



**Unity Renaissance**  
**Strategic Plan for 2011-2012**  
(rev 6, dtd October 2011)

The Unity Renaissance Strategic Plan for 2011 through 2012 is an essential element of planning and focus. It has been created to enhance the quality of the ministry; developing an environment that focuses the Board of Trustees, the UR Minister and Staff, and the many teams and committees. The Strategic Plan directly supports the Unity Renaissance Vision/Mission Statements of the ministry.

UR Vision: **Spiritually awakened individuals creating a loving world.**

UR Mission: **Transforming lives through authentic and empowering spiritual experience.**

UR Theme for 2012: **Pulled By A Vision (Unity theme for 2012)**

It is the intent for the Evolutionary Council to generate the Vision, Mission and Core Values for Unity Renaissance each year. These foundational concepts will be the product of sacred conversations that this team will conduct over time with members throughout the congregation. The Evolutionary Council will hand off these pieces of the Strategic Plan to the Creative Planning Team which will develop Themes, Objectives and Anchoring Events to support the UR Mission, Vision and Core Values.

The Strategic Plan is broken down into Themes that set overarching priorities, with yearly Objectives list that designates specific focus areas and actions. These Objectives delineate real accomplishments to be completed and focus accountable action “leads” that will drive the change to meet the Theme.

The UR Yearly Calendar is a critical sub-component of the Strategic Plan in establishing a schedule of events that enriches the congregation’s spiritual awareness and generates activities that contributes to the Core Values of the congregation. The Evolutionary Council, Creative Planning Team and the Transformational Celebration Service teams will be key components to support these events, both on Sunday and in other weekly events.

The UR calendar is aligned to seasonal events and starts in September each year. The UR Yearly Calendar will be focused around five planning areas:

- **“Coming Home”** (September – October)
- **“Thankful Families”** (November – December)

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- **“Awakening Our Sacred Souls”** (January – April (Easter))
- **“Colorful Expression”** (April (Easter Monday) – June (Father’s Day))
- **“Easy, Peaceful Living”** (June (Father’s Day) – August).

UR programs and events will align to these planning areas and create focus for the calendar.

### **Anchor Events for 2012:**

#### 1. **“Awakening Our Sacred Souls”** (January through Easter Sunday)

General—Robin Reiter (Abundance Workshop, talks, & Leadership Training)

YFM—Passover Seder (April 6<sup>th</sup>)

#### 2. **“Colorful Expression”** (Easter Monday through Father’s Day)

General—Karen Drucker (talks & concert)

YFM—A Moms & Dads event in between the two holidays

#### 3. **“Easy, Peaceful Living”** (Father’s Day through August)

General—Karl Anthony (talks, Mantra, Bridging Ceremony)

YFM—Spirit Week (“Living Well”) + Picnic

#### 4. **“Coming Home”** (September and October)

General—Arvel Bird

YFM—Trunk or Treat, Fall Coffeehouse

#### 5. **“Thankful Families”** (November and December)

General—Fall Faith Celebration

YFM—Family Christmas Dinner, Cantata, Christmas Play

### **Themes & Objectives:**

#### **Theme 1 – Sanctuary; Building Sacred Spaces**

Objective 1.1 – Create Daily Prayer schedules and establishes on-going Prayer Support **[Rev Laura Lead]**

Action – Create daily Prayer and Meditation Space at UR

Objective 1.2 – Ensure Sunday Chaplain availability for both services **[Faye Webb Lead]**

Action 1 – Have a weekly schedule and space for Chaplain support

Action 2 – Establish a process to identify congregants missing from Sunday service and provide that to the weekly Chaplain's call list

Objective 1.3 – Establish a program that creates a deeper sense of God **[Ann De Michael Lead]**

Action -- Develop a Master Plan for a Spiritual Refuge Program for congregants

Objective 1.4 – Provide yearly Prayer Chaplain Training **[Ann De Michael Lead]**

Action – Schedule a Prayer Chaplain training event and extend it to churches throughout the region

## **Theme 2 - Education & Learning**

Objective 2.1 – Provide a strong CORE curriculum for Adult Education **[Rev Laura Lead]**

Action – Schedule and lead quarterly CORE classes that provides membership development

Objective 2.2 – Create Life Path Courses for practical application of Unity Spiritual Principles

**[John Root Lead]**

Action 1 – Develop a schedule of yearly classes focused on Prosperity, Healing and Well Being, Prayer and Meditation, Peacemaking and Unity Principle Teachings

Action 2 – Establish a UR Mentor program that supports new members in their spiritual development

Objective 2.3 – Support congregants in their development as a Licensed Unity Teacher (LUT)

**[George Hart Lead]**

Action – Create a program that provides courses and track the LUT accomplishments of congregants

Objective 2.4 – Establish a active Youth Education Program that supports all ages of youth

**[Ed Rosequist Lead]**

Action – Attract a engaging team of Youth Ed teachers and assistants and provide them with a positive, educational curriculum

Objective 2.5 – Support our youngest UR members through a loving and nurturing infant and toddler program **[Ed Rosequist Lead]**

Action – Train and schedule positive Nursery care for Sunday services and other weekly activities

## **Theme 3 – UR Service Volunteer Teams (within UR family and in the community)**

Objective 3.1 – Establish a active Sunday Service Ministry **[Richard Hackmann Lead]**

Action – Establish a lead for the Ministry teams that schedules total over 50 people each Sunday which include TAG, Usher, Hospitality, Music, Platform Assistant, Pulpit Prayer, Sound and Power Point

Objective 3.2 – Create Leadership Ministry whose members support the Strategic Plan and participate in educational training. **[Richard Hackmann Lead]**

Action – Board of Trustees participate in yearly training and regional/international conferences/conventions. Evolutional Council meets quarterly provides baseline priorities for the Strategic Plan. Leadership Team consists of the Team Leaders across the ministry and meets quarterly to share actions/upcoming events.

Objective 3.3 – Support Unity in the World in Environmental, Interfaith, Community and Global Outreach programs. **[Sam Akompong Lead]**

Action 1 – Schedule quarterly programs that support Community and Global Outreach programs.

Action 2 – Introduce UITW Environmental and Interfaith activities monthly

#### **Theme 4 – Celebration and Connection**

Objective 4.1 – Develop engaging, inspiring Sunday services with a Peaceful early service and Celebration late service, expanding the attendance to 175 adult and 50 youth **[Christopher Naughton Lead]**

Action 1 – Enhance welcoming and technical services at each service

Action 2 – Develop services that center around the minister's talk, with coordinated music and meditations, and completing within the published time (+/- 10 minutes)

Objective 4.2 – Offer two Evolutionary Events each year **[Christopher Naughton Lead]**

Action – Schedule, promote and execute two events that promote spiritual awareness and extends the Unity message

Objective 4.3 – Offer Special Services and Events that offer congregants seasonal and quarterly community building **[Errol Duplessis Lead]**

Action 1 – Establish a quarterly event schedule that stays well ahead of activities.

Action 2 – Schedule social group events that provide UR community building, including Dinners and Auctions, Picnics, Coffee Houses, Retreats, and musical concerts – most will be offered free or at minimal cost

Objective 4.4 – Offer a minimum of eight weekend workshops to congregants that promote spiritual awakening and life skills. **[Errol Duplessis Lead]**

Action – Schedule and provide eight workshops which can be aligned to Sunday Guest Speakers or local spiritual leaders

## **Key Drivers of the UR Strategic Plan**

Unity Renaissance Board of Trustees will lead the church family in enabling the Strategic Plan. They will assign Board of Trustee leads to oversee each Objective and establish key assessment metrics that can provide insight into accomplishments around the actions. The UR staff will be essential elements in the execution of the actions. The UR Minister will be a essential leader on the staff to drive actions. The UR Evolutionary Council will be a small group of members that reviews the UR Vision/Mission and establishes the basis of the UR Strategic Plan each summer. They provide a update to the Vision/Mission and a focused goal set to the Board of Trustees each fall for the updating of the two year Strategic Plan.