## Programming

1. Further develop and increase # of participants in Community Groups
   - Goal: 1,000 participants across Community Groups or +35% increase from FY20/21
   - Result: 107 groups total, 1,086 participants, 214 leaders, A-Term (10 weeks), B-Term (6 weeks), and other staggered start dates (Lent, Fellowship Drop-In Group, etc.)

2. Increase creation/distribution of teaching, pastoral and relational justice content
   - Goal: 4 pastoral/relational justice campaigns
   - Result: Resource/Guide Videos – 7 Relational Guides, 5 eCourses, 16 Community Group Guides

3. Creation of additional resource guides/video content for CG use and increased distribution of core resources
   - Goal: Distribution/sale of 250 guide print copies

4. Increase language accessibility for core resources and online content
   - Goal: Translation of 9 resources
   - Result: Spanish Translation Team: 8 Guides Translated, 2 Guides in Process

5. Creation of in-person college events in different regions of the US (COVID permitting)
   - Goal: 2 College Events with 30+ participants FY21/22
   - Result: Spring 2022 Event planned for University of Maryland postponed due to low signup; to be rescheduled for Fall

6. Financial Gain on 2022 Virtual and In-Person Conference
   - Goal: Net Gain for 2022 Conference, 700-in person participants, $16k in sponsorships
   - Result: Net gain on Virtual Conference with ~975 virtual attendees, $13,660 in sponsorships

7. Increase parent programming with an increased number of parent participants.
   - Goal: 200 total parent participants between Spring/Fall events - 25% increase FY21/22
     - Virtual Parent Summit - May 2021
     - In-Person Parent Summit - September 2021
   - Parent Support Groups & Content-Focused Groups
   - Result: Increased CGs offerings with a Parent focus throughout the year (parent drop-in group)
     - Parent Summit/Series ~90 Attendees
     - Parent Support Groups - ~150 participants

8. Expansion of “Q Worship” programming
   - Goal: 3 Q Night Live events, 3 Worship Wednesdays, 2 Pre-Conference Worship Events
   - Result: 8 Fellowship Friday Events (rebrand of Worship Wednesdays), Published 2021 Conference Recordings, and 1 Q Night Live Recording. Pre-Conference Worship Events canceled due to virtual Conference

9. Prayer and Support Gatherings
   - Goal: Average attendance of 8 per gathering.
   - Result: Discontinued this programming offering

10. Revamp/revitalization of the QCF Online Forum
    - Goal: Online Forum average daily user count to increase by 50% in FY21/22
    - Result: Net decrease in daily users

11. Increase accessibility across barriers of racism/white supremacy, nationalism, socio-economics, ableism and identity bias. EDI Council of 3 people
    - Goal: Formalize a structure for needed CG accommodations (ASL, captioning, etc.)
    - Result: Increased accessibility across barriers of racism/white supremacy, nationalism, socio-economics, ableism and identity bias
      - Formalized a structure and budget for FY22/23 needed CG accommodations (ASL, captioning, etc.)
      - EDI Learning Group - monthly gatherings on 2nd Sundays

12. Additional content creation, use and distribution of The Good Fruit Project content
    - Goal: 35% TGF Pageviews, 3K Total Guide Downloads
    - Result: 310 physical Guides distributed to advocacy partners; 18,576 pageviews with 1,784 Guide downloads

13. Updated UNCHANGED resources/content with increased distribution
    - Goal: 30 UNCHANGED stories published, 100 stories for new edition
    - Result: 35 UNCHANGED stories published; 105+ stories for Hardcover edition (not released); eBook Volume IV released in June 2021

14. New opportunities for LGBTQ+ people to discern their calling to vocational ministry in an affirming Christian context
    - Goal: 2 LGBTQ+ mentees brought into the organization, dedicating 10hrs per week each to QCF activities; FTE Mentorships (grant-funded)
    - Result: Gave opportunity for 2 LGBTQ+ people to discern their calling to vocational ministry in an affirming Christian context

## Governance/Compliance

1. Increase visibility into the functional roles/ responsibilities of QCF staff/contractors
   - Goal: Review Org Chart in March 2022
   - Result: Revised Org Chart and Organizational Overview Fall 2021 and in Spring 2022

2. Continued execution of annual planning/organizational development documents
   - Goal: Conduct end of fiscal year employee reviews by April 2021
   - Result: Employee Performance Reviews slated for May 2022

3. Greater board diversity
   - Goal: Recruit 2-4 new board members with diversity and/or CPA/Legal expertise
   - Result: Recruited 3 new board members, including CPA and attorney in Spring 2021; increased trans representation on board by 2 and POC representation by 1

4. Create Annual POAP Report for March BOD review
   - Goal: Develop POAP for next fiscal year by March 2022
   - Result: POAP for 22/23 fiscal year approved by the Board in June 2022

5. State Charity Registrations filed for national fundraising compliance
   - Goal: Research services for state charity registration for compliance
   - Result: Engaged filing services to ensure national compliance

## Communications/Marketing

1. Goal: Revised Brand Style Guide
   - Result: Completed March 30, 2021

   - Result: 8+ total one-off campaigns were implemented in FY21/22

3. Goal: 10,000 Instagram Followers
   - Result: Surpassed 10,000 followers in May 2021

4. Goal: Revise Affirmation & Relational Guides in accordance with Style Guide
   - Result: All English & Spanish Guides were redesigned in April 2022

5. Goal: Begin Featuring at least Twice-Monthly Video Content in Social Communications
   - Result: Weekly video content began in August 2021

6. Goal: Revise and Implement Conference Branding for 2023
   - Result: Conference branding was implemented in January 2022

7. Goal: Ensure Websites Are Fully Accessible
   - Result: A review was conducted and new accessibility practices were implemented in April 2021

## Operations

1. Goal: Stronger project management and annual planning practices
   - Result: Transition of Operations Director Role required reorganization of several staff roles, including hiring project management contractor

2. Goal: FY2021/2022 budget approved by April 15, 2022
   - Result: FY22/23 budget approval delayed to June 2022 due to vacant Operations Director position

3. Goal: More refined and accurate operating/ event budgets for 2021/2022
   - Result: Switched to individual accounting services provider; Parent Summit budget built into overall budget; added indirect costs for operations and programming tasks based on projected staff hours

4. Goal: Consolidated or new bank accounts
   - Result: Consolidated in September 2021

5. Goal: $250K in cash assets by the end of the FY2021/2022
   - Result: $249,237.76 as of April 30, 2022

6. Goal: $50K net gain in FY2021/2022
   - Result: $101,193.38 net gain as of April 30, 2022