

# Moderator Search Process Final Report

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## Selection of the MCC Moderator Candidates



**Issued by the Moderator Nominating Committee**

**April 2016**

As Metropolitan Community Churches prepares for the election of its third Moderator, the Moderator Nominating Committee offers this final report regarding the search process and selection of the candidates for Moderator to be presented for election at General Conference XXVI in Victoria, British Columbia, Canada.

## Preface

For nearly three years, the work of the Moderator Nominating Committee (MNC) has been grounded in seeking the presence of the Holy Spirit for guidance, protection from self-interest, and the successful discernment of God's intentions for Metropolitan Community Churches.

Our search process was designed to be deliberate, thorough, prayerful, and Spirit-filled. The MNC's decisions regarding the individuals selected as candidates for Moderator were made by consensus based on our Moderator selection criteria and application assessment process.

Per the MCC Bylaws, the mandate of the MNC was to actively solicit candidates for the Moderator position, review any and all applications, and select up to five (5) qualified candidates to be presented by the Governing Board to the General Conference for election to the office of Moderator.

In addition, the MNC was charged by the Governing Board per the Charter of the MNC to:

- Develop and implement a best practice process to solicit, recruit, screen, and evaluate prospective candidates for the office of Moderator
- Determine the qualifications and criteria for the selection of prospective candidates
- Engage the Council of Elders to gain their wisdom and insight as spiritual and pastoral leaders of MCC, as appropriate
- Facilitate opportunities for the grass roots to provide input and feedback to the process
- Maintain appropriate transparency of the process and confidentiality of its content

The MNC has been committed to operating with the utmost integrity and fidelity to our charge from the Governing Board. As members of the MNC, it has been an honor and a privilege for all of us to serve MCC.

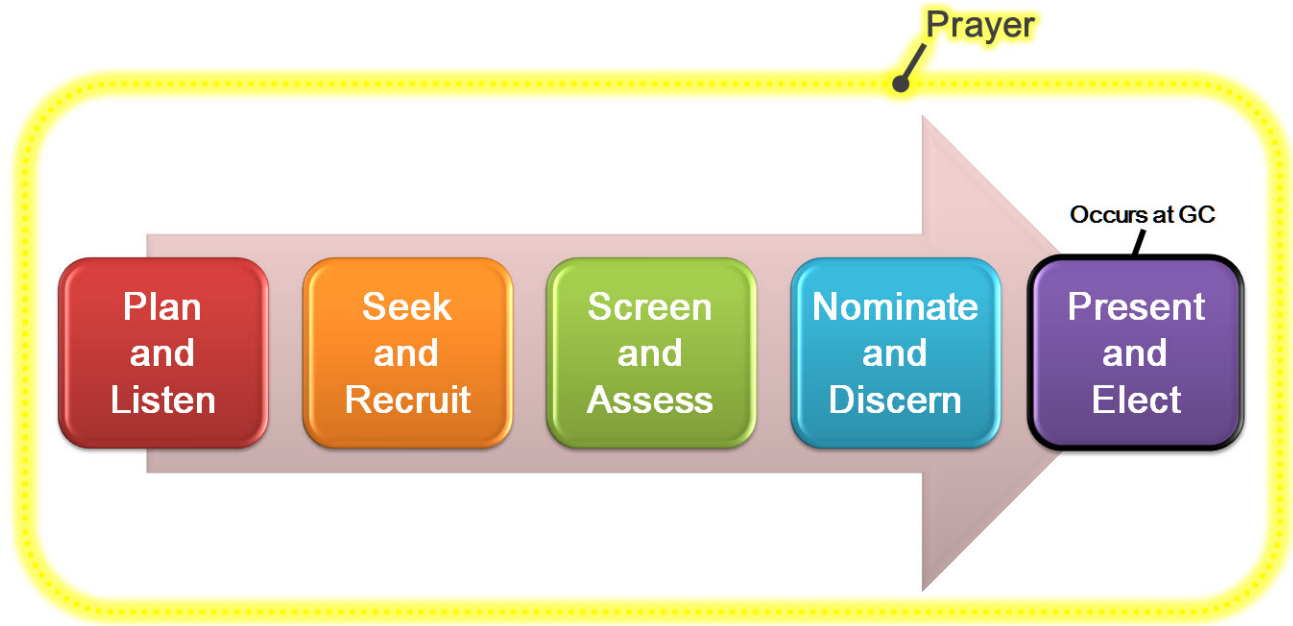
## Moderator Search Process Overview

The MNC was comprised of three members appointed by the Governing Board, as well as two alternate members who were also appointed by the Governing Board to be available in the event of a vacancy on the MNC. The alternates participated in the processes and decisions of the MNC with a voice, but no vote. For nearly three years, the MNC has met virtually on a weekly basis and worked diligently and tirelessly towards our primary charge: actively solicit, recruit, screen, assess, and nominate 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.

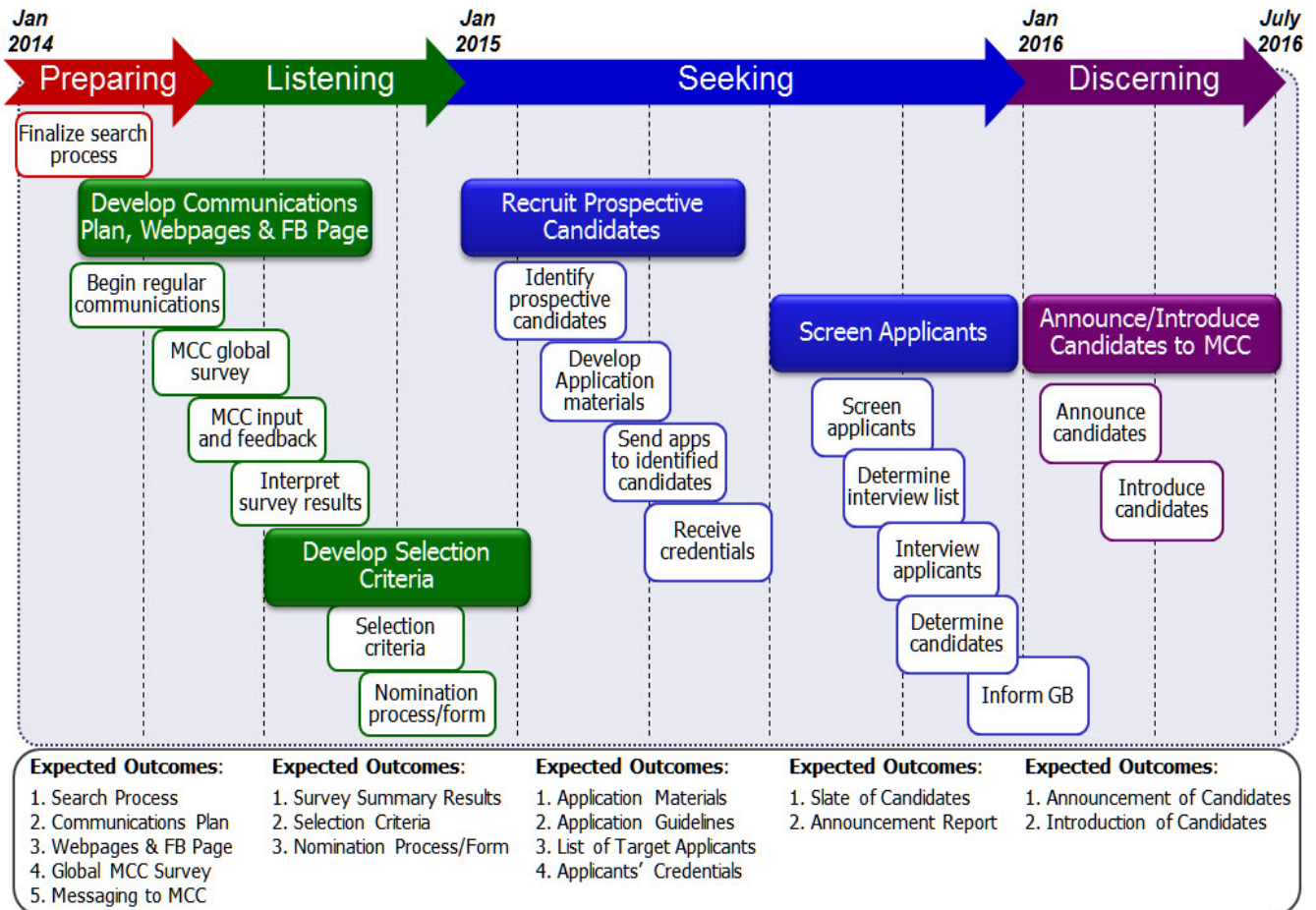
Per the Charter of the MNC, the role of the MNC was to not only choose qualified candidates to be presented to the General Conference delegates for the election as the third Moderator of Metropolitan Community Churches (MCC), but also to develop and implement a best practice process, and determine the qualifications and criteria for the selection of prospective nominees. In light of this, the MNC's primary responsibilities included:

- Developing a search process and timeline to achieve the MNC's purpose and expected outcomes
- Providing the search process and timeline to the Governing Board for review and approval
- Coordinating the activities required to keep the search process and timeline on track
- Providing periodic updates to the Governing Board regarding the status of the search process timeline and completion of key milestones
- Consulting with the Governing Board Liaison throughout the search process
- Negotiating/approving all additions or changes to the search process and timeline in consultation with Governing Board
- Adopting and implementing a plan for engaging worldwide MCC congregants in the search process and publically communicating this plan
- Communicating to the worldwide MCC congregants where we were in the search process
- Conducting a thorough profile of MCC, which was used to inform the Moderator selection criteria set forth by the MNC
- Seeking prospective candidates who complied with the selection criteria set forth by the MNC
- Screening, interviewing, and assessing applicants using the selection criteria set forth by the MNC to determine suitable candidates for Moderator
- Nominating up to five (5) qualified candidates for Moderator for election at General Conference XXVI, including sufficient supporting documentation to assist the delegates in making informed decisions as to the suitability of the candidates for Moderator

The phases of the Moderator search process were as follows:



The key activities and expected outcomes of the search process were as follows:



The qualifications and criteria for the selection of the Moderator candidates were initially developed by examining the core competencies (i.e., skills, knowledge, attributes, and behavior) required to fulfill the role and primary responsibilities of the Moderator (e.g., decision-making, entrepreneurialism, empowerment, multicultural awareness, organizational agility; personal resilience, public presence, strategic planning, and visioning). The MNC then issued a survey to worldwide MCC congregants. The goal of the MNC survey was to gain guidance and insight from the many diverse voices across MCC regarding the preliminary qualifications and criteria for the selection of the Moderator candidates.

The survey made available online through the MCC website from June 23, 2014 through August 8, 2014. The survey was made available in English, German, Portuguese and Spanish and consisted of 20 questions with opportunities for written comments, in addition to multiple choice and ranked/rated response options. The survey was publicized via the MNC webpages on the MCC website, on various MCC Facebook pages, in various MCC Facebook groups, in several editions of the MCC Headline News, and was also sent via e-mail to various MCC distribution lists. The responses we received helped to shape the candidate selection criteria. MNC Global MCC Survey Summary Report can be found on this webpage: <http://bit.ly/MNCsurveyrpt>

We also contacted nearly 100 MCC clergy and laity from around the world to find out what they expected from the next Moderator and to inform the questions we asked of prospective candidates. We analyzed and reviewed all of the information that we received, and then prepared and released the Moderator Selection Criteria Guide: <http://bit.ly/modcriteria>, which contained the required and desired qualifications and criteria for the selection of the candidates for the office of the Moderator.

In January 2015, the MNC invited MCC laity and clergy all over the world to participate in an open call for nominations, informed by the Moderator Selection Criteria Guide. The nomination period was 1 February through 15 March 2015. The nomination process assisted the MNC in gathering names for prospective candidates for Moderator in our effort to develop a targeted applicants list for our Invitation to Apply: <http://bit.ly/modinvite>.

Nomination forms were submitted for all individuals who wished to be considered as a prospective candidate for Moderator. Interested persons could nominate themselves or had to be nominated by another individual. Per the MNC nomination process, all nominations were considered by the MNC. In light of this, all of the 64 individuals, who were nominated through the MNC open nomination period, were contacted personally by the Chair of the MNC regarding their desire to stand for Moderator.

Given that MCC is a diverse, global denomination, diversity considerations for the Moderator candidates included: gender identity and expression, sexual orientation, race/culture, nationality,

ability, age/generation, MCC/MCC-affiliated, non-MCC, clergy, and laity. In light of these considerations, the MNC generated its own list of prospective candidates, as well as solicited names from non-MCC, LGBTQ-inclusive religious and spiritual leaders. This additional list of names was mostly to explore LGBTQ faith leaders and diversity candidates who had a relationship with MCC, but may not have MCC credentials. The vast majority of these individuals were flattered to be considered, but declined the opportunity to enter the process.

From the list of people who were solicited as prospective candidates for Moderator, everyone who expressed a desire to enter into a period of discernment in regard to standing for Moderator was sent the MNC's Invitation to Apply. The purpose of the invitation and application process was to solicit applications from a diverse pool of prospective candidates for Moderator. As part of the Invitation to Apply, the MNC reaffirmed the qualifications and criteria for the search for MCC's next Moderator; summarized MCC's iconic past; described MCC's current programs, ministries, and leadership; shared the strategic plan, priorities, and initiatives as developed by the Governing Board; and, highlighted MCC's future realities as the MNC understands them. The MNC then reviewed the application materials received from each applicant to determine the list of applicants who would be considered for interviews, before ultimately determining the slate of candidates for Moderator.

To screen and assess the prospective candidates for Moderator, the MNC thoroughly reviewed the application materials provided by the candidates. These materials included: a Statement of Vision, Curriculum Vitae; a six-page written description with responses to questions posed by the MNC in our Invitation to Apply; samples of sermons and public speeches; examples of their media presence; results of the Campbell Leadership Descriptor self-assessment survey, which assesses nine major leadership attributes for successful leadership); public writing samples; evaluations of their interview performance from multiple behavioral and situational interviews (we asked for responses to questions that clergy and laity told us that they wanted asked of the candidates per our global survey and pastor interviews); and, finally, reports from their reference checks.

We evaluated each prospective candidate on their own merits, using the same evaluating criteria for all applicants. Our decisions regarding the final slate were made by consensus based on who we believe best met our selection criteria, knowing that, above all, being Moderator is just that: BEING present as an embodied, spiritually grounded, inspirational, globally and theologically inclusive person of faith and integrity, who has a compelling vision and the capability to lead.

Please see the appendix for the formal announcement of the Moderator Candidates issued by MCC Communications on 27 January 2016. [Haga clic aquí para ver el anuncio de los candidatos para el Moderador en español.](#)

## Concluding Remarks

As the religious and spiritual landscape of humanity continues to change under the significant cultural influences of our time, MCC faces a future that is both uncertain and also full of potential. How will our mission need to evolve in order for us to remain relevant in a world that is increasingly volatile, uncertain, complex, and ambiguous? As a global community, how will we continue to listen together to the Holy Spirit that brought MCC into being 48 years ago? How will we be a passionate, thriving movement, pressing forward with a bold vision and clarity of purpose for future generations?

These are just a few of the questions that will face the next Moderator of MCC. As members of the MNC, we sought to identify candidates who are spiritually grounded, inspirational, globally and theologically inclusive persons of faith and integrity, who have a compelling vision for MCC's future, as well as the capability to lead the denomination. We nominated the four candidates whom we believe best met the selection criteria for the office of the Moderator as defined by the MNC.

We encourage all MCCers—especially the clergy and lay delegates—to use the next few months leading up to General Conference to explore the gifts, experiences, vision, and passion of the candidates for Moderator. The MNC's efforts toward this goal will continue over the next two months. We are hosting a webinar with all four of the Moderator Candidates on April 13 at 3:00 PM CDT (To register go to <http://bit.ly/mncwebinar>). In addition, separate virtual town halls will be held in May so that the forum participants may ask each of the Candidates specific questions pertaining to their standing as a candidate for MCC Moderator.

As a final point, it is our intention to provide process documentation and lessons learned to the Governing Board to help future nominating committees. A key lesson our work taught us is the importance of ensuring that the processes of MCC reflect the diverse voices and global nature of the denomination, including language and geographical differences.

Thank you for your continued prayers and faith in the MNC. We remain open to the movement of the Holy Spirit, and look forward to witnessing the unwavering work of the Spirit among us and throughout MCC as the next steps of the process unfold.

Respectfully submitted on this 4<sup>th</sup> day of April 2016,

The MCC Moderator Nominating Committee [<http://bit.ly/AboutMNC>]

MNC Homepage: <http://bit.ly/MNCHome>

MNC Facebook Fan Page: <http://bit.ly/MNCfb>

Contact the MNC: <http://bit.ly/contactMNC>

**Appendix:**  
**Announcement of the Moderator Candidates**



The Election of the Moderator  
for Metropolitan Community Churches  
General Conference XXVI, 5 July 2016

# The Candidates

Presented by the Metropolitan Community Churches  
Moderator Nominating Committee  
January 2016



# Moderator Nominating Committee Announces Candidates for the Office of the Moderator

*In July 2016, clergy and lay delegates of Metropolitan Community Churches (MCC) from around the world will elect the next Moderator of MCC at General Conference XXVI in Victoria, British Columbia, Canada.*

At a time of great opportunity in its 48-year history, MCC is seeking a dynamic, inspirational, and transformational spiritual leader to be elected as its next Moderator to lead the denomination and movement. As the religious and spiritual landscape of continues to change under the significant cultural influences of our time, MCC faces a future that is both uncertain and full of potential.

As the Chief Executive Officer of MCC, the opportunities for our next Moderator will be to clarify the vision and future of MCC, inspire hope, grow the movement, and unite MCC churches around our prophetic call to transform lives and the world. Through surveys, conversations, e-mails, and forums, MCCers from around the world share a common hope that our next Moderator will be a strategic, visionary, and inspirational leader, and an entrepreneurial executive who can lead our global movement and denomination, as well as challenge us to be the “church” locally and globally that God is calling us to be.

In preparation for the election, the Moderator Nominating Committee (MNC) was appointed by the MCC Governing Board in 2013 to facilitate the process to actively solicit, recruit, screen, evaluate, and nominate 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 third Moderator. As a global team, we met nearly every week for prayer as we planned the process and listened for, remained open to, and discerned how the Spirit might be speaking through the collective, global hopes, prayers, and concerns of MCCers throughout the world.

With much gratitude, we are pleased to introduce the MCC Moderator candidates. We believe that each candidate embodies the required characteristics for Moderator, brings a unique vision for the future of MCC, and will meet the opportunities and challenges facing MCC with great faith, prophetic boldness, and spiritually-grounded courage. You are likely

familiar with some of the individuals on the slate, and others you may not know at all.

In the coming weeks, we will be introducing all of the candidates through candidate webpages, online webinars and town hall meetings, and weekly responses to the many questions you shared with us through this process. To learn more, please visit the MNC homepage on the MCC website: <http://bit.ly/MNChome> or check out our Facebook Fan Page: <http://bit.ly/MNCfb>. We prayerfully encourage and humbly ask that all MCCers, especially delegates to General Conference, use the next few months to explore the gifts, experiences, vision, and passion of these four individuals who so moved and impressed our team.

As a team, we would like to acknowledge that this has not been an easy task. Arriving at the slate of candidates took hundreds of hours of work by our team, and thousands of hours by the many people who contributed to the process through surveys, translated our communications, and prayed for our work. At each step, we proceeded with the highest regard and respect for all who participated in this process, and with care, love, and difficult conversations, our team reached a consensus regarding the slate of candidates.

We are grateful for and would like to thank everyone who participated in the process by reviewing our plans, praying for our efforts, responding through surveys, and nominating so many amazing, passionate, and uniquely gifted individuals. We especially express our thanks and gratitude to the Governing Board for trusting the process, and to every nominee, applicant, and potential candidate for your courage and inspiration that made our decisions so difficult.

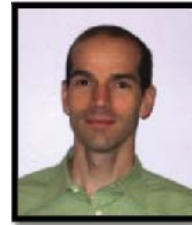
With great anticipation, we prayerfully look forward to what God has in store for MCC as the Spirit calls forth a challenging, hope-filled, and surprising future emerging among and within us!

Faithfully,  
The MCC Moderator Nominating Committee

## Moderator Nominating Committee



**Elisa Vega-Burns, Chair**  
Board of Directors, Resurrection MCC  
Houston, Texas, USA



**Rev. Kevin Downer, Vice Chair**  
Executive Pastor, MCC Toronto  
Toronto, Ontario, CANADA



**Rev. Dr. Lea Brown, Recorder**  
Senior Pastor, MCC of the Palm Beaches  
Palm Beach Gardens, Florida, USA



**Rev. Beulah Durrheim, Alternate**  
Pastor, Good Hope MCC  
Cape Town, SOUTH AFRICA



**Stuart Sutherland, Alternate**  
Board of Directors, MCC Good Shepherd  
Sydney, AUSTRALIA

# Qualifications and Criteria

## for the Selection of Candidates for Office of Moderator

*From the Moderator Selection Guide issued by the MNC, the next Moderator of MCC will:*

- Be comfortable and competent in assuming the primary responsibilities of the Moderator (e.g., spiritual leadership, executive management, denominational governance, and public relations)
- Have a solid foundation in the core competencies required of the Moderator (e.g., decision-making, entrepreneurialism, empowerment, multicultural awareness, organizational agility; personal resilience, public presence, strategic planning, and visioning)
- Have demonstrated skill and experience in leading a sizable organization or large church
- Have a minimum of 10 years of executive leadership and senior management experience
- Be able to identify new ways of raising funds and creating strategies that enhance giving to effectively fund MCC's global ministry goals
- Have demonstrated giftedness in pastoral and spiritual leadership
- Possess demonstrable theological depth
- Have a demonstrated capacity to think, act, and lead strategically
- Be skilled in communication, including public speaking, media relations, writing, and interpersonal interaction
- Have a proven record as a life-long learner who actively pursues personal and professional growth
- Evidence global and cross-cultural experiences with a personal history of embracing diversity
- Be committed to global justice
- Model excellence and high standards in ministry
- Be capable in ecumenical and interfaith ministry settings
- Evidence knowledge of and commitment to the mission, vision, and core values of MCC
- Be well-grounded in the dynamics and experience of congregational life
- Be willing and able to travel frequently, extensively, and internationally

# Office of Moderator Candidates



**Rev. Elder Diane Fisher**



**Rev. Elder Darlene Garner**



**Rev. Elder Héctor Gutiérrez**



**Irene Laudeman, Ph.D.**



**Rev. Elder Diane Fisher**

## Vision

*“We are at a critical time in our history with a decision to make. Will we continue our momentum towards becoming a more mainline denomination, or will we continue to work and exist in the margins?”*

**Watch Rev. Elder Diane Fisher’s Video:**  
<http://bit.ly/dfisher1>

*MCC is moving beyond our founding narrative and creating our own unique identity in the world. We are an international movement with our roots firmly in the margins of society—this is where we come from and where we continue to have our greatest influence. We have our most powerful and prophetic voice on the edge where we can call attention to issues of injustice with a global impact that belies our size.*

While the integration of sexuality and spirituality remains a vital aspect of our calling, we are not a single-issue church. Our sacred and embodied experience allows us to partner with those seeking justice in issues of immigration, class, violence, race, ability, gender, etc. Because we come from and reflect all these areas, we can talk and stand for intersectional justice, and do so as a specifically religious body. This ability and calling distinguishes us from other human rights organizations as well as from other churches.

This is a moment in time when we have a choice to make. We can prioritize gaining acceptability in the mainstream or we can stay on the edge where we can boldly continue the work we are called to do. I believe the former is the beginning of our demise, and the latter only the beginning of a revolutionary

and exciting work that truly is ours to do. I want to lead us in the prophetic vision of Jesus, the same vision that Rev. Troy Perry originally called us to and that we've heard echoed through the ages—that our God is a God of liberation and that until all are free, none are free.

I believe God has been preparing me throughout my life to offer leadership to MCC for such a time as this. For more than twenty-five years, I have been actively, passionately, and proudly involved in MCC—as a lay leader, a clergy person, a pastor, a district coordinator, an elder, and a queer activist. In every role, I have tried to bring the fullness of who I am as a pastor, a mother, a partner, and a leader to the work I do.

I also have broad international and multicultural experience. I am Canadian. I have been deeply influenced by my First Nations Culture, which gave me a reverence for creation, and expanded my understanding of what it means to walk with openness to many peoples and faith traditions. I have also experienced being an immigrant in the United States, and a long-term visitor in other countries.

What I have seen in my travels around the world is that people are longing to hear MCC's unique voice and then for us to stand in solidarity with them in changing the world. I believe in the power of MCC to change lives, bring hope, and challenge unjust systems and structures. I am ready to work with you to create a new culture of trust, openness, and collaboration as we work together to fulfill this vital calling in the world.

# Rev. Elder Diane Fisher Background and Experience

## EXPERIENCE

- 2012 – Present Senior Pastor of Gentle Shepherd MCC in Tallahassee, Florida, USA
- 2003 – 2011 MCC Elder, International
- 1996 – 2002 MCC District Coordinator, Eastern Canadian and Northeast District
- 1992 – 2002 Senior Pastor of Free To Be MCC in Belleville, Ontario, Canada
- 1978 – 1992 Executive Director / Volunteer Coordinator / Conflict Mediator

## COMMITTEES, COMMISSIONS, AGENCIES, AND BOARDS

- Founder and Founding member of the Euro-regional Centre for Public Indicatives, which advocates for Reproductive Rights and LGBTQ Rights in Eastern Europe
- Secretary of Other Sheep International - a faith-based educational and advocacy organization
- FamilyTree Board for the LGBTQ Community in Tallahassee
- I am an active faith-based lobbyist for progressive social change (e.g., LGBT Equality, reproductive justice, racial justice, trans\* inclusion, immigration reform, abolishing the death penalty, etc.) and a frequent speaker to committees of the Florida legislature

## EDUCATION AND PROFESSIONAL DEVELOPMENT

- M.Div. Equivalent, Centre for Christian Studies, Toronto, Ontario, Canada
- Red River Community College, Winnipeg, Manitoba
- MCC Certifications and Training: Creating a Life that Matters and Transitional Ministry (Interim) Training
- Successful Church Leadership Training, Schuller Institute for Successful Church Leadership, Orange County, California
- Training for Senior Adjudicatory (Bishops Training), Alban Institute, Washington, DC
- International Human Rights Training, International Gay and Lesbian Association Conference, Vienna, Austria
- Human Development and Implementation Training - International Human Rights, Organization for Security and Co-operation in Europe, Warsaw, Poland
- Social Justice Training, Creating Change Conferences, San Francisco, CA and Denver, CO

## PUBLICATIONS AND MEDIA PRESENCE

- AHA! - An international ecumenical liturgical and sermon resource magazine published four times a year (1998)
- Mother of Thyme - A Canadian Feminist Christian Magazine (1992)
- Groundswell - A Newsletter of the Ecumenical Decade of Churches in Solidarity with Women (1993)
- Oikovuavia - The Official Newsletter of Ecumania (Miriam Again, 1993)
- The Anglican Journal - Canadian Publication (2001)
- Organization for Security and Co-operation's Human Development and Implementation Meeting, Warsaw, Poland - International Human Rights conference where international Human Rights policies are created and recommended for the 50 member countries of the Northern hemisphere (OSCE-HDIM 2007, 2008, 2009)

## AWARDS AND RECOGNITIONS

- Received the MCC Human Rights Award in 2010
- The award that I am most proud of was created by my daughter when she was young: "Best Momma of the Year" award



## **LANGUAGES**

- English is my predominate spoken and written language
- Cree (A Canadian First Nations Tribe) is the language of my childhood and youth
- I can understand, read, and write in French

## **SOCIAL MEDIA PRESENCE**

- Facebook: [www.facebook.com/revdianefisher](http://www.facebook.com/revdianefisher)
- YouTube: Rev Elder Diane Fisher
- E-mail: [revdianefisher@gmail.com](mailto:revdianefisher@gmail.com)
- Skype: revelderdiane



**Rev. Elder Darlene Garner**

## Vision

*“This is a critical time in MCC’s history. Many people are asking, ‘Who is God calling MCC to be now?’ Without abandoning our past, we are seeking to know: What is the next direction of MCC?”*

**Watch Rev. Elder Darlene Garner’s Video:**  
<http://bit.ly/dgarner1>

*MCC is the world’s largest and oldest church to offer God’s unconditional love, acceptance, and affirming Christian community to lesbian, gay, bisexual, and transgender people at a time when other churches shunned us. In our history we have embraced refugees, cared for people living with and impacted by AIDS, and paved the way for full acceptance of LGBT people by churches and societies around the world. Through our ongoing struggle for religious, spiritual, and human rights, we have saved lives, made history, and restored people’s trust in their relationship to God.*

This is a critical time in MCC history when many are asking: Who is God calling MCC to be now? Without abandoning our past, we are seeking new direction.

Some people say that MCC is no longer needed; that we should merge with some so-called “open and affirming” denomination. I, however, am convinced that MCC is needed even more today than we were 48 years ago. In conversation with MCC people and others around the world, I have come to know without a doubt that heterosexuals, LGBTQI people, and our children are still seeking to make MCC their home. Indeed, I believe that it

is for this reason that God is giving MCC an expanded call.

**God is calling MCC today to be a diverse and unified Body of Christ fully engaged with today's world so that, through us, our broken world can be healed, transformed, and made whole.**

Wherever we are in the world today as a movement, church, and ministry, opportunities abound for MCC to transform more lives, make more history, and challenge more fronts of injustice. I believe that MCC can respond boldly to God's expanded call to us because we have a faith that unifies us, inspires our creativity, and makes us courageous.

As Moderator working in partnership with the Governing Board, Council of Elders, and Senior Leadership Team, and in collaboration with our staff, clergy, lay leaders, and people of MCC around the world, I will lead us in putting our unifying, inspiring, and courageous faith to work by:

1. Strengthening our existing churches, developing new churches, and harnessing the internet's potential to connect more people with our churches and expand their impact;
2. Strengthening our leadership recruitment, development, and support programs and opening additional pathways to ministry so that our churches and movement will have the highest quality lay and clergy leaders to meet our growing needs;
3. Increasing our diversity by equipping our churches to reach new communities so that more people can access MCC's message and ministry; and
4. Expanding our financial base so that our churches and movement can attract the money we need to sustain and expand the impact of our ministry.

Through these joint efforts, MCC will be fully empowered and well positioned to thrive well into the future. With the power of the Holy Spirit, let us begin.

# Rev. Elder Darlene Garner Background and Experience

## EXPERIENCE

- 2010 – Present Director of the MCC Office of Emerging Ministries
- 2008 – 2010 Vice-Moderator of MCC
- 2003 – 2010 Clerk of the MCC Board of Elders
- 2003 – 2010 MCC Regional Elder
- 2002 – 2003 Interim Pastor of Good Hope MCC
- 2000 – 2002 MCC Global Outreach Liaison to South Africa
- 1999 – 2002 Director of MCC Corporate Planning and Risk Management
- 1993 – 2003 Clerk of MCC
- 1991 – 1998 Senior Pastor of Metropolitan Community Church of Northern Virginia
- 1990 – 1999 Faculty, Samaritan Institute
- 1990 – 1993 Assistant District Coordinator, MCC Mid-Atlantic District
- 1989 – 1990 Pastor of Metropolitan Community Church of Baltimore
- 1986 – 1989 Executive Director, Philadelphia Mayor's Commission on Sexual Minorities

## COMMITTEES, COMMISSIONS, AGENCIES, AND BOARDS

- Member of the MCC Board of Pensions (USA) (1999-2001)
- Founding Convener of the MCC Conference for People of African Descent, Friends, and Allies (1997-Present)
- Member of MCC General Council (1993-2003)
- Liaison Elder to Australia/Aotearoa New Zealand, European, Northeast, Northwest, Southwest, and Western Canada Districts and Global Outreach areas of Africa and the Caribbean (1993-2003)
- Elected to the Board of Elders and ordained as MCC Clergy (1993)
- Member, Elders Task Force on Structures and Systems (1991-1995)
- Clerk of the MCC Department of People of Color (1985-1987)
- Member of MCC Philadelphia - Clerk of the Board of Directors; small group leader (1984-1988)
- Member of MCC Washington, DC - Treasurer of the Board of Directors and Alternate Lay Delegate (1976-1980)

## DELEGATIONS AND CIVIC ENGAGEMENTS

- Leader, MCC Delegation to the 10th Assembly of the World Council of Churches in Busan, Republic of South Korea (2013)
- Represented MCC at the US White House for the President's Interfaith Prayer Breakfast for Religious Leaders, President's Forum on the Needs of Bisexual Citizens, President's Forum on Labor, White House LGBT Pride Reception, and White House Christmas Party (2010-2014)
- Spokesperson and advocate for marriage equality in the State of Maryland and with the US federal government
- Member, MCC Delegation to the 9th Assembly of the World Council of Churches in Porto Alegre, Brazil (2006)
- Co-Founder, National Coalition of Black Lesbians and Gays
- Chair, First International Conference for Third World Lesbians and Gays
- Chaplain, The Burning Bush AIDS Hospice, Philadelphia, Pennsylvania
- Member, Philadelphia Commission on Human Relations, Philadelphia, Pennsylvania
- Member, Board of Chase-Brexton Health Clinic, Baltimore, Maryland
- Member and then President, Northern Virginia AIDS Ministry, Alexandria, Virginia
- Member, City of West Hollywood Business & License Commission, West Hollywood, California
- Member, Human Rights Campaign Religion & Faith Council, Washington, DC

- Member, Human Rights Campaign Diversity & Inclusion Council, Washington, DC
- Member, Advisory Board of the Family Diversity Project

## **EDUCATION AND PROFESSIONAL DEVELOPMENT**

- Ohio State University, Columbus, Ohio (USA)
- Samaritan Institute for Religious Studies (UFMCC)
- Lancaster Theological Seminary, Lancaster, Pennsylvania (USA)
- Instituto Mexico Americano de Cultura, Guadalajara, Jalisco (Mexico)
- Media Training through Auburn Seminar, New York, New York (USA)
- Denominational Executives through The Alban Institute, Washington, DC (USA)
- The Change Cycle through The Change Cycle, Inc., Falls Church, Virginia (USA)
- Cross-Cultural Engagement through the U.S. Department of State, Washington, DC (USA)
- Women in Leadership through the Association of Women Executives (USA)
- Church Law & Taxes with Richard Hammar, J.D. (USA)

## **AWARDS AND RECOGNITIONS**

- Equality Forum LGBT Icon (2014)
- Autostraddle.com 100 LGBTQ Black Women You Should Know (2014)
- Washington, DC, Capital Pride Hero (2010)
- MCC People of African Descent Conference Leading with Distinction Award (2006)
- MCC Northeast District Hammer Award for Bringing Order to Our District (1998)
- Whitman-Walker Clinic of Northern Virginia Lesbian and Gay Community Service Award (1996)
- Les Femmes Unies Woman of the Year Award for Outstanding Leadership and Guidance in the Philadelphia Community (1989)
- Philadelphia Gay News Lambda Award for Distinguished Community Service by an Individual (1988)

## **PUBLICATIONS AND MEDIA PRESENCE**

- Gay and Lesbian Alliance Against Defamation (GLAAD)  
[<https://www.glaad.org/profile/rev-elder-darlene-garner-and-rev-candy-holmes>]
- Huffington Post blog, Ferguson and the Sin of Racism  
[ [http://www.huffingtonpost.com/rev-elder-darlene-garner/ferguson-racism\\_b\\_6219478.html](http://www.huffingtonpost.com/rev-elder-darlene-garner/ferguson-racism_b_6219478.html)], November 2014; reprinted as a Believe Out Loud blog [<http://www.believeoutloud.com/latest/ferguson-sin-racism>]

## **TEACHING AND TRAINING**

- Faculty for Samaritan Institute courses on Preaching, Worship, Diversity, and Church Administration
- Trainer on Church Size Theory for the United States
- Trainer on Board of Directors and Local Church Governance
- Trainer on Church Conflict
- Developer & Trainer on Church Size Theory for Australia/New Zealand and Europe
- Developer & Trainer on the MCC Judiciary Process
- Developer & Trainer on Diversity
- Retreat leader for Kirkridge Retreat for Lesbian and Gay Community Leaders

## **LANGUAGES**

- Languages spoken: English and Spanish

## **SOCIAL MEDIA PRESENCE**

- Facebook Fan Page: <https://www.facebook.com/revelderdarlene>
- Facebook Personal Profile: <https://www.facebook.com/revdarlenegarner>
- YouTube: Rev Elder Darlene Garner; Rev Darlene Garner
- Email: RevDarleneGarner@MCCchurch.net



**Rev. Elder Héctor Gutiérrez**

## Vision

*“MCC is still relevant in many ways, even though we are seeing other churches become more inclusive. What does the practice and understanding of radical inclusion mean within the scope of MCC and the community?”*

**Watch Rev. Elder Héctor Gutiérrez’s Video:**  
<http://bit.ly/hgutierrez1>

*This is a very exciting time in the UFMCC. Change is happening and we have to be open to changes and possibilities for our denomination and our local churches. We have to let the Holy Spirit to move in us and through us as we serve this global movement in its expansion and transformation. We have been witnessing the achievements of the LGBTQIA movement towards equality in certain countries. However there is still a lot of work to be done to extend the understanding and practice of the radically inclusive love of God and good news of Jesus the Christ. We have to be persistent in our fight to make this world a better place for all.*

We should keep reinventing ourselves, offering a different way of doing church, being church, not only to the global LGBTQIA community but including every person without distinction. MCC’s calling is to spread the good news of an inclusive and unconditionally loving God throughout the world. I believe we have to continue to be advocates and activists for equality for God’s beloved ones, who seek and deserve real justice, not only for the LGBTQIA communities, but for all.

I feel called to offer my gifts, skills and my heart to this global movement

at this time of change. Being a staff member in the denomination has given me the opportunity of understanding the day to day operations of the denomination and it has allowed me to prove my leadership skills. As an Elder I have been able to provide spiritual guidance for our clergy, lay leaders, local congregations and denomination. This experience has allowed me to work cross-culturally, deepened my adaptation and diversity skills, which will be vital in our global context.

I am bilingual (Spanish/English). As MCC continues reaching out to many different countries it helps me to understand some challenges that people may experience when their language is other than English. I am committed to speak fearlessly and will speak up and out for justice, equality and equity for all people as an ambassador for MCC. As a preacher and a teacher I like to create awareness through reflection.

One of my passions is to develop and empower local and global lay and clergy leadership so that their gifts and skills are utilized so they can grow in their own leadership development and creativity. I am skilled in preaching and developing teachable moments to create cultural awareness through reflection.

In order to fully live our global call as the Human Rights Church, we must be motivated and open to issues that impact our MCC siblings who live outside and inside the USA as well as the needs of the larger global community. I will always be open to dialogue, to hear the needs and desires of our lay and clergy leaders in all countries, cities, and towns and support their joint work with their allies. I will work diligently to unite all MCC people as we answer collectively God's call to transform the world.

# Rev. Elder Héctor Gutiérrez Background and Experience

## EXPERIENCE

- 2013 – Present Associate Director of the MCC Office of Emerging Ministries
- 2012 – Present MCC Elder
- 2009 – 2012 MCC Church Development Director for Latin America
- 2004 – 2008 MCC Region 6 Coordinator for Mexico and Central America
- 2004 – 2005 Interim Pastor of Casa de Luz ICM in Monterrey, MX
- 2003 – 2004 Personal Assistant to MCC Regional Elder Darlene Garner
- 2001 – 2002 Appointment as advisor to Diocesan evangelization and culture
- 1999 – 2002 Various Professorships in Dogmatic Theology
- 1999 – 2002 Parochial Vicar in El Salto, Cuquío, Guadalajara and Zapopan, Jal
- 1996 – 1998 Assistant Pastor in México, D.F.
- 1995 – 1996 Prefect of the Minor Seminary in Guadalajara, Jal
- 1994 – 1995 Parochial Vicar in El Arenal, Jal

## EDUCATION AND PROFESSIONAL DEVELOPMENT

- Pontifical Licentiate in Dogmatic Theology (M.Div. Equivalent), Pontifical University, Mexico City, D.F
- Bachelor in Dogmatic Theology, Major Seminary of Sr. San José, Guadalajara, Jal
- Bachelor in Philosophy, Major Seminary of Sr. San José, Guadalajara, Jal

## AWARDS AND RECOGNITIONS

- COMAC Comunidad Metropolitana AC, Monterrey, Mexico auditorium named for Rev. Héctor Gutiérrez

## PUBLICATIONS

- Jesucristo Plenificador del Hombre, Pontifical University of Mexico City, 1999

## TEACHING AND TRAINING

- Graduate and undergraduate coursework that I have offered at different colleges and universities:
  - Christology
  - Eschatology
  - Ecclesiology
  - Mariology
  - Triune God
  - Canon Law
  - God One and Triune
  - Liberation Theology
  - Fenomenology of Religion
  - The new models of church
  - Theological paradigms for the Third Millennium
  - Resurrection as a paradigm for the new evangelization
  - New Christological approaches for the new evangelization

## LANGUAGES

- Spanish is my predominate spoken language
- Languages written and spoken: Spanish and English



## **SOCIAL MEDIA PRESENCE**

- Facebook Fan Page: <https://www.facebook.com/revelderhgutierrez>
- Facebook Personal Profile: <https://www.facebook.com/revhgutierrez>
- YouTube: Rev Hector Gutierrez
- Twitter: @gutthector
- Instagram: gutthector
- LinkedIn: <https://www.linkedin.com/in/hector-gutierrez-99525b15>
- E-mail: [gutthector@gmail.com](mailto:gutthector@gmail.com)



**Irene Laudeman, Ph.D.**

## Vision

*“The Holy Spirit is asking more of us. How are we going to answer this expanded call and journey on a new path in order to re-emerge as the vibrant church the Holy Spirit needs MCC to be in the 21st century?”*

**Watch Irene Laudeman’s Video:**  
<http://bit.ly/ilaudeman1>

*MCC is more than a church. We are a spiritual liberation movement, called into being to work for justice for LGBTQ peoples around the world. The mission is not complete but we have had great success and because we have shown that we know how to bring justice into the world, I believe the Holy Spirit is calling on us to expand our mission. Calling us to attend to suffering wherever we find it. If we are going to answer an expanded sacred call, we will first have to take a journey to stabilize and revitalize MCC and to re-emerge as a new light for the twenty first century.*

**Stabilize:** In recent years many of our churches have seen a drop in attendance; some have even closed. This decline has caused both financial concerns and feelings of isolation. Stabilization will mean very significantly expanding our development efforts. Stabilization will also mean the creation of stronger, more vital relationships among the people, congregations and denominational offices of MCC. Our relationships with each other and with God are what make us a community of faith. Our networks are the foundation on which we will build to expand and strengthen our connections to each other in order to build a community of faith that is strong enough to meet our future.

**Revitalize:** MCC is a fundamentally missional denomination and revitalization will mean a renewal of our missional work. Together we would revitalize our churches through a bottom up process, based on renewal grants to expand missional activities in our congregations. For example, a congregation with great technical capability may want to expand their online presence, creating a new virtual congregation of people who would not otherwise be able to connect to MCC. Another might choose to transform itself into a green church.

**Re-emerge:** When we are well established on a path of stability and renewal, we will begin the creative process of birthing the church of the twenty first century. What it means to “be church” is shifting dramatically, not just in MCC but across the Christian landscape. The Holy Spirit is busy creating a church that will expand the reign of God in the twenty-first century and it is for us to be the hands and feet in this process. And what we help to create are communities of faith that do not look like our current churches.

I envision a new path for MCC on which we will journey together toward stabilization, revitalization, and re-emergence. In my life I have been blessed with opportunities to gain the education and experience needed for this journey. Over the last twenty five years, I have successfully lead transformative change in a wide range of programs and organizations. At the request of the Office of Emerging Ministries, I spent much of 2014 and part of 2015 researching the current state of MCC and outlining a path forward that included some of what I have proposed here. In the last two years, I was also called to renewal work in two MCC congregations and what I learned further expanded my vision. Now with God’s help and the support of the denomination that I dearly love, I pray for the opportunity to help turn vision into reality.

May the Peace of God be with you!

# Irene Laudeman, Ph.D. Background and Experience

## EXPERIENCE

- 2016 - Present Associate Pastor (pending ordination), Peninsula MCC  
(I was approved for ordination by the UCC Ecclesiastical Council on January 16, 2016. My ordination is scheduled for February 6. I will begin work with Peninsula MCC on February 7.)
- 2015 (4 mos.) Sabbatical Replacement, Peninsula MCC
- 2014 – 2015 Executive Pastor, MCC San Francisco
- 2014 – 2015 Consultant, MCC Office of Emerging Ministries
- 2014 (10 mos.) MCC Internship
- 2012 – Present President, ILaudeman LLC, East Palo Alto, CA
- 2008 – 2010 Supply Priest, Companions on the Journey, Palo Alto, CA
- 2007 – 2012 Senior Product Manager, Align Technology, San Jose, CA
- 2005 – 2007 Senior Product Manager, Polycom, San Jose, CA
- 2004 – 2010 Priest, Christian Gnostic Sanctuary, Palo Alto, CA
- 2003 – 2005 Independent Consulting, Pleasanton, CA
- 2000 – 2003 Manager of Product and Program Management, Placeware, Mountain View, CA
- 1994 – 1995 Faculty, San Jose State University, San Jose, CA
- 1989 – 2000 Deputy Program Manager/Research Scientist, NASA-Ames, Moffett Field, CA
- 1985 – 1990 Research Engineer, Varian Associates, Palo Alto, CA
- 1975 – 1979 Missile Systems Specialist, United States Air Force

## EDUCATION AND TRAINING

- Ph.D. in Psychology, University of California at Berkeley, Berkeley, CA
- Bachelor of Science in Chemical & Materials Engineering, California State Polytechnic University, Pomona, CA

## AWARDS AND RECOGNITIONS

- NASA Superior Accomplishment Award for the design of an air traffic controller interface that displayed real time air traffic conflict alert and trial planning information
- NASA Superior Accomplishment Award for the design of the AATT Program Risk Management Plan

## PUBLICATIONS AND PRESENTATIONS

- Mary Magdalene workshops and lectures (2009-2013)
- Laudeman, I. V. & Palmer, E. A. (1995) The quantitative measurement of observed workload in the analysis of aircrew performance. *The International Journal of Aviation Psychology*, 5(2), 187-197
- Laudeman, I. V., An evaluation and redesign of the conflict prediction and trial planning plan-view graphical user interface (SuDoc NAS 1.15:112227) 1998
- I.V. Laudeman, S.G. Sheldon, R. Branstrom, C.L. Brasil, Dynamic Density: An Air Traffic Management Metric, NASA, 538-18-22, 1998
- Laudeman, Irene V. & Palmer Everett A. (1990) Quantitative Measures of Taskload and Task-Scheduling in the Analysis of Aircrew Performance. A poster presented at the 34th Annual Meeting of the Human Factors Society, San Francisco, CA.
- Laudeman, Irene V. & Palmer, Everett A. (1991) Measurement of Automation Effects in Aircrew Workload. A talk presented at the 2nd Annual Ames Aviation Automation and Safety Investigators Meeting, Moffett Field, CA.
- Laudeman, Irene V. & Palmer, Everett A. (1992) The Effects of Aircraft Automation on Aircrews in High and Low Workload Conditions. A paper presented at the 3rd Annual Ames Aviation Automation and Safety Investigators Meeting, Moffett Field, CA.

- Laudeman, Irene V. & Johnson, Walter W. (1993) Situational Awareness: Passive Observation and Active Control. A poster presented at the 7th International Conference on Event Perception and Action, Vancouver, BC.
- Laudeman, Irene V. & Palmer, Everett A. (1993) Measurement of Taskload in the Analysis of Aircrew Performance. A paper presented at the 7th International Symposium on Aviation Psychology, Columbus, OH.
- Laudeman, Irene V. & Johnson, Walter W. (1994) Ground Lighting and Markings Under CAT III Conditions: A Model for Scene Content in Advanced Cockpit Displays. A talk presented to the Rotocraft Branch of the NASA-Ames Research Center, Moffett Field, CA.
- Laudeman, Irene V. (1994) A Comparison Of Multiple Regression and Fuzzy Logic Models in the Prediction of Flight Simulator Performance. A paper presented at the American Association for the Advancement of Science 75th Annual Meeting, San Francisco, CA.
- Laudeman, Irene V. (1995) Identification of Instantaneous and Temporally Extended Patterns in Aircraft Data: A Proof of Concept. A presentation to the APMS F.A.A Review Meeting. Moffett Field, CA.
- Laudeman, Irene V. & Johnson, Walter W. (1995) Situational awareness under conditions of active control and passive observation. A presentation to the APMS F.A.A Review Meeting. Moffett Field, CA.

## **LANGUAGES**

- English is my predominate spoken and written language

## **SOCIAL MEDIA PRESENCE**

- Facebook: [www.facebook.com/irene.laudeman](http://www.facebook.com/irene.laudeman)
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