2026-27 Annual goals

Board responsibility area	2027 goal	2027 actions
Mission/vision discernment: Discerning the Congregation's Mission and Vision, and how those apply to the decisions, opportunities, and challenges before the congregation.	Create a working mission. Engage in board conversations about vision to prepare for conversations with the congregation. Continue to assess when to re-open the name change conversation and communicate decisions with the congregation.	Bring a working mission statement to the midyear congregational meeting. Process the May 2026 World Cafe notes and identify themes. Use powerful questions to engage the Board in conversations about vision. Provide an update to the congregation at the June meeting on vision work. Communicate the pause in the name change conversation and document the work that has been done.
Fiduciary responsibility and oversight: Holding the Fiduciary Responsibility of the congregation, ensuring that all of the resources of the congregation are being utilized to fulfill the congregation's mission and build the congregation's vision.	Improve clarity in the bylaws regarding the SPF. Comply with policies on long-term financial planning.	Revise the bylaw regarding the Special Purposed Fund (SPF). Write a five-year operational budget.
Governance development and promulgation: Capturing the congregation's institutional wisdom in Policy and Bylaws, that allows future leaders to not have to continue to deliberate through the same issues over and over.	Keep policies and bylaws up to date.	Bylaws revision: SPF and Leadership Cultivation Committee (LCC). Review Board Policy manual and make any necessary updates.

Congregational assessment: Assessing the health and performance of the Congregation, its programs, and its leadership, to form the basis from which future planning can arise.	Assess leadership and minister. Communicate consistently and well with the congregation as we move through change.	Annual Board self-assessment, Minister self-assessment, Board assessment of Minister Identify ways to assess the congregation.
Long-term and strategic planning: Planning for the congregation's future, focused on the immediate future for the congregation's programming and goals, and the long-term future for the congregation's systems, facilities, and supports.	Exploration of the five-year operational budget through the lens of long-term and strategic planning.	Review the rolling, five-year maintenance plan for the physical plant. Initiate discussion about how we can address physical plant needs.
Relationships: Building and maintaining the relationships within the congregation, between the congregation and their Lay-Leadership, between the congregation and other UU Congregations, between the congregation and the Association, and between the congregation and the wider community.	Deepen our engagement with congregation members and friends. Strengthen connections with the UUA.	Participate in fellowship dinners, chalice circles, task forces, RE, or other UUCB activities. Volunteering for front-of-house roles during this time of staff transition. Continue Cookies and Conversation events. Participate in UUA events and programs. Send delegates to GA.

Transforming the Congregational Culture to be more aligned with Unitarian Universalist values and beliefs, with a focus on the ways that we continue to bring the marginalized into the center of our congregation and our faith and shifting the ways that our governance practices manifest white supremacy culture	Ensure that hiring practices mitigate biases. Learn from the name-change process and feedback about how to move forward in a productive way. Improve our practices of using accurate pronouns for staff and congregants.	Ask the Lead Minister to report on processes used to mitigate bias in hiring. In communications about the name-change, hold on to its importance. Review the name-change process documents and create a plan for the next steps. Correct each other and share practices for improving use of accurate pronouns of staff and congregants. Support and attend Transforming Hearts trans inclusion workshops.