

## A Humble Request for Leadership Process Transparency & Organizational Fidelity

This is in response to Mark Gauthier's October 1st, 2020 email that went out to all Campus staff regarding the Executive Director of the US Campus Ministry appointment, and in larger response to Steve Sellers and Mark Gauthier being named as Cru Global President and US National Director respectively.

There is encouragement and much to celebrate in Shannon Compere's invitation and acceptance of the role, as she will be the first woman to lead the entire US Campus Ministry. However, full or complete celebration is left wanting because her appointment followed the promotion of two white men into the top leadership roles within Cru. The disappointment lies more in the missed opportunity to align our actions with our words when it comes to expanding ethnic diversity/POC in Cru's top tiers of leadership. It doesn't feel like the crescendo Cru15, '17, '19 would have resulted in.

Since Cru15, and throughout Cru17 and Cru19, and the advent of the CORE Training and Our Cultural Journey courses, along with opportunities for cultural learning through venues like the Lenses Institute, Impact Movement Cultural Competency Training, and Epic Movement Ambassador Training, we have invited leaders (in and outside of Cru) to talk about and move us toward justice, equity and representation as it pertains to ethnicity and gender. Many have called on Cru to diversify its leadership within its board of directors, president, and executive leadership.

It is frustrating to witness three missed opportunities to name a person of color to these positions, and it is difficult reconciling the public internal-statements: "qualified candidates across the diversity of generations, ethnicity, and gender" and the "criteria used to discern the next leader" as per Mark Gauthier's email, Steve Sellers's email, and Steve Douglass's email.

Here are our humble public-internal questions for Cru Leadership, including Board Members, surrounding the vetting process of these recent appointments, the tenure and diversity of history of how long past upper-leadership has stayed in their positions, as well as plans for addressing the toxicity results of the recent BCWI.

- Were BIPOC (Black/Indigenous/People of Color) candidates vetted and invited to apply by an open and fair process for ALL three of these positions? If so, did these BIPOC candidates not meet the criteria mentioned above? What was the timeline of this process and what was the criteria for all who were considered?
- If there were qualified BIPOC candidates who declined the role or chose not to apply, why did they decline or not apply?
- Were non-American staff considered for the role of Global President? If so, did these candidates not meet the criteria mentioned above?

In Cru's nearly 70-year history, Cru Global Presidents (Bill Bright and Steve Douglass), US National Director (Steve Sellers) and Executive Director of US Campus Ministry (Mark Gauthier) each stayed in their roles ~50, ~20, ~20 and ~18 years respectively.

- If there were BIPOC staff considered for these roles, but ultimately not invited to take them because they didn't meet the aforementioned criteria, is there a plan to "ready" BIPOC staff to move into these roles within the next 3, 5 or 10 years? What is the plan to see the appointments of BIPOC staff to these roles become a reality?
- Currently, there are no Latinx or Indigenous members on the 10 person Board of Directors, or on the 18 person US leadership team or on the 17 person Campus Exec team. What are the plans on any level to elevate the Latinx and Indigenous voice?

Prior to the CoronaVirus pandemic and 2020's civil unrest, the recent results from the BCWI (Best Christian Workplace Institute) show a toxic work environment surrounding trust within Campus and a toxic view of Campus's ability to retain highly capable staff/employees.

- What is the plan to build trust as it pertains to: a) future leadership appointments, organizational decisions, b) the retention of highly capable staff (especially BIPOC staff)?

- When will the results of the post-BCWI survey to BIPOC staff be made public within the organization?

There is a history of the Church (local and parachurch) turning a blind eye and staying silent to systemic oppression and/or actively engaging in oppression and suppression of marginalized voices.

- Steve Sellers, Mark Gauthier and Shannon Compere, how will each of you in your own lives and leadership, work to combat anti-blackness and anti-indigenouness and other forms of oppression to BIPOC within Cru, and for our witness to the country and the world? Will you consider being mentored and coached by a non-Cru woman of color?
- Additionally, will the Board of Directors, US Leadership Team, and each member of the Campus Executive Team make public internally similar statements of your detailed growth plans?

In conclusion, this post does not come without acknowledging the countless voices of BIPOC staff, previously or currently on Cru staff, who have tirelessly worked at enormous cost to themselves for years to see oppressive systems within Cru, the Church and in our nation dismantled and righteously rebuilt.

Thank you for reading this and for your willingness to listen.

Our humble public internal questions are in response to your humble public internal announcements. We humbly request and look forward to hearing your public internal response all in due time.

On behalf of these staff \*\*signatories:

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\*\*\*Other [Signatories sign here](#)