

Approved Ends Statements 10.13.21

Congregational Life

Hybrid Services:

- 1) To provide for contingencies train at least one person to provide technical worship support for hybrid services.

Pastoral Care:

- 2) Transfer responsibility for virtual coffee hour from the technical team to reduce technical team loading and ensure/increase engagement. Success includes:
 - a) that it is organized by/for participants,
 - b) it's not always the same person running the virtual coffee hour
 - c) a long term plan for a hybrid coffee hour including participants at church and remote such as a dedicated laptop with camera for people at church to greet people at home, or run virtual coffee hour.
- 3) Every year hold a Caring Circle event with training and thank yous.

Outreach:

- 4) Create new or improved methods or tools to increase visibility of church and its activities and attract new members. Regular UCH-focused social media postings, including activities, meetings, events, services, celebrations, concerts.
- 5) Enhance membership engagement through contacting at least 90% of members separate from pledging to check on interests, status, and needs.
- 6) Recognize the people who contribute to the workings of the church and its activities through a combination of periodic awards, and recognizing a particular leader in one of the Circles within the service. Voice that these Circles need people-it brings you closer to the church, you get to know members, etc. and communicate that each person has something to contribute.

Social Action

- 7) Execute a program to lead church through to adoption vote on 8th Principle in the spring.

Stewardship

Building and Grounds

- 8) Develop a plan for maintenance that provides multi year budget input.
- 9) Complete approved projects from special congregational meeting while maintaining budget discipline.

Finances

- 10) Split up responsibilities for the Pledge Drive with co-chairs focusing on communications and tracking pledges separately. Recruit a person or persons to coordinate the event while the Finance Committee tracks the pledge numbers. Team Captains will continue contacting people to follow up on pledging. Find a coordinator for two years out so that they can participate in the current year to learn how the process works.

Staffing/Roles

- 11) Restart Personnel Committee to develop a plan for staffing and help Rev Pam with hiring a new Church bookkeeper/administrator.