

METROPOLITAN COMMUNITY CHURCHES GOVERING BOARD  
MEETING MINUTES

**November 20, 2012 – 5:00 to 6:30 PM EST**

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VISION GOALS FOR 2012:

- ❖ Build leadership development into all we do, particularly with young adults.
- ❖ Communicate to the world with passion and clarity who we are -- and that “we want to know you!”
- ❖ Give priority to churches that demonstrate signs of health and growth.

VISION GOALS FOR 2013:

- ❖ Build sustainability and capacity into all we do.
- ❖ Communicate to the world with passion and clarity that we are stronger together.
- ❖ Give priority to churches and new ministries that demonstrate signs of health and growth.
- ❖ Continue to build leadership development into all we do, particularly with Young Adults.

OPEN QUESTIONS FOR 2012:

- ❖ What is our vision for funding ministry?
- ❖ How can our young adults help us to imagine and articulate a future for MCC? (Joel 2: 28 - "And that's just the beginning: After that— "I will pour out my Spirit on every kind of people: Your sons will prophesy, also your daughters. Your old men will dream, your young men will see visions. I'll even pour out my Spirit on the servants, men and women both...)
- ❖ What is needed to enhance our global ministry and structure?

ATTENDEES:

Rev. Elder Dr. Nancy Wilson, Moderator; Raquel Benítez, Vice Chair; Kareem Murphy, Secretary; Liz Bisordi, Treasurer;

Rev. Onetta Brooks, Rev. Tony Freeman, Rev. Dr. Robert Griffin, Bryan Parker, Rev. Dr. Candace Shultis, Barbara Crabtree, Director of Operations, Rev. Elder Mona West, PhD., SLT Guest, Linda Beckstead, Staff Support.

**The meeting began at 5:02 PM EST**

Rev. Nancy welcomed everyone to the meeting.

Liz Bisordi led in an opening prayer

**A. Consent Agenda**

- **Minutes of October 16, 2012 meeting** Kareem
- **Moderator's Report (added to Consent Agenda)**
- **Director of Operations financial reports** Barb
  - **September P & L**
  - **September 30 Balance Sheet**
  - **Budget Summary at September 30**

**GOVERNING BOARD MOTION 122011.1: Motion to approve the consent agenda made by Onetta, seconded by Liz. MOTION PASSES UNANIMOUSLY.**

## **B. Update on Financial/Budget Preview**

- **Review of Turnaround Plan (Finance Team)**

Liz led the discussion, noting how much progress has been made. She asked that we consider the preliminary information on the 2013 budget in the context of this progress, accounting for where things started at the beginning of the year. That includes now having enough cash on hand to make payroll. Liz asked us to stop and celebrate that achievement.

Barb added that the financial benchmarks were celebrated at the recent SLT meeting. We are on track to meet the Turnaround Plan's goals.

- **Draft Budget (Finance Team)**

Barb provided a basic overview. She noted that, in the Accounts Payable, we have \$15,000 (which represents more like \$60,000 lower than the 2011 figure). MCC is going into this budget with a different set of circumstances. We entered the calendar 2012 budget with a \$70,000 hole already dug. We will be in much better position regarding the 2013 budget. Vigilance is still required. Key areas of focus are repaying the Sarasota office, and repaying Cash Operating Reserve, paying back cash flow obligations. Regarding the Case Operating Reserve, we have met the \$50,000 repayment goal for 2012. Based on current income rates, we should have roughly \$90,000 to repay for 2013 and beyond. We expect the challenges regarding accounts receivable will continue. The current US Tithe income projections for the draft budget were adjusted to reflect actual and not hoped for recovery rates. General Conference may help increase that as churches try and catch up., which would provide for an increase. More importantly, tithe income for 2013 will be affected by the reduction in the rate to 12.0%.

Regarding the programming initiative, there are activities (retreats) that take place throughout 2013, but we have "cashed the check" in 2012 and the accounting reflects this difference and when payments are made to ensure the events take place.

We are pursuing sponsorships and grants.

There are other events and initiatives planned but not adequately funded and the grant and major donor funding will help with that. However, absent adequate funds, the initiatives will not take place.

Regarding staffing, the draft budget proposes to will complete full salary restoration in 2013 for cuts made in 2009 (which the Governing Board affirmed as a priority at the August 2012 meeting). We also have a position in OFLD that was funded by grant but will be funded by MCC in the budget. We anticipate bringing on an Associate Director for the Office of Church Life and Health in the third quarter of 2013 following General Conference.

The communications budget is down. As we did the development work in 2012, we will have lower expenses in the development of it.

There is a whole section regarding new initiatives that are important but could not be priorities because of limited funds. We will need the Governing Board's input into how to handle specific

priorities. One of the Governing Board's priority's is around restoring the Cash Operating Reserve. There is about \$115,000 to work with in this area.

Nancy noted that we have the SLT 2013 goals to use to understand the budget requests. She asked that we save detailed questions for the one-on-one sessions with the Governing Board for review.

Kareem noted that today was the Transgender Day of Remembrance and he was concerned that the draft budget has no money in it for transgender advocacy.

Liz responded by noting that she wanted the Governing Board to be mindful of which mixing bowl do we sit in.

Nancy said that she wanted to make sure the resources we're devoting is visible.

There was discussion about the budget's repayment of the Cash Operating Reserve and how that was reflected in the budget. Barb noted that what the staff needs to hear from the Governing Board about is the amount to be repaid next year. Liz said that the Finance Team's recommendation was that the SLT should tell the Governing Board what is reasonable. There was general discussion about what was needed to have that discussion. Liz said that absent a detailed review of the budget, making a decision today was not appropriate. More discussion ensued. The Finance Team noted that their request was for Barb and the rest of the SLT to identify scenarios of paying all of it back or part of it back.

**C. International Task Force (ITF) Draft Proposal from Governing Board to General Conference (Robert)**

Nancy noted that what we have today is the format we want but that the content is still as a draft, that there are pieces that need to be finished. There will be an opening statement by the Governing Board that has to be written. She wrote a preamble in the ITF Report. Other sections include:

- Motion 2: thank the ITF.
- Then a list of accomplishments from the ITF
- A second list of what to do
- Second: Bylaws rising: A bylaw to make virtual membership an option in MCC. It is being draft. It will go into the bylaws section.
- Motion 2: Appoint Global Covenant and Participation team.

Nancy said that reviewing the Statement of Faith may cause anxiety. It's a great challenge. But we should have a team that is inclusive and balanced.

Robert said asked those who have not read the whole ITF report to do so as to have more background. Nancy noted that there was no deep sense of redoing our structure since we're still trying to educate the people about the structure. The work the ITF did around communication, virtual church, will have a lot of impact.

Kareem asked what the relationship would be between the Global Covenant and the bylaws. Is the Statement of Faith proposed to be removed?

Nancy answer that there may be a recommendation to remove the Statement of Faith, but the Global Covenant would be owned by General Conference in the same way that the bylaws are owned by the General Conference.

General discussion ensued about the implications of reviewing the Statement of Faith.

**D. Approval of Awards for January 2013 (Nancy)**

Nancy noted how more productive it was to make these awards annually than to do it as General Conferences.

**GOVERNING BOARD MOTION 122011.1: Motion to approve the slate of award recommendations made by Robert, seconded by Onetta. MOTION PASSES UNANIMOUSLY.**

**E. Governance (Onetta)**

- **Moderator Nominating Committee Selection Process (Onetta)**

(Robert left this part of the meeting, prior to Onetta beginning the presentation.)

This part is specifically the Governing Board responsibility to make that selection. To continue to our meeting in Florida. The application deadlines were changed to reflect the work of the Governing Board Nominating Committee and the holidays. The announcement about the application process has been issued already at this point.

The Selection Subcommittee will assemble a shortlist of candidates and get feedback. The applications will be posted on Google Docs with a spreadsheet with a short list. That shortlist would be presented at the March for a recommendation. The Governing Board will have access unless you recuse yourself. You have an opportunity to give input and questions about candidates. There needs to be an archive about who the candidates are. Regarding the Subcommittee, the persons she selected are herself (Onetta), Raquel (vice-chair and non US interests), and either Tony or Candace. The goal is to have three persons-three perspectives of our Governing Board. Onetta asked for feedback, of these names.

Kareem noted that he is interested but that the process was different than other ad hoc committees or teams. He said he has concerns about who had an opportunity to do that and that he felt everyone should have opportunity for meaningful input.

*Nancy ended discussion at this point so that the Governing Board could hear from Rev. Elder Dr. Mona West.*

*(for the purposes of meeting minutes, the conclusion of this part of the meeting is included below.)*

Onetta resumed the conversation on Governance at approximately 6:17 PM EST.

Onetta noted that this process is the same process as the Governing Board Nominating Committee, referring to it as an Executive Search. She noted that Kareem has expressed interest and that she was given authority for this process. She asked what other Governing Board Members wanted. She said that all the Governors will have a chance to see names and resumes to make recommendations to the GB.

(Tony recuses himself at 6:20 p.m. EST but remains in the meeting).

- **Governing Board Role at Conference (Review Draft, Details) Onetta**

Onetta noted that in Google Docs, there is a folder where the details are there. Governing Board members should arrive on June 29<sup>th</sup> and stay through July 6<sup>th</sup>. Nancy said that she and Raquel have discussed more specific roles we will play but those will be shared at our March meeting.

**F. SLT Presentation, Q & A (Office of Formation & Leadership Development, Rev. Elder Dr. Mona West)**

Mona gave an overview of OFLD, aligning the information with the Governing Board's Vision Goals for 2012.

(Robert rejoins meeting: at 6:04 p.m. EST for this portion of the meeting)

Under Capacity and Sustainability, she said that leadership development is not only about training new leaders, but also about sustaining current leaders. She cited statistics about the number of currently licensed clergy we have and how MCC is using a grant from the Carpenter Foundation to address clergy wellness.

Under "Communicating to world We Are Stronger Together," she noted The Online Learning Center and reviewed a list of classes.

(Candace left meeting at 6:10 p.m. EST)

Under "Communication," she discussed the weekly Lectionary Webinar, extended Synergy publication, and the digitizing of all clergy files.

Kareem and Liz complimented her on the presentation, and Liz asked if there was anything that she and her office needed from the Governing Board. Mona said that she would welcome support for what her office identifies in the upcoming strategic plan and a long-term staffing plan.

Mona left the meeting at 6:17 p.m. EST.

**G. Year-end/holiday staff acknowledgments/bonuses (Nancy)**

Nancy asked how we might acknowledge staff through gifts or bonuses? It would be modest.

Kareem asked if there was existing budget authority. Nancy answered that the Governing Board talked about it in August, but there was no decision. Barb said that if we do this, we won't get to \$200,000 in expense reductions. Liz asked how much we achieved in the revenue goal. Barb said that we met 108% of original budget. Liz said that we've exceeded our revenue targets, and out of that, we already have roughly \$10,000 more than planned to pay the original goal of \$50,000 for the Operating Cash Reserve. Barb said that there should be cash to support this. Raquel asked for more information and Nancy said that she would ensure that the Governing Board has it.

Conversation ensued about other outstanding deliverables unrelated to year end staff gifts.

**H. Review Action Items/Meeting Evaluation (Nancy)**

Nancy presented a list from the agenda.

She asked us to pray for Rev. Lillie Brock, who is ill.

Nancy closed in prayer.

**The meeting adjourned at 6:31 PM EST**