

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

White¹ staff would need to create open doors for Black² 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 “Bearing national administrative responsibility for developing consultations with states/areas to the end that state/area structures, programs and services be effective to Negro

11 “White” will be used in this document to refer to American immigrants of Anglo and European decent.

22 “Black” will be used in this document to refer to descendants of former African Slaves in the United States.

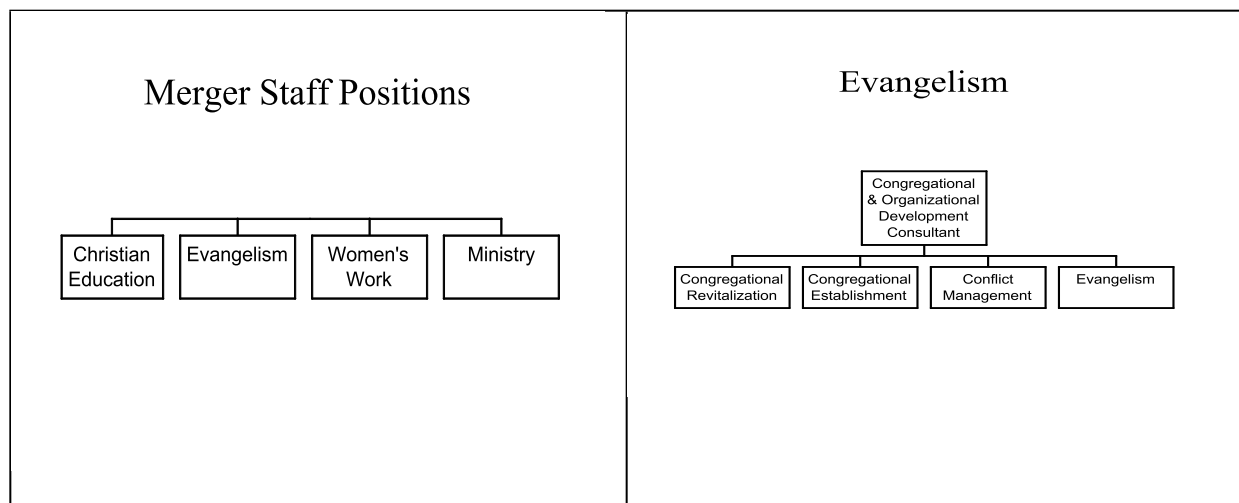
congregations in each state/area³ ...”.

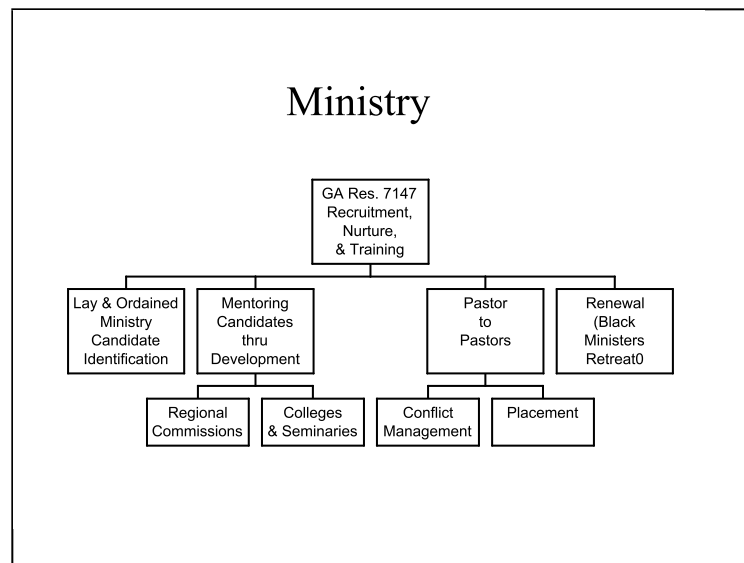
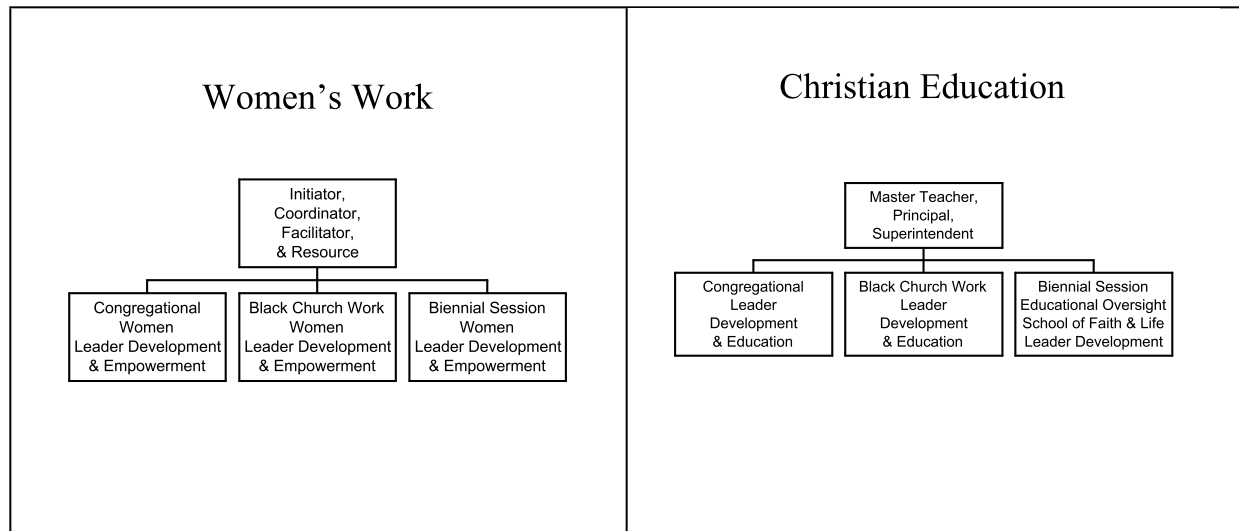
The critical elements of such a system involves partnership in the design of portfolio, call of staff, development of goals, objectives, activities modes of measurement of portfolio assignments; evaluation; reporting and accountability. If the President of DHM and the Administrative Secretary carry the 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.





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.