

**First Unitarian-Universalist Church of Detroit  
2016 Strategic Plan- Year-End Report December 31, 2016**

**Notes for 2016 Plan**

- *Responsibility* – the assigned person can and should include others in process. This might be a task force, an individual(s), other standing committees, the Board President and/or the Board. The responsible person needs to make it happen, not do it themselves.
- The Plan is our focus/priority for the year – the Church through committees and individuals will do many other things during the year that are not included in the plan, the plan provides our focus for the upcoming year but does not include all activities of the church.
- The Plan can be changed – the future is unknown, our Plan may need to be changed to adapt to a changing environment. The important thing is for everyone to communicate when changes are required.
- The *Expected Completion Date* – this date indicates the time frame that an action step needs to be completed. It is not a start date. We can celebrate if the action is completed early.

**Vision:** UU Detroit is an urban center in Detroit for spiritual renewal and social justice.

**Mission:** UU Detroit strives to be an expanding transformative community whose mission is to liberate truth, radiate kindness and love courageously.

	Strategic Objective & Action Plan	Responsibility	Expected Completion	Quarterly Progress (Completed, Good, Slow, Just Starting, Not achievable)				Comments
				1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	
<b>GOAL 1</b>	<b>GOAL 1: Create new opportunities to expand interactions with EMEAC</b>							
	Objectives and Action Steps							
	<b>1. Under the leadership of our EMEAC Board Representative and Board President, establish a series of meetings with appropriate EMEAC staff and EMEAC Board members to determine areas of mutual interest</b>							
	a) Begin conversations with EMEAC to determine structure for working relationship	Board President EMEAC Representative	January 2016	S	S	G	S	On 9/7/2016 UU Detroit board met with the EMEAC board to discuss potential common goals
	b) Invite EMEAC directors to UU DETROIT Board meeting(s) to present information about EMEAC	Board President EMEAC Representative	April 2016	S	S	S	S	In lieu of inviting the directors to a UU Detroit board meeting; the UU Detroit board met with the EMEAC board on 9/7/2016 to discuss potential common goals
	c) Invite EMEAC to develop and provide a joint worship service at UU DETROIT on environmental or social justice issues	EMEAC Representative Worship Committee Chair	June 2016		J	G	NA	At the UU Detroit board/EMEAC board meeting on 9/7/2016 this was discussed; a subcommittee was formed which will act on the joint worship service
	d) Work with EMEAC to determine how UU DETROIT can engage with other Cass Corridor Commons occupants	EMEAC Representative	December 2016	N	J	G	S	At the UU Detroit board/EMEAC board meeting on 9/7/2016 potential common goals were discussed and a subcommittee was formed
<b>2. Integrate EMEAC with First UU Centennial Committee</b>								
a) Discuss with EMEAC possible Centennial joint activities – include 2-5 options for the discussion	EMEAC Representative Centennial Chair	December 2015	N	N	N	N		

UU Detroit – 2016 Strategic Plan

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	b) Based on discussion outcome, reach out to other Cass Corridor Commons members for their involvement	EMEAC Representative Board President	January 2016	N	N	N			
	<b>3. First Church, EMEAC and Cass Corridor Commons, will strive to publicize one another's events and activities in their respective newsletters or other publications</b>								
	a) UU Detroit and EMEAC will determine a system to secure information and start publication of EMEAC events/activities	EMEAC Representative Communications Chair	March 2016					Not started	
	b) Using agreed upon system, EMEAC to publicize events	EMEAC Representative	March 2016					Not started	
	<b>4. Promote an inclusive atmosphere within regarding EMEAC/Cass Corridor Commons</b>								
	a) Create and implement a message(s) about EMEAC/Cass Corridor Commons in our Call to Worship or Order of Service – <i>example: "We are a proud member of ...," "We are a supporter of ..."</i>	EMEAC Representative Worship Committee Chair	May 2016	C					
GOAL 2	<b>GOAL 2: Using the 100th anniversary of the UU sanctuary as a theme, create opportunities to celebrate, increase membership and revenues to connect our past to our future</b>								
	<b>Objectives and Action Steps</b>								
	<b>1. Create a Centennial Committee to provide leadership of Centennial events</b>								
		a) Recruit committee members from Centennial planning group	Centennial Committee	December 2015	C				
		b) Recruit at Committee Fair	Centennial Committee	December 2015	C				
		c) Recruit volunteers – outside of committee –to support events and preparation of materials	Centennial Committee	January 2016	C				
	<b>2. Define the time frame, theme, activities and materials for Centennial events</b>								
		a) Establish and coordinate with other committees their centennial events and activities	Centennial, Social Justice and Worship Committees Other committees as needed	January 15, 2016	C				
		b) Create and maintain a web-based calendar of centennial events	Centennial and Communication Committees	January 15, 2016	C				
		c) Secure space for events	Centennial Committee	December 2015	C				
	d) Determine cost of events and publicity	Centennial Committee	January 2016	C					
	e) Secure funding to support events and publicity	Centennial Committee	April 2016	N					
<b>3. Attract participants for events which include current and former members, history buffs, community activists, regional UU members, and others as identified</b>									

UU Detroit – 2016 Strategic Plan

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	a) Create and distribute written and electronic material to promote events	Centennial and Communication Committees	March 15, 2016	C				
	<b>4. Provide one regional event that involves surrounding UU congregations</b>							
	a) Determine if this event will be separate or part of other events	Centennial Committee	January 15, 2015	C				
	b) Determine and invite other congregations to volunteer and participate in event	Centennial Committee	February 2016	C				
	<b>GOAL 3: Create a viable social justice structure built on the 7 principles to sustain our beliefs, outreach efforts and activities</b>							
	<b>Objectives and Action Steps</b>							
	<b>1. Secure leadership and members for a social justice committee</b>							
	a) Evaluate and select effective leadership structure: committee, task force, team, other	Board President with current Social Justice Committee	January 30, 2016	JS	S	NA	NA	
	b) Based on selected structure, select a co-leader	Board President with current Social Justice Committee	February 2016	JS	S	NA	NA	
	c) Provide a social justice table at social hour at least monthly for volunteer recruitment and information about social justice issues	Social Justice Committee	March 2016	C				
	<b>2. Conduct a conversation with the congregation to determine what social justice means to the church and its members</b>							
	a) Develop and provide a social justice history worship service	Social Justice and Worship Committees	April 2016	JS	JS	NA	NA	
	b) Create a recollection team to prepare community time line, major social justice events/activities and secure speakers	Social Justice Committee	April 2016	JS		NA	NA	
	c) Conduct a congregational conversation day that includes a sermon of reflection / framing, breakout groups during social hour, and a group decision of social justice theme	Social Justice Committee	June 2016	JS		NA	NA	
	<b>3. Create a written social justice plan based on the congregational conversation which will provide structure for the congregation in social justice activities</b>							
	a) Select an <i>ad hoc</i> team to create the plan for board approval	Social Justice Committee	June 2016	JS		NA	NA	
	b) Host one social justice event to announce social justice theme and social justice structure	Social Justice Committee	October 2016	JS		NA	NA	
	<b>4. Elevate social justice to a priority at</b>							
	a) Create a brief (2 minute) social justice presentation program at least once per month at worship services – these could be personal stories, social justice activities, or other presentation	Social Justice and Worship Committees	June 2016	G	G	NA	NA	

GOAL 3

UU Detroit – 2016 Strategic Plan

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				1st	2nd	3rd	4th	
	b) Determine at least one other ongoing social justice communication for the congregation	Social Justice Committee	October 2016	G		NA	NA	
GOAL 4	<b>GOAL 4: Develop, conduct and evaluate opportunities and programs for spiritual growth</b>							
	<b>Objectives and Action Steps</b>							
	<b>1. Begin a congregational conversation of what spirituality means to our church and its members</b>							
	a) Explore the possibility of expanding and conducting a two part series "Intro to " to include "New UU" for new and current members	Minister Membership Committee	June 2016	JS	JS		NA	
	b) Provide sermon to charge congregation with having ongoing conversation about spirituality for themselves and what this means for spiritual direction of	Minister	January 31, 2016	C		G	G	
	c) Provide directed conversations with congregation	Minister	May 2016	JS			NA	
	d) Determine and recognize certain holidays, high holy days and other important milestones	Minister Worship Committee	May 2016	JS	G	C	C	
	<b>2. Based on the spirituality discussion and the 7 Principles, create, provide and evaluate at least 4 spiritual growth programs</b>							
	a) Create and provide monthly programs on 7 Principles	Minister	September to December 2016			G	C	Started in Oct
	b) Create and provide spiritual programs based on spirituality discussion	Minister	June to December 2016				N A	Not started
	c) Explore options for monthly group reflections on the sermons – include leadership discussion training and ground rules for discussion	Worship Committee Minister	September 2016	JS	G	C NA	N A	New Worship leaders have been recruited and trained. Minister has not started group reflections
	d) Provide pre-sermon coffee hours to share ideas about upcoming sermons	Minister	January 2016	JS			N A	Not started
	<b>3. In cooperation with the Centennial Committee, incorporate the centennial theme into spiritual programs</b>							
	a) Meet with Centennial Committee	Minister Worship Committee	January 2016	C				
	b) Provide historical services, considering topics such as – <i>How did we evolve from early 20<sup>th</sup> century into what we are now?</i> <i>How do we imagine a service 100 years from now?</i>	Minister Worship Committee	April 2016	C				
c) Incorporate theme into "UU intro"	Membership Committee	April 2016	G	G	C	C		