MISSION & VISION
Q Christian Fellowship cultivates radical belonging among LGBTQ+ people and allies through a commitment to growth, community, and relational justice.

Q Christian Fellowship prophetically models a world where all LGBTQ+ people are fully loved by family, church, and community, and Christians worldwide live up to their calling to be instruments of grace and defenders of the outcasts.

MISSION FOCUS
1. Inspiring growth through developing/disseminating pastoral content/resources
2. Fostering a radically welcoming community through events and Q Community Groups
3. Seeking relational justice through partnerships and teaching empathy

CORE VALUES
- Model radical belonging
- Practice hospitality
- Connect beyond disagreement
- Protect differences
- Share our true selves
- Strive for reconciliation
- Pursue anti-racism outcomes
- Work towards equity

GOVERNANCE/COMPLIANCE
1. Retool Spring 2021 Q Community Groups based on Fall feedback
   • Create developmental tracks
   • Add additional Groups
2. Consolidate Great Communion imagery with Foundational Content piece
3. Maintain less than $20K in 2021 virtual conference expenditures
5. Create specialized content for Online Forum members, double moderation team, update forum design
6. Develop plan, systems and committee for Equity, Diversity, and Inclusion work
7. Retool Affirming Theology webpage (Foundational Content)
8. Continue to develop coming out resources
9. Connect with and confirm 2 college campuses willing to host on-campus gatherings or Q Community Groups by EOY 2021, Coronavirus permitting
10. Create process for assessing new programs for accessibility across barriers of racism/white supremacy, nationalism, socio-economics, ableism and identity bias

OPERATIONAL
1. Core Board diversity
2. Develop annual Plan on a Page
3. Annual review/revision of Employee Handbook
4. Annual review/revision of Org Chart
5. Annual review/revision of job descriptions
6. Annual Performance Evaluations

PROGRAMMING
1. Annual Performance Evaluations
2. Develop POAP for next FY
3. Review Employee Handbook
4. Review Org Chart
5. Review job descriptions
6. Develop POAP for next FY
7. Annual Performance Evaluations

ORGANIZATIONAL GOALS
1. Foster self-acceptance, spiritual formation and inward development through inspiring spiritual and theological dialogue and creating content such as devotinals and online resources.
2. Nurture rich and diverse spaces for connection to one another and encounters with the Divine through hosting conferences, online group dialogue and affinity group retreats.
3. Seek life-giving relationships and intersectional partnerships that value reconciliation and liberation of the marginalized; and create content which inspires the community to seek relational justice.

Current Activities
PROGRAMMING
1. Q Community Groups - 13 total
   • Small Groups
   • Coming Out Support Groups
   • Prayer & Support Gatherings
2. Blogs/Meditation Practices/Pastoral Messages
3. Relational & Affirmation Guide Resources
   • Sexuality & Spirituality
   • Trans & Gender-Expansive
   • Clergy
   • Parents of Newly Out LGBTQ People
   • Allies
   • LGBTQ+ College Students
   • Prospective LGBTQ+ Seminarians
4. Conference
5. Parent Summit/ Series
6. Online Forums
7. Worship
8. Equity, Diversity, and Inclusion Work
9. UNCHANGED

GOVERNANCE/COMPLIANCE
1. Revised 2020 Employee Handbook
2. Reviewed Board Bylaws/Whistleblower/Conflicts of Interest Policies
3. Ongoing Board Recruitment (3 New Members)
4. Board Advising on Finance and Legal Topics
5. Filing 990
6. Updated 2020 Org Chart
7. Completed Annual Performance Evaluations

Plan On a Page
FY20/21 Goals
PROGRAMMING
1. Further develop and increase number of participants in Q Community Groups
2. Achieve financial gain on 2021 Conference
3. Increased parent programming and number of participants
4. Increased staff involvement in Forums
5. Develop ongoing worship programming
6. Continue monthly Equity, Diversity, and Inclusion Work
7. Launch Good Fruit Project and accompanying Series
8. Develop foundational content pieces (for prospective and new community members)
9. Gather for in-person regional, affinity and on campus gatherings (Coronavirus-permitting)
10. Increase accessibility across barriers of racism/white supremacy, nationalism, socio-economics, ableism and identity bias

OPERATIONAL
1. Approved 2021/2022 budget
2. Review Core Board Management System
3. Registration Management System
4. Website Domain & Management
5. PEO (HR) Provider
6. Bookkeeping & Budgeting Tools
7. Continued Management of Banking

Key Performance Indicators
PROGRAMMING
1. 350 participants across Q Community Groups or 35% increase over FY19/20
2. 3000 views of the Good Fruit Statement
3. 600+ copies of our resources distributed in FY2020/2021
4. 2+ College events by EOY 2021
5. 450 2021 Virtual Conference participants, $600k in sponsorships

OPERATIONAL
1. $100k in total cash assets at EOY 2021
2. A budget variance of $10k net gain for FY20/21

GOVERNANCE/COMPLIANCE
• Recruit 2-4 new Board members with diverse representation and CPA/Legal expertise

Implementation
PROGRAMMING
1. Retool Fall 2021 Q Community Groups based on Fall feedback
   • Create developmental tracks
   • Add additional Groups
2. Consolidate Great Communion imagery with Foundational Content piece
3. Maintain less than $20K in 2021 virtual conference expenditures
5. Create specialized content for Online Forum members, double moderation team, update forum design
6. Develop plan, systems and committee for Equity, Diversity, and Inclusion work
7. Retool Affirming Theology webpage (Foundational Content)
8. Continue to develop coming out resources
9. Connect with and confirm 2 college campuses willing to host on-campus gatherings or Q Community Groups by EOY 2021, Coronavirus permitting
10. Create process for assessing new programs for accessibility across barriers of racism/white supremacy, nationalism, socio-economics, ableism and identity bias

OPERATIONAL
1. Post-conference Registrant Data Analysis
2. Finalize website details in Fall 2020
3. Choose banking institution with lower monthly fees
4. Maintain flexibility in deadlines, workflow, and annual assessment of compensation
5. Fundraise for grants and cultivate donors for print distribution of resources

GOVERNANCE/COMPLIANCE
• Recruit 2-4 new Board members with diverse representation and CPA/Legal expertise

GOVERNANCE/COMPLIANCE
1. Increase Board diversity
2. Develop annual Plan on a Page
3. Annual review/revision of Employee Handbook
4. Annual review/revision of Org Chart
5. Annual review/revision of job descriptions
6. Annual Performance Evaluations

FUNCTIONS
Growth
Community
Relational
Justice