

Dear Friends and Members,

When we have completed our plans, paid all the bills, and realized our Chart and Compass 2010 dreams, this is what I imagine:



A young child will come into spacious classrooms with professionally developed UU curriculum and wonderful teachers who will help her grow up to live vibrantly in a pluralistic world. She will receive the tools she needs to make good life choices. She will grow up in our church with an ever deepening sense of herself as a choosing, loving, intelligent, faithful person. She will find her voice in the larger world and feel called to live a life of integrity, love and service.

Small fellowships and individuals in remote places will hear our liberating word because we have the technology to send our sermons, our services, our classes and speakers out across the cyber-world to those who need to find us.

A couple who has just moved to Dallas can call the church and find welcoming answers to questions they have about the church because our staff work together in space designed to facilitate their work. Each staff member can access the information they need because their computers are linked with efficient, accessible, interconnected software.

A young woman who drives by the church in her car every day will see by the architecture of our new addition that we are a vibrant, active church and feel invited in by our revitalized presence on Preston Road.

Community leaders will see us as an asset to our city. They will think of our Center for Dialogue as a place where they can refine the tools of democracy and apply them to the problems of our time. We will be known for the depth of our work and commitment to honorable, truthful, dynamic civil discourse.

A man whose wife has just died will find the Minister who directs our pastoral care is a caring, listening presence in his darkest hours. His wife's Memorial Service will bind memory to hope and remind him that all is not lost. On Sundays the music, fellowship and encouraging word will lift his heart and reconnect him to life again. When the time is right, the Director of Lay Ministries will provide opportunities for his service within our church and larger community.

And when the day is done and our turn to steward this great church has ended, we will be proud that we did all that we could to sustain, enrich, and deepen our capacity for love, faith, service and welcome.

Faithfully,

Laurel

Our Purpose

The First Unitarian Church of Dallas creates and nurtures an enduring, liberal, religious community where all souls shall grow in harmony with the divine through worship, education, service and fellowship.

Worship.

Our congregation, friends and visitors experience communion with the gathered congregation, the transcendent in their lives, and a strengthened human spirit.

Education.

The lives of our members, friends and visitors of all ages are enriched and sustained by this faith community and are actively and continuously engaged in learning about religion from the Unitarian Universalist perspective, developing individual spiritual disciplines and expressing personal religious conviction through action.

Service.

Our ministries of service to each other, the larger community and the world enrich, nourish and transform us and those we serve.

Fellowship.

People feel welcomed, dialogues flourish, voices are raised in song, and relationships develop through good times and bad.

Stewardship.

Our gathered resources support our congregation, our community, and our strategic initiatives to realize our vision for the future.



Planning for the Future

The First Unitarian Church of Dallas

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The Challenge and Our Response

Our membership is growing at approximately five percent a year. That means by 2010, our congregation will grow from today's 1,088 to 1,350 members, worship attendance will increase from 500+ to 650, and Children's Religious Education attendance from 200 to 250.

Recognizing our current ministries, programs, staff and facilities weren't keeping up, in 2003 we began an inclusive, thoughtful process that ultimately resulted in a five-year strategic plan we call Chart and Compass 2010.

The process began with an 18-month dialogue with the congregation to hear the longings and hopes that people bring to our church. We found that our members valued the intentional focus on spirituality in worship and religious education, the well-qualified ministers and professional staff, and the fiduciary care of our staff and Trustees. They credited these great assets for our growth and strength.

In addition, the congregation consistently asked that we effectively and meaningfully communicate our mission and purpose to the broader community with the clear understanding that if more people knew about us they would want to join us.

Based on this congregational dialogue, church volunteers and staff wrote a statement of "Five Defining Priorities and Twenty Desired Outcomes," which the Board of Trustees adopted in January 2005.

Subsequently more than 80 volunteers formed teams to articulate these priorities and outcomes into initiatives that were presented to the congregation at the December 2005 Parish Meeting. These initiatives form the core of Chart and Compass 2010.

"I can't emphasize enough that if you begin to tell yourself, however silently, that we've done all we can do here, that this is who we are, and forget about all those who are 'checking us out' who need us, who are looking for a church home—who have the capacity to freeze the vitality and close ourselves off from our future, and kill the life of the church."

*Rev. Laurel Hallman
Excerpted from April 25, 2004 Sermon*

Our Vision, Our Goals, Our Roadmap

Chart and Compass 2010 serves as the guide to expand and improve our services to members and the community, welcome new congregants, share our beliefs with others and provide space and staffing necessary to accommodate our healthy growth.

The plan builds on our strengths and seizes on opportunities to synthesize our collective and prioritized goals. It rededicates us to the value of an inclusive, supportive community, and it reclaims our unique contribution to public life. While the plan cannot predict every turn or impediment, it serves to name our intention and help identify the strategies that will move us boldly into the years ahead. A detailed review of the plan and the planning process is available on the Chart and Compass section of the church's website at www.dallasuu.org

Chart and Compass 2010 focuses on five implementation strategies:

- **Caring** for one another
- Making a distinctive **Contribution** to the character of public life
- **Curriculum** – educating ourselves and others
- **Communication** – spreading the word
- **Capacity** – embracing change.

"When we first walked through the doors of our church, what we found was here thanks to the incredible efforts and sacrifices of those who came before. Now it is our turn to sustain and strengthen what has been given to us."

*Barbara and Bruce Mickey
Co-chairs, Chart and Compass 2010 Capital Campaign*

"Over the past century, thousands who thirsted for truth, freedom and justice found this church a chart and compass for their spiritual lives. Now, as we have entered the 21st century, we are on the verge of something exciting. The time is right for this congregation to ask more of ourselves and to let the light of this church shine outward as a beacon for those thousands just outside our doors who are still adrift in troubled times looking for a spiritual home."

*James Snell
President of the Congregation
and Board of Trustees*

"If a congregation does attain both spiritual and institutional stability, it will always arrive at a moment when it is tempted to rest on its laurels, feeling that it has nothing more to learn except techniques for fine-tuning what already exists. At this point in the life-cycle curve, congregations resemble the cartoon coyote who speeds off the edge of a cliff and keeps going straight ahead from sheer momentum—until he looks down and discovers there is nothing under his feet."

*Alice Mann
Excerpted from her book, Holy Conversations,
Gil Rendle, co-author*

How Will We Get There?

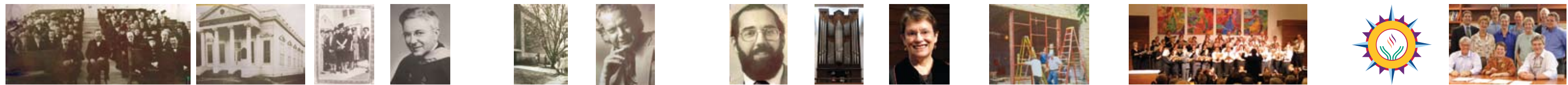
Dozens of volunteers and our church staff are already actively working on implementing the initiatives of Chart and Compass 2010. Whether we will ultimately achieve our goals depends on all of us: our time and our financial resources.

We need additional volunteers to share their talents to help us reach our long-range goals. And, we need significant capital campaign gifts from members.

While a final capital campaign goal is not yet established, our working goal is \$9 million to be raised over a period of three years. Approximately \$7 million is earmarked for construction and renovation, and \$2 million to expand our facilities, staff, technological infrastructure, and enhanced programming. As we grow our annual operating budget must also increase. The 2007 Annual Canvass to determine next year's budget is the first step in determining our collective support to meet these challenges and achieve our goals.

A feasibility study conducted by our capital campaign consultants in mid-2006 found strong consensus among congregants about the current strength of our staff and existing programming and the importance of the goals laid out in Chart and Compass. Enthusiasm to move forward is broad-based.

Now, it's up to each of us to commit our talents and financial resources to make our collective vision of the future for First Church a reality.



1899	1903	1913	1930s	1940s	1950s	1960s & 1970s	1980s	1990s	early 2000s	2006 – 2007
Church founded Met at Temple Emanu-El until 1903	First church building Rented organ Established Women's Alliance	Moved to Ervay and St. Louis streets Church's Dramatic Club became nucleus of Little Theater of Dallas	During the Depression services ceased Women's Alliance continued Church property sold Services resume in rented space (1938)	Rev. Robert Raible minister (1942 - 1964) Moved to Preston Road land (1944) Hearts and Hammers formed (1948)	Dedicated first buildings at current Preston Road site Began ministerial intern training program Religious Education building dedicated (1955) Ruth Clark, Director of Religious Education	Dedicated current sanctuary designed by Architect Harwell Hamilton Harris, with 400-person capacity (1964) Dwight Brown senior minister (1964 - 1974) Church became center for debate and activism for such concerns as civil rights, abortion rights, the Vietnam War Jo Boatright began her 43 years of service as Music Director and pianist (1960 - 2003)	A founding congregation of North Dallas Shared Ministries Focus on financial and institutional strength for long-term stability Rev. John Buehrens senior minister (1981 - 1987) Updated original buildings and Religious Education building (1985) Rev. Laurel Hallman senior minister (1987 - present) Purchased Walker Pipe Organ, dedicated to the memory of Eloise Blatt Endowed ministerial internship program to assure status as teaching church Actively welcomed GLBT participation A founding congregation of Dallas Area Interfaith Don Krehbiel joined as Music Director (1989) Initiated "Journey Toward Wholeness" anti-racism program <i>sumfun!</i> summer day-camp founded (1989)	Renovated buildings with \$2.1 million capital campaign Celebrated church's centennial Hired church's first Executive Director Became one of the first "Welcoming Congregations" in the UUA for lesbian, gay, bisexual, and transgendered people (1992)	Added second minister, Rev. Daniel Chesney Kanter Out-pouring of support for Hurricane Katrina survivors (2005) Congregation formally accepts broad-based, long-term planning process, Chart and Compass 2010 (2005) Pastoral Care Team created Purchased lot adjacent to church grounds (2004); debt retired (2005) thanks to generous contributions from members	200+ children attend religious education classes 88 volunteer teachers work with children and youth Average of 500 attend Sunday worship services 4 adult classes attract approx. 90 participants weekly Workshops, retreats, special programming attract 300+ annually 89 participate in Roots classes, an introduction to UU Exceptional music program includes 2 adult choirs with 101 participants, jazz combo, flute circle with approx. 30 participants 2 children's choirs with 25 participants Hired full-time Adult Education Director and Youth Director Church launches capital campaign to support Chart and Compass 2010 initiatives (2007)