

Strategic Initiative (SI)	Progress To Date	Is SI still relevant and useful?	Next Steps
#1: Develop and run a program to increase lay involvement by training members in worship theory and how to plan, conduct and participate in worship services.	Work is completed. Three worship associates from Rev. Sutherland's tenure joined with 20 other members for training in worship planning, moderation, and sermonizing in 2007. In 2008 16 additional members were trained. Members (who are not on worship arts subcouncil) have filled nearly every guest speaker slot for two years. Monthly worship arts subcouncil meetings begin with educational sessions on worship theory. Testimonial speakers are mentored by Rev Jamestone. This has led to maintenance of a higher quality of lay-led services.	This work remains relevant and ongoing.	Next steps include recruiting more members for the Worship Arts Sub-Council, to continually expand the numbers of those who can perform these roles and resurrecting the Music Sub-sub committee.
#2: Incorporate more diverse forms of worship and music that broaden our experiences, reaching out to incorporate styles and content that speak to many different cultures, while retaining respect for our Unitarian-Universalist traditions and the overarching spiritual purpose of the worship service.	--Work is completed. More diverse forms of worship have been incorporated – especially those that call for more congregational participation. --Examples include the lighting of candles of joys and sorrows, the blessing of the animals service and use of meditation during the service. -- Forms of musical presentation remain similar, including choir with soloists, children's choir, instrumental pieces with organ, piano and other instruments such as strings or brass. --Congregational singing includes rounds and chants, along with traditional hymns. -- "Moms and Children" choir is renewed. Deliberations continue for creating a Celebration Choir for untrained voices.	Though officially 'complete, this work goes on as we continue exploring diverse definitions of the word diverse, avoiding polar opposites like 'contemporary' and 'traditional'	--Conduct 3 rd annual congregational conversation regarding worship. --Continue exploring diverse styles of learning, perception, and appropriation of sense experience among and within congregants, toward an apprehension of the numinous for as many persons as possible. --Gather statistics from Fall 08 services, recording various combinations of service elements, striving to provide stylistic variety with smooth transitions, and working to identify and replicate best practices thus far.

Alternative types of worship beyond Sunday morning continue--such as weekly Dharma meetings beginning in 2007, 12 Ember Days per year beginning in 2006, and monthly Taize services have been piloted.

--BJ and Mattie plan services together, informally aiming at a balance between mainstream choral and solo vocal music and various levels of diversity.

--Review music program components and hire new music associate

3. Develop a long-range plan for chancel and sanctuary renovation and expansion that is consistent with the growth in our membership and the overarching spiritual purpose of the worship service.

There was no final report on the work of chancel improvement project, but the 2004 Annual Report has a section devoted to the proposed Chancel Improvement, including what they were working on and who was on the committee.

Archivist Margaret Sax had records of earlier work, and B&G records were helpful. Significant improvements in the past several years include:

- 1997--automated front door installed, which significantly aided handicapped access to the sanctuary.
- 2000--office and minister's study were renovated, including wiring and air-conditioning--@ \$100,000.
- Lift installed after accessibility study-- @\$16,000.
- 2005--organ update completed, creating additional space around the console.
- 2008—ongoing sound system and chancel lighting improvements
- Pew cuts to accommodate special chairs previously relegated to rear of sanctuary

The current objective 3 assumes that we will be staying in the present meeting house for many years, which may not be the case given the current review of how well this structure can meet our needs for the next 50 years. Given that the whole physical plant, not just the chancel and sanctuary, is being reviewed to determine what we need, we propose that the current objective be replaced with the following:

3. Ensure that the chancel and sanctuary continue to meet the projected needs of our membership and the overarching spiritual purpose of the worship service.

Of the half dozen projects planned, the only one unaddressed was chancel expansion, which would have diminished congregational seating capacity.

The next step would be to incorporate this objective into the work of the entire building maintenance objective, and not plan to do further creative chancel renovation until plans for the entire building are solidified.
