



VIMC Strategic Plan 2022-2027

Priority I. Strengthen, grow, and nourish the VIMC Sangha in a way that meets the needs of our sangha community and invites and welcomes new people to participate.

- a. Develop offerings to help those community members who are undergoing major changes, such as young adults, empty nesters, people retiring and those facing the end of life.**
- b. Identify, promote, and support new and ongoing VIMC Dharma Friends Groups, such as recovery, social activities, study, and support groups, both locally and online.**
- c. Encourage participation by existing and new sangha members.**
 - i. Teachers, practice leaders, elders and/or board members reach out to community members once or twice a year.**
 - ii. Take advantage of opportunities for informal gatherings.**
- d. Conduct an annual “check-in” to ensure that we are meeting the needs of the sangha. The annual “check in” might alternate between a survey or open forum (open house).**

Priority II. Develop a plan to support the growth and development of VIMC teachers and practice leaders to ensure the sustainability and quality of our mission.

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- a. Create a process for identifying and training practice leaders with the goal of maintaining 8 to 10 active practice leaders.**
- b. Create a process for oversight and support of practice leaders.**
- c. Create a process for identifying and training teachers, maintaining the Teacher Council to at least 4 members.**
- d. Consider a new middle ground teacher level, to build a pathway for succession planning and to help VIMC meet its outreach goals.**

Priority III: Ensure VIMC has the support required to continue to operationalize our mission.

- a. Develop a (rolling) five-year financial plan; include goals that the board comes up with.**
- b. Consider creating an endowment fund.**
- c. Review our annual fundraising process.**
- d. Establish a position or committee to provide volunteer coordination.**
- e. Assess the current teacher model and its long-term sustainability.**
- f. Develop a communication plan to help both VIMC members and the larger community know what VIMC has to offer.**
 - i. Target the VIMC geographic area for in-person events.**
 - ii. Ensure that the community has easy lines of communication to VIMC regarding community needs.**
 - iii. Stay current in our use of technology to welcome participation.**
- g. Strengthen management and governance.**

12/22/2022

