



Strategic Plan 2020 – 2025

PILLAR A

Holden Village is a community that boldly articulates a desire to explore our relationships to God, each other, and the Earth. We welcome new and different voices into respectful dialog regarding our similarities and differences.

- **Goal 1:** To clearly define ourselves as we prepare to reach out to more diverse constituencies.
- **Goal 2:** To offer just, innovative, fun, dignified ways for people with varying access needs to come to and participate fully in Holden.
- **Goal 3:** To create a culture where Church communities of color, especially historically underrepresented Lutheran congregations, are valued as partners in planning and leading Holden's present and future.

PILLAR B

The Holden Village community examines social and economic power structures that drive climate change and structural injustice, and responds with individual and collective action.

- **Goal 4:** The Holden Village community serves as a model for unlearning patterns of racism, elevating communities that are marginalized by the dominant culture.
- **Goal 5:** Holden Village will lead by example, making its operations carbon neutral by 2025, and the Railroad Creek Valley carbon neutral by 2030.

PILLAR C

Holden Village is a community that supports people along their faith and life journey.

- **Goal 6:** Holden Village will bring together those who question the role and relevance of the institutional church and those who are deeply committed to it for honest, respectful dialog.
- **Goal 7:** Holden Village holds a framework of Earth-honoring faith, spirituality and scientific understanding.

Pillar D

Holden Village is a community that ensures economic, physical plant infrastructure, and personnel resources are in place to sustain the Village into the future.

- **Goal 8:** Financial performance will be sufficient to support on-going operations and physical plant infrastructure of Holden Village.
- **Goal 9:** In five years, the Holden Village Physical Plant will comply with 2026 safety standards and regulations (especially regarding earthquake and fire requirements).
- **Goal 10:** Over the next five years, Holden Village will be successful in recruiting and retaining qualified and licensed management and personnel to lead and operate the Village.