



ADOPTED STRATEGIC PLAN

2006-2009

Long Range Planning Team

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Table of Contents

Table of Contents	Page 2
Long Range Planning Committee	Page 3
Goal One: Call a Minister	Page 2
Goal Two: Purchase a Facility	Page 4
Goal Three: Hire Office Staff	Page 6

Long Range Planning Committee

In October 2005, Tom Moran, president of the Board of Trustees, appointed Carol Knight and Jane Wilson to serve as co-chairs of the 2006 Long Range Planning Committee (LRPC) with a charge to update the church's original and very comprehensive 2003-2007 Strategic Plan. The co-chairs asked all of the church's committee chairs to serve on the LRPC, along with a member of the Board to be appointed by the president.

Through participation in a series of planning activities, members of the congregation indicated their priorities, in the following order:

- (1) Call a minister
- (2) Purchase a facility of our own
- (3) Provide part-time paid office staff

The Long Range Planning Committee recognizes that we are currently using all available religious education space. We encourage the congregation to seek creative alternatives for additional space until we purchase our own building.

Based on the congregation's identified priorities, the Long Range Planning Committee developed this updated Strategic Plan 2006-2009 to help the congregation achieve its goals.

Goal One: Call a Minister (no later than October 2007)

In early 2006, the congregation identified calling a minister as its first priority. If Wildflower Church follows the UUA guidelines, the search for a minister is likely to be a lengthy process involving congregational surveys, advertising the position, screening resumes, interviewing likely candidates, planning the candidating week, and other responsibilities. A minister could be called earlier than October 2007 if all aspects of the search move smoothly.

Recommended Strategies		Estimated Start Date	Estimated End Date	Person(s) Responsible
1	During the 2006 Spring Congregational meeting the congregation approves the updated Strategic Plan 2006-2009 and allocates \$25,000 in seed money to call a minister and pay a portion of the first-year costs of a minister.	5/7/06	5/7/06	Congregation
2	The Board President appoints a chair of a Ministerial Search Committee with the authority to recruit 3-4 committee members	5/15/06	5/30/06	Board President
	a) The Chair of the Search Committee recruits members, being mindful of skills needed in interviewing, compensation, background checks, etc.	6/1/06	6/30/06	Search Chair
	b) With congregational input, the Board develops and adopts any policies and/or procedures needed to call a minister	5/10/06	6/15/06	Board President
	c) The Search Committee develops a plan for the search and takes necessary steps to begin a formal search	7/1/06	12/31/06	Search Chair
	d) The Search Committee undertakes the active search for a minister, culminating with candidating week.	1/1/07	9/15/07	Search Chair
e) The congregation votes to accept/reject the recommended ministerial candidate during a specially called congregational meeting	10/14/07	10/14/07	Congregation	
3	The Board President appoints a chair for the Canvass Committee with authority to recruit committee members	6/1/06	6/30/06	Board President
	a) The Chair of the Canvass Committee recruits committee members, being mindful of skills needed in marketing, publicity, etc.	7/1/06	7/15/06	Canvass Chair
	b) The Canvass Committee plans a dynamic, educational, well-publicized canvass with the goal of raising sufficient funds to continue regular operations <i>and</i> pay the cost of a minister in 2007	7/15/06	8/31/06	Canvass Chair
c) The Canvass Committee implements a 3-week canvass focused on raising sufficient operational funds to cover the costs related to having a minister	9/10/06	10/8/06	Canvass Chair	
4	The Finance Committee compiles a proposed budget for 2007, including the estimated costs of having a minister, and submits it to the Board for tentative approval, pending results of the canvass	6/16/06	7/31/06	Finance Chair
	a) The Board makes changes in the proposed budget as necessary, tentatively approves the budget, and gives it to the Canvass Committee for use in planning the canvass	8/1/06	8/31/06	Board President

Goal Two: Purchase a Facility (2008 or 2009)

In early 2006, the congregation identified purchasing its own facility as its second priority. Purchasing a facility is a lengthy process because it involves agreeing on interior and exterior space needs, raising significant funds, finding a suitable location, arranging financing, and obtaining congregational approval of the recommended facility.

	Recommended Strategies	Estimated Start Date	Estimated End Date	Person(s) Responsible
1	During the 2006 spring Congregational Meeting the congregation approves the updated Strategic Plan 2006-2009 and allocates \$50,000 in seed money to the Building Fund.	5/7/06	5/7/06	Congregation
2	The Board President appoints a chair for a Capital Campaign Task Force with the authority to recruit 2-3 task force members. a) The Chair of the Capital Campaign Task Force (CCTF) recruits task force members, being mindful of skills needed in finance, marketing, etc. b) The CCTF plans a Capital Fund Drive to raise \$150,000 in actual funds or pledges to be paid no later than January 31, 2009 c) The CCTF conducts a 3-month Capital Fund Drive	1/1/07 2/1/07 3/1/07 3/1/08	2/1/07 3/1/07 3/1/08 5/31/08	Board President CCTF Chair CCTF Chair CCTF Chair
3	The Board President appoints the chair of a Facilities Task Force with the authority to recruit 2-3 task force members a) The Chair of the Facilities Task Force (FTF) recruits task force members being mindful of skills needed in real estate, building design, finance, etc. b) The FTF continues to develop criteria for land and building requirements suitable for Wildflower's needs c) The FTF locates land or an existing facility suitable for use by Wildflower at an affordable cost. d) The FTF presents the recommended purchase to the congregation for approval/rejection during a regular or specially called Congregational Meeting	8/1/06 9/1/06 10/1/06 Upon completion of Campaign When suitable property is located	8/31/06 9/30/06 Ongoing When suitable property is located Congregation approval	Board President FTF Chair FTF Chair FTF Chair FTF Chair

Goal Three: Hire Office Staff (some time after a minister is called)

In early 2006, the congregation identified hiring office staff as its third priority. The Long Range Planning Team recognizes that attracting a minister requires plans for providing part-time office staff.

When a minister is called and in place, regular part-time office staff will be provided. Waiting until the minister is called allows the minister to participate in identifying necessary skills and to be involved in the interview process.