



## METROPOLITAN COMMUNITY CHURCHES GOVERNING BOARD MEETING MINUTES

20 February 2014 – 4:30 – 5:30 p.m. EST; 20:30 - 21:30 GMT/UTC

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### **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 21st 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. Clinton Crawshaw; Barbara Crabtree, Director of Operations;

Absent : Carol, Raquel, and Linda.

The meeting started at 4:32 pm. Onetta opened in prayer.

- I. Consent Agenda (Onetta)
  - o Moderator's Report
  - o Minutes: 30 January 2014

**GOVERNING BOARD MOTION 142002.1: Motion to approve the consent agenda made by Kareem, seconded by Clinton. MOTION PASSES UNANIMOUSLY.**

- II. Assessment Report - first reading (SJ)

SJ reported that the goal the team's effort is to focus what we can do right now and not on implementation. Build consensus and then possibly test with church leaders. It's important to have a wider discussion. We have examined how other denominations handle the issue of assessments and messaging received during General Conference. There is concern that churches view the dynamic of MCC being more concerned with receiving assessments than their financial wellness. Want to focus on communication that changes that. Our big question is how do we approach a church falling into arrears? How do you balance pastoral

response to need to follow the fairness of the process? We need a communications protocol and a support structure for providing assistance. SJ shared that she spoke with Tony (Director of the Office of Church Life and Health [OCLH]) about the creation of a team of people who's professional experience looks like SJ and Gail, around doing turn around work. Deploy them for support, sooner rather than later. Activate the plan when a church is 3 months behind. The team had agreement that conversations around arrears are not carried out by people who are perceived that they are doing collections for their salary. The idea is that when churches engage systems of support, they can access a forgiveness process as they come into a plan for recovery. We did not want to look at something more aggressive like a penalty until a church rejects or does not respond to offer of help, possibly nine months of ignoring offers for help.

Nancy thanked the team for good work. She noted that it was consistent with what has done before and builds on that. She cautioned that this is a time-intensive process both in initiation and in compliance. We might leave negotiation up to Governing Board and let staff handle implementation. She did not want to refer to OCLH in a policy statement because that may change. We will need to educate people, get feedback and then collaborate on implementation. Often times, churches are resistant to help. Consequences for clergy need to be included in this as a corollary policy. We should use survey monkey or some tool to solicit feedback on whatever policy we review. There will be lots of support for this and pockets of resistance.

Kareem said that implementation of whatever policy we adopt needs to be precise, careful, and pastoral. This is a very sensitive issue. He said that while he understands the fairness principle behind the discussion of potentially penalizing clergy at churches in arrears with no agreements with MCC, it's a complicated and discomforting issue.

Onetta referenced a previous proposal floated by a lay person that deals with this. She discussed expectations around process between the Governing Board and local church staff. She said she liked that everyone starts on an equal footing.

Clinton raised the issue of interim clergy being penalized, in response to that idea

Gail said that we have not looked at to see what needs to be in the policy and what needs to be on procedure because we have not gotten that far in the discussion.

SJ that the policy and procedure need to be combined in one document for consideration by non-MCC staff.

SJ asked for further help in identifying communications process and feedback protocols. Nancy said that Barb could help the team. Barb suggested that we have some examples of how this might work out. Work it through numerically.

### III. March Face-to-Face and Review the Agenda

Nancy reviewed agenda. She said she was excited about Professor Kwok Pui Lan and our team building exercises using VISIONS. Kareem asked that we connect Lauren and Brian with Professor Lan's writings.

Gail said that she hoped we would make time at the meeting to consider ways to secure more buy in from our pastors. Nancy said we should factor in our networks.

Barb asked if we could Skype in the Senior Leadership Team (SLT) to Professor Lan's presentation. Nancy said yes, and that she would talk with her about taping it and using it later. Nancy also said she invited Candace (as chair of statement of faith commission) to attend this session.

Robert joined the meeting, but left to recuse himself from the Moderator Nominating Committee portion.

#### IV. Moderator Nominating Committee - MNC (Onetta)

All non-recused members have received the MNC process document. The Committee has talked with Don Eastman in developing it. If we have questions, send them to Onetta. She wants to send the process document to solicit feedback from the Council of Elders. They have invited Elisa Vega-Burns to brief the Governing Board via Skype at the Face-to-Face. The committee will also have its own website. Barb is staff resource on that.

Regarding the MNC Alternates selection, Onetta said that we would have no votes today. They are recommending a modified executive search process. She is requesting permission to consult with the Office of Emerging Ministries (OEM) to help identify permission. The idea is to have OEM identify up to 4 candidates to fill our 2 appointments, sharing with them our selection criteria. From that list, we would select 2.

Kareem said that he would like to see the MNC tell us what they would like in candidates, stating his desire to support the and not disrupt their team building work. He also recommended that we seek input from the full SLT and not just OEM, given that all offices have an international/global portfolio. Nancy said that they would all participate. Onetta said that she was not opposed to full SLT's participating and that she expected OEM to coordinate that work, given its portfolio.

Clinton shared his support for the recommendation.

**The Governing Board took a vote of affirmation for the Governance Chair to consult with staff to recommend up to 4 people for the Governing Board's consideration for an appointment as Alternates to the Moderator Nominating Committee. Voting in favor were the five members present (SJ, Onetta, Clinton, Gail, Kareem).**

Clinton closed in prayer.

The meeting adjourned at 5:42pm.

### **Governing Board Meetings**

6-8 March 2014

Thursday, 24 April 2014

Thursday, 29 May 2014

Thursday, 26 June 2014

Thursday, 31 July 2014  
21-23 August 2014  
Thursday, 25 Sept 2014  
Thursday, 30 October 2014  
Thursday, 20 November 2014  
Thursday, 18 December 2014

### **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** – Rev. Clinton Crawshaw, 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 Murphy

**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** - Rev. Onetta Brooks (in progress)

**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** – SJ Ramage, Chair; Kareem Murphy, Gail Rissler and Rev. Dr. Carol Trissell