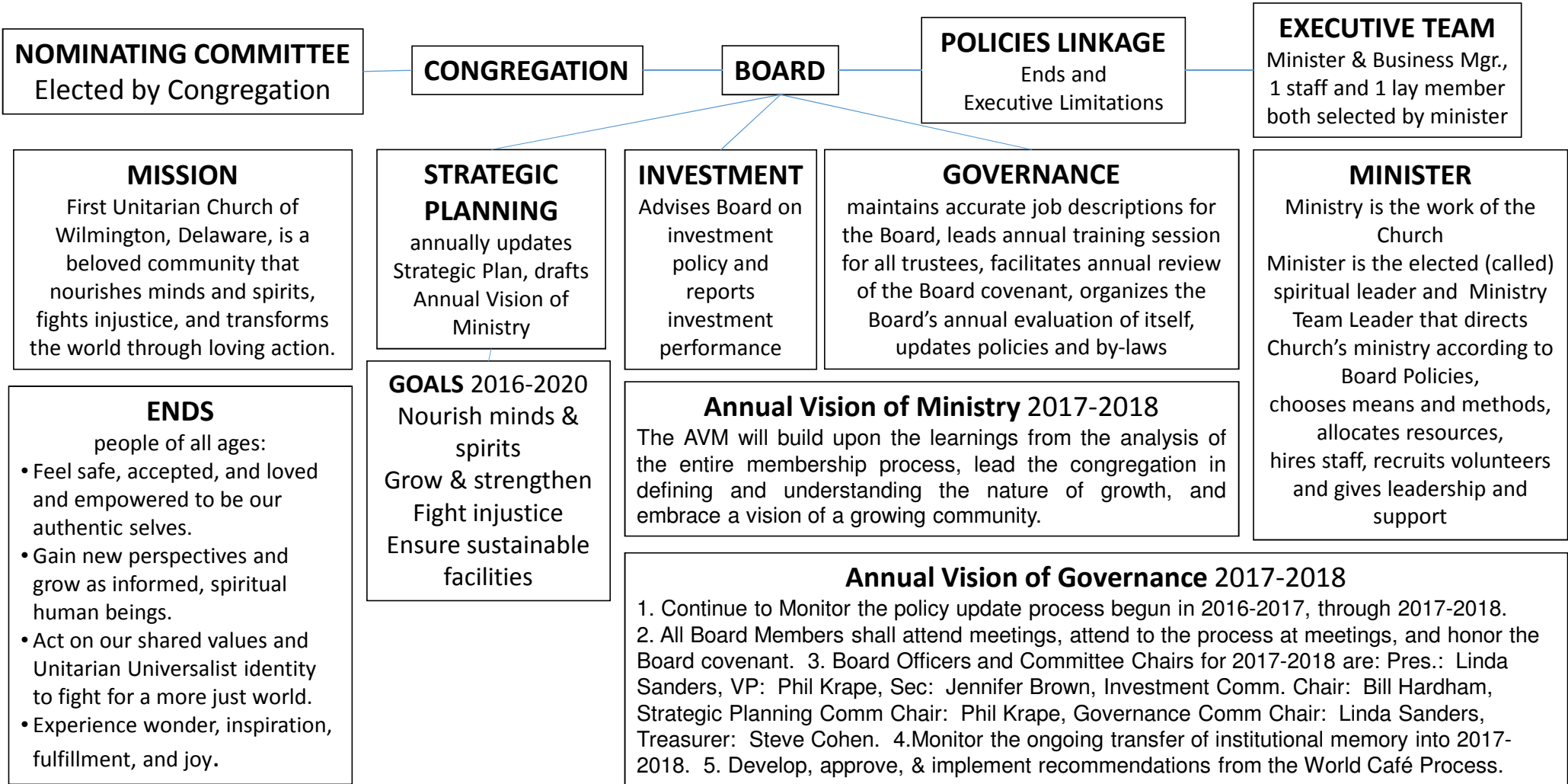


# Policy Governance Schematic

March 22, 2017



**NOMINATING COMMITTEE**  
Elected by Congregation

**CONGREGATION**

**BOARD**

**POLICIES LINKAGE**  
Ends and Executive Limitations

**EXECUTIVE TEAM**  
Minister & Business Mgr.,  
1 staff and 1 lay member  
both selected by minister

**MISSION**  
First Unitarian Church of  
Wilmington, Delaware, is a  
beloved community that  
nourishes minds and spirits,  
fights injustice, and transforms  
the world through loving action.

**STRATEGIC PLANNING**  
annually updates  
Strategic Plan, drafts  
Annual Vision of  
Ministry

**INVESTMENT**  
Advises Board on  
investment  
policy and  
reports  
investment  
performance

**GOVERNANCE**  
maintains accurate job descriptions for  
the Board, leads annual training session  
for all trustees, facilitates annual review  
of the Board covenant, organizes the  
Board's annual evaluation of itself,  
updates policies and by-laws

**MINISTER**  
Ministry is the work of the  
Church  
Minister is the elected (called)  
spiritual leader and Ministry  
Team Leader that directs  
Church's ministry according to  
Board Policies,  
chooses means and methods,  
allocates resources,  
hires staff, recruits volunteers  
and gives leadership and  
support

**ENDS**  
people of all ages:  
• Feel safe, accepted, and loved  
and empowered to be our  
authentic selves.  
• Gain new perspectives and  
grow as informed, spiritual  
human beings.  
• Act on our shared values and  
Unitarian Universalist identity  
to fight for a more just world.  
• Experience wonder, inspiration,  
fulfillment, and joy.

**GOALS 2016-2020**  
Nourish minds &  
spirits  
Grow & strengthen  
Fight injustice  
Ensure sustainable  
facilities

**Annual Vision of Ministry 2017-2018**  
The AVM will build upon the learnings from the analysis of  
the entire membership process, lead the congregation in  
defining and understanding the nature of growth, and  
embrace a vision of a growing community.

**Annual Vision of Governance 2017-2018**  
1. Continue to Monitor the policy update process begun in 2016-2017, through 2017-2018.  
2. All Board Members shall attend meetings, attend to the process at meetings, and honor the  
Board covenant. 3. Board Officers and Committee Chairs for 2017-2018 are: Pres.: Linda  
Sanders, VP: Phil Krape, Sec: Jennifer Brown, Investment Comm. Chair: Bill Hardham,  
Strategic Planning Comm Chair: Phil Krape, Governance Comm Chair: Linda Sanders,  
Treasurer: Steve Cohen. 4. Monitor the ongoing transfer of institutional memory into 2017-  
2018. 5. Develop, approve, & implement recommendations from the World Café Process.