

**Foothills Unitarian Church 5 Year Plan**  
**May 18, 2008**  
**2008-2009 Proposed Action Plans**

**Communications Team:**

- Establish a Communications Committee with appropriate task groups to address PR, Intercom, website, and proofreading/editorial review. Provide coordination with other committees regarding communication issues and needs.
- Update the website.
- Place an IDEA BOX in the lobby and put process in place to review and respond to input.
- Increase radio advertising (i.e., KUNC, KRFC).
- Reduce number of inserts in the Intercom to same time and money.

**Life Span RE Team:**

- Conduct regular meetings of RE staff and volunteer RE coordinators to provide continuity of programming and transitions between life stages.
- Form a team of volunteers to coordinate childcare for all major church activities and events
- Explore the expansion of our OWL (Our Whole Life) programs to include high school and adults.
- Form a team of volunteer drivers to provide transportation to evening RE programs.
- Provide ministerial presence and support for youth and young adult programs as staffing allows.
- Provide more ministerial resources for life transitions and small group ministry.
- Conduct a survey to identify the needs of youth, young adults, and adults.
- Form a group for post high school/college aged young adults (18-24) and recruit a volunteer coordinator.
- Continue to support a group for older young adults (~28-35) and recruit a volunteer coordinator.

**Membership Team**

- Enhance the welcome for all who attend Sunday services, especially those who are first-time or repeat visitors.
- Expand efforts to help potential new members to more fully explore membership; coordinate and link the UU history and principles class and the preparation for membership class.
- Follow up immediately with new members with regard to pledging, integration, and volunteerism.
- Begin the task, in cooperation with other committees and teams, of finding out exactly who our friends and neighbors are and how their relationship with the church could be enhanced.

**Physical Plant Team:**

- Gain congregational consensus on the priorities for long-term facilities needs.
- Better understand the scope of work and potential solutions prior to hiring an architect.
- Further explore all potential solutions, including better utilization of the current facility, and incremental expansion, among others.
- Better understand what the congregation is willing to financially commit to an expansion program.

**Organizational Structure Team:**

- Working with the staff and committees, develop a more efficient and effective committee structure to be presented to the congregation for approval in 2009.
- The model to be recommended by the structure team will resemble that used by JUC and other large congregations with committees joined under "cluster" headings with the cluster or Council granted budget and authority to act after reaching consensus within their council. We would recommend more use of "task force" teams rather than sitting committees for specific tasks such as church expansion and the like.

**Social Action Team:**

- Create an interim Social Action Council to implement and test the process for establishing social action teams/projects.
- Query the congregation for current and potential future social action projects and establish one or more action teams to work on projects beginning this year.
- Explore social issues as areas for social witness by the congregation.

**Stewardship and Ministerial Resource Teams:**

- Form Action Planning Teams and develop proposals for next year.