

Broad View United – Core Activities and Operations

Companion to the Strategic Direction 2026-2029

Purpose of this Document

The Core Operations document complements Broad View United's Strategic Direction 2026-2029. While the Strategic Plan identifies a small number of priorities requiring focused discernment, development and new approaches, this document captures the essential, ongoing ministries and practices that sustain BVU's life and mission day to day.

The work outlined here is not of lesser importance. Rather, these activities have become embedded, stable and well understood, allowing them to be stewarded through annual planning, staff leadership and Board oversight rather than through strategic redesign.

Together, the Strategic Plan and this Core Operations document provide clarity about:

- What requires focused strategic leadership; and
- What must be reliably sustained to support Broad View United's mission, values and commitments

Core Activities

1. Worship, Faith Formation, and Spiritual Life

(Supports Strategic Pillar 1: Belonging & Care)

Objective

Sustain vibrant, inclusive worship and spiritual practices that nurture faith, meaning and connection.

Key Actions

- Plan and lead in-person and online worship aligned with BVU's progressive theology and values
- Maintain the systems, technology, and coordination required for consistent hybrid worship
- Offer spiritual formation programs, including study groups, retreats and faith exploration
- Support small-group ministry that deepens connection and belonging
- Equip, schedule and support worship leaders, musicians and volunteers
- Embed inclusive language, diverse expression, and accessibility into all offerings

- Coordinate responsive spiritual and pastoral care for individuals and families

2. Community Engagement and Partnerships

(Supports Strategic Pillars 1 & 3)

Objective

Sustain BVU's role as a trusted community hub, collaborative partner and social justice leader.

Core Activities

- Cultivate and steward partnerships with community agencies, non-profits, and Indigenous organizations
- Coordinate shared use of BVU spaces with clear, accessible and safe processes
- Connect congregational volunteers and lay leaders to community-identified needs and initiatives
- Support refugee and other social-justice oriented ministries led by community experts
- Maintain clear partnership agreements and coalition participation aligned with BVU's mission

3. Communications and Information Sharing

(Supports Strategic Pillar 2: Community Presence & Storytelling)

Objective

Ensure clear, timely, and vision & mission-aligned communication that supports awareness and participation.

Core Activities

- Maintain and update the website, newsletters and internal communication channels
- Share timely, accurate information about worship, programs and events
- Equip staff, lay leaders and volunteers with consistent, values-based messaging
- Ensure platforms are current, accessible and visually coherent
- Coordinate effective information flow among staff, Board and congregation

4. Governance, Leadership, and Administration

(Supports Strategic Pillar 3: Sustainability & Responsibility)

Objective

Sustain effective, transparent governance and sound organizational operations.

Core Activities

- Resource Board and committee work through clear structures, reporting, and workplans
- Maintain governance, risk equity, and human resources policies in line with best practice and denominational requirements
- Ensure legal and denominational compliance
- Review committee mandates and governance policies on a regular cycle
- Preserve documentation and leadership continuity through transitions
- Align operational decisions with strategic priorities

5. Financial Stewardship and Resource Management

(Supports Strategic Pillar 3)

Objective

Steward financial resources responsibly to support BVU's mission and ministries.

Core Activities

- Deliver budgeting, accounting, forecasting and regular financial reporting
- Monitor cash flow and overall financial health
- Manage assets and existing social enterprise activities
- Implement donor stewardship, including annual and legacy giving
- Communicate financial information clearly and transparently
- Align operational spending with approved budgets and priorities

6. People and Culture

(Supports Strategic Pillars 1 & 3)

Objective

Foster a healthy, inclusive and well-supported environment for staff, lay leaders and volunteers.

Core Activities

- Coordinate recruitment, onboarding and ongoing development

- Sustain volunteer scheduling, support, and appreciation practices
- Uphold BVU's commitments to diversity, equity, inclusion and LGBTQ2S+ affirming ministry
- Maintain fair employment and volunteer policies and practices
- Support healthy workloads, supervision and role clarity
- Ensure compliance with health, safety, and employment standards

7. Facilities, Grounds, and Environmental Stewardship

(Supports Strategic Pillar 3)

Objective

Operate safe, accessible, and sustainable facilities that reflect BVU's values.

Core Activities

- Maintain building and grounds to high standards of safety, accessibility and welcome
- Provide flexible, well-coordinated space for worship, programs, and partners
- Implement environmental sustainability practices into daily operations
- Continue decolonizing our relationship with nature (e.g., native plant garden)
- Advance energy efficiency and long-term capital planning
- Ensure facilities reflect BVU's inclusive and affirming identity

Conclusion

This Core Operations framework provides the structure that sustains Broad View United's daily ministry. By clarifying the ongoing actions required for governance, people, resources, communication, community presence, and care, BVU strengthens continuity, accountability, and alignment with its *Strategic Direction 2026-2029* document. Together, this clarity enables staff, lay leaders and volunteers to focus their energy where it most advances the church's mission, relationships, and long-term sustainability.