

## Priorities for Senior Staff 2015-2016 Church Year

*The following are priorities/goals for the Lead Minister, Director of Admin and Finance, and Director of Faith Development for the 2015-2016 church year as affirmed by the TJMC-UU Board of Trustees. These priorities/goals were developed after multiple meetings with each other as well as the President, President-Elect, and Past-President and utilizing information from the Strategic Plan and the Pulse Survey. The Senior Staff consider our support of the Board Goals as an over-arching priority.*

**Note: A is a high priority, B is a moderate priority**

### Priorities for Rev. Erik Walker Wikstrom, Lead Minister

#### PROFESSIONAL GOALS

##### Strategic Plan 1 – Expanding and Deepening Our Spiritual Lives

- A** Develop and implement more comprehensive training and coaching of Worship Weavers
- A** Re-energize small group ministries (including current Covenant Groups and the new “Soul Matters Circle”)
- B** Organize and launch a monthly complementary evening service. (scheduled to begin in October)
- B** Develop “Spiritual Guidance” program for lay leaders as part of Leadership Development
- B** Support the development of new AFD strategies

##### Strategic Plan 2 – Strengthening Our Connections to Each Other

- A** Refocus work of COM to focus on communication/feedback to and from congregation  
(Note: this is also relevant to SP area 3)

##### Strategic Plan 3 – Stewarding Our Resources

- A** Provide guidance and active support to Year-Round Stewardship Committee
- A** Provide guidance and active support to Leadership Development Committee

##### Social Justice Priorities

- A** Provide guidance and active support to anti-racism efforts
- B** Support IMPACT as identified in Strategic Plan 2
- B** Work with Social Justice Council to develop ways to lift up our various efforts

#### PERSONAL GOALS

- Further develop strategies to increase responsiveness (2Do app; Outlook reminders; etc.)
- (Re)Commit to daily spiritual practice and weekly Sabbath time
- Identify key meetings & events that I should make every effort to attend

# Priorities for Leia Durland-Jones, Director of Faith Development

## PROFESSIONAL GOALS

### Strategic Plan 1 – Expanding and Deepening Our Spiritual Lives

- A In partnership with the RE Committee, continue to develop, support and lead Children and Youth RE programming that strengthens UU identity and faith development.
- A Work with a small group to create and grow and Sunday morning Adult Faith Development program to launch in winter/spring of 2016
- B Work to shift the depth and breadth of AFD identification within the congregation so that AFD can serve as the umbrella of many of the programs and offerings already in place (i.e. Covenant Groups) as well as those newly offered by individuals and small groups (i.e. Pastoral Visitor's "End of Life" seminar.)
- B Insure additional and prominent display of art and/or posters in our classroom spaces that emphasize and amplify our UU identity
- B Continue to co-lead Wednesday Worship services and promote wider participation in these services both within and beyond our congregation
- A With the RE Committee and other RE volunteers, strengthen the connection between social justice and our children and youth's spiritual lives.

### Strategic Plan 2 – Strengthening Our Connections to Each Other

- A In partnership with the RE Committee, strengthen integration between RE families (including parents, youth and children) and the wider congregation.
- A In partnership with the RE Committee, plan specific events at least quarterly to connect RE Families.
- A In partnership with the RE Committee, solicit feedback on important topics for RE families.
- A In partnership with the RE Committee, help complete and implement the congregation's Disaster Preparedness plan

### Strategic Plan 3 – Stewarding Our Resources

- A Improve stewardship levels amongst families with children and youth who are active in our congregation by personal invitation to participate in the pledge drive and other fundraising initiatives

## PERSONAL GOALS

- Attend LREDA Fall Conference in October and bring home information and resources to enhance my own professional development and our congregation's faith development program
- To support and empower the RE Committee and other leaders in our faith development programs so that they have increased ownership of the program and share more of the heavy lifting towards its success
- To practice good boundary setting and taking of Sabbath day/time away from church work

# Priorities for Christina Rivera, Director of Administration and Finance

Prioritizing: Based on time analysis of my part-time position, 60-70% of my time is spent on everyday DAF tasks including check writing, calendaring, financial reports prep, and facilities management among others. This is the equivalent of approx. 20 hours per week. Therefore, approx. 10 hours per week is spent/available to work on the following identified priorities.

## PROFESSIONAL GOALS

### Strategic Plan 1 - Expanding and Deepening Our Spiritual Lives

- A Market/publicize worship life at TJMC (in all its varieties)
- B Finding ways/creating systems to count participation in worship and other programming and events
- B Market/publicize grounds as place for thought/solitude, etc.
- B "Yellow Pages" of congregant's skills and talents

### Strategic Plan 2 - Strengthening Connection to Each Other

- A Governance TF Liaison
- A Communications TF Liaison
- A Develop plan to make Activities/Volunteer efforts a fun and easily accessed program. Make one-time volunteer activities plentiful and single task oriented.
- B Circle Dinner TF Liaison
- B Membership Liaison: ask "are they tasked with too much?"
- B Continue to host regional meetings (Virginia Area Cluster of UU Ministers & Religious Professionals, etc.)
- B Deepening denominational connection via communication tools and GA attendance

### Strategic Plan 3 - Stewarding our Resources

- A Renovate Lower Hall – supervise, implement temp space plan, budget, etc.
  - A Plan for replace/upgrade HVAC in main building, Improve finishes and aesthetics in main building
  - A Develop Maintenance plan in conjunction with Campus Management Group
  - A Campus Plan (future years) – parking, playground, space for Youth, Capital Plan
  - A With Personnel Committee: re-evaluate staffing plan and make recommendations as to a fully-funded staffing plan according to UUA Fair Compensation Guidelines
  - A Ensure fiscal responsibility and transparency
  - A Support Year Round Stewardship Plan of Stewardship Committee
  - A Improve Stewardship Levels – *I see my role in this as empowering the Board to do this work while providing a staff person to be holder of the information and making key calls/visits/getting the right person to do the ask.*
  - B Draft plans on how to meet GIFT (UUA "Generously Investing in our Future Together") program fair share contribution over a multi-year period
  - B Structure to sustain annual canvass effort
  - B Create Budget working group for annual canvass effort
- Parking Lot: Develop measures for valuing volunteer efforts, Job Jar, Cville Time Bank

## PERSONAL GOALS

- Set, communicate, and honor personal/professional time boundaries
- Collaborate with other UU Religious Professionals of color
- Create and hold safe spaces for under-represented voices in UU governance