

## MINUTES FROM GOVERNING BOARD MEETING

**November 18, 2011 – 5:00 to 6:30 PM EDT**

---

---

---

### VISION GOALS FOR 2011:

- Build leadership development into all we do, particularly with young adults.
- Build and maintain systems of communication to strengthen our relationships and let people know who we are.

### 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.

### OPEN QUESTIONS FOR 2011:

- How can we grow our financial resources to fund our vision for ministry and mission with the goal of reaching \$5 million by 2013?
- How can we better receive insights and input from young adults?
- What is needed to enhance our global ministry and structure?

### 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. Dr. Nancy Wilson, Chair\*; Rev. Dr. Robert Griffin, Vice-Chair, Bryan Parker, Secretary\*; Liz Bisordi, Treasurer; Raquel Benitez, Rev. Onetta Brooks, Kareem Murphy, Rev. Dr. Candace Shultis; Connie Meadows (Staff support), Barbara Crabtree, Marsha Warren

ABSENT:  
Rev. Tony Freeman

Rev. Nancy Wilson opened the meeting in prayer.

### **International Task Force Steering Committee & Project Manager Update**

Rev. Wilson reported on her meeting with the International Task Force Steering Committee and Rev. Don Eastman. They decided to assign a project manager to the ITF – most likely it will be Rev. Wilson’s new assistant. Rev. Wilson will be making an announcement about this in the next couple weeks.

### **Consent Agenda:**

- Minutes of October Meeting (Bryan)
- Moderator’s Report (Nancy)
- Director of Operations financial reports (Barb)
  - September P & L
  - September 30 Balance Sheet
  - Budget Summary at September 30
- Bylaw Team Status – for discussion at next meeting (Onetta)
- Update on Moderator’s Evaluation (Robert)
- Report from International Task Force (Raquel)
- Governing Board Nominating Team Status – for discussion at next meeting (Onetta)
- Announcement of changes to the UFMCC Pension Plan USA

GB MOTION 111511.1 Motion to approve the consent agenda made Liz Bisordi, seconded by Rev. Candace Shultis.

M/S Passed

The Governing Board expressed gratitude to the Board of Pension for their initiative and modifying the plan and will send a letter stating such.

### **Appointment to fill Board of Pension Vacancy**

GB MOTION 111511.2 Motion to appoint Tony Somora to the Board of Pension made by Rev. Onetta Brooks, seconded by Rev. Robert Griffin.

M/S Passed

Connie to inform Devon Avery about approval right away.

### **Finance Committee Report presented by Liz Bisorid and Barb Crabtree**

This portion of the meeting was about sharing information and helping the Governing Board come up to speed about the data reflected in report. There was no vote on budget during this meeting. This was time spent to answer questions. In the weeks following this meeting board members will schedule one on one meetings with Barb to allow for time to answer questions and live with the numbers and be sure you understand the budget thoroughly before voting on the budget in the December Governing Board meeting. Following that the final budget presentation and numbers will be posted on google.docs. There are also some formatting pieces Tony previously suggested that we are in the process

of implementing, such as what are the specific tasks and objectives to accomplish the ministry vision and goals. We will get that done in time to review before the meeting on December 13.

Key Assumptions: Barb is projecting a steeper decline tithes in 2012 tithes than it was in 2011.

Current plans for revenue generating projects for 2012 will probably cover costs, but will not be the magic wand to generate sufficient income in 2012. We want to work on this so as to have better income in 2013.

We will have to make significant staff cuts.

Barb continued to report that we have some churches that are lax in getting reports in. Normally in any quarter we receive 95% of the total. In Q2 it was in the low 90% in Q3 it was 75%. Nancy does regular check-ins with churches. Leah keeps close records on what has come in, who is behind and how far behind, and Nancy calls them – overwhelmingly the answer is not active withholding, but they are really struggling and things are difficult for the local churches.

#### KEY FISCAL PRINCIPLES

We arrived at some fiscal principles that speak to our intention to be realistic.

These are the vision ministry statements. Our 2012 budget was developed with this vision of ministry involved. Each of the Offices has developed Organizational Goals that are tied to each of these ministry statements. These strategies then were related to costs to accomplish them.

A high level overview of strategies for implementing the strategies of ministry was presented:

Point 1 – they are by and large really focused tightly on the direction of leadership development. Laity Empowered for Active Discipleship (LEAD) program launched in 2011 and focus will continue on this. We have been doing Leadership Mentoring Retreats and these will continue in 2012. There are additional conversations about clergy retreats – maybe as webinars or retreats. People love the Summits. We are trying to find other ways to get this content into the hands of more people and more churches.

Point 2: The agency partners re: communications strategy – operations goals. It will be one of Barb's primary focuses in 2012 to be more involved with them. There is work being done now and Barb will bring an overview and report to the GB on the January call. We are on track to have a redesigned website launched in the first quarter.

Point 3: Barb has been on a mission to squeeze every bit of cost she can out of anything that doesn't involve a direct benefit to a church. For example we have switched our email provider and other things to reduce our administrative overhead. We are continuing to do this looking at office space costs.

Other examples of using the vision goals to drive budget priorities:

- having the communications agency in place. That budget for this is \$80,000 and it is

a net decrease in the cost of the two positions it replaces.

- ITF budget – we are expecting \$35,000 in 2012; an increase of last year
- Church planting is an increase. That was an investment into building healthy church dynamics and a key way to address the ski slope on tithes. In the retail world success is measured on same store sales and then you have new store opening up. In the past few years we have underachieved in our “new stores” opening up. Much of this is focused in North America where the most tithe support comes from.
- The online learning center is handled by Mona West – the cost is fairly minimal (\$6,500). We already have the technology we need. What we need is content. The amount budgeted is to obtain content – developing courses. We believe we will see around \$20,000 in download fees from people taking these courses.
- We will be doing more in the events and summits. All of these will at least cover their costs. We will cover fees and probably spend all we collect on travel and arrangements for the events. These are not necessarily in the revenue generating category.
- More Young Adult initiatives. One of the key expansions is assigning Jennifer Justice who will be our staff liaison to the MCC Young Adult community. She will have goals and assigned expectations to drive those connections in an intentional way. We have a second YA summit in Dallas in 2012. We have intentional goals about seeking out YA participation, recruiting people to come to the LMR and also to serve on Volunteer Teams and Committees.
- Less spending on Staff. We will have to take \$300,000 out of the staff budget (Tri-Net Payroll).
- There will be a proposed reduction to stipends.
- We are looking at office space – closing Abilene and the Dallas office, so that the only office will be in Sarasota.
- Ecumenical and Outreach initiatives – some will be reduced.
- We have National Council of Churches meeting next year and we will likely fund participation in that event but realistically that will likely not happen.
- We have World Council of Churches (WCC) in 2013, we have sent a small team in the past, rather than kick the can down the road and fund this in 2013 and the intent is to purchase some of the tickets for Korea for the WCC in 2012.

Barb outlined that in the past we have not accounted for staff time for events. One of the shifts in 2012 budget is to allocate some of that staff time to GC budget.

Conferences: essentially General Conference 2013. The money budgeted is for site visits and for the worship team to get together to plan their work.

We think we will have \$75,000 in registration fees.

Other income: BOP pays us \$30,000/yr to do the accounting and staff time for tracking pension status. Clergy fees, book sales, etc. – all of these are small amounts.

Projection for 2013 \$2.135740 M in income.

**YEAR END CAMPAIGN – Irma**

Irma shared that she will finalize the list prospective donors for the End of Year Campaign with Nancy next week. Afterwards, she will distribute the lists to each Governor to contact the persons on their list.

Rev. Robert Griffin adjourned at 6:39 pm (EST) and Rev. Onetta Brooks closed in prayer.

*\*Early Departure from Meeting:*

*Rev. Nancy Wilson had a flight change and had to drop off the call for a 6:00 PM flight.*

*Bryan Parker's Blackberry ran out of battery power while driving from Grand Rapids to Detroit and missed the last 15 minutes of the call.*