

BEGA KWA BEGA - STRATEGIC PLAN 2020-2025

Through listening sessions with Cluster Congregations, Affiliates, Pastors, our brothers and sisters in the Iringa Diocese, and at the Fall Festival information was gathered resulting in three goal areas and objectives associated with each. The following goals and objectives have been identified to ensure the sustainability of this relationship.

Communication, Funding, and Administration

Review and revise communication strategies, funding plans, and operating models.

1. Improve communication between SPAS and DIRA partners at every level of this relationship – identify obstacles, devise solutions, and implement accordingly.
2. Create a long-range funding plan for BKB-SPAS, in line with financial objectives of the Saint Paul Area Synod and larger trends in giving.
3. Adjust and enhance current administrative models, policies, and procedures in order to better support the BKB network, activities, and initiatives.
 - a. Review structure of BKB-SPAS Program Team (e.g. clusters, travel team, ambassadors) and revise as necessary
 - b. Identify and share best practices to plan, monitor, and evaluate projects at every level of this relationship.

Travel

Expand and enhance travel opportunities and support services provided by BKB-SPAS, both for delegations traveling to Iringa and congregations/groups receiving guests from Tanzania.

1. Improve facilitation of existing travel
 - a. Ensure group travel leaders are properly trained and resourced
 - b. Review support services provided and revise accordingly
 - c. Identify and address financial barriers that limit participation
2. Provide creative opportunities to encourage both new and recurring Saint Paul Area Synod travelers to Tanzania
 - a. Create a program of thematic/specialized travel experiences to improve the depth of their experience.
 - b. Facilitate congregation travel partnering opportunities
3. Increase efforts to bring Tanzanian guests to Saint Paul at all levels of this partnership
 - a. Ensure host congregations/organizations are properly trained and resourced
 - b. Review support services provided and revise accordingly
 - c. Create a program of thematic/specialized travel opportunities for Tanzanian guests to improve the depth of their experience.

Capacity Building

Increase the capacity of BKB/SPAS stakeholders to meaningfully engage in the life and work of this relationship.

1. Saint Paul Area Synod
 - a. Increase synod-wide sense of 'ownership/connection' with the ELCT Iringa Diocese, including both partnered and unpartnered congregations.
 - b. Support and strengthen the SPAS/ DIRA relationship through deeper understanding and development of mutual expectations
 - c. Exchange expertise and learnings within the ELCA/ELCT companion synod network and beyond
2. Companion Congregations
 - a. Clearly communicate best practices and base expectations for congregations
 - b. Equip congregational mission teams/committees to effectively work with and nurture their partnership(s)
3. Individuals
 - a. Identify and equip new leaders at all levels to drive the long-term sustainability of this relationship, mindful of generational change and with an eye toward youth and young adults.
 - b. Develop and promote additional channels for individuals to contribute to BKB with their time, talent, and treasures
4. Rostered Ministers (Pastors & Deacons)
 - a. Develop 'onboarding' resources to welcome new-to-SPAS and new-to-BKB ministers into the life and work of BKB
 - b. Create opportunities for SPAS and DIRA ministers to meaningfully connect
 - c. Expand cross-cultural and intercultural learning opportunities
5. Affiliated Organizations
 - a. Coordinate networking and learning opportunities between Affiliates and the larger BKB system
 - b. Clearly communicate, review, and reinforce best practices and mutual agreements with Affiliated Organizations