

*A single program
Bold
Get the attention of the church
Doable
Definable*

505 IN 2005

THE FIVE YEAR PLAN OF FIRST UNITARIAN CHURCH, DES MOINES, IOWA

Our church is an important center for free and liberal religious practice in Central Iowa. We believe that this Church community can achieve a membership of 505 by 2005 and that this goal can be achieved by putting people first. To achieve this goal your committee makes the following recommendations.

YEAR ONE: JULY 1, 2000 - JUNE 30, 2001 - WE BELIEVE

That a full time administrator for the Church is necessary to relieve the minister and the director of religious education from the administrative and operational aspects of the church.

That we must make full use of the interim ministry to energize ourselves for the next phase of our church life.

That we should pursue educational activities within our congregation consistent with our plan.

That members of the church should be identified who are committed to the broadest and deepest aspects of church life and then encouraged to participate in training activities such as leadership school.

That a public relations committee should be formed and a significant public relations budget be established to begin the process of communicating our unique message both within our own congregation and to the larger community around us.

That this plan will require a significant increase in salary and benefits for our next minister.

YEAR TWO: JULY 1 2001 - JUNE 30, 2002 - WE BELIEVE

That we should call a minister who is experienced and who is committed to the prophetic, pastoral and ministerial aspects of the ministry.

That we must be prepared to make the financial commitments necessary to achieve this plan.

That a part-time music director should be hired.

That the vision and program of the membership committee should be fully implemented. this should include a specific plan and process for welcoming new people into our church.

That the Religious committee should finish the covenanting process and the application to LREDA for money to support the call of a full time Director of Religious Education. That we should call a full time, life-span director of religious education by the Spring of 2002 to begin work in the next year.

The Board should establish an architectural review and utilization committee to review the status and use of our physical plant and make recommendations to the board about the ability of this building to support our increased membership. This committee should be the springboard for the capital funds campaign.

Our church should identify and implement one major social action program that embodies the mission of our church and that will significantly change the lives of people in our community.

That additional services, beyond the 11:00 service, be implemented to specifically serve the Earth/Nature (15%) centered and Christian/Theist (14%) members of the congregation.

YEAR THREE: JULY 1 2002 - JUNE 30, 2003 - WE BELIEVE

YEAR FOUR: JULY 1 2003 - JUNE 30, 2004 - WE BELIEVE

That we should hire a part time membership/program coordinator

That we should have a capital funds campaign in progress or completed for a major renovation/rebuilding/upgrade of our physical facility.

YEAR FIVE: JULY 1 2004 - JUNE 30, 2005

That we will have 505 members!