

NACCC – TRANSITION TEAM CONFERENCE CALL  
NOVEMBER 10, 2011 AT 7:00 PM (CST)

Called to Order by Chair Beth Faeth at approximately 7:01 pm (CST).

I. Mike Fales opened the session with prayer.

II. Michael Chittum volunteered to be the recording secretary.

III. The Minutes from the September Meeting were reviewed with much discussion. Several comments had been made about the minutes via e-mail with observations that those not in attendance at the meeting might have difficulty in following the threads of the discussion. In the interest of full transparency, it was decided that the abbreviations would be eliminated. It was further decided that the original minutes would be published on the NA website along with an Executive Summary.

IV. The three sub-committees reported to the body at large.

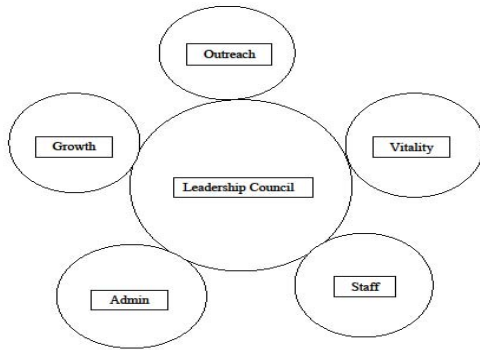
A. Year-Round Delegate Sub-Committee

- 55 congregations have named a Year-Round Delegate [This was later updated to indicate that 60 churches had in fact done so.]
- There is a 2<sup>nd</sup> mailing planned to encourage the other churches to select their Year Round delegate.
- As follow-up to this mailing, phone calls will be made.
- There will be a script prepared for these calls with a call log to be maintained.
- The first mailing to the designated Year Round Delegate will go out soon.
- Budgetary needs for these contacts were discussed.

B. Structure Re-organization Sub-Committee

- Preliminary comments centered around a recognition of the complexity of the process in determining the new operating structure; a decision to start simply in considering the new structure and build from there; and a desire to make certain the Transition Team understands the proposals and then proceed from there.
- A simple diagram had been distributed via e-mail to the team and served as the basis of discussion.

Leadership Council Overview



1. 5 groups will have a seat at the Leadership Table
2. Number of seats and specific areas to be seated still yet TBD

- It was understood that this structure would replace the Executive Committee and the Leadership Team.
- It was also recognized that the ultimate plan would be multi-dimensional and many layered. There are, in fact, more complex diagrams that have been proposed and discussed.
- The outlying circles represent areas under which various teams would fall. For example, The Outreach/Missions circle would represent a Domestic Missions Team, an International Missions Team, a World Christian Relations Team, and an International Fellowship Team. The specific numbers on these working teams would vary by need. The overall Outreach/Missions TEAM would likely be composed of 3-5 individuals who would oversee the working groups.
- The Growth circle would likely represent a New Church Team, a Church Revitalization team, and a Church Growth Team. The Vitality circle would include such teams as an Inquiring Churches team, a Conflict Management team, and a Pastoral Search team, for example.
- The specific number from the teams that would serve on the Leadership Council will continue to evolve as the needs from the churches change as well as to meet any legalities of the Corporation.
- There are still questions to answer:
  - Whether to have members-at large on the Leadership Council?

- How does this structure relate to the wider picture of the inclusion of Year Round Delegates, the possible use of regional groupings of NA churches, and to the existing structure of state and regional associations?
- Could there be two groups to satisfy legal requirements – a Board of Directors and the Leadership Council?
- This sub-committee was charged with the task of having a structure to be supported and identified participants by the December conference call.
- It was emphasized that the current Divisions must be asked about their ideas and their needs.

#### C. Service Delivery Sub-Committee

- It was suggested that this sub-committee would benefit from hearing any input from the Divisions.
- Knowing the proposed structure is helpful to provide guidance in moving forward with proposals for service delivery.
- The basic schema for service delivery would be in tiers:
  - Tier 1 would be general information such as could be found in publications or on website.
  - Tier 2 would personal delivery as through representatives of the NA on a face to face basis.
  - Tier 3 would be the province of trained service providers and address more complex challenges.

### V. Updates

#### A. Budget

- The stated desire was that the new structure would be cost neutral, at least.
- It certainly should be cost effective, as in delivering greater service for less cost, if it does not cost less.
- One hope is that travel and meeting expenses will decline.
- There are moneys set aside for the Year Round Delegate program.
- Going forward, we should anticipate cost needs for the current work and for costs with the new plan.

#### B. Legalities

There is a question whether the 501(c)3 designation in Wisconsin requires having a separate Board of Directors. It is being investigated.

#### C. Website

- Everything is working on the website, but there is on-going work to make it more user friendly.
- One caution expressed was to make certain we provide a context for the documents and diagrams posted on the website in an attempt to lessen confusion.
- It was decided that all material for the website flow through Jim Owens and/or Beth Faeth.

#### D. Division Assessments

There has been limited response from the current Divisions on their needs and wants.

#### E. Communication with State & Regional Associations

- We have the capability of scheduling a WEBEX meeting and inviting the State and Regional leadership to participate.
- It was reported that the NY/NJ association has heard the presentation on the status of the transition work. Florida is meeting and will hear it.

#### F. Executive Committee Co-operation

Jim Waechter made a presentation on the work of the Transition Team at the recent EC meeting. The Executive Committee is very supportive of this process.

#### G. Nomination Process

The current dilemma here is that the need for the nomination process for the current structure has to begin, but there is a feeling of being in limbo on how to proceed. The recommendation was to advise the Nominating Committee to proceed with the current structure needs, with the understanding that these appointments may be altered once a new structure is approved.

#### H. Reviewing Time Line

The proposed timeline coming out of the Milwaukee meeting is:

### Transition Team TimeLine

Color Key:

**Full Transition Team**

**Year Round Delegate Sub – Committee**

**Structure Re-Organization Sub – Committee**

**Service Delivery Sub - Committee**

**September, 2011**

**Transition Team meets at Fox River Church and NA Office**  
**First Year Round Delegate mailing sent**

**October, 2011**

Sub-Committees continue their work  
Current Divisions and Commissions invited to assess their current and future responsibilities

**November, 2011**

**Communication (thank you letter) to committed YRD sent (November 1)**  
**Transition Team discusses proposed structure from Re-Organization subcommittee (Nov. 10)**  
Input from Division and Commissions received

**December, 2011**

**Transition Team consensus achieved on new structure (Dec. 1)**  
**Service Delivery Sub-Committee creates plan for how services fit into new structure**

**January, 2012**

**YRDs mailed structure plan with request for feedback**

**February, 2012**

**Structure presented to current Executive Committee**  
Budget implications outlined

**March, 2012**

**Communicate to YRDs items for Annual Meeting (March 1)**  
**Final documents regarding implementation plan to be authored and mailed to churches**

**April, 2012**

**In person meeting of Transition Team (post Easter) to discuss feedback, strategize for Annual Meeting**

**May, 2012**

**Tending to final details, communication with churches and YRDs continues**

**June, 2012**

**All of our ducks in a row for Annual Meeting in Minneapolis. June 23 - 26**

**VI. Annual Meeting Needs**

Patti Dando Haaheim, Moderator for the 2012 NACCC Annual Meeting, proposed several possibilities for inclusion of discussion of this transition plan by the delegates. These include: a Saturday afternoon presentation of 45-60 minutes to the delegates; a Saturday night Delegate reception with a focus on the Year Round Delegates or authorized representatives from the churches; a Sunday afternoon workshop series from the

Transition Team; a Monday formal presentation of the plan with a motion for adoption; and a Tuesday vote. There was much discussion on these elements, mostly centered on the idea of the workshop presentations and the vote. The question was raised on what would the delegates vote? The 2012 Moderator reminded the Transition Team that the information for Registration Brochure would have to be ready soon.

VII. Next Meeting is scheduled for Thursday, 8 December at 7:00 pm CST. The chair reminded us all that:

- We need the needs assessment from the Divisions.
- We need to be aware of the Nomination Process and how to work with it.
- There is more work to be done on the website, including the possibility of having a more visible, separate tab for the Transition Team material.
- The Service Delivery Sub-Committee will have a more formal presentation on the Tiers and how they relate to the various areas by next meeting.
- The Structure Re-Organization Sub-Committee will have a more definitive proposal prepared.
- The Chair also reminded the Transition Team of the “To Do” List identified at the September meeting in Milwaukee.

### **Transition Team “To-Do” List**

As compiled by Team meeting in Milwaukee  
September 20 – 22, 2011

- Create a new organization structure with an easy to understand visual presentation
- Online communication vehicle
  - Schedule for team
  - Communication with churches
    - NA website
    - Minutes from meetings (reviewed by chair)
    - YRD mailing
    - All docs presented
    - Contact info of team members
    - Timeline
    - You Tube Videos
    - Occasional Email Updates
    - Congregationalist articles
- Needs assessment from current Divisions, Commissions, EC
  - Budget conversation
- Design decision making process alongside new structure
- Re-develop nomination process

- Web presence for transition team
- Define Meeting styles
- Sub – Committee work:
  - YRD = Thank you letter for new recruits
    - Continued contact with churches
    - Create education resources for YRDs
  - Service Delivery = Defining levels of service in writing
    - Discerning which services apply to which levels
    - Work with Betsey re: process for Level 3 services
  - Structure Re-Org = Create and define a new NA organizational structure for full team discussion
- For Annual Meeting, 2012:
  - Present a new organizational structure ready to implement with staff and appointed volunteers in place
  - Present a new nomination strategy
  - Demonstrate a “pilot team”
  - 100% of churches contacted regarding YRD selection

Respectfully Submitted, Michael Chittum