



March 3, 2021

Request for Proposals: Glide Memorial Church Consultants

Glide Memorial Church requests proposals from an outstanding faith-based consultant to partner through a process of assessment, strategy and implementation. The work will result in the creation, reimagination and articulation of GLIDE Memorial Church's infrastructure, governance model, statement of faith, mission, vision and values.

The consultant will collaborate with the GLIDE Church Futures Working Group, a select group of Church and GLIDE Foundation leaders, to establish a formal charter, statement of faith and practice, as well as staffing and structure for the Church. This partnership will culminate a shareable vision and working plan created to strengthen our radically inclusive community and congregation. This inclusive process will do the heart work and hard work of guiding the future direction of Glide Memorial Church.

About Glide Memorial Church

In 1963, a young African American minister named Cecil Williams joined other progressive ministers at Glide Memorial Methodist Church, determined to bring life into a dying congregation. They welcomed in the diverse community of hippies, sex workers, chronic drug users, transgender youth and other poor and marginalized people of the Tenderloin. GLIDE continues to be a refuge, support and home for political and cultural change, as well as spiritual growth.

Glide Memorial Church and the GLIDE Foundation recently announced a successful agreement with the California-Nevada Annual Conference of the United Methodist Church (CNAC) that cut ties between the Church and CNAC and allows each to go its own way, see www.glide.org/umcupdate/. Glide Memorial Church will be established as an independent, unaffiliated congregation, aligned to its strong and ongoing identity and legacy established over the last 50+ years. The agreement with CNAC provides for each organization to be wholly independent and autonomous, so that both may pursue the different aspects of Lizzie Glide's intentions when she established GLIDE in 1929.

Our Sunday Celebrations are going strong. There are two Celebrations every Sunday, 9:00 a.m. and 11:00 a.m., led by Minister of Celebration, Marvin K. White. When the City and County of San Francisco enforced the shelter-in-place ordinance as a result of the COVID pandemic (March 2020), we immediately transitioned to online Celebrations so congregants could attend Celebration through social media platforms, [Facebook Live](#), [YouTube](#) and the [GLIDE website](#).



Our congregation and community have shown incredible commitment and resilience during this period of uncertainty. Sunday Celebrations continue as a weekly invitation to all people to be a part of a joyful and inspiring exercise in spiritual uplift, connection across the usual lines of division and the realization of beloved community.

When San Francisco lifts the ordinance for the Church to resume in-person Celebrations, they will include the renowned GLIDE Ensemble and The Change Band, inspirational spiritual leaders, Glide Memorial Church's lay leadership and other stirring voices from our in-person and virtual communities—all as part of our intention to maintain the spirit, love, and inclusivity of Glide Memorial Church.

Our Mission

Glide Memorial Church is "A Spiritual Home for All People" and a spiritual center of healing, faith, justice and community for everyone. No matter who people are, where they come from or what they've been through, there is an extravagant welcome awaiting them at GLIDE. We offer through community-led collective and individual recovery, pastor-led interfaith worship experiences, congregational volunteering and service, lay leadership, community building through Congregational Life; as well as, gospel and diasporic black music and the optimal field for personal transformation. We are dedicated to bring the silenced into voice. We want to see a future in which the values of spirituality, not the dogma of religion, are made visible and available across race, class, gender, sexuality and economic status.

GLIDE's Values

Our spirituality is based on GLIDE's core values:

- **Radically Inclusive.** We welcome everyone. We value our differences. We respect everyone.
- **Truth Telling.** We tell our story. We speak our truth. We listen.
- **Loving and Hopeful.** We are all in recovery. We are a healing community. We love unconditionally.
- **For the People.** We break through barriers. We serve each other. We change the world.
- **Celebration.** We sing. We dance. We laugh together. We celebrate life.

Our Objectives

Glide Memorial Church is seeking a consultant to advise and facilitate leadership, management, and staff around advancing a newly articulated vision, mission and values statement. The

successful consultant will guide us through the process to develop a strategic plan with specific actions and outcomes to best approach spirituality with diversity.

Overall, we seek a customized and comprehensive work plan (inclusive of best practices, training, etc.) suitable to GLIDE's needs. The consultant will lead both the in-house research and design of strategies that support and engage community members in this developmental process.

Scope of Work

The consultant will guide the Church Futures Working Group to structure and implement the strategic work, including:

- **Execute Plan Design and Process**
 - a. Design and document of timeline, deliverables, communication plan and end-to-end process flows
- **Design and document of Church Entity Formation and Development**
 - a. Governance
 - b. Church Board Formation
 - i. Board Roles and Responsibilities
 - ii. Board Appointment and Approval Process
 - c. Church Board reporting structure (including Church and Foundation Board Relationship) Church Organizational Structure
 - i. Organizational Chart with roles and responsibilities (including Foundation shared services support)
 - ii. Staffing Strategy and Pastoral appointment process
 - iii. Operational Workflows and Systems
 - iv. Church and Foundation Fundraising Relationship
 - 1. Create Process Flow and Communications
 - d. Articulation of Church Polity
 - i. Theology and Statement of Faith
 - ii. Spiritual services; core practices and operating principles
- **Design and document Church Identity, Development and Strategic Growth**
 - a. Lay and Congregational leadership development and empowerment
 - b. Congregational membership growth and development
 - c. Fundraising and Congregational Engagement
 - d. Sanctuary enhancement for digital and in-person Celebration experience



If you would like to be considered for this contract, please submit:

1. Letter of Interest (LOI)

- Brief history and description of your firm/organization.
- The general nature of your firm's work and how diversity of your team creates greater value, insight and viewpoint in the work you produce for your clients.
- Provide 2-3 examples of similar projects you have completed for other organizations.
- Describe the qualifications and experience of the team who will be assigned to the project, including the proposed project manager/director, including their CV.
- Provide a description on the approach your firm uses when consulting with organizations on matters related to strategic growth and change.
- Tell us what you believe most firmly in your practice; what guides your practice of church development work?
- Any known facts which would or could create a conflict of interest with GLIDE Foundation and GLIDE Memorial Church if you were granted a contract.
- A list of three verifiable client references.

2. Statement of Proposed Work

- **Methodology:** Detail your approach for guiding the work of the Church Futures Working Group, gather insights on the current state of the congregation; how you will facilitate feedback or double-loop learning during the time of the contract.
- **Work plan:** Propose how you would phase this project, propose a timeline and estimate work hours required to complete this project.
- **Budget and deliverables:** Provide a proposed budget, description of the specific deliverables that will be produced and estimated delivery dates.

Questions and requests for additional information can be submitted to churchrfp@glide.org.

Confidentiality

All information in the RFP, including information which is subsequently disclosed by Glide Memorial Church during the proposal process, must be considered confidential. Information must not be released to external parties without the written consent of GLIDE.

Resources

See GLIDE Living Legacy page: <http://values.glide.org/values/>