

## **Moderator's Report September 2019**

### **Submitted to Governing Board meeting 30<sup>th</sup> September 2019**

The greatest joy this month have been the conversations that I have had with church leaders around the world. I participated in the Network Leaders quarterly call and it was interesting to learn how different networks support their local congregations and church leaders, as well as some of the challenges that they face. I have also talked with local church pastors in different countries and will continue to do this, as I learn more about what MCC is, through the experiences of our people on the ground.

The greatest challenge has been the work around the staffing review. There is a clear need to balance our current financial reality with the strong desire to support our churches, our faith communities, our church leaders in the best and most effective means possible. We need a sustainable and appropriate staffing structure, which meets the needs of the MCC body, as we serve God's people in this rapidly changing world. There are some functions that the denomination must fulfill, such as the ordination process, and other areas where MCC staff can partner with pastors to provide resources and support to churches who need it. The staff have been kept informed, as the review has continued. I have arranged pastoral support for them should they require it and they are also able to access additional support through our US payroll company. I have consulted with both our attorney and a church staffing consultant to ensure we are following best practice in this process.

Staff members have shared their knowledge and experience about what best serves our people. We have also analysed together surveys and feedback from individuals and churches that we already have, such as workshop requests from General Conference and the survey about worship resources for Lent and Easter. These and other documents help to show the needs that our congregations and leaders have.

I am enormously grateful to all the staff for their grace and co-operation through this difficult and challenging time. Chad Hobbs, as Treasurer, James Chavis and Mark Godette, who are both experienced in HR are working with me on this whole process. Their support and guidance have been invaluable.

A summary of other areas of work:

#### **Communication**

- Worked collaboratively with Governing Board Communication Committee on Governing Board update
- Contributed to the joint letter from Governing Board and Council of Elders – A Letter of Healing, Gratitude and Hope
- Monthly Moderator's Reflection
- Letter to Moderator's Circle, inviting them to contribute to our "Investing in MCC's Future" fund to support project, such as a Young Leaders retreat and training for Network leaders
- Facebook posts on social justice issues, including supporting the first ever Trans Pride march in London, UK and the US National Trans Visibility March in Washington DC, USA.

**Social Justice**

- Participated in the US National Virtual Trans Visibility March
- Started work to understand how our current diversity and inclusion groups currently interact with and are supported by staff

**Staff**

- Reviewed the clergy licence process for this year with staff
- Discussed General Conference 2022 hotel contract with conference staff in preparation for Governing Board meeting

**Governing Board**

- Participated in Finance Committee meetings
- Consulted with Rev. Elder Don Eastman on best practice in establishing Governing Board committees

**Council of Elders**

- One to one meetings with individual Elders, to get to know them better and to understand how they see the role of Elder
- Participated in Council of Elders steering group meeting and Council meetings

**Generosity**

- Personal thank you to individuals who have increased their giving to MCC
- Monitoring the responses to the “Invest in MCC’s Future” invitation to the Moderator’s Circle. Over \$1000 has been donated so far

**Connection with MCC churches and Networks**

- Individual conversations with MCCers around the world
- Engaged with Network leaders on their quarterly call
- Personal videos and messages for church leaders
- Worshipped virtually with Founder’s MCC, Los Angeles, USA and MCCDC to celebrate the US National Trans Visibility March