

## **Moderator's Report July 2021**

### **Submitted to Governing Board Meeting 3<sup>rd</sup> August 2021**

July marked the second anniversary of my election as Moderator. I am profoundly grateful to the Governing Board who now have also served two years of their three- or six-year term. Every single person on the Governing Board was willing to serve MCC at a time of great uncertainty after a very difficult and challenging time in our history. I am honoured to minister alongside them as colleagues. I am so profoundly grateful to the previous and current Council of Elders and MCC staff for their wisdom, guidance, faith in God and passion for MCC over these past two years. I have been taking some leave this month to refresh and renew me for the next part of this year.

The Commission on Pathways of Healing and Reconciliation has continued its work, gathering testimonies from those who have been personally impacted by racism and other issues within MCC. People have already been making appointments to tell their story to an individual listener, completing the survey or submitting a written testimony. As Co-Chair, along with Rev. Dr Roland Stringfellow, I have recorded a personal message to encourage people to share their personal stories with the Commission. I will personally be reading/listening to every submission to the Commission, so that I may more fully understand the challenges that individuals have experienced within MCC, and work with the Commission, Governing Board, Council of Elders and staff to make the organisational changes that are necessary. All the Commissioners have agreed to serve for another 12 months and I am grateful to all of them for their ministry in this important work to make MCC more racially equitable, diverse and inclusive.

<https://www.mccchurch.org/commission-on-pathways-of-healing/>

The Governing Board and Council of Elders have been reviewing the MCC Judiciary process, which no longer reflects our current structure. Now that the Governing Board has appointed Rev. Deana Dudley as the Judiciary Process Manager, I have been participating in meetings to update the current process to make it “fit for purpose”. The next stage will be to totally review how we ensure that we have an appropriate and robust disciplinary process for ministry leaders, which works well in a global context and is suitable for our organisational size.

The Governing Board Human Resources Team, on which I serve (HR) is now having regular monthly meetings, which, in my role as Chief of Staff is very helpful to me. Employment law can be complex, varying from country to country, and sometimes from state to state. In our most recent meeting, we discussed healthcare benefits for full time US based staff members and made a recommendation to the Governing Board on the contribution that MCC makes to the monthly payments.

The Senior Leadership Team (Rev. Elder Hector Gutierrez, Rev. Dr. Kharma Amos and me) co-facilitated a 3 hour online retreat with our Network leaders and their team members. It was wonderful to have participants from Argentina, Brazil, South Africa, USA and Mexico on the call. I shared my experience of being a District Co-ordinator and then a Regional Elder, as we remembered the different ways that UFMCC has organised itself in previous years, in order to provide connection for local congregations. It was good to hear what networks are doing now and to think about what might work for the future. We used a translation app to enable everyone to be

able to contribute in their own language. I had been discussing this with the SLT and we gave it a “test run” in this retreat - it was very useful and encouraged greater participation. It is so important that we find ways to be truly global and truly inclusive and this app will certainly be a good tool for that.

Other areas of work include:

### **Connection with MCC churches and Networks**

- Recorded video greetings for church anniversaries and ordinations
- Offered weekly time of prayer and reflection on Facebook Live
- Individual conversations with MCCers around the world

### **Diversity and Inclusion**

- Participated in coaching circle on anti-racism for white faith leaders, second of 3 sessions

### **Outreach**

- Discussions with Rev. Paul Whiting and Rev. Dr. Axel Schwaigert about MCC's presence at the World Council of Churches Gathering in Germany 2022

### **Governing Board**

- Participated in Finance Committee meeting with Henderson Financial Group to establish MCC Endowment fund
- Chaired working group of Council of Elders and Governing Board to discuss judiciary policy and procedures
- Met with Rev. Deana Dudley and Rev. Elder Hector Gutierrez to discuss judiciary process

### **Staff**

- Regular meetings with Rev. Elder Hector Gutierrez and Rev. Dr Kharma Amos as Senior Leadership Team
- Met with Rev. Dr Kharma Amos and Marina Laws to discuss ideas for connecting with our Partners in Hope supporters
- Met with staff to discuss challenging situations in individual churches
- Participated in weekly staff briefings and facilitated monthly staff meeting

### **Council of Elders**

- Participated in Council of Elders planning team meeting
- Participated in Council of Elders meeting
- Held meetings with individual Elders to discuss their particular calling as an Elder

### **Commissions**

- Co-chaired Commission on Pathways of Healing and Reconciliation (CPHR)
- Participated in Commission on General Conferences meetings