

Initiative #3 Task Team

The task of this team was to study impediments to implementing the new strategic plan. After the team studied the Financial Policies, and COBi Bylaws, the following evaluation is offered: While these documents offer a solid basis, there seems to be some major/primary obstacles that need to be addressed and then some secondary issues which could bring clarity to the implementation of the new Strategic Plan.

Major factors to be addressed:

1. The evaluation/analysis of all current programs, both core and self-fund, need to be evaluated in light of their alignment and effectiveness for carrying out the new Strategic Plan. An effective evaluation can serve as a baseline to determine which programs must continue, which should be modified, and which should be discontinued. This analysis would serve as a basis to insure the allocation of funding for both appropriate current programs and new programs. This responsibility lies with the General Secretary and the staff and needs to be completed by March 2021.
2. Generally the Financial Policies provide an adequate framework to move into the new Strategic Plan. But the language of “Self-Allocation” on page 8 IV B needs to be carefully studied and likely modified. The problem which the team senses is how we might better and more clearly communicate the need for increasing financial support from congregations. In this era of widely competing calls for funds for districts, congregations, camps, etc. can the Mission and Ministry Board offer guidelines like a suggestion of \$_____ per worshipping member or some other formula to encourage congregations to provide enhanced support for MMB programs. It will be essential to communicate what programs are included in core ministries, their effectiveness, and their need for undergirding. The need for increased financial support is so crucial to implementing the new strategic plans that this challenge must be addressed by both staff and board and not just assigned to the Mission Advancement team.
3. In the study of the documents, each team member noted the potential for problems in issues related to districts. In light of the withdrawing of significant numbers of congregations (some of which are joining the Covenant Brethren), on-going struggles in the Michigan District and the emergence of Virtual Congregations, a more accurate understanding of district organizations and their inter-relationships needs to be conducted to prevent misunderstandings for implementing the new Strategic Plan. Such a study is not the purview of the Mission and Ministry Board but a query could be prepared and forwarded to Standing Committee and Annual Conference which has the responsibility to deal with district matters.

Secondary factors to be addressed:

1. The need to read carefully all policies to ensure they are updated. An example would be on page 15 in the Financial Policies Section VI E – Church mortgage loans. We no longer have or use church mortgages so this section should be deleted. Another example would be the clarification of the separation of the Global Mission Director into Global Mission and Service Ministries. These are 2 examples but there are additional updates that need to be made.
2. In the Bylaws, the section on the Planning Council found on page 8, Section 4, B needs further study for clarification to ensure this Council’s role and functions work in non-competing ways with the Strategic Planning Team of MMB.