

Unitarian Universalist Society of Sacramento
Strategic Plan: A Living Document
Goals and Objectives 2025-2030

This five-year USS Strategic Plan was developed by the Board of Trustees with the input of relevant committees as an update to the 2019 – 2025 Strategic Plan. This is a “living document” that is intended to guide USS priorities from July 2025 through June 2030. The Strategic Plan update was approved at the May 2025 Congregational Meeting.

Goal 1: Strengthen our connections and commitments within our congregation to deepen our lives

Objectives:

1. Deepen our connections and commitments with each other and the love and courage that sustain each of us through continued church programming and intergenerational activities
2. Strengthen support for individual and family growth and development
3. Support programs to strengthen relationships across generations in our congregation

Goal 2: Increase our presence and identity in the larger community by living our mission of being a force for healing in the world

Objectives:

1. Deepen our engagement with interfaith and Community Partners
2. Broaden and deepen our interactions with other UU congregations and denominational activities
3. Build on and enhance existing social and environmental justice efforts and public policy advocacy

Goal 3: Live out our commitment to justice, equity, and transformation, as we cultivate our diverse and accessible beloved community

Objectives:

4. Enhance the depth and breadth of our understanding, individually and organizationally, of the various biases and oppressions that impact us and our role in perpetuating them
5. Understand all forms of privilege, how they impact our community, and how we can leverage our own privilege for the greater good
6. Develop and implement strategies to be more welcoming and inclusive as a diverse beloved community
7. Develop capacity for political advocacy for social justice and effective community partnerships

Goal 4: Develop our infrastructure and organizational abilities to achieve the aforementioned goals

Objectives:

1. Engage Program Council in restructuring and re-visioning its purpose to include support of relevant aspects of the strategic plan
 - a. Review and align Program Council functions with its charge and USS governing documents.
 - b. Provide leadership and coordination among the various programs and activities
 - c. Develop a model for capturing and building on the synergy between programs within USS and with regional UU congregations
2. Cultivate congregational leaders
3. Evaluate, and as needed, revise our communications
4. Review staffing model and facilities for capacity to support the goals of this strategic plan
5. The Board will integrate the needs of the Strategic Plan into the annual budget process