

Minutes of Integrity Board Meeting - Nov. 10,11 - Greenbelt Marriott, Greenbelt MD

Those present: Doug Ball, Exec. Sec.; John Bradley, S. E. V. P.; Frank Dowd, Treas., Jack Finlaw, Development; Michael Hopkins, Pres.; Bruce Mason, W. V. P. (joined late because of airline delay); David B. Tarbet, S.C. V. P.; Bob Vogler, M. W. V. P.

Those absent: Elizabeth Kaeton, Program (conflicting previous engagement)

Vacant positions: N.E. V. P.; Director of Communications

November 10 Sessions

Morning:

Call to Order: Michael Hopkins 9 a.m.

I. Morning Prayer

II. Introductions

Strength Deployment Inventory: Members participated in this team-building exercise conducted by John Bradley.

III. Business Session A.

A. Agenda approved.

B. No minutes of the last meeting were available for approval. Doug Ball distributed copies of the bylaws and will bring minutes tomorrow.

C. President's Report

1. Items:

a. President presented Jack Finlaw as Development Director. J.B. moves acceptance, F.D. 2nds, unanimous approval.

b. Previous Director of Communications is no longer available.

M.H. will find someone to serve and ask for Board's approval by e-mail.

c. Program is a new post. F.D. nominates and J.B. seconds

Elizabeth Kaeton. Unanimous approval.

2. N.E. V. P. – person elected resigned recently. M.H. will ask for nominations/volunteers via *Voice of Integrity*, with Board approval to follow. M.H. will continue to act as N.E. V. P.

3. The Board approved the following nominations of persons to represent Integrity on other bodies:

Council for Women's Ministries: Ms. Dorothy Fuller, Ms. Loudene "Gil" Grady

The Consultation: The Rev. Canon Eliz. Kaeton, The Rev. Michael Hopkins

Religious Roundtable of N.G.L.T.F.: M.H. will ask for volunteers

Steering Committee of Alliance of Lesbian and Gay Anglicans: The Rev. Michael

Hopkins.

NEAC and Other AIDS ministries: Mr. Bruce E. Garner

The Oasis/New Jersey: The Rev. Canon Eliz. Kaeton

The Oasis/California: The Rt. Rev. Otis C. Charles

Beyond Inclusion: Need names/volunteers.

4. D.B. asks for a new Registered Agent in the State of Illinois. B.V. nominates D.B., F.D. seconds and Board approves, pending making sure a non-resident is legal.

5. Reminders: Archival material should be sent directly to Austin, TX for filing. Lightspeed is the unofficial discussion venue for Integrity members only; officers should be restrained in entering controversies online. Integnews is for official communications; only Board members may post to it, but remember it goes beyond the membership of Integrity.

6. M.H. briefly reminded the Board of Integrity's vital role in the recent General Convention and its progress, particularly in the passage of DO39. Its import may be gathered by the volume and quantity of conservative reaction to it. M.H. noted that he has been restrained in responding to such reaction, letting it speak for itself.

7. M.H. voiced a concern that few openly gay or lesbian people have been appointed to the various bodies which derive from General Convention, although he noted that we have supporters on most or all of them.

8. M.H. noted that the HoB theology body designated to put theological flesh on DO39 has evidently been appointed but no names have been made public, unlike all of the other like bodies.

9. M.H. reported doing a lot of work with the NYC chapter in its difficult process of re-formation and re-thinking its role.

D. Secretary's Report:

There was none, as no materials had come to the secretary-elect.

E. Treasurer's Report:

There was no Treasurer's Report as such, as materials to formulate one were not available. F.D. did report the following:

1. General Convention was expensive. We do have a reserve account to help with this, but it is no longer a generous cushion.

2. M.H. noted that there was a policy issue for the Board: should we continue to use the reserve funds for operating expenses? Should we use bequests and other large gifts as operating funds? Pledges appear to be up, but we need to do a pot-General Convention appeal.

F. Executive Secretary's Report:

1. D.B. spent a lot of time, happily, responding to requests for information from the web site, as well as changes of address.

2. The display material for diocesan conventions gets heavy use.

3. Most intra-Board communication takes place by e-mail, saving time and money.

4. *The Voice* – there will be quarterly issues and plans for the next issue are in the works. Having a Director of Communications will help. M.H. reminds the Board that the Executive Secretary is not a full-time position.

5. D.B. reminds the Board of the services that Dat-a-Gap can provide, as well as the need for clear, pro-active communication with it.

6. Our membership runs between 2100 and 2200 and should be much higher.

IV. Orientation Meetings

Following lunch, the Board divided into two groups to explore job descriptions and orient new members to procedures, etc.

A. Officers met with M.H.

B. Regional V.P.s met with J.B.

V. The Board met again to share their conclusions, information.

VI. Brief Chapter Review

A. Some ongoing situations

1. NYC is reorganizing.

2. B. M. is planning to foster a chapter in the Diocese of San Jaquin.

3. D. T. reported on inquiries from the Diocese of West Texas, San Marcos and that the chapter in Arkansas is flush with cash but not with members.

4. J. B. reported that there are chapters forming in Ft. Lauderdale and Wilmington NC.

B. Second readings of decertification decisions. In each case except for Austin TX and Sioux City, the decision was unanimous to decertify the chapter. The first set of initials indicates who moved to decertify, the second the person seconding the motion.

1. Austin TX: David is directed to investigate the situation.

2. Bloomington, IN: J. F. / J. B.

3. Chattanooga TN: J. B. / B. M.

4. Long Island NY: J. F. / C. G.

5. Mississippi MS: J. B. / B. V.

6. New Orleans LA: C. G. / J. F.

7. Sioux City IA: B. M. / J. F. Remove In Formation status.

C. Business scheduled for 11 November moved forward.

F. D. moves and C. G. seconds that J. B. engage the services of Donor Net so that people may both become members of Integrity and donate money using their credit cards via our web page.

Issues discussed included the start-up costs, the on-going fee structures, and the possibility of adding other portals to the system. The advantages of Donor Net is that they are set up to service non-profits and that they offer all three components of the system in one package. With the understanding that John was to explore some unanswered questions about the service, the Board voted for him to initiate the service for a period of one year, after which it would be evaluated.

Adjourned until 11 November 9 a.m.

November 11 Sessions

I. Meeting called to order with Morning Prayer 9:30 a.m.

Some announcements:

Minutes of the last Board meeting were presented, emended, and accepted. J.B. moved and B. M. seconded their acceptance.

F.D. presented a financial report prepared by the previous Treasurer, which showed budget, actual expenditures and income from January to September 2000. M.H. pointed out several anomalies and also noted that there should be a check forthcoming from the Eucharist at General Convention, 20% of which is pledged to the forming Integrity chapter in Kampala Uganda. It was agreed that as soon as a more complete financial picture can be presented, the Treasurer will do so.

II. Business Session B.

A. Development Needs and Goals

1. Discussion of the Parish Sponsors Program centered on changing the name to more accurately reflect the relationship between parishes and Integrity. After considerable discussion of alternative name, C. G. moved and F. D. seconded a change to the term Integrity Partners Program. After more discussion, this passed unanimously. It was also decided that invitations to participate in the program should be sent to the 220 or so parishes in the Integrity data base as well as the parishes identified through E. K.'s efforts to supply a list of 'welcoming parishes' to Open Hands.

2. Discussion of three different programs: Parish Partners, the Open Hands list, and the 'safe spaces' resolution from the House of Bishops included the following:

- * Reiteration of Integrity's policy urging that all parishes become welcoming ones, and the subsequent discouragement of the ghettoizing effects of have lists of 'safe' parishes.

- * Reiteration of Integrity's urging that gay and lesbian people worship everywhere, so as to foster the former goal.

- * The difficulty of identifying 'safe' parishes or 'welcoming' ones with no national standards.

- * The difficulty of maintaining the accuracy of such a list over time, as vestries, rectors, and congregations change.

- * The need to make sure that applications for Parish Partner status have signatures of the rector or wardens.

- * Encouraging Partner parishes to financially support local chapters.

- * It was suggested that a list of Parish Partners be printed in *The Voice* once a year.

3. J. F. reported on some development goals and issues.

a. There will be an end of year appeal in order to help recoup General Convention expenses.

b. Next year there will be two appeals and one letter concerning planned giving.

c. Care will be taken that each kind of letter be clearly delineated to avoid confusion and annoyance for members.

B. Communication needs and goals.

1. To clarify responsibilities, B.M. moved and F. D. seconds that the job titles and descriptions for *The Voice* read: Publisher – The Board of Integrity, Inc.

Editor – Director of Communications

Managing Editor – Executive Secretary

After discussion, this passed unanimously.

2. The next issue will feature articles on General Convention, the work of Integrity CO in assisting the Diocese in implementing DO39, the HoB committee on theology issues.

3. J.F. moved and B.M. seconded that all issues of the *Voice* be mailed in envelopes. This would avoid the problem people wanting them in envelopes not getting them that way. This passed unanimously.

C. Miscellaneous Business

1. Discussion of how to use bequests and other large donations – J.F. will prepare a document on this and other development issues for the spring Board meeting.

2. J.B. presented the idea of a web-based intra-net site (free) for the Board that might facilitate communication through providing a place to post documents, conduct discussions, etc. The Board agreed to try this.

3. Money held by decertified chapters. J. B. moved and J.F. seconded that unincorporated chapters be required to hand back funds to national Integrity and that locally incorporated ones be requested to so, and that this policy should be written in the letters which followed up each reading in the decertification process. Passed unanimously.

4. M. H. will develop crisis communication protocols with the new Director of Communications.

5. B. M. moved and J, F. seconded that the new unified dues structure break down its distribution thus:

	Local	Regional	National
35	10	5	20
60	15	10	35
10	5		5

Passed unanimously. Lifetime memberships, \$1000, go to the national. Those having them should be encouraged to support local chapters.

6. National Convention, which is per last year's bylaw change, to occur triennially, following General Convention, will be held October 4 – 7 2001 in either Orlando or Pittsburgh. Rather than burden the local chapter with arrangement, Integrity will hire a member who is a professional event planner. The theme will be implementing and putting practical and theological flesh on DO39, and a variety of names of speakers and discussants were proposed. M.H. reminded the group that the Presiding Bishop promised that he would be present at this event.

7. Spring Board meeting will be March 9 and 10, Houston TX.

III. Visioning: after the conclusion of business, the group brainstormed and discussed a variety of concerns, with the idea that Board members would, between now and the spring meeting, discuss and come up with concrete proposals and suggestions for the organization. Below is a summary of the items generated and the Board members who volunteered to participate in conversations. Members were encouraged to involve other discussants from the membership as appropriate.

M. H. began by recalling that conversation about restructuring, rethinking how Integrity functions began three years ago. There are problems with the viability of chapters in urban settings in 'friendly' dioceses. There are dioceses in which a geographically centered chapter is logistically impossible. In some places, Integrity as a core worshipping community is no longer viable. He then asked for ideas and concerns, not with the idea of making decisions, but rather to generate topics which board members might form working groups to discuss and, it is hoped, come up with helpful ideas.

An initial list included:

1. Roles of Integrity, Oasis, Beyond Inclusion, parish-based gay and lesbian groups

2. Regional structure – too big? Match Provinces?
3. Disappearing urban chapters.
4. What *is* our mission?
5. Communications: *Voice* – web – other?
6. Youth – aging membership
7. Leadership – youth, balance?
8. Working with Lutherans Concerned?
9. Having a paid executive, part-time, full-time?

The group consolidated this list and other items into three broad areas and asked that those who volunteered to take charge of each prepare concrete proposals by the end of January so that the Board can consider them at the spring meeting.

Mission: F. D. and C. G.

Communication: New Director of Communications and others?

Structures:

Local/chapter: J. B. and B. M.

New models: J. B. and J. F.

Discussion turned to crafting a communiqué for the membership at large. D. B. took notes and will work with M. H.

J. B. will post Procedure Manual on the intranet site and urged Board members to keep track of procedures in writing so that new holders of positions will have guidance in fulfilling their tasks.

J. B. moved and F. D. seconded a motion for adjournment, which passed unanimously at 3:34 p.m.