

UNITY OF LEHIGH VALLEY STRATEGIC PLANNING

Vision: We co-create an awakened world of peace, harmony and abundance

Mission: United in love, we provide a positive environment for all people to discover and express their spiritual nature

Internal Vision: Demonstrating the principles we teach, ULV is recognized as a thriving leader in the New Thought Movement.

Strategic Intent 1: We demonstrate prosperity principles.

Objective 1: We have a strong financial foundation to support out ministry

Goal 1: By October 31, 2011, we develop financial reserves to cover two months of operating costs
Champion: Joie Barry

Action Steps:

Complete: Dollar amount we need to cover two months of operating costs:

2009/2010 Budgeted Expenses = \$137,042 divided by 6 = \$22,840, Invite congregation to become a committed Tither or a committed Giver and publish names in bulletin on-going process that will be highlighted on Sundays on a quarterly basis, Offer a prosperity course to congregation on an annual basis. Five-week course was taught by Rev Wilma Alvarez and completed on May 5th based on Eric Butterworth's book Spiritual Economics. Board training on prosperity provided on an annual basis. Rev Joy led a prosperity workshop on March 13th based on Eric Butterworth's book Spiritual Economics for board members, A standing Finance Committee was created and approved by the board as of May 11, we have 8 members who have agreed to serve with the first meeting scheduled for May 23rd

1. Finance Committee meets quarterly and assesses ongoing needs and resources

Goal 2: By 2012, establish a Capital Expenditure Budget (fund) of \$20,000

Champion: Joie Barry

Action Steps:

1. April 2010 thru Oct 2011 - Assist Structure Circle with determining items and costs that need to be included in the Capital Budget and present to congregation as needed.
 - a. Initial capital expenditure determined to be a priority was the renovation of the kitchen. Initial plans and costs were established and presented to the board in April and to the congregation at the May 2nd HUG Meeting.
2. Create capital fundraising projects and goals to be approved by the board and presented to the congregation.
 - a. An initial gift of \$5,000 was received last year for renovations in the fellowship area downstairs.
 - b. After the kitchen renovation presentation at the May 2nd Hug Meeting, a matching dollar-for-dollar \$3,000 gift was pledged.
3. Review this goal at the Finance Committee meeting on May 23rd to obtain their input on other ways to reach our goal.
4. By August 2010, research grant opportunities for funding for capital projects for churches particularly in the areas of restoring "historical" buildings and meeting EPA requirements and "green" initiatives.

Goal 3: By November 2010 we have developed policies and procedures to provide organizational structure that supports principle. Champion: Rev. Joy Wyler

Action Steps: Completed: Accounting and Finance policies, Event Policy, Key Policy, Job descriptions for staff

1. Determine further Administrative Policies needed in collaboration with Administrator by May 30th
2. Develop additional policies as needed and submit for board approval

Objective 2 We have a growing and committed congregation to support our ministry

Goal 1: By October 31, 2010, we have a 10% increase over our current level of committed givers and tithers Champion: Jo Sieger
Complete as of May 11, assess maintenance

Goal 2: By October 31, 2015, ULV attendance will increase to 150 members
Champion: Sophia Finnerin

Action Steps:

1. Assess visitor packets and welcome practices (including Youth Education) using input from Thriving 1.0 and new congregants. Make improvements as recommended.
2. Plan an invitation event (Friendship Sunday) for fall of 2010
3. Develop and make available business sized cards with ULV info/logo on one side and Prayer for Protection on the other side for congregants to share
4. Develop and implement program for congregants to utilize used Daily Words to open conversation to invite friends to Unity

Goal 3: By November 2010 we complete Thriving In Unity 2.0, Benchmark 3, Thriving Program
Champion: Rev. Joy Wyler

Action Steps: Completed: Board retreat done March 13, Congregational course being offered by Rev. Wilma through May 5th

1. In process: Accessing appropriate archived newsletters for Spiritual Economics through Association of Unity Churches International newsletters, "The Power of Prosperity X 12" to share with Committed Givers/Tithers.
2. Complete benchmark at the conclusion of class with input from Rev. Wilma
3. Submit benchmark for board review and then submit to Association

Strategic Intent II: We provide spiritual experiences that uplift, educate and transform lives

Objective 1: We plan and provide an annual event that uplifts and educates utilizing outside resources

Goal 1: Mark Finnan presents The Master and The Essenes as part of Easter season 2010
Champion: Rev. Joy Wyler
Complete!!

Goal 2 Hold a Karen Drucker event @ ULV by November 2011
Champion: Davina Short

Action Steps:

1. Contact Karen Drucker and staff to obtain more information on expenses, workshop possibilities and see her schedule through 2011 for feasible dates.
2. Assess best dates for a concert at ULV.

Goal 3: By 2015, we bring in an outside speaker hosting the event in a large venue in the Lehigh Valley Champion: Joie Barry

Action Steps:

1. During 2010 & 2011 – Survey congregation to determine types and names of speakers that would be of interest to them.
2. Begin exploring venues in the Lehigh Valley area that can support this type of event: colleges, hotels, arenas.

Objective 2: We provide classes, workshops and opportunities to deepen spiritual practices

Goal 1: By October 31, 2011, 5 to 10 members will attend a Nehemiah Retreat @ Unity Village (meals and lodging provided, must provide own transportation and do service with a project determined by Unity Village. Champion: Bev Freeman

Action Steps:

1. Contact Unity Village for Schedule of 2010/2011 retreat dates
2. Assess interest in and availability of scheduled dates

Goal 2: By November 2010 ULV collaborates with area Unity ministers to offer a regional SEE session of credit classes. Champion: Rev. Joy Wyler

Action Steps Completed: Planning meeting to set out curriculum and tentative dates, brochure developed and printed for first session, inadequate enrollment for winter session. updated brochure developed with new courses, dates and times and location.

1. Distribute brochure to area ministries and promote sessions June 21-25
2. Assess enrollment

Goal 3: By November 2010 we offer Compassionate Communication classes in completion of Thriving In Unity 2.0 Benchmark 9. Champion: Rev. Joy Wyler

Action Steps:

1. Schedule class for September 1-22
2. Develop promotional information including target audiences in the community.
3. Develop registration/sign-up material
4. Order books
5. Teach it!
6. Complete benchmark and submit for board review

Strategic Intent III: We make a positive difference in the world.

Objective 1: We engage in spiritual social action that impacts issues related to hunger and poverty.

Goal 1: By June 2010, we implement a "Shoes 4 Unity" campaign. Champion: Ginny Stanglein

Action Steps Completed: Obtain program materials, Schedule dates, Publicize information for the drive, Gather volunteers and assign tasks, Collect shoes and funds for shipping, Sort and package shoes

1. Ship shoes to distribution center
2. Provide feedback to the congregation and Celebrate!

Goal 2: By August 2010 we sponsor a food drive to benefit a local food pantry. Champion: Tina Simmons

Action Steps:

1. Develop promotion flyer with info on specific collection items each week. Laura can help format and print.
2. Develop weekly curriculum for lessons and activities.
3. Plan and schedule outing to food bank. Include transportation and permission forms as needed.
4. Create mechanism for collection of items and storage or delivery. Suggest collection tubs/bags for prior week, current week and next week be available to accommodate vacations and memory lapses. Implement collection.
5. Celebration! Consider feasibility and interest in intergenerational picnic.

Objective 2: We engage in spiritual social action that contributes to peace on personal, community and global levels.

Goal 1: By September 2010 we create an “11 days of Global Unity” event in completion of Thriving in Unity 2.0, Benchmark 8, Option 2. Champion: Joie Barry and the Chaplain Team
Action Steps:

1. Review suggestions and possible events from the Association with the Prayer Chaplain Team at May 16th monthly team meeting and recruit volunteers from this Team to begin planning.
2. May thru Sept - Monitor and assist Prayer Chaplain Team with event planning to keep on track. Create a promotional and marketing plan to assure maximum attendance.
3. June – Sept – Publicize event(s) to congregation and to community.
4. Aug – Sept – Implement plan and publicity.

Objective 3: We engage in spiritual social action that honors the earth and all life.

Goal 1: By November 2010 we develop an Earthcare Covenant to complete Benchmark 8, Option 1, in Thriving in Unity 2.0. Champion: Sophia Finnerin

Action Steps:

1. Recruit Be Green team and develop leadership
2. Review EarthCare Program
3. Develop EarthCare Covenant with the team and congregational input
4. Move the Covenant through Congregational and board approval
5. Submit the Notice of Intention to the EarthCare Team of the Association.

Strategic Intent IV: We model integral leadership.

Objective 1: We provide leadership growth opportunities

Goal 1: We complete the Enlightened Leadership Program by August 2010

Champion: Rev. Joy Wyler

Action Steps

Completed: Session 1 and 2, including follow-up and Session 3 pre-work

1. Session 3 May 13
2. Adding Enlightened Leadership check-in to board meeting beginning June 2010
3. Session 3 follow-up
4. Session 4 August 12

Goal 2: By 2012, 50% of the attending Congregation engage in the Strategic Planning Process

Champion: Rev. Joy Wyler

Action Steps:

Completed World Café in January 2010, board Strategic Planning and outline of Strategic Plan, developed Action Steps for Goals

1. Present Strategic Plan to congregation at June HUG meeting
2. Assess Strategic Plan prior to Annual Meeting
3. Schedule a new World Café event in 2011
4. Assess attendance for ideas and promotion

Goal 3: By 2012 we have a program for development that includes the path to membership, board service and ongoing leadership skill building. Champion: Rev. Joy Wyler

Action Steps:

Completed: Assess Membership path and approve policy

1. Promote approved membership policy in Summer newsletter of 2010
2. Assess Enlightened Leadership material for ongoing leadership development