

## **Selection Criteria for the Position of Senior Pastor**

### **Metropolitan Community Church of San Francisco**

The identity and culture of a local church is strongly influenced by many factors including its history, theological perspectives, size of congregation, previous pastoral leadership/management styles, and philosophy of ministry as expressed in worship style and mission emphases, and its impact on and by the larger community. This will be one of the primary considerations in finding the ideal candidate to become the next Senior Pastor of MCC San Francisco.

Another will be the dreams and hopes of the congregation for the future of MCC San Francisco. In short, what is our sense of purpose, vision and mission for MCCSF in the years ahead?

Over the past several months, we have been engaged in a series of congregational conversations to give insight on the identity and culture of MCCSF, as well as its sense of purpose, vision and mission for the future. These processes now inform the qualifications and characteristics of the best possible candidate to serve as the next Senior Pastor of MCCSF.

#### **The final candidate should have excellence in the following areas:**

- **An experienced pastor** who understands the dynamics and needs within congregational system, can develop and sustain effective ministries of pastoral care and congregational vitality, and has competence in interpersonal communication and conflict management.
- **A transformational leader** with experience in a church that has a record of healthy growth, and can build widely shared clarity of and passion for the purpose, vision and mission of this church. It is also important to understand the needs and dynamics of church sizes and to have the competency to effectively lead a larger multiple-staff congregation.
- **A practical theologian** whose profile, presence, and voice are a positive and prophetic witness for justice and peace-making, and who will lead this church as a progressive liberal community of faith that is rooted in the teachings of Jesus; affirms many paths to the Divine; and includes and celebrates the beliefs and sacred texts of many faith traditions. Is passionate about the value of MCCSF as a house of prayer for all people and a home for queer spirituality.
- **An effective manager** with the demonstrated skill and experience to empower and equip both staff and volunteers for team ministry/service in a large urban church. This includes demonstrated experience in the ability to perform the basic tasks of management such as planning, delegating, organization, fundraising, budgeting, staffing and evaluation, and self-care.
- **An engaging preacher** with an appreciation of diverse liturgical styles and the ability to plan and produce high-quality worship, including a deep commitment to maintaining excellence in music ministry.
- **A continuous learner** whose educational background is built on a foundation of seminary education with a Masters of Divinity degree or higher, and shows evidence of constant post-graduate growth, plus solid professional and theological competence. He/she is committed to personal development, lifelong learning, and possesses knowledge of queer theology.
- **A teacher** who is committed to the education of queer seminarians, and to continuing to strengthen the reputation of MCCSF as a teaching church.

- **An advocate for social justice** who will serve on the Board of the social service arm of MCCSF, the Metropolitan Community Foundation, and will lead MCCSF & MCF in their commitment to creating a world where every person matters.
- **A thoughtful citizen** who understands the importance of community allies, is politically astute, and has demonstrated competence in building relationships and coalitions within private, public, and multi-faith sectors of a community.
- **Understands dynamics of a major building project** and is prepared to lead the congregation through a period of major change.