

# ELIOT INSTITUTE STRATEGIC PLAN 2020-2030

Updated January 2024

## **1. Eliot Institute will be a robust, adaptable non-profit;**

5-Year Goal: Financial security, with a well-established endowment fund & reserves that have been rebuilt to 20% of gross revenue.

- Activated and re-energized the finance Committee (thank you Seth!!!)
- Move to internal fundraising twice per year - Invested in the UU Common Endowment Fund
- Continue periodic evaluation of the feasibility of a sustainability fund or endowment fund

## **2. All Eliot Institute governance practices will embody and model UU Values;** 5-Year Goal: Truly democratic, restorative justice practices at every level of the Eliot Community. \*Process \* Team \*Education

- Right Relations task force has completed our community's Right Relations Policy - Training has been developed to integrate the policy and process into camps and ready to mobilize for acute issues as they arise.
- Adopted the 8th Principle of the Unitarian Universalist Association

## **3. Eliot Institute will provide new opportunities for inclusivity, social cohesion, and social action.** 5-year Goal: restore and strengthen the multi-generational community at Eliot camps post pandemic, and provide social justice learning at every camp.

All camps to include social justice education opportunities.

- Well-attended camps by all age groups
- Provide social justice education at every camp
- Ensure that the presence and experience of multi-generational community among Eliot children, youth, and young adults during the pandemic is restored and strengthened.
- combined two task forces into: Social Justice & Inclusion Committee
- developed committee charter for Social Justice & Inclusion Committee

## **4. Eliot Institute will have interculturally-competent leaders and systems that promote and ensure equity and inclusion;**

5-Year Goal: A system for reviewing and refining all we do through an equity lens. \* ongoing equity & inclusion training \* music choices and programming.

- combined two task forces into: Social Justice & Inclusion Committee
- developed committee charter for Social Justice & Inclusion Committee

## **5. Eliot Institute will be a leader in sustainable environmental practices.**

5-Year Goal: Reduce Eliot's carbon footprint by 30%.

- \*Transportation alternatives for campers
- \*Reduced paper use and food waste
- \*Supporting Seabeck staff with green initiatives such as solar panels and high efficiency heat pumps



# OUR JOURNEY VISION 2020-2030

## FIVE YEAR GOALS TO 2025

TRULY DEMOCRATIC, RESTORATIVE  
JUSTICE PRACTICES AT EVERY LEVEL  
OF THE ELIOT COMMUNITY.  
\* PROCESS \* TEAM \* EDUCATION

REDUCE ELIOT'S CARBON  
FOOTPRINT BY 30%.  
\* TRANSPORTATION ALTERNATIVES  
FOR CAMPERS \* REDUCED PAPER  
USE AND FOOD WASTE

FINANCIAL SECURITY, WITH A WELL  
ESTABLISHED ENDOWMENT FUND &  
RESERVES THAT HAVE BEEN REBUILT  
TO 20% OF GROSS REVENUE.

A WELL-ATTENDED ANNUAL SOCIAL  
JUSTICE EVENT.  
(POTENTIALLY A CAMP)

A SYSTEM FOR REVIEWING & REFINING  
ALL WE DO THROUGH AN EQUITY LENS.  
\* ONGOING EQUITY & INCLUSION TRAINING  
\* MUSIC CHOICES, PROGRAMMING, ETC.

## Our Mission

Eliot Institute Creates and Supports an Intentional, Inclusive, Community of Celebration, Friendship, and Joy, with Opportunities for Exploration, Spirituality, and Growth, for Unitarian Universalists, Their Families, and Friends.

## YEAR 2030

INTERCULTURALLY-  
COMPETENT  
LEADERS & SYSTEMS  
THAT PROMOTE AND  
ENSURE EQUITY AND  
INCLUSION

GOVERNANCE  
PRACTICES THAT  
EMBODY & MODEL UU  
PRACTICES

A LEADER IN  
SUSTAINABLE  
ENVIRONMENTAL  
PRACTICES

A ROBUST,  
ADAPTABLE  
NON-PROFIT

NEW OPPORTUNITIES  
FOR INCLUSIVITY,  
SOCIAL COHESION  
& SOCIAL ACTION