



Week of Compassion Board of Directors Spring 2022 Meeting
Thursday May 26 @ 9AM - 5PM Eastern

Online Site Documents: <https://www.weekofcompassion.org/boardaccess.html>
Password: WOC1986!

Zoom Meeting Info: <https://us02web.zoom.us/j/87654436924>

Participants:

- **Board Members:** Jake Caldwell, Judi Frost, Cindy Kim Hengst, Bill Lee, Claretta Witherspoon, Andy Mangum, Terri Hord Owens, Kris Culp, Rebecca Smith, John Kuebler,
- **Staff:** Vy Nguyen, Caroline Hamilton-Arnold, Alan Dicken, Courtney Richards, Raiza Spratt, Suzie McKay
- **Absence:** Patice Holland, Milca Rivera

Welcome and Introductions - *Jake Caldwell*, Chair

Opening Devotion - Alan Dicken

Business Session

Approval of Agenda

Motion: John Kuebler

Second: Kris Culp

Vote: unanimous

Approval of Minutes from [Fall 2021 Meeting](#)

Motion: Bill Lee

Second: Cindy Kim Hengst

Vote: unanimous

Executive Director's [Report](#) - Vy Nguyen

- Brief updates from Alan, Raiza, Courtney, Caroline
- Judi asked about whether it is a policy in our communication not to include grant amounts; noted the impressive figure around Ukraine in Vy's report.
- Cindy asked about how to help increase visibility of volunteer opportunities.
- Cindy asked about whether our suspension of participation in the EOGHS table had resulted in negative blowback. Vy noted how this experiment has worked and that the table is eager to hear what we learn. Rebecca asked if this is related to the DEI

assessment - Vy affirmed. Terri noted that our ecumenical relationships are important around multiple global tables (not solely through EOGHS).

- **Receive the Executive Director's Report**

Motion: Andy Mangum

Second: Judi Frost

Vote: unanimous

DEI Conversation and Review - Sandhya Jha and Lori Adams

- Review/Highlights of report presented to Board in advance of meeting.
- Terri Hord Owens mentioned the Church Narrative Project (OGMP with David Anderson Hooker), and how WOC might connect to that (coming soon).
- Via Lori Adams, request from Reconciliation: How can Week of Compassion share (parts of) this DEI report in ways that are helpful/instructive/encouraging to the whole church?
- Rebecca Smith: How is the work to be done in equity and justice affected by the language of "anti-" (anti-racism)?
- Terri Hord Owens: There is a difference between a mission statement (who are we), and mission priorities (what are we working on, how we live into being who we say we are). Racial equity and justice needs to be part of our identity.

Break

Reflection on DEI Conversation

general response

- Cindy: Concern about interpreting new shifts/directions and how they will be heard by more conservative donors, and how we will share info, and how it will be received.
 - Jake: We'll need to be judicious about our messaging to bridge the disconnect between the direction we're going and what people are 'ready' to hear.
 - Alan: Important to center the potential growth in new communities and connections of trust, rather than centering our fear about what *might* be.
- Vy: Who do we want to be, and what do we really want to do? Do we rebuild communities in ways that add to the devastation, or do we want to rebuild in ways that are more equitable and just?
 - This could be a way to show the whole church how to engage in their own work.
- Claretta: What's the timeline for implementation? Is this all at once or piecemeal?
 - Caroline: This isn't a set of 'orders' that we 'have to' implement, but a whole collection of considerations about what can be done, when, how, and who is involved (both internally and externally).
- Kris: Lean into the report in ways that connect the communities we serve and the Disciples church, rather than setting up a divide. Opportunities for us to reinterpret what 'compassion' means so that justice is central to it.

- Terri: Think of this as a way of being, not just a thing we're doing. This is not a banner or a stick that we carry, but a lens that we use to hold ourselves accountable for the way we operate.
- Bill: We lead with who WOC is, not with DEI. Our mission remains, this work runs alongside our core values.
 - Judi: The language of our sustainable development grant priorities resembles the DEI language and suggestions. This brings the domestic focus in line with that existing function.
 - Vy: This also isn't work we're doing alone; we will overlap and connect with partners like NBA and DHM as we approach this moving forward.
 - Terri: This is a way of naming these barriers as issues. "Moving beyond all barriers..." (preamble) This is already in the water and in the air of the larger church - Cabinet, Church Narrative Project, others - and a good way for WOC to come alongside.

reactions to specific recommendations

- Cindy: developing relationships with the leaders of our constituent ministries seems like an 'easy' first (continuing) step
- Rebecca: 'return value' - naming what benefit comes from working in and toward racial equity
- Cindy/Judi: how will we tackle all this work with the staff we have? The whole package is a lot!
- Judi: What do we do with already-burdened pastors/churches that we now might be asking to do more of the work or do it differently.
- Bill: Before we started doing this DEI work we were already asking questions of how we build capacity, which is why we added staff, so that we can move further into our mission. There are many communities that, with a little resource and help, can be engaged readily to make a difference in communities, without waiting for a disaster first.

Review of Financials - John Goebel

- Jake: What's been the historic impact of recession on WOC giving? *JohnG - Usually about a 1 yr lag to show up in giving, and 1 yr lag to show up in recovery. Vy - Should it be necessary to tap into reserves, Vy & John would come to Board for that decision.*
- Rebecca: 'percent change' column would be helpful in financial reports. *JohnG and Vy will review.*
- Vy and John will work on 2023 Budget in August and bring it to the Board in November.

Conversation surrounding Ukraine - Peter Makari, Global Ministries

Here is a PDF of Peter's presentation. He notes:

Please do not hesitate to let me know if you have any questions or need more information. Some of the slides may not be immediately clear without narration, so if anyone

needs some prompts, please let me know. (And while there is nothing here that is sensitive, I have to ask that, for the sake of copyright and permissions, please do not post this or distribute widely beyond the Board of Stewards. I am happy for them to have a copy.)

Break

Spring Sustainable Development Proposals - Judi Frost, Claretta Witherspoon

- GM: Delhi, India - Girls' Learning and Leadership Program (\$11,100) - 10 month plan, curriculum and training for staff and students; science, English, and math
- GM: Zimbabwe - Cattle Project (\$12,500) - youth learning entrepreneurship by caring for cattle
- GM: Palestine - YWCA, caring for refugee children (\$12,500) - mental health care for children in refugee camp, group activities, play area, and counseling
- AMI: Liberia, Sierra Leone - womens' empowerment and girls' education (\$22,930) - youth-led response to food insecurity and GBV
- GM: Fiji - youth development (\$12,500) - equip & train youth to speak to their political rights, climate change, and the church's role

total grant request, 5 projects: \$71,530

Motion (to fully fund proposals as presented): Judi Frost

Second: Claretta Witherspoon

Vote: unanimous

Additional Business Items

Closing Devotion - Courtney Richards and Raiza Spratt

Executive Session

Meeting Adjourned



Week of Compassion Board of Stewards

NAME	REGION	REGIONAL CLUSTER	LAY OR CLERGY	GENDER	ETHNICITY
Judith Frost	VIRGINIA	NERF	Lay	Female	W
William Lee	VIRGINIA	NERF	CLERGY	Male	B
Andy Mangum	SOUTHWEST	ROSES	CLERGY	Male	W
*Jake Caldwell (Chair)	CAPITAL AREA	NERF	Clergy	Male	W
*Milca Rivera (Vice Chair)	FLORIDA	SERF	Clergy	Female	Hispanic
Cindy Kim	IL/WI	HEARTLAND	Lay	Female	A
Kris Culp	IL/WI	HEARTLAND	lay	female	w
Claretta Witherspoon	North Carolina	SERF	lay	Female	B
Rebecca Smith	OREGON/SW IDAHO	WIRM	Lay	Female	W
*John Kuebler (Secretary)	MID-AMERICA	HEARTLAND	lay	Male	W
Patice Holland	VIRGINIA	NERF	lay	Female	B
Terri Hord Owens	INDIANA	HEARTLAND	Clergy	Female	B

* Executive Committee