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 freely loved by both, church and community, and Christians worldwide look up to their calling to be instruments of grace and defenders of the outcasts.

ORGANIZATIONAL GOALS
3. Christian Fellowship prophetically models a world where all people and allies through a commitment to growth, community, and relational justice.

MISSION FOCUS
1. Inspiring growth through developing/desensitizing potential content/resource.
2. Fostering radically welcoming community through events and Q Community groups.
3. Seek relational justice through partnerships and teaching empathy.

CORE VALUES
• Model radical belonging and relational justice.
• Connect beyond disagreement.
• Protect differences.
• Share our true selves.
• Give for reconciliation.
• Pursue Anti-racist outcomes.
• Work towards empathy.

ORGANIZATIONAL GOALS
1. Foster self-acceptance, spiritual formation and racial development through inspiring spiritual and theological dialogue and creating content such as devotions and online resources.
2. Nurture rich and diverse space for connection to love others and encounter the Divine through hosting conferences, online group dialogue and other group refrains.
3. Seek long-term relationships and partnerships that prioritize and recognize the intersectionality of voice recognition and liberation of the marginalized; and create content which inspires others to seek relational justice.

SUSTAINABILITY & RESOURCE DEVELOPMENT
1. Increase amount of monthly donors and amount of monthly income by 20%.
2. Increase our major gifts pool.

IMPLEMENTATION
1. Create staff budget to pay by FY2023 to Board approved by April 2023.
2. Meet with Board Friday, May 5, 2023. Solicit donors for our upcoming fundraising campaign expecting to raise $250,000. Review and implement strategy including building ongoing media relationships.
3. 15 “major donors” giving $5,000+. 8 applications or LOIs submitted.
4. Increase our major gifts pool.
5. Meet with Board Friday, May 5, 2023. Solicit donors for our upcoming fundraising campaign expecting to raise $250,000. Review and implement strategy including building ongoing media relationships.
6. Create new leadership development opportunities.
7. Secure a new executive director.
8. Launch year-round sponsorship opportunities.
9. Maintain an average 2.5% email open rate.
10. Publish 9 or more one-off campaigns.
13. Create realist outline of TikTok content development to support programming.
14. Increase our major gifts pool.
15. Meet bi-weekly or more: development manager, key staff and support group.
16. Maintain an average 2.5% email open rate.
17. Publish 9 or more one-off campaigns.
20. Meet with Board Friday, May 5, 2023. Solicit donors for our upcoming fundraising campaign expecting to raise $250,000. Review and implement strategy including building ongoing media relationships.
21. Create new leadership development opportunities.
22. Secure a new executive director.
23. Launch year-round sponsorship opportunities.
24. Maintain an average 2.5% email open rate.
25. Publish 9 or more one-off campaigns.
27. Annually reviewed/revised Employee Handbook (by Spring).
28. Create realist outline of TikTok content development to support programming.
29. Increase our major gifts pool.
30. Meet bi-weekly or more: development manager, key staff and support group.
31. Maintain an average 2.5% email open rate.
32. Publish 9 or more one-off campaigns.
33. End of fiscal year employee reviews by Spring 2023.
34. Annually reviewed/revised Employee Handbook (by Spring).
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