



MCC GOVERNING BOARD MEETING
Thursday, 24 April 2014
4:00-5:30pm EDT / 20:30 – 21:30 GMT/UTC

UFMCC FIVE-YEAR STRATEGIC PLAN (2014-2018) Breakthrough Objectives:

- 1. Global Growth:** Become a growing multi-cultural, international, spiritual community.
- 2. Justice:** Boldly claim our prophetic role as a justice movement for the 21st century.
- 3. Congregations and Ministries:** Expand the number of healthy, vibrant churches and ministries.
- 4. People:** Cultivate, nurture and deploy lay and clergy leaders that are equipped and empowered to carry out our global mission.
- 5. Finances:** Build a culture of generosity to achieve our vision and mission.

OPEN QUESTIONS FOR 2014:

What will it mean to be MCC in 2023?

What is our vision of MCC as a culturally diverse, international movement?

ATTENDEES

Rev. Elder Dr. Nancy Wilson, Moderator; Rev. Onetta Brooks, Vice Chair; Kareem Murphy, Secretary; Gail Rissler, Treasurer; Sarah-Jane (SJ) Ramage; Rev. Dr. Robert Griffin; Rev. Dr. Carol Trissell; Rev. Clinton Crawshaw; Barbara Crabtree, Director of Operations; Linda Brenner-Beckstead, Staff Support.

ABSENT

Raquel Benítez-Rojas (excused absence)

The meeting began at 4pm (EST) / 20:00 GMT with opening prayer by Robert.

1. Consent Agenda

- **Moderator's Report**
- **Minutes: 06-08 March 2014**
- **Director of Operation's Financial Reports**
 - **February: P & L, Balance Sheet, Budget Summary**
- **Email votes**
 - **3/27/14 approved appointment of Beulah Durrheim (South Africa) and Stuart Sutherland (Australia) as MNC alternates through General Conference 2016.- Motion made by Onetta, Seconded by SJ. Passed 7-0, with 1 abstention (Robert)**
 - **4/10/14 approved housing allowance for Rev. Rachelle Brown of \$14,000 for 2014. Made by Onetta, Seconded by Clinton. Passed 7-0, with 1 abstention (Raquel)**

Kareem asked about Nancy's announcement about the changes in her sabbatical plans and need for Governing Board notification. Nancy said that she had talked them through with the Senior Leadership Team (SLT). Onetta asked Nancy to provide more information in the Moderator Corner of the agenda, if more information was needed.

GOVERNING BOARD MOTION 140424.1: Motion to approve the Consent Agenda, made by Nancy, seconded by Kareem. MOTION PASSES UNANIMOUSLY.

2. Moderator's Corner

Nancy said that she was trying to unify the monthly Governing Board and SLT reports. She is following up with Gene Washington (consultant from VISIONS, whom the Governing Board used for team building at the March 2014 face-to-face meeting). She is seeking suggestions from him for the August face-to-face meeting.

In terms of the Strategic Plan, the greatest challenge is development. The RFPs for that work have gone out, and they hope to have someone in place by May 7. Focus will be on major donor development.

She has done videos for the Moderator Nominating Committee video and for Council of Elder Expansion.

The Statement of Faith Commission will meet in Chicago and take advantage of faculty at Chicago Theological Seminary.

Mona secured a \$10,000 grant for Theologies Team and it will support their having a face-to-face meeting every triennium.

I had conversation with people from University of Tennessee to secure a National Institutes of Health (NIH) grant. .

She has asked to be a spokesperson for Blessed Tomorrow, a group organizing faith leaders for Climate Change.

Implementation of the Strategic Plan is progressing, including recent hires in the global growth area.

Nancy noted that it was helpful to have evaluation on her 2014 work plan for the year, framing it around the Strategic Plan.

3. Finances

Additional income was just posted, and we will close the March reporting next week. Projection based on more recent information. There were two big areas that Finance Committee discussed.

Income: We have not had any major gifts from the Moderator's Circle come in. The projection there was adjusted down by \$30,000. We hope to increase that.

Travel Expense: February travel was over by quite a bit. Some of that was due to the Large Church Pastors meeting that didn't get coded correctly. Should have had more than was reported. The intense travel is over early on this year, so projections for the year are normal, just expenses are weighted to early in the year. Barb will work with SLT to continually assess. Nancy noted that the travel period is normal.

Gail noted that plans include use of the ramp up of the Moderator's Circle to help offset missing the mark on the major donor effort. It will remain an area of concern. To create flexibility in cash flow for operations, we are using the Operating Reserve. This is mostly so that Mona can have access to funds needed to advance the Theologies Team's work in between now and when the grant funding for that arrives. This is exactly what we envisioned with the updated ply around it.

Robert as why the Balance Sheet showed a line item for "Sarasota Building Loan." Barb said she would check on that. The loan is paid off.

4. Audit Ad Hoc

Robert said there was no update. Barb is waiting to audit, eventually. She will follow up with the Audit Committee with a quote for services.

5. Assessments Ad Hoc

SJ said that Nancy was sending information to the SLT for input and she will follow up with them and make some suggested refinements and then have the team meet for further review. Nancy commented that she's working with SJ on this. SJ said that there would be a webinar. Nancy mentioned possibly sharing a draft with the Joint Working Group and SJ asked her to hold off on that.

6. Development

Robert said that they are looking at moving up the timeline for development work. They want to talk with Marina and Clinton on how to make asks. There are plans for major donor work/big scale fundraisers in Florida, with locations like Washington, DC next on the list. Clinton asked about how we can plan our meetings around development opportunities. Nancy said they were experimenting with that this year. Kareem asked about the August meeting and Gail responded that it is planned for the time between the Governing Board and SLT meetings. Robert asked the Governing Board to consider people whom we can direct asks and underwrite development programs.

Nancy said that for the DC event, she is looking for someone who has a lot of energy and training. She talked with one person who was surprised we had so little from donors. Carol asked for an updated listing of the Moderator's Circle, and Nancy said she would get it to her.

7. Strategic Plan

Carol noted that we have been soliciting additional feedback and there has not been any. There was some from the Men's Conference. Gail noted that we have recommendations to clarify language in the Vision and Mission statements. They are very well thought out.

8. Governance

Consideration of the General Conference goals will be moved to the May meeting.

- **Governing Board Nominating Committee - Recruitment reflections**

Onetta noted that Lauren Bennett provided some reflections on recruitment and that is shared in Google docs. She wants to use some of the recommendations, especially the emphasis of one-on-one, personal invitations. She asked anyone with further feedback to share that with her. She will send around the interview questions for tweaks. The nominees came from the Leadership Mentoring Retreat (LMR), Young Adult LMR, and LEAD, those persons considered will be from 2012-2014 to appoint three persons to get candidates for 2016.

Nancy said she was grateful that Lauren responded with such creative suggestions. Nancy said that the recruitment piece is important. She asked Governing to encourage people to consider applying and help with recruitment, especially if moving beyond people you know or she knows. Nancy said that there are so many gifted people who could serve in these positions.

Onetta said that if we change interview forms we should do so early. The Governing Board Nominating Committee will present a slate for half the Governing Board.

Onetta asked that in thinking about the Governing Board Nominating Committee workplace we keep a global perspective. We will be able to use lessons learned at the next session and, once General Conference 2016 is over, for 2022.

- **International Engagement Proposal**

GOVERNING BOARD MOTION 140424.2: Motion to approve the Proposal on International Engagement, made by Robert, seconded by Kareem.

Discussion:

Clinton said that he felt the purpose for being on the Governing Board is to be internationally engaged. He expressed concern about the approach of being sub-grouped could lead to separation. SJ agreed with the idea but did not think the Board should form a sub-committee. She said that she understood that some present a narrow part of international diversity, but a subcommittee of Governing Board does not resolve it. Clinton said that he is considered an American. There was debate on how Raquel might be considered. Clinton said that he could understand an advisory group. SJ added that we do not have a genuine South American voice.

Kareem said he wanted to share what Raquel shared with him. The intent is to create a structure or system for the Governing Board to be international from inception. This would be an internal advisory group. If there could be agreement to have mechanism to meet that challenge, this would be a first step. It is not designed to resolve anything, but to be limited scope.

Nancy invited everyone to consider who could be the Board's conversation partners. Should the Governing Board have conversation with people not represented, instead of an internal monitor? Is there need for conversation input from people who feel more at a distance?

Gail said that she had a different understanding (than SJ and Clinton). When we have committees, we get input. The emphasis is on making a commitment to follow-up on the International Task Force's (ITF) recommendation. She did not see this as internal Governing Board subgroup. The Finance Committee, for instance, gets external expertise as needed.

Onetta asked about the status of the proposed group: would it be a standing committee, an ad hoc group? How do we include young adults? What is the difference between having a goal and trying to codify it?

Nancy suggested that we include this element in the annual review of our committees and structure. She admitted to struggling with follow up on the ITF, especially with staff limitations and the need to have proper separation of duties and responsibilities. Carol endorsed the idea to look at it during the August face-to-face meeting. Gail said that would benefit Raquel if she were able to participate in the conversation. SJ (former ITF member) said that she would follow up with Raquel on this discussion, how it went, and what might be some next steps.

Nancy: That sounds good. We have three meetings. Maybe at one of the meetings, have further discussion on this.

Motion tabled.

- **Committee Chair Rotation Proposal**

GOVERNING BOARD MOTION 140424.3: Motion to approve the Proposal on Committee Chair Rotation, made by Robert, seconded by Gail.

Discussion.

Kareem said that this grew out of a conversation from August face-to-face to get baseline about shared leadership for committees. SJ suggested that the rotation be shorter than the three years in the proposal because that is too long and we have a three-year election cycle. Robert said he would support a two-year cycle, while maintaining the exception for the Treasurer.

Nancy said that the Governing Board has a prerogative to decide these matters at our annual election of officers. With flexibility in language, it gives value of things being looked at. She asked how broad does this need to be and does it include other officers outside of the Treasurer. She said that because the Vice Chair rotates off and then has no formal role and that may need to be re-examined. We want more people to have experience of serving as Vice Chair.

Clinton said that he was concerned that part of wording is framed around a specific case for his comfort. He added that if you have someone who is capable, you do not have options other than shifting that person out because of the Policy. Gail said that the wording encourages the Board to take leadership roles and risks. Clinton said that he was not convinced the Board has the luxury to move someone out (who is flourishing) and said that he was uncomfortable about the inspiration. Carol expressed concern that this would codify personal matters. Robert said that this proposal encourages everyone to step up and step back. No one on the Board was elected to a specific role. So no one should be locked into anything. The difference between this and local church, some people stay there (same role) forever. It's a good reminder to stay refreshed. He said this should be further discussed at the August meeting.

Nancy said that Dan Hotchkiss (consultant to the Governing Board, formerly with the Alban Institute) would likely advise us to not put everything into policy. However, we need to see how the policy proposal can help. It's vagueness can make it good policy. She wanted to get his thoughts on the proposal and share with the Governing Board.

SJ said that she liked the first two sentences, which sets an expectation. Carol said that it reads like a preamble to section about committees. SJ recommended some other revisions. She said that she saw no harm in sending the proposal and her recommended changes to Dan Hotchkiss for review.

Motion tabled.

9. Proposed Policy Protocol for Dual Affiliation – Council of Elders

Nancy said our Issues are primarily with United Church of Christ (UCC). Staff has conducted a survey and found that those who disaffiliate tend to decline or die. Should we think of this proposal in terms of MCC's relationship with The Fellowship of Affirming Ministries? One of ways to look at it is dual affiliations with those who they have an alignment agreement. The UCC has allowed it in absence of partnership. We are trying to get to policy with good boundaries and good purpose. Without it, this is messy. There is more work to do on wording. We will work to finish up the draft proposal by early May. Robert said he was glad that they have data and highly recommended sharing it. People have fantasies about grass is greener on other side.

Kareem left meeting: 5:15

10. Communications

Robert said that Kareem was going to focus on webinar. Nancy will not be on it. Onetta said that we have the meeting commitments from Linda.

Onetta closed the meeting with prayer at 5:30.

GOVERNING BOARD MEETINGS

Thursday, 26 June 2014

Thursday, 31 July 2014

21-23 August 2014

Thursday, 25 Sept 2014

Thursday, 30 October 2014

Thursday, 20 November 2014

Thursday, 18 December 2014

STANDING COMMITTEES

Finance – Gail Rissler, Chair; Raquel Benítez-Rojas; Rev. Dr. Carol Trissell; Rev. Onetta Brooks; Liz Bisordi (consultant); Barb Crabtree, Director of Operations

Development – Rev. Clinton Crawshaw, S.J. Ramage, Rev. Dr. Robert Griffin

Governance - Rev. Onetta Brooks, Chair; Raquel Benítez-Rojas (Policy)

Strategic Planning – Rev. Dr. Carol Trissell, Chair; Gail Rissler, Kareem Murphy

Communications –Kareem Murphy, Chair; S.J. Ramage, Rev. Dr. Robert Griffin

AD HOC COMMITTEES

Audit - Rev. Dr. Robert Griffin, Chair; Kareem Murphy, Marvin Bagwell, Marsha Warren

Task Force for Retirement for Clergy Outside the US: (tabled)

Assessment Ad Hoc – SJ Ramage, Chair; Kareem Murphy, Gail Rissler and Rev. Dr. Carol Trissell