



Star Island Corporation

Four Year Strategic Plan

2024-2028

Community

Support an invitational culture within and beyond Star Island, engaging in radical hospitality to co-create an actively welcoming community while engaging the ideals of Beloved Community.

Demonstrate action around anti-racism, anti-oppression, and the creation of Beloved Community on Star Island as we further the conversation about privilege and injustice.

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, comfort, regulatory, adaptation, and mitigation 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.

Our Mission:

Our mission since 1915 is to hold and maintain Star Island and such other property as the Corporation may hold or acquire, as a center for religious, educational, and kindred purposes consistent with the principles of the Unitarian Universalist Association and the United Church of Christ.

Our Vision:

Our vision is to create an inspirational environment that frees all who come to renew spiritually, explore matters of consequence, and gain knowledge about the world as it might ideally be. We aspire to live this vision on and off Star Island.