



## **MCC GOVERNING BOARD MEETING**

### **Thursday, 31 October 2013**

### **20:00 - 21:30 GMT/UTC**

#### **UFMCC FIVE-YEAR STRATEGIC PLAN (2014-2018) Breakthrough Objectives:**

1. **Global Growth:** Become a growing multi-cultural, international, spiritual community.
2. **Justice:** Boldly claim our prophetic role as a justice movement for the 21<sup>st</sup> century.
3. **Congregations and Ministries:** Expand the number of healthy, vibrant churches and ministries.
4. **People:** Cultivate, nurture and deploy lay and clergy leaders that are equipped and empowered to carry out our global mission.
5. **Finances:** Build a culture of generosity to achieve our vision and mission.

#### **OPEN QUESTIONS FOR 2014:**

*What will it mean to be MCC in 2023?*

*What is our vision of MCC as a culturally diverse, international movement?*

#### **ATTENDEES**

Rev. Elder Dr. Nancy Wilson, Moderator; Rev. Onetta Brooks, Vice Chair; Kareem Murphy, Secretary; Gail Rissler, Treasurer; Sarah-Jane Ramage; Rev. Dr. Robert Griffin; Rev. Dr. Carol Trissell; Rev. Clinton Crawshaw; Barbara Crabtree, Director of Operations; Linda Brenner-Beckstead, Staff Support. Excused Leave of Absence (October) - Raquel Benítez-Rojas

The meeting began at 4:00 pm (EST) with Nancy leading us in a short opening prayer. We welcomed our new member Rev. Clinton Crawshaw.

#### **A. Consent Agenda**

- Minutes of 24 September 2013 meeting Kareem
- Director of Operations financial reports Barb
  - September Reports: P & L, Balance Sheet, Budget Summary
- Moderator's Report Nancy
  
- Governing Board (GB) Policy Handbook – two policies updates Onetta
  - Policy 5 (clarification- inserted “voting”);
  - Policy 23 (1- changed treasurer from “three” to “two” consecutive terms; and 2-added Vice-Chair to facilitate Moderator’s performance review w/ executive team)

**GOVERNING BOARD MOTION 133110.1: Motion to approve the consent agenda, made by Onetta, seconded by Gail. MOTION PASSES UNANIMOUSLY.**

## **B. Finance Committee (Gail)**

Gail reviewed the financial statement and focused on the proposed changes to the Investment Policy. The underperformance of our development goal is the major factor in the revenue shortfall. Expenses have been reduced, including delayed hiring. As we go forward for Strategic perspective, delayed hires are not good for strategic growth. As a Governing Board, we need to develop top line financial growth knowing we have great team developing the bottom line. The Finance Committee has asked that we provide monthly reports to Network Facilitators so they can support, and we need to clarify what we want to do for monthly updates on the Governing Board website for boards and treasurers to see how things are going. We are trending with slower and lower assessment payments and that follows lower regular attendance at our churches..

The Finance Team worked with staff to review the Investment Policy and determine if there are ways investments and investment income can work better for MCC. Carol will take the lead on writing any proposed changes. Since the market has returned, it is time to see about better returns.

The Finance Team is also reviewing and looking at revising the Reserve Operating Fund policy to see if extending the repayment period is more in line with standard practices and our best needs and ability. The change may extend the repayment from three months to twelve months.

Next item is a reminder from Austin and Large Church Pastors (LCP) around the importance of providing advanced notice for fundraiser so they are not broadsided. Nancy has agreed to provide notification.

If we accept the current income trend, we might be looking at \$150,000 in reduced income, from assessments. Churches agreed to the 12% assessment at General Conference because we were moving forward. Finance Committee recommends that we maintain income for steady growth and not focus as much on reducing expenses, approaching this from a growth perspective. It would be bad business to risk more than have in reserves. We can identify other sources of income. What the Governing Board will have to do is to determine what our acceptable level of risk is. There was general discussion about the possible sources for the decline in attendance.

## **C. Strategic Plan Update (Carol)**

Proposed amendments to the plan were distributed and we had a time for questions about them or other matters related to the Plan. Nancy shared further positive feedback from the Large Church Pastors Working Group. Robert and Nancy clarified that they the Working Group is a sounding board for the rest of the Large Church Pastors. Carol reviewed the changes in each of the Five Breakthrough Objectives. The next step is for one last MCC-wide review that will happen shortly.

## **D. Development**

### **Nancy**

Nancy gave an overview of the most recent meeting and noted that they hoped to recruit Clinton to the Development Committee. The next steps is the major donor ask and there is a list of 42 people on it. The Governing Board will be asked to help with the year end appeal. There will be a larger mailer that will be distributed in November.

#### **E. Assessment Ad Hoc (SJ)**

SJ and Nancy met to kick off the effort. SJ will convene a meeting shortly to look at approach, scope, options, and finally a set of recommendations.

#### **F. Moderator Nominating Committee (MNC) Alternates appointment (Onetta)**

Onetta gave an overview of next steps in the process. She will bring a revised charter for the Moderator Nominating Committee forward and, after soliciting feedback, will recommend an updated process for the appointment of alternates, subject to a Governing Board vote. The Alternates selection process has been slightly different.

#### **G. Statement of Faith Commission Charter draft (GB approval) Nancy**

Nancy shared that there will be more time between Statement of Faith Commission and Global Covenant Commission. There was discussion about the number of people on the Commission.

**GOVERNING BOARD MOTION 133110.2: Motion to approve the Charter for the Statement of Faith Commission, made by Onetta, seconded by SJ. MOTION PASSES UNANIMOUSLY.**

Nancy added that she is making progress on her proposal for the future of the Council of Elders and is still seeking feedback. We will have a review and consideration at the November 2013 Governing Board meeting.

#### **H. Housing Allowance for Rev. Tony Freeman (Barb)**

**GOVERNING BOARD MOTION 133110.3: Motion to approve a housing allowance, pursuant to Section 107 of the U.S. Internal Revenue Code, for Rev. Tony Freeman in the amount of \$6,000 for calendar year 2013, made by Onetta, seconded by Kareem. MOTION PASSES UNANIMOUSLY.**

#### **I. Upcoming March 2014 GB meeting (Onetta)**

Onetta shared the history of the Governing Board inviting Young Adults to participate in the March face-to-face meetings of the Governing Board. She solicited feedback on whether to continue that for 2014 and how to include that in next year's budget. There was consensus to do this again and to include a basic application for Governing Board use in selecting the participants. Governing Board members were invited to help cost share with either money donations or frequently flyer miles.

#### **J. Open Questions Nancy/Committee**

Open questions and pre-reads had previously been distributed by Linda Brenner-Beckstea.

Robert: For anyone who has been part of AIDS rides, Breast Cancer walks, also how do you capitalize on that? He speaks about long range planning and stability—making sure there's a future for MCC and that it's financially sound.

Nancy: We took some chances with branding work. It was minimal but the most we had spent. At General Conference, the importance of understanding the MCC brand.

Kareem: The first couple of minutes of the TED talk. In my world, there's uniqueness around non-profit world, and about removing that uniqueness and making it a business world. But the TED talk was about keeping the non-profit, the community. I applied it in keeping the larger community and how MCC could get there. He was talking about a fundamental approach to reach it, not to look like a major business but a faith community.

Nancy: For Clinton, we focus on goals, but also take time to talk about the larger questions that put us way out into the future. To begin to answer those questions and find out who our conversation partners are.

Gail: If found it interesting from the profit perspective, and what is the return from the investment. This is a continuing challenge. Nonprofits need to keep the trust of the constituency by keeping the trust. But that doesn't promote growth. But that won't get us to where we want to be in 2023. Maybe we do need to take risks of who our constituencies are.

Kareem: It was framed in the language of finance. Human capital. What are we willing to risk.

Gail: Risk can be a political stand—absolutely human capital. It can be opening up and getting rid of old policies.

Clinton: A role in teaching and framing the question while asking the donors so they are educated.

Nancy: It's huge. The care and planning we take around our communication with donors. My learning, and it's the hard way, we did very good in increasing our volume, but we have a glass ceiling on major donors. Some of it is MCC's class origins. There are a lot of issues. We don't need a little bit to keep the wolf from the door, but investments to change lives.

Gail: With your experience of going to other sources for funding....there was a creativity there.

Clinton: SJ mentioned this; issues of class in MCC are uniquely American. That is not in the UK and that affects how much to ask, and what is reasonable to ask.

Kareem: SJ and Clinton, so much of the vision, exemplified in Strategic Plan, so much of Dan's TED Talk, could be framed as American. Is this a good way to think about growth outside the US?

SJ: I need to listen to it properly. I did quite a bit of work with nonprofit in UK; we have a different approach to not-for-profit work. We would describe education institutions as NFP. Although we have national health services, some of these organizations, such as Veterans, do research. The government

doesn't do research. They function like major corporations. They have that investment and long view. Our church buildings are over 1000 years old (and have long view).

When I see question: (MCC in 2023), it's about future relevance and not about future funding. MCC in Europe, there is a class. We come from a culture where rich people give money to charity where it's worth 50%. You never know why someone gives money—and it may not be someone from your organization.

Clinton: Framing the project in appreciative terms; I was speaking to donor for our project, and he is a donor for Trevor Project, and has friends who are very wealthy. I was thinking about link with suicide prevention and there could be a stronger link. It's interesting potential.

Nancy: One more comment...

Carol: From a process standpoint, can we get this in an email and not embedded in a longer email.

Nancy: We did. Linda said she sent it October 23<sup>rd</sup>. Our best intentions....

**Robert gave the closing prayer.**

**The meeting adjourned at 5:27 PM EST.**

#### **STANDING COMMITTEES**

**Finance** – Gail Rissler, Chair; Raquel Benítez-Rojas; Rev. Dr. Carol Trissell; Rev. Onetta Brooks; Liz Bisordi (consultant); Barb Crabtree, Director of Operations

**Development** - S.J. Ramage, Rev. Dr. Robert Griffin

**Governance** - Rev. Onetta Brooks, Chair; Raquel Benítez-Rojas (Policy)

**Strategic Planning** – Rev. Dr. Carol Trissell, Chair; Gail Rissler, Kareem Murph

**Communications** - Rev. Dr. Robert Griffin, Chair; S.J. Ramage, Kareem Murphy

#### **AD HOC COMMITTEES**

**Audit** - Rev. Dr. Robert Griffin, Chair; Kareem Murphy, Marvin Bagwell, Marsha Warren

**Moderator Nominating Committee Alternates apt** - Rev. Onetta Brooks, TBD by Nov. 2013

**Task Force for Retirement for Clergy Outside the US:** (tabled)

**HR Employee Manual Review Ad Hoc Committee:** Kareem Murphy, Rev. Onetta Brooks

**Assessment Ad Hoc** – S-J Ramage, Chair; Kareem Murphy, Gail Rissler and Rev. Dr. Carol Trissell