



Conference BOD Executive Team Meeting Minutes - April 29, 2021

- **Welcome and Opening Prayer 10:06am**
 - David P offered an opening prayer
- Process for looking at the constitution and updating
 - Tom talked about this process being done in stages
 - Evaluation
 - First study the constitution to see what is currently there and are we meeting these requirements
 - Second committees functioning as they should
 - Once studied we can then look toward changes
 - Dave LH affirmed this process of review, analysis and clarification
 - David P asked if this was a subcommittee task in the past
 - Lee (UCC Conference Minister Search Coordinator) stated that is first question when helping others with this process is, “what does your constitution say”
 - You are bound by your current constitution
 - In general a board will create a small ad hoc committee and should include the conference legal advisor
 - Lee also affirmed an analysis process as envisioned above
 - It’s especially important to do this around the calling of a new conference minister
 - Cathy mentioned we have made changes recently and there are also some things that we are currently “ignoring”. We had been holding off as we discerned if we were going to create on single legal entity but that the time is right to take a look at the constitution



- David P stated that the greatest challenge is to say yes we need to look at this but then it causes quite a bit of work to cull the minutes for the issues we need to address
- Cathy mentioned that per Heather we should have major things in a constitution and then a Manual of Operations (policies and procedures, etc.) that would be “Board” owned and could be more easily changed
- David P reiterated that he just wants to keep this issue on our collective radar to continue to deal with - looking toward proposing some changes at the 2022 AG
- Conversations with Lee regarding current options as it relates to Conference Minister selection processes around the UCC and our own status as it relates to the TCM position
 - Currently the constitution states that a Search Committee be formed with the purpose of bringing one (and only one) candidate forward for a vote
 - Lee stated that while there are many labels/terms passed around for an “Interim”
 - Intentional, transitional, etc.
 - It is the Board’s responsibility to name the what the search is for
 - Three choices
 - Intentional Interim
 - Becoming more rare
 - Transitional Interim
 - Hybrid with many things within the contract issued by the Board for the work of the Interim
 - Settled CM Search
 - Kansas/Oklahoma year and a half notice as the current CM retires



■ Transitional role

- Lee was a part of the discussion before Dave LH was named/called as the TCM
- Many conferences have language that after review/time the board has the privilege to recommend to the conference that this person would transition into a vote to become the settled CM
 - This is becoming more the norm and a best practice
 - This is appealing to many CM candidates
- This allows for more stability
 - Inside candidate - the Board appoints the exec committee as a search committee who would then have an up and down vote and depending on the outcome no further search need take place
- Lee believes that in our situation this is an option for us even though with the uncertainty of where we were when Dave LH was called that not much was codified in the contract that was entered into
- Cathy affirmed this according to both her memory and the contract which she had in front of her
 - We can extend his interim time under the current contract or
 - Make him the internal candidate and offer his name to the full Board for this year's AG
- David P mentioned that he felt that once we had the "structure under control" then Dave LH could move into being an internal candidate



- Lee mentioned that we are in a unique place with the “vagueness” of our documents which allows us to follow the best practice (referenced above)
 - With Dave LH’s positive evals and his work that we are well suited to make him our internal candidate and move forward
- Cathy mentioned a “plan” forming in her head was to extend Dave LH’s time and wrap up both a formal announcement of Dave as our candidate and the constitutional changes for 2022
- Dave LH’s Evaluation
 - Tom presented the evaluation and lifted up some chief points (Exhibit A)
 - Cathay asked to be reminded of who was on the evaluation committee
 - David P asked Dave LH to reflect on the process
 - Dave LH thanked the group for their prayerful support during the process
 - Dave LH felt very good about the process
 - In the areas of growth Dave LH realizes that he can not be involved in every network and that passing off some of this responsibility to others as it make sense (so that Dave LH would not burn out)
 - Honored by the positive responses/affirmations in the evaluation
 - Excited about the direction that is emerging for the conference and wants to continue to foster that going forward
 - Dave LH feels a deep sense of calling to continue in this work but honors the spirit of openness to other leadership



- Does want us to recognize that the relationship piece is our prime call and wants to see that continue
- What do with think will best promote the forward positive energy that we are experiencing in terms of this CM piece
- **Executive Session**
 - The Executive Committee entered Executive session 10:55am
 - The Executive Committee came back from Executive Session at 11:05am
- Meeting adjourned at 11:05am

Exhibit A

Evaluation Committee Report

Committee: Pam Linderson (HC Personnel Chair), Cheryl Lindsey, Patricia Battle, Dave Plant, Tom Hathaway

The committee conducted a robust evaluation of Transitional Conference Minister Dave Long-Higgins. In preparation, the committee reviewed the 2018 vision team report, A Time Such As This, and the contract for the transitional conference minister; documents that assigned some specific responsibilities of the vision plan implementation to the TCM. The committee concluded that Dave had performed exemplary in addressing those responsibilities.

The committee also reviewed Dave's performance according to his role as chief executive of the conference. The committee found Dave's performance again to be exemplary. The committee made special note of the challenges faced over the past year: COVID, re-assignment of financial management, resuming management for the camp, dissolving the physical office, and significant staff personnel changes and determined that Dave more than adequately responded with capable leadership to each of these challenges.

The committee made note with Dave of a few areas for growth. Those are also noted in the written evaluation which will be placed in the personnel file. Moving forward, Dave provided the committee with goals he has set, with the committee's endorsement, for the coming year.

The committee also noted that the existing contract is framed to encompass a two-to-three year transitional period which the conference appears to be in the process of completing. Dave's leadership through this transitional period in implementing the concepts of the 2018 plan has been excellent. The



committee recommends that the conference take such action to enable Dave to continue to build upon these accomplishments in the role of permanent conference executive.



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