

Association of Partners in Christian Education (APCE)

Overview of Approved Strategic Plan

Approved by Coordinating Council, June 27, 2024

Overarching Goal

To ensure that APCE remains vibrant, relevant, and useful into the future.

Mission Statement

To connect, enrich, empower, and sustain persons who serve in and advocate for lifelong faith formation and educational ministries in the Reformed family of churches, partnering and collaborating with others in witness to Christ's ministry of love, justice, and peace.

Vision Statement

To cultivate a vibrant and inclusive Christian community of leaders where growing in faith matters and lives are being transformed

APCE Values

- Service to Christ and the Church
- Support and advocacy for faith formation and educational ministries and their leaders
- Commitment to Reformed theology
- Commitment to lifelong discipleship
- Nurturing the power of relationships
- Actively living out justice, equity, diversity, and inclusion (JEDI)
- Engaging in critical thinking and dialogue
- Promoting leadership development and organizational best practices

APCE Priorities

- Strengthen relationships and community building
- Affirm our calling to be a just, equitable, diverse and inclusive organization
- Curate and create faith formation resources
- Support the annual event
- Be more intentional regarding leadership training and newcomer mentoring
- Improve communication – internal & external
- Build sustainable administrative and funding capabilities
- Hire an executive director

Executive Director

- The appointment of an Executive Director is a strategic investment in the future of APCE.
- It will provide the professional leadership, consistency, and strategic direction necessary to overcome current challenges and achieve long-term sustainability and impact.
- This position is essential for transforming our vision into reality and ensuring that we continue to serve our community effectively.
- By hiring an Executive Director, we are not only addressing immediate operational deficiencies but also positioning our organization for future success and growth.

Organizational Design Principles

- Establish a right-sized structure that is guided by our priorities
- Balance workloads and capture efficiencies wherever possible
- Reduce the number of teams or units to minimize costs and redundancy while facilitating improved communication across the organization
- Ensure individuals continue to feel they have agency and influence on our work
- With the addition of an Executive Director, leadership in APCE will transition from *operating boards* to *governing boards* with the Executive Director providing the operational oversight
- Establish co-moderators for all teams
- Manage the Annual Event as a separate unit given its importance and the complexity involved, under the oversight of the governing body
- As we live into the new structure, as ad hoc issues arise, establish short-term project teams which are comprised of those with relevant, specialized skills; specific target completion dates will be set

Mission Teams

Annual Event – Runs the Annual Event with the support of all Mission Teams

Connect – Strengthens community relationships, improves communications

Enrich – Creates and curates faith formation resources

Empower – Trains leaders and mentors newcomers

Sustain – Sustains administrative and funding capabilities

Executive Team

- APCE Co-President A
- APCE Co-President B
- Administrative Officer
- Communications Officer
- Financial Officer
- Executive Director

Team Leadership Council

- Executive Team
- A co-moderator from each Mission Team
- Historian
- Denominational Advisory Council representative
- JEDI Advisory Council representative
- Executive Director

Denominational Advisory Council

- Executive Director (moderator)

A Representative from each:

- Christian Reformed Church
- Cumberland Presbyterian Church
- Moravian Church
- Reformed Church in America
- Presbyterian Church in Canada
- Presbyterian Church (U.S.A.)

JEDI Advisory Council

(Justice Equity, Diversity, and Inclusion)

Minimum of one per Mission Team, plus other at-large members as needed

Conclusion

We believe that the leaders and members of APCE have an **abundance** of energy, imagination, intelligence, and love. With the support of each other and the grace of God, APCE will -- grounded in its **mission, vision, and values** -- discover **adaptive responses** to the challenges ahead and meet them with resiliency and confidence as it lives into a new way of being APCE.