



GOVERNING BOARD MEETING Notes

18 December 2014 – 4:00 – 5:30 p.m. EST; 21:00 - 22:30 GMT/UTC

UFMCC FIVE-YEAR STRATEGIC PLAN (2014-2018) Breakthrough Objectives:

1. **Global Growth:** Become a growing multi-cultural, international, spiritual community.
2. **Justice:** Boldly claim our prophetic role as a justice movement for the 21st century.
3. **Congregations and Ministries:** Strengthen our congregations and ministries.
4. **People:** Cultivate, nurture, and deploy lay and clergy leaders that are equipped and empowered to carry out our global mission.
5. **Finances:** Build a culture of generosity to achieve our vision and mission.

ATTENDEES

Rev Elder Nancy Wilson, Moderator; Rev. Clinton Crawshaw, Vice Chair; Sarah-Jane Ramage, Secretary; Gail Rissler, Treasurer; Raquel Benítez-Rojas, Rev. Onetta Brooks, Rev. Dr. Robert Griffin; Kareem Murphy, Rev. Dr. Carol Trissell, Barbara Crabtree, Director of Operations; Linda Brenner-Beckstead, Staff Support.

AGENDA

Consent Agenda

- **Minutes: November 2014** SJ
- **Director of Operation’s Financial Reports** Barb
 - **October P & L, Balance Sheet, Budget Summary**
- **Moderator’s December Work Plan Report** Nancy

Motion: Onetta for Minutes, Financials, and Moderator Work Plan. Gail, Second. Passes

Discussion Agenda

****NOTE:** (Governing Board adopted this language below as further clarification of US Internal Revenue Code 107 that requires UFMCC staff who are ministers to specify what portion of their compensation is being utilized as a Housing Allowance. The Housing Allowances are a portion of existing compensation identified for tax purposes only and do not represent additional income. The minister will determine what portion of their compensation is to be used as Housing Allowance. The Governing Board will approve the Housing Allowance provided and include it in the public business minutes.) Amended and approved on March X, 2015.



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The following resolution was duly adopted by the Governing Board of the Universal Fellowship of Metropolitan Community Churches at the meeting held 18 December 2014, a quorum being present:

Whereas, Section 107 of the Internal Revenue Code permits a minister of the gospel to exclude from gross income (in computing federal income taxes) a church-designated allowance paid to him or her as part of his or her compensation to the extent used for actual expenses in owning or renting a home; and

Whereas, the following list of personnel are compensated by the Universal Fellowship of Metropolitan Community Churches exclusively for services as ministers of the gospel and the Universal Fellowship of Metropolitan Community Churches; and

Whereas, the Universal Fellowship of Metropolitan Community Churches does not provide parsonages to the following ministers; therefore it is hereby

Resolved, that the total compensation paid in 2015 to the following ministers shall include housing allowances as indicated pursuant to section 107 of the Internal Revenue Code; and it is further

Resolved that the designation of the following housing allowances shall apply to the calendar year 2015 and all future years unless otherwise provided.

X: I move to approve the amended language for the minutes: Y Second. Passes????.

Motion to Approve a Housing Allowance for Rev. Kharma Amos, Rev. Don Eastman, Rev. Tony Freeman, Rev. Vickey Gibbs, Rev. Darlene Garner, Rev. Stedney Phillips, Rev. Mona West, and Rev. Nancy Wilson for Calendar Year 2015:

GOVERNING BOARD MOTION: Motion to approve a housing allowance, pursuant to Section 107 of the U.S. Internal Revenue Code, for Rev. Kharma Amos, Rev. Don Eastman, Rev. Tony Freeman, Rev. Vickey Gibbs, Rev. Darlene Garner, Rev. Stedney Phillips, Rev. Mona West, and Rev. Nancy Wilson in the following amounts for calendar year 2015.

Rev. Kharma Amos \$12,000.00 (Clinton/Kareem)	Rev. Darlene Garner \$24,000.00 (Clinton/Kareem)
Rev. Don Eastman \$12,000.00 (Clinton/Kareem)	Rev. Stedney Phillips \$21,500.00 (Clinton/Onetta)
Rev. Tony Freeman \$14,000.00 (Clinton/Kareem)	Rev. Mona West \$40,000.00 (Clinton/Gail)
Rev. Vickey Gibbs \$21,500.00 (Clinton/Onetta)	Rev. Nancy Wilson \$30,000.00 (Clinton/Carol)

Motion: Move each person separately (see names for motion and second above):

Raquel: Will abstain for all previous votes. Nancy abstains on allowance vote for herself.

All amounts per person Passes.

- **Finance Committee and Budget Proposal**

Gail/Barb

Gail: I move to approve the 2015 Budget. Carol, Second. Passes.



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Items which are in the work plan but currently not funded in the budget were discussed. This included various potential sources of additional funding and the impact on the programs of not having the funding.

Gail: Move to approve Investment Proposal as stated. Second Carol. Passes.

Thank you, Barb, to SLT, to staff, you guys did amazing work. Clean presentation even though it was hard to get to.

Special General Conference and Eligibility Letter (letter to be distributed)

I'll share letter and welcome your feedback..

Moderator Year-End Report

Nancy: Returned from sabbatical. Have written 200 pages (personal writing).

Also, want to be clear about process for Elder update. In January you will get confidential list from me. Cover letter. January will be approval. After that, it will be public information. After that we will prepare for Special General Conference. It was a difficult process. Lots of prayer and soul-searching.

Same for awards. We have all the input. We have a slate. We'd love your feedback. Any wrestling or other suggestions, we want to approve that in January. That is in process or done and will be ready first of year.

Move to accept Moderator Year-End Report: Clinton; Second SJ. Passes.

Development Committee

- **Development Committee Update**
- **Year-end Asks**

Robert: We can have longer discussion in January. We have on hold for hiring, and looking at Project Manager instead of development person. We will make it available next week or two and will discuss in January meeting.

- **Assessments Policy- updates (5)**

SJ

SJ: The policy and procedures were merged and split them out. Policy and brief description sent out. Replies are due in early January. Thank you to team that we can get it out. And thank you to Jason and Linda for getting it out.



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• **Governance (6)**

Onetta

We want to create Bylaws team. I've added SJ, and added one person from Louisville to manage process to receive proposals.

I'm anticipating proposals. One from Statement of Faith. And one to increase MNC from three to five.

General Conference: Process to affirm Elders. January will be criteria for churches plus BOP. (See slides for timeline.)

MNC thanks you for input. I collected criteria from feedback form (sent to SLT and GB). They are updating documents you reviewed. Looking ahead, initiatives and inclusion, if we want to return application in non-English, need investment in translators.

We need to coordinate our releases with translators. An important aspect of planning.

GBNC: We are starting process in 2015 with kickoff with Nancy.

I want to thank Kareem and Carol: How do we thank MNC? I drafted proclamation. They have been working hard. I want to acknowledge technology of chair. That has been a big help. Let's give it to them when the doc goes out in January. Could release next week as Christmas present.

Nancy: I think people are paying more attention after the holidays.

Onetta: I'll do it in January. I'll send it to you after this meeting. Thank you, Kareem, for drafting it.

Carolyn Mobley's term is up for BOP.

• **Moderator's Transition Team Document (vote)**

Clinton

Clinton: I've received some feedback. Darlene asked me to speak to this. It's a living document. Not exhaustive or exclusive. We've consulted with people: Don Eastman, Moderator, and Darlene.

Clinton moves to accept Terms of Reference for Moderator Transition team to be accountable to GB going forward. Second: Onetta. Abstain: Kareem and Robert.

• **Moderator Pension (5)**

SJ

Pension Team met. S-J explained that she and the team had come to recognize is that the Moderators Pension is an unrecognized liability. We are paying Troy's pension out of current income, which is not sustainable.

Nancy: One of the reasons you were elected is that you can help us think about those things philosophically. I think it's important for



Finance Committee and to think about this year.

Carol: I want to tag onto what Nancy said. Next step will be to go to Finance Committee.

- **Communications (5)**
 - **Next Webinar**

Carol

Carol: Thank you for second webinar. Had a lot of technology challenges. I've updated GB website so people can see process. I also update the FB. Someone tagged us in Michael Brown conversation, and I let it go on. I don't feel qualified to speak. And I need a committee soon of 2015 Webinars.

Nancy: How can we improve marketing? What do we need to make sure people who need to know things are attracted to this? Functional Awareness. You are doing great things. Now it's time to say, how do we help people find these great resources?

