



Tactical Teams-Regional Responsibilities/General Responsibilities

January 21, 2021

Zoom Meeting

People Present: Terrell McTyer, Bill Rose-Heim, Dean Phelps, al Adams, Tiff Williams, Sandy Harvey, Bernice Rivera, Ashley Mayham, Rachel Nance Woehler, Andy Mangum, Andy Snyder, Courtney Armento, Darnell Fennell

Video Playback: https://youtu.be/x38yPcC_Ndk

- Reviewed Vision items – “In 2025, we will...” section of the working document
- Terrell talked about the church and region's covenantal state but needs to talk about how it is in current conditions.
- Terrell talked about how it appears there is too much autonomy now, and everyone needs to work more to be covenantal.
- Andy talked about how autonomy has been very ingrained in Disciples, and now we need to construct being covenantal.
- Dean talked about the challenge of autonomy because what actually happens is that there is respect for the authority of the local congregations to manage their own affairs.
- Bill talked about having a degree of flexibility being built into the DNA, but he brought up The Great Commission and how the goal isn't to make church members but to have followers of Jesus Christ. He also talked about White privilege and patriarchy and how people are starting to become more aware of that within the denomination.
- Terrell talked about how he doesn't see the accountability that Bill was talking about.
- Bill talked about accountability is paying attention to the health of the relationship and paying attention to the health of the person's relationship with God.
- Dean talked about accountability happening in little groups, but it is not being had publicly enough. Dean talked about how most congregations probably don't even know what the College of Regional Ministers is.

- Bill said the governance committee is working with a covenant education team and a Design alignment team, and the goal is to have materials tested and available soon.
- Rachel talked about going from discipling to apostling.
- Rachel talked about how there had been no background checks being done on new church plants in the past. When they spoke to other regions, they found the same situation, and that is something that should be standard across the denomination, but when everyone is in their little silo, these types of things fall through the cracks.
- Dean talked about how this point brought up by Rachel is a regional responsibility and how some sort of a standard practice needs to be developed.
- Sandy talked about how there is no consistency throughout the region and how we know what other regions are doing if it is not discussed at the regional minister level.
- Bernice talked about the broken communication and feels that there needs to be a change in the culture regarding communication. She spoke about having gatekeepers, and that isn't helpful. She also talked about how we say this is how we do something, but there is no purpose given as to why it is being done that way.
- Terrell echoed the importance of the *why*.
- Terrell said the missing parts of *why* - transparency and, therefore, the trust.
- Ashley talked about having a buddy system with an established church between a new church.
- Terrell asked what the pastors and congregants must think about this because he said when people are looking to leave the church (denomination), it is usually because of something within the region. He brought up an incident with the Haitian congregations that were almost completely removed within this specific region due to the regional minister's power. This has caused mistrust from these congregations, and he wonders who repairs that relationship.
- Bill talked about one of the ways he is held accountable is by his board.
- Sandy talked about how there could be a lack of the skills and ability to lead, which could be an issue within the regions. Are we doing enough to develop lay leaders and pastors?

- Courtney echoed Sandy's thoughts and said a real shift needs to happen. She brought up how the church is a bunch of little businesses, and we are constantly reinventing the wheel.
- Terrell talked about how the leaders that are in place now would be open to making these changes.
- Terrell asked each person to give a new vision statement based on this conversation.
 - Terrell-The covenant is a spiritual agreement and a contract. We have accountability to one another so that we will live into mutual responsibility by 2025.
 - Al-Looking for things to be different new church planters, and getting regional support.
 - Sandy-Identify and help support the leadership and the skills needed for new church leaders, even at a regional level, to succeed.
 - Rachel-Have the new church people at the table and helping to make decisions and voice concerns.
 - Darnell-Develop the skills to be able to organize so that meaningful change can happen. There needs to be space to air dirty laundry so that we can learn. There needs to be some truth-telling.
 - Andy-Clarity-Regions differ in size and complexity. How do you create accountability without it being replicable? You can't expect the same out of every region because not every region is the same.
 - Bill-Co-op of paid regional staff that work on new church. To do whatever it takes and whomever it takes to make regions supportive and accountable for thriving new churches that make disciples and apostles that make new disciples.
 - Andy-Talked about how regional restrictions could be a bit of a hindrance to creativity or new churches that could be coming.
- Terrell asked people to contribute to the working doc and think about who is missing from the table.



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