

## Vision Process

- 1994 fall Long Range Planning Process begins
- 1997 fall UUA Sponsored "Decisions for Growth" process approved for funding in the 1998 budget
- 1998 spring Decisions for Growth steering committee formed
- 1998 Sept & Dec 2 Decisions for Growth workshops held  
entire congregation invited  
80 attendees at each workshop  
3 goals emerged 1) Develop Lifespan RE, 2) Expand service and action & develop a unique community program 3) Increase sense of community  
Mission statement developed  
Goals and Mission approved at Congregational meeting 11/15/98
- 1999 Feb&Apr 2 Decisions for Growth workshops  
entire congregation invited  
50 attendees at each workshop discussed implementation of goals
- 1999-2000 Decisions Now Action Committee invites UUA fundraising consultant Martha Easter-Wells to visit and holds discussion of the Music Program
- 2000 May Board establishes Comprehensive Planning later called Vision Team
- 2000 July Team appointed by Board and Martha Easter-Wells hired as consultant
- 2000 August Vision Team begins meeting (Tom Rocklin, Virginia Stamler, Ruth Bonfiglio, Peter Thorne, Claire Whiteman, Mike Van Meter, Amanda Owings, Charlie Eastham, Nancy Haley, Deb Schoelerman)  
Meetings every 2 weeks-open to the congregation
- 2000 Fall 3 Forums held by Vision Team in Oct and Nov
- 2000 Dec Open meeting with Vision Team after the 12/17/2000 service
- 2001 spring 3 Open meetings with Vision Team in Jan, Feb, Mar  
Interviews with all programs, committees, staff and variety of members to assess needs/desires for space at UUSIC  
Results displayed in Channing Hall
- 2001 May 4 options presented by Vision Team for continued study  
1) minor renovations to current space  
2) major renovation to current space

	3) purchase new building 4) buy land and build
2001 summer	21 cottage meetings at least 106 attendees groups of less than 10 met in members homes with vision committee members present to facilitate discussion small group sessions chosen to help all members feel comfortable expressing their opinions and increase available dates
2001 Fall	Novak Group from Cedar Rapids hired to do a renovation design of our building based on the space needs expressed by the congregation during the Vision Teams surveys
2002 April	Novak Group makes 2 presentations of their renovation plan followed by 5 interactive meetings about plans Vision team makes individual recommendations
2002 May	Congregational Vote- The Vision process reaches a point beyond which it is too expensive to continue researching both the option to buy and the option to renovate. The congregation is asked to vote to continue studying buying land and building OR renovating. This was not a vote to commit to carry through on the project. Board decides not to move forward without a 67% vote in favor of either option 167 members vote 109 (65%) investigate buying land 58 (35%) investigate renovating 61% of members with kids in RE voted 44/66 106 members didn't vote representing 16% of pledge dollars Majority of congregation indicated on ballot they would accept either option As neither option receives 67% two steps are to follow: 1) Board leads process to clarify congregation's vision 2) Board holds another vote by May 2003
2002 Sept	Sunday sermon on growth by Rev. Roger Bertschausen, minister in Appleton, WI
2002 Fall	Workshop on growth with Nancy Heege
2002-2003 Winter	Long-Range Plan development
2003 May	Congregational vote authorizing Vision to look at land parcels and to approve long-range plan. (76% of 146 voted in favor)
2004 May	Vision Team progress report on land investigation