

# CAPACITY PLAN EXECUTIVE SUMMARY



Michigan Disciples

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## OBJECTIVES

- To create space for the region, while serving congregations in a robust way, in order to achieve sustainability.
- Recognizing the severe decline of most congregations in the region, we will work to provide direct program support and development of congregations and their leaders by creating our districts as instruments of collaborative inquiry.
- To recreate the economic model of the region that will allow it to be sustainable within 5 years.
- To create a region that attracts clergy because of its support of clergy, opportunities for expanding their skill base, and effective collegial opportunities with skilled Regional Associates facilitating.
- Take advantage of the region's diversity as an opportunity to address systemic racism.

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## WHAT IS NEW IN THIS PLAN?

- 1- Movement from a Full-time Regional minister to a Part-Time Regional minister and three stipend Regional Associates who each support congregations in a specific District.
- 2- Sale or leasing of the Regional office.
- 3- A goal of seeking financial support from all congregations within the Regional umbrella, as well as direct support from individuals who would like to see the Region continue.
- 4- The development of quality Peer Groups for clergy that give a format for theological inquiry, mutual support, and skill development
- 5- The development of Districts that can offer quality skill development for local lay leaders within close driving distance to aid congregations in the development of program at their local congregation.
- 6- Developing opportunities that would help congregations explore systemic racism and how we might become God's instruments for peace.

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## TIMELINE

- 2020 The Future's team completed 10 months of research, polling, meetings and writing to present the Capacity plan to the Regional Board
- November 2020, the Regional Board reviewed the plan and gave input
- January 2021, Pastor's within the region will receive the plan for review and comment
- January 2021, Regional board will "Receive" the Capacity Plan and call upon Vision 2021 & Beyond Task Group to begin tweaking and fleshing it out for final action at March Regional Board and May Regional Assembly
- February 2021, Appropriate congregational leaders will receive plan for review

- March 2021, Regional board will “Receive” the Capacity Plan
- May 2021, Regional Assembly will approve direction of the Capacity Plan and begin working toward enactment following the timeline recommended in the Capacity Plan.

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## **OUTCOMES**

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- 1- Financial stability for the next 5 years, while the Region considers future partnerships.
- 2- More leader development for clergy and lay leaders as they guide their congregations through this new era of mission and ministry. (With a focus on adaptive or transformational leadership skills)
- 3- Functioning Districts in which Disciples from neighboring congregations can explore our ministry calls together, strengthening one another with our gifts.
- 4- Expanded connections with the Region through Regional Associates.
- 5- More enrichment of Clergy regardless of their status (commissioned, ordained, retired, active, full-time, part-time)
- 6- Congregations moving from “ministry for us” towards “connecting people to God’s mission”.

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## **SUPPORTING DOCUMENTS YOU CAN REQUEST:**

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- The Capacity Plan Executive Summary (2 pages): Summary of the Capacity Plan
- The Capacity Plan (21 pages): This document details the timeline for achievement of each objective and will serve as a Ministry Plan for the region over the next 5 years.
- Considerations Document (61 pages): This document details the research into Michigan Disciples looking at the demographics of the region, unique mission opportunities, and performance of current congregations. Details also include interview verbatim from 10 knowledgeable participants in the region, and data gained from the clergy poll and the lay leaders poll.