1 October 2017

An Open Letter from the Strategic Leadership Team:

As the Strategic Leadership Team of the staff of MCC, we believe it is important for us to share an overview of previous office restructurings and staff changes, and state our support of the current restructuring of our offices.

The work of the Strategic Leadership Team (formerly Senior Leadership Team) and configuration of our offices has been fluid and evolving since the denominational restructure of 2010. We feel that a perspective on some of the reorganizations that have occurred during the past seven years may be a helpful context for the current restructuring. Following the General Conference adoption of the new denominational structure in 2010, there was a staff reorganization that retained three existing offices: Office of Formation and Leadership Development, Office of Development, and Office of Operations; and created three new offices: Office of Church Life and Health, Office of Outreach, and Office of Church Emergence.

At the end of 2011, the offices and staff were reorganized again in order to reduce overall expenses. The Offices of Development and Outreach were eliminated, as were the jobs of the directors of those offices. The work of the Office of Outreach was shifted to the Office of Church Emergence, which was renamed the Office of Emerging Ministries. The work of the Office of Development moved to the Moderator’s Office. The Associate Director for Iberoamerica Churches and Ministries was also added to the Senior Leadership Team at this time.

Additional reorganizations have been implemented, including two reorganizations in 2015, which impacted all staff offices. These reorganizations for work efficiency or financial necessity have been required as the needs and resources change.

As a regular part of ongoing workflow improvements within staff, responsibilities for specific functions have also been transferred from one office to another as the need arose over time. Examples of work realignments previously implemented include transferring responsibility for the Judiciary Process from the Office of Emerging Ministries to the Office of Formation and Leadership Development and transferring communications from the Office of Operations into the Moderator’s Office.

We believe this latest restructuring, which has created the Office of Church and Ministry Development, is part of the ongoing evolution of staff work and the Strategic Leadership Team, and will allow us to work more effectively and collaboratively. We also identified a sense of liberation and
freedom for each office to be more engaged in the work of diversity and inclusion from a global perspective. In the new structure, responsibility for supporting existing MCC clergy and lay leaders and developing new leaders will rest within the Office of Formation and Leadership Development. Responsibility for supporting existing churches and ministries and developing new ones will rest within the Office of Church and Ministry Development.

As the Strategic Leadership staff body of the organization, we are committed to MCC and our work in this new structure. We were encouraged at the beginning of this time of transition to begin working more closely with the Governing Board. We remain committed to working collaboratively towards the development and funding of projects and programs that support our common commitment to MCC’s Core Values, leaders, and churches.

With respect and gratitude,

Linda Brenner, Associate Director for Communications, Office of the Moderator
Barb Crabtree, Director, Office of Operations
Rev. Elder Tony Freeman, Director, Office of Church and Ministry Development
Rev. Elder Héctor Gutiérrez, Associate Director for Iberoamerica Churches and Ministries, Office of Church and Ministry Development
Rev. Elder Mona West, PhD, Director, Office of Formation and Leadership Development