

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.
- 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.
 - 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.

- 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.

- i. Continue investing in and developing a teacher-led leadership model.
 - 1. Investigate paying teacher stipends.
- ii. Continue investing in board development.
 - 1. Recruit at least one new member a year, based on the emerging needs for new skills and diversity of perspectives.
 - 2. Develop the processes necessary for efficient and effective board recruitment, training and continuing board development.
- h. The board will review progress on the strategic plan annually and make adjustments as necessary.

Priority IV. Integrate service and compassionate action into our programming and activities, and further develop volunteer opportunities.

Strategic Plan Development Committee Members:

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Approved by the Board December 20, 2022:

Steve Wangh, Chair, Chris Arieta, Secretary, Lisa Schmitt, Treasurer, Sara Cooper-Ellis, Drew Kovach, Elder's Council Representative, Paul Rodrigue, Teacher's Council Representative