

**This is a stripped down version of our Strategic Plan, focusing on the **Outcomes**. This meeting we will try to identify a few Outcomes to prioritize, as guidance for this year's budget development.**

**All Outcomes are important and will get attention. But are there a few that deserve extra emphasis this coming year?**

**How our activity will work:  
there are 18 Outcomes here. They will be written on big paper and hung on the wall. You will be given four votes to use (yes, you can use all four on the same Outcome if you wish). The few Outcomes with most votes become our guidance to staff for the upcoming year.**

## **VISION/MISSION**

Cedar Lane Unitarian Universalist Church is a community where love *works*. Together, we explore the eternal, nurture community, and build a more just world. Together, we *dare* to embody beloved community.

## **TO ATTAIN OUR VISION, WE WILL:**

- 1. Reach out and engage persons along the entire spectrum of faithful relationships.**
  - a) Provide meaningful experiences that engage children, youth, and adults: from those in the earliest stage of seeking a spiritual home, to those on the path to

membership, to those who will become our next lay leaders, as well as those who have long been deeply involved.

Outcomes:

1. Cedar Lane has effective programming and outreach for each level of the membership spectrum.
  2. Cedar Lane has vibrant intergenerational, multicultural, and accessible programming.
  3. Cedar Lane has a broad range of members across all ages taking on new leadership roles.
- b) Align all ministry teams around our vision and mission, clarifying paths to deeper spiritual connection and community engagement.

Outcomes:

4. The work of all ministry teams clearly relates to our vision/mission.
5. Cedar Lane's collective ministry is unified, collaborative, and effective.

## **2. Focus our social justice work and increase its impact.**

- a) Achieve congregational consensus around a few carefully selected major issues in which we will invest our resources (time and budget). Broaden and deepen congregational engagement in these compelling areas.

Outcomes:

6. Cedar Lane is making a substantial difference in a few carefully selected social justice issues.
- b) Challenge the entire congregation to become stakeholders in our core social justice efforts in meaningful ways as we expand and deepen relationships with the wider community around us.

Outcomes:

7. Children, youth, and adults of Cedar Lane engage broadly, deeply, and personally in social justice activities in partnership with the wider community around us.

## **3. Offer a range of worship experiences that speak to a changing population.**

- a) Experiment with formats, times, and venues to attract and serve a changing population.
- b) Expand our spiritual offerings to revitalize and diversify our membership
- c) Continue to support the varied paths to spirituality among our congregants.

Outcomes:

- 8. The formats, times, and venues of worship and spiritual offerings support the needs of a diverse, intergenerational, and engaged congregation and the wider community.
- 9. Visitors and members find worship expressions that resonate with them.

#### **4. Transform our spaces to better nurture community.**

- a) Engage the congregation in re-imagining how our buildings and campus should function to make us more hospitable, accommodating, and welcoming.

Outcomes:

10. There is general consensus among the congregation on the priorities for the changes, renovations, and construction needed to make our space hospitable, accommodating, and welcoming.

- b) With an architect, by 2020 develop and refine a design that resonates with the congregation.

Outcomes:

11. The congregation has approved a design concept and cost estimates that reflect its priorities for transforming our spaces.

- c) Inspire the generosity and risk-taking required to create the spaces we need.

Outcomes:

12. The congregation has successfully raised the funds to implement the design concept upon its approval.

#### **5. Live out our vision and mission through transformational giving.**

- a) Give generously of our time, talent and treasure.

Outcomes:

13. Income from pledges, gifts, legacies, and fundraisers increases sufficiently each year to meet or exceed increases in expenses.

14. Cedar Lane has adopted a culture of generosity, in which participation and volunteering has increased.

15. Members know how to bring their talents to the work of the congregation.

- b) Create and follow a path toward financial stability by planning for and managing our resources through responsible stewardship.

Outcomes:

16. Cedar Lane has a balanced operating budget by beginning of Fiscal Year 2022.

17. Cedar Lane has the financial resources available to achieve its mission.

- c) Create and implement a comprehensive asset management plan that includes funding annually into a replacement reserve that anticipates ongoing capital needs over a 20-year period.

Outcome:

18. Cedar Lane has the funds in place for capital needs as they arise.