

## **Moderator's Report October 2021**

### **Submitted to Governing Board Meeting 2nd November 2021**

It is several years since MCC staff have had an up-to-date Human Resources Manual. The Governing Board wants to ensure that our policies are fair and reflect the hard work and dedication of our staff. As part of the Governing Board HR team, I have worked with Mark Godette, James Chavis and Chad Hobbs to update the sick leave policy and Paid Time Off Policy. I am grateful for their expertise and guidance in this area, as well as the hours that they are putting into this project. I am also grateful to our MCC staff who have given their feedback on these policies. The HR Manual should be approved by the end of the year and will then be sent to an outside body for scrutiny to make sure that it is compliant with the relevant employment laws in the USA, as MCC is incorporated in California and has to meet state and federal standards.

Along with other members of the Commission on Pathways of Healing and Reconciliation, I have continued to read the written testimonies and transcripts of the individual conversations with listeners of those who have been willing to share their experience of racism and other issues within MCC. I met with Rev. Stedney Phillips, who is one of the MCC staff responsible for Diversity, Inclusion and Laity Development. Stedney and her colleague Camille Araullo are working with different communities within MCC to support existing kinship groups, such as the PAD – The Next Generation group and establish new groups, such as a First Nations people group. I would like the Commission to hear directly from these groups to further inform their work and recommendations in the new year.

The Scottish Government is considering passing legislation that will ban conversion therapy. Rev. Elder Maxwell Reay and I met with the Policy Coordinator of the Equality Network to see how MCC can give input to the consultation process. I also contacted Rev. Alex Pittaway who arranged meetings for me with politicians in Australia when this process was happening in the state of Victoria, so that the Equality Network can learn from the Australian experience.

2022 is fast approaching. I have participated in the initial drafting of the 2022 budget with Doug Berger, a member of the Governing Board Finance Committee and have also met with members of the staff Community Development team to hear about their ideas for work in the new year. I met with the Development Advisory Group who are working with Rev. Dr Kharma Amos on fund development. Rev. Dr. Jim Mitulski, Liz Bisordi and Tracey Kennedy have a great deal of experience in fundraising and it was wonderful to hear their enthusiasm and ideas. Kharma is actively seeking out other individuals with appropriate skills to join this group and bring a greater diversity to the team.

I now attend several General Conference planning meetings every month, as we continue to develop our exciting Global conference! There will be elections for the Governing Board at General Conference. Rev. Paul Whiting, Lowana Wade and Léo Rossetti from the Governance Committee organised a training session for the Governing Board Nominating Committee, in which I also participated. The members of GBNC are Stuart Sutherland (Australia), Janet Fitzsimmons (Canada) and Jo-Anne Ludy (USA).

The Senior Leadership Team (me, Rev. Elder Hector Gutierrez and Rev Dr. Kharma Amos) interviewed and appointed Tammy Rabon-Noyce to be my Confidential Executive Assistant. Tammy came into post this month. Thank you again to Marina Laws, who served in this position for 2 years and supported me so well in this role.

Finally, I was able to take a week's leave this month, which was a real blessing!

Other areas of work include:

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

- Recorded video greetings for church anniversaries and Network gatherings
- Offered weekly time of prayer and reflection on Facebook Live
- Individual conversations with MCCers around the world
- Providing pastoral support where needed
- Attended the online T-Time with other Elders

### **Diversity and Inclusion**

- Had discussions with staff and colleagues on the Judiciary Process working group on how MCC addresses allegations of racism, sexism, transphobia and other issues
- Met with Jim East, Accessibility advisory group, to thank him for his service in leading this team

### **Outreach**

- Worked with External Communications team to issue press statement on COP 26 meeting
- Attended the LGBTQ Religious Archives Network "Queering Our Roots" campaign talk about Archbishop Carl Bean.

### **Governing Board**

- Chaired working group of Council of Elders and Governing Board to discuss judiciary policy and procedures
- Participated in monthly Finance Committee meeting
- Received reports from monthly meeting with Henderson Financial Group re the endowment fund

### **Staff**

- Regular meetings with Rev. Elder Hector Gutierrez and Rev. Dr Kharma Amos as Senior Leadership Team
- Monthly meeting 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 regular staff briefings and facilitated monthly staff meeting
- Regular meetings to plan General Conference 2022

### **Council of Elders**

- Participated in Council of Elders Planning team meeting
- Participated in Council of Elders Communication team meeting
- Participated in Council of Elders Pastoral Care team meeting
- Participated in Council of Elders meeting
- Facilitated joint working group of Governing and Council of Elders on updating the Judiciary process

**Commissions**

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