

MCC Governing Board Report to General Conference XXV



Metropolitan Community Churches

TRANSFORMING OURSELVES AS WE TRANSFORM THE WORLD.

FORWARD

Where we started

At our last international gathering in Acapulco, Mexico, the General Conference voted for change. The General Conference voted to approve a new, understandable and functional structure to guide our movement was agreed on. A new Governing Board was elected and given a charter to develop policy to guide us in the pursuit of MCC's mission, vision and values; to engage in strategic planning with the Senior Leadership Team and Elders; and to provide fiduciary accountability and management oversight to our denominational resources.

The Governing Board was challenged with the dual task of developing new group norms, while at the same time grappling with the day-to-day work of implementing a new structure and providing oversight to our finances and resources. We were doing so in a time when the world economy was fraught with uncertainty and volatility. At our first face-to-face meeting in August of 2010 we were aware that being a "new" board, we would be establishing the groundwork and practices for the future Governing Boards. This awareness drove us to carefully measure each step we took, and each word of policy we wrote. Alban Institute Governance Consultant Dan Hotchkiss blessed us with expert guidance. He helped us to be clear about our roles and responsibilities, which included assisting our Moderator to distinguish the challenges of being "head of staff" and "moderator of the Governing Board." We are most grateful for Dan Hotchkiss' expert guidance and coaching throughout our first year together. He truly helped us to live into our charter with a modicum of grace.

With Dan as our mentor, the Governing Board established a covenant of how we were to be in relationship with each other, led us through the process of developing the necessary committees to carry out our work, and critiqued us as we painstakingly drafted and re-drafted a new policy manual.

Three years later, as we move from the tropical beaches of Acapulco to the Pride-filled streets of Chicago, the Governing Board is excited about the foundation that has been laid and looks forward to the new challenges that General Conference XXV will present and we pray for yet another powerful moving of the Holy Spirit.

What we accomplished

Some of the highlights of the Governing Board work over the past three years have been:

- Developed Open Questions & Vision Goals that guided our process, outcomes and purpose as we worked together to conduct the business of the denomination between General Conferences.
- Created a Governing Board Policy Manual to define our scope work, establish performance benchmarks, and ensure future Governing Boards have a mechanism for continuity of operations
- In partnership with the Moderator, as Chief of Staff, made necessary budgetary cuts that resulted in a Reduction in Force, and that brought our expenses in line with actual revenues.
- As the Governing Board better understood the financial landscape of our denomination and the financial realities of our local churches, responded to financial needs during a global recession and thereby laid a foundation for closing our funding gap for 2012. We are currently in the best financial position in our history. Never before have had we had a staff organization that has come to operate within our current income means. As of this writing, we are current on payables, have cash on hand for all designated funds, there is no exiting external debt, and our denomination currently has \$1 million in the bank.
- Enacted our process to replace a Governing Board Member who resigned.
- Lived into our Vision Goal of leadership development with Young Adults by including two Young Adult representatives at our March 2012 Governing Board face-to-face meeting and by engaging in conversation with participants at both Young Adult Leadership Mentoring Retreats.
- Managed to pay off the mortgage of the MCC Headquarters Office Condo located in Sarasota, Florida, USA and now own denominational property free and clear.
- Successfully outlined and carried out the Governing Board's appointment and General Conference's affirmation of two new Elders.

- Successfully provided oversight for MCC's first online voting process as we conducted the business of General Conference while not in full session. We also reviewed lessons learned from that experience to offer first-ever online voting opportunities for upcoming 2013 General Conference.
- Offered ongoing denominational communication such as State of MCC, surveys, webinars, newsletters and listening posts.
- With joy, received the report of the International Task Force and approved new proposals.
- Acted to make key one-time investments in leadership development and educational training in Iberoamerica and in Network Leader training.
- Worked with staff to offer a new MCC branding campaign
- Appointed the Governing Board Nominating Committee and the Moderator Nominating Committee.
- Appointed Board of Pensions USA members and established our oversight relationship with them on behalf of the General Conference.
- Most recently concluded the process of offering a new MCC Strategic Plan that will guide our denomination to 2018.

Where we are going

One of the many roles of the Governing Board is to think and plan about our future, building sustainability and capacity into all we do. To that end, we spent much of 2012 and 2013 developing a new Strategic Plan, one that will help us live into our calling as a Human Rights Church and a Justice Movement. We enlisted the aid of an experienced strategic planning consultant Gail Rissler. Looking into our future, we are clarifying our vision and mission and sharing our dreams, all spelled out through our action plan for the next five years. In the development of the Strategic Plan, we envisioned what MCC would look like in 2018 (five years from now). Some of the highlights include:

- A 2016 General Conference featuring significantly expanded virtual content
- A truly global, user-friendly, and highly effective website, with full use of social media to inform church leaders and MCC people about what's going on with MCC around the world.
- iMCC, our Virtual Church, as proposed by the ITF and developed in consultation with and to support our congregations, creating a dynamic model to reach those not close to a local MCC or who cannot attend MCC services in person.

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- Dynamic support to help churches break barriers, expand their leadership bases especially with young adults. Let's break our glass ceiling. Together.

More than ever, as God's liberated people, we advance our call on justice through action, building bridges that liberate and unite us. To move on with our work, the Governing Board will need your help. We ask you to continuously stay in communication with us. Let us know your thoughts, your vision your dreams, and hopes. Let's build together our future. Let us transform the movement for justice globally so that it may move from volatility to vision, from uncertainty to understanding, from complexity to clarity, and from ambiguity to agility.

Borrowing words from U.S. President Barak Obama, "Change will not come if we wait for some other person or some other time. We are the ones we've been waiting for. We are the change that we see." Friends, we are MCC. We are the change. BE part of it.

Respectfully,

Rev. Tony Freeman, Vice Chair, 2010 - 2011

Rev. Dr. Robert Griffin, Vice Chair, 2011 - 2012

Ms. Raquel Benítez-Rojas, Vice Chair, 2012 -

Mr. Kareem Murphy

Rev. Onetta Brooks

Mr. Bryan Parker

Rev. Dr. Candace Shultis

Ms. Liz Bisordi

Rev. Elder Dr. Nancy Wilson, Moderator, Chair

SECTION I: FINANCES

Financial Report to General Conference XXV

The years 2010 - 2012 can best be described as a period of focus on achieving improved financial health in the midst of continuing global economic sluggishness and a planned reduction in the assessment rate from churches.

Despite economic challenges, MCC finances are stable and its financial health is better than it has been in many years.

- Spending has been realigned to focus on ministry vision priorities set by the Governing Board.
- Expenses are within operating income and all three years since the last General Conference have achieved breakeven or better net income.
- Administrative expenses have been reduced and funds reallocated to critical ministry programs.
- Designated accounts are fully funded.
- Accounts payable have been reduced, and the total payable amount is approximately \$150,000 (USD) lower than YE 2009.
- Investment funds are above \$900,000 (USD) and growing slowly.
- MCC has paid off the note on the Sarasota office property and has no external long-term debt.

To reach these goals, we have taken a number of key steps, some of which resulted from very difficult decisions. While reducing the required tithe rate for churches from 13% in 2010 to 12% at the beginning of 2013, we have:

- Implemented the revised operating structure, which allows for operating efficiencies and enables MCC to sustain operations from a lower base tithe rate.
- Reduced staff to align with reduced income.
- Created and implemented a plan that combined budget reductions with income initiatives.
- Reenergized our development initiatives and launched the Moderator's Circle to build a base of resources, including initiating a Turnaround Plan and institutionalizing its benefits.

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Amidst the good financial news, one area continues to present challenges. Accounts Receivable from churches increased by 29% after write-offs, which totaled approximately \$200,000 over the time period. This increase in Accounts Receivable represents tithes reported but not paid and negatively impacts cash flow, adding to the magnitude of the budget reductions. Continued attention will be required for the foreseeable future to manage this aspect of the financial picture.

While we still face economic uncertainty and the potential for continued difficulties in the financial climate, with the steps already taken, MCC is stable and positioned to respond in the future. We appreciate the abundance of your faithfulness and prayers as we journeyed together these past three years.

The first financial report is the statement of our financial position (balance sheet), and the second is the statement of our activities (P&L report). Results from 2010 are taken directly from *audited* reports. At the time of this report, the audits for 2011 and 2012 are in process. The results reported represent our best information but may be subject to adjustments as a result of the final audit reports. Explanatory notes follow the reports.

Universal Fellowship of Metropolitan Community Churches
Statement of Financial Position
31 December 2012, 2011, and 2010

| | <u>2012*</u> | <u>2011*</u> | <u>2010</u> |
|--------------------------------------------------|--------------------|--------------------|--------------------|
| Assets: | | | |
| Cash and cash equivalents | \$445,886 | \$389,213 | \$368,703 |
| Accounts receivable, net | \$456,595 | \$485,197 | \$305,158 |
| Investment in marketable securities ¹ | \$942,995 | \$867,887 | \$1,212,908 |
| Prepaid expense | \$13,462 | \$7,977 | \$17,249 |
| Inventories | \$20,342 | \$20,318 | \$20,342 |
| Fixed assets, net ² | \$338,265 | \$337,883 | \$318,449 |
| | | | |
| Total Assets | <u>\$2,217,545</u> | <u>\$2,108,475</u> | <u>\$2,242,809</u> |
| | | | |
| Liabilities: | | | |
| Accounts payable | \$41,172 | \$71,000 | \$62,818 |
| Notes payable ³ | | | \$316,009 |
| Accrued expenses | \$91,709 | \$99,462 | \$185,422 |
| Deferred income | \$236,557 | \$190,304 | \$2,575 |
| | | | |
| Total Liabilities | <u>\$369,438</u> | <u>\$360,766</u> | <u>\$566,824</u> |
| | | | |
| Net Assets | | | |
| Unrestricted - Undesignated | \$1,474,395 | \$1,436,685 | \$1,360,809 |
| Unrestricted - Board Designated | \$105,000 | \$50,000 | \$120,300 |
| Temporarily restricted | \$268,712 | \$261,024 | \$194,876 |
| | | | |
| Total Net Assets | <u>\$1,848,107</u> | <u>\$1,747,709</u> | <u>\$1,675,985</u> |
| | | | |
| Total Liabilities and Net Assets | <u>\$2,217,545</u> | <u>\$2,108,475</u> | <u>\$2,242,809</u> |

*2012 and 2011 are unaudited, and subject to change as a result of the audits

Universal Fellowship of Metropolitan Community Churches
Statement of Activities
For the Years Ending 31 December 2012, 2011, and 2010

| | <u>2012*</u> | <u>2011*</u> | <u>2010</u> |
|------------------------------------------|--------------------------|--------------------------|--------------------------|
| Support and Revenue | | | |
| Tithe income ⁴ | \$1,554,861 | \$1,787,040 | \$1,786,245 |
| Conferences and education ⁵ | \$127,823 | \$75,778 | \$165,826 |
| Development income ⁶ | \$229,717 | \$105,078 | \$95,485 |
| Gifts and donations ⁷ | \$40,187 | \$263,266 | \$94,168 |
| Grants | \$70,962 | \$12,893 | \$30,060 |
| Church planting and revitalization | \$6,867 | \$2,758 | \$4,690 |
| Other ⁸ | \$216,737 | \$147,781 | \$628,017 |
| Interest and gain/loss on investments | \$73,693 | (\$18,943) | \$143,078 |
| | <hr/> | <hr/> | <hr/> |
| Total Support and Revenue | <u>\$2,320,847</u> | <u>\$2,375,651</u> | <u>\$2,947,569</u> |
| | | | |
| Expenses | | | |
| Program expenses | \$1,536,230 | \$1,695,038 | \$2,142,338 |
| General and administrative | \$685,995 | \$640,877 | \$642,949 |
| | <hr/> | <hr/> | <hr/> |
| Total Expenses | <u>\$2,222,225</u> | <u>\$2,335,915</u> | <u>\$2,785,287</u> |
| | | | |
| (Decrease)/Increase in Net Assets | <hr/> <u>\$100,398</u> | <hr/> <u>\$71,724</u> | <hr/> <u>\$162,282</u> |
| | | | |
| Net Assets Beginning of Year | \$1,747,709 | \$1,675,985 | \$1,513,703 |
| | | | |
| Net Assets End of Year | <hr/> <u>\$1,848,107</u> | <hr/> <u>\$1,747,709</u> | <hr/> <u>\$1,675,985</u> |

*2012 and 2011 are unaudited, and subject to change as a result of the audits

Universal Fellowship of Metropolitan Community Churches
Notes on Statements of Financial Position and Activities
For the Years Ending 31 December 2012, 2011, and 2010

Notes:

1. Cash investment from proceeds of sale of West Hollywood property in 2007.
2. Includes Moderator's office condominium in Sarasota, Florida USA.
3. Notes payable include the amount owed on the Moderator's office condominium in Sarasota, Florida. This note was paid in full in March 2011.
4. The tithe rate was 13% during 2010 and 12.5% during 2011 and 2012.
5. In 2010, Conferences and Education included General Conference. PAD Conference is included in 2011. All three years included educational events (i.e., REVM, LEAD, Leadership Mentoring Retreats (LMR), Clergy Retreats, Church Summits, and Webinars).
6. Development income in 2012 included Moderator's Circle contributions.
7. Gifts and Donations in 2011 included \$169,000 in proceeds from a planned gift.
8. Other Income in 2010 included higher than usual income from closed churches.

Finance Committee

Ms. Liz Bisordi, Chair (2010-)

Mr. Bryan Parker (2012 -)

Rev. Onetta Brooks (2011 -)

Mrs. Marsha Warren (2010 -)

Rev. Dr. Candace Shultis (2010 - 2012)

Governing Board Motion:

General Conference approves a tithe assessment rate for the next three years, 2014 through General Conference year 2016 as follows: 2014 = 12%; 2015 = 12%, and 2016 = 12%.

Rationale: MCC's entire leadership transformed the ways in which we work and do ministry. We have lived within our means and made difficult choices around staff reductions and office consolidation. We continue to perform. A new strategic plan calls for key investments to expand our impact and global reach and to increase resources for churches and ministries. We feel strongly that they can be achieved through a combination of freezing the tithe assessment rate, increased emphasis on development opportunities, and diversification of our income streams. We are stronger together.

SECTION II: GOVERNANCE

Following the model outlined in his book *Governance and Ministry*, Alban Institute Senior Consultant Dan Hotchkiss worked closely with the Governing Board during our first year of formation. As a result the Governing Board established a standing Governance Committee to provide oversight and compliance with MCC's Bylaws, to establish guiding documents and to appoint ad hoc committees to carry out the governance of MCC. As Dan Hotchkiss notes, "Governance is an expressive art. Boards need skills and methods for negotiating 'our way' of governance and for passing the torch effectively to new leaders." Since 2010, the Governance Committee has taken on this expressive art of creating the methods of governance that have helped guide the current Governing Board and will provide a solid foundation for MCC's Governing Boards in the future.

The Governance Committee was led by Rev. Onetta Brooks as Chair and Bryan Parker who has focused on the development and updating of the Governing Board Policy Manual. This important work could not have been accomplished by just the two of them. A broader team of over twenty clergy and lay leaders composed of Governing Board members, ad hoc committee appointees, and MCC staff contributed our collective ability to provide governance and oversight for our denomination.

Bylaws Team

In January 2011, the Governing Board approved the appointment of Rev. Terri Echelbarger, Ms. Judy Dale, Mr. Yuriy Kushnir, Rev. Kevin Dudman and Ms. Leah Sloan to serve on the Bylaw Team through General Conference XXV. The Bylaw Team managed the process identified in Addendum 1 - Procedures for Submitting Bylaw Proposals. As we enter General Conference XXV, we thank outgoing Bylaw Team members Ms. Judy Dale, Rev. Kevin Dudman, and Mr. Yuriy Kushnir for their service.

Governing Board Nominating Committee (GBNC)

In March 2012, the Governing Board appointed Rev. Cathy Alexander (Team Leader), Rev. Catherine Dearlove and Mr. Rusty Hall to the GBNC. They have successfully presented a slate of ten candidates, four members of the clergy and six members of the laity, to stand for election of the two clergy seats and three lay seats.

Moderator Nominating Committee (MNC)

The Governance Committee developed and implemented a process to appoint three members to the MNC, which is responsible for the application, interview and discernment processes that will result in having up to five candidates to stand for election as Moderator at General Conference XXVI in 2016. After reviewing applications and conducting interviews with lay and clergy members from around the world, the Governing Board appointed Rev. Dr. Lea Brown, Rev. Kevin Downer, Ms. Elisa Vega-Burns to the MNC. In addition to these appointments, the Governing Board decided to create and appoint two persons to an Ad Hoc Team to support the MNC during its process and be prepared to serve as alternate member should circumstances arise that do not allow MNC members to fulfill their roles over the next three years.

Policy Manual

The Governance Committee developed and implemented a comprehensive Policy Manual under the direction of Mr. Bryan Parker, with the help and input from all Governing Board members. The purpose of the manual is to provide comprehensive information concerning and policies associated with the areas overseen by the Governing Board, the areas delegated to other individuals within MCC and the powers reserved by the Governing Board.

Currently the manual includes twenty-three polices that cover topics such as Governing Board communication, conducting audits, handling of our investments, and management of the operating reserve.

This manual has been posted on the Governing Board [website](#) since its creation and updated with each change. The manual can be found at <http://governingboard.mccchurch.org/about/our-policies/>

Other Accomplishments of the Governance Committee

- Successfully designed and managed MCC's first Virtual Special General Conference in March 2012 to affirm the appointments of Rev. Hector Gutiérrez and Rev. Dr. Mona West as Elders.

- Preparing for one of the largest General Conferences in MCC's history to be held in Chicago, IL (USA) in July 2013. This is the first General Conference in which the Governing Board is responsible for conducting the Business Forum and Business Meeting. Here, we will elect new Governing Board members, pass motions to implement strategies and proposals that came out of the work of the International Task Force, and present the current financial status and future vision and strategic plan of MCC.

Governance Committee

Rev. Onetta Brooks, Governance Committee Chair

Ms. Raquel Benítez-Rojas, International Task Force Chair

Mr. Bryan Parker, Policy Manual Lead

SECTION III: COMMUNICATIONS

From its inception, the Governing Board developed a Vision Goal around communication (Communicate to the world with passion and clarity who we are -- and that “we want to know you!”). We have sought expand the content, reach, and strategies to how we live into the goal. We conduct webinars on the State of MCC, focused on the larger denominational issues under the Board’s purview. We created a [Facebook](#) page and keep our latest efforts updated on the Governing Board [website](#). We conducted a general survey. In the MCC Policy Manual, we created a specific communications policy to guide how we respond to emails and other communiqués that we receive and to set expectations for MCC concerning our desire to be very responsive. More recently, we established an Ad Hoc Communications Team to ensure that we are organized internally for effective communication. The Governing Board approved the Team’s work plan to increase our communication platforms going into and coming out of General Conference XXV. Indeed, we DO want to get to know you. And we want to be sure that you know us, know our work, and understand how we will jointly live into our future. We encourage you to write us at governingboard@mccchurch.net.

Ad Hoc Communications Team

Rev. Dr. Robert Griffin, Chair

Mr. Bryan Parker

Mr. Kareem Murphy

SECTION IV: INTERNATIONAL TASK FORCE

General Conference XXIV created an International Task Force whose purpose was to review MCC's ecclesial and programmatic structures and make recommendations to the Governing Board on substantive changes necessary for us to more fully become a global movement. The Governing Board reviewed the Task Force's recommendations and has presented their work in a formal document attached to this report. Review and consideration of that report by General Conference XXV will take place separately during the Business Forum and Business Meeting.

Governing Board Motions:

1. General Conference receives the Final Report from the International Task Force with gratitude; and thanks the Steering Committee of the ITF: Dr. Mark Dalgleish (UK/Australia), Mr. Jochen Gewecke (Germany), and Dr. Carol Scherfenberg M.D. (USA); and all who participated over the last two years in this process: Rev. Ceejay Agbayani (Philippines), Rev. Tom Decker (Canada), Rev. Araceli Ezzatti (Uruguay), Rev. Paul Mokgethi-Heath (South Africa), Dr. Roger Nascimento (Brazil/UK), Mr. Henry Onzem (Australia), Ms. Sarah-Jane Ramage (UK), and Rev. Dr. Neil Thomas (USA/UK), in addition to MCC staff: Linda Brenner-Beckstead, Project Manager; and Marina Laws, Rev. Elder Héctor Gutiérrez, Connie Meadows, Leah Sloan.
2. General Conference authorizes the Moderator and Governing Board to appoint and fund a Global Covenant Team that will serve from late 2013 through the 2016 General Conference, and their purpose will be to create a Global Covenant for MCC churches, as our identity, statement of values and theological commitments that will be our primary document of alignment, which will be ratified by the churches in preparation for General Conference XXVI in 2016, and approved by General Conference as we move towards our 50th anniversary. This Team will be accountable to the Governing Board and will reflect the diversity and global nature of our denomination.

Rationale: At the present time, it appears that the MCC bylaws (with a very U.S. cultural bias) are the only document that unites us. We believe that it is our core vision, mission, values, inclusive theology, and commitment to justice that really unites us. We believe that a contemporary, 21st Century, Global Covenant would be a wonderful expression of our unity and would be very useful in helping everyone understand who we are and how we want to include more people.

3. General Conference authorizes the Moderator and Governing Board to appoint a special task force to review, renew, and update our MCC Statement of Faith. This task force will include representatives from the Council of Elders and from the Theologies Team, as well as those representing the theological, cultural, and global diversity of MCC. It will also seek consultation from resources inside and outside of MCC. The document they bring forth will need to be approved by 2/3 of the Clergy House and of the Lay House of the General Conference of MCC, at the soonest, by General Conference 2016.

Rationale: The ITF wrestled with the fact that our Statement of Faith is dated in its language and not used very much in MCC churches. That document will always be a part of our legacy and our history. It was forged in General Conference meetings long ago where often we reached compromises in language just to “get us through to the next General Conference.” It has embedded in it many important and precious concepts, but no one would debate that it is not artfully composed, or even very complete. The ITF wondered if it would not be a valuable investment to have a Statement of Faith that reflected our 45 years of experience, our theological genius and diversity, and grounded us in our Christian commitment; one that we could use in liturgies and in membership classes with pride and joy. The ITF believes MCC has the maturity, talent, and will to do this important work as we approach our 50th anniversary, and the Governing Board unanimously agrees. We also want to give the Task Force enough time and resources to do the very best for the future of MCC.

SECTION V: STRATEGIC PLANNING

One of the many responsibilities of the Governing Board is to engage in strategic planning. There are a number of reasons to do this. Strategic planning addresses accomplishing MCC's vision using the resources available to us. It helps us to align the unique gifts and resources God has given us as we take advantage of opportunities when they present themselves and accomplish our shared ministry goals. It is a systematic process that encourages us to envision a desired future, then translate that vision into goals or objectives and create a sequence of steps to achieve that vision. We elected to develop a five-year strategic plan that would carry our work through the first two years of the next Moderator's term. This will allow the new Moderator sufficient time to develop new priorities that he or she will own.

We have been blessed to have the services of Ms. Gail Rissler, a member of MCC and an internationally certified *Strategic Management Professional* (Association of Strategic Planning). She holds a Gold Mastery Certification in Reinventing Strategic Planning, and has donated her time to us pro bono.

With her guidance, we created a three-month process that culminated in a two-day working session for the Senior Leadership Team and the Governing Board (March 6th and 7th of 2013). Our Moderator presented an overview of where we are, where we can be in 2018, and the challenges and opportunities are before us. We also heard from each of the MCC Offices and from members of the Governing Board about our accomplishments, opportunities, challenges, visions, required investments and needs for leadership in the future. It was an exciting, challenging and fruitful two days!

At the heart of our planning retreat was our desire to support the local church and ministries. In updating our vision and mission, in crafting breakthrough objectives, and in the work of creating priority actions, we sought to focus our resources on the local church. We know it is at that level most people touched by MCC ministry experience it in a local church. We want to be very clear that we used our local congregations and our special ministries, *from around the world*, as our points of reference. The entire group agreed that supporting the work and ministry that happens is key a successful future.

The Strategic Plan is implemented through the use of Annual Plans derived directly from the five-year plan. Each year the denomination will develop and implement an Annual Plan inclusive of all Breakthrough Objectives. The Annual Plan will include the Priority Actions due that year and other current-year actions necessary to complete future year Priority Actions. The annual Senior Leadership Team and Governing Board goals, denomination budgets and investments, and work processes will be aligned with the Strategic Plan as implemented through the Annual Plan process.

The progress of the Annual Plan will be measured and reviewed monthly. Bi-annually, the Governing Board will review performance against the Strategic Plan to ensure progress is being made and the spirit of the plan is being achieved. Results will be reported annually and will inform a Strategic Planning progress forum at the 2016 General Conference.

Here are the results we invite you to engage with us as we move forward into the next five years.

MCC Five-Year Strategic Plan (2013-2018)

Updated Vision Statement:

Metropolitan Community Church is compelled by an unfinished calling and a prophetic destiny. We are a global movement of spiritually diverse people fully awake to God's enduring love. Following the example of Jesus and empowered by the Spirit, we demand, proclaim and do justice in the world.

Updated Mission Statement:

Metropolitan Community Church is an increasingly global and diverse people who proclaim and practice a spirituality that is liberating and sufficiently profound to address the issues of our volatile, uncertain and complex world.

The global movement is called to develop and equip leaders, congregations and ministries to do the work of justice, compassion and the integration of sexuality and spirituality.

We will do this through high value training, cutting edge theological exploration, expanding partnerships and engaging with similarly minded justice movements.

Core Values:

- *Inclusion*
Love is our greatest moral value and resisting exclusion is a primary focus of our ministry. We want to continue to be conduits of faith where everyone is included in the family of God, and where all parts of our being are welcomed at God's table.
- *Community*
Offering a safe and open community for people to worship, learn and grow in their faith is our deep desire. We are committed to equipping ourselves and each other to do the work that God has called us to do in the world.
- *Spiritual Transformation*
Providing a message of liberation from the oppressive religious environment of our day or to those experiencing God for the first time is what guides our ministry. We believe that when people are invited to experience God through the life and ministry of Christ, lives will be transformed.
- *Justice*
Working to talk less and do more, we are committed to resisting the structures that oppress people and standing with those who suffer under the weight of oppressive systems, being guided always by our commitment to Global Human Rights.

Core Services

Core services are activities that are performed at the denominational level for the local church, for clergy, and for the world around us. They must and will be developed in consultation with our local churches so they resource them on their journey toward growth and greater health. Core services will develop out of conversations between the denominational offices and local churches as we build out what will be included in the following services.

- Leadership and Spiritual Development and Deployment
- Prophetic Voice for Justice
- Identity; Branding, Marketing and Communication
- Congregational Development (Resource Development Toolbox, New Church Starts, etc.)

- MCC Capacity Building, governance (MCC denomination/church partnership, “We are stronger together.”)
- iMCC (Virtual Church to be developed in consultation with and to support the local church, and to service those areas of the world where there is no physical MCC presence)
- Global Movement (Access & Integration, Community, Connecting, Partnerships, Building, Accessibility)

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

Resource and 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

We are excited about filling in the priority actions and beginning our work to make the future a reality.

Strategic Planning Committee

Rev. Dr. Candace R. Shultis, Strategic Planning Committee Chair

Mr. Kareem Murphy

Governing Board Motion:

General Conference affirms the Strategic Plan that will guide the denomination through 2018.

*SUMMARY OF MOTIONS PRESENTED BY
THE GOVERNING BOARD OF THE UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY
CHURCHES FOR CONSIDERTION BY GENERAL CONFERENCE XXV:*

1. "General Conference approves a tithe assessment rate for the next three years, 2014 through General Conference year 2016 as follows: 2014 = 12%; 2015 = 12%, and 2016 = 12%."
2. "General Conference receives the Final Report from the International Task Force with gratitude; and thanks the Steering Committee of the ITF: Dr. Mark Dalgleish (UK/Australia), Mr. Jochen Gewecke (Germany), and Dr. Carol Scherfenberg M.D. (USA); and all who participated over the last two years in this process: Rev. Ceejay Agbayani (Philippines), Rev. Tom Decker (Canada), Rev. Araceli Ezzatti (Uruguay), Rev. Paul Mokgethi-Heath (South Africa), Dr. Roger Nasciemento (Brazil/UK), Mr. Henry Onzem (Australia), Ms. Sarah-Jane Ramage (UK), and Rev. Dr. Neil Thomas (USA/UK), in addition to MCC staff: Linda Brenner-Beckstead, Project Manager; and Marina Laws, Rev. Elder Héctor Gutiérrez, Connie Meadows, Leah Sloan."
3. "General Conference authorizes the Moderator and Governing Board to appoint and fund a Global Covenant Team that will serve from late 2013 through the 2016 General Conference, and their purpose will be to create a Global Covenant for MCC churches, as our identity, statement of values and theological commitments that will be our primary document of alignment, which will be ratified by the churches in preparation for General Conference XXVI in 2016, and approved by General Conference as we move towards our 50th anniversary. This Team will be accountable to the Governing Board and will reflect the diversity and global nature of our denomination."
4. "General Conference authorizes the Moderator and Governing Board to appoint a special task force to review, renew, and update our MCC Statement of Faith. This task force will include representatives from the Council of Elders and from the Theologies Team, as well as those representing the theological, cultural, and global diversity of MCC. It will also seek consultation from resources inside and outside of MCC. The document they bring forth will need to be approved by 2/3 of the General Conference of MCC, at the soonest, by General Conference 2016."

5. "General Conference affirms the Strategic Plan that will guide the denomination through 2018."

Governing Board Standing Committees, 2013

Finance - Liz Bisordi, Chair; Rev. Onetta Brooks, Bryan Parker, and Marsha Warren

Development - Rev. Elder Dr. Nancy Wilson, Chair; Rev. Tony Freeman,
and Raquel Benítez-Rojas

Governance - Rev. Onetta Brooks, Chair; and Bryan Parker

Strategic Planning - Rev. Dr. Candace Shultis, Chair; and Kareem Murphy

Governing Board Ad Hoc Teams, 2013

Audit - Rev. Dr. Robert Griffin; Rev. Dr. Candace Shultis, and Marvin Bagwell

International Task Force - Rev. Dr. Robert Griffin, Chair; Raquel Benítez-Rojas,
Rev. Elder Dr. Nancy Wilson, and Linda Brenner-Beckstead,
ITF Consultant to the Governing Board

Communications - Rev. Dr. Robert Griffin, Chair; Bryan Parker, and Kareem Murphy