

Governing Board Face-to-Face Meeting

July 28-30 and with the Senior Leadership Team on July 31-August 1, and August 3

Present: Kimberly Brown, Rachelle Brown, Stephanie Burns, Joe Cobb, Angel Collie, Mark Dalglish, Jakob Hero, William Knight, S-J Ramage; Staff Present: Jack Hutter, Barbara Crabtree

Friday, July 28, 2017

Opening Prayer with Angel

Sharing a reading from *Journeys of the Heart*, by Melodie Beattie, Angel invited us into a creative exercise called “doing laundry” with three drawings of a sock, shirt and shorts, with the instructions to write our fears (sock), hopes (shirt) and expectations (shorts) for our time together. These were then collected and redistributed for us all to read and reflect on. We then identified common threads in our responses and opened to a conversation on how this could shape our conversations over the course of our meetings and in our work together.

Check-in

Strengths Finder –

We reviewed our strengths for leadership and collaborative work within the Strengths-based quadrants and emerged with the following:

Relating/Relationship Building:
(Provide the essential glue that holds team Together)
Empathy (JH, AC)
Includer (WK)
Relator (AC, SJ)
Individualization (SB, SJ)

Impacting/Influencing:
(Help reach a much broader audience)
Developer (JH, AC)
Positivity (WK)

Striving/Executing:
(know how to make things happen)
Self-Assurance (RB)
Restorative (AC)
Achiever (SB)
Discipline (SB)

Thinking:
(keep us all focused on what could be)
Strategic (RB, JC, KB, SJ)
Ideation (RB, JH, JC, KB, MD, SJ)
Learner (RB, WK, MD)
Input (RB, JH, JC, KB, MD)
Intellection (JH, JC, KB, MD)
Connectedness (WK, JC, AC, SJ)
Context (KB)
Arranger (WK, SB)
Futuristic (SB, MD)

Review of the Year

Rachelle reported on the work from her office since October 2016 including the launching of the Listening Tour, reviewing the Denominational Structure, Staff leadership and program development, Activism/Public Presence and Events. We then discussed work of the Governing

Board since election last July, which includes: creating and implementing a process to name an Interim Moderator (completed in three months and reaching authentic consensus); an intentional effort in collaborative meetings and work with the GB, SLT and CoE; an intensive Organizational Review of Structure, Finances, Budget (impact of this on people in local settings); how we talk about the money we have; how our ministry touches peoples lives in this way – this is where we spend our money (this is a significant improvement). Regarding committee work:

Governance – working through a review of MNC process and launching of new MNC process; successful effort with the BOP in holding a virtual conference in June to confirm the rate increase;

Assessments Commission started work in March to review assessment process in denomination

We then discussed broad-based issues –

Development strategy is under review, shifting to value-based perspective with local congregations and funding stories; Multiple Pathways ministry plan (OFLD); Global connectivity – developing a more global and diverse communications program;

Committee Members and Chairs

Finance:

Kimberly Brown, Chair
Sarah-Jane Ramage
Barbara Crabtree
Doug Berger
Cathy Campbell Heroux

Governance:

Stephanie Burns, Chair
Angel Collie
Jakob Hero-Shaw
William Knight

Strategic Planning (Interim Transition):

Rachelle Brown, Chair

Visioning:

Sarah-Jane Ramage
Mark Dagleish

Relational:

Angel Collie
Jakob Hero-Shaw

Development:

Rachelle Brown, Chair
Kimberly Brown

Joe Cobb
Clinton Crawshaw
Liz Bisordi
Mark Kornmann

Communications:

Joe Cobb, Chair
William Knight
Linda Brenner

Bylaw Committee:

Rachelle Brown
Stephanie Burns, Chair
Mark Dagleish

Church Assessment Relations:

Sarah-Jane Ramage
Jakob Hero-Shaw
Barbara Crabtree

50th Anniversary:

Jakob Hero-Shaw
William Knight
Kimberly Brown
Rachelle Brown, Chair

CRRLT:

Joe Cobb, Chair
Angel Collie
William Knight
Rachelle Brown

General Conference:

Stephanie Burns
Kimberly Brown
Jakob Hero-Shaw

Governing Board Officers for 2017-2018

Treasurer: Kimberly Brown

Clerk: Joe Cobb

Vice-Chair: Sarah-Jane Ramage

Motion to confirm current Executive Committee for next year. William Knight; seconded Stephanie Burns; motion passed unanimously.

Alignments and Partnerships:

We identified and began a review process of current alignments and partnerships, including the Global Justice Institute (Associated organization, Article V, Section c), the Uniting Church in

Canada – Reciprocity for MCC Clergy, Excel Ministries, GCN (Gay Christian Network), Restoration Project, TFAM, NOMAD, other associated or affiliated organizations outside the USA and MCC in Europe.

The Governors then moved into Executive Session to begin discussion of the annual review of the Moderator in October.

Saturday, July 29, 2017

Opening Prayer with Stephanie, inviting us into a time of reflection on the parable of the mustard seed and the element of surprise in our lives and ministry. After sharing our own surprises through the grace and gifts of God, we were asked, “What are the parables we are being called to write? Then, as a further reflection, Stephanie invited us to consider “A Wish (Hope), a Goal, and a Pull-up (a reminder of how to live, affirming)”:

Delight, Wonder, Grace
Purpose, Congruence, Pause
Understanding, Stability, Pray
Inspiration, Stability, Pray
Listen more than talk, Presence, Be
Breakthrough, Clarity for Path Forward, “Whenever you send it, we will need it!”
Courage, Stability, Faith
Gentleness, Faithful Path Forward, Patience
Creativity, Grow Together, Compassion
Justice, Listening to the Holy Spirit, Pray
New beginnings, Enlightenment, Breathe

Finances (Barb, Kimberly, S-J)

Current financial information reported: Cash Flow Projection Actual 1-4, 44k/278k income; 404k expense; -82k deficit; historically, we saw a significant downhill slope from 08-11; relative stability thru 15; back on previous trajectory; 13-15 1.25K assessment cash from US churches, now down to 900k; discussion as to shifting the trajectory.

Assessment Commission is discussing cohesive approach to stewardship denominationally and globally, acknowledging that local church economics has dramatically shifted

General discussion on research and review of new and effective funding models; this included discussion of a new global funding/giving package addressing stewardship which may include the following:

Develop a package – all inclusive – materials gathered and ready for release in September

- **Personal Financial health**
- **Easy Giving On-line (easytithe.com)**
- **Direct Debit/Bill Pay**
- **Theology/Liturgy of Giving**
- **Budgeting for Churches**

- **Generosity**
- **Global Event/Project Strategy**
- **MCC App**

Funding –

- Stewardship Campaign (Global/Denomination/Churches Benefit)
Time/Talent/Money/Art Show
October Release
- What We Do – Impact + Value
- GB visit and talk with local churches on this
- Conversation on designated bequests

What can each of us bring to this effort?

SB – adapted materials from five practices for fruitful congregations

WK – member of church personal financial counseling

SJR – build a budget presentation pack for small churches

JC – write a liturgy for giving/generosity with global perspective (address challenges), giving through challenges and starting with little; framing it within what we have and who we are

KB and AC – giving station information

All – Stories of different kinds of giving; I gave on-line; I gave through an act of service (bright green); I Gave chips;

MD – reign of God impacting our giving; if we are living into and out of the reign of God our giving will manifest; talk with Australia network regarding their approaches to giving

JH – research text to give options/best practices, financial peace university

50th Anniversary and Anniversary Sunday

Anniversary Sunday: discussed the role of story-ing our values; query-ing who we were founded to be and now who we are called to be; impact of unique local and global stories; building on our four core values

Archives at PSR – amazing treasure trove of resources (Jakob Hero-Shaw met with Justin Tanis); applying for a program in CA wherein we nominated one hundred groups of items as part of LGBT movement. In February, we'll have an archive camp (historians, researchers, sociologists, etc.) and met with a potential funder who is excited about the potential of this project, and follow-up next week.

Discussed creating and encouraging Local church archives (crowdsourcing) and are receiving helpful information from the Listening Tour, including: Where do we come from (transformation), What are we learning (inclusion), Who are we (community), Where are we going (visioning)

Additional ideas included: Develop into a worship/sermon series – with video commentary, who are we? Emphasize multiple ways for submitting video; Create a weekly secure Dropbox for entries. Jakob H-S, Angel C and Stephanie B will work on the series development

Anniversary Sunday offering – greater dollar success for specific mission four options;
Video impact send out; I Am MCC (Katie Holtz)

Introduction of 50th Anniversary logo(s) and pins; unveiling at rolling the stone away conference,
add in different flag colors (trans, leather, etc.)

Development, Grants – Priorities

Both/And Research for denomination and congregational grants; identified current giving programs including: Give OUT Day – April 20, Amazon Smiles, Giving Tuesday. Emphasized role of Annual Reports – 501c3 of local churches

Discussed current development priorities:

Current: Arcus, Carpenter

1. Education – SSOL (do something new with it?); Video Training for Local Churches (\$10k annual gift would underwrite this; or a seminary sponsorship); research (theological) spiritual transformation
2. Inclusion – Garner Institute (expansion) expansion into British English (multiple pathways)
3. Emerging Ministries - Global

Leading organization in queer theology and supporting new initiatives (with theologies team)

Development projects:

Art Show (Kimberly Brown)

Brand Store (global connectors and sales)

Book Store (through Amazon)

MCC Aligned Authors

Book MCC!

Pamphlet Package

Direct Donor Appeal

MCC App

Gaming Committee Formation (Kimberly B, lead)

Events

Social

Dinner

Concerts

QFest (Conf/events/march/expo/party)

Tony Freeman then shared insights on recent learnings regarding new models for congregational funding. He will be attending and receiving a Certificate in Religious Fundraising. We discussed the perception of denominational need in relation to local congregation need and have identified through research that churches don't have a giving problem; churches have a giving to churches problem. Tom Melzoni (The Generosity Guy) loves MCC and will be doing a webinar for MCC on creating a culture of generosity; will lead a cohort for 8-10 clergy/churches for one year.

Key takeaways:

- People give to mission
- People give to people they trust in leadership
- People give to orgs with financial responsibility and accountability

How are our churches collectively doing to make a difference in the world? What is that we are collectively trying to achieve?

Lisa Heilig and Liz Bisordi are developing stewardship resources following Tom's webinar; rewriting board manuals and redirecting them into ten different modules

William suggested engaging networks in this stewardship work, and S-J suggested creating a Resource Page/Guide for Congregations

MCC Vision and Mission Statement Review:

MCC Vision Statement

Metropolitan Community Church is compelled by an unfinished calling and a prophetic destiny. We are a global movement of spiritually and sexually diverse people who are fully awake to God's enduring love. Following the example of Jesus and empowered by the Spirit, we seek to build leading-edge church communities that demand, proclaim, and do justice in the world.

MCC Denomination Mission Statement

Be MCC: Transforming ourselves as we transform the world.

Metropolitan Community Church proclaims and practices a spirituality that is anchored in the liberating Gospel of Jesus Christ and confronts the issues of our volatile, uncertain, and complex world.

We are called to develop and equip leaders, congregations, and ministries that foster spiritual growth, do the work of justice, act with compassion, and integrate sexuality and spirituality.

We will do this through offering high-value training, local church support and resourcing, cutting edge theological exploration, and expanding partnerships.

*The Governing Board agreed that we need to review gender/gender identity in our vision/mission. Integrating gender into discussion of spirituality and sexuality; race; class; economic injustice; where is our cutting-edge theological exploration? The intersectional nature of queer theology – queer (the word and concept) is harder for people in particular classes (contextual studies); perhaps intersectional theology (Marcella Althaus-Reid)

Executive Session (continued)

Sunday, July 30, 2017

Opening Prayer with Mark on the theological symbolism from Tolkien's Lord of the Rings

Governance – Stephanie

Revised bylaws updated on website

Debriefed with Onetta Brooks

Completed the moderators complaints procedure

Facilitated virtual general conference for BOP Rate Increase

Moderator Selection Process review

Survey prepared for eligible 2016 voting delegates

Sent out questionnaire to final four candidates (three received)

(MNC met every week and invested so many hours and heart and got beaten down for it, then dispersed; RB setting up a pastoral call; so much isolation experienced)

Preparation for telephone interview with Elisa Vega-Burns

Reviewing MNC materials, surveys and communications

Preparation of MNC Member Selection Process: JD, Qualifications, Application, Interview Process, Time/Process (will include implicit Bias training; Angel encouraged us to read Blindspot on this type of training) BE IN PRAYER about the people who will apply and be called to this work. Conversation regarding asking un-selected candidates for review of process.

Work Planned for next 12 Months:

Review of Provisional Pastoral Contract (templates and polity implications regarding dismissal of appointed pastors)

Selection process for next MNC and affirmed appointments (full GB)

Full GB Governance Committee will work as liaison with MNC

****Liaison with GBNC (what does liaison mean? – Make this an Ad Hoc committee in mid-terms to select the GBNC with RB as liaison**

Review of the Policy Manual

Organization and Support of any GB Denomination Meetings or Virtual GC

Misc Governance Review Work

Work toward GC:

Review Virtual Voting Options

Review Incoming Bylaw Suggested Revisions (proposals should go to Bylaw Review Committee)

Form the Bylaw Revision Committee

EVERYTHING NEEDS TO BE FINALIZED BY END OF 2018 (BC)

Business Meeting Preparation

Bylaw Proposals (Bylaw Review Committee)

Business Meeting Packets

Advance Webinars

Business Forum
Voting Delegate Eligibility

Questions:

Regulating a better system (staff/governance) to monitor voice/vote in line to mic to confirm eligibility to speak (a staff person needed at each mic)

Reviewing Association Statuses and Accounts

Canada – MCCiC; working to renew relationship

UK – changing the name of the account; updated signers to include a GB member; 5-6 in England and Wales;

Germany – reviewing recommended German bylaws to be in sync with German law Registered Associations – need to review these and establish protocol

Ensuring good business practices globally in each unique national setting and establishing accountability

Having bank accounts in local currencies is sound in collected assessments; having legal bodies in certain jurisdictions makes tax sense; if we add: articles of incorporation come to GB for review and funds include provision to UFMCC, then our bylaws will meet the requirement

We also discussed current banking procedures in the Philippines, South Africa (Good Hope MCC uses their banking account, and treats UFMCC money as designated), Australia, NZ, UK, Canada, Brazil, Mexico, Germany. The only one that is a UFMCC account is in the UK. This is a step to create clarity. Working to create a charity in UK to address assessments. This work is essential in becoming a global fiduciary body. We need to stay **denomination-centric**.

Review: Article IX, Section C – Fiduciary Bodies (page 15)

FIDUCIARY BODIES: Whenever the Governing Board chooses to authorize special accounts to hold UFMCC funds in trust, the Governing Board may appoint a fiduciary body to have charge of all matters pertaining to the Articles of Incorporation, all documents of legal organization, real property, and finances held in trust, as legally permitted and appropriate. The Governing Board, in its discretion, shall determine the number of members of any fiduciary body. All actions of the fiduciary bodies must be reported to and approved by the Governing Board, except where specifically provided for in these Bylaws.

1. **QUALIFICATIONS:** Members of a fiduciary body must be members in good standing within the Fellowship who, in the sole discretion of the Governing Board, have spiritual quality and leadership, are mature, have sound judgment and a proven record of accomplishment. The term of office shall be two years.
2. **ACCOUNTABILITY:** The fiduciary body shall be subject to these Bylaws, the fiduciary body's Articles of Incorporation, the fiduciary body's Bylaws, and the policies and procedures of the Governing Board.
3. **DISCIPLINE:** The UFMCC will not condone conduct which is, in its sole discretion, disloyal or unbecoming or a dereliction of duty on the part of members of a fiduciary body. Therefore, the Governing Board shall develop and implement a procedure for taking appropriate disciplinary action, as it deems necessary.

GB needs to propose change to this bylaw. Finance Committee charged on working to review this.

We can authorize the German Bylaws as an exception. S-J will forward the recommendation from Axel in Germany for our review and then decision.

Bylaws – Strategic Review

Matters for Review:

Moderator Selection/Interim Moderator, Article V, Section E, #2

BOP (for U.S. based service) – Article IX, Section D; clarify separate BOP and is not managed by UFMCC; the BOP gives money toward a staff person to administer the pension program; currently for clergy serving AAA ministries; qualified to receive benefit once having served ten years

How clergy/lay delegates can submit bylaw proposals – Addendum 1 to Bylaws

Length of Term (question as to length of term; is six years too long?)

Clarification of status (lay/clergy, clergy/lay acknowledging being elected as lay and become clergy) Article V, Section E, #4

Serving on the GB cannot be a AAA ministry

Balance is an important determining factor

Could serve until the next general conference

What will multiple pathways mean for this?

Advisory or Mandatory at 50/50

clergy persons (lower case – does this allow for lay pastors

at election? Or, throughout the term?)

Six-year term (if status changes, have to go for election in new status?)

Clarity in definition of terms

“until the next general conference...” ambiguous because of addition of virtual GC

Working with CoE on this

Suggestion: Virtual Business Meeting and, General Conference (to distinguish roles)

Discussion of Bi-cameral or Uni-cameral seating at GC (CoE recommended having conversation; bringing to full joint meeting virtually)

Issues around Affiliation and Disaffiliation

Eligibility of lay people with AAA equivalency ministry

Impact of Multiple Pathways Commission on bylaws (discrepancy in roles and access to vote and voice in GC business) Is it appropriate for staff to vote? We need to clarify and make equitable as staff voting is problematic. Conflict of interest matters. This is a justice and equity issue. All

three leadership bodies should explore this. More comfortable expanding voting privileges than taking them away (this rarely works out well). This would be proposed as a bylaw change to GC. Before we recommend a change in this we should do this in a virtual business meeting prior to Orlando GC.

Commission on Sacraments and Rites – Article III, Sections A and B

Proposed Commission on Sacraments and Rites (discussion was held regarding potential participants on the commission)

Communications – Linda Brenner

Strategic Messaging

- Core Values: Inclusion & Justice
- Internal & External Messaging
- Language translations: German, Spanish, Portuguese, English
- Weekly COE Prayer
- Listening Tour Survey
- 2016 Delegate Survey
- Assessment Survey
- COE Lenten Series
- Glitter Ash Wednesday

Media Releases

- Interviews
- Responding Outside MCC
- Promoting local church stories
- Church crisis support

Assessment:

- Hire of Janine McCarthy has allowed Linda to be more strategic
- Expanded scope: geographic gender/race/sexual identities, multilingual, culturally diverse, etc.
- Balance diverse political and cultural values and sensitivities. Too edgy for some, not edgy enough for others

Concern: Translations remain voluntary

Digital Communication

Core Values: Inclusion, Justice

Website, web redesign, Facebook (MCC and Rachele), Select Postings on MCC and MCC-related pages (i.e. Clergy & Lay Leader), Social Media Oversight (bullying), Email scheduling for departments

Highlights: church news to front page news on website; social media; increased security; new website structure in progress; website reading panel; coordinating with Jim East, Accessibility

team; Inclusive Language guidelines (OEM), Google AdWords (\$10K Grant for advertising now with communications team), CRRLT Team member (healing dimension)

Assessment: Aiming to solicit wider representation of church news; seeking better representation of diversity MCC individuals and families; reading panel for new website structure will locate “insider” language and expand diversity & inclusion; following SLT F2F meeting focus on new website

Resources & Programs

Core Values: Justice, Community

Webinar curriculum, topical resources and toolkits, media training for churches in crisis, website redesign and resources, PAD media and Social Media assistance (pitching stories from the conference)

Curriculum: Stewardship, Antagonists in the Church, Media and PR, Tech Talk and Church: Best Practices; Advent, Christmas, Epiphany Toolkit, Lent, Easter, Pentecost; Security and Sacred Spaces; Charity and Social Justice; Wrapping up the Year – OP best practices; Social Media and Ministry and Analytics; Gender Identity, Pronouns, and Naming in the Church; Bisexuality; Mental Health; Music in Worship; Voices of MCC; Children’s Ministry; 1st Monday video conversations with RB; Staying Connected: skype, google hangouts, zoom, etc.; Media Training, Brand Management: Website, Social Media, Local Media, Church Space; Digital Fraud; Community Organizing; Emerging Ideas for Worship and Ministry locally and globally; amount of pop-up topics for GC was overwhelming (utilize these)

Assessment: most of the work in this area is ongoing, in progress, or soon-to-be launched

Governing Board Action Plan -

Items:

Budget: August – December 2017

GJI – RB to NY

German Constitution – Review &

Electronic vote on German bylaws (begin Th, finish by Sat)

GB report summary/overview in sync with communications including financial status by mid August

Commission on Sacraments/Rites Proposal to August GB meeting

Virtual Business Meeting in 2018 planning

GB Bylaw Review Recommendations including timelines

Anniversary Sunday

Building of Trust at Denomination Level

Global Generosity Campaign

(Including the provision of resources which addresses part of the story through Worship resources)

Questions:

Communications Strategy GB Role?

Funding Questions

Sale of Sarasota Property – Rachele Brown and Barbara Crabtree are Authorized to bind us into a contract;

**Motion: SJ moved that we sell the Sarasota Property, seconded by WK.
Motion passed. Angel Collie not present.**

Development Committee will meet, finalize
Strategy and implement the plan
2018 Art Show

On-line Brand/Bookstore
Moderator Nominating Committee
Bylaw Revision Committee
Vision and Mission Review and Revision + gender

Dinner Parties – October (Tracy Kennedy create a Toolkit for dinner party with video, menu,
talking points, suggestions) by August 31

Meeting adjourned.

Respectfully submitted,
Rev. Joe Cobb
Clerk