

Mission West Becoming Mission West

A Brief Overview of the Process

The Central, Hi Plains and Tres Rios Areas have approved exploring a partnership and collaborative ministry, Mission West. A Common Mission Board, three representatives from and named by each Area, is charged with developing strategies to support the Common Mission, including governance, staff and financial support. The Common Mission Board will make recommendations to be presented to the three Area Boards no later than March 1, 2014. The Hi Plains Area representatives are, Debra Huffman, David Theel and Randa Reeves; the Tres Rios are, Patrick Crocker, Laurie Lewis and Ola Harrison; and Central Area, Sterling Lentz, Don Wilson and Marti Stanley.

The three Areas will live in the partnership as separate judicatories for as long as they feel it is necessary and conducive to effective ministry. The possibility of merging the three Area's resources into one judicatory is a possibility that will be considered.

Becoming Mission West will face challenges including time, distance, finances, and commitment. It involves change and transition. Change is about looking at new ways of perceiving, thinking, and behaving. It is saying "hello" to the future. Transition, on the other hand, is saying "goodbye" to past ways of perceiving, thinking, and behaving for the sake of embracing the new. Consideration of who will have to let go of what when change occurs is critical to the process.

As the partnership emerges and strategies are developed, Charlotte Hoppe will continue as the Tres Rios and Central Area Minister. She will participate in the Common Mission Board meetings. Chuck Fisher, Hi Plains Area Minister, will provide leadership and project management for the Common Mission Board as it takes the steps necessary to create Mission West. He will continue to serve as the Hi Plains Area Minister, at his current compensation, continuing, through May of 2014 or the inauguration of Mission West. When Mission West begins, he will retire. Chuck will recommend to the CMB that Charlotte Hoppe, Tres Rios and Central Area Minister, be named the first Lead Minister of Mission West. He will further recommend that Karakay Kovaly, the current part-time Youth/Young Adult Minister for Hi Plains and Tres Rios Areas be called to be the full-time Mission West Youth/Young Adult Minister. He will recommend that Deborah Gifford be named Bookkeeper and Angeline Martinez Administrative Assistant for Mission West. The compensation for all positions will be determined by the CMB. The CMB will evaluate the Clergy Standing and Leadership Development Minister position, or other compensated ministry positions, and determine if there is a need and if MW can afford it.

Chuck offers to serve as a MW Elder, providing counsel for clergy, helping with Search and Call, and serving other ministry needs as requested by the Lead Minister. He will do this for no compensation, expenses only.

1. The Common Mission Board learning to work as a team on Aug. 9-10 in Lubbock, the first meeting. Begin group building through contemplative practices, coming to understand the task at hand, and accepting leadership roles.

The Common Mission Board is responsible for the overall health and effectiveness of Mission West. Here is a short list of the CMB's key duties:

- Discern and articulate Mission West's mission and purposes
- Select the Lead Minister and other staff through an appropriate process
- Provide ongoing support and guidance for the Lead Minister; review his/her performance
- Ensure effective Mission West planning
- Ensure adequate resources
- Manage resources effectively (the buck stops with the CMB, ultimately)
- Determine and monitor Mission West's ministries and programs
- Communicate Mission West's purpose and ministry

- Serve as a court of appeal for unresolved issues or complaints
- Assess its own performance

2. Refining the Covenant Vision And Developing a Strategy For Achieving It by October 1, 2013

We want to embrace and understand the complexity involved in creating Mission West. At the same time, we want to go through that complexity to arrive at simplicity. We want a description of what Mission West is and does that we can present in a few minutes:

[An example]

Mission West is a partnership of churches gathered by God from the Tres Rios, Central and Hi Plains Areas of the Christian Church (Disciples of Christ) in the Southwest for participation in God's mission of reconciliation in our context. In covenant with the CCSW and the Christian Church (Disciples of Christ) and guided by a Common Mission Board and leaders with special expertise the Mission West ministry is expressed through:

- Support for communities seeking to clarify mission in their context
- Equipping lay and clergy leaders by offering spiritual formation and education events and retreats
- Connecting communities with cooperative fellowship and mission opportunities
- Youth and young adult formation and education events
- Counsel to build and maintain stable and healthy relationships between congregations and ministers

Mission West is supported by prayers, time and funding from individuals and churches of the three Areas. The partnership is governed by representatives appointed by each Area to form a Common Mission Board. Mission West is a 501 (c-3) corporation.

3. Organizing the CMB-Second Steps, strategizing

- a. Governance, Policy and Procedures
- b. Finances-projected income, budget, fund raising
- c. Leadership-compensated
- d. Communication-access to on-going work, opportunities for community participation

4. Communicating the Covenant Vision and strategies to the Tri-Areas begin October 1, 2013

Using every means possible to communicate the new Covenant Vision and strategies CMB model the behavior expected from the Areas and local churches. Publically share the action/contemplative model for the CMB's deliberations/meetings and transparent financials.

5. Generating Short Term Wins

Planning for visible improvements in performance, or "wins.

Such as: Spiritual Retreats, Tri-Area Chi Rho, Annual Fund Campaign Seminar, Education Events, Cluster reformation, sharing in a new church ministry in Albuquerque-Santa Fe.

Creating those wins

Visibly recognizing and rewarding people who made the wins possible

6. Empowering Action

Areas Vote to participate in the Mission West Covenant by March 31, 2014

Hold one meeting of all the folks from the three Areas? One online? (As the Regional Assembly-only better!) Any Saturday in March 2014.

If Agreement, Mission West Begins June 1, 2014 CMB employs people who can implement the change vision.

7. Consolidating Gains And Producing More Change after June 1, 2014
 - Living into Mission West, using increased credibility to change all systems, structures, and policies that don't fit together and don't fit the transformation vision (Area Constitution and By-Laws)
 - Reinvigorating the process with new projects, themes, and change agents

8. Anchoring: New Approaches in the Culture
 - Creating good results through capable management and leadership
 - Articulating the connections between new behaviors and Mission West organizational success
 - Developing means to ensure leadership development and succession, continual evaluation

Calendar 2013-2014

Common Mission Board Named by July 8, 2013

CMB Holds First Meeting August 9-10, 2013 in Lubbock

Refining the Covenant Vision and Developing a Strategy for Achieving It by October 1, 2013

Communicating the Covenant Vision beginning October 1, 2013

Generating Short Term Wins beginning October 1, 2013

Areas Vote to participate in the Mission West Partnership by March 31, 2014

Calling (hiring) people who can implement the change vision by April 1, 2014

Mission West Begins June 1, 2014