

# PMA-Wide Objectives & Key Results for 2022

**Draft 7.0**

02 June 2022

We will:

**1) ENGAGE** – The PMA will expand, grow, and deepen the Matthew 25 movement across the denomination, as measured in 2022 by:

**KR 1:** Creating Key Results that impact congregational vitality in 75% of PMA program areas.

(Owner: Barry Creech, Corey Schlosser-Hall & Sara Lisherness)

**KR 2:** Curating PMA's Matthew 25 resources, so that:

- The Matthew 25 website is easy to use.
- Congregations and mid councils joining the movement have a clear indication of what to do next.
- PMA has a written plan for what new Matthew 25 resources must be created in 2023-2024.

(Owner: Rebecca Barnes & Shanea Leonard (Matthew 25 Strategy Table))

**KR 3:** Developing a strategic plan and coordinate PMA efforts to share the Matthew 25 vision to the church so that there is a 10% uptake in the number of participating congregations and mid councils by year end.

(Owner: Chris Roseland (Mission Engagement & Support))

**KR 4:** Planning a “Matthew 25 Movement Gathering” of 200 or more participants for 2023. By year-end 2022, we will have identified:

- A venue

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- Key themes
- Structure of the event, ensuring that the conference design is welcoming and inclusive to youth, young adults, LGBTQIA communities and communities of color
- Main speakers
- Promotional materials  
(Owner: Rebecca Barnes & Shanea Leonard (Matthew 25 Strategy Team (sub-team)))

**2) REPAIR** – The PMA will establish and communicate broadly the presence and purpose of the Center for Repair (CFR) which works across the church and the world to repent of and begin healing historical and ongoing harms as measured in 2022 by:

**KR1:** Calling a Center for Repair Director and establish inter-agency Center for Repair Team  
(Owner: Corey Schlosser-Hall)

**KR2:** Developing and implementing a process that identifies a comprehensive list of harms needing repair by year end:

- a. Review recommendations from the Special Committee on Racism, Truth, and Reconciliation's report to the 225th GA and all other actions that come from General Assembly.
- b. Hold 5 listening sessions with leaders of color in the PCUSA in alignment with MWP. At least one of the listening sessions to be with young people and young adults of color.
- c. Develop and implement a process to listen to global partners to determine harms inflicted.

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- d. Develop and implement a process to listen to the LGBTQIA community within and beyond the PCUSA to determine the pain and harms inflicted by the church.

(Owner: Directors of Repair & Inter-Agency Team)

**KR3:** Identifying at least one way that each PMA ministry area is participating in the ministry of equity and repair by the end of 2022.

(Owner: Diane Moffett, Ray Jones, Sara Lisherness, Barry Creech, Denise Anderson, DeEtte Decker, Chris Roseland, Mienda Uriarte)

**3) INNOVATE** – *Establish the Office of Innovation and communicate it broadly across the church to experiment with new initiatives and learn new ways of being and doing as measured in 2022 by:*

**KR 1:** Committing the time and resources so that at least 50% of PMA employees have the opportunity to learn a new skill by year-end 2022.

(Owner: Diane Moffett, Ray Jones, Sara Lisherness, Barry Creech, Denise Anderson, DeEtte Decker, Chris Roseland, Mienda Uriarte)

**KR 2:** Identifying and implementing change in team and area meeting structures that will allow at least 20% of meeting time/energy to be spent on innovation and generativity.

(Owner: Diane Moffett, Ray Jones, Sara Lisherness, Barry Creech, Denise Anderson, DeEtte Decker, Chris Roseland, Mienda Uriarte)

**KR 3:** Developing a framework and charter for global and domestic advisory tables which can become operational by the

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middle of 2023.

(Owner: Sara Lisherness)

**KR 4:** Launching 2 locally situated action teams by year end to learn and identify factors that could lead to a road map for more in 2023-24.

(Owner: Sara Lisherness)

**KR 5:** Piloting a digital publication on innovation for mid-councils by year end. \$0 financial implications for this pub.

(Owner: Corey Schlosser-Hall & DeEtte Decker)

**4) EVOLVE** –To be more agile, adaptive, and responsive to our constituencies, PMA will begin the reform of our organizational design, culture, and habits, as measured in 2022 by:

**KR 1:** Developing and implementing a written comprehensive, internal communications plan by year-end.

(Owner: Corey Schlosser-Hall & DeEtte Decker)

**KR 2:** Creating a step-by-step road map to the 2024 General Assembly, including Vision Implementation, Mission Work Plan development and budget development phases.

(Owner: Barry Creech, Corey Schlosser-Hall and Sara Lisherness)

**KR 3:** Including persons from more than one ministry area all PMA project teams.

(Owner: Diane Moffett, Ray Jones, Sara Lisherness, Barry Creech, Denise Anderson, DeEtte Decker, Chris Roseland, Mienda Uriarte)

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**KR 4:** Increasing employee satisfaction and work/life balance as measured by a 10% increase in employee survey responses at year-end as compared to post-GA.

(Owner: Barry Creech, Corey Schlosser-Hall & Sara Lisherness)