



Plymouth's Purpose

for the next three to five years is
to **embody beloved community**
with God, each other, and our neighbors.
We will **enhance our communications**
and **deepen engagement** within the church.
We will be a **visible force for social, racial,
and environmental justice**.
This focus will help Plymouth's
already vibrant community look to the future
and **grow in numbers and in spirit**.



What's Next?

*Please keep our planning process in your prayers.
This fall, we will invite you to participate at a level of
engagement that feels right to you.
And look for a Congregational Conversation this fall
to discuss further the items in the plan.*



View our **Plymouth 2026 short film** at
plymouthucc.org/planning

PLYMOUTH 2026

GOD'S CALL.
YOUR VISION.





LETTER FROM THE FUTURE

It's a beautiful **June 2026** Sunday morning here in Fort Collins, and you've just arrived with your carpool group at Plymouth. You plug in your EV at a charging station and admire the glint of the morning sun off the roof's **solar panels**. The **children** in your group race inside to join a play-and-learn pod. You find your name tag with its preferred pronouns and check out the video showing today's and this week's activities. You hear a folk duo down the hall practicing for the service, and you're also glad to see people putting on their choir robes for this morning's service.

You think back over this past week at Plymouth: if those children or grandchildren were yours, you were grateful for the parents' night out, and happy you could be part of a **small group** of members and friends in your neighborhood enjoying some "grown-up" book conversation. Some friends were interested in joining Plymouth, and you eagerly pointed them to our **exciting interactive website**, with its lively "newcomer" area, clickable links to **volunteer possibilities**, and background about Plymouth and its **mission**.

There is a lot about Plymouth now, in 2026, that you remember from five years ago: its **warmth**, its **outreach**, its commitment to **progressive Christian vision and action**. But now there's even more: **lively connections** with **Colorado State University, Front Range Community College**, and other educational institutions; dynamic involvement with community partners for **social justice**, even more vigorous **interfaith** partnerships. You love the way Plymouth people are talking peer-to-peer, relating in **informal weekly worship and neighborhood/regional pods**, and you appreciate how our new staff are helping make all happen.

You're charged up, grateful for the vision of the Strategic Plan Committee and its plan back in the challenging months of 2021, and looking forward to the rest of the 2020s with energy and excitement!



OUR STRATEGIC GOALS

I. To be a welcoming community in which all can worship and experience the transformative power of God.

- A. Create a full-time, ordained position for Campus and Community Ministry. This person will lead Plymouth's efforts to engage local college communities, beginning with CSU and expanding to FRCC and connect Plymouth with social, racial, and environmental justice groups in our community.
- B. Increase support for and engage the Millennial and Gen-Z generations, beginning with families with children, through ideas such as expanding childcare offerings, "plug and play" volunteer opportunities, a monthly "parents' night out," and a week-long summer program. This strategy may need additional staffing.

II. To create radically different church communication to reach all generations within and outside the church.

- A. Create and implement a marketing communications plan to improve messaging and media within and beyond the congregation.
 - i. *Redevelop the website with two goals in mind:*
 - a. *To be an intuitive, easy-to-navigate hub where current members and regular attendees can become more deeply connected and engaged.*
 - b. *To market ourselves to the wider community, especially potential visitors.*
 - ii. *Suggestions to accomplish the above two goals include adding:*
 - a. *An interactive calendar with all church events—make it easy to find and make sure it has links to everything needed to participate (specific, clickable links with detailed, up-to-date information, registration, contact persons, etc.).*
 - b. *Buttons to sign up for ministry team listservs and connect with leadership council, board chairs, and ministry team leaders*
 - c. *A tab with New Member information: History of the church, diagram of governing system, lay leadership job descriptions, etc.*
- B. Develop simple and interactive communication systems to build and promote peer-to-peer connections.



III. To grow: Deepen engagement, spirit, and impact.

- A. Create a staff function for robust membership engagement, such as designing a new member onboarding program and creating a volunteer recruitment/care/management plan. This may involve realignment of current staff responsibilities and/or the addition of staff.
- B. Create a strong, hands-on, and comprehensive Environmental/Creation Justice Ministry that connects internal and external groups. Emphasis should be placed on time-specific projects with clear outcomes (e.g., install new roof with solar panels in 2022).

IV. To develop and effectively allocate resources for ministry: staffing design, finances, facilities and equipment, and volunteers.

- A. The Leadership Council should create a new permanent process for reviewing resource allocations (staff, money, building, volunteers) that first funds strategic initiatives, and then considers the current legacy line items. To some degree this is the inverse of our current process and is intended to minimize fiscal and staff constraints present in our planning process. This new process should:
 - i. *Begin in the summer of 2021 to align the 2022 budget with the Strategic Plan.*
 - ii. *Reassess and repeat at least twice per year with a two-year planning horizon to phase in changes and new strategies.*
 - iii. *Allow for pausing or ending current efforts when they fall outside the Strategic Plan, if funds are not available, while also encouraging Leadership Council to explore additional financial stewardship approaches.*
 - iv. *Identify barriers to transparency and offer educational opportunities for the congregation to understand the new process.*
- B. Reshape staff design to achieve the Strategic Plan. Rewrite staff job descriptions to fit strategies and inform budgets. Reassign current staff when feasible.

