



BMC

Black Methodist Consultation

A formation within the Methodist Church of Southern Africa



Organisational Reflection

“following the Serving Leader to serve for God ”

Text Base: John 13:1-16 (emphasis 15)

Extended Connexional General Executive Committee

KNB – Thaba Nchu, St Pauls Methodist

15-17 February 2019

INTRODUCTORY & OVERVIEW

- Following the Serving Leader to serve for God
 - *At the last supper Jesus washes the disciples' feet - the discourse arising thereupon;*
 - *Following the example of Christ Leadership in service, humility*
 - *Serving for God*
- We Have begun our decline 2014 until 2017 (T1) then 2017 until 2020 (T2);
- We are grateful as a collective for the opportunity to serve;
- As we've begun our decline leading up to 2019 July Elections at Natal West these organisational reflections we take organisational stock from 2014 to 2019 meant to assist BMC Collective to take off afresh in 2020 July with the newly elected leadership team;
- Therefore 2019/2020 Year (July to July) shall be for transition and handing over, aimed at increasing Knowledge Management and Institutional Memory.

2018, RISE AND WALK: FROM DEPENDENCY TO AGENCY

- **Successful MCSA Inaugural Leadership Symposium** that was held at SMMS 18th to the 21st October 2018 – towards Leadership Development and Investment as resolved in 2015 at Central 40th Convocation; [**KPA.3 – Capacity Building**]
- The spin offs **KPA 2. Org. Renewal** *before and after the Leadership Symposium* – substantive engagements since 2015/16&17 building successful partnerships and coalitions with:-
 - WM; YWM; YMG; LPA/D; W. Auxi and Association;
 - Most recently MY – 12.01.2019 at Kempton Park;
- All the most recent Connexional Executives, other Org's made reflections, received feedback on the Leadership Symposium;
- We thank all BMC members and partners for enabling us through your donations in general and EBF in particular to deliver the Symposium;
- **KPA 4.** Qualitative Work on Gender Equality and LGBTIQA on the 12.07.2018 in CPT (Content Analysis)

2017, LOVE THY NEIGHBOUR: RE-IMAGINING A SOCIETY OF JUSTICE AND LOVE

- 2017 dealt with **KPA.5** =
 - **Develop Theoretical Handles about being black and blackness in the 21st century;**
 - *Prof. Allan Boesak (Content of who we are -)*
 - *Be the Church that asks the right, life-giving and challenging questions;*
 - *Be the Church that listens to the direct questions;*
 - *BMC: - Are we staying or are we going to Egypt? “Egypt might be a land of wealth and plenty but later it will become a land of slavery ...”*
- **#HOW TO ..., Series Booklet 1 – Launched in 2018 Cape of Good Hope**

DISTRICT CLUSTERS

- **Cluster A** > *Cape of Good Hope; Grahamstown & Queenstown;*
- **Cluster B** > *KNB & NFSL;*
- **Cluster C** > *Natal Coastal; Natal West and Clarkebury;*
- **Cluster D** > *Central; HISWA & Limpopo.*

2016, LIVING COURAGEOUSLY : RE-IMAGINING OUR FUTURE

- Living courageously: re-imagining our future;
- **Esther**, Inspired by the struggle and victories of women in ministry;
- Leading with accountability and sacrifice: demands of the Kingdom;
 - *We have to add urgency to the work we are doing around strengthening our Districts.*
 - *Building capacity and effectiveness at district level must be a priority.*
 - *This might include an intentional recruitment drive.*
 - *We must find an answer, our credibility as a movement at stake.*
- ...

2015, “LET THY KINGDOM COME: AFRIKA’S URGENT CALL”

- Refocusing February Meeting for Execution of July Resolutions;
- Increasing content engagement – timing;
- Pre-Synod Work Seriousness;
- Parallel Engagements of: Secretariats/Treasurers and Chairpersons;
- Increasing participation for leadership succession;
- ***40th Public Lecture Marathon;***

2014, “LOOK CLOSELY, LISTEN ATTENTIVELY, AND SET YOUR MIND UPON ALL THAT I SHOW YOU”: THE LEEKGOTLA

- The Black Methodist Consultation engaged in the process of
 - honest soul searching,
 - reflection,
 - Self-evaluation and
 - re-invention;
- Gave Birth to the ff KPA:
 1. *INFLUENCE TRANSFORMATION AGENDA OF THE MCSA – Leverages of Success;*
 2. *ORGANISATIONAL RENEWAL FOR EFFECTIVENESS – Identity (brand) of the BMC; I&E Communication;*
 3. *CAPACITY BUILDING & EMPOWERMENT;*
 4. *ADVOCATE & PROMOTE GENDER EQUITY &*
 5. *DEVELOP THEORETICAL HANDLES ABOUT BEING BLACK AND BLACKNESS IN THE 21st CENTURY*

THINK TANKS OF THE BMC

- These are about structural repositioning of the BMC; creating incubators where new ideas are born that would be tested in the BMC but later should transform the agenda of the MCSA by making inputs through relevant committees.
- BMC Think Tanks are shadow committees of to the MCSA formal committees like
 1. ***DEWCOM;***
 2. ***Structures;***
 3. ***Revisions (now Legal Review Commission);***
 4. ***Trust and Property as well as***
 5. ***Ministerial Formation.***
- These committee *should lead thinking and enable BMC to be proactive* (not react) through research and development producing papers tabled in schools annually as well as tracking MCSA Conference Resolution per area of focus such that at discussion level BMC members are enabled to input at CQM's; Synods etc.

CONNEXIONAL TASK TEAMS

- Urgency of the BMC that processes and tables recommendations at Ext.CGEC FEB meeting for finalisation and acceptance at the July Consultation;
 - *Bursary Committee;*
 - *Gender Equity;*
 - *One and Undivided Church;*
 - *Black Thought and African History;*
 - *Quest for Black Unity;*
 - *Ministers on Foot of Stations Research;*

ORGANISATIONAL FOCUS YEAR ON YEAR

YEAR	ORGANISATIONAL FOCUS FOR IMPACT
2018	<ul style="list-style-type: none">• Refining leadership, management, administrative and governance capabilities bottom-up in order to• BMC to respond effectively to the challenges of 'Rapid Values Erosion; Collapse of Familiar Systems etc.' due to rapid changes in the world BMC exists in versus at its foundations;• BMC must lead the MCSA to reform its leadership,• Developmental milestones and or fundamental shifts along the way must include reforms from:-<ul style="list-style-type: none">• Compliance to results, Inefficiency to effectiveness, Responsibility to accountability, Inputs to outputs
2017	<ul style="list-style-type: none">• Advocates for the discipline of execution, thus BMC in action through programme specific delivery.;• The technical programme development and support ;• Optimise organisational growth and effectiveness.• To lead in action and ensure the narrowing and possible closure of the gap between our aspirations and the results through action, skilling, empowerment, mentorship and coaching.
2016	<ul style="list-style-type: none">• Redefining and living out our Core Values as the BMC;• Deepening BMC Programmes Content (Subject Matter Experts);• Learning to Master and understand our own Context per district;• Unquestionable Commitment to the cause (sharing of values and goals) ; Capacity building and empowerment as well as & Nurturing partnerships that work through coalitions, joint ventures and collaborative interventions.
2015	<ul style="list-style-type: none">• Cultivating Culture of Accountability and Good Governance – modelling the change we wish to see;• BMC Organisational Capacity;• BMC Districts as delivery units;• Ensuring Effectiveness of Communication;<ul style="list-style-type: none">• Data Base Solidification and Clean-Up;• Revitalisation of BMC Website;• Activating BMC on Social Media;

2019/20“BMC # HOW TO ...”! SERIES TWO (2)

- Inputsby all
- Programming Theory of Change;
- How do we develop, implement programmes linked to KPA's of the BMC;
- Problem Solving – Bottleneck Analysis and Root cause Analysis;
- Monitoring, Reporting theory to practice;
- Evaluation;

RECOMMENDATIONS

1. ***That***, the Organisational Reflections as at 15.02.2019, ***Be Noted***;
2. ***That***, the Ext.CGEC mandates its Connexional Executive to continue engaging other org's (WM, YWM, YMG, LPA/D, W.Auxi/Ass.) *with the intention of Developing Leadership Study guide as an output of the Leadership Symposium Content* as well as project and explore options for sustainability; ***Be Supported***;
3. ***That***, the Ext.CGEC mandates its Connexional Executive to introduce through a July 2019 Notice of Motion new awards e.g. Most Improved for EBF (based on %improvement year on year); ***Be Supported***;