



Diverse Beliefs. Common Values.
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Annual Congregational Meeting
Documentation
Sunday, December 5, 2010



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Agenda

Welcome/Prayer

Establishment of a quorum

Review Agenda

MCCSF Annual Report

Treasurer's Report

2010 Financial Review & 2011 Budget

Lay Delegate's Report

Board Candidates (2-3 minutes each)

Kristine Poggioli

Glenn Stover

Wendy Tobias

Lay Delegate Candidates

No members running

Members Vote

Pastoral Search Committee Update

AIDS Focus Group Report

Announcements of election results

Closing Prayer



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Annual Report

MCCSF started this 40th year with a bang. Through the efforts of a team of volunteers, led by Crispin Hollings and Carolyn Edison, plans were made to host and execute 40 events supporting the church. Many thanks to the 40th anniversary volunteers for producing many fun and worthwhile events, from concerts to poker nights to Tupperware sales to a wonderful weekend 40th anniversary celebration where we heard from our founder, Rev. Elder Troy Perry. These special events included:

- Parvez Sharma in the showing of *A Jihad for Love*
- Christina Williams and *A Cure for Love*
- Bell Appeal Concert
- Epiphany Concert
- *An Evening of Peace* and Joy with Buddhist priest Rev. Jana Drakka
- *Call Me Troy* screening with Rev. Elder Perry

...and many more too numerous to name. Thanks again to all who helped make this anniversary special.

Other events of note included the blessing of Cathedral House in February, planning and hosting a Board and Staff Size Summit for all the local MCC churches, volunteering for both Pride and Castro Street Fairs, beginning the development of a long term strategic and resourcing plan, ending our relationship with 110 Gough Street, holding a wonderful All Church Retreat, launching this year's Spirit Journey Groups, holding the Friday Night Living Rooms, doing a Shanti AIDS Grief Workshop, and many more activities not captured here.

On the worship attendance side, we as a community declined until recently. We saw attendance fall by 14% for the first 8 months of year (year over year comparison), but there has been an increase in the last two months by 12%, thus a net loss of only 2% year over year from 2009.

With the decline in attendance we also saw a decline in giving. Through October of this year giving was up slightly by .5% from 2009 and down by 4% from the 2010 Church Budget. A 3% variance budget to actual equals a net loss of over \$15K on a budget of over \$500K. The big components of income were in the following area's: Pledges=\$260K, Pillars=\$50K, Other 40th Events=\$30K, Pride=\$5.2K, and Castro-\$2.5K. The biggest components of expenses were in the following area's: Compensation=\$282K, Facilities=\$50K, Office Expense=\$45K, Tithes=\$30K. We have been behind in our tithes payments to UFMCC since May of this year.

We also have dealt with some changes in staffing at MCCSF. While we all understand that change is difficult, we also can see a way for the community to "Rise Up" together as we move into our 41st year.

October 2010 Financials

	October 2010			Year to Date		
	Budget	Actual	Variance	Budget	Actual	Variance
Income						
Offerings	27,000	25,919	(1,081)	288,750	281,133	(7,617)
Gifts Income	0	910	910	5,550	11,084	5,534
Fundraising Income	10,500	11,852	1,352	94,490	96,418	1,928
Retreat Income	3,000	0	(3,000)	7,750	0	(7,750)
Program Income	0	3,682	3,682	10,450	11,211	761
Facilities	0	70	70	6,750	1,015	(5,735)
Administrative Income	70	15	(55)	2,140	2,121	(19)
Total Income	40,570	42,449	1,879	415,880	402,982	(12,898)
Expense						
Payroll Compensation Exp	12,140	12,645	505	226,790	219,510	(7,280)
Payroll Employees Benefits	1,975	1,300	(675)	33,867	34,510	643
Professional Services	0	300	300	11,300	3,000	(8,300)
Worship Expense	800	2,305	1,505	10,450	5,725	(4,725)
UFMCC	3,220	2,615	(605)	30,350	23,561	(6,789)
Facility Expense	4,430	6,462	2,032	40,235	41,887	1,652
Office Expense	1,700	1,240	(460)	46,353	41,636	(4,717)
Fundraising Expense	0	0	0	6,100	18,125	12,025
Program Expense	0	1,911	1,911	900	10,230	9,330
Retreat Expense	3,000	0	(3,000)	5,750	0	(5,750)
Total Expense	27,265	28,778	1,513	412,095	398,184	(13,911)
Net Ordinary Income	13,305	13,671	366	3,785	4,798	1,013
Rental Income	6,167	3,908	(2,259)	61,667	61,393	(274)
Rental Expense	3,453	6,344	2,891	53,478	42,435	(11,043)
Net Rental Income	2,714	(2,436)	(5,150)	8,189	18,958	10,769
Relief of Old Tithes Obligation	0	0	0	0	6,236	6,236
Total Net Income	16,019	11,235	(4,784)	11,974	29,992	18,018



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2011 Budget - Comparison to 2010 Actual

	2010 Actual	2011 Budget	Variance
Income			
Administrative Inc	3,276	2,220	(1,056)
Fundraising Income	101,168	27,700	(73,468)
Gifts Income	11,084	10,000	(1,084)
Offerings	335,134	342,000	6,866
Retreat Income	0	4,000	4,000
Program Income	12,711	0	(12,711)
Total Income	463,374	385,920	(77,454)
Expense			
Facility Expense	49,772	44,500	(5,272)
Fundraising Expense	18,125	1,300	(16,825)
Office Expense	45,107	23,460	(21,647)
Payroll Compensation Exp	243,790	243,530	(260)
Payroll Employees Benefits	38,960	36,050	(2,910)
Professional Services	3,000	0	(3,000)
Program Expense	10,231	1,200	(9,031)
Retreat Expense	0	4,000	4,000
UFMCC	30,001	26,580	(3,421)
Worship Expense	7,024	5,300	(1,724)
Total Expense	446,010	385,920	(60,090)
Net Ordinary Income	17,364	0	(17,364)
Rental Income	73,726	75,600	1,874
Rental Expense	54,592	75,600	21,008
Net Rental Income	19,134	0	(19,134)
Relief of Old Tithes Obligation	6,236	0	(6,236)
Total Net Income	42,733	0	(30,261)



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Lay Delegates Report

During June 28-July 2, 2010, the UFMCC General Conference was held in Acapulco, Mexico. There were two main items of business the three lay delegates for MCCSF, Jack Hubbs, Barbara Buckley and Barb Hargrave were to vote on. We voted on electing our current Moderator, Rev. Nancy Wilson to another term as moderator. The other huge item was to vote on a plan for restructuring of the Fellowship. The old structure had proved to be top-heavy, inflexible and expensive. The proposed structure passed and is now being implemented. The new system of governance replaces the Board of Elders and the Board of Administration with one single Governing Board. The Governing Board, chaired by the reelected Moderator Nancy Wilson, will govern the Fellowship between conferences. The General Conference retains its role as the ultimate authority.

The number of elders has been reduced to 4 and they no longer have jurisdictional authority over local churches. Our elders for MCCSF are the same, Lillie Brock and Ken Martin. The new Governing Board was elected, half lay members and half clergy. As yet there have been no major changes of policy except for trimming the budget and cutting administrative costs. The new system is an attempt to make the Fellowship structure more resemble the structure of the local churches with a lead administrator (Moderator/Pastor) and single board. The Elders are now analogous to staff ministers of a large church working under the senior pastor; pastoral and not authoritative. It is also hoped that lay delegates will have an expanded role, serving as the church's liaison to the local area network. The network leader will support the churches in the area, and will report to one of the elders (in our region, Ken Martin).

The next General Conference will be held in Chicago in 2013.



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Metropolitan Community Church of San Francisco Board of Directors Application

Date: 11/9/2010
Name: Kristine Poggioli
Membership Date: 2003

Why do you want to serve on the MCCSF Board of Directors?

-I believe our message of queer spirituality and justice can change the world. I want to share that message.

-I believe MCC must grow, reach out to new people – or it will dwindle. My professional skills combined with my extensive church experience have trained me to help with that.

-I want MCC to be excellent, compassionate, honest and relevant. I will model that.

-I'm a leader with vision, passion, diplomacy, integrity and specific skills sets that can help make the above happen. I've been thinking and working on ideas for a few years – and in fact, have been discussing these ideas with the current board.

Some examples:

I want us to have a one-year plan of events and fundraising activities in place (with input from staff, BOD and congregation, of course) to follow so we can plan ahead to conduct the events and to reach out to the community effectively and efficiently? I have a plan ready for review.

I want us to have online giving so we can ask the community outside these four walls for money.

I want to constantly be telling and showing the story of why MCC matters in the world, consistently across all our communication channels -- while asking for money to keep that vision going.

But I will not and cannot do it alone. I will work to engage the congregation in our community life. If that is your vision too, please vote for me and join with me in the next stage of MCC life.

What skills and strengths would you bring to the Board? (You may include a copy of your resume or a statement of your work and volunteer experience.)

As a nonprofit copywriter, I've spent the last 12 years helping nonprofits (like Habitat for Humanity, Planned Parenthood, CARE, USC Cancer Center, New York's Bowery Mission) tell their stories, coordinate their marketing efforts, send out direct mail packages and raise funds for the work they do.

In my youth, I served on staff with the Salvation Army for 5 years in a number of capacities, including 2 years as a Youth Minister.

I was recently told I'm a Peaceful Warrior. The path of the Peaceful Warrior is to release your fears and embrace your power and compassion. The keys to being a peaceful warrior are these:
Ask for help. Deal with conflict heartfully. Live fully in your "yes" and your "no". Set and expand boundaries. Be your own authority



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What committee/teams work are you interested in?

Messaging/marketing/fundraising.

How have you served our community in the past?

Pledge campaign (co-chair), Women's Retreat Committee, Marketing Committee (chair), Read-A-Loud Volunteer, Sound Volunteer, 40th Anniv Committee (created history panels with Lynn Jordan), WomenSpirit and BiSpirit events planner, Greeter, Preached from Pulpit many times, created websites for men/women/bi-spirit retreats, Many Names and Worship & Praise Member, Originated eConnections, Pride Parade Committee... etc.... and I Pledge!

How long have you been a member of MCC? 7 years

Please list your experience in managing any or all of the following areas and describe what skills and expertise you will bring to the Board: Non-profit fiscal management, risk management, human resource, property and building management, stewardship and fund-raising efforts.

Property and building management: I have a certificate from CCSF in basic construction
Stewardship and fund-raising: Pledge Campaign Co-chair, 2008. Non-profit fundraising is my profession.

Have you ever been a Board member of this or another church or non-profit organization? If yes, what were your duties and responsibilities? No

Briefly describe how you will balance your time and dedication to this ministry with your spiritual, personal and professional responsibilities. Will you be able to commit the time necessary to attend Board meetings and Congregational meetings? On average, Board members spend about five (5) hours each week meeting their Board responsibilities.

Only 5 hours! Whew. Many weeks I've spent 20 hours on MCC projects. I can't help myself. We make time for what's most important to us. I am passionate about MCCSF.

Where are you currently employed? Self-employed, NonProfitCopy.com

What is your position and how long have you been employed there? Owner, 9 years

Briefly describe your job responsibilities.

Work with nonprofit marketing agencies or directly with non-profits to strategize messages for direct response letters, newsletters, websites. I determine the best way to make their story donor-centric (don't focus on the non-profit, focus on the donor cares about), then write all the material.



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Metropolitan Community Church of San Francisco Board of Directors Application

Date: 11/8/10

Name: Wendy Tobias

Membership Date: 2005

Why do you want to serve on the MCCSF Board of Directors?

I submit my application for membership on the MCCSF Board of Directors as I view our future with optimism and a realistic sense of the need to strengthen the relationship between the Board of Directors, congregation and larger community. I would like to participate in growing our church and maintaining the quality of services MCCSF provides to the community. I feel called to participate on a broader scale and believe my spirit of collaboration and unique perspective as an ongoing member of the 7pm and Taize services would be an asset.

What skills and strengths would you bring to the Board? (You may include a copy of your resume or a statement of your work and volunteer experience.)

Please see resume.

I have over 5 years of experience as a Vocational Rehabilitation Counselor for the State of California. I am currently serving a caseload of consumers who are all HIV positive. I have also been a director of a residence hall at San Francisco State University (450 residents). I have knowledge and experience in facilitation, conflict mediation, counseling, community programming, fundraising, networking, teambuilding, supervision and administrative skills.

What committee/teams work are you interested in?

I am interested in church retreats, fundraising, human resources and learning of other committees that may be available.

How have you served our community in the past?

Since I entered MCCSF in 2004, I have participated in the 7pm "Worship & Praise Team" as a member of the choir and am the "section leader" for the soprano section. I have been asked to lead rehearsals and facilitate music ministry in the absence of the music director and have held this capacity for approximately 2 years. I have participated in numerous fundraising events and attended several others.

How long have you been a member of MCC?

I have been a Member of MCCSF since approximately 2005.

Please list your experience in managing any or all of the following areas and describe what skills and expertise you will bring to the Board: Non-profit fiscal management, risk management, human resource, property and building management, stewardship and fund-raising efforts.

I have related experience in building management. In my work as a Residence Hall Director I managed the daily operations of a 450-bed space building. This included evaluation and report of maintenance and/or security concerns. I have also have experience related to human resource risk management in my daily



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evaluations of consumer readiness to enter the workforce (physical/mental health, training needs). I am also involved with daily purchasing of services, sometimes over \$10,000 for consumers and necessary documentation related to this financial responsibility. I believe my ability to foster relationships with individuals and groups at MCCSF to accomplish goals exemplifies my abilities as a steward to the community.

Have you ever been a Board member of this or another church or non-profit organization? If yes, what were your duties and responsibilities?

Not applicable.

Briefly describe how you will balance your time and dedication to this ministry with your spiritual, personal and professional responsibilities. Will you be able to commit the time necessary to attend Board meetings and Congregational meetings? On average, Board members spend about five (5) hours each week meeting their Board responsibilities.

I am currently in a place to commit more time to a volunteer position. I will be able to attend necessary Board and Congregational meetings. My current employment does not require hours outside of my full-time work. As a member of the Lesbian/Gay Chorus of San Francisco, I participate in ongoing performances and may alter my level of participation in that group at any time to provide service as a Board member at MCCSF.

Where are you currently employed?

State of California, Department of Rehabilitation

What is your position and how long have you been employed there?

Senior Vocational Rehabilitation Counselor, Qualified Rehabilitation Professional (2005-Present)

Briefly describe your job responsibilities.

I am a vocational rehabilitation counselor for those with disabilities who are seeking gainful employment. I manage a caseload of over 100 consumers and supervise all services including application to the department, assessment of medical information, work skills and technology to assist in performing work, develop vocational plans for success with consumers and evaluate progress. I also have an extensive knowledge of community referrals in San Francisco.



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Metropolitan Community Church of San Francisco Board of Directors Application

Date: November 8, 2010

Name: Glenn Stover

Membership Date: July, 1995

Why do you want to serve on the MCCSF Board of Directors?

MCC-SF has become an important pillar of my life. I searched for a full two years after moving to San Francisco for a "church home," and never really found one until I began attending the old 9AM service at 150 Eureka. When I sero-converted in 1999, Jim Mitulski literally saved my life with his support and counsel. MCC's message of God's inclusive love jibes perfectly with my vision of the Universal Spirit in which we all participate. Over the years, I have made many wonderful friends in the church, and consider its members to be my extended family.

Having become comfortable with the leadership, staff and clergy of MCC-SF, I feel it is now time for me to give back to the church in a more significant way. Part of Jesus's mandate to us was that of service to our fellow human beings, and serving on the Board seems to me to be one way of fulfilling that mandate.

What skills and strengths would you bring to the Board? (You may include a copy of your resume or a statement of your work and volunteer experience.)

I have been an organizer and doer throughout my life. I have attached a copy of my resume to this application for a run-down on my academic and career experience. I have, throughout my life and career, often been placed in charge of large projects, coordinating the efforts of dozens of people, both peers and subordinates. I have had considerable success in marshalling the strengths and energies of these large groups and focusing them on setting goals, identifying processes to achieve those goals, and seeing projects through to their successful conclusion. This more or less defines a successful executive. With the many challenges our congregation faces at the present time, I feel we could use the talents of a successful executive on the Board, and hope that our congregation will agree.

What committee/teams work are you interested in?

I'm happy to devote my energies to the committees most in need of assistance. I've had a number of discussions with the Board regarding the huge financial demands of obtaining or building a new church building and my background in fund-raising. Given my fund-raising experience, I may be best used on a Development or Stewardship Committee, but feel that my organizational skills could be useful to any committee the Board might create. I'm happy to work with the leadership of the Board to identify whatever committee(s) could best use my talents.

How have you served our community in the past?

First and foremost, I have served as a member of the Board of Directors since January of 2009. In January of 2010, the Board elected me Clerk of the church. The Board has asked me to develop a Stewardship Committee to promote an "attitude of gratitude" within our Beloved Community, and to spear-head the church's annual Pledge Drive.

In addition, almost from the beginning of my attendance at MCC, I have been an active participant in the church's music program. For three years, I served as Cantor for the 9AM service – which had no choir, but only the Cantor to lead congregational singing and present solo pieces once or twice a month. Whenever I prepared a solo piece for the 9AM service, Bob Crocker usually requested that I repeat the performance at



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the 11AM service, which I did with pleasure. After completing work as Cantor for the 9AM service, I continued to volunteer as an "occasional Cantor" for that service, and continued to prepare solo pieces for presentation to both morning services, on average once every month or two. This continued through the tenures of several Music Directors (Grace Renaud, Martin Benvenuto, and, ultimately, Stephanie Smith). I continued to work with Stephanie on solo presentations and, when she has requested it, have joined in the choir on special occasions.

In 2000, I was an MCC San Francisco School Volunteer and read to kids at the Harvey Milk Civil Rights Academy. In 2009 and 2010, I have served as a "Read Aloud" volunteer, working with Adrienne Krug and her wonderful cadre of MCC-SF school volunteers.

How long have you been a member of MCC?

I believe I was admitted to membership in MCC-SF on June 8, 1997. My memory of the date is a bit fuzzy, but I found the actual date by looking at old diaries from that period. There is nothing "fuzzy," though, about the momentousness of that event in my life: it dated the creation of my new extended family!

Please list your experience in managing any or all of the following areas and describe what skills and expertise you will bring to the Board: Non-profit fiscal management, risk management, human resource, property and building management, stewardship and fund-raising efforts.

As an executive of AT&T for 17 years, I was responsible for line budgets for sub-groups of the AT&T Law Department. This position also entailed carrying out the corporation's risk management guidelines and counseling employees on ways to manage AT&T's corporate risks while still achieving our corporate goals. I managed a number of employees and performed semi-annual evaluations of their performance, including goal-setting and evaluation, counseling when goals were not fully achieved, and managing employees whose performance was detrimental to the groups in which they worked.

In 1993, I was the campaign treasurer for Jay Fiset, the first openly gay candidate for the Arlington County (Virginia) Board of Supervisors. I conducted a national fund-raising campaign for Jay, coordinating with the then-nascent Gay & Lesbian Victory Fund. We raised over \$300,000 for that very local campaign, which was the largest amount that had ever been raised for an off-year election in Arlington County. Parenthetically, Jay lost that election by 214 votes out of 40,000 cast. He won the next election by 67%, and has been serving as the first openly gay County Board Chairman in the Commonwealth of Virginia in the years since.

Have you ever been a Board member of this or another church or non-profit organization? If yes, what were your duties and responsibilities?

First of all, as noted above, I have served as a member of the Board of Directors of MCC-SF since January of 2009. As also noted above, the Board has asked me to recruit a Stewardship Committee and to spear-head the 2011 Pledge Drive.

In 1997, I served a Chairman of the Board of the Golden Gate Performing Arts Association, the Board of Directors for the San Francisco Gay Men's Chorus. In that capacity, I initiated fund-raising efforts, began planning for the Chorus's 25th Anniversary, and produced the Chorus's latest CD, "ExtrABBaganza." When the production company delivered 10,000 *monaural* discs of a recording intended to be issued in stereo, I entered into tense, but ultimately successful, negotiations for the replacement of the discs with stereo copies – saving the Chorus at least \$10,000 in production costs. This required me to put on my "attorney hat" and make some serious legal demands that ultimately resulted in the successful resolution of a huge problem at no cost to the Chorus.

Briefly describe how you will balance your time and dedication to this ministry with your spiritual, personal and professional responsibilities. Will you be able to commit the time necessary to attend



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Board meetings and Congregational meetings? On average, Board members spend about five (5) hours each week meeting their Board responsibilities.

Because I have my own solo law practice, my schedule is, basically, at my discretion. Although I have a significant commitment to the Golden Gate Men's Chorus, which amounts to a minimum of five hours per week (and more time around concert presentations), I believe that I have at least five hours a week to devote to the stewardship of MCC-SF. In fact, the Board has been devoting far more than five hours each week to Board business in the past several months and, in the past ten days, has been meeting daily.

Where are you currently employed?

What is your position and how long have you been employed there?

Briefly describe your job responsibilities.

I am self-employed as an attorney who represents small competitive telecom companies at the California PUC and the FCC, as well as providing my clients with legal and business advice. I established StoverLaw in June of 2003. For several years, I had one part-time assistant and one part-time associate. Now I practice entirely on my own.

More details on my professional background and experience may be gleaned through a review of the attached resume.



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Selection Criteria for the Position of Senior Pastor In MCC 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 MCC SF 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 MCC SF, 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 MCC SF.

The final candidate should have excellence in the following areas:

1. **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.
2. **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.
3. **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.
4. **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.
5. **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.
6. **A continuous learner**
 - a. Committed to their own personal development and self-care.
 - b. Who is a lifelong learner.
 - c. With Solid theological and professional competence
 - d. Has Knowledge of queer theology
 - e. Built on the foundation of seminary education with a Masters of Divinity degree or higher plus evidence of constant post-graduate growth.
7. **A teacher** who is committed to the education of queer seminarians and to continuing to strengthen the reputation of MCCSF as a teaching church.
8. **An advocate for social justice** who will serve on the Board of the social service arm of MCCSF, the Metropolitan Community Foundation and lead MCCSF & MCF in their commitment to creating a world where every person matters.
9. **A leader** 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.
10. **Understands dynamics of a major building project** and prepared to lead the congregation through a period of major change.



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Metropolitan Community Church of San Francisco Pastoral Search Committee Timeline – High Level 2010

This will complete the final step of the Pastoral Transition Process and Timeline approved by the Board of Directors on 9/30/10.

The elected Pastoral Search Committee has reviewed the timeline and voted on the Executive Search method. The timeline has been modified and approved by the committee on 11/8/10. Changes to the timeline do not affect the Board of Directors schedule for the arrival of a new pastor in July or August of 2010.

November 2010

Determine Selection Criteria (To be completed by Nov 2010)

1. Draft selection criteria such as qualifications and characteristics desired in a candidate
2. Invite congregational feedback and comment via online survey.
3. Schedule and hold a Congregational Forum for both services with process update 11/14/10 topic: process, ground rules, timeline and ways in which congregants will be invited to participate. Especially discuss the selection criteria.
4. Issue an invitation to members and regular attendees of the congregation to share any comments, suggestions or questions by standard mail or my email to the Pastoral Search Committee. This includes names of prospective candidates congregants would like to see considered.
4. Modify Selection Criteria if needed

December 5, 2010

Communicate to the Congregation on Progress (To be completed by Dec 5, 2010 Congregational meeting then monthly updates via bulletin, website, and eConnections)

1. Post pastoral –survey questions online for congregation to give responses (Dec 4th so it can be announced at the Congregational Forum)
2. Issue update to the Board of Directors and the Congregation twice a month
2. ***Begin process to create and produce MCCSF packet to send to prospective candidates, completion date (January 25, 2011)***

Include:

- Church profile
- Community profile
- Supporting documents for application process, cover letter etc.,



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January 17, 2011

Exploratory Conversations with Interested Clergy (To be completed by 1/17/10)

1. Determine a process and content for the exploratory conversations.
2. Complete prospectus (using information from survey) for possible candidates; exploratory conversations with candidates by this time as well.
3. Develop an invitation to conversation, including the statement for selection criteria.
4. Obtain names of clergy from Elder and UFMCC Office of Clergy Development
5. Invite selected clergy to participate in conversations.
6. Schedule conversations with selected clergy.

January 24, 2011

Identify prospective candidates, have packets ready to mail to them.

1. Prospective candidates will have been identified, have packets ready to mail to them
2. List prospective candidates
3. Send MCCSF application packet including timeline for return
4. Communicate with clergy from the exploratory conversations who have not been selected to receive applications.

February 28, 2011

Deadline to receive initial applications

1. Consult with Elder on each applicant to be considered.
2. For each applicant to be considered, consult with the Elder in which the candidate is now serving.
3. Develop protocol and interview questions for a telephone interview with each applicant to be considered.

March 14, 2011

Deadline for Committee to have reviewed candidates submitted packets.

1. Conduct the telephone interviews.
2. A month time frame is allowed in this schedule to allow all committee members and applicants to be available for the interview process.
3. Make other follow up contacts on specific applicants if so indicated by results of the telephone interviews or other information on the application.
4. Reference check
5. Board of Directors assisted background and criminal background check
6. Communicate with clergy whose applications will not be considered further.



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May 2, 2011

Completion of interviews, second interviews, selection of candidate by committee

Includes consideration for Holy Week activities

1. Design the protocol and content for face-to-face interviews for each candidate if necessary.
2. Conduct the face-to-face confidential interview at a neutral location away from church meeting space or offices of the church.
3. Consult again with the Elder in making the final selection of one candidate who will be presented to the congregation.
4. Communicate with candidate(s) whose application will not be considered further.

May 15

Presentation of the Candidate to the Congregation

1. Establish the schedule and content of the candidate's visit
 - Typically, from seven to ten days
 - Include preaching in the worship services on at least one Sunday
 - Include an open forum with the congregation
 - Include meetings with the Board of Directors, Foundation Board, Church Staff and Associate Pastor
 - Include a tour of church facilities
 - Include a guided tour of and orientation to the community
 - Set meetings for the candidate with individual community leaders outside MCCSF
 - Include two free days for the candidate to explore the community
2. Facilitate the logistics of the candidate's visit
 - Arrange for transportation and lodging in consultation with the candidate. It is advisable to house the candidate in a hotel rather than in a member's home. This helps to preserve a sense of neutrality about the candidacy.
 - Be sure to assure sufficient free time each day to avoid creating an intense schedule that becomes stressful.
 - Be clear about the costs and expenses of the visit covered by the church
 - Consult with the candidate to arrange a suitable and appropriate schedule for the candidate's spouse if applicable.
3. Prepare a report of the Pastoral Search Committee to the congregational meeting for the presentation of the candidate.
 - Include the qualifications, experience and qualities of the candidate that led to her/his selection by the Committee
 - Include an overview/summary of the process and the participation of the congregants in the process
 - Include the rules and procedures for election



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4. Facilitate the election

- The election will be by secret ballot, requiring the specified percentage of votes necessary to elect.
- The Co-Lay Leaders of the Board of Directors moderates the congregational meeting
- The Pastoral Search Committee manages the voting, counting of ballots and announcement of the results.

July/August 2011

With this schedule arrival of new pastor, likely in July/August of 2011

May be earlier depending on whether the candidate is local vs. and international candidate.

Should the vote for election of a Senior Pastor fail to receive the required votes, or if the candidate withdraws from consideration, the Pastoral Search Committee will meet with the Elder as soon as possible to initiate a new process for selection of another candidate.

Upon the successful election of a senior Pastor the work of the Transition Team and the Pastoral Search Committee is complete. It is now the responsibility of the Board of Directors, and the Senior Pastor Elect to set the final steps of an orderly transition. As throughout this process they can rely upon the counsel of the Elder to help guide them to a successful conclusion of pastoral transition.

NOTE: The contract and financial agreements between the candidate and MCCSF are the responsibility of the Board of Directors and shall be done in concert with the Pastoral Search Committee Chair and the Board of Directors.

The Pastoral search Committee will provide a written report two times a month on the status of the Pastoral Search Process to the MCCSF Board of Directors.

AIDS 3.0 Focus Groups Report to Team

Introduction and Basic Themes

In the last six weeks I've talked to over 40 MCC stakeholders about HIV/AIDS related programming in the church. The people I spoke with ranged in age from their mid 20s who were born at the height of the AIDS crisis to their late 60s who survived it and have stories to tell. I talked to a 61 year old man who cried throughout our conversation at the loss of his beloved partner in 1985 who feels like his life has been deeply shaped by HIV but because he is negative there is no place for him in groups of survivors. I also spoke with a man who lost his partner in the last calendar year and a transwoman who seroconverted earlier in 2010. I talked to women who viscerally feel the people the church lost when they walk through the halls of the building and a man who thinks that the church needs to move on. There are a lot of thoughts, feelings and ideas about HIV/AIDS in this church, about the losses sustained and how to move forward.

It's difficult, of course, to weave all those conversations into one brief, readable document. Some ideas and opinions directly contradict each other while some can be forged into a common view. In terms of some general thoughts about how MCCSF might approach its programming in relation to HIV/AIDS, I would highlight four basic ideas that emerged in my conversations, ideas that I think are deeply interconnected:

1. ***We've never been here before*** – this view came up when people tried to think of the kind of work that MCC could develop and had difficulty doing so. They observed that we have not been in this place before. There hasn't been another group of long term HIV survivors who are aging and may well die of other things. There hasn't been a generation that has grown up never knowing a time when AIDS was not treatable. This realization often led to the view that perhaps the first step is to gather interested people for an ongoing conversation assessing where we are and what's actually needed.
2. ***Make any programming contemporary, not limited to the past*** – some people are concerned that HIV has become a “museum piece,” a thing of the past to be spoken of respectfully but not a thing of the present and the future. Others are concerned that any HIV programming will bog the community down in the past that will not allow it move forward. People spoke of this for different reasons, but many people emphasized that any programming needs to treat HIV as a living issue and not be focused solely in its past.
3. ***Use the experience of AIDS to point to other, larger issues*** – this was voiced by people who wanted to honor the experience of HIV/AIDS but not to isolate it or over emphasize it. AIDS taught this community many things and points to theological and social issues that the church could speak to on the basis of its experience with HIV. Rather than developing programming that looks only at HIV, in this view using the experience of it to explore important issues in queer theology, community development, or other areas would be an important way to honor AIDS, but as one among many things that the community is concerned with.
4. ***Be sparing with church-wide programs*** – many people are supportive of HIV programming but do not have any interest in participating in it themselves. They are



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concerned that HIV/AIDS will take over the identity of the church and that they will no longer have a place. Others want to explore HIV/AIDS issues in spaces that are smaller and safer than the general church community. There is a place for things that engage the entire church in important common spaces – worship, retreats etc. – but care must be taken that for most programming people need not participate, and aren't made to feel that they are missing out on the center of the church's life by opting out.

Who I Talked To

What follows is a basic breakdown of the conversations I had and who I had them with. A more detailed breakdown is available if you are interested.

Total Number of People: 41

Number of Focus Groups: 6

Number of Individual Interviews: 18

Age

Range: 25-69

20s – 4

30s – 3

40s – 7

50s – 4

60s – 7

Don't Know – 16

Gender

Male – 33

Female – 8 (2 trans)

HIV Status

Positive – 17

Range from 20 plus years to six months.

Negative – 14

Undisclosed – 10

Length of Church Involvement

15 years plus (pre-treatment years) – 9

5-14 years – 12

1-4 years – 11

< 1 year – 5

Don't know – 4

MCCSF and HIV

I asked all participants to give me their sense of MCCSF's relationship to HIV/AIDS, what's good about what it currently does, and what should be done differently. The overwhelming area of agreement is in relation to the church's past. People know the history of the church and are extremely proud of the ways it ministered to the sick and the dying in the height of the crisis. Some spoke in reverent terms and some young people specifically said that it is that history that drew them to the church. Despite this rich history, many felt that HIV/AIDS is not spoken of at all in the church today, except from the pulpit and largely in praise of the past. Some expressed surprise at this, only realizing through our conversation that AIDS was not something they talked about at church or that they didn't who was or wasn't positive in the community. Some were extremely concerned about this and felt like HIV/AIDS was at risk of becoming a "museum piece," something kept safely behind glass but not something in which the church currently engaged in cutting edge ways. Many weren't aware of what, if any, programs were currently being offered in relation to HIV and attributed the lack of current programming to the changes in the church in the last few years, especially in relation to the building. For some the lack of frequent conversation about HIV/AIDS in church is a good thing as they are concerned with the church being overly identified with HIV and that their needs, which do not relate to HIV at all, will be eclipsed.

Major Themes

Many issues were raised in the course of my conversations, but some themes were raised repeatedly. I discuss them here, explaining the general idea expressed in the theme and giving some specific suggestions that emerged in discussing them.

AIDS 2010

Many people felt that any AIDS programming needs to be updated for a new time and a new moment in the history of HIV/AIDS. People are tired of the things that have been done, especially general support groups, purely public health information, and dated or controversial safer sex information. They are concerned that any programming will be an exhausted repetition of things that have been done or can be obtained elsewhere. But developing programming that brings AIDS into 2010, that updates the community, that raises new questions, or that addresses the new needs that are emerging in this period was exciting to people. People talked about AIDS 2.0 or re-booting HIV programming, getting the community back into the conversation from the perspective of the present rather than the past. And many really wanted to emphasize that AIDS is a live, present issue, not one that can be relegated to the past.

- *Figuring it out* – as mentioned above, one issue is that people don't quite know what they need right now. Long term survivors are facing new issues as they age and don't quite know where they're at or what would be helpful. Many people from throughout the age spectrum are concerned with rising infection rates and new medical protocols. One strong suggestion is to gather a group that is interested in this issue to meet regularly for a few months to figure out what AIDS 2010 looks like, what the critical issues are, and what kinds of things should be taken up by MCCSF.
- *Re-educate and refocus on prevention* – some people wanted to see MCCSF re-educate the community and refocus on prevention. No one spoke of this in large scale terms; mostly people wanted to see the reinstatement of some earlier MCC practices (testing in

the church came up a few times) and to make sure that MCC was up to date on information and referrals, providing people with easy, accessible ways to connect to the services they might need. Some wanted to see safe sex supplies and syringe exchanges more easily accessible in the church and to see the church gather HIV meds for donation.

- *New relationships with grief and loss* – while there is clearly a great deal of grief in the community about the losses it has faced, some long term members talked about developing a new relationship with it that isn't so much focused on the past and is more focused on the present. Other long term members feel like their grief is not going to be healed or taken away and that they need to find a way to live with it. Some respondents wanted any discussion of grief and loss to encompass wider issues that just HIV/AIDS while a few long term survivors felt very strongly that the losses suffered during the pre-treatment years need to be addressed in a more focused environment.
- *Connecting with other organizations* – people who were interested in rebooting MCCSF's HIV/AIDS programming were largely enthusiastic about developing relationships with other organizations that work on these issues. Ideas in this regard included:
 - o co-sponsoring events;
 - o meeting with leaders to learn about programming;
 - o MCC leaders serving on the boards of other organizations.

Intergenerational Concerns

This theme came up over and over again in almost every conversation I had and in a wide variety of ways. Many noted the relative age of the congregation, although this fact was not seen as a problem by everyone. Older people have stories to tell that they want to have heard and want to understand what younger people face today. Younger folks want to hear many different things from older people, not just their experience in relation to HIV, but about coming out, about their political work and other issues. Some people really want the church to reach out younger people. Clearly there is a felt gap and HIV/AIDS related programming should be mindful of that gap and working to bridge it. Some specific ideas that came up in this conversation include:

- cross-generation conversations and dialogues;
- programs on HIV and aging;
- public story telling featuring a cross-generational panel in conversation;
- sponsoring a Saturday evening youth dance service.

Using AIDS to point to other issues

As discussed above, this theme focused on the desire to still acknowledge AIDS, but as one thing among many that the community faces. Rather than pull it out as an isolated issue, people who mentioned this idea wanted AIDS to be normalized and included in the wide range of things that MCCSF talks about. The most common set of issues that people thought AIDS spoke to are theological and spiritual. I talk about them below. Other issues that people think that AIDS points include:

- dating and intimacy;
- men's health and illness.

Theological/spiritual concerns

Most frequently, respondents felt that HIV/AIDS pointed to larger spiritual and theological issues that the church should address. Indeed, many felt that the experience of HIV/AIDS provides a unique perspective on important and universal theological issues and should be used by the community to develop queer theological perspectives that are informed by that experience. People wanted to see sermon series, panels and other events that would speak to the spiritual issues that AIDS raises but which are not limited to AIDS. These include:

- a theology of death and dying;
- a theology of health and illness;
- sexual ethics – that would include basic information about safe sex and risk assessment in sexual activity.

Some people also felt that MCCSF can and should play a role in opening a wider conversation about the current state of HIV/AIDS among religious leaders and suggested learning more about what other churches do in relation to HIV/AIDS and/or hosting some kind of meeting or conference on religion and AIDS in 2010.

Other ideas

In addition to these general themes, there were some other ideas about events or programs that could be developed as part of MCCSF's HIV programming. These include:

- helping HIV positive people find housing;
- developing a travelling "faces of AIDS" wall that would feature photographs of people with AIDS, encourage testing, and show that AIDS is not just a gay white male disease, and that would travel to other MCC churches;
- an event honoring lesbian caregivers;
- efforts to address the stigma of AIDS that would include talking about it more in worship.

A number of people also wanted to make sure that those who had died were adequately remembered in some kind of commemoration ritual or event.

Concerns

In addition to ideas, people also had concerns about any HIV/AIDS programming that MCCSF takes on:

- ***Will it become the church's identity*** – this is a concern for a range of people, including people who don't identify with AIDS as an issue that is vital to them or their churchgoing experience, long term survivors who don't want to focus on AIDS exclusively, and people who want the church to grow and think that an over-emphasis on HIV will stop that.
- ***Will it help or hurt church growth*** – again the concern is that too much focus on AIDS will drive people, especially young people away. On the other hand, some felt that MCCSF could better position itself to attract people who are newly diagnosed.
- ***Who is leading this effort*** – this concern had a number of facets to it, including:
 - o Lay leadership – Some people are interested and motivated to work on AIDS programming in general or on certain aspects of it. In terms of figuring out where we are and what AIDS 2010 is, there was an expressed desire to have a group of lay people meet to figure it out.

- Current leadership – a number of people had questions about the Mourning into Dancing Team, who was on it, and whether or not its members were diverse in their viewpoint on these issues and represented the congregations view. There was also some desire for greater clergy leadership on these issues, especially in terms of building relations with other organizations and community leaders, meeting with them, representing the church in community forums and serving on community board and committees. Some people also expressed a more general concern that the church leadership is insular and not hearing from people outside their circle. There were also expressions of gratitude and appreciation of the clergy.
- ***Aren't there more pressing concerns*** – this is a concern if the church focuses too much on HIV it won't focus on other issues that are more pressing for the queer community, including substance abuse, economic issues, etc.
- ***What's with the name*** – most people didn't comment on the name but almost all of those who did were critical of "Mourning into Dancing." They felt like it implied a desire to get over HIV/AIDS, that dancing was not an end point that they wanted or thought we should necessarily aim at or that it was dismissive.

Feedback on Specific Program Ideas

At the end of our conversations I asked for people's feedback on the four ideas the Mourning into Dancing team is considering and asked them to fill out a survey giving each idea a ranking on a scale of 1-5 (1 most favorable; 5 least favorable). The following is a summary of responses and some representative comments.

- ***Grief groups – 1.8***

Most people thought that this was important for people who need it, but felt that they themselves did not. A number said that it's something the church should always provide for people suffering losses of all kinds. Some people emphasized that the groups should be open to all losses while others said there should be one that focuses only HIV/AIDS related losses.

- "Include a group for HIV negative to discuss our traumatic experiences of guilt as a survivor but also about not feeling included in support services." FG1-B
- "I think there are so many of these out there already. Unless you put a new twist to it." FG3-C
- "Not only for HIV/AIDS but mourning loss of people with breast cancer etc." FG5-A
- "So long as the focus is not on HIV only." FG6-A
- "Perhaps some queer theology of health and disease – more in general." FG6-B
- "As long as it is HIV/AIDS specific." FG-I-P

- ***Church retreat – 3.0***

There was a lot of skepticism and reservation about this idea. Some were concerned that this issue is not applicable to the whole community and focusing on it exclusively in space that is about the whole community would exclude people, including them. Some wouldn't feel comfortable talking about these issues in a general church retreat. And some felt like it would just be too depressing.

- “I don’t know if it would feel supportive to me as a HIV negative person. Afraid of it being more for people HIV positive/AIDS.” FG1-B
- “Carefully and in depth, not superficially.” FG1-E
- “Should be multi-faceted, not just impact (focus on past); also what are HIV/AIDS related issues that all folks deal with? (i.e. loneliness, growing old etc.) FG2-D
- “I would go.” FG5-C
- “Went to the weekend retreat last year. Wouldn’t go if that was focus this year. Weekend retreat should be relevant to all participants.” FG-I-K
- “Need to bridge from what has happened to what it’s like today. Bring it into present tense.” FG-I-O

- ***Town hall meetings – 1.9***

People were generally open to this idea. The people liked it as a way of getting people into the church building and as a way of developing relationships with other organizations. Those that were less persuaded felt like these are done elsewhere, that we don’t need more meetings like this, and that the same people tend to go to them over and over.

- “Helps raise awareness to the community at large of current etiology, pathology and intervention of HIV/AIDS.” FG3-B
- “If there was an extremely concentrated moderator so things don’t get out of hand(which they tend to do at town meetings).” FG4-A
- “Need to bring in outside HELP to re-educate not just the church but the community regarding HIV/AIDS.” FG5-A
- “But action would be much better than just discussion/processing.” FG5-C
- “Not about letting go of past but about what is needed/useful NOW and in the future.” FG5-E
- “It’s important to move from the past into the present brainstorming a different way of being.” FG-I-F
- “It is our calling.” FG-I-H
- “Great way to introduce people to MCC.” FG-I-K

- ***Story Corps – 1.6***

People were generally interested and enthusiastic about this idea. People want to have the stories of the church told, recorded and preserved. And they want to hear them as well. There were a number of suggestions in relation to this idea, including having some public or church events where 3 or 4 people tell their stories in a fishbowl kind of conversation that’s videotaped, and working with kids at Lyric on it. Again, some wanted this to focus specifically on stories related to HIV while others didn’t to see it limited in that way (someone suggested having two storytelling tracks). Some also noted that this is being done elsewhere in the community and suggested we collaborate or combine forces.

- “I think this is a great idea that would be of personal use and give me a feeling of being a visible part of the AIDS years so far.” FG1-B
- “This along with other programming that speaks to other issues.” FG6-C
- “We need to capture these stories.” FG-I-P

- ***Other Ideas/Comments***

The survey had space for people to offer other ideas or thoughts. Here are some:

- “Strong support for hosting more 12-step recovery meetings here.” FG1-C
- “A forum for the public to come and hear at our church the religion/God part of the AIDS years so they will hear that God loves not hates our community.” FG1-D
- “Intergenerational dialogue and support across the generations.” FG2-A
- “Very direct comments in all service about HIV is still a risk – safe sex.” FG2-D
- “Positive lessons learned from HIV/AIDS experience.” FG2-D
- “Develop a curriculum/course for high school/college courses to raise awareness in the community at large.” FG3-B
- “Educational seminars to educate, especially our younger members, to know more about HIV, the history, and how our members with HIV feel, what they go through.” FG-I-Bb
- “Commemorative event or ritual for all members who died of AIDS.” FG-I-E
- “We need to be radical again. As a queer church in San Francisco, how can we be of service to our community in ways no other church will, and reach people who are too stigmatized for any other church to touch? That is our calling.” FG5-C
- “Change title: HIV 2010” FG5-C
- “Deploy paid staff differently with men’s programs, women’s programs, trans programs, multi-generational programs, each with chairs that plans, assesses plans.” FG5-C