



THE SEARCH FOR THE NEXT MODERATOR OF METROPOLITAN COMMUNITY CHURCHES

Application for the Office of the Moderator of Metropolitan Community Churches

MCC is seeking a dynamic, inspirational and transformational spiritual leader to be elected as its next Moderator and Chief Executive Officer to lead the denomination at a time of great opportunity in its 50 year history. As the religious and spiritual landscape of humanity continues to change under the significant cultural, societal and political influences of our time, MCC faces a future that is both uncertain and full of potential.

The opportunities for our next Moderator will be many and include being a catalyst for healing, to unite MCC churches, to develop a vision for the future, including preparing for the next generation of MCC'ers, to grow MCC and to have a global perspective of a worldwide Church.

For this pivotal role, MCC requires a special and uniquely gifted kind of leader. The Moderator of MCC must be a strategic, visionary and an entrepreneurial individual who can not only lead a global movement and denomination, but also take it to the next level of ministry and growth. The Moderator Nominating Committee (MNC) is seeking prospective candidates who can embody these characteristics, as well as meet the opportunities mentioned above with great faith, courage, and boldness.

This application package:

- Reaffirms the qualifications and criteria established for the search of MCC's next Moderator,
- Summarizes MCC's iconic past,
- Spells out MCC's future realities,
- Highlights the priorities and initiatives for MCC's next Moderator as the MNC understands it, based on the feedback received through the 2018 global denominational survey,
- And outlines the information we are requesting from prospective candidates who intend to submit an application.

NOTE: The full summary of the 2018 Global Survey is available on the MNC webpage. All potential applicants are encouraged to read the survey summary to gain a comprehensive understanding from the Members, Friends and Adherents of MCC about their vision for the role for the next Moderator.

ALL application materials must be submitted electronically. Prospective candidates should send an email with attachments of the requested application materials to MCCMNC19@gmail.com (NOTE: This is for submitting applications and supporting materials **ONLY**).

As you prepare your materials for submission, please keep in mind:

1. We must receive all applications and supporting materials by **30 January 2019**.
2. We will **not** consider an applicant for the Office of the Moderator until the MNC receives all requested application materials by the established deadline.
3. Be assured that all application materials and references will be kept strictly confidential.

Again, we are excited to extend this invitation to you, and we hope you are just as excited to receive it! If you should have further questions or require additional information, please contact us by e-mail at MNC@mccchurch.net.

Thank you for your consideration and we look forward, with much anticipation, to receiving your application.

Faithfully Yours,

2019 MCC Moderator Nominating Committee

Rev. Gavin Ward, Co-Chair

Velma Garcia, Co-Chair

Rev. Brendan Boone, Vice-Chair

Stan Kimer, Project Manager

Kellie Taylor-White, Clerk and Communications Liaison

Application
For the
Office of the Moderator



Issued by the Moderator Nominating Committee
November, 2018

Introduction and Purpose

In July 2019, Clergy and Lay Delegates of Metropolitan Community Churches (MCC) from around the world will elect the next Moderator of MCC at General Conference XXVII in Orlando, Florida, USA. In preparation for the election, the Moderator Nominating Committee (MNC) is charged with actively soliciting, recruiting, screening, evaluating, and nominating up to five (5) qualified candidates for the Office of the Moderator to be presented to the General Conference delegates for the election of MCC's next Moderator.

The purpose of this invitation and application process is to solicit applications from a diverse pool of prospective candidates for Moderator. The MNC will review the application materials received from each applicant to determine the list of applicants who will be considered for interviews, based on the 2018 Moderator Selection Criteria and Qualifications Guide, before we ultimately recommend a slate of up to five (5) candidates for Moderator to the MCC Governing Board for presentation at General Conference.

To that end, on the following pages as part of this Invitation to Apply, the MNC has reaffirmed the qualifications and criteria for the search for MCC's next Moderator; summarized MCC's iconic past; spelled out MCC's future realities, as well as, the priorities and initiatives for MCC's next Moderator as the MNC understands it based on the 2018 global denominational survey.

For more detailed information regarding the search process for the next Moderator of MCC, please visit the homepage of the MNC: <https://www.mccchurch.org/moderator-nominating-committee-home/>. To learn more about MCC, please visit the MCC website: <https://www.mccchurch.org>.

The Search

MCC is an international movement and religious denomination of affiliated congregations organized for the purpose of sharing in the worship of God in the Christian tradition, as well as to instruct and encourage those who offer themselves to the teaching and philosophy accepted by this body. MCC is a church. MCC is a movement. MCC is a denomination. MCC is a community. Each of these facets shapes our organizational culture and distinguishes us among organizations in the larger society.

The next Moderator must be able to unite and inspire the people of MCC, bringing them together for a bigger and collective purpose. In light of this, a worldwide perspective is essential. In addition, the next Moderator of MCC will serve not only as the Chief Executive Officer of the denomination, but also as an inspirational and transformational leader who can work effectively with others.

About MCC

Our Past: A Brief History

Metropolitan Community Church of Los Angeles was founded by Rev. Troy D. Perry on October 6, 1968. Within the first several years following the founding of Metropolitan Community Church of Los Angeles, a widespread movement quickly formed around the charisma and message of Rev. Perry. By 1972, there were 22 new MCC congregations comprised of highly diverse congregants who brought varied spiritual heritages from many faith traditions.

The birth of the Universal Fellowship of Metropolitan Community Churches (UFMCC) came with its first General Conference in 1970. Systems and structures were adopted through which this new movement would continue to grow in its early decades. At the core of these systems and structures was the Board of Elders. At the first General Conference in 1970, Rev. Perry was elected the first Moderator of UFMCC by the very first Board of Elders. (The spiritual leadership of the MCC movement and denomination is vested in Elders, who inspire, nurture, guide, and strengthen church leaders to build healthy congregations to fulfill the mission of God.)

In 1999, Rev. Perry announced that he would retire in 2005. This allowed for an intentional process of succession planning that included consideration of the structures and systems of denominational governance and operations. Accordingly, from 2001 to 2003, new structures and systems were created with regional conferences that would nominate the next Moderator to be elected at the biennial General Conference.

Rev. Elder Dr. Nancy Wilson was elected at the 2005 General Conference, in Calgary, Alberta, Canada and installed at the historic National Cathedral in Washington, D.C., USA. As she was installed as the second Moderator of MCC at the National Cathedral, Rev. Elder Dr. Nancy Wilson challenged MCC's around the world to focus on our "unfinished calling for an unfinished world."

With the impending retirement of Rev. Wilson's from the role of Moderator in 2016, through conversations that began at the 2013 General Conference of Metropolitan Community Churches (MCC) in Chicago, IL., USA and subsequently through official MCC gatherings, emails, phone calls, Facebook posts and the MNC Global MCC Survey, nearly 1,000 members, friends, lay delegates, clergy, and MCC staff from around the world shared their ideas, hopes, and aspirations for the next Moderator of MCC. During that time, new structures and systems of governance were put in place to provide for the elective process that lay ahead. What remained the same was the message and mission of MCC.

With the advent of Rev. Wilson's retirement from the role of Moderator in July, 2016, Clergy and Lay Delegates of Metropolitan Community Churches (MCC) from around the world gathered to elect the next Moderator of MCC at General Conference XXVI in Victoria, British Columbia, Canada. After several ballots, the delegates were unable to achieve a majority in both houses to elect a new Moderator. The MCC Governing Board was then charged to appoint an Interim Moderator who would serve from the time of their appointment until the next scheduled General Conference in Orlando, Florida, USA in 2019. In October, 2016, the Governing Board announced the appointment of Rev. Rachele Brown as MCC's Interim Moderator until the next General Conference.

MCC Today

Today, MCC is an international association of local congregations and individuals dedicated to the purpose, core values, mission, and vision of this remarkable global movement. As of November, 2018, MCC is in 28 countries with a total of 154 affiliated churches, 58 emerging churches, 7 Oasis churches, 1 associated organization, 4 aligned organizations, and 3 authorized ministries. Likewise, there is a total of 260 clergy who hold active ministerial credentials with MCC.

UFMCC By-Laws

The roles of the Moderator, as well as all leadership entities within MCC, including the General Conference, are outlined in the UFMCC By-Laws. You can access the By-Laws via this link: <https://mccchurch.org/files/2018/01/UFMCC-Bylaws-as-of-July-2016-FINAL-07.05.16-ENG-r2corrected.pdf>.

Office of the Moderator

The work of the Moderator of Metropolitan Community Churches is defined by three (3) primary functions – Primary Spiritual Leader, Global Voice and Chief Executive Officer. The Moderator also oversees Human Resource/Staff relations; Risk Management; Diversity and Inclusion; and serves as the connection between the Governing Board and the Council of Elders.

Council of Elders (COE)

Per UFMCC By-Laws, "The Council of Elders of the UFMCC is that body authorized by the General Conference to serve in a pastoral role and direct the spiritual life of the Fellowship. This Council shall consist of a Moderator and Elders appointed by the Moderator, subject to approval by the Governing Board and affirmation by General Conference. All UFMCC Elders are deemed professional ministers and are authorized to perform all of the Rites and Sacraments of the church" (MCC By-Laws, Article V, E.3). What was once an elected office to the Board of Elders in the earlier years of MCC is now an appointed office by the Moderator to the COE. The role of spiritual leadership remains the same. The COE has an ecclesial role to approve the affiliation of churches with MCC. Members of the COE also have a pastoral role to nurture the healthy life of

congregations. Some of the Elders serve as compensated members of MCC's staff, while others serve in a volunteer capacity.

Governing Board

The Governing Board of MCC "is that body authorized by the General Conference to carry on the governance of the UFMCC between General Conferences in an orderly manner" (MCC By-Laws, Article 5, E.4). Its duties and functions are defined within the UFMCC By-Laws and a Governing Board Charter affirmed by the General Conference. The Governing Board establishes broad policies for the implementation of efforts to fulfill MCC's mission and vision; provides direction through strategic planning; exercises fiduciary responsibility over MCC's finances and legal responsibilities; and gives oversight to the management of all denominational operations.

General Conference

One of the most important highlights in the life of MCC is the General Conference: a triennial global gathering where people from MCC congregations around the world meet to connect, celebrate, learn, and gain inspiration. The General Conference is also MCC's top governance body and includes business sessions comprised of Lay Delegates representing local congregations, as well as all Clergy who hold ministerial credentials with MCC. It is this body that determines the By-Laws of the denomination, and authorizes the various denominational structures and systems. It is also this body that elects the Moderator and members of the Governing Board.

The Future of MCC: Realities, Priorities, and Initiatives

As we approach General Conference 2019 in Orlando, Florida, USA, MCC finds itself face with many questions it must wrestle with. Among those questions are: Will the future of MCC be one of decline or one of renewal and revitalization as a movement? This is the environment in which we look to our next Moderator for prophetic, visionary, transformational leadership. How might MCC be viable and relevant in the years ahead? In light of the inability to elect a Moderator in 2016, here are a few possibilities the 2018-2019 MNC lifts up in light of the feedback received through the 2018 Global MCC Survey:

The next Moderator of MCC must provide leadership focusing on restoring trust, providing opportunities for healing and be a champion for growth of our congregations.

Prior to the 2016 General Conference, more than 900 people in MCC from around the world shared their thoughts and opinions through the online survey issued by the MNC in July 2014. At that time, the survey participants saw the growth of MCC as the next Moderator's greatest

challenge, best opportunity, and highest priority. The good news is that spirituality – whether defined as “religion” or as “spirituality” – is important to people. This holds true in most countries and still holds true today.

Now, at the conclusion of the online survey issued by the MNC in 2018, some 600 people expressed their hopes and desires through the survey. Upon reviewing the survey responses, the survey participants focused on three (3) areas they felt would be the most important challenges and/or opportunities for the next Moderator. The areas were:

- The restoration of trust between MCC Leadership, Staff and local MCC’s
- Discerning the direction and vision for MCC’s Future
- Developing a plan to restore MCC to financial health and stability

Establishing and nurturing relationships and community are at the core of spirituality. In light of this, it is vital that the next Moderator have a strong understanding and deep appreciation of the needs, dynamics, and possibilities of healthy denominational, network and congregational life, particularly in MCC.

In a volatile, uncertain, complex, and ambiguous world, our next Moderator must lead us in developing and nurturing a new kind of leadership for a new era in MCC.

The number one mark of a leader’s success is the development new leaders, and this needs to be a top priority of MCC’s next Moderator. This not only includes development of leaders *of* congregations, but also development of leaders *in* congregations, including the next generation of MCC’ers.

The principle of servant leadership is expressed both in the teaching and example of Jesus. It has become the basis of best practices for leadership in various business, governmental, educational, and nonprofit organizations. Servant leadership is the foundation for effective and influential leaders in MCC.

When it comes to congregational growth and health, in the words of John Maxwell, “Everything rises and falls on leadership.” Developing a new kind of leadership for a new era in MCC must be one of the next Moderator’s highest priorities.

The next Moderator must discern the direction and next chapter(s) for MCC, building a powerful vision for the future of MCC which can then be shared and embraced throughout MCC worldwide.

The next Moderator must take the lead in engaging the important questions about MCC's vision and mission identity. This will ultimately give clarity to the direction the Divine is calling MCC to move toward in the future. From the foundations of who we are and who we intend to reach and serve, we can develop a strong sense of vision on what we intend to become and to be doing in the years ahead. With global visionary leadership, our next Moderator must inspire all of us in MCC to embrace our new direction and vision for the future, thinking beyond ourselves and preparing for the next generation of leadership. The ability to keep the next generation of leadership in mind is paramount if MCC, as we know it today, is committed to ensuring there will be tomorrows for those who come after us, prepared to take MCC to the next level and all the while embracing our core values as adopted by the 2005 General Conference in Calgary, Alberta, Canada.

The core values affirmed by the 2005 General Conference captured the essence of our identity as a community of faith and framed the foundation for our mission as a church. During that Conference, four (4) core values held widely in MCC were identified: Inclusion, Community, Spiritual Transformation, and Justice. Each of MCC's core values should provoke questions and inspire possibilities that still challenge us to action. It will be an important priority of the next Moderator of MCC to engage those questions and possibilities with all the people of MCC.

How to Apply

Outlined below, is the information you will need to complete your application for the Office of Moderator. Our hope is that after prayerful consideration of the information contained herein, you will deem MCC the place where your special talents and abilities can be put to the greatest use.

The Requested Application Materials

- A Completed Nomination Form
- A Statement of Purpose detailing your specific strengths as a candidate for Moderator and why you feel called to be the Moderator of MCC. It should address the MNC's required qualifications and criteria for prospective candidates for Moderator as detailed in the MNC's Criteria and Qualifications Guide.
- A current résumé or curriculum vitae
- Contact details for four (4) professional references, including at least two (2) MCC references
- A link to a YouTube video demonstrating your public presence and public speaking skills (Note: If you need assistance with submitting your video, please contact the MNC)
- A writing sample (e.g., a scan of a published article, theological reflection, sermon, a link to a personal blog webpage)
- The written description (maximum of six (6) pages), addressing the following six (6) areas as outlined below:
 1. Your overall leadership style, which should include your experience with strategic planning, vision casting, entrepreneurialism, empowerment, and inclusion. Please include your greatest strength as a leader and your greatest opportunity for improvement as a leader.
 2. What you value most about MCC's mission, vision, and core values. Please share some of your initial thoughts on where you see MCC going, and expand on your personal vision for MCC. Describe how you will motivate and inspire MCC congregants around the world to embrace your personal vision for MCC.

3. If you were in our position and searching for the right individual to lead MCC, why you would select yourself as the most qualified candidate for the office of the Moderator?
4. What has been your greatest career accomplishment to date and how it has equipped you for the Office of the Moderator? What has been the biggest disappointment in your career to date, what you learned from it, and how will you apply these learnings to the role of the Moderator?
5. Your cross-cultural leadership and personal history of embracing diversity, which should include your international presence and multicultural leadership experience in a global environment, as well as your experiences working in diverse settings and among diverse people. Also, as Moderator, what your personal, long-range vision will be to enhance your global presence, develop global leaders, and mentor and empower those from different cultures and backgrounds.
6. Anything we might uncover when we check your references, or we might hear from other sources, that you feel we need to know from you and/or may be relevant to our decision to select you as a prospective candidate for Moderator.

Guidelines for Submission of Application Materials

- All application materials must be submitted electronically.
- All applicants should send an email with the requested attachments of application materials (don't forget to include your nomination form!) requested above to MCCMNC19@gmail.com.
- We must receive all application materials on or before **30 January 2019**. We will not consider an applicant for the Office of the Moderator until all application materials, including the nomination, have been received by the deadline. Early submissions are encouraged.
- All application materials and professional references will be kept strictly confidential.

In Conclusion

The MNC believes God is calling the next Moderator of MCC at this very moment to lead our global denomination and movement in the service of God's will for MCC. For this reason, we are extremely grateful you are taking the time to prayerfully consider if God is calling you to MCC as the next Moderator to guide MCC in this next phase of our evolution as a movement and denomination.

If you have any questions or require additional information, please contact us at MNC@mcchurch.net.

Thank you for your consideration and we look forward, with much anticipation, to receiving your application packet.

Faithfully Yours,

2019 MCC Moderator Nominating Committee

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Metropolitan Community Churches is an equal opportunity employer.