

Dear Corporation Members,

We are excited to share a draft of the updated SIC Strategic Plan with you. We encourage you to review the draft in preparation for the break outs sessions that will be held during the afternoon portion of the Annual Meeting. We look forward to hearing your questions and to receiving your inputs on suggested additions/revisions/edits.

**See you soon either in person or via Zoom,
Caroline Quijada, Chair – Strategic Planning Working Group**

SIC Strategic Plan, 2023-2027

DRAFT of March 17, 2023

Beloved Community

Support an invitational culture within and beyond Star Island, creating an actively welcoming community and engaging the ideals of Beloved Community.

- Further the conversation about racial injustice and demonstrate action around anti-racism and creation of Beloved Community on Star Island.
- Through the lens of dismantling white supremacy culture, re-examine the history of the Isles of Shoals, the events and people that we celebrate, and the physical spaces we maintain.
- Develop increasingly meaningful relationships with partner organizations, including local connections and wider-ranging UU and UCC congregations and organizations.
- Conduct our operations as an employer, and citizen of the Seacoast Region and beyond, consistent with our highest values and goals.
- Support individual and group efforts to advance our overarching Beloved Community Goal, such as the work of the Beloved Community Project Task Force.

Environment

Explore what it means to live in collaboration with the changing environment as a way to inspire adaptation in the Seacoast Region and beyond.

- In collaboration with our Isles of Shoals' neighbors and mainland partners, develop an adaptation plan to address and mitigate the impacts of climate change on Star and Appledore Islands.
- Expand the scope and reach of the Green Gosport Initiative.
- Further decrease Star Island's dependence on fossil fuels and increase the capacity and efficiency of Star Island's renewable energy sources.
- Improve and maintain safe and structurally sound facilities, which meet the accessibility, lighting, comfort and regulatory needs of all of our island constituencies.
- Develop and implement island programming related to climate change at the Isles of Shoals.

Financial Stewardship

Maintain a path to sustained economic vitality by identifying and obtaining the necessary financial resources to ensure our long-term success and support a thriving community.

- Continue to develop and execute financial goals and plans which ensure the short- and long-term fiscal health of Star Island.
- Through various methods including financial grants, expand our ability to make Star Island financially accessible.
- Maintain and grow existing fundraising programs such as the Annual Fund and Legacy Society, while developing new fundraising opportunities to supplement operational income, such as a major fundraising campaign.
- Offer high-quality guest experiences in order to, among other things, increase conference attendance to optimal levels.

Governance

Ensure that Star Island Corporation is a highly functioning nonprofit organization which operates equitably, effectively, ethically, and according to its mission, vision, and values.

- Review and revise the policies, procedures, organization, and structures of the Star Island Corporation to remove barriers to inclusion.
- Conduct a comprehensive governance review of our current processes and systems against the backdrop of best practices in nonprofit governance.
- Periodically review and update the mission and vision statements of Star Island Corporation.
- Reinvigorate and institutionalize organizational connections between Star Island Corporation and individual conferences to help us learn from one another, grow together, and effectively support each other.