

ANNUAL PLAN FOR 2024-25

Goal	Subgoals	Specific actions	Ongoing and Year-end Assessment
Nurture the Congregation as we grow and change	Move forward with courage and a willingness to take risks	Be present and engaged on Sunday Hold Board Open Houses	Self-assessment of Open Houses: numbers of attendees, feedback from attendees, our own impressions Provide report to congregation about Open Houses at congregational meetings
	Bring a joyful, welcoming, and open-hearted spirit to our work as a Board	Speak into change in Perspectives articles and other communications with Congregants Express positive attitudes and communicate excitement at community hours	Self-assessment of how we handle conflict in the congregation, including conflict and concerns surrounding change
	Identify key hopes of where and how the congregation wants to grow; foster a sense of common purpose	Startup weekend meetings and activities Establish Vision and Mission Working Group	Year-end review of congregational hopes for growth, sense of common purpose, and the extent to which those hopes are realized
Support Rev. Susan, the congregation, and ourselves as we build trusting relationships around the settled ministry	Build relationships of love, trust, and care among the Lead Minister, Board, and Congregants	Prioritize relationship and trust-building in the Board's work with Rev. Susan	Self-assessment of comfort in offering feedback to each other. Self-assessment of trust in each other, and of our willingness and ability to be open and honest. Establish regular check-ins at

			Board meetings during Executive Session
	Facilitate greater communication between Board and Congregants	<p>Maintain current communication practices: preparing Board Perspectives articles, encouraging Congregants to attend Board meetings, encouraging attendance at Congregational meetings</p> <p>Host Board Open Houses (likely in November, February)</p> <p>Arrange targeted visits of Board members to standing groups such as Social Justice, Humanists, etc. Report back to Board</p> <p>Maintain a record of informal Board interactions with Congregants</p>	<p>Summarize interactions and communications in year-end assessment</p> <p>Assess how prepared members are for and at congregational meetings</p> <p>Assess engagement at Open Houses</p>
	Support the Settled Minister Planning Team as needed	<p>Board members participate in installation</p> <p>Board members host welcoming parties as they are able</p>	
Implement partnership governance	Practice our policies and consider revision as needed	Hold ourselves accountable to our policy and practice documents	<p>Year-end summary of needed policy/governance changes and changes made.</p> <p>Track implementations of specific policies as they are applied to situations that arise.</p>

	Clarify roles and responsibilities of Lead Minister, Board, Staff, and church groups (e.g., Task Forces, Teams, etc.) within the new governance model	Startup weekend activities Ongoing policy/practices work	Evaluate whether we operated within the roles as established at the startup weekend Create an org chart to reflect roles/relationships at year-end assessment