



Vision Statement

Mission Statement

Strategies 2018-2021

Introduction

This plan represents revised mission and vision statements for the Unitarian Church in Westport (TUCW), as well as key strategies for the next three years. They were developed through a congregation-wide effort to co-create a living document that will guide us in planning our annual calendars and use of resources. Preparing a new strategic plan is the first step in a series of events leading up to the prospective launch of a Capital Campaign that will enable TUCW to address deferred repairs, replacements and upgrades to our facilities – all with an eye to realizing our mission, vision and strategies.

This plan was developed by a Strategic Planning Committee, led by Catherine Onyemelukwe, chaired by Lyn Kobsa and advised by Liz Coit from Stewardship for Us. Reverend Dr. John Morehouse oversaw the process. The members of the committee included:

Randy Burnham	Anita Pfluger
Mary-Jane Cross	Alan Rackson
Steve Grathwohl	Kathryn Senie
Linda Hudson	Robert Trefry
Shanonda Nelson	Dan Valentine

The strategic planning process was initiated by two congregation wide visioning sessions held on Saturday, September 15, 2018. Seventy congregants participated in the visioning sessions and provided their input into the future dreams for the congregation. Following the visioning sessions, an online survey was distributed to the congregation to gather additional input. Seventy-one congregants replied to the survey. This input was utilized by two sub-committees that developed draft mission and vision statements.

In addition, historical documents such as prior strategic plans, Committee on Ministry work, and other studies were reviewed to identify key strategies for the congregation. A strategies sub-committee reviewed the notes from the visioning session, the survey responses and the historical documents to develop the draft strategies.

Through a series of meetings, the strategic planning committee reviewed and revised the mission and vision statements and the key strategies.

Vision Statement - What we hope to become

Together in a beloved community, we will be welcoming to all, supportive of faith formation, boldly seeking justice, and gently transforming lives.

Mission Statement – Why we exist

The Unitarian Church in Westport is a diverse and welcoming religious community, free of creed and dogma, and open to people of all backgrounds and beliefs.

WE INSPIRE and support individual spiritual growth.

WE CONNECT through worship, music, learning, and caring ministries.

WE ACT in the service of peace and justice.

WE INSPIRE:

- ✓ Develop an informed, inspired and spiritually fulfilled congregation by offering creative, powerful and diverse worship services.
- ✓ Foster lifelong independent thinking by supplying tools for individual spiritual growth through lifespan faith formation.
- ✓ Promote the power of community and multi-cultural approaches to faith so that all feel welcome.
- ✓ Use the power of our music, meditation and poetry to enrich the spiritual, communal, and individual experience of all who attend our services.
- ✓ Provide safe, accessible, nurturing and sustainable physical space and grounds for our congregation and visitors.

WE CONNECT:

- ✓ Become widely known for our welcoming community through both one-on-one and collective strategies to attract and retain a wider range of prospective members.
- ✓ Celebrate our multi-generational congregation with learning, leadership, laughter and love.
- ✓ Provide compassionate caring and support to all in need with minister-led and lay-led ministries.
- ✓ Engage with organizations and faith institutions from the larger community through shared programs, theirs and ours.
- ✓ Build connections to the larger UU community.

WE ACT:

- ✓ Provide the space and an ongoing forum for people of varying points of view and traditions to conduct respectful, safe, and open discussions about pressing issues.
- ✓ Create and realize a social justice and action agenda dismantling racial and gender inequality, poverty and violence through outreach strategies, policy advocacy and public education in our local communities and inter-faith forums.
- ✓ Demonstrate our commitment to congregation and community-wide sustainability with innovative green initiatives and investments.
- ✓ Inspire 100% congregational participation in annual pledges and special contributions to demonstrate our financial commitment to TUCW, as well as our time and talent.

**The Unitarian Church in Westport
2018-2021 Strategic Plan
Key Strategies**

Focus Area	Strategies
Faith Formation	1. Evolve our Religious Education (RE) program into faith formation for all ages utilizing the Courageous Faith Formation program
	2. Organize and lead worship exchanges here and at other venues in the community to increase our outreach and share our spirituality
	3. Evaluate weekday/weeknight worship services
	4. Increase the use of creative arts in our programs, including poetry, dance, theatre
Music	1. Maintain and broaden our music program
	2. Extend our music program into the community to expand our outreach, presence and connection to other faiths
Social Justice	1. Demonstrate our commitment to dismantle injustice and racism through proactive leadership and engagement in social justice
	2. Collaborate with other local organizations and the UUA on social justice programs
	3. Hold community forums on “pressing” social justice topics – raise awareness and encourage action
	4. Publicly take a stand on key issues (e.g. Black Lives Matter, #MeToo)

Focus Area	Strategies
Community Building and Outreach	1. Enhance our engagement and outreach into the local community, through programs such as the Beardsley School, Mercy Learning Center, Westbridge Coalition, etc.
	2. Develop programs that reach beyond Judeo-Christian values and attract diversity to our congregation
	3. Enhance our engagement with the UUA and contribute our Fair Share to the UUA
Communication/Awareness	1. Evaluate our congregational brand, name and identity
	2. Expand our communication about events, programs and each other within our congregation
	3. Rebuild and refocus our website to be outward facing
	4. Expand our communications to increase visibility and a readily identifiable presence to promote our values and principles within our denomination, community and nation
Membership/Engagement	1. Implement consistent, active practices, at Sunday Services and other events, to welcome and engage current and prospective members
	2. Increase retention of members, through programs such as a new member mentor/buddy program and by facilitating connections across the congregation that span ages, backgrounds, interests and activities
	3. Engage lay leaders by providing opportunities for leadership, spirituality and involvement
	4. Engage congregants to give back in time, talent and treasure and recognize their contributions
	5. Increase the number and diversity of our membership by facilitating multi-cultural and multi-generational relationships
	6. Maintain and enhance our congregational support programs (pastoral care, shawl ministry, Neighborhood Circles, Small Group Ministry, etc.)

Focus Area	Strategies
Infrastructure	1. Develop and implement a plan to renovate our building. Key projects include: <ul style="list-style-type: none"> - Electrical upgrades - Lighting upgrades - Heat, Ventilation and Air Conditioning (HVAC) upgrades - Roof and skylight repair - Window replacement - Carpet/tile replacement - Exterior walkways/stairway repairs - Driveway repairs
	2. Upgrade the sound, visual and IT systems
	3. Implement additional programs to support environmental/green practices
	4. Provide fully accessible space for events of community dialog and ministries
Finances/Staffing	1. Achieve 100% participation in pledging and special contributions and deliver a surplus bottom line to support growth and reinvestment in the congregation and its programs
	2. Increase the endowment by 20%
	3. Hire additional staff to support the congregation. Desired positions include: <ul style="list-style-type: none"> - Assistant Minister - Operations Director - Communications Director - Development Director