



*Beginning in 2003, we hosted an 18-month dialog with the congregation that became an essential part of the process for planning our future. That dialog culminated in a written, five-year strategic plan. Chart and Compass 2010 was presented and accepted by the congregation in December 2005. Now, at the second anniversary of its formal acceptance, here's a brief look back at our progress in the past year.*

## **Our Accomplishments in 2007**

### **Caring for one another**

- The Minister of Pastoral Care will be hired in early 2008. This will be a staff position for up to two years, not requiring a full "search and call." Once this position is filled, other Pastoral Care and Small Group ministry initiatives will be launched and added to those already organized under the Care Team and currently in service to the church.
- The Director of Lay Ministries position has been re-scheduled for early 2008 from July 2007. The Director will have the responsibility to work with the Program Management Team to organize and implement Lay Leadership Development initiatives, and will also expand Fellowship initiatives and implement the Volunteer Database to improve volunteer recruiting and organizing.
- Planning and development of a completely re-designed church website to be integrated with the ACS management software has begun and site launch is targeted for mid-year.
- The Welcomers Group developed a New Member Mentor program and recruited Membership Committee members as test Welcomers. Their full program should be launched by mid 2008.

### **Making a distinctive Contribution to the character of public life**

- The Center for Public Dialog hired a consultant to complete development of the business plan, budget and implementation plan. The preliminary business case was presented to the Chart and Compass 2010 Leadership Team and the Board of Trustees in November. The Center reduced its request for start-up funds and is not budgeting for any direct funding from the Operating Fund. Initial civil dialog training for church staff and volunteers was completed in April and October of this year. Michael McElhenie has accepted the position of Chairperson of the Center advisory team.
- The Social Action Council organized subcommittees to plan activities in three focus areas based on priorities identified in a survey of church members - Social Justice, Environment, and Peace and Justice. Monthly Issues Forums are being held to explore education in Texas, environmental issues, reproductive rights, and peace. Through Dallas Area Interfaith, Social Action Council leaders met with the new mayor to discuss action on critical social issues in Dallas.
- The Social Action Council has also purchased books for the church library on Peace and the Environment and joined with Adult RE to plan educational activities. The current "Season of Peace" includes "First Monday" sessions, two sermons in December, and Issues Forums.
- The First Sunday plate collections to support social services agencies continued this year. The committee to select worthy recipients became a part of the ongoing life of the church. Our total contributions passed the \$100,000 milestone in September.
- The development of our Volunteer Database has been deferred until the cleanup and renovation of the church database is complete. The Director of Lay Ministries, the Minister of Pastoral Care and the Program Management Team (PMT) will define the ACS database requirements, working with the ACS Database Administrator (DBA).

### **Curriculum – educating ourselves and others**

- The UUA Tapestry of Faith project continues its five-year effort to develop a comprehensive lifespan curriculum to be made available to all UUA churches. We've committed \$150,000 to the project over three years, pending completion of clear milestones to verify progress. We have contributed \$25,000 so far this year, with a second \$25,000 to be paid pending receipt of their progress report. In January 2008, teachers of our third and fourth grade classes will begin field-testing 16 lessons from the UUA's Tapestry of Faith initiative, *Moral Tales* by Elisa Pearmain and Alice Anacheka Nasema.
- RE staffing was expanded last year with the hiring of Alison Conger as full-time Youth Director, increasing the Adult RE Director Charles McMullen's position to full-time, and expanding the hours of Adult and Children's RE administrative assistants.
- A variety of new adult short courses have been conducted, mostly as evening classes. Further expansion of Sunday classes for adults will await completion of new facilities. The initiative to research a pre-school has been dropped from the strategic plan in order to secure neighborhood support of the zoning changes needed for our proposed facilities master plan.

## **Communicating – spreading the word**

- Our new Publicity and Branding Campaign was launched internally on Ingathering Sunday in September when we were invited to recognize “reach deeper” as both a challenge and expression of our Unitarian Universalist identity. Communications Consultant Fritz Kuehn continues to expand the institutional use of the brand and to deliver the message through multiple channels.
- The Publicity and Branding team developed a comprehensive marketing plan and a job description for a Communications Director that was approved by the Leadership Team and the Board of Trustees. This will become a full-time staff position as of January 1, 2008, pending budget approval.
- Plans and materials are under development for a pilot public marketing effort in 2008.
- In November our Communications Consultant and Webmaster began the planning process for developing a completely re-designed and fully integrated web site to replace our existing site and dramatically improve our ability to communicate effectively.

## **Capacity – embracing change**

- The C&C Facilities Team conducted a search and hired ArchiTexas as our architects last year. The facilities team worked with them to develop a master plan and conceptual building design, which were presented to the congregation and neighbors in May. Drawings and an architectural model have been on display at church since that time.
- The C&C Facilities Team and ArchiTexas have worked with our attorney and the Neighborhood Relations Committee to obtain City of University Park approval of zoning changes to the church’s Planned Development that will allow expansion of our church facilities. Approval was granted October 23, 2007.
- Next steps will be to complete a detailed design, produce construction documents, and to obtain City approval of our final building plans prior to construction. The process is expected to take at least eight months before construction can begin. Church staff has begun planning for the continuation of the complete program of the church while construction is underway.
- The C&C Facilities Team and Church staff are currently addressing the need and schedule for several possible short-term improvements, including an improved sound system for the Sanctuary, improved acoustics for the Sanctuary and Raible Chapel, choir loft lighting improvements, and space improvements for the Sanctuary stage and choir loft.
- Technology updates recommended by the management consultants have been implemented. New network hardware and software, personal computers and printers, and a new phone system and instruments are now in place. A recommended database clean-up is now largely complete and new modules to improve our processes have been added to the ACS management software used by the church. Hands-on ACS training sessions for staff have been conducted.
- Organizational restructuring has improved staff efficiency and accountability and training in the Art of Possibility, stressing teamwork and openness to new ideas, has been completed. Additional classes in values and understanding and working with different personality types are currently scheduled.
- An Archive Project Team has been chartered under the leadership of Team Lead Sam Childers and Staff Sponsor Chris Denney to develop short- and long-term plans for the preservation of the church’s historical documents, business records and memorabilia in an environmentally appropriate fire-proof and weather-proof facility.
- A Facilities Manager was hired this year, and a contractor was hired for four months to assist with the Infrastructure Project database cleanup and renovation. An ACS Database Administrator position recommended by the Infrastructure Consultants is in the plans for 2008, pending final budget approval.
- Near-term ministerial succession planning was taken on by the Board of Trustees and the Senior Minister, culminating in the election of a Search Committee and the congregation's calling of Dr. Kanter as the next Senior Minister when Dr. Hallman retires in 2009. The next step is a long-term succession plan for the replacement of Dr. Kanter as Minister when he becomes Senior Minister, and the eventual full search and call for the 3rd Minister (of Pastoral Care).

## **Administration and Budget**

- The Chart and Compass 2010 budget currently stands at \$9-million, the goal for our Capital Campaign. The first phase of the campaign completed this June raised nearly \$6-million, almost twice as much as previous campaigns. Meetings are underway to plan the next phase of the campaign, to begin early in 2008, with a goal of reaching 100 percent participation.