

2024-2028 Five Year Plan

Tapestry's Vision:		To be a transformational home for liberal spirituality and a dynamc commnity leader in Orange County and beyond.						
Committee	Members	July 1 2024 - June 30 2025	July 1 2025 - June 30 2026	July 1 2026 - June 30 2027	July 1 2027 - June 30 2028	July 1 2028 - June 30 2029	Aspirational Goals (10+ years)	
Board of Trustees	Keith Tuominen, Dave Weber, Amanda Wainwright, Suzy Cassidy, Connie Pursell, Richard Lappin, Eddie Moler, Paul Brady	DEI training*. Hiring procedure prioritizing diversity. Maintain electronic records in Google. Meet with neighboring UU Boards for a retreat. Evaluate existing Tapestry policies for DEI implications	Revise policies based on DEI assessment. Maintain electronic records in Google. Retreat with nominating committee on institutionalized leadership development*.	Meet with neighboring UU Boards for a retreat, prepare for hosting BIPOC ministerial internship.	Maintain electronic records in Google.	Maintain electronic records in Google.	Pay off the mortgage	
Aesthetics	Linda Yeargin, Jeff Gothard, Marsha Medina	Strategize artist in residence program, Host congregational Spring Clean*. Add one aesthetic components that incorporate BIPOC influences.	Launch Artist in Residence Program, Host congregational Spring Clean*. Add one aesthetic components that incorporate BIPOC influences.				Tapestry looks beautiful and safe for long-time members and visitors.	
Building and Grounds	Suzi Cassidy, Richard Boote	Maintenance plan ongoing, Plan for 2nd Flr Upgrades, Reserve Study Update, Host congregational Spring Clean*	Maintenance plan ongoing, 2nd Flr Classroom Upgrades, Host congregational Spring Clean*	Maintenance plan ongoing, 2nd Flr Classroom Upgrades as needed	Maintenance plan ongoing, 2nd Flr Classroom Upgrades as needed, Reserve Study Updates		Tapestry's facility is safe, fully functioning, clean, and with solid plans to keep it that way.	
Caring	Amanda Wainwright, Joan Segal, Sheryl Hagen, Linda Yeargin, Kathy Spahn,	CPR, Flu shots, skills and talents survey, meet with caring committee of Orange Coast and Fullerton, Mental Health First Aid.	First Aid, flu shots, One guest speaker on a health or aging issue	CPR, flu shots, One guest speaker on a health or aging issue	First Aid, Flu shots		Tapestry members feel cared for in their times of medication and emotional need. We provide resources that are useful in keeping our members and our neighbors safe and healthy	
Committee on Shared Ministry	Lynn Cowan, Keith Wortman, Christine Krueger, Tara Sayre	Conduct a Congregational Survey, Efforts to increase awareness of COSM to the congregation including visibility on the Tapestry website and occasional mention in the newsletter and order of service.	Efforts to increase awareness of COSM to the congregation including visibility on the Tapestry website and occasional mention in the newsletter and order of service.			Celebrate 15 years of shared ministry between Tapestry & Rev. Kent	The congregation works with a spirit of collaboration. We foster clear communication and can navigate conflict healthfully.	
Communications (Internal)	Grayson Gothard, Dave Kinneer, Dave Salahi, Office Administrator	Train additional AV volunteers, Explore use of group text messaging via Breeze, Explore email listserves for committees and groups					Tapestry members and visitors feel well-informed through multiple communication channels.	
Communications (external publicity)	Sue Dearing, Grayson Gothard, Amanda Wainwright, Office Administrator	Continue notices in Laguna Woods Globe, occasional boosting of Tapestry events on social media, Explore generating more new coverage of Tapestry.	Continue notices in Laguna Woods Globe, occasional boosting of Tapestry events on social media	Continue notices in Laguna Woods Globe, occasional boosting of Tapestry events on social media	Continue notices in Laguna Woods Globe, occasional boosting of Tapestry events on social media		The surrounding community will recongizing Tapestry's name and branding. We will have strong relationships with staff people in print, radio, and other media.	
Comprehensive Planning	Laura Lunn, Marle Chin, Lynn Cowan, Molly Stelovich	Review and adjust 5-year plan. Rev Kent reports progress regularly to Board	Review and adjust 5-year plan. Rev Kent reports progress regularly to Board	Review and adjust 5-year plan. Rev Kent reports progress regularly to Board	Review and adjust 5-year plan. Rev Kent reports progress regularly to Board			
Coordinating Council	Amanda Wainwright, All Committee Chairs	Committees collaborate on all Tapestry activities, utilize five year plan and annual clendar in Coordinating Council meetings						
Faith Formation for Adults	Tara Sayre, Scott Noonan, Connie Pursell, Bruce Johnson, Jay Miller	Camp DeBenneville Pines Retreat, Owing Your Religious Past curriculum (Fall), Neighboring Faiths Course - Judaism, Islam, Christianity, Hindism, Buddhism curriculum (Spring) Plan for running adult Our Whole Lives in near future.	Camp DeBenneville Pines Retreat, Building Your Own Theology curriculum (Fall), one information-based class (Spring)	Camp DeBenneville Pines Retreat, one reflective curriculum (Fall), one information-based curriculum in (Spring)	Camp DeBenneville Pines Retreat, one reflective curriculum (Fall), one information-based curriculum (Spring)	Camp DeBenneville Pines Retreat, one reflective curriculum (Fall), one information-based curriculum (Spring)		
Finance Committee	Dave Weber, Suzi Cassidy, Keith Tuominen, Lynn Cowan, Julia Rampone	Pledge Campaign, Legacy Giving class	Pledge Campaign, Info on capital giving	Pledge Campaign, Legacy Giving Class, begin planning for refinace of mortgage	Pledge Campaign, info on capital giving		Our finances will enable us to grow staffing hours. Members will appreciate the opportunity to exercise the virtue of generosity through an organization they love.	
FOCD	Peggy Thompson, Sheryl Hagen,	Pick up unaccompanied minors aging out of local shelters and assist with transportation to families or sponsors. Resume visiting people in immigration detention if that becomes possible. Investigate additional opportunities for assisting migrants.	Pick up unaccompanied minors aging out of local shelters and assist with transportation to families or sponsors. Resume visiting people in immigration detention if that becomes possible. Investigate additional opportunities for assisting migrants.	Pick up unaccompanied minors aging out of local shelters and assist with transportation to families or sponsors. Resume visiting people in immigration detention if that becomes possible. Investigate additional opportunities for assisting migrants.	Pick up unaccompanied minors aging out of local shelters and assist with transportation to families or sponsors. Resume visiting people in immigration detention if that becomes possible. Investigate additional opportunities for assisting migrants.	Pick up unaccompanied minors aging out of local shelters and assist with transportation to families or sponsors. Resume visiting people in immigration detention if that becomes possible. Investigate additional opportunities for assisting migrants.		
Green Sanctuary	Carol Semelroth, Linda Brady, Paul Brady, Kathy Dectler, Marsha Medina, Marquita Miller, Judy Rizzo, Debbie Salahi	One event or fundraiser to address the disparities that have risen due to environmental racism. Work toward a 75%+ goal of congregants opting for Green Energy sources through alternate energy sources through their utility company. Work toward a more sustainable lifestyle for congregants; supplying "Sustainable Hint of the Week", to help reduce Greenhouse gases. Develop an appropriate carbon footprint measuring tool and set a sample size of 75% of average attendance.	One event or fundraiser to address the disparities that have risen due to environmental racism. Pursue more sustainable products and practices at Tapestry by: Change all electric sources to Green Energy through utility company. Apply for funding for Alternate Energy sources with Solar Panels. Evaluate products and practices at Tapestry and adopt more sustainable ones. Set goal of 5 to 10% reduction in average carbon footprint as surveyed in 2025 through increased	One event or fundraiser to address the disparities that have risen due to environmental racism. Evaluate products and practices at Tapestry and adopt more sustainable ones. Reach out to Environmental groups in neighboring congregations to explore working together on Sustainability and advocating for issues especially challenging to marginal communities. 2026-27 – Set goal of an additional 5 to 10 % reduction in average carbon footprint	One event or fundraiser to address the disparities that have risen due to environmental racism. Continue to help congregants have their voices heard by seeking and advocating for legislation proposed that reduces Greenhouse Gases and is good for the earth, farmers, and workers. Set goal of an additional 5 to 10 % reduction in average carbon footprint.. Repeat survey.		Our congregation will have a 25 to 50% reduction in carbon footprint. We will be a leader in our community about for green information. We will be a safe space to grieve the harm already done to our planet and inspire hope that inspires action.	

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Greeters	Carol Semelroth, Betsy Martin, Iris Anderson, Debbie Byrne, Kathy Dechter, Shelley Scallan, Anna Rivera,	DEI training for all greeters,* Safety training for all greeters*	DEI training for all greeters,* Safety training for all greeters*	DEI training for all greeters,* Safety training for all greeters*	DEI training for all greeters,* Safety training for all greeters*		Everyone who arrives at Tapstry on Sunday morning will have a warm encounter, members and visitors alike.
Hospitality Committee	Bruce Johnson, John Mendonca	Provide a meal one night per month as the Alternative Sleeping Location, Organize committees and volunteers to host social hour (set up tables, make coffee, bring snacks, clean up), Host Potluck on the first Sunday of even numbered months.	Provide a meal one night per month as the Alternative Sleeping Location, Organize committees and volunteers to provide snacks for Sunday Social Hour, Host Potluck on the first Sunday of even numbered months.	Provide a meal one night per month as the Alternative Sleeping Location, Organize committees and volunteers to provide snacks for Sunday Social Hour, Host Potluck on the first Sunday of even numbered months.	Provide a meal one night per month as the Alternative Sleeping Location, Organize committees and volunteers to provide snacks for Sunday Social Hour, Host Potluck on the first Sunday of even numbered months.	Provide a meal one night per month as the Alternative Sleeping Location, Organize committees and volunteers to provide snacks for Sunday Social Hour, Host Potluck on the first Sunday of even numbered months.	
LGBTQ+ Action Group	Bruce Johnson (co-chair); John Mendonca (co-chair); Debbie Byrne; Barb Daly; John Kaufman; Betsy Martin; Tim Montano; Nikki Rinderer; Scott Westerfield; Hiroshi Yamaguchi; Peter Mathews	Recertify Welcoming Congregation (6 days of observance, 2 Worship Service, 1 Program, Donation to LGBTQ+ cause) Explore hosting LGBTQ+ Youth Group, Build relationships with LGBTQ+ UU's in other OC UU congregations, Promote Tapestry to the LGBTQ+ community in OC. Provide one or more social events for LGBTQ+ Tapestry members. Transition to new leadership.	Recertify Welcoming Congregation (6 days of observance, 2 Worship Service, 1 Program, Donation to LGBTQ+ cause) Build relationships with LGBTQ+ UU's in other OC UU congregations, Promote Tapestry to the LGBTQ+ community in OC.	Recertify Welcoming Congregation (6 days of observance, 2 Worship Service, 1 Program, Donation to LGBTQ+ cause) Build relationships with LGBTQ+ UU's in other OC UU congregations, Promote Tapestry to the LGBTQ+ community in OC.	Recertify Welcoming Congregation (6 days of observance, 2 Worship Service, 1 Program, Donation to LGBTQ+ cause) Build relationships with LGBTQ+ UU's in other OC UU congregations, Promote Tapestry to the LGBTQ+ community in OC.		Tapestry will be known as a place that is supportive of the full LGBTQIAATS+ spectrum. In addition to providing a safe space for queer people to thrive, we work with our neighbors to ensure that the wider world is safe for all people to live with pride an integrity.
Music and Choir		Two multigenerational choir performances, Intentionally introduce composers of music, especially BIPOC artists	two multigenerational choir performances, Multigenerational Talent Show.	two multigenerational choir performances	two multigenerational choir performances, Multigenerational Talent Show.		Tapestry's tradition of musical excellence will continue to grow with 25 people involved in the adult choir, regular performances from Tapestry ensembles, a choir program for children, and exceptionally talented guest musicians.
Nominating Committee	Keith Wortman, Paul Bonfanti, Tara Sayre, Shelley Scalan	Create system for UU-centered leadership development*, A committee member with a Breeze login and is familiar with how to obtain member contact info, membership status and create a list of active members					
Racial Justice Task Force	Hannah Carey, Liz Bear, Sheryl Hagen, Rhett Kuseki, Amanda Wainwright, Hiroshi Yamaguchi	Transition Task Force into a regular committee. Culture cart, Field trip to site of cultural significance. Implement "BIPOC Welcoming Congregation" commitment (6 days of observance, 2 worship services, 1 program, donation to racial justice cause). Follow up with BIPOC members via email after 4 events to check in and invite feedback. Hold 2x/year discussion sessions after church to discuss congregational progress on racial justice goals. Meet with partner UU for accountability 2x per year to discuss progress on 5 year goals	Implement "BIPOC Welcoming Congregation" program (e.g., 6 days of observance, 2 worship services, 1 program, donation to racial justice cause). Hold 2x/year discussion sessions after church to discuss congregational progress on racial justice goals. Meet with partner UU for accountability 2x per year to discuss progress on 5 year goals	Implement "BIPOC Welcoming Congregation" program (e.g., 6 days of observance, 2 worship services, 1 program, donation to racial justice cause). Hold 2x/year discussion sessions after church to discuss congregational progress on racial justice goals. Meet with partner UU for accountability 2x per year to discuss progress on 5 year goals	Implement "BIPOC Welcoming Congregation" program (e.g., 6 days of observance, 2 worship services, 1 program, donation to racial justice cause). Hold 2x/year discussion sessions after church to discuss congregational progress on racial justice goals. Meet with partner UU for accountability 2x per year to discuss progress on 5 year goals	Implement "BIPOC Welcoming Congregation" program (e.g., 6 days of observance, 2 worship services, 1 program, donation to racial justice cause). Hold 2x/year discussion sessions after church to discuss congregational progress on racial justice goals. Meet with partner UU for accountability 2x per year to discuss progress on 5 year goals	Attendance and membership reflects the racial and ethnic makeup of our surrounding community. Tapestry is known as a leader for building racial equity and understanding in Orange County.
Religious Education for Children and Youth	Jenifer Guy, Anca Popescue, Tamara Reimer-Espinosa, Paul Bonfanti	Have attendance of 12 kids on average, kids read TFAA twice, two Multi-gen services , OWL for 4-6 grade, one service project for middle school kids and families, One meaningful engagement with Rev Kent, Explore LGBTQ+ youth group*	Have attendance of 14 kids on average, kids read TFAA X2 a year, two Multi-gen services a year, OWL for ___ grade, one service project for middle school kids and families, One meaningful engagement with Rev Kent,	Have attendance of 16 kids on average, kids read TFAA X2 a year, two Multi-gen services a year, OWL for ___ grade, one service project for middle school kids and families, One meaningful engagement with Rev Kent,	Have attendance of 18 kids on average, OWL for ___ ages, kids read TFAA X2 a year, two Multi-gen services a year, additional all-ages services .	20 kids average (including nursery), quarterly all-ages services	Our Children's program is known throughout South OC as a fun, informative, safe and inspirational place for young people to grow in their faith.
Safety Committee	Marle Chen, JL Espinosa, Carl Schmid, Scott Noonan, Judy Rizo	Maintain team of safety volunteers, Conduct training for Greeters, Ushers, RE Teachers, and Safety Team every 6 months, Add steel door to separate upstairs classrooms	Conduct training for Greeters, Ushers, RE Teachers, and Safety Team every 6 months	Conduct training for Greeters, Ushers, RE Teachers, and Safety Team every 6 months	Conduct training for Greeters, Ushers, RE Teachers, and Safety Team every 6 months		
Ushers	Keith Wortman, Iris Anderson, Richard Jagielko, Carol Semelroth, Linda Yeargin	Annual training and update including DEI session, Explore adding youth ushers to the team	Annual training and update including DEI session.	Participate in Ad Hoc project to explore multiple services. Annual training and update including DEI session.	Annual training and update including DEI session.		Increase ushering team as needed to address needs of 250+ member congregation with multiple worship services
Ways and Means	Kathy Spahn, Sue Dearing, Sheryl Hagen, Judy Rizzo, Christine Krueger	2 auctions, 3 fundraisers, enlist short-term volunteers, at least one multigenerational event, one event focussed on talent / arts.	2 auctions, 3 fundraisers, enlist short-term volunteers, at least one multigenerational event	2 auctions, 3 fundraisers, enlist short-term volunteers, at least one multigenerational event, one event focussed on talent / arts.	2 auctions, 3 fundraisers, enlist short-term volunteers, at least one multigenerational event, one event focussed on talent / arts.		
Welcome and Membership	Penny Kinnear, Amanda Wainwright, Michelle Antennesse, Grayson Gothard, Kathy Dechter, Paul Brady, Keith Wortman	Lake Forest 4th of July Parade, Trunk or Treat, 2 outdoor movies, 3 additional free events, Create a strategy to outreach to BIPOC neighbors. 2% overall membership growth. 10 new members joining. Training for all greeters and ushers. Table at Gates Children's Festival	2% overall membership growth, Lake Forest July 4th Parade, Trunk or Treat, 10 new members joining. Outreach to BIPOC neighbors. Training for all greeters and ushers.	2% overall membership growth, Lake Forest July 4th Parade, Trunk or Treat, 10 new members joining. Outreach to BIPOC neighbors. Training for all greeters and ushers.	2% overall membership growth, Lake Forest July 4th Parade, Trunk or Treat, 10 new members joining. Outreach to BIPOC neighbors. Training for all greeters and ushers.	2% overall membership growth, Lake Forest July 4th Parade, Trunk or Treat, 10 new members joining. Outreach to BIPOC neighbors. Training for all greeters and ushers.	

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Welcoming Neighbors Home	Rona Henry, Anne Owens, Denise Fleury, Sheryl Sterry, Anne Owens, Ryan Lenney, Bruce Johnson,	Strategize about institutional sustainability of our homelessness and housing work. Monthly ASL Dinner, Monitor Housing Element implementation and affordable housing development in South OC, collaborate with partner orgs. to advocate for pro-affordable housing policies.	Provide a meal one night per month as the Alternative Sleeping Location	Provide a meal one night per month as the Alternative Sleeping Location	Provide a meal one night per month as the Alternative Sleeping Location		Advocate for 700 Permanent Supportive Housing Units in South OC by 2035
Worship Committee	Sheryl Hagen, Dave Weber, Peggy Thompson, Nikki Contractor, Connie Pursell	2 multi general worship services annually*, Include 5 contemporary spiritual songs, >1 guest speakers from an different religious tradition. Invite Hindu temple to join us in worship, >50% of guest speakers are BIPOC. Meet with worship committee of neighboring congregation, Try live polling for a question box sermon.	Joint Time For All Ages videos with diverse congregations, designated volunteer attending to sanctuary set up before worship, monthly thematic altar arrangements. Combined choir experience for a Sunday. Take Tapestry Train on the road. Worship experiences that pair children and adults. Interfaith pulpit exchange, >50% of guest speakers are BIPOC.	Increase regular attendance to 120 people in person			We will have two worship services to accommodate growth. Our congregation, worship style and guest speakers will reflect the cultural diversity of Orange County. Youth and Young adults will be integrated into the service, possibly as part of second worship.
Average Sunday Attendance including online and children		118	124	130	136	143	200+
Financial Projections		Pledging Units = 106	Pledging Units = 111	Pledging Units = 117	Pledging Units = 123	Pledging Units = 129	
		Members = 146	Members = 153	Members = 161	Members = 169	Members = 177	
		Budget = \$313,728	Budget = \$323,832	Budget = \$333,547	Budget = \$343,553	Budget = \$353,860	