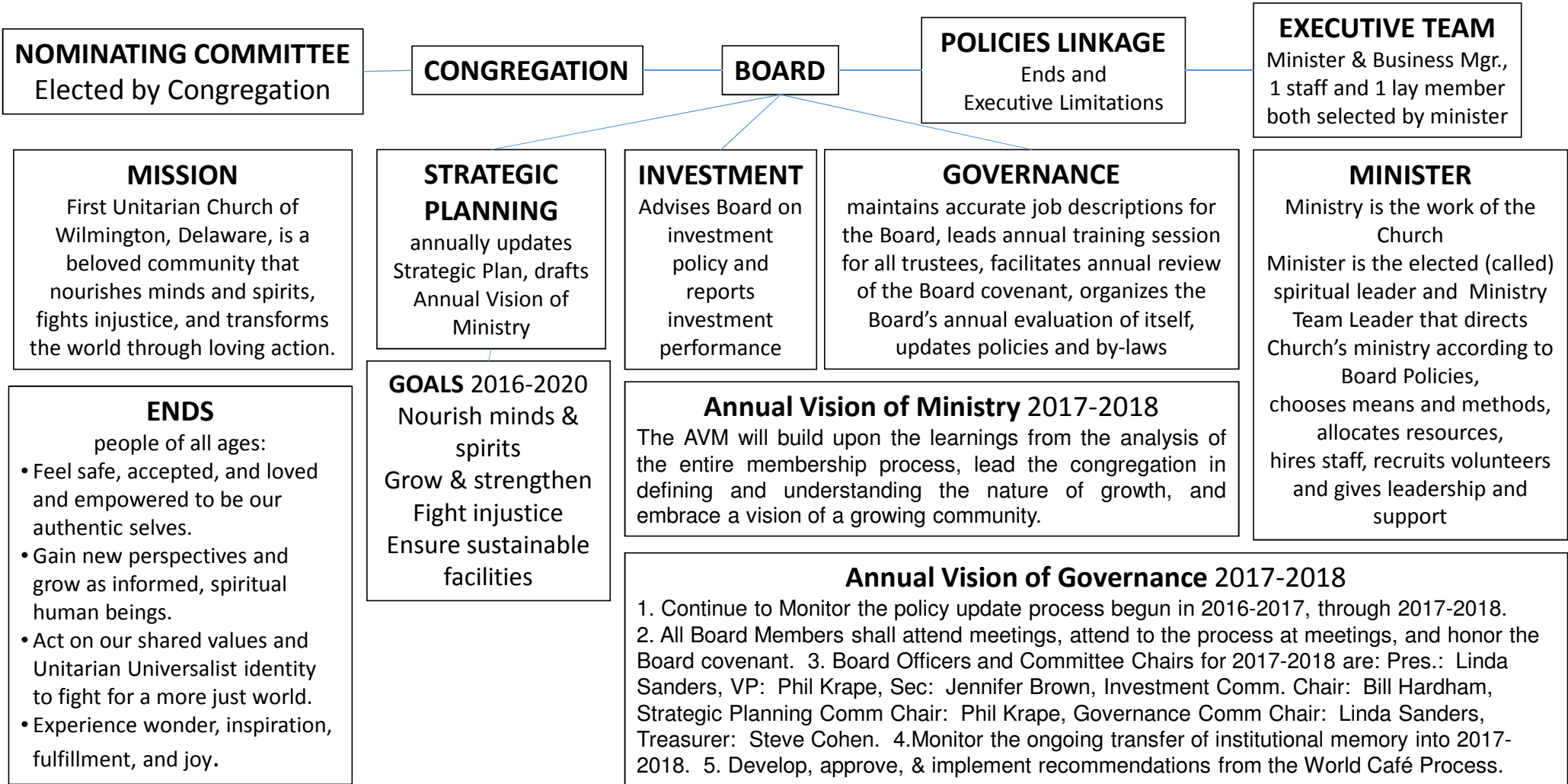


Policy Governance Schematic

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.