

GIN Strategic Plan, 2014-2018

We have six Strategic Programming Areas programmatic areas, as determined by consultation with members, colleagues, research, and funders:

1. **Creating Religious Dialogue**
2. **Training and Educational Resources**
3. **Media and Global Messaging**
4. **Human Rights, Policy, and Legal Advocacy**
5. **Regional Networking and Outreach on Behalf of GIN**
6. **Creating Safer Spaces and Skills for Maintaining Groups/Movement Work**

The following descriptions objectives, activities, tactics, and outcomes give body and process for addressing each of the Strategic Programming Areas.

Objective 1: Empowering people of all SSOGIE, with special emphasis LGBTIQ Faith-Based Activists

GIN seeks first to empower our members to be leaders in their local, regional, and international contexts. We also seek to highlight the amazing work already taking place and lift up our community's leaders so that the world recognizes their prophetic voices.

Activities:

1. Provide regional GIN trainings on religious dialogue and other skill sets for committed groups of member activists in order to be relevant in diverse geographies and build relationships at the local level. Include setting goals and time-limited strategic plans for regional teams of activists.
2. Gather and highlight member stories, our members demonstrating movement leadership, and their best practices
3. Encourage and as needed write up, make accessible project toolkits and "how-to's" for programs, campaigns, and events that our members have created
4. Political/ theological/ social/leadership education with our members at our GMM, online communications, and other conferences and trainings where we gather
5. Provide consistent and meaningful membership engagement actions that utilize the unique powers and influence of different kinds of members such as international organizations, religious bodies, individuals, networks of organizations, social justice organizations that include intersectional approaches to social justice work
6. Leadership development opportunities, especially for youth and elders
7. One-on-one consultation between members and board/staff/volunteer mentors to support individual members' plans and organizational development, facilitation of connections among members and movement colleagues to support member development and direct them towards local resources
8. Provide resources to our members directly and indirectly to accomplish their goals and participation in a global interfaith LGBTIQ movement

Tactics:

1. At least two regional trainings/workshops/meetings per year addressing needs identified by members
2. Highlight at least one member's story or project per month via email and the website

3. Capture, analyze, edit, and publish “how-to” guides (be realistic how many per event) to share at relevant international gatherings, eg GMM, ILGA WC, WCC, IAC etc.
4. Monthly newsletter and consistent blogging with guest/volunteer experts to offer relevant commentary on current events
5. Develop a “member action” section of the website to be a clearinghouse for cross-border solidarity actions, petitions, and other volunteer opportunities with GIN
6. Incorporate skill-building workshops for emerging leaders at ILGA WC and GIN GMM
7. Establish Mentoring sub-committee on board to read and assess member requests for consultation and networking
8. At least every third year have big conferences to allow funding for local and regional programming between conferences
9. Identify regional foundations, faith groups, and organizations that can sponsor GIN members to attend the GIN GMM or other GIN-led events (conferences, human rights meetings, etc.)

Outcomes:

1. Geographic and faith diversity of GIN membership
2. Locally relevant training and self-directed projects that reduce isolation and provide leadership development opportunities for our members
3. Provide personal testimonies and faith-convicted narratives for LGBTI and non-LGBTI groups to utilize in human rights work
4. Widespread critical examination of both the personal religious discrimination experienced by LGBTI people as well the use of religion as a political weapon in human rights bodies’ and state-based discrimination
5. A meaningful sense of membership and ownership of the direction of GIN that goes well beyond conference participation to a culture of volunteering, activity, and leadership
6. Intentional plans for leadership succession
7. Maturation of local programming supported by the best practices and wisdom of experienced leaders

Objective 2: Influencing the Progressive Faith, Social Justice, and Human Rights Movements

GIN seeks to bring faith-convicted perspectives on SSOGIE, with special emphasis on LGBTIQ advancement to the organizing and messaging of these movements so that both LGBTIQ issues and faith language and perspectives build the capacity of our members and allies. While not every group can or should place faith-based LGBTIQ work at their center, we can provide a range of tools, resources and messages so that discriminatory, faith-based opposition can be undermined in every context.

Activities:

1. Assist Faith, Social Justice, and Human Rights entities whose competency do not already include SSOGIE and LGBTIQ issues and/or faith perspectives to be better allies
2. Establish positive and credible voices of faith that act as reference points or leaders in Faith, Social Justice, and Human Rights bodies
3. Provide visibility, a platform and a voice for the intersection of LGBTIQ faith issues with other progressive social justice activists

Tactics:

1. Develop and supply written religious messaging in support of LGBTIQ people from faith perspectives to non-LGBTIQ organizations, faith-based and secular organizations at donor-organized meetings, ILGA WC, and human rights meetings such as the Commission on the Status of Women and the OAS.
2. Curate and publicize concise case statements for each major religion that are accessible and useful for local outreach for our members, social justice, and human rights organizations, LGBTIQ organizations, non-LGBTIQ organizations, and non-faith-based groups.
3. Co-convene trainings/workshops for donors, secular LGBTIQ activists, and non-LGBTIQ groups, often to run concurrently with regional member trainings (approx. 2 per year)
4. Presence at affinity events through workshops, information tables, and panels (approx. 3 per year)

Outcomes:

1. Non-LGBTIQ and/or secular groups better equipped to advocate for positive faith messages and interrupt conservative opposition within human rights bodies
2. GIN becomes leading voice and clearinghouse for current scholarship and leadership on LGBTIQ faith issues; achieves 300 members
3. Better relationships between donors and members; greater awareness of local realities and needs; space to strategize among donors, human rights workers, and local activists

Objective 3: Advancing SSOGIE with an emphasis on LGBTIQ Faith-Based Goals in the World

With the increase in competency, organizational development, and global networking, it becomes possible to advance a unified vision as well as individual voices in a coordinated global strategy.

Objectives:

1. Local religious leaders gain greater ability to speak to specific local or regional policies and legislation, gain confidence, strength and legitimacy for global acceptance
2. Present a viable alternative message to conservative religious voices in human rights bodies
3. Build relationships between policy and legislative actors and LGBTIQ faith-based activists locally so that they have a reference point for advocating for LGBTIQ affirming legislation
4. Work with educational authorities to ensure our work is shared and impacts educational policies and educators.
5. Encourage South-South collaboration

Activities:

1. Partner with affinity organizations (such as ARC International, ILGA, Heartland Alliance) to participate in side events at human rights meetings and other social justice gatherings.
2. Through our GMM, capture and elevate the best stories, messaging, and thinking on LGBTIQ faith-based concerns through video and written word and other media.

3. Use regional trainings and workshops to map strategies and goals with members such as building partnerships with elected officials, and faith leaders while targeting those faith leader who are opposed to including SSOGIE in faith communities.
4. Provide scriptural, liturgical, wisdoms and ceremonial resources that are inclusive for both lay people and faith leaders.

Outcomes:

1. Undermine the claim conservative political voices have to "the moral stance" in legislative processes and human rights bodies
2. Provide religious backing to efforts to advance LGBTI affirming policies and resolutions in legislative and human rights processes
3. Increase LGBTI faith-based activists' participation in local political work