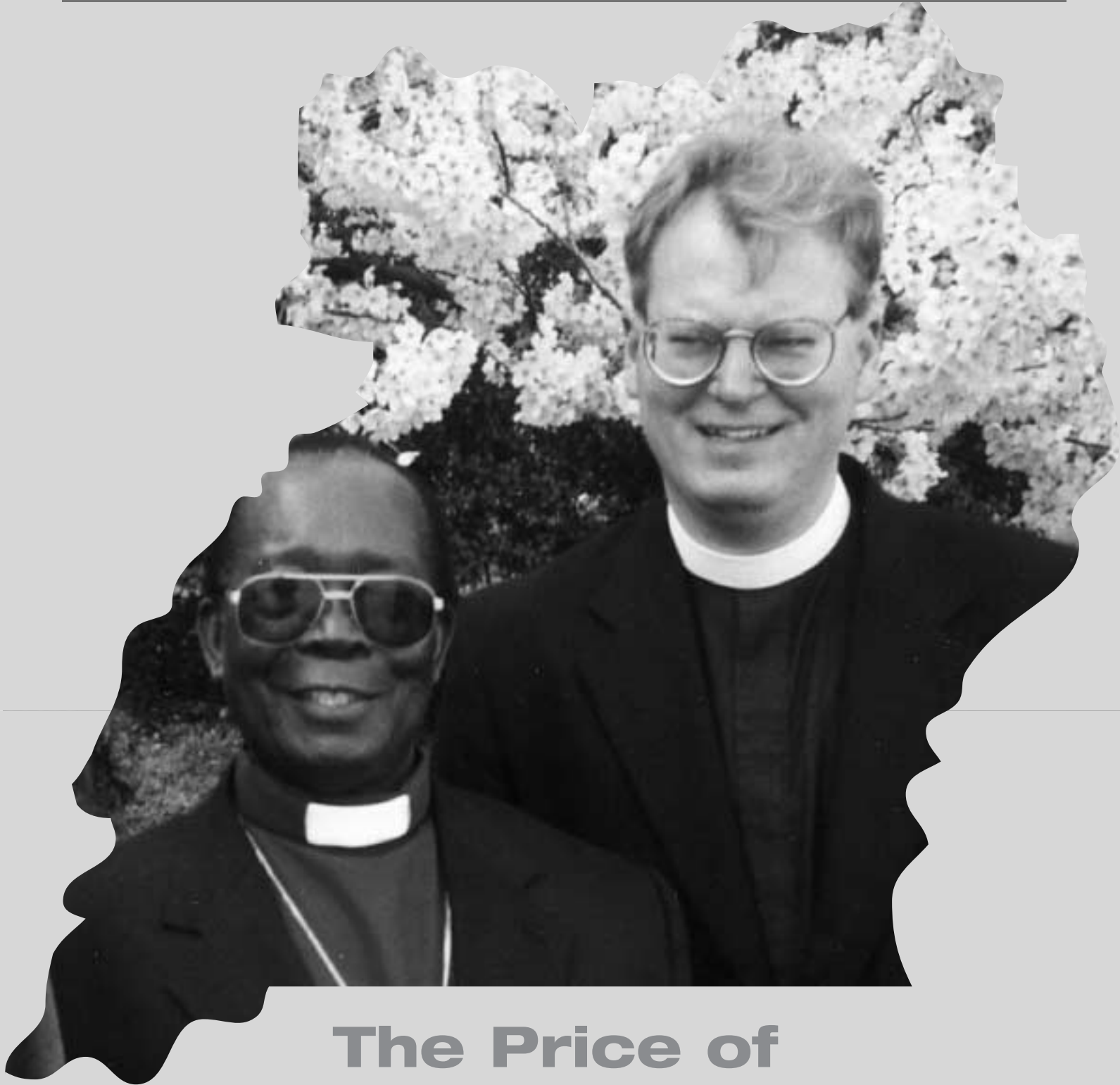


VOICE OF INTEGRITY

Spring 2001



The Price of Integrity in Uganda



Integrity's mission is to be a witness of lesbian, gay, bisexual and transgender persons in the Episcopal Church and to the world.

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301-894-9100
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church@transfig.org <http://www.transfig.org>

Church of the Ascension

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212-254-8620
info@ascensionnyc.org <http://www.ascensionnyc.org>

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13091 Galway St., Garden Grove, CA 92844-1698
714-537-0604
info@saintanselmegg.org <http://www.saintanselmegg.org>

St. Timothy's Episcopal Church

1401 East Dry Creek Rd., Centennial, CO 80122
303-794-1565
sttim@sttims.net <http://www.sttims.net>

St. Augustine by-the-Sea Episcopal Church

1227 4th St., Santa Monica, CA 90401
310-395-0977
church@saint-augustine.org <http://www.saint-augustine.org>

St. Thomas the Apostle

6525 Inwood Road, Dallas, TX 75209
214-352-0410
doubtbertom@aol.com <http://thedoubter.org>

St. James' Cathedral

65 East Huron St., Chicago, IL 60611
At the corner of Wabash Avenue and Huron Street
(312) 787-7360
kpearson@saintjamescathedral.org
<http://www.saintjamescathedral.org>

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FROM THE EDITOR

by Doug Ball

I am sure that many of you are scratching your heads upon receipt of this spring edition of the *VOICE* and asking yourself, "What happened to the winter magazine?" The plain facts are that your national organization did not have the money to publish a winter edition. Integrity, as you know, had a large, well-staffed and properly funded presence at General Convention in Denver last year but at a very large cost to the national treasury (see the treasurer's report in this magazine.). Our presence in Denver was very effective, probably more so than many of us predicted; therefore, there are few regrets by your national board about all the resources that were used to provide such a professional staff. Getting the news of



Integrity out to you is a priority of your board of directors, so with a little bit of luck, your continuing prayers, and new members on the rolls, the *VOICE* can be back on schedule with this edition for the rest of this year.

Our president, Michael Hopkins, sets the tone for much of this edition with his reflections in FROM THE PRESIDENT. Please read

that column on what is happening in Uganda and Integrity's response before venturing into the rest of the magazine. John Clinton Bradley, Southeast Regional Vice President, has written the feature article about how Integrity members can create community and serve others with alternative organizational options to traditionally forming a chapter. The national board has wrestled with the issue of struggling chapters, particularly in our larger cities and gay-friendly dioceses. John's written introduction of this issue will not be the last that you will hear of innovative ways to maintain and spread Integrity's presence on the local level.

Don't miss a couple of articles by Jack Finlaw, Director of Development, on Bishop Christopher's recent visit to Denver and Jack's financial appeal to you, the national membership. Enjoy!

FROM THE PRESIDENT

by the Rev. Michael W. Hopkins

The Price of Integrity in Uganda

Since the 1998 Lambeth Conference I have prayed fervently for an opportunity to connect with gay and lesbian people and their supporters in other Provinces of the Anglican Communion, knowing that building these relationships is the only way to move our Communion forward. Well, I have learned once again the old advice, "Be careful what you pray for!"



Our first endeavor at new international partnership with sisters and brothers in Uganda has been at times exhilarating and at times painful. There have been a number of bumps in the road, some of them self-inflicted.

Through it all, the constant experience, however, has been of the grace of God. In fact, I can safely say that were it not for the grace of God, this effort would have failed. And God still has a lot of "gracing" to do!

As many of you will remember, the formation of Integrity in Uganda was announced a little less than a year ago, at the Integrity

Eucharist at General Convention 2000 in Denver. I remember well the gasp and then the cheer that echoed through the Cathedral. As it turns out, those sounds were heard around the Communion and caused enormous consternation among many Church officials in Uganda and "traditionalists" both in the US and elsewhere.

Work in Uganda began quietly, with very little involvement on the part of Integrity USA. It was clear to me that our keeping respectful distance was important. If this new work were to succeed or fail it had to do so based on Ugandan efforts, not ours. Integrity Uganda is not an arm of Integrity USA, but, like Integrity chapters in Canada, is independent; existing in partnership with us, not in dependence on us.

The work might have stayed quiet for quite some time had not a piece of writing by at least some of the House of Bishops of the Ugandan Church leaked out to the press. That statement is printed on page 6. Church leaders in Uganda claim it was a draft and had not been approved for publication. I have no reason to doubt that, but, nevertheless, got out it did. Its publication, in turn, forced Integrity Uganda out of hiding. Their courageous reaction (on page 7) was a far more important step than the announcement in Denver, because it represented African Anglicans, including gay men and lesbians, speaking on their own behalf for the first time.

I believe their commitment to the full inclusion of lesbian and gay people in the life of the Church and in society to be completely credible.

Since then there has been a great deal of communication, sometimes confusing. There has also been a debate, largely over the credibility of Bishop Christopher Senyonjo and the Rev. Erich Kasirye, one of Integrity Uganda's founders. I think it is important that I express my own views on these issues in this forum.

I have spent significant, personal time with both Bishop Christopher and Father Erich. In particular, Bishop Christopher and I prayed, studied, talked, and worshiped together over a period of three weeks. I believe their commitment to the full inclusion of lesbian and gay people in the life of the Church and in society to be completely credible. They are attempting to do this under extraordinarily hostile circumstances and in an environment where little church work is done without financial assistance from "the West." One of the things I have learned is how deeply dependent most of the African Church (certainly this is true of Uganda) is on American money and the constant fund raising posture in which its leaders need to be.

Father Erich decided to return to Uganda after church officials raised an incident in which Erich used inappropriate means to help a friend obtain a visa to the United Kingdom. Erich admits to having made a mistake and immediately decided to return to Uganda to straighten it out. The Church of Uganda, for its part, was less than above board in its use of this incident to forestall the resettlement of Erich and his family in the United States. At first church leaders claimed he was wanted by both the local police and Interpol—both of which proved to be untrue. Bishop Richard Shimpfky of the Diocese of El Camino Real in California was able to secure assurances of Erich and his family's safety and fair treatment from the Church of Uganda. We have also obtained a lawyer for him in

Kampala. However, I still worry for him, his wife Patricia, and two daughters; I ask your prayers for them.

It is not clear when Bishop Christopher will be able to return to Uganda. Newspaper articles began appearing in late April accusing him of everything from being a homosexual himself to "promoting homosexuality which is clearly targeted at youth." The current bishop of his former Diocese, West Buganda, has been quoted in the major national newspaper, *New Visions*, that he has issued a directive to his clergy "not to allow contact with this bishop by anyone, including children." There are rumors that the Ugandan House of Bishops has already determined his fate, which may include deposing him. His family in Uganda is, understandably, in deep distress and feeling increasingly isolated.

I am left with two hopeful pictures from Bishop Christopher's time at St. George's, Glenn Dale, my parish. One was his praying the anniversary prayer (a custom in our congregation) for John and I on the Sunday (April 1) that he preached there, which happened to be the week of our ninth anniversary. Another was my partner John and he washing each other's feet at our Maundy Thursday liturgy. Both are snapshots of the Church—the Communion—I believe God is calling us to be.

It is clear the road to that place will be rocky and will take much sacrifice on the part of many. Thanks be to God for those who have thus far made the sacrifice. They need our prayers and our support.

*See pages 8-9 for an overview of the situation in Uganda. More details can be found at www.integrityusa.org/uganda. To make a contribution to support Integrity Uganda, make your check payable to **Integrity** and mail it to: Integrity, PO Box 1246, Bayonne, NJ 07002-6246. Contributions can also be made by credit card at the Integrity web site.*

Ugandan Bishops Press Release

Press release

A letter of understanding and stand of the Bishops of the Church of the Province of Uganda.

To: The Public and citizens of Uganda

Dear Citizens,

The House of Bishops of the Church of the Province of Uganda sitting at Lweza Training and Conference center for the Bishops colloquium dated 20th -24th November 2000; noted with concern the Human Sexuality in the ECUSA which is intending to open up a center here in Uganda for what they call Integrity Uganda Chapter.

This organization is a move by gays and lesbians from the United States which wants to establish their root on the continent of Africa to be headquartered in our own country, Uganda. We categorically condemn the practice of Homosexuality. According to the documents available, it is now evident that the organization has already been formed and elected a president whose identity has not been revealed publicly in Uganda. We therefore, strongly advise our public or citizens not to let this kind of un-biblical and inhuman movement to be established in our country.

WE further advise the Department of our Government which registers religious organizations and non-governmental organizations to be reminded of the evils of such units and leave these organizations out of the system. We shall abide by the resolution of the provincial Assembly of the Church of Uganda and of the Lambeth Conference which was passed by the Anglican Communion throughout the World at their meeting in Lambeth in 1998. The Episcopal Church of USA at their meeting in Denver, Colorado did not approve the ordination of gays and lesbians and their wedding as couple in their Church. Why then should we invite amongst us something we are not familiar within our country?

WE believe we have a mission to preach the love of Christ to all sinners for repentance. We do care for those who are still outside of our flock. But not to the extent of accepting an organization, which will mislead people even our weak Christians to be established among us.

WE shall abide by our motto, "FOR GOD AND MY COUNTRY". We should not allow anything that we believe to be ungodly and inhuman to be practiced while we are seeing and not challenging it. We therefore conclude that we as Ugandan Anglican Christians do not accept this move to be started here in the name of the Episcopal Church or Anglican Church of which we are part and body in the world wide Anglican Communion.

We the undersigned,

Bishops Of The Church Of The Province Of Uganda.



Integrity Uganda Press Release

INTEGRITY UGANDA CHAPTER
Kasubi, Nabulagala
P.O.BOX 28097, KAMPALA-UGANDA

Press release

We wish to respond to a Press release of the House of Bishops of Church of Uganda dated February 1, 2001 which condemned the good efforts of our organization as an outlandish feature from the Episcopal Church in the USA (Anglican Church in the States).

Integrity Uganda Chapter is NOT aimed at encouraging any particular sexual orientation like homosexuality, lesbianism, heterosexualism, bestiality etc. On the contrary, it is aimed at celebrating full human sexuality as a gift to be honored and cherished by all people of all ideologies, race and cultures. One of the beauty of our Anglican faith is, despite our different diversities; we still hold together around our instruments of Unity.

This chapter is about listening to our brothers and sisters in our midst who do not necessarily share our views on anything being sexuality, politics religion etc.; knowing well that listening and sharing has provoked in all of us the desire to pray for one another as all children of God in need of redemption.

This Chapter is also about our response to the Lambeth 1988 resolution 64, 153, 155 and 156, which the Church of Uganda Bishops were part of and very recently Lambeth 1998 resolution I.10 a, b, c, d, and e. Integrity Uganda Chapter is also a response to a consultation initiated by the Archbishop of Canterbury in consultation with the Presiding Bishop of the Episcopal Church of the United States involving bishops of all shades and opinions. The Bishop of Kitgum, The Rt. Rev. Mac Baker Ochola II, one of Church of Uganda Bishops attended this consultative meeting. We therefore, find this statement very hypocritical of the Bishops of the Church of Uganda as it is spurious.

We want to make it categorically clear that Integrity-Uganda is not an alien influence from the West. It is simply a local initiative borne by a strong need amongst Anglicans in Uganda. It is clear reflection to Church that Uganda like any country has its share of diversity and pluralism which goes to the very root of her human identity and sexuality. This calls for pastoral sensitivity and support. And because this is a local initiative, we are proud to have a strong Episcopal oversight provided for by one of the Bishops of the Church of Uganda, who is our Chairman.

Finally, Integrity Uganda is a wake-up call to all Church of Uganda Bishops who are still playing the "Ostrich". It is no longer enough to run away from this issue or drag any foreign Church or organization into this noble cause. Instead, as our Apostolic fathers, Bishops of Church of Uganda must quickly gather momentum as set by the Archbishop of Canterbury, our instrument of unity and honor the resolutions they themselves signed at both Lambeth 1988 (Resolutions 64, 153, 154 & 155) and Lambeth 1998 (Resolution I:10 a, b, c, d, e, f and g). These resolutions state in part that; the issue of sexuality is far from resolved. All Anglican Churches, other than intimidating their followers, must endeavor to give practical encouragement and support to all Anglicans by way of further listening, study and understanding of this subject in the light of scriptures.

Kamoga Abbey, Secretary and President, INTEGRITY-UGANDA CHAPTER

Summarized Blurbs from the Ugandan Timeline

FEBRUARY 2001

Press Release—February 15, 2001

Integrity Responds to Ugandan Bishops

President Michael Hopkins emphasized that the motivation for and the formation of Integrity-Uganda Chapter were totally indigenous but that Integrity USA supports their voice within the church. The Ugandan Bishops press release worsened an existing atmosphere of rejection and fear for lesbian and gay Anglicans in Uganda. The Ugandan bishops called Integrity-Uganda chapter an “inhuman” organization was beyond regrettable.



Father Erich Kasirye, Bishop Christopher Senyonjo, and Mrs. Patricia Kasirye

Dr. Louie Crew Visits Uganda

After mentioning that he was the founder of Integrity USA, Louie asked the assembled archbishop and bishops what the Uganda church had done for the furthering of the spirit of Lambeth by having conversations with lesbian and gay Christians. After an awkward silence, several bishops replied that this was a foreign issue; not a high priority... Several bishops told Louie that they knew no lesbians or gay men. Later at a dinner party, the archbishop virtually accused Louie of bringing Western issues to Uganda. Before leaving Uganda, Louie had the opportunity to talk with Bishop Christopher Senyonjo, Chairman of Integrity-Uganda Chapter and other members of the chapter.

Bishop Christopher Senyonjo Speaks Out: Integrity in the Eyes of Africa

The Rt. Rev. Christopher Senyonjo, a retired Ugandan bishop said that he had his eyes opened to the plight of lesbian and gay Anglicans first hand during his counseling services. He wants Integrity Uganda to be a hope for the gay people and their families, to provide pastoral work and counseling as well as to create a new awareness of sexuality for the general public. The Ugandan Church can no longer be a conspiracy of silence.

MARCH 2001

Press Release—March 13, 2001

Integrity Statement on Bishop Christopher Senyonjo and Integrity Uganda

When meeting in Houston on March 9 & 10, 2001, the national board expressed strong support for Integrity Uganda, particularly for Bishop Christopher, their chairman, and for Mr. Abbey Kamoga, their President. The board was saddened to hear of Bishop Christopher's eviction from church-owned office space for his counseling services; his own home is being finished for occupancy. The board pledged Integrity's financial support as an aid to Bishop Christopher.

Press Release—March 27, 2001

Press Release by Bishop Christopher Senyonjo, Chairman of Integrity-Uganda Chapter

Bishop Christopher acknowledged the persecution leveled against him due to his working with Integrity Uganda. The intimidation against him and his family will not change his mind in this endeavor to bear the burden of others. He recognizes the “sexual pluralism” in Uganda and believes that Lambeth resolutions require him to start “a study and listening process” and he urges the Church in Uganda to do the same.

APRIL 2001

Press Release—April 6, 2001

Joint Statement of the Rt. Rev. Christopher Senyonjo, Chairman, Integrity Uganda, and the Rev. Michael Hopkins, President, Integrity USA

Both Bishop Christopher and Michael re-emphasize that Integrity-Uganda Chapter and Integrity USA are independent organizations, but the two groups have a partner relationship. The purposes of Integrity Uganda (as summarized) are:

- To encourage fellowship, friendship and support among gay Christians
- To help the entire Church examine its understanding of human sexuality
- To encourage members to witness to their Christian faith and experience
- To encourage links with other lesbian and gay Christian groups in Africa and in the rest of the world

Bishop Christopher has been cut off from exercising episcopal ministry and from his livelihood in counseling during his retirement. The work of Integrity Uganda should be allowed to continue in safety.

MAY 2001

New Vision—May 10, 2001

“Defrock Senyonjo”

It was proposed by the Namirembe Diocesan Council on May 9th to defrock Bishop Christopher. The Archbishop of the Church of Uganda, Livingstone Nikooyo recently banned Bishop Christopher from preaching in any church in the Church of Uganda. The diocese shall have nothing to do with people who come out openly.

Letters to the Editors—May 9-10, 2001

Bishop Senyonjo Writes to the Ugandan Press

Bishop Senyonjo sends two letters to the editors of major Ugandan newspapers to refute misinformation that is being circulated about him. In the first letter he states that he is heterosexual but that, as a counselor, he became aware of the “recrimination, rejection, mental and spiritual torture” inflicted on homosexuals by the heterosexual majority. In the second letter, Bishop Senyonjo asks that he be referred to as Counselor of Integrity Uganda rather than Chairman.

[Editor: Because Integrity Uganda is a GLBT organization, the title Chairman has caused many people to erroneously assume that Bishop Senyonjo himself is gay. This has made it almost impossible for him to be in dialog with church authorities regarding Integrity Uganda.]

New Vision—May 16, 2001

“Bishop Ssenyonjo Resigns From Integrity”

A Ugandan newspaper reports that Bishop Senyonjo sent them a press release stating that he has resigned as chairman of Integrity Uganda. The paper printed several quotes from the bishop’s latest letter out of context.



Integrity Uganda demonstrators

Press Release—May 26, 2001

Lesbians And Gays Protest Hostility From Church of Uganda

Integrity Uganda stages a 15-minute demonstration at a Church of Uganda event. The protest is quickly disbursed by police, who confiscate the cameras of local reporters. “We find it so outrageous for a Church of Christ to close [its] doors to us,” said Dan Katende, one of the protesters; “when Christ himself was so inclusive!” “Bishop Christopher is our Hero” read one of the banners raised by another female protester, who could only be identified by the name Sara.

(The full statements and articles plus others not referred to above can be found on www.integrityusa.org/uganda)

by Jack Finlaw

Integrity Colorado Hosts Ugandan Bishop Christopher Senyonjo



The Rt. Rev. Christopher Senyonjo, chairman of Integrity Uganda, visited the Diocese of Colorado from May 2 through May 7, 2001 as the guest of Integrity Colorado. The Rt. Rev. William Jerry Winterrowd, Bishop of Colorado, warmly welcomed Bishop Senyonjo to the diocese. After their long conversation about Bishop Senyonjo's call to minister to gay and lesbian persons in Uganda and the persecution that he and his family have suffered since his work with Integrity was revealed, Bishop Winterrowd pronounced that Bishop Senyonjo clearly is "a man of profound spirituality and compassion. No one who has met with him could question his integrity and zeal for justice." Jerry and Ann Winterrowd subsequently have made a generous financial contribution to further the ministry of Bishop Senyonjo and Integrity Uganda.

Bishop Senyonjo shared with Colorado Episcopalians his personal story of how he has been called by God to a challenging new ministry in his retirement years. And he spoke movingly about the plight of Ugandan gay and lesbian persons who must live in fear in a land where few understand that there are various God-given sexual orientations. Bishop Senyonjo read a recent missive of support from the Archbishop Emeritus of Cape Town, the Most Rev. Desmond Tutu, who wrote "I write to assure you of my support for your position and to assure you of my prayers in the very difficult situation you find yourself in as a result of your principled stand."

Jacque Scott, Bishop's Warden at St. Laurence's in Conifer and a member of the Standing Commission on Anglican and International Peace with Justice Concerns, also welcomed Bishop Senyonjo to the state. Jacque and fellow members of the standing commission, including Integrity founder Louie Crew and the Rt. Rev. Richard Shimpfky of the Diocese of El Camino Real, had visited with Bishop Senyonjo and other leaders of Integrity Uganda in Kampala in February. Jacque and her husband and other members of St. Laurence's, Conifer entertained Bishop Senyonjo with an evening of Colorado hospitality in the foothills west of Denver.

During Bishop Senyonjo's sojourn in Colorado, parishioners of St. Barnabas' Episcopal Church in Denver's Capitol Hill neighborhood hosted him for tea at the Brown Palace Hotel, followed by an evensong and forum at their parish church. Leaders of Integrity Boulder treated the visiting bishop to lunch and an outing to the Denver Art Museum. Episcopalians from several congregations in

northern Colorado met with the Ugandan bishop at St. Paul's in Fort Collins. Bishop Senyonjo also witnessed at a cocktail party held in his honor in Denver by Integrity board member Jack Finlaw and his partner Gregory Movesian. The bishop also visited with clergy and lay leaders of Good Shepherd, Englewood and St. Paul's, Lakewood at an afternoon reception in Highlands Ranch hosted by Integrity member Heather Land.

Bishop Senyonjo concelebrated the Eucharist and addressed a congregation of over 500 people on Sunday, May 6 at St. John's Cathedral in Denver – the place where, during General Convention last July, the Rev. Michael Hopkins, President of Integrity, first announced to the world the formation of Integrity Uganda. Cathedral parishioners welcomed the bishop with enthusiastic applause.

As a result of these speaking engagements and social events and through the generosity of dozens of Colorado Episcopalians, during Bishop Senyonjo's visit Integrity Colorado raised more than \$5,000 for Integrity Uganda and Bishop Senyonjo's ministry to oppressed sexual minorities in his country. And the Rev. Ted Boswell, rector of St. Paul's, Lakewood, is arranging to have a computer donated to Integrity Uganda.

At the conclusion of each talk, Bishop Senyonjo asked for prayers for his wife and children who are being harassed in his homeland because of his prophetic ministry. As he departed Colorado, he was not sure whether he would be allowed to return home to his family and ministry in Uganda.

National Board Meeting Debriefing

by John Clinton Bradley, Southeast Regional Vice President

The board of national Integrity held it's semi-annual meeting the weekend of March 9-10 in Houston, Texas. Below are some of the significant decisions made.

The minutes from the previous board meeting (November 2000) were approved. The full text can be found at <http://www.integrityusa.org/minutes/>.

Bruce Colburn of Rochester, NY, was appointed to fill the vacant Northeast Regional Vice President position. Bruce served in this capacity many years ago.



Standing (left to right): Michael Hopkins (President), Jack Finlaw (Director of Development), Bruce Mason (Western VP), Frank Dowd (Treasurer), Bruce Colburn (Northeast VP), Doug Ball (Executive Secretary), Robert Vogler (Midwest VP).
Sitting (left to right): John Bradley (Southeast VP), Cynthia Gilliatt (Secretary), Elizabeth Kaeton (Director of Programs), David Tarbet (South Central VP).

The persecution of persons associated with Integrity/Uganda was discussed. The board voted to provide whatever assistance it could to the chapter. See <http://www.integrityusa.org/uganda/> for details.

Treasurer Frank Dowd reported that during 2000, Integrity had a net income of approximately \$126,000 and net expenses of about \$142,000, meaning Integrity experienced a net loss of around \$16,000. This was primarily because fundraising for General Convention was less successful than hoped. Integrity had to dip into its small reserve to meet its obligations.

Estate giving materials were presented by Director of Development Jack Finlaw. They can be found at <http://www.integrityusa.org/estategiving/>.

Director of Programs Elizabeth Kaeton presented a definition of safe and welcoming congregations, which the board edited and approved. It can be found at <http://www.integrityusa.org/safe&welcoming.htm>.

I presented information on the Integrity Partners project. Just before the meeting, approximately 500 invitations were sent to congregations in the Integrity and Oasis databases. Twenty congregations have responded so far. A list of partners and a partnership form can be found at <http://www.integrityusa.org/partners/index.htm>.

I reported on progress toward making Integrity's website e-commerce enabled. Integrity now has the ability to accept Visa and MasterCard donations via Helping.Org, a free service of the AOL Time Warner Foundation. To make a donation, click the Helping.Org button at <http://www.integrityusa.org/>. Integrity hopes to accept membership via the web as soon as a low-cost and secure solution can be found.

According to national bylaws, an Integrity convention is to be held in 2001. However, Integrity has agreed to hold a joint convention with The Oasis and Beyond Inclusion in the Fall of 2002. The dates and location will be announced as soon as possible.

Two new ways for local members to be in community were approved—diocesan networks and congregations circles. On page 12 are details on this. The board also set of a goal of establishing a network coordinator in every diocese by fall 2002.

The status of all chapters was reviewed. The following actions were taken:

Chapter	Action
Central Ohio	First reading to decertify.
Columbia-Willamette . .	First reading to decertify.
Hawaii	In formation status extended six months.
Meridian	In formation status extended six months.
Middle Tennessee . . .	First reading to decertify.
New Jersey	In formation status extended six months.
Pittsburgh	First reading to decertify.
Rhode Island	First reading to decertify.
Tidewater	First reading to decertify.
Washington	First reading to decertify. Regional vice president appointed executor of corporation.

“First reading to decertify” means that a chapter has six months to correct serious problems before the board takes a final decertification vote. Regional vice presidents work with the leaders and members of troubled chapters to resolve these problems and avoid decertification.

Integrity Networks and Circles

by John Clinton Bradley, Southeast Regional Vice President

There are currently some 60 Integrity chapters in the United States. While most chapters are stable or growing, many are struggling to stay active. There are a number of factors that contribute to chapter decline. Chief among these is the diminishing need for extra-parochial “safe spaces to worship.” Unlike 25 years ago, GLBT Episcopalians are now welcomed by many congregations and may feel less of a need to seek support outside of their parish. However, like all organizations, chapters may continue using old models that are no longer the most effective for their current environments.

A sizeable portion of Integrity members is not affiliated with a local chapter—usually because there is not one in their area. These “at large” members often feel isolated. A number of dioceses have no organized Integrity witness—meaning that we are not able to effectively influence the church in these dioceses.

New strategies for local organization are needed. At its semi-annual meeting in Houston last March, the national board of Integrity approved two new ways for Integrity members to work together at the grassroots level: diocesan networks and congregational circles. These two methods are not designed to replace local chapters, but to supplement them.



Diocesan Networks

Diocesan networks will be composed of all Integrity members in a diocese. (If there are insufficient Integrity members in a diocese, state networks may be formed.) Their primary missions will be to monitor local issues of concern and organize responses. Each network will have a volunteer coordinator, who will be appointed by the Integrity regional vice president. Regional vice presidents will be the primary liaison between national Integrity and diocesan networks.

Normally, networks will be established in dioceses without chapters. However, a network may be established in a diocese with an existing chapter if the chapter cannot effectively minister to the entire diocese because of size or other constraints. In such cases the network coordinator and chapter leaders will be encouraged to work closely together to define roles and responsibilities.

Unlike chapters, networks do not meet on a regular basis. However, they will be encouraged to sponsor three gatherings a year:

1. a presence at diocesan convention(s);
2. an educational activity for local parishes; and
3. an outreach activity to the local GLBT community (e.g., presence at pride festivals).

Networks members will communicate primarily through e-mail lists, supplemented by postcards for those without e-mail access. The coordinator will facilitate communication within the diocesan network and keep national Integrity informed of local issues. Coordinators must have e-mail and subscribe to INTEGNEWS-L or Integrity/Lightspeed. A new Internet mailing list will be created for coordinators.

Networks will not have bank accounts. However, coordinators will be given a small budget (for postage, telephone calls, etc.) and will be reimburse by Integrity for allowable out-of-pocket expenses

Existing chapters may request to be transformed into a diocesan network. Any chapter that wishes to change its status must unincorporate (if necessary) according to state law and transfer any assets to national Integrity. The members of Integrity/Washington have already voted to transform from a chapter into a network.

Integrity’s goal is to have a network coordinator in every diocese by the fall of 2002. If you are willing to serve as a network coordinator, please e-mail networks@integrityusa.org. Kindly indicate your diocese when writing.

Congregational Circles



Congregational circles will be composed of all Integrity members in a congregation. Their primary missions will be fellowship, worship, and service to the parish. They will meet on a regular basis at a frequency of their own choosing. Each circle will have a volunteer facilitator or facilitators, chosen by the circle.

Circles will not have bank accounts. However, they may choose to collect and disburse funds through the congregation’s financial system.

Circles will be encouraged to inform their senior clergy person that they are meeting. However, official approval of the congregation will not be required.

continued on page 13

An Appeal to Our Members and Friends

Dear Colleagues in Integrity,

Is God calling us to a global witness?

As you read through the various articles in this issue of the *Voice of Integrity*, you will discover that while Integrity's ministry within the Episcopal Church in the United States continues unabated, Integrity's mission may be expanding. God may be calling us to come to the aid of our sisters and brothers in other parts of the Anglican Communion.

In this magazine and on the Integrity website (www.integrityusa.org), you will find stories about a lonesome organization – Integrity Uganda – and the brave Christians who founded this chapter and who are preaching an enlightened Gospel message in the midst of an oppressive regime. Please pray for Bishop Christopher Senyonjo, the Rev. Erich and Patricia Kasirye and Abbey Kamoga, heroic leaders of Integrity Uganda, and for their families and friends and colleagues, all of whom are being harassed and persecuted by church and governmental authorities because of their prophetic ministry.

As GLBT members of the worldwide Anglican Communion, we must be in dialogue with our sisters and brothers in provinces of the Church around the globe. As evidenced by the Lambeth resolutions of 1998 and the anti-gay jeremiads of the African and Asian bishops who support the breakaway Anglican Mission in America, ignorance and misunderstanding about sexual orientations

are not limited to these shores. Although our own struggle for full inclusion in the Episcopal Church is not yet over, surely our experiences in promoting justice for GLBT persons in the Episcopal Church make us uniquely qualified to work for the full inclusion of sexual minorities in other provinces of the worldwide Anglican Communion.

Integrity cannot carry out its work for the full inclusion of GLBT persons without your prayers and your financial support. Please consider a tax-deductible gift of \$25, \$50, \$100, \$250 or more to Integrity this year. Checks made payable to Integrity should be mailed to Integrity, PO Box 1246, Bayonne, NJ 07002-6246. Thank you!

May God grant us the grace to do the good work to which we have been called, whether at home or abroad, and may God bless us with the financial resources and the strength to persevere.

Faithfully yours,
Jack D. Finlaw, Jr.
Director of Development

Integrity Networks and Circles

continued from page 12.

If you are interested in starting a circle, send an e-mail to circles@integrityusa.org. If your congregation currently has a fellowship group for GLBT and supportive straight folk, national Integrity would be glad to recognize it has a circle.

Regional vice presidents will be the primary liaison between national Integrity and congregational circles.

New Director of Communications Needed

Integrity is looking for a new Director of Communications to serve as executive editor of *The Voice* and the organization's press officer. This position is appointed by the president and confirmed by the board of directors annually. Experience in publishing and news media is helpful. For more information, contact President Michael Hopkins at 301-437-8628 or stgeogd@aol.com.

FROM THE TREASURER

by Frank Dowd, Treasurer

Treasurer's Report

Here is a copy of the budget for Integrity for 2001, as passed by the Board of Directors at its March, 2001 meeting in Houston. The



projected income is \$94,600 and projected expenses are \$94,000. Most of our projected income is from memberships, appeals, and our Integrity Partners program. Major expenses include the *Voice of Integrity*, salary for the Executive Secretary, travel for the Board of Directors, and data processing for memberships.

The audit of last year's expenses has not yet been completed so I am unable to give exact figures for 2000. I hope to be able to publish a complete report in the next issue of the *Voice of Integrity*. I can state, however, that the major expense in 2000 was General Convention and all the hard work that went into it. Expenses included lodging, printing, communications, speakers, maintaining the booth, running the nerve center, and coordination of volunteers. Overall, Integrity spent about \$65,000 on convention-related expenses. Other major expenses included printing, data processing for memberships, salary for the Executive Secretary, and the *Voice of Integrity*. Last year's total expenses were approximately \$142,000. Income was approximately \$126,000, and the difference was made up by taking money out of reserves.

Budget Overview 2001

Income/Expense

Income

Appeals	\$25,000.00
Individual Memberships	\$45,000.00
Miscellaneous Income	\$1,000.00
Integrity Partners.	\$12,000.00
Regional Income	
Midwest	\$1,500.00
Northeast	\$3,000.00
South Central.	\$1,600.00
Southeast.	\$3,000.00
Western.	\$2,500.00
Total Regional Income.	\$11,600.00
Total Income	\$94,600.00

Expense

Administration	
Bank charges.	\$500.00
Executive Secretary	\$14,400.00
Office supplies	\$1,000.00
Postage.	\$1,000.00
Printing	\$1,500.00
Telephone/Internet.	\$2,000.00
Total Administration.	\$20,400.00
Board of Directors	
Meeting	\$2,000.00
Travel	\$10,000.00
Total Board of Directors	\$12,000.00
Communications	
Director Initiative	\$0.00
Voice of Integrity	\$24,000.00
Total Communications	\$24,000.00
Development	
Advertising.	\$4,000.00
Data Processing	\$6,000.00
Postage.	\$4,000.00
Printing	\$4,000.00
Total Development	\$18,000.00
Program	
Director Initiative.	\$2,000.00
International.	\$5,000.00
Memberships	\$1,000.00
Total Program	\$8,000.00
Regional	
Midwest	\$1,500.00
Northeast	\$3,000.00
South Central.	\$1,600.00
Southeast.	\$3,000.00
Western.	\$2,500.00
Total Regional.	\$11,600.00
Total Expense	\$94,000.00
Net Income	\$600.00

BULLETIN BOARD



The Rt. Rev. Robert Anderson (Assistant Bishop of Los Angeles), the Rev. Susan Russell (Chair of the Bishop's Commission on Gay & Lesbian Ministry in the Diocese of Los Angeles), and the Rev. Michael Hopkins (President of Integrity) at Equipping the Saints, a day of worship and workshops sponsored by the BCGLM on May 5.



Equipping the Saints participants.



Integrity/Ft. Lauderdale members with their bishop, Leo Frade (second from right) after a GLBT pride eucharist last March.



Precious Memories: The Rev. David Tarbet (currently South Central Regional Vice President) with Dr. Louie Crew (Founder) in Houston, 1977. David recently celebrated his 60th birthday.

Integrity, Inc. Membership Form

Name(s) _____

Address _____

City _____ State _____ Zip _____

Phone _____

I want to share in Integrity's work for justice for GLBT folk! Please enter my membership as checked below and begin my subscription to *Voice of Integrity*.

- Individual Annual Membership – \$35
- Couple Annual Membership – \$60
- Low Income/Students/Sr. Citizen – \$10

Please mail your check or money order to:
Integrity, Inc., PO Box 1246, Bayone, NJ 07002-6246

All contributions are tax deductible to the extent permitted by law.

Integrity Change of Address Form

Old Address

Name(s) _____

Address _____

City _____ State _____

Phone _____ Zip _____

New Address

RC # _____

Address _____

City _____ State _____

Phone _____ Zip _____

Return to:

Integrity, Inc., 1718 M St., NW, PMB 148, Washington, D.C. 20036

Attention All Members and Subscribers!

National Integrity has changed its address!

It is no longer in New York.

Effective immediately, please refer all correspondence to:

Integrity, Inc., 1718 M St., NW, PMB 148, Washington, D.C. 20036.

CONTRIBUTE TO INTEGRITY ONLINE!

Integrity now has the ability to accept Visa and MasterCard donations via Helping.Org, a free service of the AOL Time Warner Foundation. To make a donation, click the Helping.Org button at www.integrityusa.org.

