

Minutes of the Week of Compassion Fall 2018
Board of Stewards Meeting
Harvard Avenue Christian Church
5502 S Harvard Ave, Tulsa, OK 74135

November 13, 2018

The Board met for dinner, joined by pastoral staff from Harvard Avenue Christian Church

Wednesday, November 14th

Members Present: Mark Briley, Milca Rivera, Judi Frost, Cindy Kim-Hengst, Aly Spradlin, Kris Culp (ex officio on behalf of the Council on Christian Unity), Jake Caldwell, Sean Kersh (Thursday only via Zoom). Staff present: Vy Nguyen, Caroline Hamilton-Arnold, Chuck Blaisdell.

Members not present: Cathy Myers Wirt, Joan Bell-Haynes, Bill Lee, Sean Kersh (did call in via Zoom for Thursday's session), Teresa Hord Owens.

Welcome, Introductions, and Sharing

Co-Chair Judi Frost called the meeting to order at 8:13 a.m. Mark Briley gave a welcome on behalf of Harvard Avenue Christian Church.

Co-Chair Cindy Kim-Hengst asked folks to introduce themselves and expressed her own appreciation for being on the Board and how it has been a group where she could bring her joys and concerns. She asked each person to share a joy or concern that they brought with them to the meeting; she followed that with a closing prayer.

Devotions

Jake Caldwell offered the morning devotions, sharing a poem of Wendell Berry's concerning courage in the face of despair. He closed with prayer.

Opening Business Items

Vy gave an overview of the purpose of this meeting, noting that several of WOC's partners would be present to share information about a variety of those partners' initiatives and changing landscape concerning the work of WOC and these partners.

Approval of Agenda: Aly Spradlin moved, and Milca Rivera seconded to approve the agenda. **Motion carried unanimously.**

Approval of Spring 2018 Meeting Minutes: Cindy Kim-Hengst moved, and Mark Briley seconded that the minutes be approved with the correction of 1) Kris Culp's name and the notation that she was present and 2) that Rebecca Hale's name be corrected. **Motion approved unanimously.**

Since the Board was running ahead of schedule, Mark Briley offered those who were interested a tour of the church.

Conversation with IMA World Health

Rick Santos, President and CEO, IMA World Health, joined the Board and Vy had the members introduce themselves. Rick shared some of history and background, noting that while in college he was introduced to a homeless feeding ministry that set him on his future path – including teaching in Thailand, Church World Service staff in Vietnam, service in Bangladesh and Indonesia, work for IRD, and finally IMA World Health. Rick then offered a Powerpoint presentation about the work of IMA:

Founded in 1960 by the wife of a Methodist pastor who helped join several groups together under IMA's aegis to receive excess supplies from pharmaceutical companies for use in church-related medical mission efforts overseas. This was IMA's focus for 35 years.

In the 1990s, pharmaceutical companies merged and shrank in number, and medical missionary initiatives expanded. The IMA Director at the time therefore moved into direct services initiatives, with the first such program being in Tanzania (work continues there doing tropical disease prevention and HIV/AIDS work). In 2004, IMA began work in the Democratic Republic of the Congo (DRC), creating "health zones" adjacent to hospitals (many of those hospitals being church-related) to help support the work of those hospitals with major funding coming from the U.S. government. Today IMA's work in the DRC is their largest program and is funded from several sources.

Today, IMA works in six places: DRC, South Sudan, Haiti, Kenya, Tanzania, and Indonesia. The main thrust of work in the DRC and South Sudan is to help rebuild shattered health care systems. A second area of work is in HIV/AIDS treatment/prevention. A third is nutrition initiatives to help feed folks and work with expectant mothers regarding appropriate nutrition. A fourth (in the DRC) program is focused on gender-based violence.

Rick pointed to programs that WOC has supported: Critical support for cervical cancer in Africa, with a new protocol for quickly diagnosing and treating women with cervical cancer. A second program addressed Ebola and cultural practices that was helping spread ebola. A third is an initiative to help respond to patients with Burkitt's lymphoma. A fourth that WOC has helped to support is to address trachoma in Africa.

IMA is facing significant changes in its external environment: 1) Government funders are giving less; 2) Governments are giving to fewer organizations; 3) An explosion in the number of NGOs who want to work separately rather than collaboratively; 4) Many donors significantly restrict gifts or deem that their gifts weren't used as they were restricted and therefore requested returns.

Future challenges: 1) The rise of "mega" Foundations (e.g., Gates Foundation) that are hard to get attention from; 2) the rise of for-profit "do-good" organizations; 3) change in the nature of the membership of IMA.

WOC is IMA's most active member

In the coming year, IMA is joining forces with Lutheran World Relief (LWR). LWR primarily does agricultural missions and IMA does health; these are complementary

skillsets and missions. LWR shares IMA's values: partnership/accompaniment primarily. LWR has a significantly different fundraising base from IMA; the combining of forces will help both organizations. LWR has a larger footprint with 17 offices; this will help IMA do more in more places.

A joint board has been created which now includes a much wider church/ecumenical membership (Episcopalian, Presbyterian, Catholic, Adventist).

Questions from WOC Board:

1. Why the change in gifts-in-kind? Companies are more efficient and have less excess inventory, along with there being fewer companies. Also, companies are giving more and more to disasters/emergencies and less to long-term situations. Finally, many companies have decided that they want fewer partners, and more and more companies have decided to focus their in-kind donations on a single product or situation.
2. What are some of the liabilities/risks that you are seeing in the global landscape? Protracted, long-term conflicts that devastate the infrastructure and where there are groups that can't be accessed to assist (e.g., Yemen, Sudan, Somalia). Second, there is an overarching idea that initiatives need to be integrated towards the end (per the U.N.'s goals) of eliminating poverty. IMA/LWR will be seeking to move more towards such integrated initiatives. But the main challenge may simply be the "nuts and bolts" of merging two different organizations whose values are similar but which are also very different in certain ways.
3. How much staff integration will there be between IMA/LWR? Until New York attorney general approves, structural integration can't be done. However, senior staff leadership is already moving towards being integrated. Rick's position as CEO will be ending at the end of the year and a new CEO will take the helm as co-CEO of the two companies until they are merged fully. The new organization will be called "LWR-IMA."
4. Does IMA board have medical professionals? Yes, there are currently two pediatricians and two public health professionals.
5. How will the merger change the mechanism by which WOC relates to IMA? It shouldn't change it much at all. IMA will lose no staff.
6. How will the merger impact the local partners on the ground? The work should be enhanced, since IMA's and LWR's focuses have been different, though complementary (IMA working with health organizations, LWR working with community organizations).

Vy and Judi thanked Rick for taking the time to be with the Board; his presence makes our reading of appeals and other material so much more tangible.

Following a break, Vy asked the Board to reflect on Rick's presentation and the changes that it may portend for WOC. Vy noted that that this was a good merger in that both organizations are strong and that is a good time to combine forces. (He also noted that Church World Service is having the same sorts of conversations about what it means to be a "member" of CWS and the impact of the fact that CWS "competes"

with denominational initiatives at times. CWS is seeking a structure that would better enable it to cooperate with denominational initiatives.) Kris noted that Lutheran “culture” is so strong, she wonders how the new organization will avoid simply becoming a Lutheran “culture” organization, losing the IMA “culture” in the process. (In response to a question from Judi, Vy reminded both the new Board members and all of what ACT-Alliance is and how WOC relates to it). Conversation among Board members and Vy then moved to the variety of organizations that WOC is a part of and works with and how WOC relates to each.

Kris asked Vy what his thoughts are on the IMA/LWR merger. Vy noted that he is excited about the prospect of how these organizations will combine strengths. He also believes that this is not the last merger and that the merged LWR-IMA organization itself may well look at merging with another organization in a few years. Vy notes that every organization that does this kind of work is having similar conversations – and that WOC will also need to have conversations about our future ways of working given the fact that virtually all of our on-the-ground work is through partners.

Report from Global Ministries

Jane Sullivan Davis joined the meeting via Zoom and offered to respond to any questions about her written report supplied to the Board. Jane noted that full financials are not being presented now, but will be presented at the Board’s Spring 2019 meeting. Jane then responded to question that had been raised by the Board at its Spring 2018 meeting, particularly in regard to the decline in the number of Global Mission Interns. She noted in addition to the nine persons listed in the report as interns, Global Ministries has three other interns “in process.” She also noted that Global Ministries will be moving to a rolling application process that will allow interns to move into the process more than once per year. Jane also said that Global Ministries had a presence at the four UCC youth events this summer promoting the Global Mission Intern program, has been at Regional Assemblies promoting the program, has conducted a webinar with the Disciples Young Adult Network, and has visited several Disciples colleges to promote the program. Regarding student loan deferrals, she noted that such deferrals are indeed part of the Intern program.

Cindy asked Jane about the long-term impact on the lives of the Global Mission Interns. Jane noted that a study was done that was very positive, plus the returning Interns have made a number of post-service itineration presentations that are both very moving and motivating.

Caroline asked what the most exciting things at Global Ministries are at present. Jane noted that the Caribbean Initiative has had great results, particularly in disaster prevention and the integration of disaster prevention and community development. The Southern Asia initiative will be launched in the summer; southern Asian partners want Global Ministries to focus on human trafficking and climate change. Global Ministries is looking forward to learning how to best engage these issues in the cultural context.

In talking about the Caribbean Initiative, Jane highlighted the work of AMANESER 2025—a GM partner in PR, whom we supported following the hurricanes for community-led sustainable power programs. She noted that fundraising for AMANESER 2025 is a priority for GM through the year, and suggested that they (not sure who “they” are)

had been lead to believe (not sure by whom) that WoC had no additional funds for the project. Caroline clarified that information was not correct. We have committed, as recorded in an MOU with GM, to continued support of the project, contingent upon receipt of appropriate report, though to date, we have not received such reports. Jane and Caroline will follow up with Angel regarding reporting.

At this point, Caroline also asked about whether Week of Compassion provided solidarity grants to partners in Southern Asia following recent disasters. Jane was not sure but did not believe so. Vy verified that we have not sent grants because we have not received requests.

Jake asked Jane if the reports the Board received come from Jane or from other Global Ministries staff. Jane said that the reports do not come from her. Jake's observation is that Global Ministries' reports and applications received were not on a par with or the same quality as other organizations'. Jane noted that Global Ministries does not have any staff that is dedicated to writing grant proposals, and she defended Global Ministries, saying that it is "relationships that are important not reports." She also said that Global Ministries believes that WOC does not, in fact, want to work with Global Ministries and that is painful for them. Jake continued to note that it is important in WOC's decision-making that reports and requests from Global Ministries be of a high caliber so that we can be good stewards of WOC resources. Jane responded to Jake that his question was unfair to Global Ministries since they do not have the time or staff to write reports of an appropriate caliber.

Cindy noted that the conversation about the relationship and the reports and proposals needs to continue to be ongoing; it is not that WOC does not want to be supportive of Global Ministries and conversations will continue. Judi noted that WOC needs to understand that it is sometimes not easy getting information from local partners due to a number of factors related to literacy, technology, etc. At the same time, WOC needs to have better accountability from Global Ministries so we can continue to be supportive.

Year To Date Financials and FY19 Financials

John Goebel joined the meeting via Zoom to review the 2019 financials.

- Accrued interest is higher than last year
- Designated fund reserve is higher since WOC has not spent all those monies.
- Undesignated reserves is \$1.3 million, which is more than adequate for size of budget & organizational scope.
- Designated giving is lower than last year, due to the several hurricanes last year.
- Through October undesignated giving is down 15% from prior years. This is understandable; when major disasters occur, undesignated giving goes down and designated giving goes up.
- Undesignated contributions for 2018 are tracking very similarly to those of 2016 (which was not a major disaster year like 2017 was).
- Program grants are ~\$370,000; this will use up the surplus in those lines.
- John believes that WOC is on track to finish to the year on-budget

Questions from the Board

- Cindy: What have operating reserves been used for? Essentially a “rainy day” fund. Used in years to subsidize the budget when the budget ended in the red. The last several years, the budget ended in the black and that surplus each year was added to the operating reserves.
- Vy: In 2008 during the market crash, did WOC have to use its reserve? Yes. Vy also noted that in 2008 WOC program distributions had to be cut by 20% as far as Vy recalls.
- Vy: Is our unrestricted reserve likely to increase by year’s end? It depends on how much of the Compassion in Action monies are spent. It is difficult to know also because final numbers aren’t known until mid-January (and because many grants are given in December due to special Christmas appeals from organizations).

The meeting was adjourned at 12:15 p.m. with a blessing for lunch by Chuck. Following lunch, the meeting re-convened at 1:27 p.m.

Sotello Long, President of Disciples Home Missions, joined the call but could only listen, not respond because he was in a meeting.

Update and Conversation on Refugee and Immigration Work

Tana Liu-Beers, Immigration Legal Counsel with DHM, joined the call.

Some of the families separated at the border are still detained. Tana noted that the visibility of this situation has evoked much response. She also noted that deportations are still ongoing, with ICE pulling a parent from a home with the possibility his/her children will never see that parent again.

Tana emphasized that it is NOT illegal to cross the border and apply for asylum. Yet the current administration is seeking to keep people from applying for asylum and turning them back from that process. We have a true humanitarian crisis with the “caravan” and things will only get worse.

The “invisible wall”: Policies and procedures that the administration is increasingly putting in place to shut down paths to immigration. E.g., for those in the system there are increasing demands for “evidence” that prolong the process, and duplicate requests for information that have in fact already been submitted and other dilatory tactics. The “Notice to Appear” memo is increasingly used to refer people to ICE whose status has expired because of the government’s inaction. Folks are allowed to stay in the country while their requests for immigration/asylum are reviewed. But the government is delaying the process to such a degree that that permission to stay expires and then these persons are sent to ICE for deportation for overstaying. All of these policies and practices comprise “the invisible wall.”

Public advocacy: Administration has proposed regulations to expand child detention and to lower accountability for those detentions. We are working on making sure that people have the opportunity to comment on these proposed regulations. The administration has also proposed rules to limit the number of people who can receive green cards; immigration officials can deny on the basis of health, economic status, and dependent family members. This essentially shuts the immigration

process down except for the well-off. We are seeking to advocate against these changes.

It is important to note that, contrary to what so many say, that green card holders are severely restricted from the public benefits they can receive.

Small victories: Most of her work is the small un-exciting stuff (travel permits, work permits, dealing with DMV's, etc.) but there have also been several small victories in these regards. There also finally been some movement in the visa wait list; there has been a severe backlog of visa slots particularly for those from certain countries. At the start of the October 1 fiscal year, there was some lessening of the backlog.

Tana also shared a story of how one client moved from justified skepticism toward her (as a lawyer) to appreciation for her work and help. She also enjoyed finally meeting in person several clients with whom she had only corresponded via email in the past.

Questions from the Board:

- Judi: Do the public comments on proposed regulations really make a difference? Comments via the Federal Register website are very different from private online petitions. Comments are required by law to be responded to before final promulgation of regulations. So yes, they can matter.
- Caroline: Are comments kept indefinitely? Yes, once they are submitted they are a matter of public record.
- Vy: What concrete things can we or our churches do in the next months to help those caught in immigration limbo or to help change policies? There is no silver bullet. It's a long game ultimately and about changing the hearts and minds of the electorate. Since there is so much misinformation, it does matter what we preach about immigration and it matters that we make it clear that these are actual human beings just like us who are affected by these policies. Churches can commit to submit comments by many members to proposed comments. We can use our affection for individual immigrants to change hearts and minds about overall policies that affect people who are just like those individuals.
- *Caroline: Where can we get good and accurate information about immigration? Tana responded Dara Lind with VOX, and that the LA Times and NY Times generally have accurate information (although not 100%)*

Conversation and Update on ecumenical landscape

Reflection on Sierra Leone and Liberia

Judi reported on the visit that she, Vy, and Amy made to the west coast of Africa. Although it was the rainy season, they were able to visit all the villages on the itinerary. Both countries (Liberia and Sierra Leone) have a long recent history of civil war that has greatly affected life in these countries. The international focus on women's empowerment is apt given the number of widows from these wars. The legacy of Ebola has also devastated both countries.

We met a number of village leaders in some of the most vulnerable communities that the government has seemed to ignore. Potable water and sufficient food are issues in these communities. Our group was welcomed by a group of elementary school children in the first village who greeted us with song, dance, and prayers. Winston (our group's guide) encouraged the women in the villages to speak up and to step forward with their thoughts. We were blessed with food and drink in all the villages and left with gifts from the villagers. At one of the villages we took a long walk to the well that served five villages (~300 people); we also visited several wells that WOC had helped to dig through the auspices of WAI. (WAI requires villages to be involved in the planning, siting, labor for the wells). In Liberia, all the wells had hand pumps; in Sierra Leone, all wells were rope-and-bucket affairs. The wells are regularly treated with chlorine. The women in the villages specifically cited gratitude for the wells in that because of clean water they don't get diarrhea anymore. The building of the wells was also community empowerment occasions, and women, especially, were able to use monies from micro-loans for micro-businesses that improved the quality of life for them and their families.

It became clear to us that it is important to listen to the villagers to discover what their needs are, not what outside groups think their needs should be. There is still much to be done and many needs. We need to listen well. Health care facilities remain an urgent need. And while main roads are lovely, all side roads are treacherous and in poor shape – this impacts the ability of villagers to get to medical facilities. One villager said that they badly needed a clinic.

Motorcycles are the main mode of transportation; the government made loans to villagers to buy them but the loans' terms impair the ability to earn a living for themselves.

The focus of the program that the WOC Board will be asked support focuses on young people (13-30). The hope is to open to youth to new opportunities for marketing goods, new modes of agriculture and husbandry (e.g., beekeeping) that could help these young people have more secure lives.

While the future is in the hands of these villagers, the resources to help them is in our hands.

Vy: We need to consider what will happen if our mission partner there (and in other places) changes their tactics, strategy, or personnel. How will that affect what WOC does and is able to do? Vy also noted that this trip was very helpful to see the results of WOC's support for this work and the Ebola work in these countries.

Reflection on Domestic Disasters

Caroline offered her thoughts on domestic disasters and how the landscape of our work with domestic partners is rapidly changing.

The first factor is the size, scale, and frequency of disasters is increasing. This stresses our and our partners' resources. Building up local capacity to respond to small scale disasters will help WOC's work in the long run. We are seeking to build scalable strategies in the face of these factors. We have increased our efforts in promoting preparedness; we will be increasing our initiatives to get preparedness resources to

congregations to increase readiness for local smaller scale disasters. We are trying to get congregations plugged in to state disaster organizations like VOADs.

The second factor is the “professionalization of disaster response.” More and more organizations are doing more and more work through staff (and their long-term volunteers) and seeking to do recovery through their own resources. The flaw is that such an approach has a limit to the number of places such organizations can be. This means that in places where there are not such “professional” resources, those communities will increasingly need to depend on their own preparedness and response resources. These communities will need coaching and guidance and monies from WOC and others.

All of this means that we need to be more creative in the way we partner in the face of community disasters (due to fewer congregations and increasing age of congregations). E.g., we have partnered with NBA and ecumenical partners to be present with communities where there aren’t more “traditional” resources. (Also to be noted is that 3 years ago, Church World Service stopped doing responses to local domestic disasters). We have partnered with the United Church of Christ and Church of the Brethren through the Disaster Recovery Support Initiative to build local disaster recovery capacity.

A third factor is an increasing emphasis on “integrated response.” I.e., “getting things back to the way things used to be” is not enough anymore – those ways might include significant issues (e.g., public health). Thus, we have, for example, partnered with NBA to offer mental health support to pastors in affected communities. We’ve also looked at tailoring our grants with the aim of using those grants that make positive change in the community (e.g., bringing in community organizers and city planners).

A fourth factor: Volunteerism in general is on the decline. Getting young adults (who often have less expendable income) to take a week’s vacation time to work on disasters is less and less possible. We also have the challenge of long-term disaster volunteerism; folks are often willing to respond immediately but aren’t there in the longer term when the need is still great.

A fifth factor: Regions are in extreme transition, both with new Regional Ministers and with the decline in funding for Regions.

Questions from the Board:

- Aly: What creative responses to the decline of volunteerism being tried? For example, we are setting up “weekend opportunities” with x number of slots and advertising those opportunities.
- Judi: What responses are we making re emotional/spiritual support of pastors, especially in the wake of mass casualty events? We have some printed resources and are developing others, and we make pastoral calls on such pastors via phone and email.

Reflection on International Development and Partners

Vy emphasized that the work of relief/development is changing – because our partners’ situations are changing -- as is our situation. The work that those partners do is

important and changes lives, but the strategies and tactics and context are changing. Church World Service's budget used to be \$90 million/year; now it's \$60 million. They are focusing more on refugees than disaster. Working with our partners in new ways to respond to domestic disasters is something we are learning how to do. We became a full member of VOAD recently, and are working with Regions to get them to be a part of state VOADs. In order for us to continue to be effective, congregations and Regions are going to need more creative resources and training in preparedness and response.

Internationally, we are also changing some of our tactics and strategies. We have become a full member of ACT-Alliance. We are working with Central/South American partners on refugee issues due to those turned away at the American border. European countries have also cut their immigration quotas, and that increases our need to find creative partners to continue to assist in refugee response and relief. ALL of our partners are trying to figure out how to best re-create themselves to respond to the changing context.

ACT-Alliance is changing the way it does emergency appeals, since support for those appeals has been declining.

The question WOC needs to wrestle with is how do we move forward when all of our partners are changing due to the realities facing all of us.

Questions from the Board:

- Jake: Why do European countries change their immigration policies when the U.S. changes its policies? The U.S. gives massive aid and threatens to cut that aid pressures other countries to be more restrictive.
- Judi: What is happening with European countries? Germany, e.g., has cut its Syrian immigration from several thousand per year to several hundred.
- Kris: What's the status of USAID funding? The Trump administration is seeking to cut it significantly
- Cindy: Do you fear that there will come a point that WOC can no longer continue because there will not be partners through whom we can work? Yes, there are significant threats to some of our partners who have let go many staff "on the ground." We need to think about how this affects our work – we are a fund/foundation but if we have partners whom we can fund....
- Caroline: Many of our domestic partners are narrowing the scope of response and kind of disasters that they respond to.
- Vy: In coming years, Caroline is going to work more closely with Regions and VOADs in disaster preparedness. Internationally, our membership in ACT-Alliance is going to be increasingly important.
- Kris: It seems clear that we will need to do more levels of analysis as we work with new partners in ways, and in the midst of changes new alliances will likely form and that will take thought and analysis.

- Caroline: Re domestic disasters, we will need to focus more on disaster preparedness working with Regions, congregations, and VOADs.
- Vy: In the past, it has been the case that “WOC doesn’t do programs.” How does that need to change (or does it?) in the face of changing partnerships and changing needs? We will need to keep this in mind as we focus on the best strategy to best respond amidst all these changes.
- Jake: Are we nimble enough to respond as an organization? Vy: Yes, I think we are. With only two full-time staff that works through relationships we can move quickly as needed. We have an outsize influence for our size.
- Caroline offered a précis of the disaster preparedness training event that she has offered in two Regions and would like to offer in more.

Staff Report

Caroline annotated her written report by noting that the California fires are added to the ongoing list, and that response in Paradise will be challenged by the scale of the loss to the church there.

At 4:07 p.m., the Board concluded the day’s open session and moved into Executive Session with Vy with staff and partners excused.

Executive Session Notes: Invitations were extended to Jake and Milca as incoming Board members-elect to participate in the Executive Session. Later in the meeting Caroline was excused and then Vy was also excused subsequently. The Executive Session adjourned at 5:15 p.m.

The full Board and staff then enjoyed dinner together

Thursday, November 15th

Devotions

Aly Spradlin brought the morning devotions.

Transitions

On behalf of the Board and staff, Co-Chairs Judi and Cindy recognized and thanked the two departing Board members, Aly Spradlin and Mark Briley

2019 Special Offering Materials

Caroline distributed the 2019 Special Offering materials and discussed the process involved in the creation of these materials, noting that Chuck was the lead writer for the materials. She also highlighted some of the materials in the packet. Vy, in turn, highlighted some of the authors of the material and thanked Caroline for her stewardship of the project. The Board viewed two of the Special Offering promotional videos and much appreciation was expressed for these and all the materials.

Sean Kersh joined the Board meeting via Zoom

Sustainable Development Proposal Recommendations

Farmers for the Future/West Africa Initiative-- \$30,000 to help young people move into agricultural occupations, plus clean water initiatives. *WOC's grant is contingent on the group receiving a grant from IFAD.*

CWS Protection Through Education – \$37,500 To improve the lives of 2000 street-involved children in Belgrade, Serbia.

CWS Promoting Better Lives in Rural Cambodia. \$37,661 to help the lives of Cambodia's rural poor through a variety of initiatives including clean water, sanitation, and nutrition programs.

*The sub-committee recommends approval of all three above projects.
The Board approved this recommendation.*

Global Ministries Welcome the Stranger Project -- \$16,000 for the Centro Romero initiative to assist immigrant families (food, shelter, legal assistance, etc.)

The subcommittee had issues and questions concerning this proposal re whether this is truly an ecumenical project. The question was also raised as to whether this was truly a "sustainable development" project or actually an emergency relief project. Moreover, the line items in the proposal don't seem to match the project narrative/description, and there are questions, overall, as to whether the project meets the criteria/benchmarks WOC has established for sustainable development grants. **The subcommittee recommends that this be returned to Global Ministries and be re-submitted as an Emergency Appeal instead.**

Board approved this recommendation.

Global Ministries Zimbabwe Nutrition Garden and Fishery Project -- \$13,000 for food security, clean water, sanitation, child protection, purchase of a water pump, etc.

The subcommittee raised concerns about the cost of office supplies in the budget (7% of the budget). **The recommendation is that the Board approve the project minus the office supplies portion of the budget = \$12,100.** The subcommittee also notes that there is no overall budget showing the total cost of the project and its other sources of support in addition to WOC.

The Board approved the adapted recommendation as noted.

Global Ministries Middle East Diyar Consortium Project – \$13,000 for two workshops for youth to train for advocacy and interfaith initiatives toward self-development.

The subcommittee is concerned that there seems little hard data concerning this project's past results, little quantifiable data, and scant information on the impact the project has had. The subcommittee would like to hear

such data. Discussion by the Board noted that the project is targeted at youth, but past participants were not youth? Vy called Global Ministries Area Executive Peter Makari and he talked with the Board via speakerphone to discuss questions/concerns. He noted that the additional funds requested this year were to help ensure interfaith participation. Peter noted that the term “youth” in the Middle East tends to refer not just to teens but folks in their 20s too. Caroline noted that she believes this is a very valuable program, having seen its work first-hand.

Subcommittee’s recommendation to the Board is to table this request and seek further clarification from Peter Makari and then make a recommendation to the via email or at a subsequent Board concerning action on the proposal.

Board approved this recommendation

Global Ministries Girls Empowerment Club in Ghana. \$10,000 for training sessions and books for girls to help reduce gender-based violence and increase literacy.

Subcommittee notes that the proposal is well-written and effective. The subcommittee recommends approving the request AND adding \$2000. Vy’s recommendation is that the project leaders/Global Ministries be asked if the project can make use of an extra \$2000 designated specifically for books.

Board approved this recommendation as amended by Vy.

Emergency Appeal Recommendations

Vy noted that there are no Emergency Appeal requests but that those will be distributed to the Board via email in December.

Standing Rules and New WoC Structure

Kristine Culp led the Board in a discussion of the new Standing Rules, noting a subcommittee of WOC Committee members and invited others was convened to revamp the Standing Rules. That subcommittee met in October and it was quickly decided that a revision of the existing Standing Rules was not going to be optimal, and that the Rules needed to be re-written to make them simpler and more appropriate for governance purposes.

Kris moved briefly through each section of the new Standing Rules, highlighting the general intent of each section.

- Governance – Question: How are members nominated? This will be something for an implementing procedures document, but likely nominees will be nominated through the General Nominating Committee process.
- Membership – Kris notes that these changes will strengthen the ability of the Board to do its work. The lay-clergy ratio will strengthen the relationship with congregations. No other General Ministry has the same scope of close congregational connection that WOC does. Kris also noting that by not

naming specific “advisory members” the Board has more flexibility to invite whomever it deems necessary to its meetings.

- Officers – Creates additional officers and creates an Executive Committee. Vy notes that this really actually is how things function now. This new structure gives flexibility as to how nominating, etc., functions will happen. This also gives the Board more authority/oversight in re items like the audit to now come to the Board first and then the Administrative Committee
- Meetings –
- Responsibilities – Makes explicit that the Executive Director reports first to the Board and that the Board employs the Executive Director. Question: Does the phrase “in consultation with” introduce the possibility of ambiguity into how decisions happen? Discussion concerning GMP’s relationship affirmed that the GMP as a voting member was appropriate given WOC’s position in the church.
- Amendments –

Vy thanked Kris and the members of the subcommittee that worked to bring the new Standing Rules to fruition: Teresa Hord Owens, Russ Peterman (Senior Pastor at University Christian Church, Ft Worth, TX), Jackie Bunch (Columbus OH), Gary Kidwell, Bill Lee, Kris Culp

Discussion of Desirable Characteristics for New Board Members

In response to a question from Judi, Vy noted that we needed geographic and ethnic diversity, folks in their 20s, and, preferably, expertise in finance or law.

Other Business Items

2019 Meeting Dates (locations TBC)

April 30-May 2

October 29-31

Closing Reflections and Communion–

The Board then moved to the sanctuary where Mark Briley and Judi Frost led us in closing worship and communion.

The meeting closed/adjourned at 11:04 a.m.