

Berrien Unitarian Universalist Fellowship
Five Year Plan Status, 2018 State of the Fellowship, & Proposed Action Plan for 2018-2019

Submitted by Lisa Fuller, President

Sunday Service/Religious Education

5-year plan 2016-2020: Sunday Service attendance will increase by 50% from a weekly average of 20 to a weekly average of 30; children's Religious Education participation will increase by 100% from a weekly average of 3 to a weekly average of 6 children.

Current Status 2018: *Five year plan goals met!* Sunday Service attendance is averaging about 40 people; children's RE participation is averaging about 6 children weekly

Review of 2017-2018 SS/RE Action Items

- 1. Improve marketing (internal and external)**
 - a. Promote BUUF activities with weekly news releases in small local papers (Not met)
 - b. Better share concept of Circle Talk at the beginning of our service (Not met)
 - c. Frame Creative Conversations and Senior Brunch as extended Circle Talks (Not met)
 - d. Communicate calendar access internally (Met)
 - e. Include Sunday Service topics on monthly calendar (Met)
 - f. Expand calendar to include even more information about local events (such as local women's march) (Met)
- 2. Improve program accessibility**
 - a. Provide childcare at adult RE programs to support young families (Not met)
 - b. Avoid politics in our services (Partially met—doing better)
 - c. Standardize service leader script (Partially met—Rev. Jim is standardized; lay leader script not well established)

SS/RE Successes 2017-2018

- Sunday service attendance increased from weekly average of 30 to about 45
- RE participation increased from weekly average of 4 to about 6
- Order of Service and service leader scripting is consistent, structured
- Members and friends are participating in services
- 2 childcare workers hired
- Sunday Services committee worked closely with Rev. Jim
- Each month Sunday Services include a UU-related sermon, one on social activism, and one on environmentalism
- All sermons and talks were to be related to one or more of the seven UU Principles, with the principle noted
- *Moral Tales* children's RE curriculum flexing to accommodate children ages 3-9

- “Senior Brunch” renamed “BUUF Brunch”
- Creative Conversations, BUUF Brunch offered monthly, usually with good attendance
- “Second Basket” introduced for guest speakers
- First ever Labor Day service (Sept 2017) very well attended
- Sunday Services topics added to online calendar, shared in weekly Announce and posted on BUUF’s public Facebook page and in private Facebook group.
- Good communication, planning and practice amongst musicians is enhancing live music offerings
- Fabric art installation of BUUF’s affirmation (original art by Rev. Jim McConnell)
- Children’s “Change for Change” program introduced
- Guest speakers included Beth Haire-Lewis, Harold Beu, Dr. April Lidinsky, and others
- Children’s RE classes Summer 2017 with Green Sanctuary focus
- Attendance of UU music workshop by Rev. Jim, Gretchen Ohmann, Harvey Johnson and Katharine Lion
- Provided White Privilege teach-ins in Fall and Winter
- First ever BUUF kids’ RE summer day camp planned for Summer 2018
- Transition of Director of Religious Education position (10-hr/wk) from David Sarra (2009-2018) to Katharine Lion, June 2018
- Tentative plans for re-introducing a BUUF Worship & Arts committee for artful worship planning
- Communication of BUUF calendar in weekly Order of Service and Announce
- BUUF calendar expanded to include community events related to BUUF’s mission or Social Justice partner activities
- Beth La Fleur added as pianist
- Gretchen Ohmann leading variety of hymns and songs with vocals and guitar

SS/RE Opportunities

- *Record and post Sunday Services*
- *Consider offering Womyn’s groups, Red Tent*
- *Weekly news releases in small local papers to publicize Sunday Services and other BUUF events*
- *Better introduce Circle Talk concept and extend invitation at start of service*
- *Frame Creative Conversations and BUUF Brunch as extended Circle Talks*
- *Offer childcare at Adult RE events*
- *Continue to be welcoming of and have healthy communication with persons of all political leanings*
- *Standardize lay leader welcoming and other scripting opportunities*
- *Extend inclusiveness by changing the call to “Please stand as you are willing or able” to “Please rise in body or spirit” prior to hymn singing*
- *Increase Sunday Service guest speaker budget*
- *Fully fund full-time pianist*
- *Fund Music Director position to continue and expand enhancements in live music*

- *Establish a Youth Group*
- *Celebrate Rev. Jim's 10-year anniversary as BUUF's religious leader*
- *Repair piano as needed*
- *Better communicate and integrate Change for Change program*
- *Use Rev. Jim's Stole Proposal to garner additional operating funds*

Proposed Action Items 2018-2019

1. *Fund Music Director position to continue and expand enhancements in live music*
2. *Fully fund full-time pianist at UU fair compensation guidelines*
3. *Increase Sunday Service guest speaker budget*
4. *Integrate Change for Change program into Sunday Service and Children's RE*
5. *Re-introduce a Worship & Arts committee*
6. *Start a Teen Group*
7. *Get the Stole Project fundraiser up and running*
8. *Produce a BUUF membership video*
9. *Publicize BUUF services and events to local communities*

Membership

5-year plan 2016-2020: Membership will increase by 50% from 28 to 42 (voting) members.

Current Status 2018: Since 2016, membership has increased from 28 to 31 voting members.

Review of 2017-2018 Membership Action Items

1. **Improve hospitality**
 - a. Send cards, make calls, and provide transportation. (Partially met)
 - b. Focus on personal connections, make our directory availability. (Partially met)
 - c. Create resource of photos and bios of members. (Not met)
 - d. More congregational meal opportunities (circle suppers, breakfast) (Not met)

Membership Successes 2017-2018

- Parents' Night Out introduced
- July new member ingathering
- Voting membership increased from 30 to 31
- Facebook page at > 140 likes, up from about 100 one year ago
- Community Outreach / Social Action committee name changed to Social Justice committee
- BUUF and Social Justice partner events shared in Order of Service, weekly Announce, and on Facebook, BUUF website
- Hosted 4th annual OutCenter Halloween Party

- Caring calls and transportation provided; caring cards and birthday celebrations introduced (but not maintained)
- Increasing community relationships through Environmental Justice Film Series
- UU MidWest Leadership School attendance funded for July 2018

Membership Opportunities

- *Schedule regular New Member Ingatherings*
- *Schedule Quarterly UU Allcomers*
- *Complete BUUF membership video completion*
- *Plan BUUF's 60 year Anniversary celebration for 2019*
- *Create/Order new BUUF logo wear*
- *Improve Social Justice presence on BUUF website*
- *Update and utilize portable display board as intended (as a way of communicating BUUF activities)*
- *Plan Circle Suppers (shared meals in member homes)*
- *Schedule BUUF breakfasts*
- *Extend Board of Trustee observer invitations*
- *Create resource of photos and bios of members*

Proposed Membership Action Items 2018-2019

1. *Offer UU Allcomers and new member Ingathering quarterly (July, Oct, Jan, Apr)*
2. *BUUF membership video completion*
3. *60 year Anniversary celebration in 2019*
4. *New BUUF logo wear*
5. *Circle Suppers (shared meals in member homes)*
6. *BUUF breakfasts*
7. *Board of Trustee observer invitations*
8. *Enhance member directory with photos and bios*

Green Sanctuary

5-year plan 2016-2020: BUUF will achieve Green Sanctuary accreditation.

Current Status 2018: BUUF is educating and creating projects in four focus areas required for Green Sanctuary accreditation.

Review of 2017-2018 Green Sanctuary Action Items

1. **Submit application for Green Sanctuary accreditation** (Not met)
2. **Consider additional Green Sanctuary activities** (Not met)
 - a. DNR Wildlife Sanctuary and habitat, green burial site, raised garden beds

Green Sanctuary Successes 2017-2018

- **Environmental Justice**
Offering monthly Environmental Justice Film Series with discussion; participating in Fresh Start Children's Garden.
- **Worship and Celebration**
Sunday Service focusing once a month on working together towards a cleaner, more just and sustainable world.
- **Religious Education**
Offering weekly Green Sanctuary tip and introduced kitchen composting, children's indoor pizza garden to shape the attitudes and practices of children, families and the entire adult congregation while inspiring us to keep working toward our goal of sustainable practices.
- **Sustainable Living**
3-sisters garden Summer 2017; eliminating routine use of disposable plastic serveware, coffee stirrers; choosing Fair Trade coffee; encouraging ethical eating practices. Reducing lawn mowing square footage with other plantings. Using electric mower. Planning for exterior electric car charging. Earth Day 2018 Solar Open House

Green Sanctuary Opportunities

- *Submit application for Green Sanctuary accreditation*
- *Consider designation of BUUF property (5 acres) as a DNR Wildlife Sanctuary or land conservancy to provide habitat for animals and birds.*
- *Plantings to attract Monarch Butterflies and bees.*
- *Consider creating a BUUF "green burial" site.*
- *Consider electric air-dryers versus paper towels in bathrooms*
- *Rain barrel water collection and usage*
- *Post sign with information about solar system and tour availability*
- *Include children in solar energy monitoring and introduce a children's RE Solar Report as part of annual Earth Day service or monthly Green Sanctuary service.*

Proposed Green Sanctuary Action Items 2018-2019

Welcoming Congregation

5-year plan 2016-2020: BUUF will renew our UUA Welcoming Congregation status

Current Status 2018: Welcoming Congregation renewal assessment started.

Review of 2017-2018 Welcoming Congregation Action Items

1. **Plan to complete Welcoming Congregation recertification by 2018**

- a. Complete assessment of our progress since first being certified in 2006. (Not met)
- b. Communicate UUA definition of Welcoming Congregation to LGBTQ+ community (Not met)

Welcoming Congregation Successes 2017-2018

- Hosted 4th annual OutCenter Halloween Party
- Supporting OutCenter as Bronze level contributors for 2018 Lake Effect Pride and Holiday Pride events
- Peaceful BUUFer support at OutCenter during a permitted protest

Welcoming Congregation Opportunities

- *Complete re-certification of Welcoming Congregation status by 2019 (first certified in 2006)*
- *Communicate BUUF's Welcoming Congregation message externally to our community (at area high schools' Gay Straight Alliance meetings, for example)*
- *Communicate UUA definition of Welcoming Congregation*
- *Do specific work around [transgender](#) identity and welcome, and [bisexual](#) and [queer](#) identity and welcome*
- *Take steps to deepen and broaden BUUF's welcome and inclusion of all*

Proposed Welcoming Congregation Action Items 2018-2019

1. **David Sarra will lead the completion of BUUF's Welcoming Congregation re-certification.**