

2017-2020



THE CVEM 2017- 2020 STRATEGIC PLAN

The Chattahoochee Valley Episcopal Ministry seeks to build on its long history of partnership and service to improve lives and communities in the Chattahoochee Valley. This strategic plan charts a course over the next three years that focuses our mission and aligns our actions with our values. CVEM has a powerful and unique role to play in inspiring, preparing, and activating Episcopalians in the Columbus area and beyond to build the world we long for. This plan describes how through learning and reflection, through authentic relationship across difference, and through humble and responsive action, we will divest from and challenge racism and xenophobia and invest in communities that offer opportunity and care for all.

WHO WE ARE

Mission Statement

We proclaim the Good News of God in Christ by engaging Episcopalians in the Chattahoochee Valley to learn, connect and act to fight inequity and build strong communities.

Results Statement

All people in the Chattahoochee Valley reap the benefits of strong communities that advance racial equity, further economic security and provide care and concern for those who are suffering.

OUR COMMITMENTS

The Chattahoochee Valley Episcopal Ministry is guided by the following commitments. These commitments describe the approach and impact that we aspire to in all of our activities. We seek that our work be **multi-generational, inclusive**, and grounded in **Episcopal values**. We are committed to **servant leadership, cultural humility** and **personal transformation** in the service of this work.

The following commitments guide our work:

Episcopal Values

- ❖ Our work is grounded in the Baptismal Covenant with a commitment to seek and serve Christ in all persons, strive for justice and peace among all people, and respect the dignity of every human being.

Multi-Generational

- ❖ Our work must be multi-generational in order to cultivate change among present and future stewards of our communities.

Inclusive

- ❖ We invite people into reflection and learning and meet them where they are, using language that is accessible and non-judgmental.

Servant Leadership

- ❖ We believe servant leadership requires a posture of listening and following the leadership of people that are directly impacted by the challenges we seek to address.

Cultural Humility

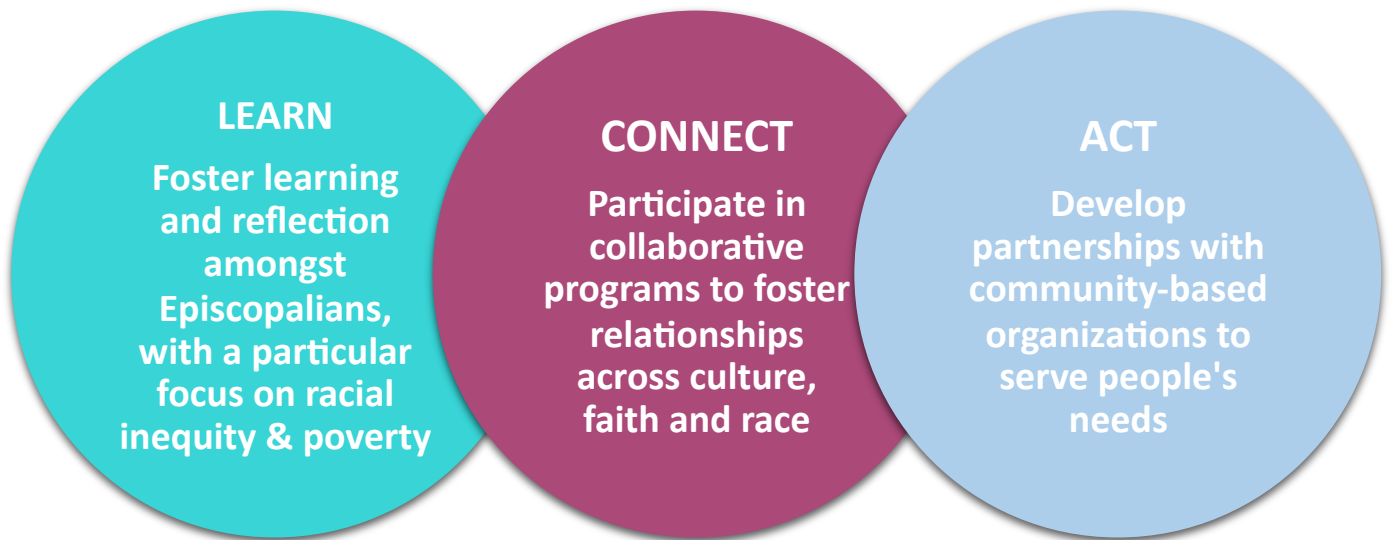
- ❖ We are proud of our Episcopal faith and seek to share that identity with others in cross-cultural dialogue. We practice cultural humility by understanding how our faith and other identities shape our perspectives and practices in specific ways that may not be shared by all people.

Personal Transformation

- ❖ We seek personal transformation because we understand that we cannot change systems or people around us without ourselves also changing. We actively commit to learning and growing as part of our commitment to community change.

OUR STRATEGIC PRIORITIES

CVEM seeks to leverage the power of Episcopalians throughout the region to fight inequity and build strong communities. We seek to leverage this power through three strategic priorities:



LEARN

CVEM will provide learning opportunities throughout the Chattahoochee Valley to reflect on and discuss racism, poverty and other root causes of suffering and crisis in our communities. This call to personal transformation sets CVEM apart from charity ministries and invites a broad spectrum of Episcopalians to become more effective and embodied agents of change.

CONNECT

CVEM will partner with other organizations to provide powerful interfaith, intercultural, and multi-racial programming. This is critical to our mission because relationships across difference are the building blocks of strong communities. Personal experience and connection inspire people to act, to give, and to take risks in the service of their beliefs. CVEM will build off a solid track record of interfaith partnership to grow and deepen this work, with a focus on increasing shared control and ownership.

ACT

CVEM will develop partnerships with community-based organizations to provide direct service to people in crisis and respond to community priorities. By seeking partnerships in community, CVEM has the opportunity to be more responsive, more accountable, and more proactive in its service and advocacy efforts. At the same time we will create more opportunities for youth and adult volunteers to meaningfully participate in service and advocacy work that is guided by community members.

OUR STRATEGIC GOALS

- Establish ongoing programming in partnership with the Absalom Jones Episcopal Center for Racial Healing (successor to the work of the diocesan Beloved Community: Commission for Dismantling Racism)
 - Facilitate Episcopal leadership training in dismantling racism
 - Provide resources and support for parish initiatives focused on understanding racism and poverty
 - Host and co-sponsor community events, activities, conversations, and training focused on understanding racism and poverty
 - Pilot diocesan youth curriculum for dismantling racism

- Facilitate the development of an active intercultural and interfaith entity by and through which all voices are heard
 - Continue and expand the Thompson-Pound Art Program (TAP) for children and Infusion program for teens
 - Establish quarterly event programming to build interfaith/intercultural understanding

- Strengthen existing and establish new partnerships with community-based organizations in key neighborhoods to provide resources and volunteers
 - Facilitate asset-mapping in Episcopal parishes
 - Promote asset-based ministry
 - Facilitate innovative ministry connections

- Establish a volunteer recruitment and training program to connect Episcopalians in CVEM and community partner activities

- Develop sustainability plan for CVEM programs, partnership activities, and operations
 - Diversify funding resources
 - Identify criteria for recruitment and active service of board of directors volunteers
 - Develop a staffing structure