

5 Additional Submitted Questions submitted via email between the June 5th webinar and June 21 for the MCC Moderator Candidates – Ms. Elizabeth (Liz) Bisordi, Rev. Elder Cecilia Eggleston, Rev. Elder Tony Freeman

The order for the 5 answers will rotate for each question:

Question 1: Tony, Liz, Cecilia

Question 2: Liz, Cecilia, Tony

Question 3: Cecilia, Tony, Liz

Question 4: Tony, Liz, Cecilia

Question 5: Liz, Cecilia, Tony

Each question will start on a new page

Question 1: Would you be willing to commit to letting the Elders be Elders, allowing them to provide true and broader spiritual leadership to MCC. This will probably necessitate a review and clarification of the role of Elders (perhaps even Bylaw amendments) because our bylaws delegate only a few specific roles to the Elders but infer, notably through the list of qualifications, a much broader leadership role.

ANSWERS:

Tony: I believe, if MCC is to fully live into its calling, all the leadership bodies must be encouraged and empowered to fulfill their respective roles with excellence. This is step beyond “allowing” to one that says, “We need and want the Elders to provide 21st Century spiritual leadership in MCC.”

This further requires a new commitment to sharing of information and a collaborative style of leadership from the Office of the Moderator, who is in a position to invite and facilitate this synergistic model of functioning. While it is important that the leadership bodies understand and honor their respective roles and responsibilities, this does not preclude robust consultations with each other to work towards the very best possible solutions to our myriad of organizational challenges and opportunities.

The one caveat I would add is that, as I’ve previously stated, our entire system and structure needs a careful and thorough review. I would envision this as a denominational-wide grassroots process. We don’t know what the outcome of that will be or how it may impact the future of the current MCC leadership bodies (GB, COE, SLT). This remains a big question mark. It does seem that our current size and organizational reality calls for a much simpler and leaner leadership structure/system and includes the need for more local/regional decision-making processes, particularly around the allocation and prioritization of resources.

Liz: I fully and wholeheartedly support and respect the Council of Elders as Spiritual Leaders for MCC. Their spiritual leadership and pastoral wisdom impacts the entire denomination, including in the areas such as racism, reconciliation, trust building, and financial stewardship. As Moderator, I would be a part of the Council of Elders and look forward to working in collaboration to discern how the Council of Elders can exercise their spiritual leadership in ways that support their ability to provide wise and pastoral counsel for the Moderator, other leadership bodies, and our churches. Because the role of Elder is such a vital building block of MCC's leadership, I believe it incredibly important to clarify the role of the Elder to ensure that as MCC evolves, our vision for spiritual leadership does so as well. Of course this would include ensuring that role/duties, qualifications and bylaws align.

As MCC moves forward into the next chapter on our journey, we must listen for the Spirit to guide us. The Elders bring an essential voice to the process and must be able to provide their wisdom as our Spiritual leaders. I am personally looking forward to this leadership as we move in to General Conference and beyond.

Cecilia: The role of Elder as spiritual leader within MCC is one of our great traditions, which has changed over time, as we have grown as a denomination. We have chosen Elders by election and by appointment of the Moderator. Some of our Elders have been and continue to be paid staff, serving alongside those who serve in a voluntary capacity. There are individuals, like me, who have served a specific term as Elder, and are now “retired” although could be still drawn upon to serve for specific roles. As we review our whole structure, it will be important to also consider the role of the Elder – how we best use the wisdom and experience of those who have already served and how we use the role in the future. If we agree, as a body, that there is still a place for the role of Elder, we also need to ensure that the Elders reflect the breadth and diversity of our denomination.

Question 2: Would you commit to addressing institutional racism/the supremacy of whiteness within MCC in ongoing and intentional ways? Various groups and individuals have tried in the last several years to make this work a priority for MCC leadership, and their efforts have been largely dismissed if not outright ignored. Employing a Director of Diversity is only a very small part of the comprehensive, international effort necessary to bring MCC into alignment with our Core Values of Inclusion, Community, Spiritual Transformation, and Justice.

ANSWERS:

Liz: I am in total agreement that we must address the issues of institutional racism, the supremacy of whiteness and US-centrism within MCC. This is a non-negotiable for me. I understand various groups and individuals have attempted to raise these issues in the past, I will neither dismiss the voices nor ignore the issues. For the future I commit that we will immediately begin this work with a diverse group of individuals involved in leading this effort. The process must include individuals in MCC leadership positions, as well as people from historically underrepresented communities in order to affect real and lasting change.

An important initial element, in my opinion, will be to create opportunities for the honest conversations and work that are needed. We must be intentional in finding authentic and real ways to enlarge our understanding, to constructively learn what we do not know, to take responsibility for ways we have caused harm and take action as needed. We must be bold! We must be the model of what God has called us to be not only in the world but also within MCC. We must courageously step onto the leading edge of addressing systemic racism and cultural supremacy. It is past time that all of us in MCC, starting with leadership, roll up our collective sleeves in finding solutions to our own internal racism and privilege so we can be the transforming church and faithful to God's call of Micah 6:8 (Do justice, love mercy, and walk humbly). This is my commitment, and I believe together we can do it! I hope you will join me!

Cecilia: I am totally committed to addressing institutional racism/supremacy of whiteness within MCC. You can find my detailed written response to another question about the inclusion of People of Color within MCC in my written responses to Town Hall questions, on the Moderating Nominating Committee website.

I agree that the work to achieve this should be led by those who reflect our desired diversity; however, I want to emphasize that the work belongs to us all, from those involved in MCC locally, all the way through the movement to the Moderator. One of the key roles that the denominational leadership can play in this is to ensure that there are resources and training available, which will support us all to have a greater understanding of the issues and the tools to address them. It is also important for us to agree what success in addressing institutional racism/supremacy of whiteness will look like, so we know what

we are aiming for and can measure our progress. It is one of the ways that we can be held accountable to each other for ensuring that the work is ongoing and intentional.

Tony: I wholeheartedly share in and support the desire to address the issues of institutional racism/the supremacy of whiteness within MCC and believe in the importance of having the historically and typically underrepresented people lead these efforts. The process needs to be supported by the denominational leadership and led through grassroots initiatives. (One factor that I think is important to consider is how will progress be measured?)

I also have faith that MCC has both the willingness and capacity to become a model organization for how we address issues of institutional racism/the supremacy of whiteness. With this effort, which needs to be ongoing, we have the real potential to help transform the world to one in which there is greater equality and justice. This covers both our aspirational values and mission and it's time to get started on this urgent and essential work and ministry.

Question 3: For a number of years UFMCC has been operating with severe money management issues. This fact has torn into the very fiber of my home congregation, and our people are at the point of seriously considering leaving the denomination.

We believe that while we of UFMCC have issues of spirituality, issues of racism as well as other concerns that need to be addressed, all pail in the face of the fact that we have no money with which to properly operate this denomination. We believe that this situation exists in large measure because of a lack of understanding of professional money management on the part of UFMCC leadership.

If you are elected as our Moderator, what business skills and knowledge can we count of you to mold the structure of our Governing Board into a new model based on your knowledge and skills around sound financial management?

ANSWERS:

Cecilia: Much of my working life has been spent in the non-profit sector, where income can be precarious, and I've been instrumental in helping to create diverse income streams and manage significant financial shifts for organisations with multi-million dollar budgets.

Within MCC, I have served on General Council, which oversaw the entire denominational budget. In my secular work, and as District Co-ordinator and Regional Elder, I was responsible for drafting realistic, achievable budgets and then working within them, or adjusting them as needed, in collaboration with the relevant body e.g District Committee. I am a successful fundraiser, gaining grants for both capital and project costs, e.g £30,000 for a new playbus. When I was a local church pastor, the church income increased from £15,596 to £50,107, in part, through growth in attendance. It was also about encouraging a culture of generosity and applying for grants for specific projects. In developing all these budgets, I worked with others to ensure that the budget reflected the priorities we shared for what we wanted to achieve. The priorities were agreed to before the budget was set and then our achievements were measured, alongside our financial investment. Within the discussions about priorities, I have also been clear about identifying what would need to stop or receive a smaller budget, in order to fund those areas which were seen as priorities. This can be a difficult conversation to have. However, if it is shared and open discourse with all those who have an interest in setting the priorities and budget, it can be a healthy and unifying process.

In every position, I made sure that there was accurate and timely financial reporting to the relevant body and protocols in place to ensure that financial information was not held just by one or two people. For example, I opened, read and signed all bank statements before passing them onto the treasurer. Two other Board members had access to the online bank account, so could also check the state of church finances. I also ensured that there was regular reporting to the wider body, eg. District, church congregation, so that they were kept informed of the financial situation.

The election of the new Governing Board is obviously a matter for the General Conference and I trust the wisdom of the body to choose those individuals who have the experience, skills and character to

respond to our current challenges. At the moment, there are various committees that support the work of the Governing Board. This is an excellent way of engaging those with specialist skill and knowledge to support the work of the GB and ensuring greater ownership of the ministry that the GB does. As a local church pastor, I used the expertise of several congregation members, who managed budgets much bigger than the denomination's to improve the church's finances.

The vast majority of our congregations are very faithful in sending their contributions every month and I want to honour that faithfulness and start to rebuild trust. I commit to ensuring regular and timely reporting of the denominational finances and transparency in the decision-making process through the minutes of Governing Board minutes and reports. We will also offer webinars, quarterly or half yearly to answer questions on the budget and our financial health. I also want to offer webinars for church leaders on budgeting and financial health, and celebrate our congregations who are excellent financial stewards. As soon as possible, I want to consult widely on what local congregations and church leaders see as specific priorities for the denomination, so that we can draw up a budget that reflects what we can realistically deliver with our current resources. We can then report about these priorities and the financial investment that we are making in each area.

Tony: Sound financial management needs to go hand-in-hand with strong organizational leadership and management. Having one without the other, will always lead to fiscal challenges. My resume (<https://www.mccchurch.org/moderator-nominating-committee-rev-elder-tony-freeman/>) includes numerous examples of my business and organizational skills and experience. I have a long track record of taking organizations from financial struggles to solvency. This includes hands-on involvement in all financial components of a church or non-profit. For example, at the San Diego Human Dignity Foundation, not only was I responsible for a million-dollar plus endowment but was also the member of the finance committee that prepared and presented regular financial statements and analysis. We coupled sound financial management with mission clarity, which, again, are essential to being effective organizationally and financially. None of this happens without the ability to prayerfully make difficult strategic decisions. Being intentional about what you say "yes" and "no" to is a crucial element of effective organizational management and leadership.

Another important aspect of being effective is cultivating and nurturing a high-performance Governing Board team that is clear about its priorities and responsibility for sound fiscal management. This is difficult and demanding work that will require attending to the relational aspects of the "team" in order to effectively and efficiently manage the tasks.

Lastly, in 2018, I successfully completed the Executive Certificate in Religious Fundraising program at the Lake Institute on Faith & Giving (Lilly School of Philanthropy, Indiana University, USA). While this year-long program focused on religious fundraising, it also drove home that you cannot isolate the financial aspects of an organization from the missional and organizational ones if your fundraising/organization is to be effective. To this end, I drafted a comprehensive plan to *Create A Culture of Generosity in MCC*. The plan includes the need for accountability and transparency, along with comprehensive improvement in donor relations. These improvements include: 1) Recognizing that the local churches are also our funding partners and major donors; 2) Including our stakeholders in our major decision-making processes 3) Regularly expressing our appreciation for their financial support which fuels the

denominational work. 4) Resourcing and supporting our local churches to develop a culture of generosity in their congregations.

While it's never easy getting back on track financially and missionally, it can be done. This calls for a strong, yet collaborative, experienced leader. I do believe that with God's help, we will turn things around and emerge stronger and more vibrant than ever.

Liz: I agree that MCC's financial issues are a top concern, only outranked by the need to restore our trust with one another and denominational leadership (which was in part caused, in my opinion, by a lack of transparency around financial issues).

These financial issues are symptomatic of the larger issues we must tackle longer term around properly restructuring to support the churches globally and to do justice work, while also addressing the inherent issues we are facing of racism, classism, ageism, colonialism, narcissism, misogyny and ethnocentrism.

I bring a wealth of corporate, business experience and skills to the table, combined with the proven heart of a servant leader. This experience, which will guide my work in addressing MCC's current situation, includes the following:

- As a long-time corporate leader with over 30 years of management experience, I have successfully managed teams ranging from 1 to 100+ employees. As both a financial and operations executive, I know how to get things done and have a proven record of uniting with others to address issues and find solutions to move the business forward in healthy ways.
- As a recognized change agent, I have consistently been sought out to transition businesses, acting as a turnaround specialist. I have expertise in diagnosing issues in existing organizations, uncovering points of failure and then developing and implementing successful solutions.
 - As an example, under my leadership, recognizing we had severe cost issues, I led efforts to strategically and tactically remove over \$30M in cost from a single business unit in just 2 years, while maintaining outstanding client satisfaction scores (over 95%), and healthy profit margins. How was this accomplished? Bringing together subject matter experts, we identified opportunities and unique ways to reduce cost through restructuring, streamlining processes and reducing redundancies with minimal layoffs.
- For over 20 years, I successfully managed the financial transition and revenue generation for multi-million and multi-billion-dollar contracts. This required an ability to be creative, work closely with clients, executives, managers and staff to balance the needs of our business and our clients', while ensuring our financial health and success.

- I have both worked with and led global teams on many projects over the years. This includes working with individuals from Latin America, Europe, Africa, Asia and North America on an ongoing basis. This has ensured a sensitivity to and respect of the cultural differences and norms of those with whom I work.

What have I learned over these years about how to be a successful leader that would be important as Moderator? I've learned that:

- A key component for building a successful organization is leadership that is open, honest, willing to try out new ideas and able to lean in to failure as a learning experience. As I tell my team, "it is ok to fail. Just fail quickly and learn from it."
- It takes vulnerability and courage to make tough and sometimes unpopular decisions. I know this firsthand, as I've had to balance the needs of our business with letting staff go on many occasions over the years. I've had to make some hard and personally tough decisions, while ensuring the best outcomes possible for all involved.
- Great leaders have a listening ear and heart. They know they don't know everything! That is a lesson I have taken to heart, ensuring others have a voice and can bring their knowledge and expertise to the table as we solve complex problems. We need to do this in MCC, and I have plans to do it! See my website www.Liz4MCC.com for more information.

In MCC we must live in to the *Key Financial Principles of MCC*, which are as relevant today as they were when created years ago. They can be found at <https://www.mccchurch.org/how-we-work/finances/>. We have to live within our means, not spend money we don't have, find new ways to grow the incremental revenue streams, and we must "ensure accountability and transparency through accurate, timely reporting and through implementation of appropriate checks and balances in the system."

At this time in our history, MCC needs a leader who:

1. Can make the tough calls but also demonstrate compassion and respect for individuals.
2. Understands what it means to work with people from different backgrounds and experiences.
3. Can partner with churches and will reach out and listen to our various segments.
4. Can find creative ways to grow our top line revenue to support the ministry we are called to do.
5. Has a proven track record as a change agent and solid business person.

I am a talented, skilled, experienced and successful global manager and leader in the areas of strategic planning, financial budgeting and oversight, change management and human resource development. All of this combined with my servant leadership gifts have prepared me for such a time as this in MCC.

Question 4: It is abundantly clear that our denomination is in need of a well experienced "corporate" manager. Make no mistake about the fact that the denomination is a multi-million dollar corporate entity that needs to be managed by appropriate skills, at the Moderator position and the Governing Board position...yet guided by the Spirit. Please detail your corporate management experience and achievements.

ANSWER:

Tony: I think that my answer to the previous question is relevant here. My corporate management experience reflects an entrepreneurial and transformational model. Besides the executive management skills I bring from the San Diego Human Dignity Foundation, and from managing a Corporate Giving program, I also started and managed several small businesses. Some other important skills that I would bring to the Office of Moderator include experience in all aspects of change and process management.

Denominationally (as Director of the Office of Church & Ministry Development) I created and utilized an annual strategy and staff was required to provide an annual work plan that was updated and reviewed monthly. In the non-profit world, we started with the mission, then developed a strategic plan to carry out the mission. It didn't stop there: staff was then expected to develop annual work plans that align with the strategic plan (a necessary best practice). In MCC, the work would also include helping other leadership bodies within the organization to align their goals and objectives with the strategic plan. While this work requires a significant investment of time and energy, it didn't prohibit the immediate implementation of improvements.

During the initial assessment phase (i.e., understanding and articulating our current reality), reviewing how each of the current denominational positions and practices support and/or strengthen the local church and sharing these practices broadly, is one way to facilitate immediate transformational change. The denomination exists to support the local church and to accomplish our shared mission.

While our God-given, Spirit-led, mission always comes first, success comes from joining that passionate pursuit with sound business practices and principles. To me, this is the calling and one of the vital roles of effective 21st Century spiritual leadership.

Liz: As a corporate leader, I have extensive transition and change management experience. I have consistently been sought out for my leadership and expertise in identifying issues, bringing together disparate points of view, creating and implementing best practices and collaborating with others to create successful outcomes. Often this has been done where no precedent exists, resulting in enhancing the overall mission and vision of the organization, our clients and stakeholders.

Some examples of the areas in which I have done this include:

- Responsible for taking a new entrepreneurial business unit and creating new business and financial processes to create a functioning business from a chaotic organization. My efforts resulted in increased client satisfaction and a 24-day reduction in collection of accounts receivable, which was

the best in the industry. As a thought leader, I had to create on the fly, envision the future and bring competing organizations together while ensuring a successful outcome.

- I was recruited to project manage the transition and implementation of IBM's largest outsourcing clients (Fortune 100 companies) shortly after the organization was created. In this position I had overall financial responsibility to transition all financial responsibilities from clients to IBM for multi-million and multi-billion dollar contracts. I was responsible for working with individuals at all levels (from entry level through senior executives) on areas from complex negotiations to simple everyday tasks. This resulted in my promotion to a senior financial manager position, where I led diverse organizations, each of which was successful in its own right.
- Having a compelling need to create and recreate organizations, while fostering new business models, multiple times in my career I have moved to areas where I had no prior direct business experience. This included moving to IBM's business recovery and resilience organization as the operations executive. I was responsible for providing all direct client support, cost management, compliance, and staffing, as well as facilities oversight for 17 recovery centers supporting over 1,000 clients. In addition to taking out over \$30M in cost, I knew we needed to enhance our support for clients during an emergency. As such, I lead a diverse team in restructuring our Emergency Operations Center, which directly enhanced our support to clients, while improving our speed and response time across the 17 centers.
- I have been able to hone my transformational leadership skills, while managing teams as small as two to others in excess of 100 individuals in diverse organizations. I have brought in to turn around underperforming teams and have made significant strides in ensuring the organizations successfully recover for the future.

My successes led to promotions into ever-increasing areas of responsibility. I have been awarded numerous corporate awards for top performers including the IBM Leadership Award, 2 IBM Means Service Awards, 1 Hundred Percent Club, multiple General Manager awards and numerous executive and management awards.

Cecilia: Throughout my working life, I have been involved in leading vision and strategic planning processes for organisations. I am a trained consensus builder and facilitator. I designed and led a process to work with business leaders, community activists, environmentalists and educators to develop a 'Local Agenda 21' – a plan for sustainable development for the 21st century, in the local council area. This process required me to listen to many disparate voices and concerns. I had to negotiate about the different outcomes required and draw these together into a workable plan.

As European District Co-ordinator, I facilitated the MCC Strategic Growth Initiative for several congregations. In this process, the congregations worked on their core values, mission and vision statements. They then developed a plan to start moving them towards their stated vision. For example, one congregation moved into their own meeting place, which gave them greater flexibility for offering more activities during the week, as well as on Sundays.

I am currently the Supporter Relationship Manager for an international development charity that has worked with over 2 million people helping African families grow their own food, and has an income of £7 million. I manage the team which oversees our 15,000 supporters, hosting fundraising events, ensuring the donations are received, processed, and kept up to date, while continuing to increase and deepen those relationships.

I have served on General Council, which oversaw the denominational budget and on the Board of Elders. I became European District Co-ordinator at a time when the District had become fractured and not well supported. The District could only fund the position part-time. At the first meeting of the new District Committee, I set out my expectations of how we would work together and the standards of behaviour I expected from each member and the committee as a whole. I immediately improved communication with local churches through a regular newsletter and monthly calls with every church leader in the 5 different countries I served. I oversaw the planting of new churches and resourcing church leaders, as well as working with congregations to close churches that were no longer viable. Every time I visited a church, I wrote afterwards, lifting up the positive and making suggestions for resources or connection with another MCC who had strength in a particular area of ministry. At the end of each year, I sent out an evaluation form to get feedback from the church leaders about my work and that of the District Committee. The District budget was developed by the District Committee and approved by the District Conference, which I chaired, allowing time for translation for those whose first language was not English. I ensured regular financial reporting to the churches in the District, as well as working with churches who were unable to pay their tithes. With the support of churches in the District, I applied to the MCC Pilot Projects programme for a grant, which enabled me to work full time as District Co-ordinator. I was re-elected as District Co-ordinator and then elected to serve as Regional Elder.

My biggest corporate management strength is not only my ability to create a strategic plan, but then build the teams to implement it, getting the right person for the right position, mentoring the team leaders, and encouraging them to do the same with their team members. so they can all serve at their highest level. One example at a regional level was the Regional Conference planning team, which had members from Europe and South Africa working together to develop an amazing regional conference in Cape Town. I look forward to finding the truly gifted and called individuals who will serve in MCC as we move forward together.

Leaders are continuous learners. I have already secured the services of a mentor who is the CEO of a multi-million pound international organisation, to continue to develop my business and financial skills, should I be elected.

Question 5: One of the three Moderator candidates is a lay person, which is permitted by our bylaws. However, there may be some people who believe, that since ordained clergy have put in years of study and 10s of thousands of dollars into seminary to become ordained, may be uneasy having a leader of our denomination who technically wouldn't even be able to ordain new clergy. If a lay elder is elected, do you feel it is possible or feasible to designate an ordained clergy (elder) to be the religious face of the Church? Some in theory may support a lay elder as a business leader, but struggle with the religious aspect of the position.

ANSWER:

Liz: You are correct, MCC's bylaws are silent around any qualification to be clergy or lay as it relates to the Moderator role. What MCC bylaws do say in Article IV – Ministry, A. Ministry of the Laity is, *“Lay people are the people of God, called by God and authorized by Scripture to respond to the Word, serving as Christ served, to the end that the Church may be edified, and the world transformed. UFMCC affirms that this is the ministry of every lay person in UFMCC.”* We also affirm the Priesthood of All Believers.

I fully recognize that many of our clergy have spent a lot of their time and money obtaining degrees (Masters in Divinity and post graduate degrees). Clearly, they have felt this call to be professional ministers and like so many, I am extremely grateful for them and their call. But having an education does not in and of itself qualify an individual to be the Moderator or Spiritual leader within MCC. If it was so, what would happen to clergy who don't have advanced degrees, or clergy outside of the US who may have followed other pathways to ordination? Does this make our Lay Elders less than Clergy Elders? I can't help but wonder if there isn't an unspoken bias in this question, and I would encourage anyone who feels that way to examine their hearts and what is driving this concern. Also, to clarify for MCCers, I do have the equivalent of a major in Religious Studies, and previously completed the MCC LEAD certification program for our laity, which includes courses clergy candidates also take (e.g., MCC Polity). And, I am just finishing up a certificate program in Servant Leadership from Cornell University.

I would also like to correct a misstatement in the question asked. It says, “there may be some people who believe, that since ordained clergy have put in years of study and 10s of thousands of dollars into seminary to become ordained, may be uneasy having a leader of our denomination who technically wouldn't even be able to ordain new clergy.” This is incorrect. Under MCC's bylaws, “Elders are deemed professional ministers and are authorized to perform all of the Rites and Sacraments of the Church.” The Moderator is an Elder, and we have had several lay elders, with Elder Nancy Maxwell currently serving as an active Lay Elder.

I have said previously in our Webinars that part of what makes me a great leader is knowing my strengths and knowing how and when to lean in to the strengths of others. I reiterate what I have stated in the webinars, it is my intention to lean in to our Council of Elders and their respective expertise and call as MCC's Spiritual leaders. They are an amazing and gifted group. As it says in 1 Corinthians, 12:4, *“There are different kinds of gifts, but the same Spirit distributes them. ⁵ There are different kinds of service, but the same God. ⁶ There are different kinds of working, but in all of them and in everyone it is the same God at work.”*

Cecilia: The bylaws state that the Moderator should exercise “spiritual and pastoral authority, and leadership”. MCC is a spiritual light for LGBTQI people around the world. The Moderator needs to be the clarion voice, bringing hope, spiritual transformation and justice to those who are still lost, as well as building up our current and future congregations and church leaders. Our present financial situation is a pain point and needs to be addressed urgently by whoever is elected. Others can and should be brought together to restore the financial health of our denomination, working with the Moderator. However, it is *only* the Moderator who can be the spiritual voice of MCC.

I see the Council of Elders as being a source of wisdom and guidance for the Moderator, but do not think it is a good idea to split the role of the Moderator as suggested.

Tony: I fully support MCC’s belief and value of the Priesthood of all Believers, including in the role of the Moderator as defined in our bylaws.