

GB Meeting Minutes – approved 01 April 2016
25 February 2016

When: Tuesday, 25 February 2016

Time: 4:00 pm EST

Where: Virtual via Adobe Connect

Present: Rev. Dr. Nancy Wilson, Rev. Onetta Brooks, Sarah Jane Ramage, Rev. Clinton Crawshaw, Raquel Benitez, Barb Crabtree, Jack Hutter

Absent: Kareem Murphy

Meeting was moderated by Moderator Wilson

Check In/ Opening Prayer:

Nancy opened the meeting with prayer

Consent Agenda:

Minutes and Financial moved to Discussion Agenda

Motion by Onetta to accept the Moderator' Report

Seconded by Clinton

All voting members present voted aye – **MOTION PASSED.**

Discussion Agenda:

Acceptance of Board resignation:

Motion made by Clinton to accept the resignation of Rev. Dr. Robert Griffin dated February 23, 2016 and effective February 25, 2016 with thanks for his service from the Governing Board.

Seconded by SJ

All voting members present voted aye with the exception of Raquel who abstained – **MOTION PASSED.**

Finance:

Finance Committee met yesterday

SJ, Marsha, Kathy, and Barb attended

Focus was to work on discussion of Balance Sheet adjustments

For information only

Investments were shown as a single line with one dollar amount and no detail

How to properly reflect what single number contained

Smith Barney is now Morgan Stanley

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1090 breakouts

10901 – Pensions Current Year

10902 – Pensions Long Term

1090 – Morgan Stanley Other

Working on a more user friendly version for GC

Determining the amount to be included in the projection for future payments to Retired Moderator. Expect answer within a few days

Once that number is known, can make the final updates to the January balance sheet

The January P&L report should not change

When P&L and balance sheet are final for January, recommend doing email vote for approval of the reports rather than waiting for the next GB meeting

All members will need to vote

Audit – gathering a number of HR docs and forwarded them to auditors

Not getting credit for work that is being done

Barb will set up a time with Raquel to talk about the audit and then have a call with the accounting firm

No impact on financials

Balance Sheet will change with pension breakout but P & L won't

Governance:

GC Report:

Registered 165 clergy and 155 lay delegates

Overall registration is 711

Enough for a quorum

March 31st last day for discounted registration

Number of clergy who voted last time (Special GC May 2015) was 158

Lay Delegates Video – need an implementation team to execute

GC Procedures & Lay Delegates manuals have been posted

Posting updated Forum & Business meeting agendas

Goal is to approve at March Face to Face (F2F) meeting

If there are any motions, send before the F2F

GBNC will need to add a sixth seat to fill a three year term due to resignation

MNC continuing with "Question of the Week"

Webinar rescheduled to March 16 [*need to reschedule again due to Review Team]

GB Policy Handbook pending – available for F2F

Complaints about the Moderator will be ready for GB review @ F2F

BOP Proposal is under evaluation

Request to increase USA church fees

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Bylaws Status –will be ready for GB review at F2F

Committee Revisions:

Finance – added Kathy, Chair vacant (keep vacant until March meeting)

Development – Chair, Clinton, looking for members outside of GB

Governance – Don't fill Karen's spot

Strategic Plan – Chair, vacant – leave open

Audit – Chair, Raquel, Marvin

Moderator Transition – Clinton is the only member

What tasks are finished, what is pending

Finalize getting National Cathedral

New Moderator will finalize liturgist for service

What will happen between GC and installation – Clinton and SJ will discuss

Nancy will work with Emily and Clinton on Development

Nancy will work with Barb to get Marvin on Audit Committee

Minutes:

Discussed 2/16 minutes and 1/28 minutes

1/28 – Robert's conflict of interest question outstanding until 2/16 meeting

Point of order – MNC charter passed to review team

Problem with trying to document discussion of recollections – meeting notes summarize discussion versus verbatim transcript

Motion made to accept the January 28 and February 16 minutes made by Clinton

Seconded by SJ

Ayes – all voting members present except Raquel who abstained – **MOTION PASSED.**

Review Team Proposal:

Raquel asked what the plan was to reply to questions

Questions to be received by review team

All responses to be made public

Allow review team to ask questions to understand questions

Raquel suggested that straight forward questions need to be answered quickly with the concurrence of GB

SJ referred to the Steps Forward Proposal that says if someone is given the task to draft answer to a question, it is circulated to GB – allow 36 hours to respond

Raquel said that questions received should be acknowledged in a public place (website)

Post questions and answers on the website so people can see them

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SJ stated that the review team will filter questions and do report
Go through process of answering all questions
Get as complete an answer as possible
Board polled to see if they can meet on 3/16 with Dan and Phil
[MNC March 16] Webinar will need to be pushed back again
Candidates will feel impact of pause
Want to be able to make decision that day
Webinar reschedule date to be announced for later in March
Nancy asked who is available for 3/16 at 2 pm ET – SJ, Raquel, Clinton, Onetta, Nancy are available
Will have to find out if Kareem is available
March 17 GB meeting cancelled – F2F meeting is March 30
Need clarity on question process
SJ will clarify with Dan and Phil

Motion made by Clinton to approve Review Team Proposal with caveat about question process

Seconded by Raquel

All voting members present voted aye – **MOTION PASSED.**

Closed Session – was determined that it was not constructive to continue with a closed session without everyone present

Nancy summarized meeting and thanked everyone, especially SJ for all the work that's been done in this matter

Onetta asked which 2/16 version of next step proposal should be used – with or without next steps for slate; Version with next steps for slate should be used and posted.

Clinton closed meeting with Prayer

MEETING ADJOURNED

Meeting minutes Submitted by Secretary, Onetta Brooks

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SUPPLEMENTAL – REVIEW TEAM PROPOSAL

Date: February 24, 2016
To: Governing Board
Metropolitan Community Churches (MCC)
From: Dan Hotchkiss and Phil Griffin, Review Team
Subject: Review of the Moderator Nominations Process

This summer in [Victoria], the Universal Fellowship of Metropolitan Community Churches will elect its third moderator. This election, which takes place at a time of rapid change for churches and the wider culture, has attracted a larger field of candidates than any prior one. Unfortunately, the nominating process has run aground because of conflicts over proper process.

In response to these difficulties, the MCC Governing Board has approved a preliminary plan, entitled “Steps Forward for Moderator Slate,” that calls for a “pause” in the election process and an independent review by a team consisting of one outside consultant and one volunteer drawn from the MCC leadership.

Dan Hotchkiss and Phil Griffin (see bios below) were appointed to serve as the Review Team. We have met by phone to plan our work and conferred with Nancy Wilson to coordinate our plans with the Governing Board’s timeline. This memorandum describes how we plan to accomplish our charge.

We ask all members of the MCC leadership to honor the “pause” called by the Governing Board in order to give this Review every opportunity to lead us toward reconciliation and agreement on a way forward.

Objective. The GB’s charge to the Review Team calls for us to identify any conflicts of interest, bylaw and policy violations, and process irregularities. We will do those things for the purpose of helping the GB to reach consensus on a way forward for the MCC’s election process.

Timeline. As we move through our review, we hope to meet the following milestones, and will inform the Moderator of any significant difficulties or delays:

By Monday, Feb. 29. Complete our preparations.

- Study of the documents provided, including MCC bylaws, GB minutes, and correspondence about the process.
- Receive declarations and disclosures as required by sections 2 and 3 of the GB “Steps Forward” document.
- Finalize interview questions and division of labor between Team members.

By March 7. Complete phone interviews and other data gathering.

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- Both Team members will interview Nancy Wilson, Don Eastman, and Elisa Vega-Burns.
- One Team member will interview each member of the GB and MNC. The plan for seeking input from other members of the Senior Leadership Team and Council of Elders has yet to be finalized.
- We will conduct other interviews, request further documentation, or take other steps as needed to fulfill our charge.

March 14. Complete the Review Team report to the Governing Board.

March 16 (to be confirmed). Phone meeting of Governing Board to receive and discuss the Review Team report, with a view toward achieving consensus on a way forward.

This is not the sort of process that can be preplanned with precision. But in order to offer the church a full opportunity to inform themselves about the candidates and their vision for the future of the MCC, we hope to come close to the above timeline.

We welcome this chance to support the leadership of the MCC at this important moment in its history. We pray for the grace and trust we all will need in order to move into this time of conflict and beyond it. With God's help, this work can strengthen our beloved church to face the challenges and opportunities awaiting it in years to come.

The Review Team

Dan Hotchkiss has consulted with hundreds of congregations and denominational bodies in more than 30 denominational groups. A Unitarian Universalist minister, Dan is the author of *Governance and Ministry* (now in its second edition) and *Ministry and Money*, both published by Rowman & Littlefield under its Alban Books imprint.

Phil Griffin is a graduate of the L.E.A.D program and currently a L.E.A.D. CoCoordinator in the OFLD. He has been a member of MCC for more than 25 years and served in a variety of roles within MCC churches. He is also a Certified Change Cycle facilitator who has assisted several churches in pastoral transitions and board struggles. Professionally, he is an upper manager in state government (Public Health) and frequently serves as the Hearing Officer for Administrative Regulations promulgation, which results in conflict resolution on things such as abortion regulations.

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