

UUFE Strategic Plan 2007

Updated October 2, 2007

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Plan Development

This strategic planning process comprised three distinct phases:

Phase I: June 2007 – September 2007

Development and approval of a mission statement.

Development of Major goals for UUFÉ in the next five years.

Participants: A large group of Members and Friends of UUFÉ (almost half of the membership - well over half of the active* membership) participated in the “Searching for the Future” workshop designed by UUA and led by UUA consultant. Of particular import, were the facilitators for this workshop. They spent an extra day parsing through all of the comments from the workshop and condensing them into two very similar mission statements. The Planning Committee then took over and reformed the ideas into one mission statement.

**active*, loosely defined as those that attend Sunday Service on a regular basis and/or participate in activities throughout the week on a regular basis and/or contribute to one or more committee(s)

A Mission Statement is “a statement that becomes the foundation of a strategic plan. It is crafted using the congregational vision as a starting point. It is the written expression of the congregation’s ideal for itself, offering just enough detail to provide direction and guidance” (a definition used during the *Searching for the Future* workshop and the process conducted by the Planning Committee).

Our Mission:

***UUFÉ is a welcoming community
encouraging religious freedom,
nurturing individual spiritual and ethical growth,
celebrating diversity,
and promoting a just and sustainable world.***

Phase II: July 2007 – October 2007

Development of Goals and specific action steps (objectives), concretely defining our fulfillment of our mission for the next three to five years. Approval of the new mission statement and this Strategic Plan by the Board and Congregation. The Planning Committee conducted three “Planning Forums” – two Sundays after service and one Wednesday evening. Members and Friends were invited to comment and ask questions about the draft Plan. The Planning committee then took the results of these Forums and made appropriate changes to the plan. This Final version will then go to the Board, and then to the Congregation for a vote.

Phase III: Follow through

The Planning Committee recommends that the Board identify a plan for following up with the committees responsible for carrying out the action steps they have identified. The Board, through its liaisons, will interact directly with the committees. We envision the Board incorporating the Strategic Plan into its monthly meetings and, perhaps, quarterly study sessions.

A significant part of *Follow through* is the immediate establishment of a Building Committee. This Committee will be responsible for the next step with respect to building on the current facility. It will work, with the guidance of this Plan and input from the Congregation and Board oversight, to identify and implement the tasks necessary for a capital campaign, design, demolition and construction. While they will gather input from all, they will report directly to the Board.

A word about prioritization: Yes, this Plan contains a lot of ideas – many requiring a lot of money. We are not under the illusion that this entire plan will magically happen successfully without effort. In fact it is quite realistic to say that we will simply fail on some of the objectives. HOWEVER – we (the Planning Committee) believe we need to put UUFE’s hopes and dreams for the future of UUFE on paper – and make the effort. We (the people of UUFE) must sincerely try to achieve these goals and objectives. Some, we might find are more suitable for another time – but at least we set that in motion and revisit them another time. We believe that the Plan must be BIG because the people of UUFE are BIG – in heart, in mind, in desire to learn, to enjoy life and to help make the world a better place. Let us accept this Plan as a challenge – one that CAN be achieved with sincere effort. As we make the effort, prioritization will occur naturally.

Note: the order of goals and objectives in this plan does not necessarily indicate priority or importance.

Mission Goals

Mission:

***UUFÉ is a welcoming community
encouraging religious freedom,
nurturing individual spiritual and ethical growth,
celebrating diversity,
and promoting a just and sustainable world.***

Mission Goal: We will work toward Congregational growth (population) with emphasis on attracting young adults and young families

Mission Goal: We will be a learning community with a dynamic Lifespan Religious Education Program that meets the needs of children, youth and adults

Mission Goal: We will provide the diversity of religious experiences (spiritual, cultural and artistic) during Sunday Service and throughout the week.

Mission Goal: We will put our UU principles into practice by addressing pressing social concerns of the greater community. We will be visibly active by providing opportunities to work together in service.

Mission Goal: In the daily life of UUFÉ and during any building construction at UUFÉ, we will respect the interdependent web of all existence of which we are a part

Abbreviations: W&A=Worship and Arts Committee; B&G=Building and Grounds Committee; SJ=Social Justice Committee; LRE=Lifespan Religious Education

Mission Goal Growth

We will work toward Congregational growth (population) with emphasis on attracting young adults and young families

1.1 Objective: Call a full-time settled minister

Rationale: already established.

When: 2008

Who: Search Committee, Board then with congregational vote

*Contingency Note: the 2007-2008 Board is to develop a contingency plan for what do to with respect to ministerial duties in the case where a settled minister is not called in 2008.

1.2 Objective: Hire and train an office assistant

Rationale: already established.

When: Completed! Hired September, 2007.

Who: Interim Minister; representative(s) from Board.

1.3 Objective: Employ a Director of Lifespan Religious Education

(Duplicated in Lifespan Religious Education Program)

Rationale: Hiring a DLRE will allow for consistency in our Religious Education/Enrichment programming, exciting programming and will positively impact having additional children in the program and encourage membership for adults and families with young children seeking religious stimulation, growth and interaction of others seeking same.

When: 2009 or 2010

Who: Board; LRE

1.4 Objective: Hire a part-time custodian

Rationale: Hiring a custodian will assure consistency in maintenance of our physical building.

When: 2009 or 2010

Who: Board with input from Building/Grounds committee as appropriate.

1.5 Objective: Create appropriate office space for the Minister.

Rationale: The minister clearly needs a space where s/he can work and consult with people in private. A commitment to this objective will likely be a good “selling point” during the Search Process for a Settled Minister (2007-2008).

When: 2009

Who: Building Committee

1.6 Objective: Continue clarification of committee structure including responsibilities of committees, chairs, members

Rationale: Clarification of committee structure will continue to improve communication between committees, between committees and the Board and will help new potential members know their responsibilities prior to taking on the position.

When: Ongoing

Who: Board & All Committees

1.7 Objective: Develop comprehensive membership drive to increase membership by 20% over next five years.

Rationale: An increase in membership of 20% over next five years is felt to be a realistic number of new members (~ 5/year). This goal will allow for increased base for congregational volunteer involvement, additional fiscal support of goals desired by congregation and allow for continuation of the vital future of UUFE.

When: 2008, Ongoing

Who: Membership Committee with support by whole congregation to fulfill the plan developed.

1.8 Objective: Perform exit interviews of members who leave UUFE and to assess implications for retention of members.

Rationale: By fulfilling this objective we can better know why people leave UUFE and can find ways (if that is indicated) to make changes to keep members within the fellowship.

When: 2007

Who: Membership Committee (until a Committee on Ministry is in place), Board, Minister

1.9 Objective: Increase the building space for Sunday Morning Service ~ comfortably seat 150 people

See connected objective 3.1

Rationale: In order to encourage and accommodate growth while maintaining comfort and opportunities for diversity of experiences at UUFE, we must have more space. It has been known that if the meeting space is filled, new people are less likely to enter and become a part of the group feeling it is too crowded. This number was selected based on the goal number of anticipated new members.

When: 2009

Who: Building Committee

1.1 O Objective: Increase the parking lot space

Rationale: Similarly to increased meeting room space rationale, a larger parking lot will be needed with goal membership to accommodate not only a larger Sunday attendance but also special events (funerals, weddings, concerts)

When: 2009

Who: Building Committee

1.1 1 Objective: Create a space (indoor and outdoor) for children and teens that is safe, inviting, fun, conducive to learning.

See connected objective 3.4

Related Goal: Lifespan Religious Ed.

Rationale: Many activities occur throughout the year which call for expanded space beyond use of the meeting room or when the meeting room is already in use for children, teens and adults; this includes interior space as well as safe exterior recreational space. This space will be beneficial when the LRE program expands and membership goals are met and will be attractive/necessary for current and potential family members.

When: 2009

Who: LRE, Building Committee

1.1 2 Objective: Provide childcare and/or meaningful activities for children during adult activities at UUFÉ

Rationale: In order to attract young families with children we, as a community, must provide the resource of childcare during all UUFÉ “sponsored” activities for which children are not to be involved. Even if no children show up, by having a childcare provider on hand we are demonstrating our care toward families and that we want them to be included in the life of UUFÉ. This will be standard operation procedure.

When: Ongoing

Who: A list of appropriate childcare people will be kept in the office and the office assistant will arrange this with responsibility falling on the sponsoring group informing the office assistant of the need.

1.1 3 Objective: Obtain designation as Welcoming

Congregation and market UUFÉ as such. (1-2 year process) – See appendix

Rationale: based on our principles and mission statement, Welcoming Congregation provides acceptance/support of GBLT community. 54.9% of all UU congregations and 56% congregations in Central Midwest District have gone through this process and have this designation from UUA. This initiative came from a 1989 directive from UU General Assembly overwhelming vote.

When: Start process now.

Who: Welcoming Congregation Task Force to be formed to work through the 16 steps with congregation.

*Note: Will be a positive for the ministerial search process

Mission Goal Lifespan Religious Education Program

We will be a learning community with a dynamic Lifespan Religious Education Program that meets the needs of children, youth and adults

2.1 Objective: Publicize LRE program

Related Goal: Growth

Rationale: Publicizing LRE program will aid in the goals of increasing membership and in attracting young families.

When: Ongoing

Who: LRE & Communications

2.2 Objective: A stable, appealing Sunday morning program for all ages

Related Goal: Growth

Rationale: Maintaining stable and appealing Sunday morning programs will aid in retaining current members and in attracting new members.

When: Begin Fall 2007

Who: Interim Minister, LRE Committee

2.3 Objective: Intergenerational activities that involve the whole congregation in efforts like Green Sanctuary

Related Goal: Growth

Rationale: Intergenerational activities will aid in the goals of increasing membership and in attracting young families. These activities will also enhance efforts of the congregation in achieving Social Justice Goals.

Related Goal: Growth

When: 2007 – 2008

Who: LRE and Social Justice Committees

2.4 Objective: Activities for families and for adults

Related Goal: Growth

Rationale: Activities for families and adults will aid in the goals of increasing membership and in attracting young families.

When: 2007 – 2008

Who: Fellowship, LRE

2.5 Objective: Develop a teen group

Related Goal: Growth

Rationale: Developing a teen group will aid in attracting young adults and families as well as assist in retaining members.

When: Begin 2008

Who: LRE

2.6 Objective: Development of small groups organized as Chalice Circles

Related Goal: Diversity of Religious Experiences

Rationale: The development of Chalice Circles will augment and strengthen the shared experiences of congregational life.

When: 2008 – 2009

Who: Adult RE and Fellowship Committees

2.7 Objective: Develop cooperative efforts in Lifespan Religious Education with other Michiana UU congregations

Related Goal: Diversity of Religious Experiences

Rationale: By expanding our pool of potentially interested individuals, we will be able to offer more and more varied educational, social, and religious activities for our members.

When: 2008

Who: New Minister; Board; LRE Committees

2.8 Objective: Employ a Director of Lifespan Religious Education

Duplicated under Growth

Rationale: A director of Lifespan Religious Education will provide continuity and commitment to the Religious Education program. This will enrich the UUFE experience and aid in the retention of members and the attraction of new members.

When: 2009 or 2010

Who: Board, LRE, Minister

3. Mission Goal Diversity of Religious Experiences

We will provide the diversity of religious experiences (spiritual, cultural and artistic) during Sunday Service and throughout the week.

3.1 Objective: Provide appropriate space which is suitable to accommodate performing arts (e.g., a 5-piece band or a play, etc) and 150 viewers

See connected objective 1.9

Related Goal: Growth

Rationale: This is referring to the same space that is/will be used for Sunday morning service. Music is one of the central unifying experiences (spiritual, if you will) among members and friends of UUFE. We will honor and celebrate this with a facility that is appropriate for musical performances and comfortable for 150 viewers. This facility can be used for Sunday Service and for quarterly (at least) concerts for the community (UUFE and Michiana)

When: 2009

Who: W&A, Building Committee with advice from member musicians.

3.2 Objective: Ensure appropriate sound amplification system and video projection.

Rationale: For hearing impaired, and appropriate presentation of music. For presentations during Sunday service and otherwise (e.g., LRE programs, rentals) there will be dedicated equipment for video projection.

When 2009

Who: Building Committee

3.3 Objective: Video record Sunday Services. Provide Video tape and/or DVD for playback to shut-ins.

Rationale: High level of interest.

When: 2009

Who: W&A, Building Committee.

3.4 Objective: Build a multi-purpose space that will hold a permanent art gallery, and LRE Classrooms.

See connected objective 1.11

Related Goal: Growth

Rationale: Along with Music, Art (in its many forms) is one of the central unifying experiences (spiritual, if you will) among members and friends of UUFE. We will honor and celebrate this with a permanent display of art. Local High Schools will be invited to display students artwork on a rotating basis. The LRE Classrooms will be built above ground, have plenty of natural light, age appropriate design, warm to newcomers, conveniently located for parents.

When: 2008-2009

Who: W&A, Building Committee, with advice from member artists.

3.5 Objective: Reorganize meditation group

Rationale: High level of interest. An alternative for the diversity of religious paths in our Fellowship.

When: Start now

Who: W&A and representative(s) from meditation group.

3.6 Objective: Encourage Lay Leadership

Rationale: ...through participation in Midwest Leadership School and/or District programs to teach skills as well as identifying/supporting individuals to take on leadership roles within our congregation. Motivate leadership to commit to attending Leadership School and make available tuition to participant each year

When: Ongoing

Who: W&A and Minister

3.7 Objective: Retreat

Rationale: an excellent time for members and friends of UUFE to come together in the spirit of fun and fellowship.

When: 2008, then annual

Who: W&A, LRE, Fellowship

3.8 Objective: Hire a Choir Director and develop a choir

Rationale: There seems to be a high level of interest in participation, but need a person to organize it. There is also some thought that it might be a draw for newcomers.

When: 2009

Who: W&A

4. Mission Goal Social Justice

We will put our UU principles into practice by addressing pressing social concerns of the greater community. We will be visibly active by providing opportunities to work together in service.

4.1 Objective: Obtain designation as Welcoming Congregation

Duplicate: See notation in Goal of Growth.

4.2 Objective: Obtain Green Sanctuary designation

Duplicate: in “be Green”

Rationale: UUA has urged congregations to work toward this designation, putting our UU principles and our concern for the survival of our environment to active practice. This is one way our congregation can “do our part” both as individuals and as a fellowship.

When: Start process this year.

Who: Task Force/committee needs to be developed (comprised of members from the SJ and B&G Committees) to obtain needed information and organize the process which requires 12 activities in 4 categories then with a nominal fee can present this to UUA for designation/certification. (See appendix for details)

* Will be a positive for ministerial search process.

* Will be positive and helpful for plans if/when building/renovations are being planned.

4.3 Objective: Increase community visibility of UUFÉ doing Social Justice

Rationale: In tune with our UU principles, Unitarian Universalists are prominent in performing social justice activities. Same is true for UUFÉ members. As means of continuing what is already being done by individuals, this goal would promote UU principles to the community, allow membership to continue what they already do but doing them together in the context of our fellowship increasing fellowship between members and would provide means for potential new members/visitors to UUFÉ to know who we are and what we believe.

When: Ongoing

Who: SJ and Communications

4.3.1 Sub-Objective: Wear unique UUFÉ T-shirts which will have UUFÉ name, chalice and tagline

Rationale: By wearing UUFÉ T-shirts when performing Social Justice activities within the community, visibility for UUFÉ will be increase.

When: Completed – worn at Women Build/Habitat For Humanity in 7/07!

Who: SJ

4.3.2 Sub-Objective: Obtain newspaper coverage for involvement in activities in community

Rationale: Means of increasing visibility of UUFE in community.

When: Ongoing

Who: SJ and Communications

4.3.3 Sub-Objective: Support local activities as a UUFE group.

Rationale: UUFE members so often perform social justice activities but to perform many of these as a group will increase visibility of UUFE and can increase fellowship of members “walking the talk” Currently many of these activities already are in place, i.e. Crop Walk, Food Pantry, Broadway Christian Parish meal team, Habitat for Humanity events, monthly gathering of food for CCS. Encourage children/youth of UUFE to participate with adults and/or take on an Objective of their own as group.

When: Ongoing

Who: SJ

4.4 Objective: Continue weekly plate offering sharing for local community agencies/programs

Rationale: This has been a successful program – increase plate revenue for UUFE, increasing the awareness of the greater community of UUFE and providing an opportunity to put our money toward activities that benefit the community. Three criteria for a organization: It must be a 501c3 non-profit; it must be an organization that is tolerant of religious diversity and tolerant of sexual orientation; and with a few exceptions, it should operate and benefit the greater Michiana community.

When: Ongoing

Who: SJ, W&A

4.5 Objective: Initiate Community project

i.e., start a community group from area churches for dialogue of community social Objective which can be accomplished by all?

Rationale: It is important to not only be visible as a church group working together for the community but also as a member with other churches in the community. Just as ministers have an association to increase understanding, it could be beneficial for increased understanding for UUFE members be part of a greater church community.

When: 2008

Who: Congregation, SJ

4.6 Objective: Sell Organic Fair Trade Coffee to congregation at church

Rationale: Promotion of two issues of justice and health – Fair Trade and Organic Agriculture. Also, a modest fundraiser for the Social Justice Committee.

When: Start Now; Ongoing

Who: SJ

4.7 Objective: Inform congregation of Social Objective Resolutions via newsletter and schedule discussion of UUA Study Objective issues; including conducting any annual parish polls of UUA positions/resolution statements prior to each year's General Assembly.

Rationale: To be a congregation of the UUA, this allows UUFE to be part of the greater denomination and increase a greater understanding of the issues and our denomination.

When: WINTER, 2007-2008

Who: Denominational Affairs

4.8 Objective: Print district/congregational articles/events as appropriate in Focus newsletter.

Rationale: It is important to remember we are a part of a larger denomination – both district-wise and continentally. Articles of district events as well as articles continentally would keep us more aware of this “larger church”

When: 2007; ongoing

Who: Denominational Affairs

5. Mission Goal “be Green”

In the daily life of UUFE and during any building construction at UUFE, we will respect the interdependent web of all existence of which we are a part

Rationale: the seventh principle of UU is: Unitarian Universalist congregations affirm and promote respect for the interdependent web of all existence of which we are a part.

5.1 Objective: Obtain Green Sanctuary designation

Duplicate: see notation in Social Justice goal.

5.2 Objective: Achieve at least silver level LEED (Leadership in Energy and Environmental Design) certification.

Rationale: In a community (Elkhart County) with few demonstrations of building with sensitivity toward the environment, we have an opportunity to show others that progress and the environment can walk hand-in-hand. As we change the size and shape of our building and campus, one way that we can practice the seventh principle is to achieve this Nationally recognized certification. The publicity it will generate may also contribute to attracting like-minded individuals and thus the growth of the Fellowship.

When: Ongoing

Who: Building Committee, B&G, LRE, Communications

5.3 Objective: We will strive to have minimal impact on the environment (local, worldwide) in our daily operations of our organization.

Rationale: In concert with the LEED certification process and beyond. Our dedication to the seventh principle does not end with LEED certification. We will continue to be introspective – educating ourselves and demonstrating to others that we can use the Earth’s resources responsibly. Inclusive of: major building/campus changes, waste generation, water usage, energy usage, hazardous chemical usage. We will consider benign and/or efficient alternatives/solutions when making decisions about the building and campus.

When: Building/renovation process/ beyond

Who: Building Committee, B&G

Appendix

Implications & Principles for Building/Campus

Based on this Strategic Plan, UUFE needs to do the following (Note: A main task for the Building Committee will be to further perfect this list – identifying what the building will look like and how it will be accomplished):

1. Increase service space to seat comfortably 150 and have room for presentation. This space will have design suitable for quality sound system and video recording system; and acoustics suitable (not necessarily “state of the art”) for music and other performing arts.
2. Build an Arts Center /LRE classrooms building– all above ground with natural light. The Arts Center will house a permanent space for art gallery and serve as a multipurpose area.
3. Increase parking lot to accommodate cars for 150 people (75 cars?)
4. Reconfigure usage of main building basement.
5. Make suitable building refinements – Based on Architect’s recommendations.

This plan does not contain every detail for expansion. Therefore, the Planning Committee puts forth these two principles that should be followed by the Building Committee and Architect:

1. Expand to accommodate five-year intended growth (20%). When we reach that objective, space should not be full, but should allow for the continued growth in the following five years.
2. Building shall follow “Green Building” practices – using the LEED (Leadership in Energy and Environmental Design) Certification process. The Mennonite Library went through this certification – its construction expenses were only 1.5% above average and they expect to recoup that through energy savings in the future. We will also qualify for a UUA grant (\$5,000, \$7,500 or \$10,000, depending on the level of certification). The Designers (Building committee, Architect(s) and Engineer(s)) will consider the impact our demolition, construction and daily use of the building will have on the environment – and minimize that impact. The Designers will also attempt create a space that minimizes carbon emissions.
 - LEED-certified buildings:
 - are leading the transformation of the built environment
 - are built as designed and perform as expected.
 - have lower operating costs and increased asset value
 - are healthy and comfortable for their occupants
 - reduce waste sent to landfills
 - conserve energy and water
 - reduce harmful greenhouse gas emissions
 - qualify for tax rebates, zoning allowances, and other incentives in hundreds of cities
 - demonstrate an owner's commitment to environmental stewardship and social responsibility

Action Steps to Become a Welcoming Congregation

Education

1. Offer religious education that incorporates bisexual, gay, lesbian, and transgender life issues, including the workshop series from the Welcoming Congregation Program.
2. Promote participation by the congregation's minister, religious education minister or director, president, and/or moderator in the Welcoming Congregation Program.
3. Offer a congregation-wide workshop program(s), with follow-up opportunities for study and reflection.
4. Use the Unitarian Universalist sexuality education program, *Our Whole Lives*.

Congregational Life

5. Form a broad-based Welcoming Congregation committee to offer programs and monitor progress.
6. Adjust congregational bylaws and other relevant documents to include an affirmative nondiscrimination clause concerning membership, hiring practices, and the calling of religious professionals.
7. Use inclusive language and content as a regular part of worship services, and provide worship coordinators and speakers with guidelines on inclusive language.
8. Provide main worship space and ministerial services for bisexual, gay, lesbian, and transgender rites of passage, such as services of union and dedications of children.
9. Welcome bisexual, gay, lesbian, and/or transgender persons in the congregation's brochure.
10. Ensure that publications, public information, and programming reflect the requested status of any individual as s/he sees appropriate; recognize same-gender couples in directories and other publications as they desire.

Community Outreach

11. Celebrate and affirm bisexual, gay, lesbian, and transgender issues and history during the church year (possibly including Gay Pride Week in June or National Coming Out Day in October).
12. Participate in and/or support efforts to create justice, freedom, and equality for bisexual, gay, lesbian, and/or transgender people in the larger society.
13. (*again*) Provide main worship space and ministerial services for bisexual, gay, lesbian, and transgender rites of passage, such as services of union and dedications of children. (This guideline is also listed as number 8 under Congregational Life.)
14. Establish and maintain contact with local bisexual, gay, lesbian, and/or transgender groups to offer support and promote dialogue and interaction.
15. Advertise in the local press and/or other media that reaches the bisexual, gay, lesbian, and transgender communities.
16. Provide use of building space on an equivalent basis with other Unitarian Universalist organizations when requested by members for programs and meetings of an Interweave (Unitarian Universalists for Lesbian, Gay, Bisexual, and Transgender Concerns) chapter.

Becoming a Green Sanctuary

1. Establish a Green Sanctuary Committee

The Green Sanctuary Committee is officially sanctioned (by whatever process is the usual practice for the congregation) as an on going (not temporary) committee with a designated chair or contact person. Members will represent all aspects of the congregational life, including RE, worship, communications, buildings and grounds, finance, social justice, and any others that are relevant in your congregation.

The committee's charter will declare the congregation's intention to seek recognition as a Green Sanctuary church. The Green Sanctuary committee will coordinate activities and document their completion. The role of this committee is not to "carry the water" of the environmental commitment, letting the rest of the congregation off the hook. Instead, the committee will facilitate planning and provide logistical support to the congregation so that the activities can be accomplished more effectively.

2. Conduct an Environmental Audit

The first Green Sanctuary action should be an environmental audit, providing a snapshot of where the congregation stands with respect to their environmental behaviors. The audit establishes the baseline or starting point for your program. The audit will include at least:

- Energy usage patterns and current conservation practices;
- Compliance with local recycling procedures;
- Church policies for use of non disposable materials and non-toxic cleaning supplies;
- Church policies governing purchasing and investing;
- Landscaping policies directing use of native species, landscape chemicals, etc.;
- Religious education programs relating to the environment for both children and adults;
- Worship practices integrating the wisdom of the Earth;
- Social action projects or activities relating to environmental justice.

The audit may consist of a series of separate inquiries by different people who then create a comprehensive analysis of the relevant environmental issues in your congregational life.

3. Create an Action Plan

Develop an Action Plan to complete the dozen activities your congregation has chosen, including a communications strategy for sharing information about and inviting participation in the activities. Include both time line targets and names of lead coordinators for each of the twelve actions. The Action Plan is a road map to help you think through your strategy and check the logistics of your program elements. If circumstances change, plans are no longer appropriate, or barriers for a particular project are insurmountable, the Plan may be adjusted.

4. Apply for Green Sanctuary Candidacy & Complete All Activities

Using the form in the Manual, submit your Application for Candidacy, and your \$100 application fee to the UU Ministry for Earth office. Then carry out the activities in your Action Plan.

5. Apply for Green Sanctuary Accreditation

After completing all twelve projects or activities in your Action Plan, usually over a period of a year or two, the congregation must vote affirmatively to apply for accreditation as a Green Sanctuary. Using the Application for Accreditation, document all the activities you have completed. Submit your final report to the UU Ministry for Earth office.

GREEN SANCTUARY Steps from http://uuministryforearth.org/grs_overview.htm