

Moderator's Report
July - August 2018
Submitted to the MCC Governing Board on 23 August 2018

(The format of this report reflects Essential and Transitional Functions of the Interim Moderator)

Essential Functions

As the CEO of MCC, head-of-staff in leadership and management of MCC staff

- Reduction in payroll and staff began with staff, leadership, and public announcements at the beginning of July.
- Consultation with Governing Board Treasurer and SLT assisted the in reduction plan.
- Received resignations from three staff persons: Rev. Tony Freeman, Barbara Crabtree, and Rev. Dr. Lisa Heilig. Reduced staff with layoffs of Rev. Pressley Sutherland and Janine McCarthy.
- Reorganized offices and work flow to reflect a team model.
- Added to the SLT with a criteria based on strategic planning and collaboration.
- Established a reporting structure to reflect the new organization.

Leads the execution of MCC governance as the Moderator of the GB

- Completed the review with BOP for the Board of Pensions (BOP) Memorandum of Understanding (MOU).
- Collaborating with Assessment Commission to ensure Special General Conference is called and adapted to address the Assessment Commission report recommendations.

Assures sound financial management of MCC, fiscal accountability and overall development plan

- Began review of all accounts and cash flow.
- Continued update of Assessment Restoration Plans in database and with churches who have agreements.
- Modified Operations and expenses to ensure a positive cash flow and stability throughout 2018.
- Began budget preparations for 2019 calculating the potential for a lower Assessment Rate from churches.

Leads MCC in shaping and living its values, mission, and vision as the visionary/futurist

As the primary pastoral and prophetic leader of the denomination

- Stating the needs of the movement and church at this time which includes a dramatic shift in expenditures, need to discuss structure, and increase support offered through the Council of Elders Point Elder program.
- Celebrating church anniversaries with letters and videos as needed or requested.
- Retirement letters as requested.

As a spokesperson for MCC

- Signature on multiple issues in letters through activist organizations.

Transitional Ministry Functions

Preparing the Way

- Preparing for and completing Virtual/Special Business meeting – which had not been done before.
- Naming the current reality with an invitation to start a new conversation.

Process Facilitator

- Continued work with the Council of Elders to move forward with facilitator and identity concerns.
- Active in encouraging and engaging healthy dialogue with leadership bodies.

Change Mentor

- Exploring ways in which volunteer structures can better connect churches and leaders with assistance from staff.

Leader of Healing

- Finalizing a Pastoral Letter for the wider body.
- Connecting with leaders and churches who have been out of contact with MCC to restore relationship.

Innovator and Revivalist

- Shifting the staffing from director based offices to team based departments that utilize technology for greater efficiency.

Systems Coach

- The level of conflict between the COE and myself along with the GB has increased over the last 3 weeks. A meeting between the COE and GB is a first step towards shifting the dialogue.
- Moving forward in shifting processes and patterns reinforcing a culture of suspicion and antagonistic messages shared through social media.

Head of Staff in Transition

- Implementing technology that will better connect churches to the denomination and increase revenue.
- Encouraging staff during difficult transition in roles and staff members.