



Metropolitan Community Church of Richmond

*An Overview for
Pastoral Search Candidates*

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Our Vision

Sharing God's love with all people

Our Mission

The mission of MCC Richmond is to build a strong, nurturing spiritual community that is committed to transforming the lives of all people by promoting personal well-being, spiritual growth, and stewardship.

Our Core Values

These are the standards we have set, as a congregation, for MCC Richmond:

Christ Centered

Practice unconditional love as lived by Christ

Inclusivity

Welcome, affirm and respect diverse individuals and perspectives

Involvement

Challenge, equip, support and affirm each person as a minister

Growth

Provide enrichment and promote learning individually and as a community of faith

Healthy Relationships

Provide an atmosphere that nurtures and supports healthy relationships with God and others

Outreach

Go into the community to share God's transforming love with all people

Social Justice

Challenge injustice through faith-based social action

Stewardship

Giving of our time, talent and treasures in support of the Vision and Mission of MCC Richmond

Our Church History

On the evening of June 11, 1978, the first Metropolitan Community Church of Richmond (MCC Richmond) worshipers gathered at the Friends Meeting House on Kensington Avenue in Richmond, Va. This first service came less than 10 years after



Friends Meeting House

Rev. Troy Perry held the first service in Los Angeles of what later became the Universal Fellowship of Metropolitan Community Churches (UFMCC). During that decade of growth, the mid-Atlantic district of UFMCC was formed and Rev. Frank Scott of Pittsburgh, Pennsylvania, was elected as district coordinator. He created a Richmond study group in May of 1978, and by October, Rev. Scott and his partner Rev. Cliff Turpin moved to Richmond and led the Richmond ministry together. A Board of Directors (BOD) was appointed and a budget was set at \$350 per week based on 33 members.

Rev. Turpin left Richmond to return to his position as district coordinator in late 1979, while Rev. Scott continued until 1981. In February 1980, Rev. Elder Perry made his first visit to Richmond as guest speaker for MCC Richmond's first Spiritual Renewal.

Upon Rev. Turpin's resignation, the laity, with support from the district coordinator, assumed responsibility. In 1982, a pastoral search committee

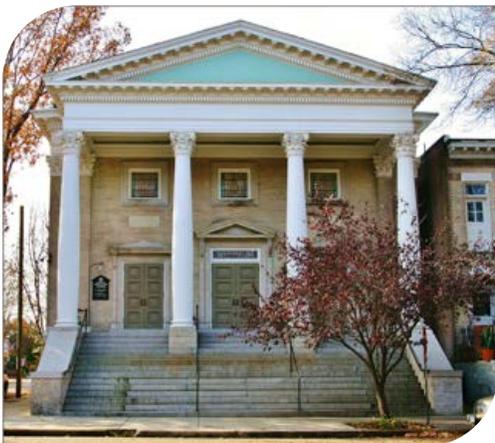
presented Rev. David Gunton, a Canadian, to the congregation and he was elected and installed as pastor. Rev. Gunton served for 13 months before being called to lead a church in Tucson, Arizona. His departure began a period in our history that perhaps was the bleakest - attendance hit rock bottom (attendance was only in the teens) which, in turn, affected giving. Financial conditions were poor; the church could no longer afford the sanctuary rental fee and moved services to the Fellowship Hall of the Meeting House. Unable to fund a delegate to represent MCC Richmond at Conference, then District Coordinator Delores Berry reported the church's situation at the Mid-Atlantic District Conference in October 1983. Rev. Arthur Runyan listened to that report and immediately felt God calling him to Richmond. Over the next two months, he corresponded with the BOD and the remaining members in Richmond, preached a trial sermon and was unanimously approved as the next pastor.

On January 1, 1984, Rev. Runyan began his eight-year tenure as pastor of MCC Richmond. The church more than doubled in size during this period to over a hundred members. In October 1985, thanks to a bequest from the estate of a member who had succumbed to AIDS, MCC Richmond received proceeds to open a building fund savings account. Also during 1985, Rev. Runyan and Student Clergy Dan Deane sensed God calling them to start a church in Roanoke. After making contacts within an existing gay/lesbian Bible study group there and contacting folks who had registered their attendance while visiting MCC Richmond over the years, Dan led an MCC organizational meeting in December 1986, followed a week later by a worship service. During its first year, Dan commuted to Roanoke on weekends to lead this new church, officially a parish extension of Richmond. Then he moved to Roanoke and MCC of the Blue Ridge became an independent Mission Church. Dan continued to serve there as Lay Pastor for three years

until they hired their first Senior Pastor, Rev. Tom Bohache. This was MCC Richmond's first "church planting" experience.

Back in Richmond, two musical ensembles were added in 1989, as well as a softball team and an AIDS ministry. Deacons assumed responsibility for many of the spiritual needs of the church. It continued to grow and prosper.

In 1990, we helped start MCC Charlottesville. Rev. Judy Gingrich and her partner, who resided in Charlottesville and who came with several others regularly to MCC Richmond, were church members. To start the fledgling church, they secured a meeting space in the Unitarian Church near the UVA campus. Members drove from Richmond to assist with the Charlottesville worship services until the Charlottesville church was well established.



When a larger worship space for MCC Richmond became a priority, a special congregational meeting was held on January 21, 1992, and the members voted to purchase our current building, built in 1911, that originally was home to Westminster Presbyterian Church and formerly housed St. Anthony's Mennonite Church and the Holy Spirit Unification Association for World Christianity group at the corner of Park and Davis Avenues.

Church bonds were sold to finance the acquisition.

Amidst the Bond Campaign and all the excitement of buying our own building, Rev. Runyan tendered his resignation and left Richmond in February 1992. The Vice Moderator of the BOD worked diligently to ensure that the pulpit was filled and worship services continued until we could secure an interim pastor.

In May 1992, Rev. Dwayne Johnson was installed as Interim Pastor and on December 20, 1992, he was installed as Pastor.

In February 1993, after much renovation of the 1911 building, largely by members, the church moved into its current location at 2501 Park Avenue, and on June 12, 1993, we celebrated our Fifteenth Anniversary and officially dedicated our new building. During this time, MCC Richmond became extremely active in social justice issues, including the "March on Washington" in 1993 and support for the rights of gay couples. In October 1993, MCC Richmond also became a "Teaching Church," as Ron Helms and Judy Maynard completed their clergy training under the leadership of Rev. Johnson. Rev. Maynard remained a member of the MCC Richmond staff.

Rev. Johnson (now Rev. Elder Johnson) relocated to Houston, Texas, to serve as pastor of Resurrection MCC in 1996, following the death of his partner. Rev. Elder Charlie Arehart served as interim pastor from the fall of 1996 through the spring of 1997. It was in April and May of 1997 that our membership reached the all-time high of 219 members.

Rev. Gillian Storey answered the call from England to come to Richmond as MCC Richmond's senior pastor, leaving behind her family and church, MCC of North London. June 1, 1997 marked the first Sunday of our first female pastor.

On two June weekends in 1998, MCC Richmond celebrated its 20th Anniversary with a rodeo sponsored by the dance ministry, a return to the Richmond pulpit by Rev. Johnson, a concert by the choir, the "*Spirits of Joy*," and a visit from Rev. Elder Troy Perry. On June 21, 1998, Rev. Elder Perry presided over the Holy Union of Rev. Gillian Storey and Rev. Elder Jeri Ann Harvey. Still active as an Evangelist with Hallelujah Ministries, Rev. Elder Harvey was slowed by health problems while living in Richmond, but still managed to do some traveling to other MCCs and to bless the Richmond pulpit with her gifts of laughter and healing.

Rev. Storey developed a Lay Chaplain Ministry designed to replace the Deacon program. After completing the training program, the new chaplains were installed on October 25, 1998. Even today, lay chaplains still serve the spiritual needs of the church body and community.

Membership again reached the all-time high of 219 members in December 1998. Rev. Maynard remained on staff until May 1999. Edwin Yates was ordained on December 19, 1999, following two years of supervised training under Rev. Storey. He left Richmond in April 2000 upon accepting the call to be the senior pastor at A New Life MCC in Toledo, Ohio.

In March of 2000, thirty-eight members of *the Spirits of Joy* recorded their first CD entitled "Begin with a Dream," and included this title song and fourteen other favorite Sunday morning anthems. Rev. Storey also continued MCC Richmond's role as a teaching church that year, guiding Lisa Belongia and Stephanie Burns through their clergy candidacy.

Recommendations for restructuring UFMCC were approved at General Conference in Toronto in July 2001. The changes were phased in over a five-year period and culminated with the election of

new Moderator Rev. Elder Nancy Wilson upon the retirement of Rev. Elder Troy Perry in 2005. Districts were restructured into eight regions of the world effective January 1, 2003. Rev. Storey accepted the appointment of Regional Elder of Region 7 and her final Sunday in Richmond was September 22, 2002.

With both very close to ordination, Lisa Belongia and Stephanie Burns began as Interim Co-Pastors on October 1, 2002. Rev. Burns was ordained October 5, 2002, and continued to serve as Interim Pastor in Richmond until mid-July 2003 when she became founding pastor of MCC-Fredericksburg, another church plant of MCC Richmond. Rev. Belongia was ordained November 17, 2002, and served through May 2003 before accepting the position at New Life MCC of Hampton Roads as Minister of Music.

Following a week-long series of detailed meetings and interviews with congregants, and after preaching a trial sermon, on May 18, 2003, Rev. Dr. Robin H. Gorsline was formally presented as the candidate for MCC Richmond's senior pastor. The congregation voted overwhelmingly to hire him. He began his ministry in Richmond in mid-July following General Conference in Dallas. Rev. Elder Arlene Ackerman presided over his official Installation Service on September 7, 2003.

In 2004, the downstairs fellowship hall was renovated which included new lighting, a new ceiling, painted walls and floors as well as new molding. The fellowship hall has served many functions and also served as sanctuary for a time when the sanctuary ceiling and roof trusses were reinforced due to sagging and cracking.

Rev. Dr. Gorsline reinvigorated MCC Richmond's passion for social justice issues, especially working to end LGBTQ discrimination, promoting racial harmony

and marriage equality. MCC Richmond truly became a “Church for ALL God’s people” around this time, increasing African-American membership and reaching out to other minority communities. He also continued the practice of MCC Richmond being a teaching church—the Rev. Emma Chattin, now on staff at MCCNOVA and co-leader of the MCC Eastern USA Network, Rev. Martha Pittenger, currently serving as Chaplain at MCC Richmond (and who also works as a hospital chaplain), Rev. Cheryl Owen-Watson (now pastor of New Beginnings Church) and Aileen Koke—all prospered under his tutelage.

People of Faith for Equality in Virginia, was founded here. Its first meeting was held in MCC Richmond’s sanctuary in response to Virginia’s passage of a constitutional ban on marriage equality. In April 2013, Rev. Dr. Gorsline was called to lead People of Faith for Equality in Virginia, thus ending MCC Richmond’s longest pastorate.

The Board of Directors and the Worship Team continued to orchestrate the worship services with the help of guest preachers through November 2013 when Rev. Carolyn J. Mobley was installed as MCC Richmond’s interim pastor.

During Rev. Mobley’s leadership, the church has functioned well in overcoming challenges including but not limited to the replacement of the Heating and Air Ventilation System (HVAC). Services were moved to the fellowship hall during the winter of 2014–15 while the Board sought financing and contractors to install a new HVAC system. We were able to refinance the mortgage on the church building and secure a new state-of-the-art HVAC system, which is scheduled to be completed February 2016.

During the fall of 2015, MCC Richmond adopted a new vision statement: **“Sharing God’s Love with All People.”**

We also adopted a new mission statement: **“The mission of MCC Richmond is to build a strong, nurturing spiritual community that is committed to transforming the lives of all people by promoting personal well-being, spiritual growth, and stewardship.”**

Our Worship Services

MCC Richmond is a blended community of faith. It is composed of individuals who are multi-cultural, multi-ethnic, sharing multi-faith traditions and covering a broad spectrum of sexual identities and expressions. As such our worship style reflects this diversity as a blending of many of these faith experiences, traditions, and contemporary offerings. We strive to offer thematic perspectives that are relevant and spiritually inspiring to the faithful as well as the curious. To accomplish this blended approach, the Worship Team works in conjunction with the pastor.



The team meets face-to-face and virtually through a Google Docs platform to plan all worship services. The Spirits of Joy, The Gospel Ensemble, and musicians minister weekly on a rotating schedule during worship services as well as special occasions (e.g., Christmas Cantata, Easter).

Overhead projection is used to support our worship experience.

The Worship Team includes the Pastor, Tom Barks–Worship Team Leader, Ginny Loving–Music Director, Mike Everhart–Head Usher, Jay Irvine–Office Manager and Peggy Lowell–Liturgist.

Congregational Life

MCC Richmond is a well-blended, diverse congregation, representing various religious, spiritual, ethnic backgrounds, and sexual orientation. Although we come from different backgrounds, we share some common beliefs about God, Jesus, and the



role of the Bible. Many of us believe that God is personal and loving. We also believe that individuals can find God through other paths. We believe that Jesus' teachings are words to live by but we also seek other sources to guide our spiritual growth.

MCC Richmond continues to welcome newcomers and visitors with open arms. Our church is a close-knit community. We are an older congregation that is committed to the church. Members and friends of MCC Richmond are well involved with the ministries of the church. Fifty-five percent (55%) of the congregation is actively involved in the different ministries or participate in various activities hosted by the church.

Some other facts about our congregation include:

- We have an average of seventy (70) first-time visitors a year.
- We have an average of six (6) new members a year who obtain full membership status.
- Seventy-four percent (74%) of the congregants identify themselves as Caucasian, twenty-four percent (24%) African-American, and two percent (2%) Native American.
- Ninety-eight percent (98%) of the congregants identify themselves as GLBTQ.
- Ninety-two percent (92%) of those individuals that attend are members of MCC Richmond.

Weekly attendance at MCC

Richmond has averaged more than 100 attendees in recent years when we had a permanent pastor. However, our attendance has decreased during our interim period. For 2015, our attendance has been an average of 67 members each Sunday. Easter Sunday services are usually our most highly attended services.

We have one worship service every Sunday morning at 10:45am. This service usually runs between 75-90 minutes. Our Adult Sunday School Class meets before the Sunday morning worship service. The class runs from 9:00am – 10:30am. In the past, MCC Richmond held an evening gospel service every second Sunday of the month.

In lieu of a traditional mid-week worship service, we offer a weekly spiritual discussion group, Living Wednesdays. This mid-week gathering provides another opportunity for friends and members to build friendships, explore different spiritual ideas, and individually and collectively to grow spiritually. Topics may vary from month to month and are motivated by the participants' and the leader's spiritual interests and goals.

MCC Richmond offers a New Member Class three to four times each calendar year. We encourage those who are interested in becoming an official member of the church or who seek to learn more about UFMCC and our church to attend the sessions. All are welcome. Class attendees who choose to move forward in becoming members of the church participate in the Rite of Membership during Sunday morning worship service after completing the class.

MCC Richmond offers different events throughout the year beyond traditional worship services to promote fellowship among our church family. MCC Richmond's Spirits of Joy holds an annual Christmas Cantata and dinner show.

The Cantata is also one of many fundraising events for our church. Other previous fundraising events included a benefit drag show and fashion show.



Other fellowship events during the past few years include a Soup Social, where people from the congregation bring their favorite soup to share and fellowship with one another. In addition, the Hospitality Ministry hosts occasional Sunday Potlucks, which are held after Sunday morning worship services.

On occasion, we sponsor events for our congregants in the Greater Richmond area. At least two times a year, the Involvement Ministry sponsors a "Newcomers Brunch." This event is primarily for congregants who recently have begun attending MCC Richmond—usually

one year or less. They are invited to brunch to fellowship with the pastor, ministry leaders, and other "seasoned" members of the church. These gatherings provide opportunities for individuals to get to know one another in a smaller, quiet setting.

Other church activities include attending "Faith Night at the Diamond," an annual event for communities of faith in which we are invited to see a Richmond Flying Squirrels game, our AA minor league baseball team. We also have had outings to other venues in the community. Recently we toured the Virginia Historical Society for an exhibit walk. We continue to seek new ventures and ideas that will promote fellowship and that will help us grow together as a faith community.

Members of the Congregation



According to MCC Richmond's bylaws, "any baptized Christian who has completed a membership class by participating in the Rite of Membership" may become a member of MCC Richmond. Additionally, per the bylaws, "a Member in Good Standing is a Member who registers his/her attendance, provides identifiable financial support, makes a definite service contribution, and demonstrates interest and loyalty."

The church staff maintains the list of members in good standing and reports quarterly to the Board of Directors (BOD)

about any changes to this list. Each July, the BOD reviews the membership list.

Benefits. Members in good standing may vote at the business meetings as well as serve on appointed committees and attend all activities sponsored by MCC Richmond (e.g., fundraisers, church gatherings including BOD meetings, forums and congregational meetings). They may also participate in various leadership roles, including serving as ministry team leaders, Nominating Committee members, and after one year of being a member of good standing, serve on the BOD.

Standards. If an individual is not a member in good standing within the preceding period of six months to one year, the member may be removed from the list of members in good standing and placed on a list of inactive members.

The BOD will notify this member in writing that the member has been placed on a list of inactive members. If the member does not demonstrate further interest for two (2) months immediately following receiving notification from the BOD, the BOD, at its discretion, may remove the member's name from the church membership roll. Once a member is no longer in good standing, the member is not eligible to vote at the MCC Richmond congregational meetings.

Restoring Membership Status. The BOD, by a majority of vote, may restore an inactive member to a member in good standing.

The inactive member who is not restored during the period of two (2) months immediately following notification is considered to be a former member. A former member may be restored to the list of members in good standing after completing a membership class and participating in the Rite of Membership.

Individuals may appeal directly to the Board of Directors regarding their inactive status as well as request assistance from a Conflict Resolution Team for additional guidance.

Friends of the Congregation

In MCC Richmond's bylaws, we define a friend of the congregation as "a person who, for one reason or another, feels unable to become a Member but who supports the goals of the church and wants to be a part of the work of the church."

Our church staff maintains a list of those who are friends of the church.

Benefits. As friends of the church, individuals may serve on appointed committees and attend all activities sponsored by MCC Richmond (e.g., fundraisers, church gatherings including BOD meetings, forums and congregational meetings). However, as friends of the church, they may not vote at congregational meetings or serve on the BOD.

Additionally, we do not include friends of the church when we determine the number of lay delegates that will represent MCC Richmond at UFMCC's General Conference.

Standards. We do not "condone disloyalty or unbecoming conduct on the part of a Member or Friend" of MCC Richmond. In such cases, the BOD, by a majority vote, can remove or take appropriate disciplinary action to address such conduct.

Individuals may appeal directly to the BOD regarding their status as well as request assistance from a Conflict Resolution Team for additional guidance.

Our Ministries

MCC Richmond has eight (8) fully functioning ministries led by dedicated and creative members and friends of our congregation. Below we provide a brief description of each ministry, its goals and efforts to support our church community and the Greater Richmond area.

Ministry of Praise and Worship

*Tom Barks and Ginny Loving,
Ministry Leaders*

There are seven members of the Worship Team, including that pastor who attends all Worship Team meetings. The Worship Ministry is responsible for all aspects of worship, which includes planning each service, selecting/training/scheduling all worship participants (celebrants, servers, holders, sacristans, ushers, greeters, prayer ministers, readers, choir, instrumentalists, and preachers). The team, led by Tom Barks, meets once monthly to plan services and activities for the next three months. A sub-team meets weekly to organize, plan and schedule each service. They use Google Docs to input parts of the services and to access plans for the upcoming service.

The Music Minister and Choir Director Ginny Loving selects all music and is leader of all music and instrument participants. Additionally, the team works closely with the office manager to organize and print all material for the worship services. The team also meets one time a year to identify their goals and review their mission.

Ministry of Involvement

Jae Jubilee, Ministry Leader

This ministry has the important responsibility of engendering community among our members and friends. It is comprised of several teams, including a Greeters Team, led by Ricki King, that greet and welcome newcomers, and the Involvement Team that plan events and

socials before and after services or activities in the Greater Richmond area to build and sustain our church community. Additionally, this ministry plans and implements along with the pastor, our new membership classes throughout the year.

Ministry of Generosity

Joy Whitenack, Interim Ministry Leader

This ministry encourages and equips our church family to grow in service by giving of their time, skills, and financial support. This team encourages individuals to learn about the importance of committing to and engaging in ministries and being active participants in our congregation. In collaboration with an ad hoc committee, this team also organizes and implements the Annual Giving Campaign each year. Additionally, this ministry plans and supports fundraising events and education workshops for the congregation and friends of our church community.

Ministry of Spirituality & Family Life

Carol Anderson and Mark Burt,
Co-Ministry Leaders

This ministry promotes spiritual living and growth for our friends and members through orchestrating three spiritual outlets for our church: Living Wednesday, a weekly spiritual program that facilitates spiritual healing, expansion and empowerment in one's journey; Adult Sunday School, headed by Carol Anderson; and small groups. Additionally, the Hospitality Team is housed under this Ministry. This team plans and implements various congregational socials after the worship services throughout the year, including potlucks and other special celebrations.

Ministry of Care

Terrie Pendleton, Ministry Leader

This ministry provides help, assistance, guidance as well as emotional and spiritual support for friends and members of our church. These ministers, in collaboration with the pastor, make home or hospital visits, send sympathy or special occasion cards, provide transportation, as well as pray daily for the care and needs of the members and friends of our congregation. These team members are always available to help and support individuals as needs arise.

Ministry of Youth

Stephanie Breaker and Larisa Owens,
Co-Ministry Leaders

This ministry, currently under development, supports children, youth, young adults and their families. The goal is to help our youth grow in an all-encompassing spiritually diverse setting, one that strives to meet the educational needs of all young people of all backgrounds. As part of this ministry, the team members seek to provide youth programs during the Sunday morning services. Throughout the year, they will plan extracurricular activities that provide opportunities for our young people to become more deeply rooted and connected with one another in a spiritually-centered environment.

Ministry of Communication

Chris Kopczynski, Ministry Leader

The purpose of this ministry is to help MCC Richmond communicate its mission, services, ministries, events and news both internally and externally. This ministry includes producing and maintaining our website (www.mccrichmond.org) as well as our social media sites ([Facebook](#), [Twitter](#), [Tumblr blogs](#) and [YouTube Channel](#)), advising the church office on the Weekly Web e-newsletter and the Good News printed bulletin, submitting press releases

and other publicity materials for the church when necessary, and assessing the church's technology needs for service, small groups and communication with UFMCC and its affiliates.

Ministry of Outreach & Social Justice

Nancy ("Tigger") Grosvenor, Ministry Leader

This ministry has several functions. It organizes the Food Pantry setup in our celebration hall. Twice each month with the help of volunteers the Food Pantry is open to the public to provide food and other supplies to those who are in need. Also twice each year, this ministry organizes a special community event at Monroe Park to provide food and personal hygiene items to homeless individuals and others in need. The social-justice/human-rights activism arm of this ministry participates in various petition drives and efforts to address local and state human rights issues. In addition to these activities, this ministry orchestrates our church's participation in several annual community events: Virginia Pride celebrations, World AIDS Day, and Transgender Day of Remembrance.

This ministry meets monthly to discuss upcoming events and express concerns and challenges. We also set aside time to pray for each other, pray for the church and our community. We also work collaboratively with other ministries to plan fundraisers, programs, and special services. Through all of these activities, the team's objectives include praying, inspiring, teaching and promoting community for our church family.

Strengths and Weaknesses

The Pastoral Search Committee administered [a congregation-wide survey](#) in October of 2015. The results from this survey provide valuable information about our church operations, ministry work and expectations for a new pastor, to name a few. In general, survey takers confirmed what we have suspected for some time about MCC Richmond — we are struggling as a church because we have been without permanent pastoral leadership since May of 2013. We have seen regular attendance drop by nearly fifty percent (50%). Below we present a summary of the strengths and weaknesses that survey takers reported.

Strengths. MCC Richmond is a tight-knit community in which members care deeply each other and encourage the ministry work we do. Survey takers reported that our congregation cooperated well with our last permanent pastor and that our next pastor can count on our congregation to do the same. They also agreed that members and friends of MCC Richmond support our BOD and that the BOD sets worthy examples for members and encourages them to use their talents in worship services and other ministry work.

Survey takers were asked to score 41 items representing a range of statements about the strengths and weaknesses of our congregation. These items were then collapsed to form six themes (Mission and Core Values, Spiritual Education, Management and Organization, Congregational Health, Ministry to People and Groups, and Ministry Team Work). In the table below, notice that under each category, survey takers scored at least one area as above average (e.g., Social Justice, Sunday School, Fellowship, supporting people living with HIV, etc.). Some of the ministries scored higher as strengths than did items in other categories.

These results may derive from the work of several strong leaders who have supported different ministry activities during the interim period. Our Greeters ministry, for example, received the highest score in all categories (“Welcoming Visitors”).

Weaknesses. In the table below, you will also find many areas of weaknesses. The survey takers reported that church leadership needed to be more intentional with regard to ministering to different groups that make up our congregation. In particular, we need to develop ministries for children, youth, singles, seniors, men, women and families.

Although we scored average or better in different areas, in general, presently, we are not adequately addressing many areas including meeting our mission and goals, ministering to our congregation, engaging in outreach, and working with other churches, to name a few.

Additionally, the survey takers reported several other concerns, including participants’ lack of readiness to volunteer in church activities, support for ministries, and providing generous financial support. These shortcomings may be due to a dwindling attendance and other challenges associated with the extended interim period.

In sum, we have very high expectations for ourselves as a people of faith and for a new pastor. Given our long-term commitment to MCC Richmond, though we are struggling to meet our mission and goals presently, there is every indication that we will continue to thrive with the help of a vibrant, keenly skilled new pastor, one who will help us move forward, expand ministries and help us to grow individually and collectively.

Strengths and Weaknesses (Continued)

	Below Average	Average	Above Average
Mission & Core Values	Evangelism, Nurturing, Discipleship, Spiritual Growth, Shepherding, Community Outreach, Stewardship, Spiritual Guidance		Social Justice
Spiritual Education	Teaching	Adult Education	Bible Studies, Sunday School
Management & Operations	Administration, Meeting Goals, Cooperating with Other Churches, Global Missions, Denominational Participation		Defining our Mission & Core Values, Liturgy
Congregational Health	Managing Conflict, Unity, Faithfulness, Commitment, Openness to Change		Fellowship
Ministering to People & Groups	Children, Singles, Families, Women, Men, Seniors, Supporting Families, Youth		HIV+, Transgender
Ministry Team Work		Caring for the Poor, Worship Service, Giving Care	Music, Welcoming Visitors

Our Finances

Over the past five years, attendance has begun to decline, particularly since we began the interim period in the spring of 2013. In 2012, we had our highest average attendance of 106. From 2010 through 2014, our average attendance was 100. Our average attendance during 2015 was 67. As attendance has declined, regular giving has also declined. Some have moved away for personal or professional reasons, while others have retired and relocated. Some members have either joined other churches or have simply stopped attending church during the interim period.

Budget for 2016. The congregation adopted a \$154,272 budget for 2016. This new budget includes a reduction of 15% from our 2015 budget. Efficiencies include 20% reduction in staff salaries (pastor, church office staff, and music director) and refinancing of the mortgage. While refinancing our mortgage, we requested and were approved for additional monies to cover the costs to replace the church HVAC system. In securing the refinancing, we were also able to reduce the loan interest rate by 2.58%.

Giving. The 5-year weekly giving average is \$2,723.58. The weekly average for giving in 2015 is \$2,216.81.

Outstanding Debts. Currently our expenses include a monthly mortgage, utilities, and equipment leases. Additionally, we have an agreement with UFMCC to pay \$600 each month to cover current and delinquent tithes to the fellowship. Re-negotiation of this payment plan is pending.

Fundraising. Different ministry teams plan fundraisers throughout the calendar year. Additionally, each year, the church holds several fundraising initiatives during June, the month of our anniversary. In 2015, we raised \$9,000 through several fundraising events. Also, for the past

several years, under the leadership of Kevin Barnes, we have participated in the Scrip Program—a gift card promotion. When individuals purchase Scrip gift cards, a percentage of each gift card sale is automatically paid to MCC Richmond. For 2015, the Script Program raised \$1,500.

Annual Giving Campaign. Each fall we launch an annual giving campaign which runs for five to seven weeks. The generosity minister, in collaboration with the pastor, selects leaders and ministry team leaders to form the ad hoc Annual Giving Campaign Team. This team meets for several weeks during the summer months to plan for the upcoming campaign (e.g., to choose a theme for the campaign, discuss how to coordinate activities with different ministries, develop the campaign packet, etc.)

For the 2014 and 2015 campaigns, committed giving has been fairly steady with 40-50 members and friends pledging approximately \$88,000 yearly to one or more of our three designated areas of giving: the Operating Fund, the Good Neighbor Fund, and the Building Fund.

Capital Campaign. We have had several capital campaign drives throughout the years. In 2008, we launched our most recent campaign to make repairs to the roof of the parish house and to refurbish the exterior of the church building. Through BOD Member Chuck Bateman's and his team's leadership, we raised over \$30,000 for this campaign.

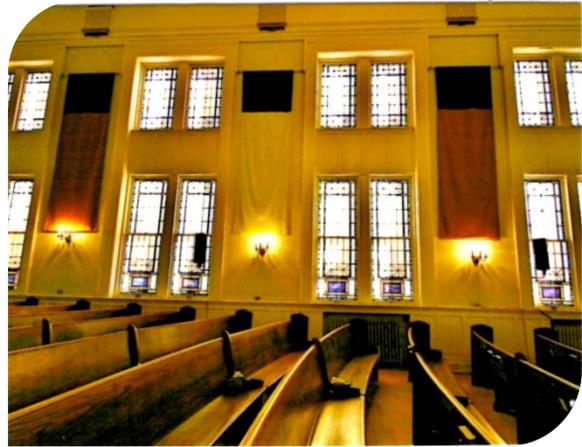
To download and review documents related to MCC Richmond's finances, please visit the [Governance page](#) on our website.

About Our Facility

The Metropolitan Community Church of Richmond sits on a quiet, tree lined street in Richmond's historic Fan District. The almost 12,000 square foot facility is just a block away from Richmond's grand boulevard, Monument Avenue. The imposing gray brick, neo-classical sanctuary was built in 1911, and has an impressive front portico with large fluted columns and granite steps. Inside the front doors is an arched vestibule. A staircase at one end leads up to an A/V loft or down to the lower level and at the other end is a passage to the adjacent parish house, where the church offices are located on the first floor. The second floor of the parish house is a separate apartment for the church sexton. There is a small garden behind the parish house.



The ornately detailed sanctuary, with its blue and gold trim and its soaring thirty-foot-high ceiling, is filled with a soft light in the morning from east-facing stained glass windows and then again in the late afternoon from windows on the west side. The curved oak pews seat 290 worshippers.



At the south end of the room, on either side of a raised curved platform and the choir loft, are a small sacristy and a choir room.

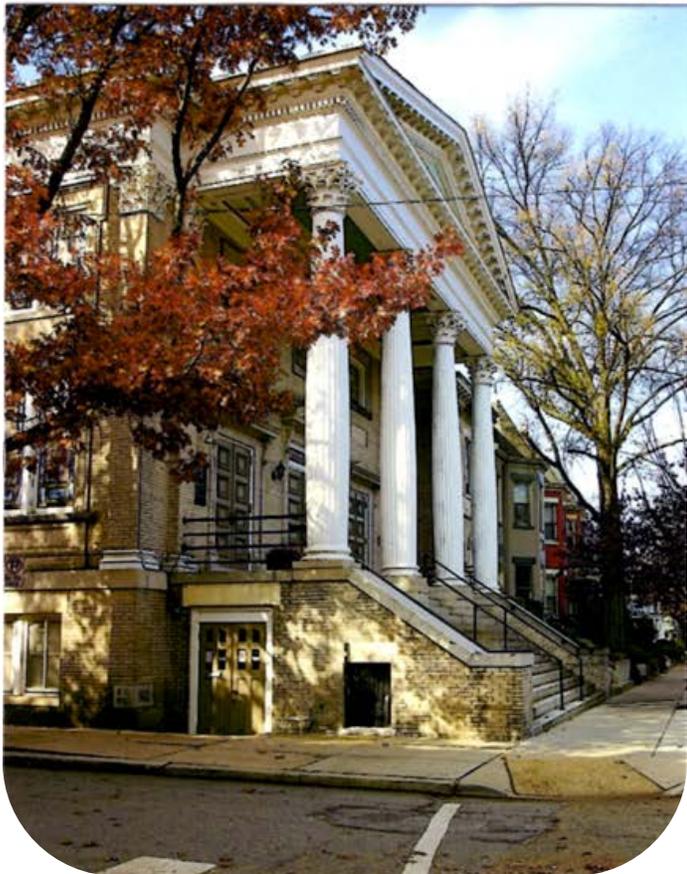


On the lower level, the 1,800 square foot Celebration Hall has a large kitchen and serves as the setting for potlucks, classes and meetings. An elevator connects this lower level to the street and the sanctuary. This lower part of the church contains an entry vestibule, three restrooms, a children's Sunday school classroom, an adult Sunday school classroom, the treasurer's office, and an additional meeting room.



Parking in this primarily residential neighborhood is often a challenge on Sunday mornings, but is usually readily available just one block away on Monument Avenue.

In 2011, after a successful capital campaign, we were able to replace the parish house roof and have the exterior trim and soffits of the sanctuary repaired and painted. Recently, we have upgraded to a more energy efficient heating system and replaced the failed cooling tower component of our air conditioning system. Future improvements include replacing the roof of the sanctuary as soon as we are able. Other upgrades are largely cosmetic such as a 'facelift' for two of the restrooms, as well as new carpeting and interior painting for the sanctuary.



Our Community

The City of Richmond, Capital of the Commonwealth of Virginia, covers about 60 square miles and is located in Central Virginia at the fall line of the James River,



44 miles west of Williamsburg, 66 miles east of Charlottesville, and 98 miles south of Washington, DC. The city is located at the intersection of Interstates 95 and 64.

The city is known for 12 major distinctive neighborhoods, each with its own character and history. MCC Richmond is located in the neighborhood known as the Fan, named for its shape as it spreads west from downtown. The church is located very near Monument Avenue. In 2007, the American Planning Association named Monument Avenue one of the 10 great streets in the country, being selected for its historic and religious architecture. Many events are held on Monument Avenue, including the Easter Parade in the spring. The Fan also has one of America's largest intact stretches of Victorian homes.

Some of the church's religious neighbors include the First Baptist Church, St. Mark's Episcopal Church, St. John's United Church of Christ and First English Lutheran Church.

Virginia Commonwealth University, the largest public university in Virginia, is located nearby. Other major universities include the University of Richmond in the West End of the city and Virginia Union University, a large and historic African-

American school in the city's Northside.

MCC Richmond is located near many of the city's museums on the Boulevard, such as the Virginia Museum of Fine Arts and the Virginia Historical Society, lending their name to what many city residents call the Museum District. Close to the church on Broad Street is the Science Museum of Virginia, and immediately adjacent is the Children's Museum of Richmond.

Richmond is also the home of numerous historical sites including one of the country's oldest African-American business communities, Jackson Ward.



Statue of Bill "Bojangles" Robinson in Richmond's Historic Jackson Ward

Richmond is not home to any major league professional sports teams, but since 2013, the Washington Redskins of the National Football League have held their summer training camp very close to the church on



West Leigh St. Also close by, the Richmond Flying Squirrels, a AA Minor League Baseball team, plays at the Diamond, a playing field on the Boulevard that is a 5-minute drive from MCC Richmond. The Diamond is also near Arthur Ashe Jr. Athletic Center, named in honor of one of Richmond's most celebrated athletes, activists and philanthropists.

Cities like Paris and San Francisco may get all the attention from discerning foodies, but they're not the only places that lure curious epicureans. According to *US News & World Report*, Richmond is one of eight up and coming cities around the world that attract up and coming chefs. Richmond's food scene specializes in two things close to its heart: the ocean and the South. Comfort, Dutch & Company and Rappahannock located in the city's downtown are three of the rising restaurants in America according to CNN money.

The city is blessed with great weather in four distinct seasons. The mountains to the west act as a partial barrier to outbreaks of cold weather, giving the city fairly mild winters and hot, humid summers.

Snow seldom remains on the ground more than two days a year. Ice storms occur from time to time, but rarely cause lasting damage. Tornadoes occur infrequently, and the city's last major hurricane occurred in 2004.

MCC Richmond has many connections to the city's extended LGBT community. Some of the most prominent LGBT organizations in the city include Diversity

Richmond, Equality Virginia, and Richmond Office of Sexual Minority Youth, known as ROSMY. The church participates in



Richmond's Pride event, known as Virginia Pride, held in September.

Demographically as of 2014, there were approximately 220,000 people residing in the city, making Richmond the third largest city in the state. Fifty percent were African American, 41% Caucasian, and 6% Hispanic.

The city tends to vote for Democratic Party candidates while the suburbs have a more Republican tilt.

Richmond is surrounded by Chesterfield and Henrico Counties. South of the city, Chesterfield is home to 332,000



residents. *Money Magazine* named the county one of the nation's "100 Best Places to Live." In 2012, America's Promise Alliance named Chesterfield County one of the "100 Best Communities for Young People." Wrapping around the northern part of Richmond, Henrico County is home to 321,000 residents. In 2013, *Newsweek* named six of Henrico high schools on "America's Best High Schools List." The county has made the list of "Best Communities for Music Education" by the National Association of Music Merchants for 15 consecutive years.

The city and these two counties are

part of the Richmond Metropolitan Area with a population of over 1,260,000 people, the third largest in the state and the 44th largest metro area in the country.

MCC Richmond's congregants come from all over the city, nearby counties and as far north as the City of Fredericksburg and as far south as the City of Petersburg.

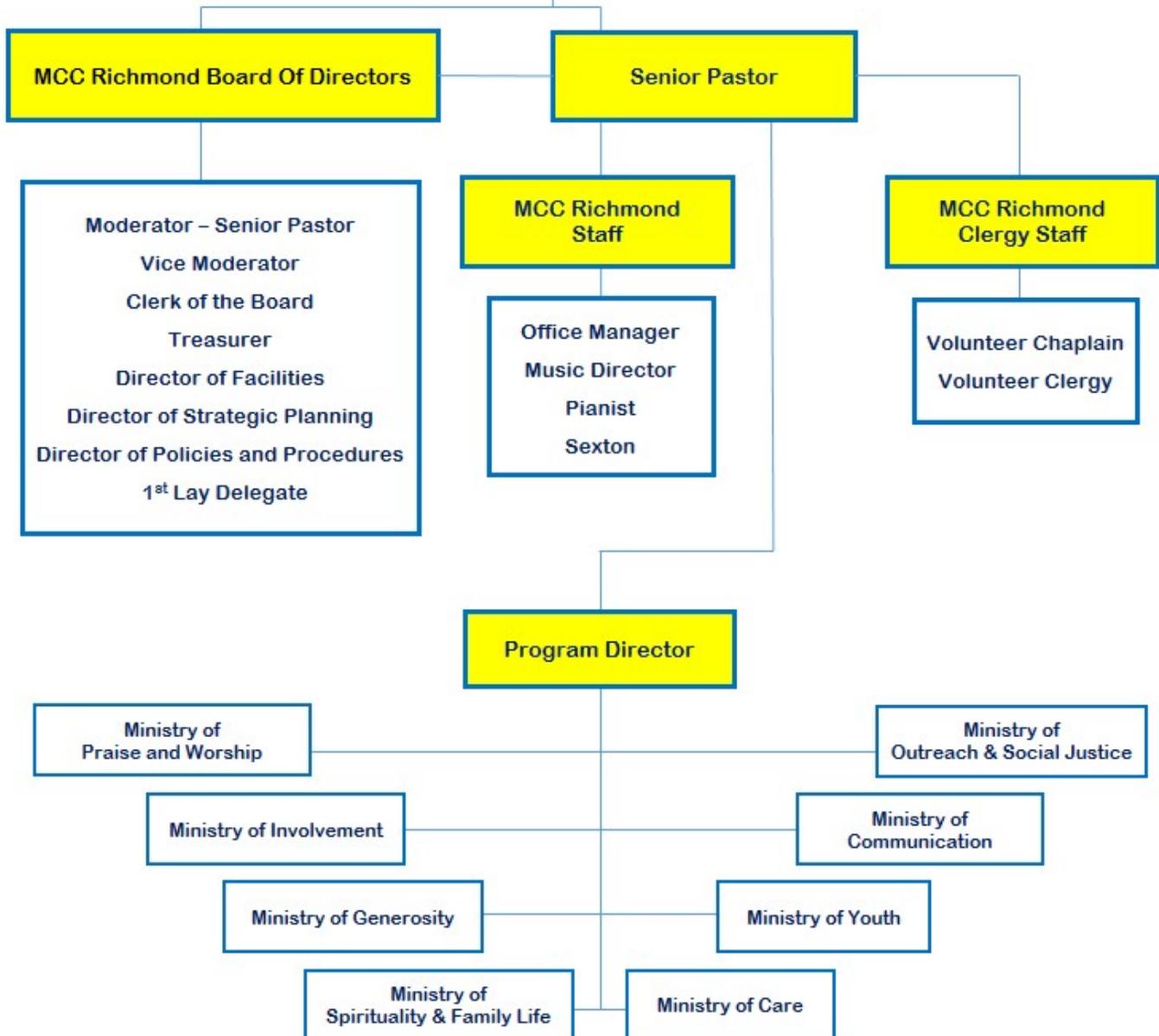
The area is home to six Fortune 500 companies: Genworth Financial, CarMax, Owens & Minor, MeadWestvaco, McKesson Medical-Surgical and Altria Group.

According to the Center for Community and Economic Research's ACCRA Cost of Living Index, Q1 2015, Richmond's overall cost of living is nearly six percent below the national average. Housing costs in Greater Richmond are 15 percent lower than the national average.

Men's Journal named the city one of the "Best Places to Live in America" in 2015. *Forbes* magazine named Richmond one of the "10 Up and Coming Cities for Entrepreneurs" in 2013. And in 2012, *Outside* magazine named Richmond the "Best Town Ever."



2016 ORGANIZATIONAL STRUCTURE



The Board of Directors' Roles and Responsibilities

According to MCC Richmond's Bylaws, the Board of Directors serves as the local administrative body and is authorized to provide administrative leadership for our church, subject to approval of the Congregational Meeting.

The Board of Directors responsibilities include:

- Developing the organization's Bylaws, which are subject to approval by the congregation at the annual or called Congregational Meeting as well as seeking guidance from and approval of these changes from UFMCC;
- Being charged with all matters pertaining to the documents of the organization and incorporation or registration, church property, risk management, and physical as well as financial affairs of the church; and
- Collecting and disbursing funds, keeping adequate church records, and making timely reports to the congregation and UFMCC.

The Board of Directors is comprised of seven (7) members, including the First Lay Delegate, the Treasurer, and the Pastor, who serves as Moderator.

Board members, except for the Pastor, begin their term January 1 and serve two-year staggered terms, with half being elected at each annual Congregational Meeting. The First Lay Delegate serves a three-year term.

The Pastor's Roles and Responsibilities

The Pastor is elected by the congregation and is a UFMCC clergy person who is licensed to practice. The Pastor is a teacher, preacher and spiritual leader of the congregation.

According to MCC Richmond's Bylaws, the Pastor's responsibilities include the following:

- The Pastor has the authority for ordering all worship services of the church;
- Determines when other worship services will be held, subject to approval of the Board of Directors;
- Appoints compensated and uncompensated church staff, subject to the approval of the Board of Directors;
- Determines compensation, vacation periods, and titles of office of the church staff, subject to approval of the Board of Directors;
- Is a voting member of the Board of Directors, Moderator of the Board of Directors and of Congregational Meetings;
- Personnel Director; and
- Serves as the primary spokesperson for the church to the community.

The Pastor may delegate such duties as deemed wise, including, but not limited to, the duty of serving as Moderator of the Board of Directors and of Congregational Meetings.

A copy of MCC Richmond's Bylaws is located on the [Governance page](#) of our website.

Our Pastor Compensation Policy

MCC Richmond provides a *Pastor Compensation Package* that includes salary, a non-taxable housing allowance, health insurance, Social Security matching contribution, fellowship expenses, travel expenses, continuing educational expenses, telephone, and payment of the necessary clergy licenses. We also negotiated a Pastoral Sabbatical Leave of 90 days (after five years of service) with our former pastor and provide for such with an incoming pastor in our policies and procedures. In addition, we provide a schedule of leave benefits, as indicated in the *MCC Richmond Human Resources Policies and Guidelines Manual*, which can be found on the [Governance page](#) of our website. Paid time off is to be negotiated in the Pastor's contract, as well as continuing educational expenses, travel expenses, moving expenses, fellowship expenses, and telephone expenses. Of course, Bereavement leave, Civil (Jury duty) leave, Workers Compensation leave, and Family Medical Leave are provided in accordance with legal requirements.

For Calendar Year 2016, we have adopted a total Pastor Compensation Budget of \$45,210. It should be noted that we do not expect to employ our incoming pastor for the full twelve-month period; this figure will encompass only the actual number of months the incoming pastor is employed, less any salaries and benefits paid to our Interim Pastor for the beginning of 2016. Total compensation for future years is subject to negotiation; the Board of Directors will entertain any compensation requirements of the selected candidate in negotiating compensation beyond CY 2016.

For CY 2016, the budget for Pastor Compensation is as follows:

Pastor Salary	\$22,000.00
Non-taxable Housing Allowance	18,000.00
Pastor Health Insurance	2,000.00
Social Security match	(to be determined)
UFMCC Fellowship Expense	"
Pastor Travel Expense	2,000.00
Pastor Continuing Education	250.00
Pastor Telephone Expense	360.00
Clergy License	<u>600.00</u>
TOTAL BUDGETED COMPENSATION	\$45,210.00

The MCCR Board of Directors is offering the above compensation package based upon current foreseen income in the form of offerings, fundraising/special events and building rental fees. Should our income increase, especially due to the actions and activities of our incoming Pastor, it is hoped that we will be able to renegotiate the compensation package indicated above for the balance of 2016.

Reimbursement for expenses related to MCC Richmond business is also provided. Please refer to the *MCC Richmond Human Resources Policies and Guidelines Manual* on our [Governance page](#) for additional information on salary and benefits.

Pastoral Search Committee Members

- Chuck Bateman: As a member of the Board of Directors, **Chuck Bateman** served as the Director of Facilities at MCC Richmond from 2008 through 2013. He resumed serving on the Board of Directors, in the same capacity, at the beginning of 2015. He is a native of Richmond who began attending MCC Richmond in 1989 and became a member in 1990.
- Mark Burt: The Recording Secretary for the Pastoral Search Committee, **Mark Burt** serves as Co-Leader for the Ministry of Spirituality & Family Life. As a singer with the Sprits of Joy choir and our Gospel Ensemble, Mark is highly visible during Sunday service; he serves as worship leader and celebrant. Mark is also a member of the Ministry of Involvement. A member of MCC Richmond for two and a half years, Mark resides in Richmond.
- Melvina Davis: **Melvina Davis (or "Mel")** was elected to MCC Richmond's Board of Directors in 2011 and serves as the Treasurer. Melvina has ministered with the Gospel Ensemble and served on the Annual Giving Campaign Committee as well as assisted with many ministry projects. She began attending MCC Richmond in 2006 and became a member in 2008. Melvina resides in the City of Richmond.
- Margaret Ellis: Serving as the Vice Chair of the Pastoral Search Committee, **Margaret Ellis** is a strong presence during worship. A member of the Spirits of Joy choir and MCC Richmond's Gospel Ensemble, Margaret praises with her voice. She also lends her time and talent to the church through other leadership roles. Margaret has served as Chairperson of the Generosity Ministry's Education Committee from 2012 to 2015. She served as Treasurer on our Board of Directors from 2007 to 2009 and was a member of the Preordination Covenant Care for Jane Nelson.
- Luise Farmer: **Luise Farmer (or "Cheezi ")** was elected to MCC Richmond's Board of Directors in 2015 and serves as Vice Moderator. Cheezi began her service to the church as the Ministry Leader of Community Connection & Networking in 2014, organizing the church's presence at Virginia Pridefest, an annual LGBT event that takes place in September and a vital outreach of the church. She began attending MCC Richmond in 2010 and became a member in 2013. Cheezi currently resides in Richmond.
- Jae Jubilee: An At Large Member of the Pastoral Search Committee, **Jae Jubilee** serves as Leader of the Ministry of Involvement, responsible for greeting our congregation when they arrive at service, facilitating the membership process, and encouraging fellowship through special events and outings. He is also a team member of both the Ministry of Spirituality & Family Life and the Ministry of Communication. A member of MCC Richmond since May 2011, Jae resides in Fredericksburg, Virginia.

Pastoral Search Committee Members (Continued)

- Chris Kopczynski: **Chris Kopczynski** serves as Corresponding Secretary of the Pastoral Search Committee. He became a member of MCC Richmond in March 2012 after attending the church's HIV support group and beginning recovery from active addiction. His first year with us, Chris served as Minister of Community Connection & Networking, helping forge relationships with other local LGBTQ organizations. Chris currently serves as our webmaster and social media admin; our website was developed with his assistance. He was also recently elected as 1st Lay Delegate and will serve on the Board of Directors in 2016.
- John Poarch: **John Poarch** is a former Board of Directors member responsible for Policies and Procedures. While his term ended at the end of 2015, John will remain on the Pastoral Search Committee providing guidance through his years of experience as a human resources professional. John is also a former Vice Moderator and Director of Strategic Planning. He is active in worship and social justice issues. A resident of Richmond for over 60 years, John has been a member of MCC Richmond for 16 years.
- Les Quintana: As a member of our Board of Directors in charge of Strategic Planning and Outreach Events, **Les Quintana** was thrilled to welcome bicyclists from around the world during the 2015 UCI Road World Championships, which took place right outside our church. Les is a member of the Ministry of Worship and Praise, serving as worship leader and celebrant. He also sings with the Spirits of Joy and our Gospel Ensemble. Les is an active promoter of our church through social media and has participated in numerous social justice events. He has been a church member since 2009 and resides in Richmond with his partner Henry.
- Joy Whitenack: **Joy Whitenack** joined the Board of the Directors as Clerk for a one-year term in 2015 and was recently reelected for an additional two-year term. Previous to that, she served as Leader of the Ministry of Generosity from 2011 to 2014. During her tenure at MCC Richmond, Joy has orchestrated our Annual Giving Campaign as well as numerous fundraising and educational events. A native of Newport News, Virginia, Joy has lived in Richmond for 11 years. She began attending MCC Richmond in 2004 and became a member in 2008.
- David R Wilson: **David Wilson** serves as Chair of the Pastoral Search Committee and Second Lay Delegate of MCC Richmond. He is also serving as Co-Leader for the UFMCC Eastern USA Network. As a former Board of Directors member, David has led and managed several fundraising events for MCC and the community at large, including the former Richmond Pride Coalition. He was most recently involved in managing a drag benefit that raised more than \$8,000 toward paying for the church's new HVAC system. A resident of Richmond for 46 years, David has been a member of MCC Richmond for 16 years.

MCC Contact Information

Please send your application to:

Pastoral Search Committee Chair
Metropolitan Community Church of Richmond
P.O. Box 27586
Richmond VA 23261

You may also send your application by email: psc.mcc.richmond@gmail.com.

Thank you for your inquiry about Metropolitan Community Church of Richmond. We hope the information from this packet has given you a genuine picture of our church community. We wish you well on your spiritual journey.

Godspeed,

The MCC Richmond Pastoral Search Committee

