



UUCWI Long Range Planning Committee

Initial Charge - October 10, 2016

The UUCWI Board of Trustees has recommended that a standing committee be formed to address Long Range Planning within the congregation. To that end this document reflects the ideas behind the need for a Long Range Plan as well as the basic charge to the committee.

What is a Long Range Plan?

A long range plan provides definition for a group, organization or congregation. It is not just “where are we going” but *who we are*. It should include:

1. The reason for our congregation’s existence - are we a social club, a philosophical discussion organization, a social justice action group? All of these?
2. Our values - what we believe in
3. Our goals - anything and everything we hope to accomplish both internally and in a larger context
4. A plan - how we hope to accomplish these things
5. A timeline - when we hope to accomplish these things

Why we need a Long Range Plan:

- Without *definition*, different members will have different ideas of who we are and what we do. Without definition, we cannot present ourselves to the community at large with any certainty, and cannot attract new members or participate effectively in community activities and concerns. Definition also prevents us from being misunderstood.

- Without *direction*, we founder - no goals means no enthusiasm, no energy, no reason to exist.
- Without a *specific plan* for our own congregation, we spend all our time figuring things out and have no time for the larger things we may wish to accomplish.

How can we come up with a Long Range Plan?

What we know so far:

- The congregation wants to participate.
- The congregation does not want a time-wasting, incomplete, or impractical process.
- Funds are available (\$3500)

Therefore:

We need to trust the congregation's wisdom by creating a committee that creates a Plan that accurately and sufficiently represents the congregation. The committee will:

- be chosen from applicants solicited from the entire congregation and any previous LRPG members who wish to participate. The Board will approve the final committee roster.
- be a standing committee which, after a plan is created and approved, monitors the progress of the plan and update as appropriate. Members will serve three years (except for the formation period when the terms will be staggered).

The attributes of committee members should be:

- Good listening skills
- Demonstrated ability to work well with others
- Tendency to be bottom-up facilitators rather than top-down facilitators (work from congregation's input rather than by mandate)
- Good communication skills
- Creative problem solvers

- Willingness to represent the congregation's wishes and not just one's own agenda
- Willingness to allow all voices to be heard
- Open-minded willingness to consider a variety of outcomes
- Must be available for regular meetings
- Experience not necessary!

Guidelines for the Committee include (but not necessarily be limited to):

1. All members are entitled to be heard and their views given equal weight
2. The LRP Committee will create its own process which will include as much congregational participation as is practical and useful for creating the plan, and which may include an outside facilitator.
3. Final draft of the plan shall be subject to approval by the Board and then adopted by a vote of the congregation.
4. The plan should take into account at least these items:
 - The reason for our congregation's existence
 - Our values - what we believe in
 - Our goals - anything and everything we hope to accomplish both internally and in a larger context
 - A plan - how we hope to accomplish these things
 - A timeline - when we hope to accomplish these things