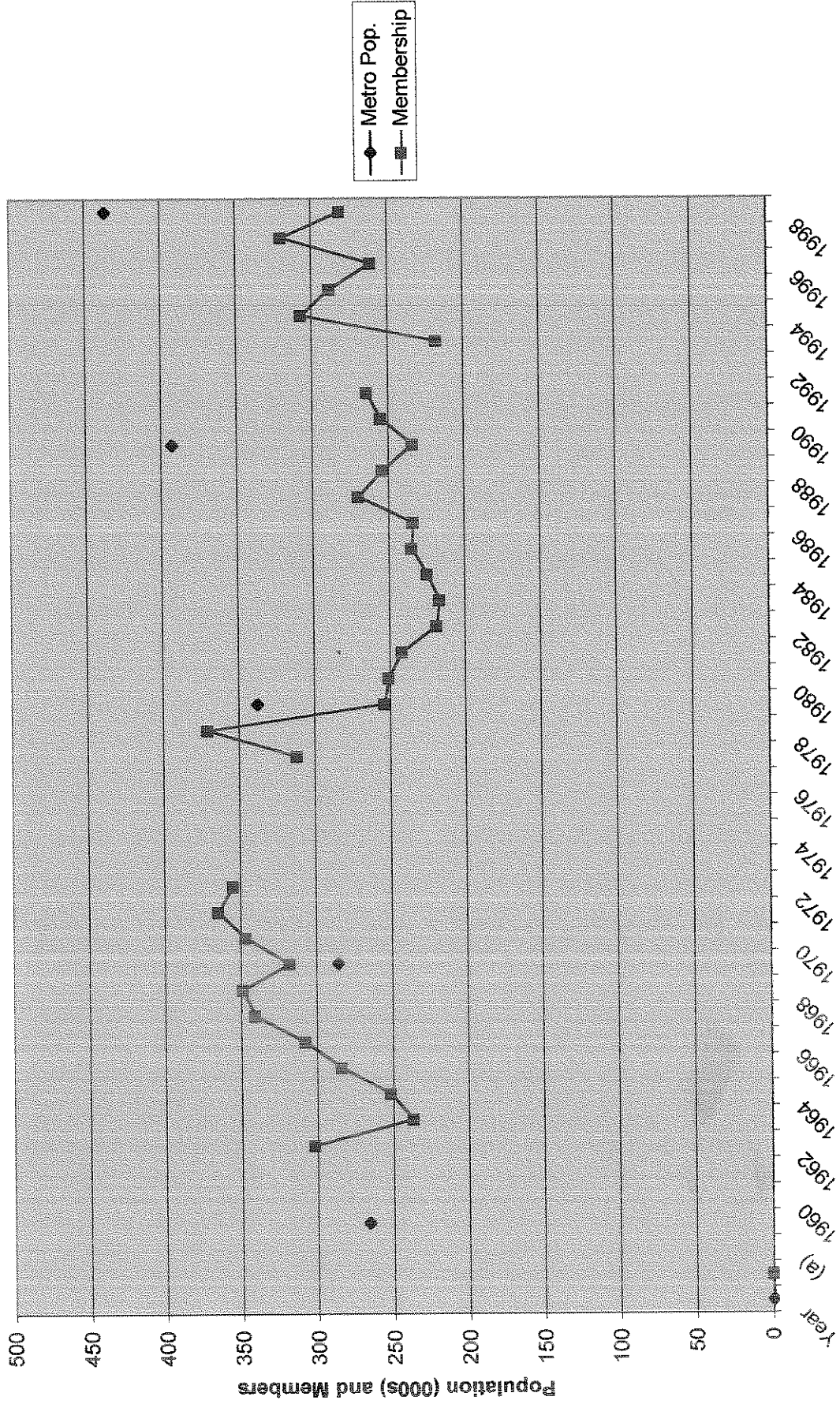


SMSA Population versus Membership



505 IN 05

FIVE YEAR PLAN FOR FIRST UNITARIAN CHURCH OF DES MOINES, IOWA

Our Church is an important center for free and liberal religious practice in Central Iowa. We believe that this Church community can achieve a membership of 505 by 2005 and that this goal can be achieved by putting people first. To achieve this goal your committee makes the following recommendations.

YEAR 1 - WE BELIEVE

That a full time administrator for the Church is necessary to relieve the minister and the director of religious education from the administrative and operational aspects of the church.

That we must make full use of the interim ministry to energize ourselves for the next phase of our church life.

That we should pursue educational activities within our congregation consistent with our plan.

That members of the church should be identified who are committed to the broadest and deepest aspects of church life and then encouraged to participate in training activities such as leadership school.

That a public relations committee should be formed and a significant public relations budget be established to begin the process of communicating our unique message both within our own congregation and to the larger community around us.

That this plan will require a significant increase in salary and benefits for our next minister.

YEAR 2 - WE BELIEVE

That we should call a minister who is experienced and who is committed to the prophetic, pastoral and ministerial aspects of the ministry.

That we must be prepared to make the financial commitments necessary to achieve this plan.

That a part time music director should be hired.

YEAR 3 - WE BELIEVE

That we should call a full time director of religious education.

YEAR 4 - WE BELIEVE

That we should hire a part time membership / program coordinator.

That we should have a capital funds campaign in progress or completed for a major renovation / rebuilding / upgrade of our physical facility

YEAR 5 - WE BELIEVE

That we will have 505 members.