

## **NCR's Change in Governance Discussion Summary October 12, 2010**

### **Fall Conference Chula Vista**

#### Introductory Remarks

A robust discussion occurred at the NCR's business meeting concerning the proposed changes in governance. The discussion was lead by Board Representatives, Tim Thorstenson and Mark Tabbut. The meeting resulted in the membership affirming the visionary work of the Board and recognizing that the proposal before the membership is the best work of some of our best people in ACPE. The discussion resulted in the membership passing a motion to be presented at the November ACPE Board meeting by NCR representatives. (Readers are invited to read the document on ACPE Governance before reading these notes.)

What follows is a representative sample of the questions, concerns and observations raised by the NCR membership.

#### Mission/Vision

Mission/Vision seems grandiose. What about European Networks? Where is the collaborative tone? Language like "to provide" and "premier" were represented a concern for many present. Language like "partnering with the global community" was an example. A concern was raised concerning the vision statement. Some wondered why it did not include/reference our work of pastoral education. How do the FCPE and the new building fit with the mission statement? After the presentation of the new Mission Statement - What was the thinking behind what is meant in the new mission and vision statements? A concern was raised regarding continuing education language. It could appear that we could be construed as competing with religious education bodies. A suggestion was made to use language of "clinical and transformational ministry" and "partnership".

Questions emerged around FCPE and the new building proposal. "If we don't have enough money for administration, why are we expanding with a new building? What is the philosophy behind the building? Why the need? Is one piece of the vision for the building Communications?"

#### Finances:

What are the financial ramifications of the proposed changes for the national office and for the regions? What costs will be "put back on the regions" if some items are removed from the national budget? The NCR understands the Board has the difficult task of doing something about the budget deficit. Tim provided some background information/figures that were new to the

membership. This information prompted a desire by the membership for the Board and Regions to work toward greater financial transparency. Bill DeLong shared that the average cost of certifying a new ACPE supervisor was \$3000.00 and some information on how the Certification Committee was managing their expenses. Janet Lutz was available to address some of the questions and concerns raised around FCPE.

As presented, it seemed that the cost saving is pushed back to the region and the regions are having less say on the development of the new plan. What is the relationship between the annual fund to special projects and operations? Don't see if there has been work done to explore other ways to fund operations other than center fees, certification fees, commission costs, membership fees and investments. How can we raise money for operating costs?

The membership would like to see a budget proposal under the new model, including details for cost containment. Membership felt the lack of a financial document detailing possible savings of the new plan. Many felt it was difficult to assess whether or not the new plan of governance is a good thing or whether we need to look into other ways of reducing costs. What percent of the budget is staff? The comment made that in other organizations, CEO took 5% pay cut and employees took 3% cut temporally and recovered \$350,000.00. Will salaries and or reduced time be considered especially since Theresa is also functioning as a Bishop? How much time will she spend in her new position? Some suggested that the membership may have to pay more of their own way to conferences. There was a concern that this practice may eliminate creative and gifted leaders who can't afford to absorb the costs. What happens to the assets of Regions?

Power and Authority:

How do we effectively keep a pulse on the issues/needs of regions and the national office? What are the power relationships - How are conflicts resolved between the Board, Leadership Council and membership? Since the proposal is to appoint the new board, what is the process for appointment? Why 7 Board members and why 22 Leadership Council members? What is the rationale behind appointing versus electing the Board? What are the total cost savings projected and where do these saving come from? What are the term length of appointments? Some felt that the seven Board members should not be the decision makers. How does the membership play a role in decision making? Who is the pool for the first Board and on-going Boards? In the new model the Board seems to be directing more than collaborating. It would be helpful to have a clear statement of the balance of power between Board, leadership and the membership.

The membership sees the need for change but questioned why so quickly? Why are we declining in members and other pastoral organizations are growing?

Many questions from the membership were met with the reply "Not yet decided". It would be helpful to know the process of how decisions will be made.

Resources offered: Boards That Make a Difference – John Carver

Motion made and passed by the NCR:

The North Central Region affirms the important initiative of the ACPE leadership in addressing the financial and governance issues facing the organization. This initiative should be continued with the leadership providing detailed clarification of the consequences of implementing such changes for finances, personnel, and structure of the organization. Such clarification would then be referred to the membership of each region for further discussion before any binding decisions are made.