



Assessment of Progress on the Long Range Plan
Prepared by the Planning, Evaluation and Monitoring Committee of the UUCA Board of Trustees

April 28, 2015

Summary Assessments

The Planning Evaluation and Monitoring Committee is charged to provide to the Board a written assessment of progress on the Long Range Plan (LRP) no later than the April 2015 Board meeting. This report is based primarily on data from the Year 3 Implementation Plan / Monthly Executive Reports and Annual Report provided to the Board by Rev. Makar. Analyses of specific activities related to each aspiration are detailed in Table 1 (see Appendix). The summary assessments of progress in each aspiration area are given below.

PEM thanks the Executive for the progress toward the Long Range Plan goals that has been accomplished under his leadership in the last year, progress that is particularly remarkable given challenges that have arisen over the course of the year. These include a “perfect storm” of staff transitions that required some positions to be hired more than once.

Last year in this Assessment, the Board noted that in general, evaluating progress toward the LRP in a meaningful way needed strengthening. The question of how to set measurable, important goals, and then hold UUCA accountable for achieving them, is an important one that still needs to be addressed. The need for an Assessment Team may still exist. The Board may also appropriately play a more active role in setting goals and monitoring progress toward them in the coming year. Next year we hope to include an Evidence of Achievement of Outcomes column in Table 1.

We also note that many, many wonderful new things have started at UUCA this year. These should all be continued! We did not make a notation to “keep up the good work” for all the items in Table 1 where progress was made, as it would have become redundant rather quickly. As we progress into the next year, we hope the initiatives begun this year, such as the EnterCulture workshops or the Fun and Fellowship quarterly intergenerational events, will continue.

We hope that the survey will be completed again in 2015-16 or the following year, at least in abbreviated form. Last year’s table of survey results has been left in this report for reference and as a reminder to look for directional change when comparing the next survey results to this one (Table 2). Another table cross-referencing LRP Aspirations to UUCA’s Ends is also included (Table 3).

Aspiration One: We will be among the most engaging, enriching congregations in Atlanta

Outstanding areas where UUCA has changed for the better under Aspiration One include but aren’t limited to the hiring and on-boarding of a Director of Congregational Life, and the many initiatives she has led; Fun and Fellowship activities that were well-attended; a fundraiser auction that also provided fellowship and connection; re-design of the Path to Membership for visitors; Usher/Greeter Transition

Team; Connectors' Kiosk, and behind-the-scenes work to prepare to adopt The City software platform to connect UUCA in a central online hub.

Measurements that would allow us to determine whether we reached the benchmarks suggested in the monthly Implementation Plan were either not taken or not reported, perhaps because they need to be taken over longer than one year. The City may help us with some of this tracking of members. The new attendance tracking may also help. This is an area for us to continue to grow.

Aspiration Two: We will increase our impact in the larger world.

The Social Justice Coordinating Team is building an infrastructure to support our social justice efforts. That team appears to be given responsibility for achieving most of the subareas of this aspiration, as well as evaluating our effectiveness in the realm of social justice. We are at an exciting place, ready to try out adoption of an all-congregation mission. Our Give Away the Plate and Give Away the Space programs are starting to connect more meaningfully with community partners. It is probably worth re-evaluating at this point what parts of our aspiration to be a Social Justice Center are realistic in this LRP timeframe and what that effort might look like.

Aspiration Three: We will motivate and inspire ourselves and others.

We are gaining new energy in bringing our message to the world! Turnover in the Communications staff has resulted in some delays in communications upgrades, but we have made substantial progress with an engaging new Newsletter format and more recordings shared on social media. Significant strides have been made in establishing "The City" which will facilitate volunteerism, information searches and promoting UUCA in general.

Aspiration Four: We will have the resources to fulfill our aspirations and potential.

Our consultant visits this year have given us renewed vision and clarity about where we are going with generosity, and the Facilities Studies team is showing remarkable diligence in preparing its report and recommendations. The Generosity Team has experimented with various configurations and is on a solid path forward. The evaluation of the stewardship campaign was not published as part of the Executive Report but some lessons learned are discussed in Table 1. Plans for the transition to Year-Round Pledging are getting honed to the level of detail necessary. It will be essential that such a vital function supporting the financial health of our congregation have considerable oversight and monitoring for success, or indication that adjustments may be required.

In consultation between the PEM committee and the Finance committee, we recommend that Key Performance Indicators for UUCA's health be established, and reported to the Board monthly as part of the executive report. This will help streamline the Board's oversight and give the staff consistent expectations for simple metrics the Executive will need to gather each month.

APPENDIX

TABLE	PAGE NUMBER
Table 1: Progress on Long Range Plan Aspirations	4
Table 2: Baseline Measures for LRP Aspirations from 2014 Survey Results	14
Table 3: UUCA Ends Statements Matched with Long Range Plan Aspirations & Goals	15

Table 1: Progress on Long Range Plan Aspirations

ASPIRATION	MAJOR ACTIVITIES (NEW INITIATIVES) COMPLETED	REMAINING WORK
<p>One: We will be among the most engaging and enriching congregations in Atlanta by:</p>		
<p>INVOLVING and VALUING every person who steps through our doors in participation beyond Sunday services</p>		
<ul style="list-style-type: none"> CREATING a process for each visitor and member to find a place within the congregational community; 	<ol style="list-style-type: none"> Online survey for visitors drafted Usher/Greeter Transition Team established; Wednesday programming better promoted and weekly “Touchstones” discussion group started; Groups Policy updated; 3-session Path to Membership established. New Sunday Morning count sheets to get more accurate count; new training materials and online sign-ups for Connector volunteers 	<ol style="list-style-type: none"> Unclear whether visitor survey was deployed; if not, remains to be done. Create rotating covenant group for newcomers and new members, and follow-up mechanism for newcomers. Transition Connector recruitment to The City
<ul style="list-style-type: none"> INCORPORATING many communities and cultures in our worship services and programming; 	<ol style="list-style-type: none"> EnterCulture has provided tremendous richness to UUCA this year, from the “I am UU” artwork in the sanctuary to the monthly Building the World We Dream About sessions that are attended by 40+ people each month. Several worship services and special events have focused on challenging issues of diversity and inclusion on both interpersonal and societal levels. Youth undertaking “Be The Change” curriculum nationally recognized in UU World magazine. First Sunday praise-style services incorporates more lively music into our worship experiences. Music Director attended multiculturally-focused workshops at Choral Directors Association Conference. Many of the employees hired by UUCA this year represent 	<p>Keep up momentum on inclusivity initiatives including intentional music selection and hiring processes.</p>

ASPIRATION	MAJOR ACTIVITIES (NEW INITIATIVES) COMPLETED	REMAINING WORK
	<p>racial and sexual orientation diversity. A concerted effort was made to recruit candidates of color for our Associate Minister of Lifelong Learning and Growth.</p>	
<p>EXTENDING educational offerings for congregants and the larger community;</p>	<ol style="list-style-type: none"> 1. A new Adult Religious Exploration team assembled, created a growth plan, and began to implement it. 2. Our search for an Associate Minister of Lifelong Learning and Growth was robust, but our chosen candidate ultimately chose an opportunity for solo ministry near her current location. Rev. Jonathan Rogers will be elevated to Acting AMLLG for the 2015-2016 year while the search continues. 	<ol style="list-style-type: none"> 2. Resume search for settled Associate Minister of Lifelong Learning and Growth
<p>NURTURING fellowship among congregants and providing pastoral care;</p>	<ol style="list-style-type: none"> 1. Fun and Fellowship really took off under the leadership of Sonya Tinsley-Hook and Jessica Seales. The team has held several multi-generational events such as a Halloween “Trunk or Treat” as well as enriching Wonderful Wednesday programming. The Auction was a great fellowship event as well as a fundraiser. 2. 18 volunteer leaders attended UUCA’s training for small group leaders with Rev. M’ellen Kennedy. 3. We made many advances in demonstrating our care for our members and friends: Ministry of Poinsettias for home-bound members and friends was greatly appreciated and worth making a tradition; training for staff and discussion with congregation about mental illness; sermons on mental illness, body shame, and expressing empathy; New support groups offered for bereavement and for those who are care-givers for the elderly or ill. 	<ol style="list-style-type: none"> 2. A structure for covenant groups is still needed.
<ul style="list-style-type: none"> • OFFERING opportunities and experiences that nurture the 	<ol style="list-style-type: none"> 1. Theme-based worship was implemented with monthly themes including love and liberation; drop-in Touchstones 	<ol style="list-style-type: none"> 1. Determine whether to continue this model for a

ASPIRATION	MAJOR ACTIVITIES (NEW INITIATIVES) COMPLETED	REMAINING WORK
spiritual growth of each congregant	<p>discussion groups held on Wednesday evenings; Touchstone Journals used for coordination across program areas.</p> <p>2. The Music Director has led creation of a Theater Arts Team and established an initial plan for using the space.</p>	<p>second year</p> <p>2. Continue to grow theater programming and coordinate theater needs/opportunities with the future of our facility.</p>
<p>Two: We will increase our impact in the larger world by:</p>		
<p>LEADING peace and justice initiatives to become a more visible justice-seeking congregation,</p>		
<p>BUILDING UUCA in Atlanta through social justice advocacy, direct service, and social witness;</p>	<p>No goals were defined in this area for 2014-15. However, several activities contributed to progress in this area, such as the Children’s Sabbath event, large contingent marching in the Pride Parade, and Rev. Makar’s presence at protests against the Religious Freedom Restoration Act.</p>	<p>This could be a good area to enhance in 2015-16.</p>
<p>EDUCATING the congregation about unmet peace and justice needs;</p>	<p>1. Social justice actions were chosen for each month in connection with worship themes. Standout successes include promoting Pride and Children’s Sabbath events, the MLK Day “Great Breakfast of Giving” service activity, and the “Improving Community-Police Relations in the Wake of Post-Ferguson” event co-sponsored with the American Psychological Association.</p> <p>2. UUCA successfully partnered with APA, conducted a “Lunch and Learn” for the Children’s Sabbath with many partner organizations, and Rev. Makar is serving as a Southern Advisory Committee member for the Religious Institute.</p> <p>3. Social justice activities and topics are integrated in the worship planning grid, and we held other worship type activities such as Remember Selma, Reaffirming Our Call.</p>	<p>1. Increase congregational awareness of <i>monthly</i> nature of social justice focus.</p>
<p>CREATING an infrastructure to empower congregants to perform, coordinate and participate with</p>	<p>1. The Social Justice Coordinating Team (SJCT) met throughout the year, including a refresh in October to establish firmer ground.</p>	

ASPIRATION	MAJOR ACTIVITIES (NEW INITIATIVES) COMPLETED	REMAINING WORK
community groups working for peace and justice.		
SELECTING an all-congregation social justice mission that makes a difference in the lives of Atlantans,		
DEVELOPING an all-congregational process to select the mission so that all voices are heard;	<p>1. The SJCT established a process for selecting all-congregation social justice mission.</p> <p>2. We have held several well-attended social justice events, although none was promoted as being hosted by the SJCT to give the congregation a taste of what we could enjoy if we adopt an all-congregation mission.</p>	
PROMOTING the mission to generate enthusiasm and widespread participation.	No goals defined for this area in 2014-15.	<p>1. Try out the process of selecting an all-congregation social justice mission.</p> <p>2. Hold one all-congregation event hosted by SJCT supporting that mission.</p>
ESTABLISHING a social justice center to develop and support peace and justice work in Atlanta		
(Note from 2014-15 Implementation plan: “Establishing a social justice center” at UUCA is like a big whale, and it’s impossible to eat a big whale in one gulp. But you can eat one in smaller bites. Working through our GATP program represents a small bite—progress!)	<p>As a first step, we focused on our Give Away the Plate (GATP) program as a way to build more enduring connections with social justice non-profit partners, ultimately enabling them to consider UUCA as a “First Stop” for organizing activities.</p> <p>In March 2015, the SJCT, newly in charge of GATP, established new policies and procedures for GATP and “Give Away the Space.”</p>	
BUILDING a coalition of community activists based on assessed needs;		TBD
OFFERING workspaces and resources for non-profit groups		TBD
PROVIDING leadership, organizational development, training, mentoring,		TBD

ASPIRATION	MAJOR ACTIVITIES (NEW INITIATIVES) COMPLETED	REMAINING WORK
information and referrals.		
Three: We will motivate and inspire ourselves and others by:		
DEVELOPING our communication strategies to motivate and inspire congregants' personal and spiritual growth.		1. Develop annual operations plan
PUBLICIZING, through a variety of channels and formats, the weekly sermon with links to related advocacy, events, and service opportunities;	No goals defined here for 2014, but some overlap with "SHARING" row below.	TBD
SHARING inspirational messages and resources in various venues;	<ol style="list-style-type: none"> 1. The new newsletter format pioneered by the Communications Specialists this year includes more inspirational messages and personal stories in a more appealing format. 2. Updating website to be smartphone friendly; investigating logistics of recording services, etc. for social media sharing. 3. A big community music event was not accomplished this year, although music was a powerful component of the Remembering Selma event. 4. We had a huge presence in big Atlanta events by participating in the Pride parade, including a TV appearance! Ministers also rallied at the Capitol against RFRA bill. 5. We held several events to which the larger public was invited, which have been discussed above: Community-Police Relations, Remembering Selma, Duncan Teague's ordination 	<ol style="list-style-type: none"> 1. Consider making the newsletter quarterly instead of monthly since it is now more of a magazine, rather than a news alert (complements the Weekly Update which provides news). 2. Continue work to get sermons and other UUCA events we want to share more available online through social media. 3. A large community music event might be considered for next year.
STRENGTHENING the internal focus of the website.	Some work was done to improve the website. Progress remains to be made here.	1. Ensure that the website integrates appropriately with The

ASPIRATION	MAJOR ACTIVITIES (NEW INITIATIVES) COMPLETED	REMAINING WORK
		City when launched.
DOCUMENTING AND PROMOTING living our mission and our faith at UUCA,		
TELLING our inspiring stories to foster engagement, promote UUCA in the wider community, and ensure that UUCA is a leading liberal religious voice in the metro Atlanta media.	An “evangelism” workshop with Rev. Tandi Rogers is scheduled for May 30, 2015. Opportunities for advertising UUCA to local student populations were identified.	1. Create an outreach/evangelism Team.
EQUIPPING congregants, groups and staff with up-to-date communication technology and strategies		
<ul style="list-style-type: none"> • DEVELOPING and updating annually a detailed communication operations plan, technology and services to carry out strategies; 	Our staff and volunteers have been coordinating to establish a Communications Advisory Team. Progress on standardizing our communications was challenging due to staff turnover, but we are now moving forward with creating updated Communications Policies to establish priorities for what gets communicated, how often, and when; and an online form for submitting communications requests.	Strengthen and settle in Communications Advisory Team. Complete communications policies and put in place.
<ul style="list-style-type: none"> • INSURING consistency and UU “brand promotion”; 	We believe some progress has been made here, but it is not reported explicitly.	1. Develop a “style guide” for UUCA publications
<ul style="list-style-type: none"> • TRAINING congregants to tell our UU stories, articulate our faith, and invite participation in our community. 	See “DOCUMENTING AND PROMOTING” above.	
Four: We will have the resources to fulfill our aspirations and potential by:		
DEVELOPING a stronger culture of generosity and stewardship that is inspiring, year-round, transparent, sets expectations for giving, and provides clear goals for funding programs, outreach, and facilities.	1. In March 2015, we brought in financial consultant Bill Clontz, who reviewed our stewardship culture and practices as well as bigger picture governance issues. His input is being distributed and acted on as the year closes in May 2015. 2. The Stewardship Campaign was less smooth than we would have liked. Congregants ultimately pledged more in total than last year and the average contribution increased, but the number of pledging units decreased. Slow progress on the campaign resulted in a severely cut budget being mailed to the	Areas to focus on to improve here will be developed as part of the implementation of recommendations from Bill Clontz. These include but are not limited to: 3. Focus more on

ASPIRATION	MAJOR ACTIVITIES (NEW INITIATIVES) COMPLETED	REMAINING WORK
	<p>congregation in advance of the Annual Budget Meeting; thankfully most cuts were restored prior to approving the budget at that meeting. Lessons learned are being incorporated with help from Bill Clontz.</p> <p>3. Two gatherings were held to cultivate major donors. Some “focus group” type meetings were conducted with the next highest tier of givers.</p> <p>4. Bill Clontz’s visit energized a new level of detail in the planning for the transition to year-round giving. The congregation was introduced to the idea in the fall via Stewardship Campaign messages.</p> <p>5. The Generosity Team created a new Fundraising Application to ensure that fundraisers do not conflict with each other. Several new fundraisers took place this year, most notably the Fun for Funds Auction, which raised over \$23,000.</p> <p>6. Communication regarding generosity has improved somewhat. The communication section of the website was redone. There is much further room for improvement here.</p>	<p>cultivation of middle level givers.</p> <p>4. Implement All-Year Stewardship</p> <p>5. Enhance our fundraising program</p> <p>6. Continue to enhance communications regarding generosity; identify specific venues and strategies</p> <p>7. Establish Key Performance Indicators for health of UUCA including financial and congregant engagement metrics, for staff to report monthly to Executive and Board.</p>
MAKING a home that allows us to reach our full potential in mission and membership,		
IDENTIFYING and PRIORITIZING deficiencies that can be fixed in our current facility;	<p>1. The Buildings and Grounds Team is working to standardize procedures for keeping our place in good shape and done a lot of work themselves. Transitions in the Building Administrator position have slowed this work.</p> <p>2. Phase I of the playground was undertaken, but not completed due to a lapse in congregational leadership. Fundraising for Phase II was postponed, but due to the surplus at the end of 2014 we may be able to fund it without a drive.</p>	<p>1. UUCA’s Building and Grounds Team develops and implements a plan including a regular building walk-through checklist.</p> <p>2. Playground: complete Phases I and II.</p>
CREATING a plan to optimize space	Five-member Aesthetics Team created in March 2015. The	

ASPIRATION	MAJOR ACTIVITIES (NEW INITIATIVES) COMPLETED	REMAINING WORK
utilization and a facilities maintenance plan;	Facilities Study Team also helped establish priorities for use of the 2014 surplus to make some immediate improvements, based on conversations with tens of UUCA groups over the course of the year.	
FUNDING a facilities feasibility study to address long-term needs in mission and membership	The Facilities Study Team, led by Bailey Pope, met with many stakeholder groups to determine needs and vision for the building and location, and ways in which it fails to meet those needs. It plans to submit its report in June 2015.	Determine whether and how to adopt the recommendations of the Facilities Study Team, and implement recommendations accordingly.
PROVIDING the human and financial resources to reach our full potential in mission and membership		
<ul style="list-style-type: none"> ACHIEVING UUA Fair Compensation for all staff 	Staff and Board collaborated on a comprehensive update to UUCA's Fair Compensation Plan, reflecting changes the Board made to Executive Limitation C to give the Executive more flexibility in staff configuration while still retaining Board oversight. The Board is considering this plan in advance of the 2015-16 budgeting process.	Re-work Fair Compensation Plan narrative to remove historical sections and state UUCA vs. UUA Fair Comp Goals side by side.
<ul style="list-style-type: none"> ATTAINING sustainable staffing levels that meet UUCA's needs; 	<p>Managing staff transitions consumed a lot of energy this year, with some positions needing to be hired more than once because a staffer was not the right fit or had a can't-miss opportunity elsewhere. We have some fantastic people now, and the team is almost complete.</p> <ol style="list-style-type: none"> Staff Advocacy Team is still yet to be created. Several updates have been made to the Personnel Manual and more work is needed. Rev. Makar proposed a sabbatical policy that would expand eligibility to the Music Director to the Board, which is still considering it. 	<ol style="list-style-type: none"> Develop a Staff Advocacy Team Complete updates to the Personnel Manual in some key areas, including vacations and sabbaticals, and establish a process to regularly review and update the manual.
<ul style="list-style-type: none"> IMPLEMENTING a plan for 	1. The Volunteer Manual is complete and introduced to	

ASPIRATION	MAJOR ACTIVITIES (NEW INITIATIVES) COMPLETED	REMAINING WORK
<p>recruiting, supporting, and recognizing congregants as volunteers</p>	<p>congregants at April 12 Volunteer Recognition event.</p> <p>2. Progress toward standardizing uniform volunteer job descriptions was not reported.</p> <p>3. A centralized repository of all volunteer policies, procedures, and documents was not reported.</p> <p>4. We are launching The City as our online platform for volunteer sign-up and tracking.</p> <p>5. Multigenerational volunteer opportunities included the Trunk or Treat event, the Fun for Funds Auction, and the Breakfast of Giving.</p> <p>6. To improve volunteer retention, a Volunteer Recognition event was held April 12 and such events are planned for every 6 months going forward.</p> <p>7. Governance consultant Dan Hotchiss visited UUCA in February, 2015 and submitted a report with ten recommendations for improved governance at UUCA. An event is planned for April 30 to disseminate the findings.</p>	<p>2. Develop uniform volunteer job descriptions that provide a clear understanding of position, tasks, supervisor, and length of role.</p> <p>3. Establish centralized repository of all volunteer policies, procedures and documents to ensure efficient transition of information.</p> <p>4. Continue to integrate The City into the life of UUCA and utilize to determine metrics of success for congregant engagement and volunteer retention.</p> <p>5. Continue to develop multi-generational volunteer opportunities and service days.</p> <p>7. Determine whether to accept and how to implement recommendations from Hotchkiss consultancy.</p>

ASPIRATION	MAJOR ACTIVITIES (NEW INITIATIVES) COMPLETED	REMAINING WORK
INSTITUTIONALIZING a congregational Long Range Planning process on an ongoing basis, including an annual report from the Board of Trustees to the congregation on progress toward realizing the goals of Vision 2016	This conversation was not started in earnest this year, and needs to next year. Recommendations from Hotchkiss and Clontz may inform UUCA's planning process generally.	1. Start conversation about an LRP for 2017-2022

**Table 2:
Baseline Measures for LRP Aspirations from 2014 Survey Results**

LRP ASPIRATION	SURVEY ITEMS THAT RELATE TO LRP ASPIRATIONS	MEAN
Aspiration ONE		
1 CREATING	14. I feel UUCA is a safe place for me (and my family).	4.65
1 INCORPORATING	15. I feel UUCA is a welcoming place inclusive of all...for me (and my family)	4.49
1 INCORPORATING	33. I have seen the world in a different way because of music, theatre, visual art, and other artistic expression at UUCA.	4.25
1 INCORPORATING	15. I feel UUCA is a welcoming place inclusive of all...for others	4.18
1 INCORPORATING	17. UUCA has provided me with opportunities to expand my understanding of anti-racism, anti-oppression, and multiculturalism (AR/AO/MC).	4.13
1 INCORPORATING	1. At UUCA I experience a rich and diverse worship life with religious practices and rituals that nourish, challenge, and inspire.	4.06
1 INCORPORATING	17. I see UUCA making progress on AR/AO/MC.	3.99
1 INCORPORATING	17. I have found opportunities to reflect AR/AO/MC in my actions.	3.96
1 NURTURING	7. UUCA has provided me or fellow congregants with compassionate pastoral care in times of joy, sorrow, and transition.	3.97
1 NURTURING	11. UUCA helps us honor important hallmark events in the lives of members and the congregation itself.	3.95
1 NURTURING	16. UUCA provides me with ample opportunity to connect with others across age groups and diverse identities.	3.95
1 NURTURING	23. UUCA provides adequate opportunities for adults to share wisdom and compassion with children and youth.	3.95
1 NURTURING	8. I believe I make a positive impact on the lives of others at UUCA.	3.79
1 NURTURING	10. UUCA newsletters and other communications help me feel well-connected to other congregants.	3.74
1 OFFERING	34. I have had a spiritual experience as a result of music and the arts at UUCA.	4.31
1 OFFERING	3. At UUCA, I have found opportunities for growth and engagement that have helped me to work on my own spiritual development.	4.05
Aspiration TWO		
2 LEADING	28. UUCA advocates and educates in the public arena for liberal religious values in response to prejudice, injustice, and oppression.	4.22
2 LEADING	27. UUCA's social justice activities resonate with me personally.	4.08
2 LEADING	30. UUCA is...(B) a collaborator with other faith communities and justice organizations	4.01
2 LEADING	30. UUCA is...(C) a convener of meaningful dialogue on issues related to UU values	3.95
2 LEADING	30. UUCA is...(A) a visible leader on social justice issues	3.89
2 LEADING	26. As a result of my involvement with UUCA, I put forth more effort to address issues of social justice.	3.79
2LEADING	25. My UU faith is the foundation for the social justice actions I take in my life.	3.72
Aspiration FOUR		
4 MAKING	18. The resources and facilities of UUCA are well managed and maintained in order to support UUCA as a safe, welcoming community.	3.86

Table 3: UUCA Ends Statements Matched with Long Range Plan Aspirations & Goals

Ends Statement	Long Range Plan Aspiration	Goals related to the Aspiration		
A vibrant faith community for spiritual seekers that worship together, embracing lifelong religious learning and respecting different spiritual journeys.	One: We will be among the most engaging and enriching congregations in Atlanta by	CREATING a process for each visitor and member to find a place within the congregational community	INCORPORATING many communities and cultures in our worship services and programming	EXTENDING educational offerings for congregants and the larger community
A loving community that provides support and care for others through both the best and the most difficult of times.	One: We will be among the most engaging and enriching congregations in Atlanta by	NURTURING fellowship among congregants and providing pastoral care	OFFERING opportunities and experiences that nurture the spiritual growth of each congregant	
A safe and welcoming community where all are valued.	One: We will be among the most engaging and enriching congregations in Atlanta by	INVOLVING and VALUING every person who steps through our doors in participation beyond Sunday services		

<p>Children and youth centered in the values of our religious community and nurtured in love, who are compassionate leaders in seeking justice and peace.</p>	<p>One: We will be among the most engaging and enriching congregations in Atlanta by</p>	<p>INCORPORATING many communities and cultures in our worship services and programming</p>	<p>EXTENDING educational offerings for congregants and the larger community</p>	
<p>People with a passion for social and economic justice who work together for human rights and a sustainable environment.</p>	<p>Two: We will increase our impact in the larger world by</p>	<p>LEADING peace and justice initiatives to become a more visible justice-seeking congregation</p>	<p>SELECTING an all-congregational social justice mission that makes a difference in the lives of Atlantans</p>	<p>ESTABLISHING a social justice center to develop and support peace and justice work in Atlanta</p>
	<p>Three: We will motivate and inspire ourselves and others by</p>	<p>TELLING our inspiring stories to foster engagement, promote UUCA in the wider community, and ensure that UUCA is a leading liberal religious voice in the metro Atlanta media.</p>		

<p>A creative community that challenges us to see the world with new perspectives and gives voice to the human spirit through music and the Arts.</p>	<p>One: We will be among the most engaging and enriching congregations in Atlanta by</p>	<p>EXTENDING educational offerings for congregants and the larger community</p>		
<p>All Ends Statements</p>	<p>Four: We will have the resources to fulfill our aspirations and potential by</p>	<p>MAKING a home that allows us to reach our full potential in mission and membership</p>	<p>PROVIDING the human and financial resources to reach our full potential in mission and membership</p>	