

# 2019-2022 Strategic Plan

## Keweenaw Unitarian Universalist Fellowship

**Our Mission...** We are an inclusive congregation where we SEARCH for wisdom, CARE for community, and ACT for justice.

**Our Vision...** The Keweenaw Unitarian Universalist Fellowship is a welcoming congregation of people with diverse religious and spiritual beliefs. We foster the free exchange of ideas in an atmosphere of acceptance and friendship. We are a justice-seeking people who act compassionately and support the interconnected web of life.



**Our Strategic Goals are on the following pages**

**Goal #1: KUUF will maintain consistent and effective ministerial services**

**Measurement of Success:** A written plan for funding and implementing continuous ministerial presence was created.

**Action:**

1. Establish a preferred process to move forward with search for ministerial services.

**Assigned to:** Board (Fellowship Volunteers: Bill Leder, Miriam Pickens, Amlan Mukherjee)

**Review Schedule:** Intervals of not more than three months.

**Progress at time of review:**

4/1/20: Action in abeyance. Lay minister Paul Mitchell agreed to extend his contract and move to three quarter time.

**Goal #2: KUUF will increase membership size and diversity**

**Measurement of Success:** We will increase our current membership by June 1, 2022. Membership Committee

**Actions:**

1. Celebrate and share the wonderful elements of UUism with the broader community by publicizing KUUF events, activities, services, and our principles and purposes.

**Assigned to:** Publicity (Fellowship Volunteers: Jenn Donovan, Linda Belote, Nanno Rose, Patrick and Cecilia McDonald)

**Review Schedule:** Every six months.

**Progress at time of review:**

4/1/20: Expanded publicity of events like forums to include Tech Today when appropriate, as well as more local venues. Extensively updated KUUF website. The board approved an increase in the office assistant's hours to keep website information current. See attached list if publicity efforts submitted by Publicity Committee.

2. Invite community members to attend and participate in Sunday services.

**Assigned to:** Worship Committee (Fellowship Volunteer: Nanno Rose)

**Review Schedule:** Every six months.

**Progress at time of review:**

4/1/20: Specific invitations to community members: Holi Service, Solstice Service, Christmas Eve

3. Establish new ongoing projects and/or events that identify KUUF in the community.

**Assigned to:** Community Project Crew, Green Sanctuary, RE (Fellowship Volunteers: Horst Schmidt, Lora Repp, Jane Hiltunen, Miriam Pickens)

**Review Schedule:** Every six months.

**Progress at time of review:**

4/1/20: Ongoing KUUF participation in Keweenaw Faith United projects, partnership with Portage Lake District Library to provide personal hygiene products for patrons in need, KUUF Minister serves as Coordinator of Copper Country Homeless Prevention Coalition, plans in progress to conduct ALLY training and OWL classes, Grow an Extra Row Green Sanctuary project to launch in the spring.

**Goal #3: KUUF will enhance management and administrative systems**

**Measurement of Success:** Action plans were implemented.

**Actions:**

1. Establish a procedure for committees to report regularly to the board.

**Assigned to:** Board

**Review Schedule:** Every six months.

**Progress at time of review:**

4/1/20: Completed - Procedure established to allow for one KUUF committee to attend a board meeting each month to share updates and discuss issues.

2. Increase use of on-line KUUF calendar.

**Assigned to:** Board

**Review Schedule:** Every six months.

**Progress at time of review** 4/1/20: Completed – Announcement in Digest encouraging usage and procedure established to enable Martha to post meetings/events.

3. Implement improvements in pledging procedures including discussions with new members, creation of giving brochure, forum presentation and Pay Pal.

**Assigned to:** Finance Committee

**Review Schedule:** Every six months.

**Progress at time of review:**

4/1/20: “Giving Brochure” completed by Bill Leder and distributed to new members by the membership committee. Pay Pal Option added to KUUF Website.

4. Create and implement periodic Board orientation regarding KUUF By-Laws and other key policy and governing documents.

**Assigned to:** Board (Fellowship Volunteer: Frank Kohl)

**Review Schedule:** Every six months.

**Progress at time of review:**

4/1/20: Membership volunteer group of Janeen Stephenson, Frank Kohl, and Miriam Pickens have researched the bylaws and policies and created a board orientation document. It is ready to be presented to the board.

**Goal #4: KUUF members will continue and expand caring for each other**

**Measurement of Success:** Survey results indicated that members experienced growth in caring within the Fellowship.

**Actions:**

1. Define and implement a process for recognizing Caring Committee efforts that respects the privacy of each person.

**Assigned to:** Caring Committee (Fellowship Volunteers: Linda Rulison, Sharon Levine, Linda Belote, Rachel McDonald)

**Review Schedule:** Every six months.

**Progress at time of review:**

4/1/20: Action not yet initiated.

2. Develop, document, and disseminate a system that enables Fellowship members to request assistance.

**Assigned to:** Caring Committee (Fellowship Volunteers: Linda Rulison, Rachel McDonald)

**Review Schedule:** Every six months.

**Progress at time of review:**

4/1/20: Action not yet initiated.

3. Explore, in partnership with the minister, a covenant of right relations.

**Assigned to:** Committee on Ministry, Minister (Fellowship Volunteers: Janeen Stephenson, Linda Rulison, Miriam Pickens, Bob Drake)

**Review Schedule:** Every six months.

**Progress at time of review:**

4/1/20: Covenant group has completed a covenant document and presented it to the Board on 3/22/20.

The document was presented to the fellowship at a forum on 4/12/20.

**Goal #5: *KUUF members individually and collectively will express through action UU values in the broader community***

**Measurement of Success:** Action plans were completed.

**Actions:**

1. Establish new ongoing projects and/or events.

**Assigned to:** Community Project Crew, Green Sanctuary (Fellowship Volunteers: Lora Repp, Carol Ekstrom, Jane Hiltunen, Linda Belote)

**Review Schedule:** Every six months.

**Progress at time of review:**

4/1/20: Quarterly events built around Children's RE, "Grow an Extra Row" Green Sanctuary project planned for spring 2020, discussions continuing with BHK to purchase compost bin and investigate solar panel installation (KUUF/Green Sanctuary to offer assistance with funding).

2. Host community events that celebrate "who we are" and "what we believe."

**Assigned to:** Membership Committee, Green Sanctuary, RE, Worship Committee (Fellowship Volunteer: Horst Schmidt)

**Review Schedule:** Every six months.

**Progress at time of review:**

4/1/20: Fall New to UU, Children's RE events, Transgender Vigil, continued sponsorship of Sustainable Films, RE committee developing plans for KUUF to host Our Whole Lives classes after providing funds for fellowship members to become certified instructors.

3. Collaborate with other faith communities and community organizations on projects and activities involving our shared values.



**Assigned to:** Minister, Community Project Crew, Green Sanctuary (Fellowship Volunteers: Miriam Pickens, Lora Repp, Carol Ekstrom, Jane Hiltunen)

**Review Schedule:** Every six months.

**Progress at time of review:**

4/1/20: Established Lutheran Social Services Pantry, minister formed a connection with Episcopal Church in Sault Ste Marie to help newly released immigrant find transportation to family in Florida, participation in Keweenaw Faith United, collaboration with Copper Country Homeless Coalition, Portage Lake District Library, Public Health Department to offer assistance to people in immediate need, working with MUUSJIN to distribute information and petitions.

**Goal #6: KUUF will create space for personal and collective search for meaning**

**Measurement of Success:** Survey results indicated that members experienced growth in personal and collective search for meaning within the Fellowship.

1. Offer Adult RE opportunities and group activities that explore spirituality.

**Assigned to: R.E.** (Fellowship Volunteers: Janeen Stephenson, Linda Belote, Frank Kohl, Jane Hiltunen, Tom Hiltunen, Miriam Pickens)

**Review Schedule:** Every six months.

**Progress at time of review:** 4/1/20 Women's Retreat, KUUF Men's Group, KUUF Women's Group, Friday Afternoon DVD Class, Gratitude Group, Empathy Group, UU Small Congregation Webinars, plans in place to begin offering monthly film presentations.

2. Plan outdoor services and activities.

**Assigned to:** Worship Committee (Patrick and Cecelia McDonald)

**Review Schedule:** Every six months.

**Progress at time of review:** 4/1/20: Guided winter snowshoe/hikes were made available to the fellowship. Marsin Center is reserved for the second Sunday in September.

3. Broaden music program to further inspire spiritual growth.

**Assigned to:** Worship Committee, Music Committee (Fellowship Volunteers: Janeen Stephenson, Tom Hiltunen)

**Review Schedule:** Every six months.

**Progress at time of review:** 4/1/20: Sunday service recital by Sandra and Alex, other musicians within fellowship have periodically contributed to the music presented during Sunday service.

First 6 month review of Strategic Plan completed April 2020  
Review Committee: Lora Repp, Miriam Pickens, Horst Schmidt