

ABCUSA Intentional Interim Strategic Plan 2020-2023

Addressing ABCUSA Culture

The overarching goal of the Office of the General Secretary during this intentional interim period is to promote and enhance a positive and productive culture within the Office of the General Secretary and among its constituents. This will be accomplished by focusing efforts upon the systems, structures, people, and symbolic actions associated with the Office of the General Secretary. Several groups of persons will be included in this focus including ABCUSA staff, partners, and directors. Intended actions related to each of these areas are shown below. As of November of 2021, several of the tasks have already been completed or are in process.

ABCUSA Systems

- Adopt new staff personnel guidelines. {Completed}
- Align job descriptions and positions with the mission of ABCUSA. {In process}
- Develop internal guidelines for statements made by the General Secretary. {Completed}
- Clarify the values that drive Office of the General Secretary procedures. {In process}
- Design, distribute, collect, and analyze a survey regarding the role of ABCUSA. {In process}
- Clarify the mission, and purpose of Office of the General Secretary, developing support for the mission while maintaining flexibility for the vision to be influenced by the next General Secretary. {In process}
- Develop and adopt a process for the General Secretary search process. {In process}
- Conduct a communication audit of ABCUSA press releases. {In process}
- Expand the opportunities for Mission Summit Conversation activities through Everyday ABC Conversations. {In process}
- Expand opportunities for feedback regarding the Biennial, National Leadership Council, Orientation to ABC Life and other key events. {In process}
- Encourage ABC committees and commissions to share mission insights through board contacts.
- Craft a policy book that includes an emergency plan and operating procedures.
- Develop new guidelines for communications, marketing, and PR.

ABCUSA Structures

- Successfully migrate 25 years of data from our internal ABCIS software system to the Oracle NetSuite platform. {In process}
- Form a Standing Rules Committee to review our current Standing Rules to ensure alignment with best organizational practices and compliance with current mission. {In process}
- Develop a new narrative for United Mission that is based upon input from our regional and national partners and is supported by them.
- Explore all giving mechanisms for the long-term financial health of ABCUSA.

ABCUSA Staff Development (Staff personnel)

- Provide training and development for Office of the General Secretary staff to include:
 - Sexual harassment {Completed}
 - Diversity, equity, and inclusion {In process}
 - Personality gift assessments such as the MBTI
- Conduct at least one leadership team retreat. {Completed}
- Develop a new template for staff appraisals. {In process}

- Attend to staff needs during the leadership transition.
- Discuss and implement guidelines for the following staff policies:
 - Public statements {Completed}
 - Telecommuting arrangements {Completed}

ABCUSA Partnerships

- Broaden the planning team for the National Leadership Council to include REMC Officers and NEC members. {Completed}
- Strengthen relationships with regional and national partners. {In process}
- Increase the opportunities for interaction among the members of the National Leadership Council. {In process}
- Expand the agendas of the National Executive Council to include perspectives on common issues affecting the denomination such as healthy congregations, empowering leaders, hosting meetings, etc. {In process}

Board Development (Directors)

- Adopt operational guidelines for BGM committees and commissions. {Completed}
- Strengthen relationships among BGM members. {In process}
- Clarify expectations for new BGM members and incorporate those expectations into ABCUSA Nominating Committee documents. {In process}
- Encourage each ABCUSA committee to clarify the responsibilities and benefits of serving on their respective committees. {In process}
- Enhance the process for orientation of new BGM members {In process}
- Conduct a gift assessment of BGM members
- Review and adopt a set of best practices for nonprofit boards

Symbolic Actions

- Host an open house for all national staff in the new Roblee building. {Completed}
- Broaden the planning for the Biennial Mission Summit to include members of the NEC. {Completed}
- Seek consensus from the NEC:
 - To sponsor a call to prayer for critical issues {Completed}
 - To host a picnic for all national staff {In process}
 - To produce NEC videos that provide encouragement to the ABC family {In process}
 - Ask each respective organization to place a “peace pole” on their grounds or in their office
- Host a successful virtual Biennial Mission Summit and build upon its momentum. {In process}
- Host an ABCUSA Christmas Concert. {In process}

Data Gathering to Provide Input to the Above Activities

- Survey constituent views regarding:
 - ABCUSA priorities
 - Role of the ABCUSA Office of the General Secretary
 - Needs of ABC congregations
 - Needs of the global society

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