

## **Potential Next Steps on Western Quarterly Meeting Restructuring DUTTON 6.11.14**

Should the proposed reorganization of Western Quarterly Meeting's leadership structure be approved, your coordinator sees the below next steps. They are not offered for approval; they serve merely as examples of the decisions left to be made.

### **Fiscal Year 2015 Pre-Implementation Phase:**

1. Lay down the Committee and Leadership Reevaluation Advisory Group (CLR)
2. Host a summit on property management (31 May 2014) to which representation from all the Western Quarterly Meeting property committees are invited. The question is: How do we move forward with managing the Quarterly Meeting's property in the 21<sup>st</sup> Century? The goal of this meeting is to develop important information for threshing by the Support Committee.
3. The Support Committee, in addition to regular operational functions, focuses most of its time on considering how our committee structure will be consolidated. Which committees will be laid down and which committees will be created anew under the oversight of the Support Committee? How will we constitute the Western Quarterly Meeting Corporation? How will we manage our property and financial assets moving forward? These queries will probably need to be seasoned over the course of several Support Committee meetings through Fiscal Year 2015.
4. Alongside the above discernment, a priorities process is initiated to last for eight to twelve months during Fiscal Year 2015. Monthly Meetings in Western Quarterly Meeting are asked to inform the Support Committee on the top three things on which they want the Quarterly Meeting to focus. Choices could be communications, outreach, youth programming, spiritual formation, meeting enrichment, etc.
5. At the end of Fiscal Year 2015, a plan is developed for implementing committee consolidation and for streamlining operations through the Support Committee. This implementation plan reflects the top three things on which our Monthly Meetings want Western Quarterly Meeting to focus.

### **Fiscal Year 2016 Implementation Phase:**

1. The implementation plan that is developed includes a set of specific steps the Quarterly Meeting will take to consolidate committees, streamline operations, and embrace programs reflecting our new top three priorities. Each step is accompanied by the person or entity responsible for seeing it to fruition, and a deadline by which it is to be accomplished.
2. Implementation of the new organizational structure completes by the end of the third quarter of Fiscal Year 2016.
3. By the end of Fiscal Year 2016, a long-range planning group made of three to six people is constituted to embark on the creation of a five-year strategic plan for Western Quarterly Meeting.

### **Fiscal Years 2017-2018 Post-Implementation Phase:**

1. The Long-Range Planning Group meets throughout FY 2017 and develops a five-year strategic plan with the goal of completing it for approval by the end of FY '17 and no later than the middle of FY 2018. The strategic plan embraces the totality of the discernment conducted from 2011 to 2017, is inspiring, forward thinking, and a model for other Quarterly Meetings that wonder about their purpose in the twenty-first century. The strategic plan is accompanied by a vision and mission for Western Quarterly Meeting.