

LUF – Recommended Strategic Plan (December 11, 2006)
Way Forward Task Force Recommendations to the Board of Directors

Long Term Goal	Short Term Goals	Strategies	Target Date	Who Responsible	Costs & Considerations
For LUF to have full time, permanent professional ministry.	For LUF to have interim professional ministry for 2007 and 2008.	<ul style="list-style-type: none"> - Julie to stay till June 2007 - Gather information regarding cost and process for having interim ministry - build the cost of ministry into the annual operating budget - board will bring the budget to congregation in a transparent way - begin search for interim minister for 2007-08 - striking a search committee - develop congregational profile - submit to UUA - conduct search - contract with interim minister - interim minister starts 	<ul style="list-style-type: none"> June 2007 Nov 2006 Dec 2006 Jan 2007 Feb 2007 Mar 2007 Apr 2007 June 2007 Aug 2007 	<ul style="list-style-type: none"> Board WFTF Board Board with WFTF support Interim Search committee 	<ul style="list-style-type: none"> - \$24,000 till June (based on Ministry cost of \$4000 per month) – commitment to Julie - 26,000 full time Sept – Dec 07 - \$52 – 60,000 for full year - estimated cost of search – \$2500 - estimated cost of move - \$3000 - money available depends on campaign - will need congregational decision - who will do this work – need a new committee?? - time commitment from committee members - will we be able find a minister - remember this is an interim minister - role of WWTF ?? task is done, needs to be clarified - LUF also has to deal with the issue of office space for minister - time frame – ideal to have for two years - what about the CUC ACM in spring 2009

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	For LUF to conduct ministerial search.	<ul style="list-style-type: none"> - work with the congregation to educate regarding do-ability, process, costs, responsibilities etc. - strike ministerial search committee - canvas congregation for members - establish terms of reference - committee begins work – develop work plan - meeting with ministerial settlement rep - post profile with the UUA - interview by phone and reference check - pre-candidating (only search committee meets with candidate) 	<ul style="list-style-type: none"> Sept 2007 Nov 2007 Jan 2008 Nov 2008 Jan 2009 Feb 2009 Mar 2009 	<ul style="list-style-type: none"> Board Board Search committee Search committee 	<ul style="list-style-type: none"> - cost of search \$10,000 (come out of 2008 budget) - this search will be highly informed by the interim ministry - it is anticipated that there will be a significant amount energy and time required to accomplish this task given that it is a complex process - past experience has taught us that there is a real potential for burn out - important to have people with the skills and expertise required on the committee - where the cost kicks in - \$10,000 - travel and moving expenses must be considered - re-examination of budget to cover cost of ministry - there is concern that LUF cannot financially sustain a full time permanent minister over time - interestingly 9 CUC congregations with an average membership of 104 members have professional ministry - growth at this point is a non-issue - CUC ACM may impact the process - can be tricky given logistics and the need for confidentiality

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		<ul style="list-style-type: none"> - candidating - pick one candidate to meet congregation for 10 days - congregation votes 	<p>Apr 2009</p> <p>Apr 2009</p>	<p>congregation</p>	<ul style="list-style-type: none"> - requires a lot of time and energy - two weeks - lots going on for candidate and congregation - secret ballot
<p>For LUF to have a building with the space that can support the accomplishment of our goals while living our values.</p>	<p>Strike building committee to establish clear criteria for space.</p>	<ul style="list-style-type: none"> - Mobilizing of the board’s understanding and energy in terms of “moving forward” on a building - strike a Building committee - develop terms of reference – time, roles, reporting relationships, communication strategy - develop a draft that articulates specific criteria 	<p>Jan 2007</p> <p>Feb 2007</p> <p>Mar 2007</p> <p>Apr 2007</p>	<p>WFTF</p> <p>Board</p> <p>Building Committee</p>	<ul style="list-style-type: none"> - current building is 3735 sq ft - need estimated 7-9000 sq feet which would include the 5-6000 sq ft in sanctuary & fellowship hall, and 2-3000 office space and class room - high membership estimate of 150 - need parking, accessibility - concurrent with ministerial committee work – will drain the congregation -use on previous work that has been done

