

The Unitarian Church in Westport Board of Trustees

Goals 2015-2016

1. Configure leadership systems appropriately to those of a large congregation

- Re-vision governance and ministry committees and assure that all descriptions, policies and the charters that have been developed serve the structural needs of a large congregation.
- Assess and recommend changes to the Church's Constitution consistent with delegation and oversight structures of a large congregation. (NB: this will likely reduce the number of named standing committees of the Board in the Constitution.)
- Create the needed policies and procedures to assign authority and accountability to the Chief of Staff, paid and volunteer staff divesting the Board of management.

2. Develop a 5-yr sustainable budget plan

- Begin the process of casting future budgets in mission and vision terms, beyond sustainability and into the aspirations of the congregation.
- Set targets five years into the future rather than the current practice of line-item year over year budgets.
- Ensure a successful spring canvass for 2016 building the foundation for initiating a much needed and overdue Capital Campaign.

3. Clarify Mission/Vision (these are 2 separate ends) of the congregation

- Charge a task force of the board and other leadership with assessing how the congregation is fulfilling its mission and vision, incorporating the insights of recent reports and assessments completed as part of the ministerial search process. Identify gaps between intention and action and recommend action plans to eliminate those gaps. These two ends to be articulated and ready for presentation to the congregation by January 2016

4. Continue to implement best practices in governance and board process

- Commit to writing and adopting a **Board Policies** that include **Governance** (board self governance, philosophy and covenant,) **Discernment** (mission/values/open questions,) **Strategy** (strategic plan and vision of ministry), **Management** (delegation to the staff, care of staff, care of resources,) and **Oversight** (monitoring and evaluation.)
- Evaluate making the board more diverse e.g. adding a Youth Observer position.
- Articulate and evaluate how the Board employs the lenses of social justice, multi-culturalism, anti-racism and anti-oppression in its discernment, strategies and oversight.
- Define roles, responsibilities and boundaries for board/staff/volunteers. Make the budget an expression of our mission - what we fund, what we provide to volunteers.

