

UUFRC Strategic Plan

The Strategic Plan Task Force identified 5 high-level goals and outcomes that were approved by the Board in April, 2022 and were subsequently approved by the Fellowship. In 2023, current and new initiatives were identified and the Fellowship's Committees and Activities continue to support these ongoing and new initiatives related to the goals. This year, the Board and the newly reconstituted Program Council 2.0 are supporting, shepherding, and monitoring these efforts.

Strategic Goal #1:

UUFRC will grow as an intergenerational community that closely reflects all generations.

This goal captures the central importance of being a fully intergenerational community that learns from and appeals to younger families and children and youth.

Outcomes

- 1a. UUFRC will have a balanced generational membership
- 1b. Relationships and interactions between all generations flourish.
- 1c. Millennials and young adults are energized by UUFRC.
- 1d. Children and youth are valued and contributing members of the community.
- 1e. Parents with children and youth are supported and able to engage in the life of the community.
- 1f. Parents experience UUFRC as an important source of support and growth for themselves and their kids.
- 1g. UUFRC is a morals and values leader in San Mateo County.

Strategic Goal #2:

UUFRC will actively serve and care for the spiritual, emotional and social journeys and needs of every member and friend.

This goal addresses the stress and strain of our current moment. After two years of COVID we need to continue to pay special attention to the mental and spiritual health of our community members.

Outcomes

- 2a. We are intentional and committed to our spiritual growth.
- 2b. Everyone feels included, valued and part of the community.

Strategic Goal #3:

UUFRC will be an anti-oppressive, inclusive Fellowship who will continually learn from and partner with organizations in San Mateo County.

This goal addresses how UUFRC will show up in our social action work in San Mateo and beyond and how we will support and challenge ourselves and each other to grow personally.

Outcomes

- 3a. The Congregation has an understanding and awareness of power, privilege and oppression.
- 3b. Our partners recognize UUFRC as anti-oppressive.
- 3c. POCI (persons of color and indigenous people) community engages with us as a resource and space of safety.
- 3d. We have helped affect positive change for marginalized people in SMC.

Strategic Goal #4:

Deliver a seamless, equivalent experience for in-person and on-line participants in Sunday Services, ministry, and other church programs.

This goal acknowledges the opportunity and challenge of technology and the volunteers to support it.

Outcomes

- 4a. Leaders and participants are prepared to deliver and participate in hybrid programs.
- 4b. We feel as one community regardless of how we attend.
- 4c. People have a rich experience regardless of how they attend.

Strategic Goal #5:

UUFRC will have a sustainable and efficient operational model to facilitate the achievement of the four Strategic Goals.

This goal requires UUFRC to plan and adjust our expense structure, income, use of reserves and use of volunteer efforts to be strong and vibrant and live our values including the fair treatment of our staff.

Outcomes

- 5a. Membership will grow
- 5b. UUFRC has a sustainable budget
- 5c. UUFRC is a desired place of employment
- 5d. Congregants feel accountable for the ministries of the church
- 5e. People feel enthusiastic and supported to volunteer
- 5f. Our structure and behaviors support effective and efficient decision making and processes