



MCC Governing Board Response to Frequently Asked Questions

Why do we need to restructure now?

The purpose of an Interim Time is to listen, support, assess, and align to better achieve our Vision, Mission, and Core Values. An Interim Time calls leadership to prioritize the key needs of MCC's diverse, global population including a more concentrated focus on New and Existing Churches, Ministries, and Leaders. All of 2017 has been spent listening and assessing the changes needed strengthen MCC now and in the future. Change such as this is not uncommon in MCC, has been considered before, and during transition the implementation of the restructure allows an alignment of personnel and resources with these goals.

When do the restructure changes become effective?

The restructure began September 1st.

Was the Governing Board involved?

The Governing Board was appropriately involved.* Per MCC policy, the Governing Board is charged with a specific set of governance matters and has fiduciary accountability while the Moderator has sole discretion regarding staffing and office needs, adjustments, reporting, evaluation, and management. The Governing Board was aware of the 2017 transitional focus for aligning programs and projects, including transition period resource needs. They were informed of the staffing changes once those decisions had been made. This restructure does not represent a strategic plan change such as the structural shift from Regional Elders to Networks in 2010 or an increase in budget that would require Governing Board approval.

**For more information about the roles and responsibilities of the Governing Board per MCC Bylaws and the Governing Board Policy Manual, read the downloadable letter from Bryan Parker, former Governing Board member.*

How does this change improve Diversity and Inclusion efforts?

This restructure significantly increases the commitment to International Diversity and Inclusion with a dedicated full-time high-level staff member for the greatest impact in areas, but not limited to, Racial Justice, Transgender and Non-Binary Persons, Bisexual persons, Queer identities and families, Persons of African Descent, Latinx Persons, Accessibility, Women, Heterosexual Inclusion, Mental Health, Persons with HIV/AIDS, Young Adults,

Older Adults, managing translation volunteers, and includes development of local church resources in all areas of MCC programs and projects.

How will the work of the Office of Emerging Ministries continue?

The responsibilities of the previous Office of Emerging Ministries and Office of Church Life and Health have been combined into the Office of Church and Ministry Development, led by Rev. Elder Tony Freeman. Combining the offices will improve prioritization and allocation of resources, increase efficiency and reduce redundancy. It keeps focus on program and project outcomes rather than special offices. The Office of Church and Ministry Development will focus on needs and resources for New and Existing Churches, Ministries and Leaders. MCC support for Emerging Ministries and Network support for select areas of the world will be led by Rev. Wanda Floyd. Rev. Floyd began her new role September 1st and filled the vacancy created when Rev. Elder Rachelle Brown became the Interim Moderator. Rev. Floyd's duties include overseeing MCC Oasis.

Who will lead the Diversity Working Groups?

The Diversity Working Groups consist of key volunteers who represent diverse constituents within MCC. A new Associate Director of International Diversity and Inclusion will be selected in October. This new Associate Director will meet with the Diversity Working Groups to discern a role in the new structure, which includes a focus on local churches and ministries, resources, and training.

What does the restructure mean for new church development?

Emerging church development experiences over the last three years revealed a strong interest for new MCC ministries and churches around the world. Streamlining the work of church and ministry formation within the same office creates an exchange of best practices. The Office of Church and Ministry Development will facilitate mentoring, partnering, and training between new and existing churches and ministries.

How is staff impacted by the changes?

The restructure impacts some staff duties and those changes have been communicated. The Director for the Office of Church and Ministry Development will oversee most functions previously managed by the Office of Emerging Ministries and the Office of Church Life and Health. The Global Consultant will provide on-going expertise and continuity, and report to the Interim Moderator. A part-time position for Data Management was added to manage content in a newly created database and will report to the Director of Operations. The restructure reflects a reduction in staff costs.

Diversity Working Groups will be guided by the leadership of the new Associate Director for International Diversity and Inclusion and report directly to the Interim Moderator. The new staff member will begin on or before October 2017. This position will have a seat on the Senior Leadership Team, which is being shifted to the Strategic Leadership Team as a way

of including more strategic voices to meet the key needs of New and Existing Churches, Ministries, and Leaders.

Some of you have expressed interest in the number of Persons of Color on denominational staff. Recent hires and increases in responsibilities in 2017 included three Persons of Color: the Communications Assistant (previously Finance Clerk); the Emerging Church Specialist (new hire); and a staff member who is part-time Database Manager (new position), along with a continuing part-time role as Administrative Support in the Office of Church and Ministry Development. As of today, nearly 30% of paid denominational staff are Persons of Color.

Rev. Elder Darlene Garner, and Recognition at MCC's 2019 General Conference

The restructure includes having Rev. Elder Darlene Garner continue on staff. She is taking a well-deserved and much-earned sabbatical for the remainder of 2017. Beginning in 2018, Rev. Garner has been asked to serve on staff as a Global Consultant within the Moderator's Office until retirement. MCC is incredibly grateful for all Rev. Garner's career-long contributions, including the development of the Persons of African Descent Conference, the Darlene Garner Institute for Iberoamerica, global development, among a few of her achievements, and the work she continues to do for MCC. Once a retirement date is announced, a globally celebrated retirement will be held, including recognition at the 2019 General Conference.

What benefits will local churches see from this new structure?

The new Office of Church and Ministry Development will streamline support of local churches and ministries at every stage. Responsibilities will include development of resources based on best practices within MCC and other communities of faith. Local churches and ministries will also receive programming and direct support to facilitate dialogue and education in areas of diversity and inclusion relevant to the global context. Overall, the restructure highlights programs and projects designed to provide local support, rather than organizational offices with separate missions. Goals, metrics, and resources including budget will be aligned directly to these programs and projects making progress easier to measure and outcomes more visible.

What about Networks?

The administration of Networks will reside within the Office of Church and Ministry Development including network leadership for Australasia, Asia, and Africa. Local lay and clergy leadership will be encouraged in every global area and will receive MCC denominational staff support and collaboration. The MCC Europe Network has been under local leadership for many years already. The Council of Elders continues to support churches in each global area and will increase their connection in the next weeks.

Who will oversee partner organizations, associations, and aligned ministries?

The Office of the Moderator is charged to ensure MCC lives into its Mission, Vision, and Core Values. This accountability includes strategic alignment with associations and partner organizations that strengthen MCC around the world.

Is the role of Interim Moderator different from Moderator?

The role of Interim Moderator, while appointed by the Governing Board, has the full authority of a Moderator as head of staff and Moderator of the Governing Board. As an Elder, the Interim Moderator can fill any vacancies on the Council of Elders according to our documented process. The term “Interim” designates a particular role as transitional leader until the 2019 General Conference. The Governing Board acknowledges the role is still equal in duties and authority as an elected Moderator.

The leadership of the Interim Moderator includes heeding MCC’s prophetic call to meet spiritual needs of the people of MCC to be both movement and church the world needs right now.

MCC Governing Board

Rev. Elder Rachelle Brown, Interim Moderator

Rev. Joe Cobb, Clerk

Kimberly Brown, Treasurer

Angel Collie

Dr. Mark Dalgleish

Rev. Jakob Hero-Shaw