

**MINUTES**  
**EXPLORATION OF FUTURE RELATIONS**  
**BETWEEN THE DIVISION OF HOMELAND MINISTRIES**  
**AND THE**  
**NATIONAL CONVOCATION OF THE CHRISTIAN CHURCH**  
**March 13, 2003**

Marriott East Hotel

Indianapolis, IN

**Persons Present:**

| Representing the<br>Division of Homeland<br>Ministries | Representing the National<br>Convocation of the Christian<br>Church | Resourcing the Conversation |
|--|---|-----------------------------|
| Arnold C. Nelson, Jr.                                  | John Richard Foulkes, Sr.   | Richard L. Hamm             |
| Donald Tuttle  | William L. Lee  | Raymond E. Brown            |
| Jane Lawrence  | Constance Nealey  |                             |
| Lonna Owens  | Sheila Spencer  |                             |
| Danny Thompson   | Darryl Trimiew  |                             |

**Persons Absent:**

| Representing the National<br>Convocation of the Christian<br>Church | Resourcing the Conversation |
|---|-----------------------------|
| Delores Carpenter   | Alvin O. Jackson            |

The meeting was opened with prayer by Darryl Trimiew followed by dinner.

Following dinner William L. Lee, President of the National Convocation identified the purpose for our meeting by reference to the following background documents.

***Background:***

*The Division of Homeland Ministries Board of Directors adopted its Vision Team's Report on the Future Directions for the Division of Homeland Ministries at its Nov. 9, 2001 meeting. The report identifies as:*

*mission for DHM that "Homeland Ministries commits to connecting people to the life-changing love of God by developing partnerships throughout the Christian Church (Disciples of Christ) that strengthen congregations and leaders to make a difference in the world by revealing the light of Christ."*

*core values: "relationships; integrity and honesty; Christlike service; Stewards of time, gifts, resources; accountability to God, one another and those we serve; justice.*

*priorities and strategies: leadership development; congregational life and vitality.*

*One of the “key strategies” recommended to address these priorities was that “Homeland Ministries should establish new covenants with constituent groups around DHM’s mission and priorities and the respective callings of those groups.” One of the “implications of priorities and strategies is “Revise staffing arrangements with constituents, such as women, men, National Convocation, Hispanic Ministries, NAPAD, etc. (This will call for some covenanting and re covenanting with constituency groups and might include some shifting of staffing, as the ministry analysis might also suggest.)”*

*The Minister’s Fellowship of the National Convocation presented the following recommendation to the Board of Trustees of the National Convocation who forwarded it to the Business Session of the 17<sup>th</sup> Biennial Session with their endorsement.*

*The Minister’s Task Force of the Minister’s Fellowship of the 17<sup>th</sup> Biennial Session of the National Convocation being led by the Holy Spirit in diligent deliberation recommend to the Board of Trustees of the National Convocation the following motion:*

*That the NCMC [National Christian Missionary Convention] reconsiders and revises the 1960 merger agreement of staff and program services with the Division of Homeland Ministries [1960 “Merger of Program and Services” of the National Christian Missionary Convention and the United Missionary Society];*

*Further, that consideration be given to creating an Office of African American Ministries responsible to the African American constituency. Such office would include, but not limited to, the Directors of Black Ministry, Christian Education, Black Disciples Women, and Evangelism reporting to the Administrative Secretary of the National Convocation. This reorganization effort will strengthen Black Disciples, eliminate multi-tiered supervision, and ultimately strengthen the whole church.*

*This recommendation was adopted by the Board of Trustees at their Aug. 12<sup>th</sup> meeting. This recommendation should be implemented by the Charlotte General Assembly in October, 2003.*

*The Executive Committee of the National Convocation referred the action of the 17<sup>th</sup> Biennial Session to the Ministers Fellowship Recommendation to the Board of Trustees of the National Christian Missionary Convention. The Board of Trustees of the National Christian Missionary Convention took the following action on the recommendation at their Dec. 7, 2002 meeting.*

*Working in a “team” is rapidly becoming the preferred practice in many organizations as traditional models of hierarchies give way to creative multi-functional working relationships. Therefore, the “Office of African American Ministries” called for in the recommendation should be created using a “team” approach. This would mean the establishment of a church wide Ministry Team focusing on African American Ministries. This team would be responsible for developing and implementing a comprehensive strategic plan to “strengthen Black Disciples, and ultimately strengthen the whole church.”*

*The Ministry Team would be comprised of Homeland Ministry staff by virtues of the “1960 Merger of Staff and Services of NCMC with UCMS” (Evangelism/Church Development, Christian Education, Women’s Work) and the Director of Black Ministry. The team leader would be the Administrative Secretary of the National Convocation.*

*This staff arrangement would basically keep in place the covenants of the 1960 Merger agreement, while eliminating the issue of “multi-tiered supervision” because staff would report to the Administrative Secretary of the National Convocation as the team leader. This new line of*

*accountability for African American Ministries would put the National Convocation in the leadership position of directing the work and being “responsible to the African American constituency.” This staff arrangement keeps the responsibility of congregational and leader development among African Americans with Homeland Ministries, but provides a clearer avenue of communication with the National Convocation Board of Trustees and access to its network among African Americans.*

*Points for Further Negotiation:*

*The Administrative Secretary of the National Convocation should be an Ex-Officio member of the Board of Directors of Homeland Ministries, with vote, and serve on that Board’s personnel committee.*

*Employing persons to fill staff vacancies on the Ministry Team would follow the “Executive Search Process” approved by the General Board and include a fully developed time line. The search committee of this process would include the Administrative Secretary of the National Convocation, the President of the National Convocation, and one representative named by the Board of Trustees of the National Convocation. In seeking qualified candidates, an open process of communication will be used that connects with the African American constituency of the church.*

*Evaluation of the members of the Ministry Team must be done jointly by the Administrative Secretary of the National Convocation and the President of the Division of Homeland Ministries. Decisions relating to wages or employment must be a part of that evaluation.*

*Regular reporting of the ministries of the Team and evaluation of those ministries must be made to the Executive Committee of the National Convocation, the Board of Trustees and the Biennial Sessions.*

The action of the National Christian Missionary Convention Board of Trustees at its Dec. 7, 2002 was identified as the proposal for negotiation.

After a period of open discussion and debate moderated by William Lee the representatives of the Division of Homeland Ministries and the National Convocation agreed on the following news release.

#### NEWS RELEASE

Indianapolis, IN, March 13, 2003 – The Executive Committee of the National Convocation of the Christian Church and representatives of the Division of Homeland Ministries met here to discuss their historic partnership.

The meeting which was led by Convocation President William L. Lee, sought to clarify the relationship between the Convocation and DHM regarding DHM staff positions created by the merger of Program and Services of the National Christian Missionary Convention and the United Christian Missionary Society in 1960.

John Foulkes Sr., Administrative Secretary of the National Convocation, and Arnold Nelson, President of DHM, were asked to develop new orientation and evaluation processes for the merger-created positions. The orientation process is intended to clarify the expectations both organizations have for these employees, while the evaluation process hopes to include input from both organizations. Both processes will be used in the calling of new staff for the merger positions.

Reports on the processes are to be made to each organization’s board later this year.

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Arnold Nelson and John Foulkes are scheduled to meet March 25 and 26, 2003.

The meeting was closed at 9:15 PM with prayer.

Respectfully submitted:

Sheila Spencer, Secretary of the National Convocation

John R. Foulkes, Administrative Secretary of the National Convocation

**MINUTES**  
**DHM/NCC STAFF AND SERVICES MEETING**  
**ARNOLD. C. NELSON, JR. AND JOHN RICHARD FOULKES, SR.**  
**MARCH 25, 2003**

**The Task:**

Events and meetings that preceded our time together focused on issues of identification, preparation, oversight and evaluation of DHM staff by virtue of the 1960 merger agreements between the National Christian Missionary Convention as well as establishing systems of forum accountability and reporting to the church regarding the stewardship of the intent of those agreements. Our charge was to work through the most effective way of implementing the above.

Review of the 1957 - 1958 reports of the Commission on Merger of Program and Services of the National Christian Missionary Convention revealed that the issues that we have been charged to resolve were present in those initial developments of the relationship and have never been systematically resolved beyond the trust in systems administrators to fulfill the intents in the relational operations. It was of particular interest to read the 1958 report where the issue was identified and the accompanying commentary on its resolution.

II. The second problem is staff assignment within the United Christian Missionary Society so as to guarantee service to Negro churches. If the Convention staff were taken in as special Negro workers to work primarily with Negro churches, this will set up a type of "Jimcrowism." On the other hand, if the United Christian Missionary Society accepts the responsibility for services to all churches (including Negro) but does not assign any persons the direct responsibility, the Negro congregation may be deprived of even those services the National Convention has provided.

Discussion On Merger of Program And Services

(5) The problems namely the dilemma of the general portfolio, improper services, the Jimcrowism of the staff. It should not give us too much difficulty, but we must live with the reality of the situation. I think the principle should be very clear – the staff come in on a base of complete equality. The staff members would come as members of the staff. Just as we sign our staff members to work in Illinois, Florida or rural areas, we would do the very practical thing for the staff which would come in. For instance, for a period of time you would do so many churches; two things would happen – because of the integrated nature of the staff, those persons would be involved in the program and the white members would be rendering more services to the Negro churches. We would not want to touch it with a 40 foot pole, unless our total interest of the Negro churches could be in the program. We have been rather, because we felt that the initiative should come from the Convention. I do think we must sit down and count the cost of the Merger.

It is clear that the intent was that UCMS staff serve the whole church and that the former NCMC staff become equal members of UCMS staff with responsibility for serving the whole church. It was in this availability of all of UCMS to all the churches that the "Negro" churches would receive greater service. The sociology of the era made it so evident that it didn't need to be stated that

White<sup>1</sup> staff would need to create open doors for Black<sup>2</sup> staff in white environments and that black staff would need to do the same for White staff in Black environments but that the goal was to image service to the church through all of the gifts of UCMS regardless of the color of the servant.

The April, 1995 design of the DHM by virtue of merger adopted by the Board of Trustees of the National Convocation identified basic operational and relational principals but did not address the issues of identification, preparation, oversight, evaluation, forum accountability and reporting.

UCMS designated its staff by executive assignments rather than job descriptions enabling the adjustment of staff assignments to ministry needs. Emmett Dickson, the Executive Secretary of the National Christian Missionary Convention, continued throughout his tenure to give guidance to the merger staff although they were employed and fully supervised by UCMS. There were at least eight principles that guided the merger staff's work. They were:

- Facilitation of the development and implementation of the annual meetings of NCMC and latter the biennial session of the National Convocation;
- Facilitating congregational program development through presentation of proven programs developed by UCMS or the enhancement of programs developed within the congregation.
- Facilitating leader development in congregations as well as annual state and regional conventions;
- Facilitating of the development and implementation of annual meetings of State and regional Conventions;
- Conducting workshops and seminars at annual meetings of State and regional Conventions;
- Facilitating networking among African American Disciples with like interests and gifts;
- Facilitating the development of viable congregational operational procedures;
- Facilitating effective stewardship for local, regional/state and general church work.

The reputation and operation of the initial set of merger staff persons caused their ministry to be more by intervention rather than invitation. There are numerous accounts of Emmett Dickson informing a convention or congregation that he was coming.

### **Oversight and Governance:**

UCMS staff as well as DHM staff are employed, assigned, administered, managed, evaluated, disciplined and released by action of the UCMS or DHM president. The charge before us is to construct a system of partnership that facilitates all of the above but at the same time, does not assume all of the above. More specifically:

- How does the president of DHM fulfill that role and at the same time exhibit faithful stewardship to the National Convocation regarding the vision of the 1960 Merger and
- How does the Administrative Secretary of the National Convocation fulfill the role of

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<sup>1</sup> "White" will be used in this document to refer to American immigrants of Anglo and European descent.

<sup>2</sup> "Black" will be used in this document to refer to descendants of former African Slaves in the United States.

“Bearing national administrative responsibility for developing consultations with states/areas to the end that state/area structures, programs and services be effective to Negro congregations in each state/area<sup>3</sup> ...”.

The critical elements of such a system involves partnership in the design of portfolio, call of staff, development of goals, objectives, activities modes of measurement of portfolio assignments; evaluation; reporting and accountability. If the President of DHM and the Administrative Secretary carry the charge from each of their organizations the issue of checks and balances on their fulfillment of their roles becomes critical. Those checks and balances to their mutual executive leadership can be best achieved through participation in each other’s boards and evaluation processes. The President of DHM and the Administrative Secretary therefore need to report to each other’s board on their faithfulness to the stewardship of the 1960 vision. This mutual presence affords comment and criticism of the report to the governing board as well as mutual affirmation of faithfulness.

The president of DHM receives interim evaluations through DHM Board’s personnel committee and the Administrative Secretary is annually evaluated by the Executive Committee of the National Convocation with the General Minister and President giving leadership to that evaluation. The president of DHM should be an active partner of that evaluation as should the Administrative Secretary be an active partner in the president’s evaluation before DHM Board’s personnel committee.

**Position and Portfolio Foci:**

The following diagrams identify position and portfolio foci growing out of analysis of historical documents as well as 1965, 1971, 1978 and present manifestations of a strategic plan.

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<sup>3</sup> International Convention Resolution 6844.

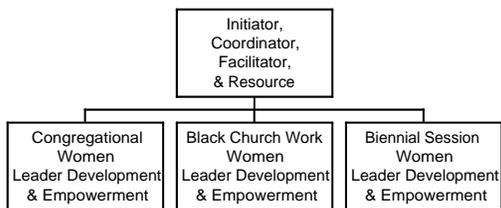
## Merger Staff Positions



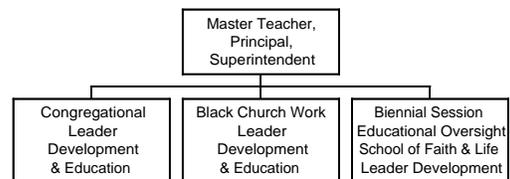
## Evangelism

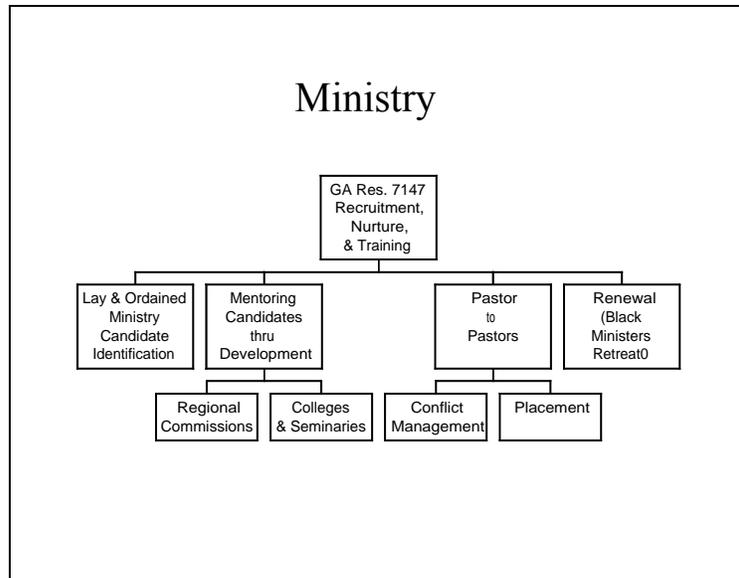


## Women's Work



## Christian Education





**Call:**

The President of DHM and the Administrative Secretary would participate in the call of persons to the merger staff positions. Advertisements for all of the three positions will be published in April using the Executive Search process approved by the General Board. The search and call time line for the three positions will be:

| POSITION        | SEARCH       | SELECT | CALL      |
|-----------------|--------------|--------|-----------|
| EVANGELISM      | April - May  | June   | July      |
| DISCIPLES WOMEN | April - June | July   | August    |
| BLACK MINISTRY  | April - July | August | September |

**Search Committees:**

The following persons will compose the search committees.

| EVANGELISM    | DISCIPLES WOMEN | BLACK MINISTRY |
|---------------|-----------------|----------------|
| Arnold Nelson | Arnold Nelson   | Arnold Nelson  |
| John Foulkes  | John Foulkes    | John Foulkes   |
| Jane Lawrence | Adonna Bowman   | Danny Thompson |

|                  |                  |                     |
|------------------|------------------|---------------------|
| William Lee      | Ann Pickett      | T. Garrott Benjamin |
| Lonna Owens      | Constance Nealey | William Lee         |
| Raymond E. Brown | Jane Lawrence    | Cynthia Hale        |
|                  | Lonna Owens      | Jane Lawrence       |
|                  | Raymond E. Brown | Lonna Owens         |
|                  |                  | Raymond E. Brown    |

**Orientation, Oversight and Evaluation:**

The Administrative Secretary will participate in the DHM work plan development with all staff by virtue of merger. Those work plans must include goals by position foci, objectives for the goals, work plans for those objectives including progress time lines and means of evaluation. The Administrative Secretary will meet with staff by virtue of merger to identify progress and emerging issues related to the various foci. The Administrative Secretary will participate with the president in the evaluation of merger staff by virtue of merger. It is envisioned that the ongoing developmental and monitoring process will identify and correct any problem before it becomes serious. Should a problem become so serious that it warrants termination of the staff person, the Administrative Secretary should be consulted and should no resolve be identified, support the president in the call for termination.