



The Role of the Interim Moderator for Metropolitan Community Churches

Essential Functions of the Interim Moderator

- Serves as the Chief Executive Officer of Metropolitan Community Churches (MCC) and head-of-staff in the leadership and management of MCC denominational staff
- Leads the execution of MCC governance as the Moderator of the Governing Board and guiding MCC's strategic plan
- Assures sound financial management of MCC, fiscal accountability, and an overall development plan
- Leads MCC in shaping and living its values, mission, and vision as the primary visionary and futurist
- Serves as the primary pastoral and prophetic leader of the MCC denomination and its global movement
- Serves as the primary spokesperson for MCC to the media, other churches, other denominations, and other LGBTQIA organizations; responsible for MCC's public message and voice, using the resources of our leadership and staff; and ensures MCC representation in public, governmental, ecumenical, and interfaith relations

Specific Transitional Ministry Functions

- Preparing the Way – The Interim Moderator will lead MCC in preparing for the next chapter and specifically for the decisions that will be made in 2019 including the next election of Moderator.
- Process Facilitator – The Interim Moderator will be tasked with working in collaboration with the many constituencies and stakeholders in MCC and creating a participatory change processes for transition and defining the strategic priorities for the future
- Change Mentor – The Interim Moderator will be a non-anxious presence and offer reassurance during our season of transition in addition to guiding us through difficult and challenging changes
- Leader of Healing – The Interim Moderator will guide us in a process of listening and restoration
- Innovator and Revivalist – The Interim Moderator will assess our current systems and structures and lead MCC in the process of defining and renewing our vision for our future



- Systems Coach – The Interim Moderator will be work with the organic structures within MCC in relational and responsive manner to encourage ongoing learning, experimentation, and growth
- Head of Staff in Transition – The Interim Moderator will manage necessary leadership changes while maintaining stability and momentum and strengthen staff team dynamics

Qualities and Skill Sets

- Highly Relational
- Pastoral Presence
- Effective in Leading Change and Transition
- Generous Listener
- Highly Organized
- Skilled in Critical and Organizational Analysis
- Experience in working with Diverse Communities and leading critical conversations about Diversity and Privilege
- Experience in Leading Multi-Staffed (paid and volunteer) organizations
- Experience in Financial Management and Development

Interim Moderator Position Specifics

The Governing Board has clarified certain aspects of the Interim Moderator position in light of it being an appointed position and not elected or affirmed by the General Conference.

The Interim Moderator will not be appointed to the Council of Elders, will not receive the title of Elder, but will serve as an ex-officio member of the Council of Elders. If the Interim Moderator is currently serving on the Council of Elders, they shall continue in that role but not serve as the Convener of the Council of Elders.

The Interim Moderator will not have the authority to appoint or dismiss Elders. During the interim period, the Council of Elders will self-govern.

Rationale: *Per MCC's current bylaws, an individual is granted the title of Elder and serves on the Council of Elders through appointment by the Moderator and affirmation vote by the General Conference (most recently via Virtual General Conferences). The Moderator is granted the title of Elder and serves on the Council of Elders by virtue of their election to the Moderator*



position by the General Conference. As the appointed Interim Moderator will not be either elected nor affirmed by General Conference, the Governing Board has determined that the title and status of Elder shall not be conveyed. As the Interim Moderator will not have the status of Elder, they should not have the authority to appoint or dismiss Elders. The Council of Elders will continue to hold one another accountable via their own covenant during this time of transition.

The Interim Moderator will not have the authority to convey Extraordinary Credentialing.

***Rationale:** The authority to grant extraordinary credentialing is given via the MCC Clergy Manual and not the UFMCC Bylaws. As the Interim Moderator will not be elected or affirmed by the General Conference, it is deemed that the authority to grant extraordinary credentialing will not be conveyed to an appointed Interim Moderator.*

The members of the current MCC Governing Board are ineligible to apply for the Interim Moderator position. No other positions or individuals are deemed ineligible from applying.

***Rationale:** As the Governing Board is tasked to appoint the Interim Moderator, it is deemed a conflict of interest for any member of the Governing Board to pursue the appointment.*

Appointment to the Interim Moderator position, whose term will end July 31, 2019 (with a possible extension of up to 60 days), does not guarantee the individual to be part of the slate of candidates considered for Moderator election in 2019. The individual appointed will be able to apply and go through the Moderator's Nominating Committee process. If the Interim Moderator decides to apply for the Moderator position to be elected in 2019, they must declare their intent to the Governing Board prior to the start of the next Moderator Search Process, including the appointment of the next Moderator's Nominating Committee, and recuse themselves from all business related the Moderator's search process.

While the start date is negotiable, the Interim Moderator is required to attend a face-to-face meeting of the Governing Board and Senior Leadership Team in Washington, DC, from 13-16 October 2016.



UFMCC Bylaws Regarding the Moderator

The Moderator of Metropolitan Community Churches is the primary spiritual leader of our global movement and denomination. As such, the role of the Moderator is defined in the UFMCC Bylaws, Article V.E.2.:

MODERATOR: The Moderator is elected by General Conference to serve as the primary visionary and futurist in order to advance the mission and vision of UFMCC worldwide through the exercise of prophetic challenge, creativity, spiritual and pastoral authority, and leadership. As the primary UFMCC spokesperson, an Elder, and the Chief Executive Officer, the Moderator is a voting member and moderates meetings of the Governing Board and of the Council of Elders*; moderates General Conference; appoints Elders; and supervises UFMCC senior staff. The Moderator shall be responsible for leading the visioning process for the Fellowship, having a presence at global events, teaching and training, engaging in continuous learning, community relations, visitation and assistance in churches, ecumenical relations, and global social justice.

*The Interim Moderator will work with the Council of Elders in an ex-officio capacity unless already serving on the Council of Elders. The Interim Moderator will not serve as Convener of the Council of Elders. The Interim Moderator will not become an Elder nor have the authority to appoint Elders.