

COUNCIL OBJECTIVES 2011 Draft 3 Jan 15/2011

Objective	Standard –if needed-are rules which are specific to this committee and are in addition to accepted legal requirements	Strategies-what actions will you take to achieve each objective	Action Plan-what steps will you take to implement the actions	Desired Outcomes-how will you measure that you have been successful	Monetary costs
GOAL 1: To Promote Mission, Ministry And Programming That Lives Out Our Calling In Christ And Meaningfully Engages Both Our Congregation And The Broader Community.					
		To ensure ministry committees and groups promote spiritual nurture and active discipleship.	Encourage committees and groups to develop activities in keeping with this goal, researching and incorporating practices well-suited for our particular context, regularly evaluating and modifying in light of feedback. Support the learning of volunteers and staff in leadership development	FirstMet will be an effective centre for spiritual nurture and active discipleship	
		To ensure that the work of Council, non-ministry committees and staff support and enhance our desire to be a centre for spiritual nurture and active discipleship.	Encourage these groups to routinely view their work as it relates to our basic mission statement. Council to identify and address any gaps or overlaps in our congregational life and work, and implement appropriate initiatives and adjustments.	Our primary mission activities will be enhanced through the support of Council, non-ministry committees and staff.	

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GOAL 2: To Retain & Recruit An Effective Staff And Volunteer Workforce				
	To implement the JNAC recommendation to seek a full time Minister	JSC process undertaken Will commit to finding best candidate-not quickest	New minister	Budgeted items May need to be aware of moving costs
	To continue to move towards a strategic, visionary governance model	Congregational approval in Jan. for Strategic Plan Feb. Council meeting to include Governance workshop Review roles vice-chair, chair Review Org chart Communicate plan through usual channels Implement & evaluate regularly Education as part of development Work with Communications to ensure ongoing connection with Congregation Quarterly evaluation of objectives	Defined governance structure	If needed, apply to Initiative Fund
	To initiate the development of a strong volunteer program	Ad Hoc committee (Dave Osmond, Irene Baddeley willing to serve) to begin in April with program ready for 2012 nominations Seek collaborative connections between ministry committees as they implement programs for 2011	Increased Recruitment and retention of volunteers	If needed, apply to Initiative Fund

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	To enhance leadership & mentoring training & support	M&P to review succession needs & identify gaps Develop plans for future needs M&P will develop orientation and support program for any new staff Support will be given for team building and leadership development work M&P will ensure current job descriptions	Collaborative relationships that support FMUC vision	If needed, apply to Initiative Fund
GOAL 3: To Maximize Resources To Maintain Financial Viability				
	To establish a joint operating committee with ICA	F&A to oversee ICA committee Committee to manage operations and current lease renewal process		
	To support ongoing Stewardship Pledge programs	Stewardship to oversee on-going programs		
	To increase engagement with the Congregation regarding the staff and infrastructure needs	Communication to develop plans for enhanced communication		
	To dialogue with the congregation about the impact of United Church of Canada decisions regarding Mission & Service programs and support.	Ad Hoc committee to be established by April made up of members in part from CE, M&S, Outreach, F&A & UCW to review M&S roles & future outreach directions Conduct Congregational forums by Sept. to seek input from congregation		
	To support the development of a financial plan that will ensure the sustainability of both the ongoing operations and proposed infrastructure development	F&A will manage plan F&A will plan for potential alternative income sources-including long range Task Force will include income generation as a criteria		
GOAL 4: To Ensure That The Building Infrastructure Meets The Needs Of Our Community				

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	To continue the dialogue regarding development opportunities for First Met and the broader community	Strike Task Force in Jan drawn in part from Property, F&A, CE, Stewardship to work with Project Lead to develop building renewal plan for FMUC with particular focus on the Fellowship Hall: criteria to include income generation, environmental awareness, multi-purpose functions Engage Congregation and external stakeholders such as St. John the Divine & ICA		
	To support the implementation of the Building Condition Assessment (Stantec) report's critical elements and ICA needs	Property Committee to undertake Critical recommendations from Stantec Report Property Committee to undertake leasehold improvements from ICA Property Committee to develop formal Building Operation and Maintenance Management process		
	To begin preparations for a Capital campaign that takes advantage of 2012 anniversary celebrations	Ad Hoc committee drawn in part from Archives, Stewardship, Property, F&A to develop plans for 2012 anniversary		
	To strive to reduce the building energy consumption for current operations and for any planned development(s)	Property Committee will review energy consumption practices and seek ways to implement changes into any development/renovation plans		