

METROPOLITAN
COMMUNITY
CHURCHES

FIVE-YEAR
STRATEGIC PLAN
(2014- 2018)



Metropolitan Community Churches

TRANSFORMING OURSELVES AS WE TRANSFORM THE WORLD.

www.mccchurch.org

Forward from the Governing Board

One of the many responsibilities of the Governing Board is to engage in strategic planning. There are a number of reasons to do this. Strategic planning addresses accomplishing MCC's vision using the resources available to us. It helps us to align the unique gifts and resources God has given us as we take advantage of opportunities when they present themselves and accomplish our shared ministry goals. It is a systematic process that encourages us to envision a desired future, then translate that vision into goals or objectives and create a sequence of steps to achieve that vision.

We have been blessed to have the services of Ms. Gail Rissler, a member of MCC and an internationally certified *Strategic Management Professional* by the Association of Strategic Planning. She holds a Gold Mastery Certification in Reinventing Strategic Planning, and has donated her time to us pro bono.

With her guidance, we created a three-month process that culminated in a two-day working session for the Senior Leadership Team and the Governing Board (March 6th and 7th of 2013). Our Moderator presented an overview of where we are, where we can be in 2018, and the challenges and opportunities are before us. We also heard from each of the MCC Offices and from members of the Governing Board about our accomplishments, opportunities, challenges, visions, required investments and needs for leadership in the future. It was an exciting, challenging and fruitful two days!

Here are the results you can affirm for us as we move forward into the next five years.



UPDATED VISION STATEMENT

Metropolitan Community Church is compelled by an unfinished calling and a prophetic destiny. We are a global movement of spiritually diverse people fully awake to God's enduring love. Following the example of Jesus and empowered by the Spirit, we demand, proclaim and do justice in the world.

UPDATED MISSION STATEMENT

Metropolitan Community Church is an increasingly global and diverse people who proclaim and practice a spirituality that is liberating and sufficiently profound to address the issues of our volatile, uncertain and complex world.

We are called to develop and equip leaders, congregations and ministries to do the work of justice, compassion and the integration of sexuality and spirituality.

We will do this through high value training, cutting edge theological exploration, expanding partnerships and engaging with similarly minded justice movements.

CORE VALUES

❖ *Inclusion*

Love is our greatest moral value and resisting exclusion is a primary focus of our ministry. We want to continue to be conduits of faith where everyone is included in the family of God, and where all parts of our being are welcomed at God's table.

❖ *Community*

Offering a safe and open community for people to worship, learn and grow in their faith is our deep desire. We are committed to equipping ourselves and each other to do the work that God has called us to do in the world.

❖ *Spiritual Transformation*

Providing a message of liberation from the oppressive religious environment of our day or to those experiencing God for the first time is what guides our ministry. We believe that when people are invited to experience God through the life and ministry of Christ, lives will be transformed.

❖ *Justice*

Working to talk less and do more, we are committed to resisting the structures that oppress people and standing with those who suffer under the weight of oppressive systems, being guided always by our commitment to Global Human Rights.

BREAKTHROUGH OBJECTIVES

#1 – Global Growth

Become a growing multi-cultural, international, spiritual community

Priority Actions

- Establish a virtual MCC church in English, French, German, Portuguese, Spanish and at least one Asian language by Q4 2015 that
 - a) offers high-quality and culturally relevant spiritual community, pastoral care, and spiritual development,
 - b) has participation equal to the average weekly attendance in all brick-and-mortar MCC congregations, and
 - c) *functions synergistically* with local church virtual outreach programs.
- Register UFMCC officially as a church in Mexico and at least one country in each Africa, Asia, Australia, and Europe by Q1 2015.
- Develop and present to General Conference a plan for achieving greater international diversity across MCC leadership by Q1 2016.
- Develop a global strategy for the education and training of lay and clergy leaders in Africa, Asia, and Europe by Q1 2018.
- Develop at least 45 new healthy, vibrant, contributing, and culturally authentic churches led by competent lay and clergy leaders with 15 of these new churches located in the U.S and 30 located in Africa, Asia, Australasia, Canada, Europe, and Latin America/Caribbean by Q4 2018.

BREAKTHROUGH OBJECTIVES (cont'd)

#2 – Justice

Boldly claim our prophetic role as a justice movement for the 21st century

Priority Actions

- Secure prominent speaking engagements for the Moderator and MCC Leaders at national/international justice events beginning Q2 2014.
- Expand Global Justice Institute advocacy capacity through the addition of human capital resources by Q1 2016.
- Strengthen and expand MCC organization-wide focus on faith-based social action, justice and activism by Q3 2016 through a system-wide review of top-level programs and recommendations for better integration of justice elements in core programs.
- Enlist 10 congregations as “anchor congregations” to resource and partner with Global Justice Institute in work by Q1 2017.
- In partnership with the MCC Senior Leadership Team and Global Justice Institute, create training curriculum in faith-based Human Rights Advocacy and recruit/train 20 participants by Q3 2017.

BREAKTHROUGH OBJECTIVES (cont'd)

#3 – Congregations and Ministries

Expand the number of healthy, vibrant churches and ministries

Priority Actions

- Effectively engage local churches around the world using MCC Networks to create connection, care, communication and resourcing with and through local churches and ministries by Q3 2014.
- Train and certify a group of 20 lay and clergy leaders to teach summits, assist churches in pastoral search and provide intervention in churches as needed by Q4 2014.
- Collaboratively develop a strategy that 100 churches will embrace and implement to meet the needs of the larger denomination demographic and changing spiritual landscape by Q4 2015.
- Achieve healthy and vibrant church status for 50 MCC churches based on established benchmarks by Q2 2016.
- Develop funding for and build a pool of 12 gifted and trained Interim Pastors who are paid by MCC between assignments and receive health benefits by Q4 2016.

BREAKTHROUGH OBJECTIVES (cont'd)

#4 – People

Cultivate, nurture and deploy lay and clergy leaders that are equipped and empowered to carry out our global mission

Priority Actions

- Host and record leadership development webinars through the MCC On Line Learning Center by Q4 2014. Webinars will be identified and developed by the Senior Leadership Team.
- Institutionalize the Clergy Wellbeing program by Q1 2014 (currently being funded by a Carpenter grant through 2013).
- Increase the number of qualified senior/solo pastors so that it equals the number of churches in MCC by Q4 2015.
- Create an Academy for Spiritual Formation for MCC devoted to the intersections of spirituality, leadership development and social activism by Q4 2016.
- Train and certify 100 lay people to provide leadership at the local and denominational levels in MCC by General Conference Q3 2016.

BREAKTHROUGH OBJECTIVES (cont'd)

#5 – Finances

Build a culture of generosity to achieve our vision and mission

Priority Actions

- Annually evaluate and update practices, policies, and procedures that enhance relationship building between local churches and the denomination in order to reduce delinquent and/or overdue tithes and assessments.
- Hire a fund developer by Q4 2014 to focus on the development of alternative sources of income to sustain the denomination (outside of the current tithe and assessment model).
- Create and share comprehensive generosity programs that are designed for MCC's diverse cultures, nationalities and languages in order to sustain the vision and mission of MCC's global ministries. These programs shall include areas of accountability, reporting globally, remitting tithe and assessments and how to maintain mutual agreements with MCC through relationship building by Q4 2016.
- Achieve local church tithe and assessment targets to the denomination for 75% of local churches by Q4 2016 and 100% of local churches by Q4 2018.

STRATEGIC PLAN IMPLEMENTATION AND EVALUATION

The Strategic Plan is implemented through the use of Annual Plans derived directly from the five-year plan. Each year the denomination will develop and implement an Annual Plan inclusive of all Breakthrough Objectives. The Annual Plan will include the Priority Actions due that year and other current-year actions necessary to complete future year Priority Actions. The annual Senior Leadership Team and Governing Board goals, denomination budgets and investments, and work processes will be aligned with the Strategic Plan as implemented through the Annual Plan process.

The progress of the Annual Plan will be measured and reviewed monthly. Bi-annually, the Governing Board will review performance against the Strategic Plan to ensure progress is being made and the spirit of the plan is being achieved. Results will be reported annually. Progress will inform a Strategic Plan progress forum at the next General Conference in 2016 and used in the development of the next strategic plan.