

Moderator's Report
April 2019
Submitted to the MCC Governing Board on 25 April 2019

By the request of the Governing Board this report is in a narrative format.

Intentional Transition Team (ITT)

The ITT plan has been shared with the COE and SLT along with the GB. Discussion with the COE included COE liaison Elder Nancy Maxwell, myself, and the Elders, minus Rev. Elder Tony Freeman who recused himself from the conversation. The discussion provided clarity to questions regarding the Integration timeline in reference to the COE and the role of the Interim Moderator following General Conference.

The SLT was presented the plan by Rev. Wanda Floyd through email and questions were answered directly.

SLT and Staff engagement

The last month with SLT and staff included meetings and conversations as a team, and individually, to prepare for General Conference, transition, and moving forward in work plans within budget limitations. Some SLT members are preparing for Pre-Conference Institutes. Many are aware of increased work load due to fewer staff members. In particular engagement included:

- Staff meeting covered General Conference basics and the HR manual including conversation regarding "At-will" employment.
- SLT meeting addressed communications within the team, other leadership bodies, churches and leaders prior to General Conference. SLT members were able to share challenges and concerns.
- SLT One-on-One meetings continue. The meetings assist in day-to-day workflow and collaboration across staff members.
- Continued work with Lauren and Mike on General Conference planning as requested and participating in the Core Team Meetings.

HR Review Status

The Employee Handbook was presented to the Staff and Governing Board. One section needs clarity from the Treasurer and possibly Finance Committee before finalizing. It is likely the Governing Board will be able to approve within a few weeks.

A review of PTO processes is ongoing with TriNet. Review from TriNet addressed challenges in the MCC process and options for a solution without increasing costs. Final review underway and still on track for a final operational decision by the end of April.

Communications and Publicity: Churches and Leaders

Headline News is now released bi-monthly through the collaborative effort of the SLT and information from the COE and GB under the leadership of Linda Brenner. Increased frequency with fewer topics improve communications with churches and leaders.

Other activities include:

- Letters and videos for condolences, encouragement, and anniversary as requested.
- Signature on social justice campaigns and letters.

GB

The focus continues to shift to the General Conference Business Meeting and Forum. Activities included:

- Finalized Interim Moderator Report for General Conference Business Meeting packet.
- Planned and participated in the Business Meeting and Forum informational Webinar.
- Reviewing Bylaw Proposals.

Other activities included a review of the Accounting Manual and feedback sent to David Williams and Marsha Warren.

In the area of Development, in early 2018, the discussion of a Foundation was introduced to the GB. While the formation of a Foundation was not a priority at the time, the opportunity to modify the current 501c3 non-religious organization still exists. Over the last weeks, through support of David Williams and Marsha Warren, requirements to set up Metropolitan Communities, 501c3 non-religious are met and paperwork is available for the GB.

COE

- Collaborating with COE to finalize Bylaw Proposals for General Conference.
- Working with Steering Committee and Convener on agendas and topics for consideration by the COE for monthly and special bylaw proposal meetings.
- Contact with MCC churches for which I am the Point Elder.