



BRADFORD UU COMMUNITY CHURCH

A Unitarian Universalist Association Congregation ~ 5810 8th Ave, Kenosha, WI 53140



STRATEGIC PLAN: 2019 AND BEYOND

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EXECUTIVE SUMMARY

In the 2016 fiscal year, in conjunction with the beginning of the ministry of Rev. Erik David Carlson at Bradford UU, the Board of Trustees entered into a process of discernment and visioning in the hopes of directing the institution for the immediate future.

Through direct consultation with the membership on core values the congregation proposed and approved the new Vision Statement for Bradford UU which became the basis of the Strategic Planning initiative.

Further consultation with the membership on specific programmatic goals resulted in a comprehensive list of potential new initiatives for Bradford UU. Those deemed most important to our membership in terms of votes and congregational response and to our mission and vision statements have been included in this strategic plan.

ORGANIZATIONAL DESCRIPTION

Bradford Community Church Unitarian Universalist is a Unitarian Universalist Association (UUA) member congregation, affirms the Principles and Sources of the UUA, is a Welcoming Congregation to the LGBTQ+ community, and committed to living our values of tolerance and dialogue in the public sphere.

As a congregation rooted in both Unitarian and Universalist history, Bradford UU affirms that every individual is deserving of dignity, compassion and love, and that the institution has a responsibility to the marginalized within society as well as within our faith community.

MISSION, VISION & VALUES

Mission Statement

Together we covenant to:

Seek spiritual growth,

Practice and promote peace and justice,

Explore and share our truths, and

Celebrate diversity.

Vision Statement

Bradford Community Church Unitarian Universalist: Living Spiritually; Leading Bravely; Loving Boldly.

GOALS AND STRATEGIES

Living Spiritually

Become a Community of Learning and Teaching

Offer regular adult education sessions utilizing volunteer talent from the congregation's members as well as outside educators on socially relevant topics

Timeline & Responsibility: RE Committee and Church Staff to evaluate interests and available educators to start sessions Fall of 2018 and to be reviewed annually over the summer.

Embrace Green Sanctuary and Sustainable Practices

Explore solar / alternative energy for the church

Timeline & Responsibility: Building manager and Green Sanctuary Team to evaluate energy options including solar panels and/or partnering with a supplier of sustainable energy and pricing and make recommendations to Board of Trustees by June 2019.

Engage other religious institutions in promoting sustainable practices

Timeline & Responsibility: Green Sanctuary Team and church leadership to reach out to other congregations via CUSH and interfaith groups to plan and promote sustainable practices. Explore opportunities for open community events, speakers, movies, etc. Report to Board of Trustees June 2019.

Establish Consistently Vibrant, Engaging and Accessible Worship

Establish and maintain a variety of musical styles, instrumentation and involvement

Timeline & Responsibility: Church staff to work with Worship Arts Team and volunteer musicians to increase the diversity of music during worships, including guest musicians and choral participation. Report to Board of Trustees on progress June 2019.

Increase and improve A/V presence in worship services

Timeline & Responsibility: Board of Trustees and church staff to evaluate and recommend technology upgrade for sound system and assisted listening support in sanctuary by December 2018.

Leading Bravely

From our Congregational resolution of 4/15/18 which reads: “Bradford Community Church Unitarian Universalist [shall] engage in initiatives and programs to become aware of white privilege, uncover its systemic oppressive structures and policies and work to break down racism in pursuance of a more just world.”

Actively Resist Cultures of Domination

Support regular community Courageous Conversations about racism and oppression

Timeline & Responsibility: Board and Black Lives Matter Task Force to explore options for supporting Courageous Conversations and coordinating with Courageous Conversations leadership by June 2019.

Value Cultural Diversity in Leadership

Timeline & Responsibility: Board of Trustees to review and update Nominating Committee policies and charge to include representation from multiple identities in leadership by June 2019.

Become a Visible Advocate for Disenfranchised Populations

Publicly display banner/signage of values, including Black Lives Matter, on Bradford UU building

Timeline and Responsibility: Black Lives Matter Task Force to prepare and present BLM resolution and options for signage at a special congregational meeting, Spring 2018.

Produce Bradford UU apparel for public witness events

Timeline and Responsibility: Church staff and Aesthetics Team to design and produce Bradford UU-branded apparel for members available at or near cost by June 2019.

Loving Boldly

Welcoming the stranger/newcomer

Establish newcomer brunches, chili suppers, community meals

Timeline and Responsibility: Membership team to work with Hospitality team to plan regular community meals for newcomers, potential new members to start Spring of 2019.

Actively welcoming newcomers on Sundays

Timeline and Responsibility: Membership team to work with Hospitality to train greeters, ushers, continue promoting red conversation cups, etc. for implementation Fall of 2019.

Practice Tolerance and Dialogue

Establish and support a Polyamory discussion and small-group ministry

Timeline and Responsibility: Volunteers and staff to assist in establishing regular meetings, guidelines and covenant for meetings, provide church space as needed. Group started spring of 2018 should continue to get space and support in the future.

Establish regular “What Would a UU Do?” discussion groups and educational opportunities

Timeline and Responsibility: Volunteers and staff to assist in establishing periodic adult learning opportunities about specific social issues presented from a UU perspective.

Provide a supportive and encouraging community

Organized UU response to community incidents

Timeline and Responsibility: Social Concerns Committee in conjunction with staff to alert membership to specific actions, demonstrations, campaigns, etc. relevant to living UU values. Establish communication system by April 2019.

Provide Active Listening Trainings

Timeline and Responsibility: Volunteer leadership to coordinate trainings and provide either professional or volunteer facilitators, scheduled at least semi-annually starting in 2019.

Provide safe space for all identities

Offer space for justice-seeking community groups to meet and gather

Timeline and Responsibility: Congregation to publicize availability to community groups, coordinate with office and facilities staff for hosting meetings, events, effective immediately.

Establish and Support a Transgender Ministry

Timeline and Responsibility: By the April of 2019, staff and volunteer leadership to explore possible professional curricula for transgender ministry, assist in training/recruiting leadership.

BOARD AUTHORIZATION

Board reviewed and authorized at meeting on 9/19/2018, reaffirmed publication at meeting on 12/19/2018.