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**Office: 713-861-9149**  
**[www.ResurrectionMCC.org](http://www.ResurrectionMCC.org)**

Dear Member,

The Board of Directors (BOD) appreciates your interest in applying to become a member of the Pastoral Search Committee (PSC) at Resurrection Metropolitan Community Church (herein referred to as "Resurrection MCC" and "the Church"). As you prayerfully consider becoming a member of this committee, remember that the rewards are many for those who serve God and others.

The selection of our next senior pastor is quite possibly one of the most important decisions our church will make. Please pray that the Spirit of God will direct the Nominating Committee as we consider all the applications submitted for the 2023 Pastoral Search Committee.

**The instructions for submitting the application are as follows:**

- Read and understand the requirements of the Pastoral Search Committee as outlined below.
- Complete the application electronically and submit it to [PastoralSearch@resurrectionmcc.org](mailto:PastoralSearch@resurrectionmcc.org).
- Please do not alter the application from its original format.
- Keep your responses brief. You will be able to discuss your answers in detail during your interview.

The BOD will review your application and then contact you to schedule an interview. If you have any questions or comments, please e-mail the BOD at [PastoralSearch@resurrectionmcc.org](mailto:PastoralSearch@resurrectionmcc.org).

Yours in Christ,  
The Board of Directors Resurrection MCC

# **IMPORTANT INFORMATION FOR CANDIDATES**

## **APPLYING TO BECOME A MEMBER OF THE**

### **PASTORAL SEARCH COMMITTEE**

**Resurrection MCC's bylaws regarding the Pastoral Search Committee:**

#### **ARTICLE III - GOVERNMENT, ORGANIZATION, STRUCTURE, AND OFFICERS**

These provisions supplement and complement UFMCC Bylaws with respect to government, organization and officers.

##### **A. PASTOR**

The PASTOR is a duly ordained and licensed clergy person of UFMCC who has been elected by the Congregation of the CHURCH at a Congregational Meeting to be the PRESIDENT and Chief Executive Officer of the corporation as the primary visionary and futurist in order to advance the mission and vision of the CHURCH through the exercise of prophetic challenge, creativity, spiritual and pastoral authority, and leadership. As the primary CHURCH spokesperson, and the Chief Executive Officer, the PRESIDENT is a voting member of the BOARD, and serves as personnel director; and determines, subject to the BOARD'S approval, compensation, vacation periods, titles, and delegates such responsibilities and duties as may seem wise. The PASTOR shall be responsible for leading the visioning process for the CHURCH, having a presence at global events, teaching, training, engaging in continuous learning, community relationships, ecumenical relations, and global social justice. If no duly credentialed UFMCC clergy person is available, UFMCC may appoint an Interim Pastoral Leader annually.

1. The BOARD shall develop a Pastoral Employment Agreement between the PASTOR and the CHURCH. The employment agreement shall include a job description and address such matters as compensation, which are consistent with equitable local standards, as well as benefits, allowances, and leave per the Resurrection Metropolitan Community Church Employee Handbook. The PASTOR and the CHURCH may choose at any time to terminate their relationship as set forth in the Pastoral Employment Agreement. All provisions of the employment agreement shall be subordinate to the Bylaws of the UFMCC.
2. The UFMCC Bylaws prescribe the reasons for and steps by which the Pastor may be removed from office. For the purpose of that section, the duly authorized church officer will be the Clerk of the Board of Directors
3. The Pastoral Search Committee shall be responsible for presenting a qualified candidate for election at a Congregational Meeting. The Pastoral Search Committee shall develop and implement the Pastoral Search Process, in consultation with UFMCC, as set forth in the Committee's Standard Operating Procedure.

## **B. PASTORAL VACANCY**

In the event of a vacancy in the position of PASTOR, the BOARD shall consult with UFMCC to ensure there is interim pastoral leadership and to determine when to initiate the Pastoral Search Process, including formation of the Pastoral Search Committee.

The Pastoral Search Committee shall consist of no more than seven (7) members, and no less than five (5) members. The composition of the Pastoral Search Committee shall include two current members of the Board. The additional members of the Pastoral Search Committee shall be appointed by the Board from among the Members of the church who are not also current members of the Board. Congregants selected by the BOARD could include former BOARD members. The Pastoral Search Committee members should rank high in five (5) areas: spiritual maturity and sensitivity, ability to work well in a committee setting, listening and communication skills, discernment, and involvement in the ministries of the CHURCH. An understanding of leadership, as well as project management and administrative skills, will also be helpful

### **Resurrection MCC Mission, Vision and Core Values:**

Resurrection MCC is a Christian church with a primary outreach to the lesbian, gay, bisexual, transgender, and queer community. Metropolitan Community Churches, founded in 1968, is a human-rights movement and ministry operating as a Christian denomination in 22 countries around the world. MCC is an international advocate for vulnerable people in places where religious orthodoxy, sexism, and homophobia can result in violence and death.

Metropolitan Community Churches are on a bold mission to transform hearts, lives, and history. We are a movement that faithfully proclaims God's inclusive love for all people and proudly bears witness to the holy integration of spirituality and sexuality. Because of our faith we are called to: do justice, show kindness, and live humbly with God (Micah 6:8); explore life's questions with open hearts and minds; raise our voices in sacred defiance against exclusion, whether religious, political or systemic; reach out to those with no hope; equip new generations of remarkable, far-reaching spiritual activists.

The **Mission** of Resurrection MCC is to demonstrate God's unconditional love to all people through Christian action. The **Vision** of Resurrection MCC is to **ATTRACT** people into a relationship with God through radical **INCLUSION** into God's family, transform them to Christ-like **MATURITY**, and **MOBILIZE** them for their life purpose.

At Resurrection MCC, every member and friend is a minister of the church. We envision a Christian community that values diversity and is as diverse and all-encompassing as creation. Through salvation, service, study, and tithing, each member and friend will live and grow in faith and be spiritually fed. We embrace four **Core Values**:

#### **Inclusion**

Love is our greatest moral value and resisting exclusion is a primary focus of our ministry. We want to continue to be the conduits of a faith where everyone is included in the family of God, and where all parts of our being are welcomed at God's table.

## **Community**

Offering a safe and open community for people to worship, learn and grow in their faith is our deep desire. We are committed to equipping ourselves and each other to do the work that God has called us to do in the world.

## **Spiritual Transformation**

Providing a message of liberation from the oppressive religious environment of our day or to those experiencing God for the first time is what guides our ministry. We believe that when people are invited to experience God through the life and ministry of Christ, lives will be transformed.

## **Social Action**

Working to talk less and do more, we are committed to resisting the structures that oppress people and standing with those who suffer under the weight of oppressive systems, being guided always by our commitment to Global Human Rights.

## **Good candidates for the Pastor Search Committee are characterized by:**

- Priority commitment to seeking and doing God's will
- Ability to maintain confidentiality
- Faithful attendance and demonstrated financial support of the Church
- Active involvement in the ministries of the Church
- Spiritual maturity and sensitivity
- Continuing spiritual growth
- Has the ability to work well in a committee setting; is a team player
- Effective leadership, listening, communication, project management and administrative skills
- Spiritual discernment
- Availability to attend committee meetings and the ability to travel occasionally
- No personal agenda based on self-interests

## **In no instance should a person desire to serve on the Resurrection Pastoral Search Committee just to satisfy a faction in the church**

The following dimensions of diversity will be considered in the selection of candidates for the Resurrection MCC Pastoral Search Committee:

- Gender Identity/Expression
- Age/Generation
- Race/Culture
- Nationality
- (dis)Ability