

PREFACE

In April 2022, Jack Head (newly elected President of UUCOV) saw the need to develop a long-term strategy for UUCOV and asked Trustee Bill Reynolds to form and Chair a committee for this purpose. The committee included the following UUCOV members:

Rich Cannarelli
Barb Gundy
Bev Morrison
Jackie Wides
Bill Reynolds, Chairperson

It is clear that UUCOV is entering a transformative stage in its existence:

- Many members are aging and are less able to participate at the level they once did. Others are moving away from the area to be with relatives. Still others are transitioning into assisted living and, sadly, some are passing away. Many of these members have been our most active participants.
- Currently, ten contributing members account for approximately one third of our annual operating budget. These members are all of an advanced age. Our new members are donating, on average, less than \$1,000 annually, which is far less than necessary to fill the gap as the top contributors start to leave us in the next five to ten years.
- The demographics of the immediate Venice community (as indicated by 2020 Census data for a radius of ten kilometers surrounding the Congregation) indicates an increasing senior population over the next decade.
- The growth of IVMS (the Montessori School immediately behind UUCOV) has been rapid and significant, placing stress on the roadway easement which bisects our property.
- There is a desire on the part of many Congregants for a Fellowship Hall and / or an expanded sanctuary.
- The work of UUCOV is done mostly through committees, yet the burden on these committees and their volunteer members is ever increasing.

- While there has been a healthy increase in new members over the last year, the total membership has been relatively stagnant as attrition of existing members has mostly offset the number of new members. We have been holding in the 200 to 225 member range.

The goals and recommendations that follow are designed to assist UUCOV in the next chapter of its existence with a focus on growth and sustainability. As Committee Member Barb Gundy succinctly put it upon her review of the focus groups and survey data, "It appears that UUCOV recognizes that the Congregation is a living organism that needs to continually be growing in order to remain viable."

The future provides both opportunities and challenges.