

## **FREQUENTLY ASKED QUESTIONS ABOUT THE 2009-2010 TRANSITION PLAN**

### **1. Is MCC really in trouble?**

Absolutely not! Attendance at many of our churches is steady or growing ([CLICK HERE](#) for information on church statistics), MCC's global justice work is exploding, there is more interest and need for MCC's ministry and message than ever before; MCC's impact on human rights continues to grow; we have no significant debt as a denomination and we have significant investments (though challenged by recent economic events); more than any time in our history, clergy from other denominations are asking to become part of our ministry; and a new generation of activists is challenging and changing us.

### **2. Are we doing this structural transition because we are merging with the UCC?**

No. The Board of Elders has given no consideration at all to merging with the United Church of Christ (UCC). The structural transition is completely unrelated to our desire that MCC and the UCC have a healthy relationship with one another at every level.

### **3. Are we merging with The Fellowship?**

No. The MCC/Fellowship Joint Collaboration Team is exploring ways that our two organizations might choose to be in intentional and mutually-beneficial relationship with one another.

### **4. What will happen with *Would Jesus Discriminate?***

The *Would Jesus Discriminate? Campaign* is a project of MCC. No changes to this project are anticipated at this time.

### **5. Who is my Elder?**

You will have an Elder who provides care for your Pastor and facilitates connections between the lay and clergy leaders of your church with those of other churches in your geographical area. You will also have an Elder who provides support for your church's development and growth. [Click here](#) to see who "your Elder(s)" will be.

### **6. Are we going to hire a new Executive Director?**

Consideration will not be given to the possibility of hiring another Executive Director until after General Conference 2010 considers and takes action on recommendations that will arise from the work of the Structure Review Team.

### **7. To whom will the MCC staff report?**

Staff Reporting to the Moderator:  
Director of Development  
Director of Formation and Leadership Development  
Director of Communications  
Assistant to the Moderator

Staff Reporting to an Elder Elected by Regions:  
Assistant to the Elder  
Staff that directly support the work of the Elder

Staff Reporting to the Interim Director of Operations:  
All other MCC staff

### **8. What does right-sizing mean?**

“Right-sizing” means to change to an optimal size. When an organization right sizes, it is with the goal of reducing costs and improving efficiency and effectiveness. MCC is right-sizing now so that we can reduce our costs and serve our churches and people more efficiently and effectively.

### **9. When does the new way of work for the Elders take place?**

The transition will be in effect for just a little less than 18 months, from 1 August 2009 until around 31 December 2010.

### **10. What will be the MCC structure after December 2010?**

No one can know what changes will be made to the MCC structure until the next General Conference. In keeping with the original plan when the current structure was adopted, a Structure Review Team is conducting an assessment of the MCC structure. Their report will be submitted to the Board of Elders and Board of Administration, which will then present specific recommendations to the General Conference that will be held in July 2010. The General Conference will then make any decisions about any changes in the structure.

### **11. How can I give input to the Structure Review Team?**

Some have seen the presentation from the Structure Review Team at a regional gathering and have discussed the following questions:

- How has the new structure been a positive in your ministry?
- How has the new structure been a challenge to your ministry?
- What ideas do you have to enhance or improve our structure?

Over the next month, the Structure Review Team will be sending out more information about how you can feed your input into this review. They want to hear

from as many different people as possible – lay people in our churches, local church pastors, individuals who are part of our MCC community, but don't have a church near them, MCC staff and those serving on committees and teams in the denomination. Much of your input will be gathered using online surveys, although they will also make use of regional gatherings where possible. Click here for information about the Structure Review Team. [[http://www.mccchurch.org/AM/Template.cfm?Section=Structure\\_Review\\_Team](http://www.mccchurch.org/AM/Template.cfm?Section=Structure_Review_Team)]