

	Short Term	Longer Term (5 years)	Strategies
Membership & Community Demographics	<p>Sunday Average: 300 Recruit a more diverse membership base with an emphasis on LGBT, people with disabilities, Freethinkers of Color and people leaving the Mormon church.</p>	<p>Sunday Average: 500 Oasis is an inclusive community with space for people of all racial, ethnic, socioeconomic, age, sexual orientations and abilities.</p>	<p>Recruitment</p> <ul style="list-style-type: none"> • Encourage social media posts on Sunday and have people tag KC Oasis. • Have friendship drives (bring a friend on Sunday) • Advertise musical guests as events, encourage performers to advertise Oasis • Continue to find opportunities for news coverage. <hr/> <p>Retention</p> <ul style="list-style-type: none"> • Desk greeters identify new people as they arrive. • Increase volunteer investment by personally asking for assistance with low commitment tasks such as one time events and clean-up or set-up on Sundays. • More services for families such as parents night out, babysitting service, etc. • Establish valuable member services: <ul style="list-style-type: none"> o Bereavement/hospital visit team o Childcare and family programs outside of Sunday morning o Support groups (examples- addiction, LGBT and ex-Mormon) <hr/> <p>Accessibility</p> <ul style="list-style-type: none"> • Hiring a Hearing Impaired Service and advertise • Advertise and schedule events that are accessible • Arrange a shuttle service for elderly or disabled individuals. • Arrange for Spanish translation of printed material and merchandise

			<p>Creating a More Diverse Community</p> <ul style="list-style-type: none"> • Work with initiatives, community volunteer events that are important to people of color (POC). Table at important community events and partner with local organizations. • Create volunteer leadership positions focused on outreach to LGBT and POC. • Actively recruit volunteers and leadership that represent POC • Advertise on radio or other media specifically targeted at POC • Work with initiatives, community volunteer events that are important to KC LGBT (establish a presence at Pride events). Partner with local LGBT organizations. • Actively recruit volunteers and leadership that are LGBT • Advertise LGBT wedding services • Encourage an LGBT support/social sub-community • Create pamphlets or flyers to reach the LGBT community that can be used at events. • Build a “diversity team” that understands the issues and struggles that particular underrepresented demographics experience. Work to ensure that the work of this team is reflected in our Sunday gatherings and social events.
<p>Size and Scope of the Children's Program</p>	<p>40-45 kids weekly Stabilize the children's program and establish a solid volunteer base. Start a monthly youth group for teens.</p>	<p>70-100 kids weekly Oasis will have an established structure and curriculum. Kids will be integrated into the broader community and families will experience a welcoming environment every Sunday.</p>	<ul style="list-style-type: none"> • Implement parent co-op model for the children's program and stabilize our volunteer base. • Seek out opportunities to integrate kids into the broader community. • Begin a monthly youth group for teens. • Start networking between families - across all Oasis communities • Develop curriculum for both the children and teen programs.

<p style="text-align: center;">Music Program</p>	<p>Create a music program that is powerful and engaging enough to stand on its own. Continue recruiting quality musicians.</p>	<p>Oasis is an artistic, intellectual and music destination. With increased visibility, national and international artists will seek us out when they pass through Kansas City.</p>	<ul style="list-style-type: none"> • Add a section to the KC Oasis site to give people a chance to offer their musical services. • Increase budget for artists • Complete our sound system (subwoofer and two speakers) • Recruit a street team - people who flyer the city about the musical appearances at Oasis • Continue to increase our budget to compensate higher quality artists.
<p style="text-align: center;">Social Events</p>	<p>Build a vibrant social community while focusing on events that allow conversation to take place. Include some family friendly events and alcohol free options.</p>	<p>As our community grows, we will establish small satellite communities to help members build relationships. We also have a few big events each year.</p>	<ul style="list-style-type: none"> • Continue having City Wide Potlucks, Family Friendly Happy Hours and Game Nights. • Have more mid-week lunches and dinners in different parts of the city.
<p style="text-align: center;">Community Service</p>	<p>Oasis will continue to be engaged in the community by serving at Micah Ministries each month. We will rotate months, doing a supply drive on month and a volunteer event the next month.</p>	<p>KC Oasis will continue our local service program and begin to collaborate with other Oasis chapters to go on service trips and support large relief efforts.</p>	<ul style="list-style-type: none"> • Continue our current efforts in Kansas City. • Recruit more volunteers to support the Community Service Director. • More promotion for volunteer events, increase attendance numbers • Collaborate with Houston Oasis and begin planning a service trip. • Research opportunities to support relief efforts.

Oasis Facilities	<p>Oasis will continue meeting at the Tony Aguirre Community Center.</p>	<p>Oasis will lease it's own full-time space (not just Sundays).</p>	<ul style="list-style-type: none"> • Bring together a committee to plan for a future place, complete a cost analysis and research available options. • Begin capital fund drive. • Begin capital fund
Role of KC Oasis in the Oasis Network	<p>KC Oasis will continue to play a important role within the network by providing support and resources for emerging communities.</p>	<p>KC Oasis serves as a model for emerging secular communities throughout the country. KC Oasis collaborates with other Oasis branches to host a conference and service trips. The Oasis Network becomes the place for news outlets to go for the secular perspective.</p>	<ul style="list-style-type: none"> • Identify the strengths of each community and leverage those to support the network. • Establish a source of financial support for the network. • Develop secular children's program curriculum that can be used by all Oasis branches. • Put together planning teams for both the conference and service trips.