



Black Methodist Consultation

[A formation within the Methodist Church of SA]



Vision 2008

Operational Plan

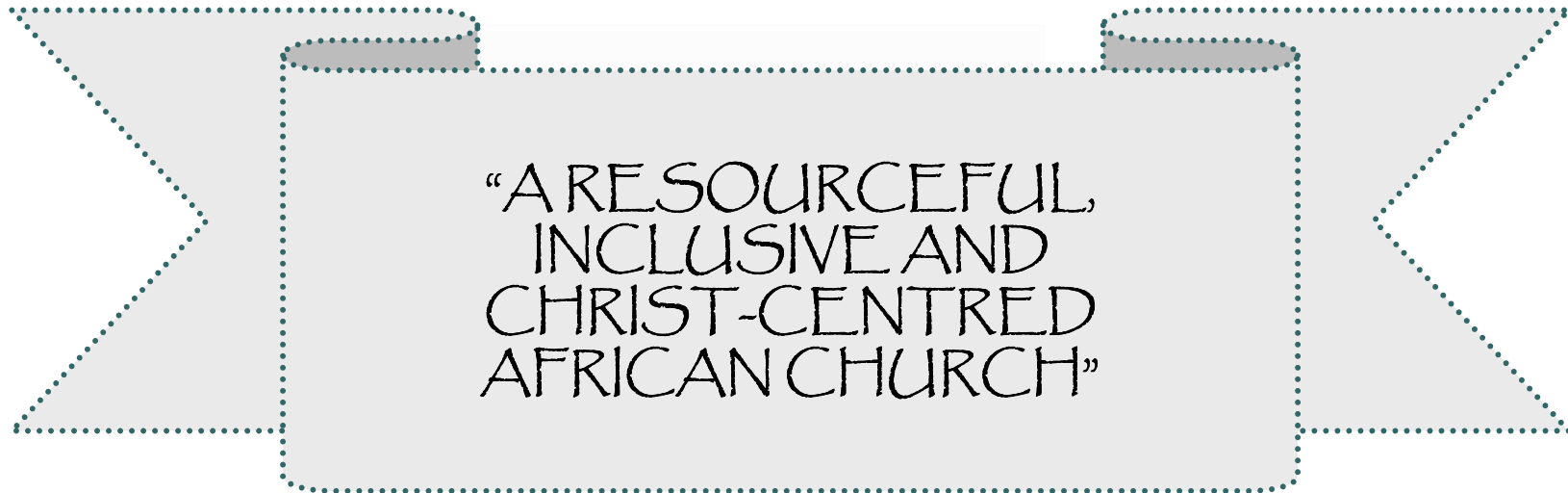


Mission Statement

*EXIST FOR BLACK METHODIST PEOPLE
“TO BECOME A PROPHETIC VOICE
ACTIVELY PARTICIPATING IN THE
EMPOWERMENT AND
TRANSFORMATION OF NATIONS
THROUGH THE MCSA”*

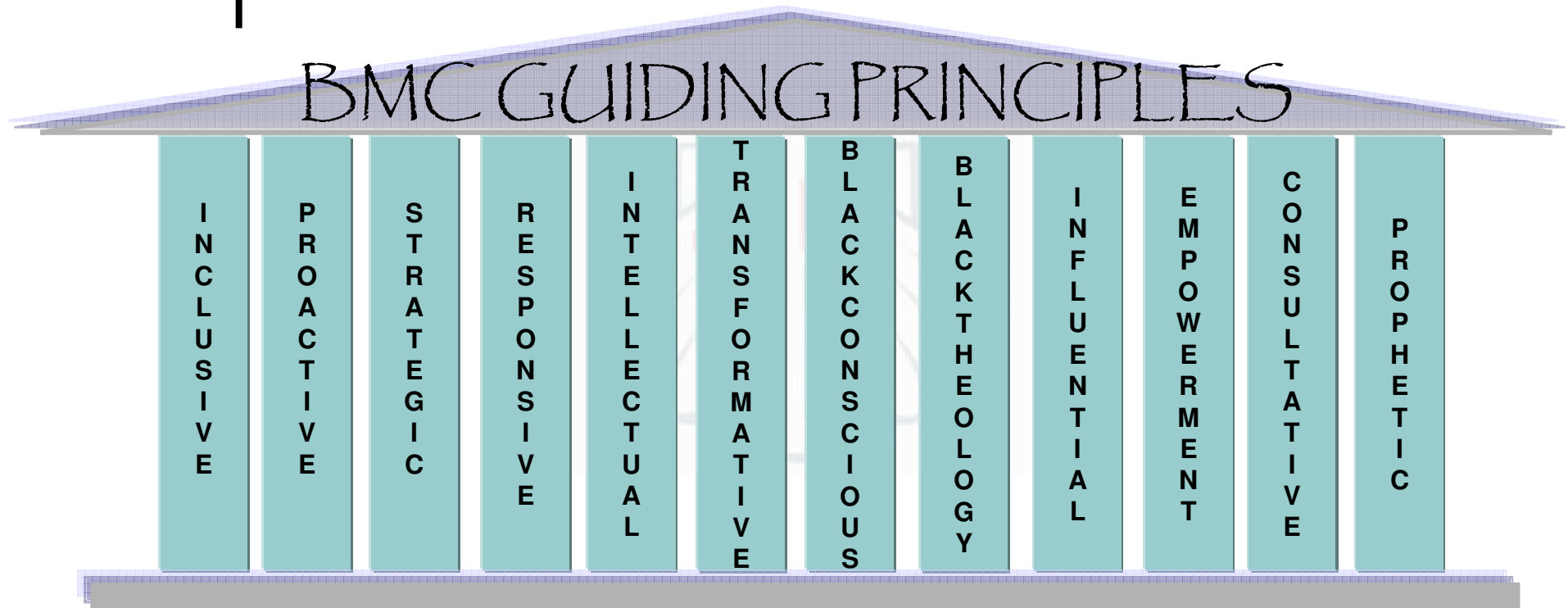


Vision



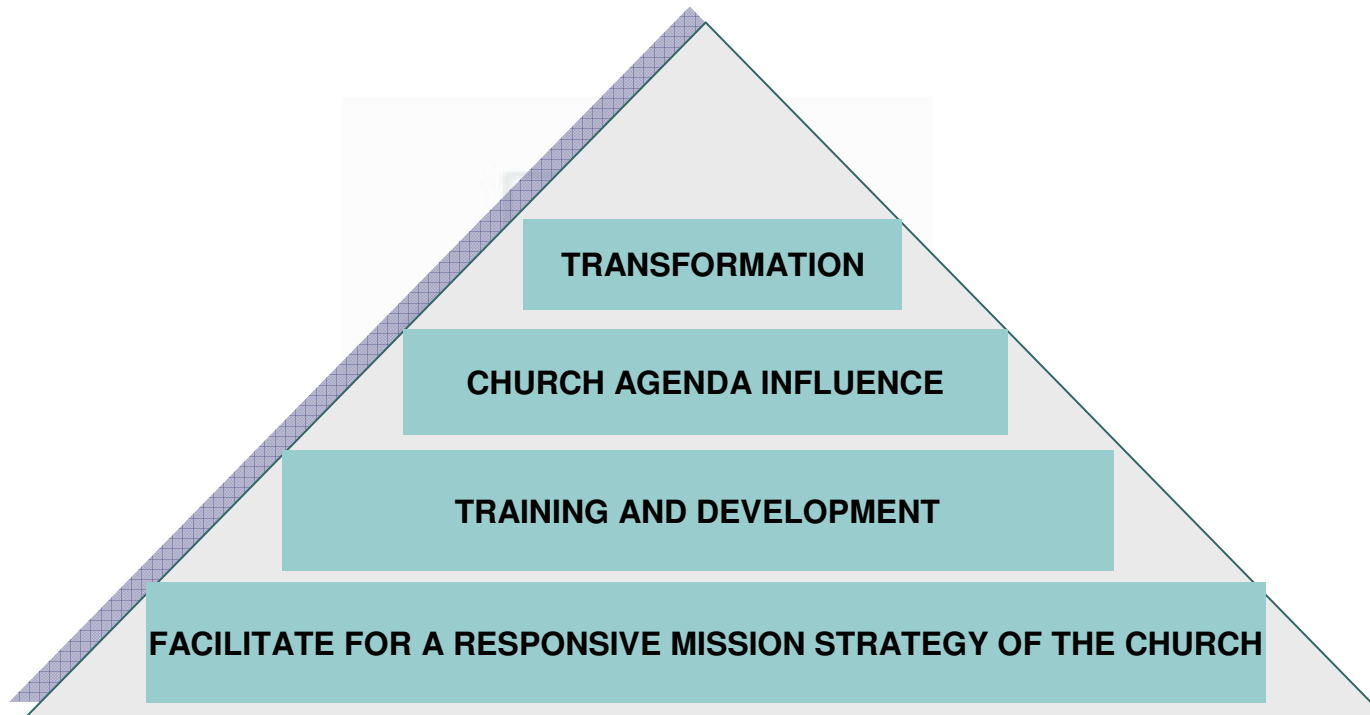


Guiding Principles





BMC Strategic Objectives





Operation Plan 2007-8

Key Performance Area	Activity	Key Performance Indicator	By Who				By When
			R	A	C	I	
A: BLACK UNITY	1. Attraction of Indians and Coloureds	a) Hold at least 1 initiative to engage the groups	District	District Chairperson	Respective Group	Connexion	Feb 2007
		b) Increase the number of committed members from the groups by at least 2 persons and thereafter 50%	District Secretary	District Chairperson	District	Connexion	Jun 2007
	2. Embracing and affirming cultural diversity	a) Allowing or promoting use of mother tongue and translation thereof in BMC meetings	Chairperson	Chairperson	Specific Level	Specific Meeting	Jul 2007
		b) Members to attend BMC meetings knowing at least 1 new song/hymn & 1 chorus of other language	Secretaries	Chairpersons	Districts	Connexion	Jul 2007
		c) Artefacts depicting cultural diversity of our people to be showcased in our meetings	District Secretary	District Chairperson	Districts	Connexion	Jul 2007
		d) Members to be encouraged to wear their indigenous attires in our meetings	Secretaries	Chairpersons	Districts	Connexion	Jul 2007



Operational Plan 2007-8

Key Performance Area	Activity	Key Performance Indicator	By Who				By When
			R	A	C	I	
	3. Creating space for equal participation in debates and decision making	a) Increased levels of participation by the majority of members of the BMC	Secretaries	Chairpersons	Districts	Connexion	Jul 2007
		b) Increased levels of implementation of and commitment to official decisions of the movement	Secretaries	Chairpersons	District	Connexion	Jul 2007
		c) Appreciating and engaging the dissenting voice internally & externally	All	Chairpersons	District	Connexion	Jul 2007



Operational Plan 2007-8

Key Performance Area	Activity	Key Performance Indicator	By Who				By When
			R	A	C	I	
B:TRANSFORMATION & EMPOWERMENT	1. Championing for equitable representation of the MCSA demographics (gender, lay, clergy, age, language, etc) in the leadership within the church (including the BMC)	<u>a) BMC Connexional</u> - at least appoint a female SG by 2008 - at the latest appoint a lay chairperson by 2010	Transformation Desk	Connexional	Districts	Districts	Jul 2007
		<u>b) MCSA</u> -develop a transformation charter that will cover amongst others at least the following: * Appointment of at least 4 women bishops by 2011 * Appointment of at least 2 women to be Unit leaders •An embraced clarified role and or position of lay leaders as mainly represented by lay president and lay reps •* The participation of young people in the leadership of the church	Transformation Desk	Secretary General	Districts	Connexion	Jul 2007

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Operational Plan 2007-8

Key Performance Area	Activity	Key Performance Indicator	By Who				By When
			R	A	C	I	
	2. Nurturing and development of black leadership	a) Establishment of a leadership development plan and strategy (Leadership School of Excellence)	Leadership Excellence Team	Assistance Secretary General	Districts	Connexion	Feb 2007
		b) Initiatives for the empowerment of Methodists in general and leaders in particular (at all levels)	Secretaries	Chairpersons	Districts	Connexion	Jun 2007
C: CENTRE OF INFLUENCE	1. Engaging on critical debates (church & society)	a) Establish a research desk	Connexional Executive	Secretary General	Districts	Connexion	Oct 2006
		b) Initiate discussions	Research Desk	Secretary General	Districts	Connexion	Feb 2007
	2. Unearth cadres for deployment in strategic committees	Appointing people to perform various tasks	Connexional Executive	Secretary General	Districts	Connexion	Oct 2006
	3. Promoting dialogue with church leadership	Regular (at least once a quarter) with church leadership	Secretaries	Chairpersons	Districts	Connexion	Jun 2007

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Operational Plan 2007-8

Key Performance Area	Activity	Key Performance Indicator	By Who				By When
			R	A	C	I	
	4. Profiling of Districts for proper deployment of leadership	a) Training on conducting community profile	Connexional Executive	Secretary General	Districts	Connexion	Feb 2007
		b) Profiling of Districts	Secretaries	Chairpersons	Districts	Connexion	Jun 2007
	5. Profiling of strategic circuits for proper stationing	a) Identification of strategic circuits	Secretaries	Chairpersons	Districts	Connexion	Jun 2007
		b) Profiling of circuits	Secretaries	Chairpersons	Districts	Connexion	Jun 2007



Operational Plan 2007-8

Key Performance Area	Activity	Key Performance Indicator	By Who				By When
			R	A	C	I	
D: SPECIAL PROJECTS	1. EBF	Increase previous contribution by at least 10%	District Treasurer	Connexional Treasurer	Districts	Connexion	Jul 2007
	2. Bursaries	a) Leverage other organizations for the establishment of an integrated Connexional Methodist Bursary Fund	Connexional Treasurer	Connexional Treasurer	Bursary Committee	Connexion	Feb 2007
		b) Review of the criteria for the awarding of bursaries / scholarships	Bursary Committee	Secretary General	Districts	Connexion	Jun 2007
	3. L&D Translation	a) Districts/Regions to present plan of action on how to implement this project	District / Regional Secretaries	District / Regional Chairpersons	Districts	Connexion	Feb 2007
		b) Translation of L & D	District / Regional Teams	District / Regional Secretaries	Districts	Connexion	Feb 2008
		c) Presentation of the translations to the MCSA	Connexional Executive	Connexional Chairperson	Districts	Connexion	Jul 2008



Operational Plan 2007-8

Key Performance Area	Activity	Key Performance Indicator	By Who				By When
			R	A	C	I	
	4. Investments	a) Development and adoption of an investment strategy for the BMC	Investment Task Team	Connexional Treasurer	Districts	Connexion	Jul 2007
		b) Education drive on and about investments	Investment Task Team	Connexional Treasurer	Districts	Connexion	Jul 2007
	5. Membership Skills Audit	An audit report of the skills base in the BMC	District Secretaries	Assistant Secretary General	Districts	Connexion	Feb 2007
	6. Conflict Management Strategy	A report on conflict trends as well as a conflict management strategy for the MCSA	Research Desk	Assistant Secretary General	District	Connexion	Jun 2007



Critical Success Factors

- Embracing the concept of cooperative governance
- Buy in and commitment by all leaders
- Operational guidelines for the movement
 - Management of Relations between the Connexional Executive and District Executives as well as performance management
 - Leadership Roles and Responsibilities
 - Mandate clarification
 - Accountability