



Carbondale Unitarian Fellowship—Strategic Plan 2019-2024 Summary

Our vision is to be ... a vibrant, diverse, loving community which fosters freedom of thought, spiritual growth, social justice and ethical living for all.

Our mission in this community ... is to foster Unitarian Universalism which nurtures deep respect and caring for each other and champions social justice and environmental stewardship in our world.

The six strategic objectives that follow were adopted as our guideposts toward achieving this and are listed below with examples of important **strategies** for doing so.

Increase opportunities for connection and spiritual and personal growth	Demonstrate our environmental stewardship	Develop a Fellowship-wide approach to social justice	Build a system to encourage “shared ownership”	Restructure work to ensure sustainability	Conduct targeted outreach efforts
Ensure follow-up with visitors	Sponsor programs on sustainable living	Develop process for identifying congregation-wide social justice focus/priorities	Hold work parties with a focus on connection and fun.	Coordinate opportunities for one-time commitments and stand-alone tasks	Develop campaigns to reach young families, dads, young adults, campus and LGBTQ community
Provide more opportunities for connection and growth through fun activities	Use grounds in ways consistent with environmental stewardship	Identify opportunities for engagement by all ages in social justice work	Provide annual training on building use, safety and security	Consider changing by-laws to reduce size of Board of Trustees and encourage rotation of all leadership positions	Train members to embody respect and welcome in discussing the CUF experience
Expand programs for young adults	Form Green Sanctuary Committee	Build capacity by focusing on common factors that cross areas of concern	Provide guidance to program groups on how to support the work of CUF	Develop a track for leadership and offer leadership training	Complete new and improved signage with banners related to values
Implement facility and grounds projects that foster personal and spiritual connection	Identify ways for CUF to reduce its carbon footprint	Promote the Unitarian Universalist Advocacy Network of Illinois (UUANI).	Enhance the democratic process at CUF by encouraging youth involvement in governance	Establish Committee Council to provide guidance, support and connection between committees	Host or co-host community events on social justice

Develop system for reaching out to members and friends we haven't seen recently			Coordinate targeted fund raising for strategic plan-related projects	Provide recognition to members for contributions of time and effort	Ensure website is current and provides a good introduction to CUF
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