Dear Colleagues,

I want to thank all of you for the actions you and members of MCC have taken to address the crises in the world wherever you are. You have prayed, marched, and taken action. The liberating theology of MCC is needed more now than ever.

In order to grow and respond in the most effective ways around the world, we have identified a need to intentionally focus on new and existing leaders and churches. The educational opportunities, spiritual life, and social action needs during this current era are vital to MCC’s growth.

It has been six years since we last restructured MCC’s global staff. In my first year as Moderator, a key responsibility includes assessment of our structure and evaluation of our relationship with, and support of, churches and leaders.

After this period of assessment and reflection, we are ready to move forward with a shift in structure to address our most urgent needs. The new staff structure will focus on clergy/lay leadership and local churches/ministries. We will also expand our ability to target the needs of our leadership and congregations through database management and analysis.

Our new denominational structure will include four offices:
- Moderator’s Office, led by Rev. Elder Rachelle Brown
- Office of Church and Ministry Development (OCMD), led by Rev. Elder Tony Freeman
- Office of Formation and Leadership Development (OFLD), led by Rev. Elder Mona West, PhD
- Office of Operations, led by Barb Crabtree

The new Office of Church and Ministry Development (OCMD) will house the work of the former offices of Church Life and Health and Emerging Ministries. OCMD will support churches and ministries from inception through formation, affiliation, and ongoing ministry. By consolidating the
development of new ministries while sustaining existing ministries, we can focus on the continuity of services and the streamlining of resources.

Organizational restructure will be accompanied by the following staffing transitions beginning 1 September 2017. The transitions of duties will continue into October.

- Rev. Elder Héctor Gutiérrez will continue in his role as Associate Director of Iberoamerica Churches and Ministries and will join the Office of Church and Ministry Development.
- Rev. Wanda Floyd has been hired as Emerging Church Specialist in the Office of Church and Ministry Development as of September 2017.
- Shannon Young will continue to provide administrative support to the Office of Church and Ministry Development on a part-time basis and will join the Office of Operations, part-time, as Database Administrator, beginning September 2017.
- MCC will hire an Associate Director for International Diversity and Inclusion. This job will be full time and the hiring notice will be posted in September at [http://mccchurch.org/connectnow/jobs/](http://mccchurch.org/connectnow/jobs/). We hope to have the position filled and the new person on board by October 2017. This position will be accountable to the Moderator.
- Rev. Elder Darlene Garner will become an MCC Global Development Consultant.

Additional transitions include:

- Aligned ministries and partners of MCC will be moved to the Office of the Moderator.
- Working Groups (former Advisory Councils) will continue at the discretion of the new Associate Director for International Diversity and Inclusion.
- Network Leadership for Asia and Australasia will be shifted to local Lay and Clergy leaders.
- Network Leadership for Africa has already started a transition to local leadership.
- Pastoral care will be available for persons and groups impacted by the restructuring.
- This Global Development Consultant will join the Office of the Moderator and Office of Church and Ministry Development.

Thank you for your ongoing dedication to the prayerful, diverse, inclusive, and prophetic ministries of Metropolitan Community Churches.

Blessings to each of you,

Rev. Elder Rachelle Brown
Moderator, Metropolitan Community Churches