



## How Metropolitan Community Church (MCC) is working to reach their goals via Flourish Frequently Asked Questions

In 2023 Lilly Endowment awarded MCC a sustainability grant to continue the work of its original Thriving in Ministry grant. It is a matching grant of \$500,000 dollars which means we (UFMCC) must raise 500,000 to assist Clergy and Pastoral leaders to flourish in their Ministry. This in combination with the Global Leadership fund allows us to fulfill the global goals of MCC through FLOURISH.

## **Flourish strives to support the Mission of UFMCC by:**

- Providing Respite
  - Ensuring Equitable Resources
  - Mentorship
  - Convening Spaces
  - Creating Infrastructure allowing Flourish to be woven into the fabric of UFMCC
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### **1. What is the Flourish program?**

This program exists to support the clergy, laity, and staff of MCC in advancing and fulfilling the mission and goals of the denomination.

### **2. How are MCC's Leaders supported by Flourish?**

#### **Flourish offers:**

- Leadership Development Training
- Local Church Board and Clergy Training
- Mentor/Mentee Program for Clergy and Lay Leaders
- Strategic Planning Support for Local Churches
- Offering Gallup StrengthFinders for Local Church Clergy and Board of Directors
- DEI/Race Equity Workshops
- Financial Support to MCC Networks and Kinship Groups
- Spiritual Direction Support
- One-on-One Coaching
- Respite Support for Clergy, Lay Leaders and Staff
- Regional Expanse Coordinators designated to Check in on Churches and Clergy (Active and Retired)

### **3. What is Gallup/Clifton Strength Finders and how could it support Clergy and the Local Church Board of Directors?**

#### **The tool:**

- Identifies Talents: Uncovers your inherent strengths, defined as naturally productive patterns.
- Provides Language: Gives you words to describe your unique "talent DNA".
- Drives Development: Helps you transform talents into strengths by investing in them, leading to increased engagement and better quality of life. It shifts focus from weaknesses to strengths, showing you how to leverage your natural abilities to excel in all areas of life.

### **4. What is Respite through Flourish?**

Respite is defined as “a temporary break or relief from something difficult.” Flourish provides a stipend to support clergy and lay leaders in taking intentional time for rest and renewal. This support creates space for reflection, self-care, and restoration amid the demands of ministry.

#### **What types of events can I apply for via Respite Request?**

- Pulpit support to pay a visiting speaker
- Retreat support-Registration
- Liturgical Resources
- There may be something above that is not named. Take the time to ask so that we may find ways to support your efforts to attain respite.

#### **How can I apply for Respite?**

Complete the application found at this [LINK](#) and return it to [Flourish@mccchurch.net](mailto:Flourish@mccchurch.net)

### **5. Can Networks apply for funding from Flourish?**

Yes. Complete the application found at this LINK and return it to Flourish@mccchurch.net

**6. Can Kinship Groups apply for funding from Flourish?**

Yes. Complete the application found at this LINK and return it to Flourish@mccchurch.net

**7. How can Flourish help with educational opportunities?**

Flourish is the Leadership Development arm of MCC and facilitates the learning opportunities developed and provided by MCC Staff, Clergy, Lay Leaders and outside resources.

**8. How can Flourish help our Clergy and Local Board of Directors?**

Flourish provides support to local Boards of Directors by partnering with members to cultivate healthy, cohesive leadership teams grounded in the mission of the church. Flourish leaders utilize tools such as Clifton Strength Finders from Gallup, strategic planning workshops, one-on-one coaching, and other tailored resources to meet the unique needs of each congregation.

**9. What is required of me if I receive funds from Flourish?**

To receive funding from Flourish, an application is required. There is also a reporting and an accounting aspect of all funding received. All applications are available in the MCC Flourish Resources Folder at the following link:

**10. Does Flourish have a mentor/mentee program?**

Yes

**1.1. Can I be a Mentor and a Mentee?**

Absolutely, you can fulfill both roles, but it is unusual to fulfill both roles at the same time. Many of us have strengths in one area and could use some wisdom from others to navigate something we aren't quite as knowledgeable about.

**1.2. Is there an application process?**

Yes, there is one application. Contact [Flourish@mccchurch.net](mailto:Flourish@mccchurch.net)

## **11. What is Spiritual Direction?**

Spiritual direction is a supportive relationship in which a trained guide helps individuals explore their faith journey and deepen their connection with the divine through deep listening, reflection, and attentive presence. Rather than offering advice, spiritual direction focuses on noticing God's presence and activity in daily life. Through this Initiative, Pastors, Associate Pastors, Chaplains, other ordained Clergy, and Lay Leaders are supported, sustained, and enriched through ongoing spiritual direction as part of their personal spiritual practice.

### **1.3. How can I access support with Spiritual Direction?**

Email us at [Flourish@MCCchurch.net](mailto:Flourish@MCCchurch.net)

## **12. What is a Flourish Expanse Coordinator?**

Flourish has created the role of Expanse Coordinators to help, support and create connections with Local MCC Churches, clergy and Lay leaders. We currently have expanse coordinators for:

- Australia
- Brazil
- Europe
- Retired Clergy
- USA-Senior and Support Clergy
- Spanish Speaking Countries
- Young Adult and Youth
- Will be adding others to ensure all areas have support

**13. Who are the Expanse Coordinators and what are their responsibilities?**

**Rev. Cathy Alexander (She/Her)**

Director of Flourish Program

Email: [revcathyalexander@mccchurch.net](mailto:revcathyalexander@mccchurch.net)

**Marie Tasker (She/Her)**

Flourish Program Manager

Email: [marietasker@mccchurch.net](mailto:marietasker@mccchurch.net)

**Rev. Elder Carolyn J. Mobley-Bowie**

**Expanse Coordinator MCC Retired Clergy**

**Email:**

**Rev. Elder Tony Freeman (He/Him)**

Expanse Coordinator-USA

Email: [flourish-revtonyfreeman@mccchurch.net](mailto:flourish-revtonyfreeman@mccchurch.net)

**Rev. Dr. Tijuana Gray (She/Her)**

Expanse Coordinator-Staff and Support Pastors

Email: [revtjuanagray@mccchurch.net](mailto:revtjuanagray@mccchurch.net)

**Emma Kruijer (She/Her)**

Expanse Coordinator-Australia and Philippines

Email: [flourishaustralia@mccchurch.net](mailto:flourishaustralia@mccchurch.net)

**Rev. Josh Mavamo (He/Him)**

Expanse Coordinator-Spanish Speaking Countries

Email: [joshmavamo@mccchurch.net](mailto:joshmavamo@mccchurch.net)

**Rev Elder Maxwell Reay (He/Him)**

Expanse Coordinator-Europe

Email: [revmaxwellreay@mccchurch.net](mailto:revmaxwellreay@mccchurch.net)

**Rev. Patrick Landau (He/Him)**

Youth and Young Adult Expanse Coordinator

Email: [flourishyouth@mccchurch.net](mailto:flourishyouth@mccchurch.net)

**Pastor Leticia Souza (She/Her)**

Expanse Coordinator-Brazil

Email: [florescerbrasil@mccchurch.net](mailto:florescerbrasil@mccchurch.net)

**Kim Rabon-Noyce (She/Her)**

Flourish Administrative Assistant

Email: [KimRabonNoyce@mccchurch.net](mailto:KimRabonNoyce@mccchurch.net)

**14. Will I or my church have to pay for this program?**

The Flourish grant is about partnering with you, and even though the majority of the fees for programs will be covered, this is a matching grant so there may be times when a fee might be charged.

**15. Where can I get more information about Flourish.**

Contact the Program Manager at [Flourish@mccchurch.net](mailto:Flourish@mccchurch.net) .

\*\*\*\*Please note not all programming translates(language & culturally appropriate) into the different areas where MCC is located. We want to bring programming that meets the needs of your local area. Reach out to the Flourish program manager with your thoughts and ideas of what programming you believe may meet those needs.