



**BMC**

**Black Methodist Consultation**

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**THE MISSING LINK ...**

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THE DISCIPLINE OF EXECUTION AT ALL LEVELS

Guidance to Programme Implementation

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# CIRCULAR 011-17/10/2016 – THE MISSING LINK ...

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- What to do with ‘the missing link, that’s the *discipline of execution*’ and
- How best to *assist districts towards organisational renewal for effectiveness*,
  - in practical terms beyond the theory ...
- Declaring 2016/17 year to the missing link,
  - that’s the discipline of execution; by enlarge focusing at districts functionality;
- Full assessment leading to a diagnosis has been conducted as far back as Lekgotla 2014;

# PRESCRIPTION

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- Prescription issued relevant to the diagnosis, i.e. ***“Implementation Matrix, that’s***
  - **Operational Plans with Key Results Areas (KRA),**
  - **Specific Objectives per KRA,**
  - ***High Level District Activities,***
  - **Measurements for Reporting and Monitoring, etc.”**
- It’s time to take the prescription ...
  - ***“Implementation and doing per the plan”***

# GUIDANCE TO PROGRAMME IMPLEMENTATION - 1

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- Sent, inspired and build on ...
  - BMC members and Executives are sent, as the messengers and prophets **'we are sent'**;
  - Our inspiration that is *"fuel – energy – strength – motivation comes from Gods Spirit"* – who laid the foundation of this house, Zech 4:9 ... Lord of hosts
  - Gods dream – the blue print 'the plan'
- John 2:5 '...do whatever he tells you'; do it
  - ***Verse 10 the blessing and the miracle of the good wine comes after DOING What he tells you***

# GUIDANCE TO PROGRAMME IMPLEMENTATION - 2

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- **Step by Step GUIDE to implementation**
  - Step 1 = fill up the stone Jars with water ...
- Identify that which we can do for ourselves ....
  - Start with what you have !



- The ConneX EXCO provides guidance and leadership to define processes and mechanisms for aligning Connexional, Districts and Circuit plans to the priorities per MATRIX
  - *to give practical guidance on minimum standards for designing implementation programmes*

***SO WHAT ARE THE PROGRAMMES OF THE BMC ?***

## **VISION**

**Transformed MCSA that is resourceful, inclusive, and Christ-Centered African Church.**

## **MISSION**

**To Transform the MCSA into a truly African Church by challenging the Eurocentric power structure, ethos and practices of the MCSA by equipping Black Methodists to contribute meaningfully and actively in the MCSA given the context of Africans**

# THE ESSENCE OF BMC OF 2017

The BMC exists for the Transformation of the MCSA into a truly African Church (in character, doctrine, ethos, identity and practice) by challenging and ***equipping Black Methodists to contribute meaningfully and actively in the MCSA given the context of Africans.***

The BMC is still very crucial for two major reasons, viz.:- As the ***interpreter of the black aspirations for the church.*** By black aspirations here we mean those things that the black people as having been disadvantaged under apartheid believe need to happen for their empowerment both in the church and in the wider society.



This in essence leads to the second factor, which is the ***empowerment of Black people to lead the Southern African people irrespective of race, gender, age, and tribe in ways that serve them all equitably and meaningfully.***

To be the interpreters Black people, ***BMC creates moments of thinking together***, not to feed pathologies, but to liberate each other for strong and powerful leadership.

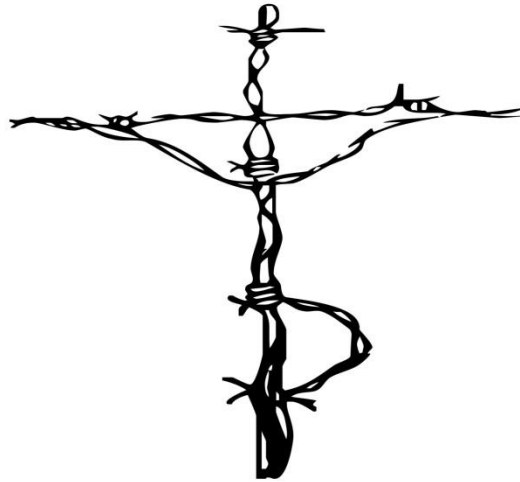
Such moments are strong moments of truth telling about BMC. It needs to be noted that while leadership challenges are general for all God's People called Methodists, ***most conflicts and the greatest need exists for the previously disadvantaged Blacks. Therefore liberating Blacks also liberates Whites who may be facing various challenges***

# SERVICE OFFERING

- **Develop in-depth consciousness of what it means to be black and blackness in the 21st century** (theoretical handles/underpinnings)
- **Interpret Black aspirations for the church** [having been previously disadvantaged – define what needs to happen];
  - **Create moments of thinking together;**
- **Produce Cutting Edge Capacity Building Programmes** [Development] to enable God's people to effectively lead [irrespective of race, gender, age, tribe and ethnicity] in ways that are pleasing to God, serving them all equitably and meaningfully with justice and fairness:
  - *Offer Bursaries for Studies;*
  - *Conduct in-depth training; In-service Trainings; Mentorship and Coaching Programmes; Systems Designs (Admin, Finance Controls, Strat Plans; etc)*
  - *Building a church that is truly nonracial, nonsexist, open to laity and with a clear bias for the poor and marginalized;*
- **Eradicating practices** that result in conflict, corruption, maladministration, oppression and discrimination especially within the black church; by ***cultivating culture of accountability and good governance;***
- **Lead Research and Development**

# **BMC VALUES/PRINCIPLES**

- African Theology
- Black Consciousness
- Black Theology
- Consultative
- Empowerment
- Excellence
- Fairness
- Inclusive
- Influential
- Integrity
- Intellectual
- Justice
- Proactive
- Prophetic
- Responsive
- Strategic and
- Transformative
- Truth



The MCSA – Ililifa Labazali Bethu! Lefa Labatswadi Barona!

# **IMPLEMENTATION PLAN 2015 ONWARDS**

BMC MULTI YEAR - IMPLEMENTATION  
MATRIX 2015 ONWARDS

# **KEY RESULTS AREAS - KRA**

1. STRATEGICALLY INFLUENCE TRANSFORMATION AGENDA OF THE MCSA;
2. ORGANISATIONAL RENEWAL FOR EFFECTIVENESS;
3. CUTTING EDGE CAPACITY BUILDING & EMPOWERMENT ;
4. GENDER EQUITY &
5. DEVELOP THEORETICAL HANDLES ABOUT BEING BLACK AND BLACKNESS IN THE 21st CENTURY

# SPECIFIC OBJECTIVES PER KRA

KRA	SPECIFIC OBJECTIVES
Strategically Influence Transformation Agenda of the MCSA	Establish and nominate committees to serve as think tanks, incubators for new ideas and proposals that would see the BMC being proactive in its approach: EMMU; DEWCOM; FINANCES; PROPERTY; STRUCTURES & REVISIONS - Aimed to influence the ethos and character of the MCSA
	Increase the number of BMC members who occupy official executive decision making positions e.g. Class Leaders, Society Stewards, Circuit and District Org. Executives, Cir Stewards; Superintendents etc. from baseline ..... to +40% of baseline
	Increase the BMC Footprint in the District by adding new Circuit-Based BMC Living Cells from baseline ..... to +40% of baseline
	Establish Tracking resolutions mechanism bottom-up to input CQM's and Synods

# SPECIFIC OBJECTIVES PER KRA

KRA	SPECIFIC OBJECTIVES
Strategically Influence Transformation Agenda of the MCSA	BMC at Circuits; Districts and Connexion must establish - CONSCIOUSNESS CLINICS that engages critical and difficult conversations to sharpen thinking "Thought Leadership and avert the tragedy of black leaders without black consciousness"

# INFLUENCE TRANSFORMATION AGENDA OF THE MCSA

ACTIVITIES/KEY STRATEGIES/GAME CHANGERS	COMMENTS/RATIONALE
Establish, nominate and resource the BMC INCUBATORS/THINK TANKS on: EMMU; DEWCOM; FINANCES; TRUST & Properties; STRUCTURES and REVISION	<ul style="list-style-type: none"> <li>• Research Papers to Think Tanks/Incubators;</li> <li>• Discussion Papers from Think Tanks Shape the agenda</li> </ul>
Active strategic recruitment of MCSA official executive decision making members “NEW” e.g. Class Leaders, Society Stewards, Circuit and District Org. Executives, Cir Stewards; Superintendents; etc.	<ul style="list-style-type: none"> <li>• Presence at decision making platforms</li> <li>• Inputs and influence at those levels</li> <li>• Applying skills and knowledge as capacitated by the BMC yet engaging the agenda as set</li> </ul>
Use 1 on 1 Engagements with BMC Information Brochure/Pamphlet as a vehicle in recruitment	<ul style="list-style-type: none"> <li>• Critical Conversations to consciousness</li> <li>• Group <b><i>Consciousness Clinics</i></b> – Black History Month ....; Africa Month;</li> </ul>
Recruit in New Circuits, virgin territories never reached by the BMC	<ul style="list-style-type: none"> <li>• Increasing BMC Footprint – CQM’s</li> </ul>



# SPECIFIC OBJECTIVES PER KRA

KRA	SPECIFIC OBJECTIVES
ORGANISATIONAL RENEWAL FOR EFFECTIVENESS	Provide information on the ideologies, fundamental philosophy and the reason of the existence of the BMC in order to develop effective cadres that will relay a consistent message and play an effective role as BMC members and Methodists
	Development Minimum Norms and Standards for District Executives
	Ensure effective communication internal and external
	Work on mastering the art of information dissemination

# ORGANISATIONAL RENEWAL FOR EFFECTIVENESS

ACTIVITIES/KEY STRATEGIES/GAME CHANGERS	COMMENTS/RATIONALE
<p>Effective Communication at all levels Circuits; Districts and Connexion <i>[timeous and clear information that assists with execution]</i></p>	<ul style="list-style-type: none"> <li>• Redefining the role of SECRETARIAT – beyond simply to minute taking</li> <li>• Chief Operations Officer – COO</li> <li>• Chief Communications/Nerve Centre and Engine Room</li> <li>• Resolutions Tracking; Institutional Knowledge Mx; Implementation; Measuring ...</li> </ul>
<p>Relationships - building with key stakeholders. Special focus on building constructive working relationships with those seating in MCSA Decision Making Platforms</p>	<ul style="list-style-type: none"> <li>• Partnerships that work towards goal attainment</li> <li>• Meaningful mutually beneficial sharing of resources</li> <li>• BMC led interventions and innovations in response to Local Church Challenges</li> </ul>
<p>BMC Leadership for Organisational Renewal</p>	<ul style="list-style-type: none"> <li>• Confidentiality; Privilege; Honesty; Integrity; Professionalism; Knowledge; Skills &amp; Team work could be fun yet productive</li> </ul>

# SPECIFIC OBJECTIVES PER KRA

KRA	SPECIFIC OBJECTIVES
CUTTING EDGE CAPACITY BUILDING & EMPOWERMENT	Maintain its culture of excellence in leadership, management and administration - To be a successful change agent – e.g. Annual Leadership Summit
	Develop A competent, ethical and transparent leadership for an efficient society
	BMC Leads research development e.g. Publications ( <b>Black History Project</b> ); <b>SMMS Academic Research Chair</b>
	<b>Cultivate Culture of Good Governance &amp; Accountability</b>
	Judicious use of resources
	Enabling a viable , vibrant and prosperous society

# CUTTING EDGE CAPACITY BUILDING & EMPOWERMENT

ACTIVITIES/KEY STRATEGIES/GAME CHANGERS	COMMENTS/RATIONALE
Election, Nominations & Appointment of people with relevant skills in positions ... and or at least 'A Teachable Spirit'	<ul style="list-style-type: none"> <li>• Cult of Personality awareness – use of media for propaganda, disinformation to create idealized heroic and at times worshipful images ....<i>holds parallel to Charismatic Authority (Max Weber)</i></li> </ul>
Capacity Building to upskill, refresh and enable – Programmes/Interventions .... Well Thought and Designed; could be a response to needs; gaps; etc. – Leadership; Classes; Finances; Secretariats; Community Development; Mission & Vision; Conflict Management etc.	<ul style="list-style-type: none"> <li>• Train the Trainer (TOT)</li> <li>• On going development seminars</li> <li>• Annual Leadership Summit</li> <li>• Circuit Based Workshops</li> <li>• Slot-into standing programmes through partnerships that work ... YMG; LPA; WM; YWM; WG</li> <li>• find new and working models of leadership, expose and train people on emerging trends of leadership</li> </ul>
Cultivating Culture of Good Governance & Accountability	<ul style="list-style-type: none"> <li>• Assessment of available good governance practices; review, and recommend new accountability measures Where appropriate</li> </ul>

# SPECIFIC OBJECTIVES PER KRA

KRA	SPECIFIC OBJECTIVES
GENDER EQUITY	Implementation of the policy/resolution 40:40:20 with special focus on women representation
	Empower honorarium leadership
	Unlearning the current leadership practices in the black church
	Succession planning for women should be part of agenda of the BMC

# ADVOCATE FOR GENDER EQUITY

ACTIVITIES/KEY STRATEGIES/GAME CHANGERS	COMMENTS/RATIONALE
Establish a BMC Technical Working Group on Gender Issues.	<ul style="list-style-type: none"> <li>• Need for Development of a Women's Charter by the BMC – Influence MCSA</li> <li>• Enforced Quotas – 40:40:20</li> <li>• Nomination &amp; Conscious Development of Women Leaders</li> </ul>
Conduct a skills Audit of women leaders within the BMC and compile a data base	<ul style="list-style-type: none"> <li>• Districts submits the skills and leadership profiles of women within the BMC and later roll out to the broader church</li> </ul>
Develop a training literature on leadership skills for Minister's wives and women in general	<ul style="list-style-type: none"> <li>• Partner with the church on programmes that are in place relating to gender issues e.g. Connexional Women's Forum</li> </ul>
Women Leadership Development	<ul style="list-style-type: none"> <li>• Identify and groom women for leadership; e.g. Identify Mentors and Mentees</li> <li>• Schools on Women's Issues</li> </ul>

# SPECIFIC OBJECTIVES PER KRA

KRA	SPECIFIC OBJECTIVES
DEVELOP THEORETICAL HANDLES ABOUT BEING BLACK AND BLACKNESS IN THE 21st CENTURY	Revive Black Theology – theoretical understanding on the meaning of black theology
	BMC Commissions papers on black theology
	BMC Lobbying Seth Mokitimi Methodist Seminary to include Black Theology in its curricula as an option for students

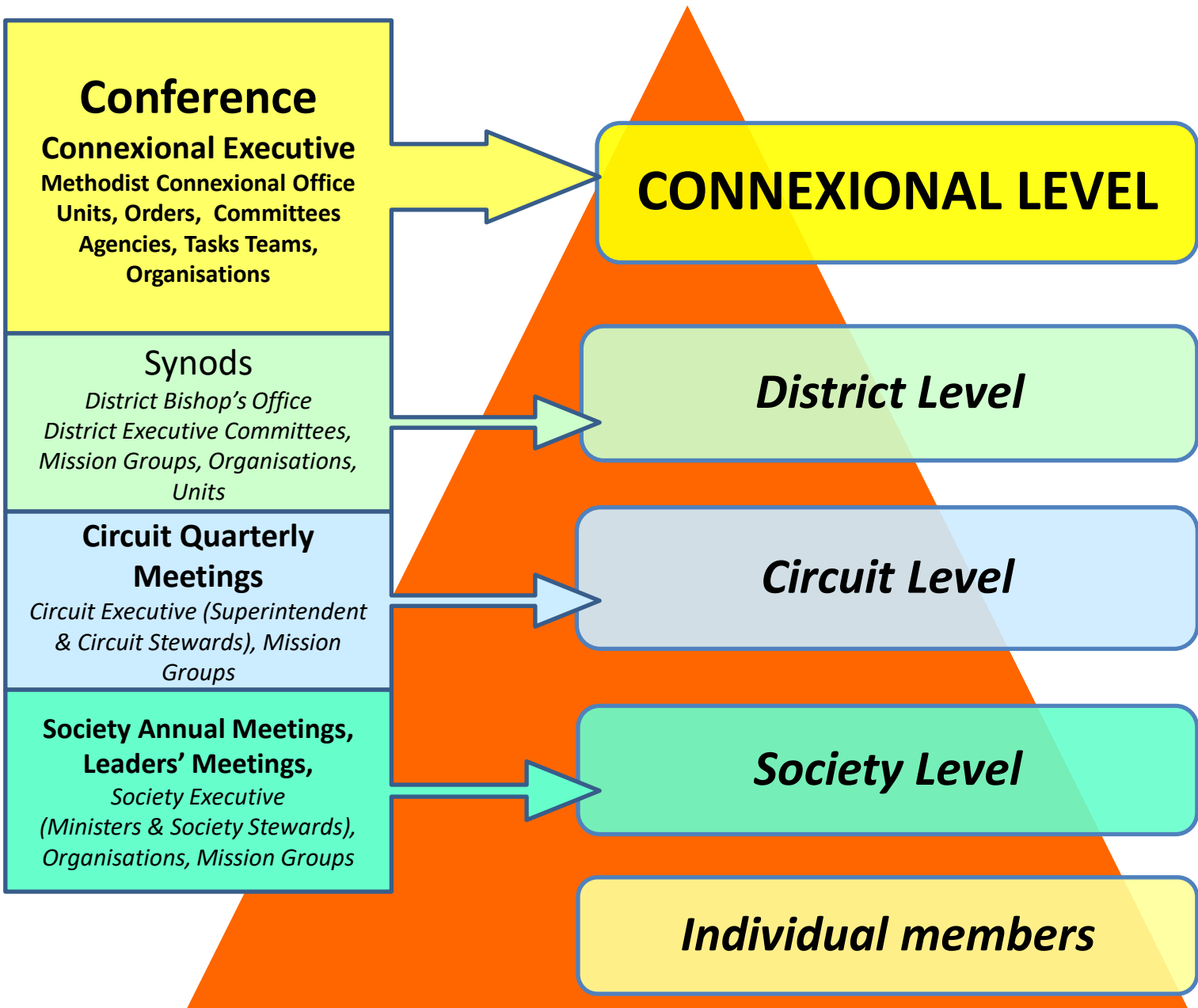
# **BLACK AND BLACKNESS IN THE 21st CENTURY**

ACTIVITIES/KEY STRATEGIES/GAME CHANGERS	COMMENTS/RATIONALE
Develop End-state toolbox with documented models/processes/systems (on music, preaching, praying, church, being black, black leadership, being democratic)	<ul style="list-style-type: none"> <li>• Theories that underpin who we are as blacks and as Methodists;</li> <li>• Understanding of democracy and living it out ... Party Political vs Constituency etc</li> </ul>
Revive the discipline to think within the BMC cascading to districts & broader church (Church)	<ul style="list-style-type: none"> <li>• Craft of making Resolutions</li> <li>• Leading without a position</li> <li>• Research Papers to Districts and Connexional Consultations for Resolutions</li> <li>• Developing models of being Church</li> </ul>
Partner with existing structures to develop theories on our singing/review current hymns/write new hymns	<ul style="list-style-type: none"> <li>• DEWCOM Think Tank</li> </ul>
Established BMC Committee on Ministerial Formation [EMMU] engages relevant structures in pursuit that Black Theology is included at SMMS	<ul style="list-style-type: none"> <li>• EMMU Think Tank</li> </ul>



# MINIMUM NORMS SUGGESTED PER DISTRICT

- Year Plan
- Cleaned, up to date Active District Data Base of All Members;
- Effective multipronged communication strategy that bridges digital divide;
- Correct use of supportive technologies... social media
- General Meetings target 4 per year (one per quarter)
- Capacity Building Intervention X2min per year e.g. Circuit based workshop; Pre-Synod
- Every district must have a district consultation X1 min per year
- Stewardship (Circuit & Society) Training



# Influence & Leverages

## Targeted Areas

- Theological discourse
- Transformation agenda
- Paradigm shift/ Change gears
- Structural reform