



Integrity InfoLetter

August 2007

From Dar es Salaam to New Orleans— The Digest Version

So much has happened in the Anglican Communion and the Episcopal Church since the last *Voice of Integrity* was published that we've barely had time to catch our breath! The good news is that Integrity has been on the forefront of these developments. Here is a quick synopsis:

In **February** the Rev. Caroline Hall, Integrity's Director of Anglican Communion Affairs, attended the Anglican Communion primates' meeting in Dar es Salaam, Tanzania. Despite promising signs in the beginning of tolerance and reconciliation, at the end the primates' issued a draconian communiqué. They demanded that the Episcopal Church's House of Bishops implement a moratorium by September 30th on same-gender blessings and additional gay or lesbian bishops—or else face the expulsion of the Episcopal Church from the Anglican Communion.

In **early March**, the Executive Council of the Episcopal Church met in Portland, Oregon. Integrity's President, Susan Russell, and immediate past President, Michael Hopkins, asked for and were granted a face-to-face meeting with Presiding Bishop Katharine Jefferts Schori the afternoon before that meeting. Russell and Hopkins also met with LGBT and LGBT-friendly members of the Executive Council. Executive Council appointed a task group to draft a response to the primates' communiqué.

In **mid-March**, the House of Bishops met in Navasota, Texas. Prior to the meeting, Integrity's regional vice presidents asked local Integrity leaders to contact their bishops and encourage them to make public statements against the primates' communiqué before that meeting. As a result, we documented anti-communiqué statements from over a dozen bishops. We also asked Integrity members and friends to contact their bishops and encourage them to resist the primates' demands. We put up a web page, distributed an e-mail to our lists, and mailed a postcard to every member. On March 20th, the House of Bishops passed a resolution expressing its opposition to the primates' demands.

In **June**, the Executive Council met in Parsippany, New Jersey. John Clinton Bradley, Integrity's Administrator, covered the event. The communiqué' task group presented a response—rejecting all of the primates' demands—which was approved by the entire Executive Council.

In **mid-July**, Integrity Canada was on the case. In a General Synod session closely watched for its impact on

the Episcopal Church, the Anglican Church of Canada affirmed that same-gender blessings were not part of the core doctrine of their church. This seemed to open the way for the Canadian church to come into line with the social reality in their country and support the marriages which are now the law of the land. But the next day the Canadian House of Bishops parted company with the laity and clergy of the church by voting against approving same-gender blessings. Many asserted this vote by the bishops—which contradicted their earlier removal of the doctrinal obstacles to same-gender blessings—was a direct result of pressure exerted on them by the Archbishop of Canterbury during his spring visit with them. At the least, with Canadian laity and clergy voting in favor of blessings, the resolution's failure among bishops spotlighted the widening gap between the bishops and their flocks when it comes to full inclusion. Disobedience was immediately declared by individual priests and parishes across Canada.



The Rev. Dr. Horace Griffin, a professor at General Theological Seminary, speaks during the dialogs with Phil Groves.

In **late July**, at General Seminary in New York City, Integrity and Claiming the Blessing gathered an extraordinary roundtable of full-inclusion activists from across the Episcopal Church for a series of conversations with the Rev. Canon Phil Groves, Facilitator of the Anglican Communion Listening Process. A broad spectrum of participants were on hand for the two-day meeting—laity and clergy, parents and friends of LGBT people, LGBT people of color, trans Episcopalians, and marriage equality activists fresh from their victory in Massachusetts. Stories were told, presumptions challenged, and a plan set up to formalize the LGBT contribution to the upcoming Lambeth Conference Study Guide on Homosexuality.

The Episcopal Church House of Bishops' next meeting is scheduled for New Orleans during the third week of **September**. Representatives of Integrity will again be covering this event. The Archbishop of Canterbury has accepted an invitation to attend this meeting; undoubtedly Rowan Williams will try to persuade the bishops to comply with the communiqué. Integrity is rallying all full inclusion supporters to insist that their bishops hold the line.

Don't Blink Now! Ask Your Bishop To Hold The Line

It is absolutely essential that you contact your bishop before September 19th and encourage him or her to "hold the line" against the primates' unreasonable demands. Insist that there be no backsliding on full inclusion of the LGBT faithful. Write, e-mail, or call your bishop today! Here are some points to make...

- The primates' of the Anglican Communion do not have authority over the Episcopal Church.
- The House of Bishops cannot set policy for the entire Episcopal Church.
- The Executive Council has already rejected the primates' ultimatum on behalf of the entire Episcopal Church.
- The Episcopal Church cannot abandon its LGBT members for the sake of continued membership in the Anglican Communion. We can't abandon justice to maintain unity.

Helping Rebuild Mississippi

In August 2005, Hurricane Katrina completely destroyed six churches in the Diocese of Mississippi. Recently, Integrity President Susan Russell heard a moving presentation by the Rev Brian Seage, Rector of St. Columb's Episcopal Church in Ridgeland, Mississippi, about the needs in that diocese. In response, Integrity donated \$4999 to assist in ongoing rebuilding efforts.



Board Sets Strategic Plan

Since the new Board of Directors took office in October 2006, it has been working on a strategic plan for the current triennium. The Rev. David Norgard of od180 served as a consultant. The board held a strategic planning retreat last January in Orlando to produce overall goals related to programming, resource development, administration, and organizational design. Board members then worked in small groups for a couple of months to develop specific objectives and action plans for fulfilling the goals. The strategic plan was finalized in April. Some of the objectives include...

- Overturning General Convention 2006 Resolution B033.
- Achieving marriage equality for same-gender couples in the Episcopal Church.
- Ensuring an effective presence at the Lambeth Conference.
- Holding fundraising campaigns to support Integrity's witness at the Lambeth Conference and General Convention 2009.
- Developing more resources for LGBT people of faith and empowering them to tell their stories.
- Upgrading and unifying Integrity's information technology infrastructure (see below for details).
- Cultivating future leaders and providing more training for current leaders.
- Developing an Integrity presence (chapter or network) in every diocese.
- Providing more volunteer opportunities for Integrity members.
- Holding more special events around the country.
- Increasing membership to 2500 people.
- Increasing the number of Integrity Partner congregations, so our "friends" have a more visible way to express their solidarity with our work
- Increasing dues.
- Developing a legacies and bequests program.
- Developing core "talking points" and unified messaging across the organization.
- Improving communication among board members, between the national and local levels, and among the membership.
- Tracking key performance indicators.

Arcus Foundation Grant

Claiming the Blessing has been awarded a \$30,000 grant from the Arcus Gay & Lesbian Fund. Claiming the Blessing is an unincorporated coalition of organizations working for the equality of LGBT Episcopalians. Integrity is a member of Claiming the Blessing and is serving as the fiscal agent for the grant. This money will be used to hire a part-time project manager who will help lay the groundwork for the next General Convention. This includes...

- Working with local constituents to pass LGBT-positive resolutions and elect LGBT and LGBT-friendly General Convention deputies at diocesan conventions.
- Setting up regional training conferences for LGBT and LGBT-friendly General Convention deputies and bishops on legislative strategy, messaging, and media management.
- Preparing for an Integrity/Claiming the Blessing presence at the Lambeth Conference in the summer of 2008 and General Convention in the summer of 2009.
- Developing and distributing to all bishops and General Convention deputies video and print

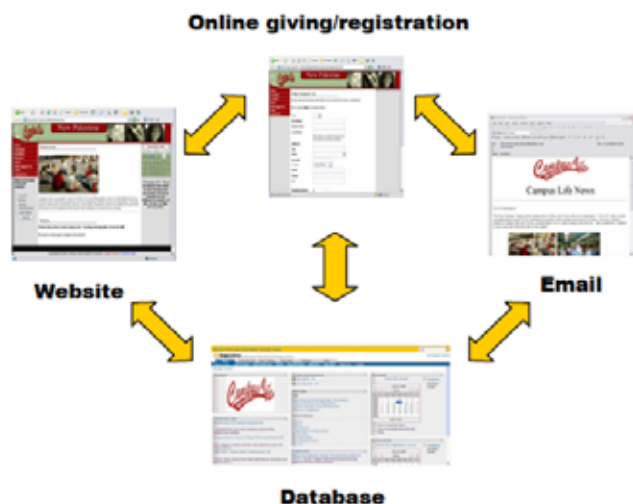
materials conveying Integrity and Claiming the Blessing's viewpoint.

See www.integrityusa.org/jobs for a position description and application instructions.

Information Technology Makeover

One of the objectives in the strategic plan is to upgrade and unify Integrity's information technology infrastructure. As the first major step in this direction, Integrity has entered into a contract with eTapestry (a division of Blackbaud) for three integrated components...

1. A secure, online database of our members, partners, and other constituents.
2. An HTML e-mail generation platform.
3. An e-commerce webpage for processing online due payments, donations, event registrations, and product sales.



(The website component shown above may be added in the future.)

What does this mean for the average member?

If you previously provided Integrity with your e-mail address, you will soon start receiving your membership renewal notice by e-mail. You will be asked to click a hyperlink in the notice and renew your membership online using your credit card. Your membership will be automatically updated in the online database and a renewal acknowledgement will be sent to you by e-mail. You will also start receiving periodic e-mail newsletters.

What does this mean for chapter and network leaders? It means you will soon be able to access a current list of members anytime you need it.

What does this mean for national Integrity?

Much less human labor will be required to process membership renewals—enabling that labor to be applied to programming.

Dues Increase

Dues were last raised in 2000. Since then, inflation has increased by 20%. To ensure that income matches expenses, the Board of Directors has voted to increase dues for all classes of membership effective immediately as shown below...

Membership Type	Old Dues	New Dues
Senior/Student/Low-Income	\$10	\$15
Individual	\$35	\$45
Household	\$60	\$75

Integrity Membership Trend Up

Reflecting growing LGBT activism across the Episcopal Church in response to the primates' communiqué, Integrity has begun to experience a rise in membership. New chapters are also springing up, or reactivating, from Michigan to Fort Worth. Integrity currently has 1931 members and 54 chapters.

Financial Audit Complete

By Jeff Martinhawk, Treasurer

Integrity had a remarkable year in 2006! Our financial statements are complete, have been reviewed by The Bonadio Group, and are available in full for your review on our website at www.integrityusa.org/review. In summary, the highlight of the 2006 program year was the Columbus Campaign, which was overwhelmingly successful—generating an amazing \$90,000! The table below shows the total impact of General Convention, including all activity for 2005 and 2006. As you can see, due to the success of the fundraising, the general fund only had to cover \$41k of the program.

Income	105,000
Fundraising Expenses	(45,000)
Program Expenses	(101,000)
Total	(41,000)

Perhaps thanks to these efforts, we saw an increase in the sustainable income, or general membership dues, of 18% in 2006 over 2005. Excluding the General Convention income and one-time bequests of \$93k left by some very generous members, income still grew by \$14k for the year. The growth was achieved largely because of contributions over and above dues.

Looking forward to the rest of 2007, we expect to continue the upward trend of sustainable income—with a continuing growth of membership and giving by members like you. As we prepare for Lambeth next year and General Convention in Anaheim in 2009, we are lining up our resources for the expenditures that will come with those programs.

Statement of Activities and Changes in Net Assets
Year Ended December 31, 2006

	Unrestricted	Temporarily Restricted	Total
SUPPORT AND REVENUE:			
Individual memberships	49,350	-	49,350
Legacies and bequests	92,622	-	92,622
Gifts and pledges	21,080	8,494	29,574
General convention income	89,755	-	89,755
Other income	10,024	-	10,024
	<u>262,831</u>	<u>8,494</u>	<u>271,325</u>
NET ASSETS RELEASED FROM RESTRICTION	<u>7,000</u>	<u>(7,000)</u>	<u>-</u>
Total support and revenue	269,831	1,494	271,325
EXPENSES:			
Program	162,053	-	162,053
Management and general	51,521	-	51,521
Fundraising	30,479	-	30,479
Total expenses	<u>244,053</u>	<u>-</u>	<u>244,053</u>
CHANGE IN NET ASSETS	25,778	1,494	27,272
NET ASSETS - beginning of year	<u>224,742</u>	<u>9,887</u>	<u>234,629</u>
NET ASSETS - end of year	<u><u>250,520</u></u>	<u><u>11,381</u></u>	<u><u>261,901</u></u>