

**This is a draft/preliminary version of what will eventually become our strategic plan. It is not yet complete.**

**Items in Blue have been voted upon/approved by the congregation and cannot be changed by the Board of Trustees.**

**Items highlighted in yellow have already been tentatively agreed to by the BoT and Staff.**

**This month we discuss Measures for each of the Outcomes in Strategic Direction 1. So only that section appears here.**

Greg's hint: when we discussed Measures last year, we often tried to avoid extra effort by finding something we already measure that serves the purpose. So think of what is already in the Annual Report, the reports to the Board, and other sources.

## **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.

NOTE: Strategic directions and associated outcomes under each strategic direction are listed in no particular order and have been numbered solely for ease of reference. Each outcome is followed by either an "M" for Ministry or "B" for Board to denote which entity has primary responsibility for achieving that outcome.

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

## 1. Reach out and engage persons along the entire spectrum of faithful relationships.

### Interpretation -

In our multigenerational, multicultural religious community:

- We cultivate spiritual deepening, joy, and wonder through worship, music, the arts, lifespan faith development, and the natural world;
- We foster intellectual curiosity, lifelong learning, truth seeking, and respect for our traditions of faith and reason;
- We build beloved community through inclusive welcoming, mutual caring, compassion, and generosity.
- We create a supportive place to take risks and grow in service to others.
- We share the good news and radical welcoming of our faith by reaching out to those outside of our church community and inviting them to our worship, programs, and events.

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.

### Interpretation -

- Our lifespan religious education (faith development) programs provide regular opportunities to help us grow spiritually, build stronger families, strengthen relationships among members, and deepen our involvement within the congregation and beyond.
- We recognize the role of a caring and supportive religious community in helping people become more vulnerable, faithful, and courageous.
- We hold those volunteer activities and contributions by children, youth, and adults as vital threads in the living fabric of the church community.
- We affirm that transformation comes from being fully present to life, to both the beauty and brokenness of the human condition.
- The church is an innovative laboratory that enables people to identify and live into their gifts. It's a place that is permission-giving, that encourages risk taking, in which it is okay to experiment and fail, learn, and try again.
- Current leaders actively reach out and recruit people they don't know into leadership, recognizing that the church's mission is best-served by a diverse and innovative core of leaders.
- We nurture an environment where people are able to be open and vulnerable by seeking the church's support. We cultivate a culture of acceptance and support for vulnerability and courage in whole church. As

a result, people feel inspired and invested to risk new ways of being engaged in the world.

Outcomes:

1. Cedar Lane has effective programming and outreach for each level of the membership spectrum. - M
2. Cedar Lane has vibrant intergenerational, multicultural, and accessible programming. - M
3. Cedar Lane has a broad range of members across all ages taking on new leadership roles. – M

b) Align all ministry teams around our vision and mission, clarifying paths to deeper spiritual connection and community engagement.

**Interpretation -**

A growing circle of members feel invited into shared ministry and understand that they are living it out in their daily lives and in their spiritual home. Shared ministry is at the core of their own spiritual development and growth and an important part of their religious identity.

Outcomes:

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