

GALA (Gay and Lesbian Acceptance)

www.galaweb.org

816-368-5773

ANNUAL REPORT 2018



P.O. Box 16973
Kansas City, MO 64133
U.S.A.



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President's Report

2018 has been full of administrative activity for the organization as we prepare for the future. Immediately following the 2017 retreat we got to work to on-board newly elected members (Ginger and Clay), take feedback from the retreat to implement for this retreat, appointed John Billings to fill the Treasurer vacancy and plan our annual face to face Board of Directors retreat. In addition to our business meeting information you will find reports from each member of the board of directors, committee reports and special events.

The Board of Directors is truly excited to share this first annual report with you as we reflect on a truly amazing and busy year.

In Gratitude,

Jerry M. Dale, Jr - President Board of Directors

GALA Board of Directors 2018

	Jerry M. Dale, Jr. President Jerry@galaweb.org		Parker Johnson – Vice President Parker@galaweb.org
	John Billings Treasurer John@galaweb.org		Brittany Mangelson Secretary Brittany@galaweb.org
	Pam Robison Under Secretary of Publications Pam@galaweb.org		Ginger Farley At Large Member Ginger@galaweb.org
	Clay Birks At Large Member Clay@galaweb.org	2018 GALA Membership by Type 14 Individual Memberships 12 Family Memberships 6 Limited Income/Student Memberships	

2018 Business Meeting Agenda

- Confirmation of Quorum
- Approval of Minutes from 2017 Business Meeting
- Update on Action Items from 2017 Meeting
- Announce Results of Bylaws Vote
- Announce Results of Board of Directors Vote of Affirmation
- Vote on Official Merge Plan Document (Legal Document)
- Questions about 2018 Annual Report
- 2018 Budget Discussion
- Vote on 2019 Budget
- New Business
- Adjourn

Minutes from 2017 GALA Business Meeting

Members Present		
Jerry Dale	Stephen Donahoe	Arthur Butler
Sharon Troyer	Tyler Marz	Mark Davies
Velton Peabody	Tom Beck	Todd Davison
John Billings	Max Coopwood	Leon Berg
Michele McGrath	Sam Marmoy	Pat Marmoy
Megen Olson	Meggan Molgard	Sean Langdon
Barb Landers	Gayle Humphrey	Joyce Humphrey
Cindy Campbell	Ken Campbell	Bethany Weaver
Robin Linkhart	Charley Robison	Pam Robison
Maria Hiatt	Brittany Mangelson	

Non-members Present:

Rachelle Talley and Crystal Moreno

Gayle Humphrey opened the meeting with prayer

- Approval of 2016 meeting minutes (Lake Doniphan retreat center)
- Jerry Dale suggested deferring approval of minutes from last year's (2016) retreat because they could not be found.
- Arthur Butler moved; Mark Davies seconded
- Leon Berg amending the motion to appoint a committee of the board find last year's minutes, and review, approve and publish the minutes. Charlie Robison seconded.
- Arthur Butler moved the previous question. Motion passed unanimously to end discussion.



2017 Labor Day Retreat!

Action Item Update: 2016 meeting minutes - the board of directors looked and e-mailed previous board members to try and locate the meeting minutes from 2016. Unfortunately, they could not be found and we did not want to recreate them and be incorrect.

To help prevent this for the future, the meeting minutes will be published in the next edition of the newsletter following the retreat.

Election Results

- Kathy Sharp withdrew her name from the election about a month ago. Since we had two positions to fill and two candidates, the bylaws allow us to not have an election.
- Ginger Farley will be in the 3 year position of the member at large.
- Clay Birks will fill the remaining 2 years of Kylie Davenport's position as a member at large.

- Lisa Myer, who has 1 year left on her term as treasurer, has resigned as of Dec 31. The board of directors will work to find a member to fill the remainder of Lisa's term. We are very grateful for Lisa's leadership with GALA.
Action Item Update: John Billings was appointed to fill the remaining 1 year term.
- We will need to change our address from Lapeer, MI to the Independence Area.
Action Item Update: The new P.O. Box is located in Kansas City, MO and Chris Crum and Mike Brush are checking it on a regular basis.
- Next year we will elect a treasurer elect.
- Undersecretary of Publications - Pam Robison agreed to run for this position again and was uncontested.
- Vice President - Stephen Donahoe rotates off the board of directors at the end of the year. Parker Johnson will become the vice president.
- Jerry Dale will be the president elect (2018) and president (thru 2020). He ran uncontested for that position.
- Jerry read his letter from the most recent newsletter.

Proposed 2018 GALA Budget

- Jerry Dale presented the proposed FY 2018 budget.
 - As of July 31, 2017, we have \$25,701 in cash on hand.
- Discussion of Go Fund Mission
- Motion to approve 2018 budget. Charlie Robison moved; Velton Peabody seconded.
- Discussion of participation at Pride events. We know of 15 congregations that participated in Pride events. We have increased the marketing budget by \$500 from last year and are considering a Go Fund Mission project for this purpose.
- John Billings called the question on the budget.
- Budget passed with one abstention.

Retreat Location for 2018

Potential options under consideration- Camp Bountiful in Ohio, Deer Park in Pennsylvania (less handicap accessible), Camp Red Cliffe in UT and a campground close to Graceland.

About 10 people came from the surrounding area this year, a core group of young people. Also the price of the retreat at Camp Red Cliffe was really good.

Considerations- having geographic distribution enables students living in the area to attend; would it be possible to move the retreat earlier in the summer to enable students to attend?

- Airport hubs may make the retreat cheaper
- Try to find a place where there is a budding affiliate program and work to nurture that afterward
- Our pattern has been West Coast, Central, East Coast, Central. Point made that there could be more opportunities to reach LGBTQIA+ people on the coasts. Why not fund 5 people for travel funds
- Another idea: do Labor Day Retreat every other year and then on off years have local affiliate retreats.
- Go Fund Mission funds- support students or seniors to come to GALA retreat
- Spring and fall Breaks could be good times to attract students

Action Items Going Forward

- Proposed 2019 Budget- Evaluate whether we will have items for sale at GALA booth at World Conference, and make sure this is included in the budget.

Action item update: See the Treasurer's Report

- Develop a formal policy for retreat scholarships. Our practice has been to provide a full scholarship the first year they ask for a scholarship and then provide half scholarship the second time they ask for a scholarship.
 - Action item update: This is pending. There is a new line in the budget for the Scholarship Fund. A policy for how to manage that fund will be developed and published after the 2019 budget is approved.
- Can we add the possibility for congregations to join GALA?
 - Action item update: The new bylaws create a new membership category for congregations. The board will evaluate what the fee will be and announce it in January 2019.

- More of an investment in affiliate/GALA relationship
 - Action item update: The board of directors will continue to evaluate the programs of GALA and make changes as needed.
- Could we amend the low-income membership fee to be a student/low income membership fee?
 - Action item update: This has been completed. Our website now reflects Limited Income/Student
- Consider how we might make contact with other organizations like GALA in other Christian denominations.
 - Action item update: With the merger of GALA and WCN we will now have access to other denominations who have a Welcoming and Affirming Program. This merger will open up new conversations.

Pam Robison moved to close the business meeting at 5pm. Motion passed.

Annual Board of Directors Retreat



We met at the Temple in Independence, Missouri, for two full days in January 2018. We took time each day to have a meditation, participate in the Daily Prayer for Peace, and brainstorm ways to stabilize the organization for future generations.

Front Row: Left to Right: Pam Robison and John Billings. Back Row: Left to Right: Parker Johnson, Brittany Mangelson, Clay Birks, Ginger Farley and Jerry M. Dale, Jr.

The Board of Directors has set the following initiatives for the next few years:

Top Priorities for 2018:

1. Mission and Purpose (includes rebranding and merger)
2. Communications (includes website, newsletters, social media and videos)
3. Policies (includes bylaws, board travel, pride, etc)
4. Finances

Other priorities: Membership, Resources, Events and Education

This year we also undertook the following organizational stabilization efforts:

- Articles of Incorporation reviewed
- Bylaws revised
- Non-Profit 501(c)(3) maintenance
- IRS and Missouri state reporting activities to maintain non-profit status
- Ensuring spending is within budget for 2018
- Proposed budget for 2019 (combined WCN/GALA)
- New PO box in Kansas City, Missouri
- Refreshed website
- New telephone through Google Voice
- Google for Non-Profits - Tool for greater collaboration
- Board e-mail addresses with @galaweb.org

- Bitable subscription to create info graphic videos
- Zoom for video conferencing
- Social media accounts updated
- Content creation - a new news story/news blast every few weeks
- New checking account
- Updating Amazon Smile account
- Updating PayPal account
- Board of Directors face-to-face retreat
- Monthly Board of Directors meetings
- Prioritizing transparency of Board of Director activities

The next face-to-face Board of Directors retreat will be in the first quarter of 2019.

Board Members Whose Term Is Concluded on December 31, 2018

Our heartfelt thanks go out to **Brittany Mangelson** who has served as secretary for the last two years. Brittany has brought new insights to the board and has helped us keep organized.

Board Members Who Have Resigned in 2018

Gayle Humphrey resigned as chaplain earlier this year. Gayle kept the board grounded and focused on the spiritual aspects of what we are doing. I am thankful that Gayle is continuing her studies to be a chaplain and I look forward to great things from her in the future!

Dan Gregory resigned as Member at Large to become the pastor of the Apple Valley Congregation in Minnesota. Dan's sweet spirit and constant drive to look for ways for others to have a place at the table are qualities that will serve him well in his pastorship.

Pam Robison has submitted her resignation to be effective after this retreat. Pam has been accepted into the Spiritual Companionship Program and needs more time to focus her energy there. Pam has been a great contributor to GALA through her editing of the newsletter and in her ability to bring up hard topics to the board. Pam is always looking at how our actions impact the lives of others and how it reflects on the organization.

Vice President's Report 2018

Greetings –

This year has been an incredibly busy time at GALA as we work to re-shape the organization to better meet the needs of a changing world. Since I joined the board in early 2018, I've taken a special interest in elevating the online presence of the organization, taking on key projects such as a website refresh, content creation, and social media management. All of these areas are more important now than ever, and we continue to strategize the best way to leverage our online presence to better fulfill our mission and vision. At our board of directors retreat earlier this year, the board committed to providing high-quality resources and content into the future. We all have a responsibility to carry on the legacy of those who have gone before us, for it is their stories - and the courage it took to tell them - that have paved the way to the level of inclusion many of us currently enjoy. We should proudly tell our stories now of the efforts, successes, and resources that have been created for the betterment of the larger LGBTQIA+ community in today's world facing today's challenges. The board is committed to the organization's success - your success - and we take this very seriously. Providing fresh, current content is one path to this goal that I can assist with. If you, or someone you know, is interested in contributing to this collective storytelling mission, please contact me at parker@galaweb.org. I'd love to discuss this with you further.

Additionally, I've worked to support the efforts of the merger committee, reviewing and communicating countless documents to that end. Our board of directors team truly lives out what it means to be a collaborative community of leaders, and I am incredibly grateful for the people and the work we are doing.

Thank you for your ongoing support. Together, we can continue to build on the legacy of those who have gone before us.

With gratitude,

Parker Johnson
Vice President, GALA

Secretary's Report 2018

As I prepare to end my term on the board of directors I've been working on my transition strategy. Thanks to our new g-suite we have the ability to keep all of our records in a secure on-line drive. I have created an organized way for us to keep our data for years to come. Most recently I have created a folder with various LGBTQIA+ Resources. I have dozens that could be rotated through various social media platforms.

I'm also making sure the minutes from our board meetings are all up to date and in the main google drive. I'll have this done as soon as my seminary class is over—by the retreat. Our Zoom meeting space allows for recording which has been very helpful for meeting minutes.

Coming into this position there was not a clear understanding of what the secretary's responsibilities are, so in addition to the new bylaws I'm also creating a document with my best understanding of the duties of Secretary.

I am thankful for this opportunity to work with such an important organization and a great team of people.

Sincerely,

Brittany Mangelson

Secretary, GALA

Treasurer's Report 2018

WCN Reconnection

Much of 2018 has included reconnection and working with WCN regarding a proposed merger. The boards of both organizations approved an action that proposed the creation of a merger team to reconnect GALA and WCN. As the treasurer, I have been part of this committee. This committee was charged with beginning conversations about a potential merger and then developing a plan for what a merger might look like. The team has been meeting at least monthly and to date, has completed all the initial steps that are necessary for a merger of GALA and WCN.

Reviewing bylaws has been a task of the merger team. Many hours were spent reviewing, writing, editing, and finally approving a new set of bylaws. The boards of GALA and WCN have approved the bylaw changes and they are being presented to members eligible to vote for approval. Both boards, congregational representatives from WCN, and GALA members have been engaged in an approval process that will culminate at the GALA annual retreat over Labor Day weekend. The merger process will be completed with action by the WCN board as it follows the legal steps to end its 501(c)3 status and transfer remaining funds to the GALA bank account.

Banking Tasks

We closed the current GALA bank account with Chase and opened a new account with Bank of America in January 2018. This account was recommended so officers (treasurer and president) of GALA would have access to a Bank of America banking facility. Chase did not offer this access. This task has been completed with the help and cooperation of past officers of GALA. It was also necessary to make banking changes with GALA's PayPal and Amazon Smile accounts. Though not an easy task, all the updates with banking information have been made.

501 C3 (non-profit) Reports

I followed up on necessary reports for the IRS and the State of Missouri. These reports have been completed.

Annual GALA Retreat

We secured the location for the annual retreat at Camp Red Cliffe in Huntsville, Utah. Paperwork has been completed and deposit made for the retreat. Event insurance has been purchased for the event.

Budget Management and Accountability

An annual budget for 2018 was approved at the GALA annual meeting held in September 2017. It has been the responsibility of the treasurer to provide monthly updates regarding the budget and bank account. GALA is staying well within the budget parameters regarding spending. However, funding is a concern. Annual memberships and donations have not been at the level necessary to support a budget like we have had for 2018. As we make decisions about the 2019 fiscal year it will be important to give close attention to raising the funds necessary to support the programs of a new GALA/WCN organization.

Regarding the merger of GALA and WCN, it has been the treasurer's responsibility to review both of the 2018 annual budgets and create a blend for the development of a 2019 budget. Please see the attached budget reviews of 2018 spending (GALA Budget) and the proposed 2019 budget (a blend of GALA and WCN for 2019).

Sincerely,

John Billings

Treasurer, GALA

Undersecretary of Publications 2018

One of my focus points over this past year has been to try to be more regular with newsletters. They have been periodic for a while, but not on a regular schedule, but we are trying to change that with the hope of sending a newsletter out every quarter. In 2017 they went out in April, July, September, and December. So far in 2018 they have gone out in February and June. Most of the newsletters are sent via email. There are approximately six or seven that are sent (by request) via snail mail.

Each newsletter contains information that we hope will be helpful and of interest to members of GALA. The spring newsletter provides information about the upcoming retreat; the fall one is a report of the retreat. Other information as available is contained in the other newsletters, but one constant in each is a membership form.

We are always looking for reports on activities in that various areas where GALA members live, i.e., Pride activities, outreach, questions and concerns.

Sincerely,

Pam Robison

Undersecretary of Publications, GALA

At Large Reports

This year the board wanted to know what congregations had done for PRIDE and what some of the costs were. Board members gave me names of congregations who had participated in PRIDE if they knew and I contacted the names of the contact people that were reported. I gathered the information and reported to the board about costs of the pride booths. (There was some discussion among the board members to see if GALA could look at helping with costs in the future. Currently that was not possible as it was not in the budget.) One congregation wanted to know if GALA had any educational materials that could be used at PRIDE. After talking with the board and finding out the GALA did not have any educational materials, I reported back to the congregation contact to let them know.

The nominating committee asked board members for names of people who might be interested in filling the at large positions open on the board. The committee was given a few names and asked for contact information. The people were contacted and were asked to submit a 2-3 paragraph description of who they were and why they were interested in being on the board. The information received was forwarded to the board members as it was received.

Sincerely,

Ginger Farley and Clay Birks

At Large Members, GALA



Temple Planting - Each year for the past several years the Independence, MO affiliate of GALA has been planting the planters at the Temple. GALA funds this annual event.

Retreat Planning Committee

Jerry M. Dale, Jr., Maria Hiatt, Magen Olsen, Tyler Marz and Sean Langdon

The committee met several times to help organize the retreat taking feedback from last year to build on what worked and tweak what didn't work as well.

We are currently exploring having the 2019 retreat at Camp Bountiful in Jackson, Ohio to support the Portsmouth Welcoming Community church plant.

Pride Events in 2018

Salt Lake City, UT	Joplin, MO	Minneapolis, MN	Milwaukee, WI
Ogden, UT	Logan, UT	Portsmouth, OH	Aurora, IL
Springfield, MO	Provo, UT		
WCN Sent Buttons to the following Places			
St. George, UT – 100	Brookfield, WI – 300	Davis, IL - 50	Bolivar, MO – 200
Oak Hill, VA – 300	England, AR – 300	Berryville, AR – 100	Neosho, MO – 300

Pride Resources

As more and more congregations are interested in attending Pride Events we began a list to help make the process easier.

Our recommendations include:

- Enduring principles pamphlet
- LGBTQIA+ in Community of Christ brochure
- Both Books: *Homosexual Saints* and *Touched by Grace*
- Mission Prayer card
- WCN Buttons - Rainbow Blessings of Community
- Doctrine & Covenants (suggest reading back to front)
- *Sharing in Community of Christ*
- Project Zion podcasts
- Banners with Mission Initiatives/Enduring Principles
- GALA/WCN Brochures
- Rainbow Stickers
- Covenant of Welcome from WCN Process



Hymnal - *Community of Christ Sings* with the following hymns highlighted:

285: For Everyone Born
(with the optional verse)

For gay and for straight, a place at the table,
a covenant shared, a welcoming space,
a rainbow of race and gender and colour, for gay and for straight, the chalice of grace,
and God will delight when we are creators of justice and joy, compassion and peace:
yes, God will delight when we are creators of justice, justice and joy!

274: For all the Children/God we Gather as your People

276: All are Welcome

Other appropriate hymns

Merger of GALA and Welcoming Community Network (WCN)

In the winter of 2017/2018 the GALA and the Welcoming Community Network Board of Directors both expressed an interest in having a conversation about a potential merger. A merge committee was formed which included John Billings, WCN president and GALA treasurer; Jerry M. Dale, Jr, GALA president and WCN board member; Sam Marmoy - founding board member of WCN and member of GALA; and Meredith Bischoff, founding member and past president of WCN.

This committee has worked collaboratively to explore the options for what a merged organization would look like so that the purpose of both organizations could be fulfilled. After months of work a proposal was presented to both organizations. The proposal included revised bylaws to meet the new organizational needs; a merge plan; and a communication strategy. This is truly an exciting time for both organizations as we become one.

Welcoming and Affirming Congregations

Michigan: Big Rapids Congregation East Lansing Congregation Otter Lake Congregation	Utah: Salt Lake City Congregation Ogden Congregation Southern Utah Congregation	Missouri: Fairview Congregation Cornerstone Congregation Open Arms Congregation Lee's Summit Congregation
Florida: Clearwater Congregation Orland Congregation Gainesville Congregation	Illinois: Lombard Congregation On Edge Ministries	Colorado: Fort Collins Congregation Greenwood Village
Ohio: Portsmouth Welcoming Community	Minnesota: Minneapolis Congregation St. Paul Congregation	Wisconsin: Milwaukee/Wauwatosa Congregation
California: San Francisco Congregation Walnut Creek Congregation	New York: Buffalo-Clarence Congregation	Oregon: Salem Congregation
Washington, DC: Washington, DC Congregation	NSW Australia: The Open Door Congregation	

In Conclusion

Whew! That's a lot!

I hope you have found this both informative and encouraging for the future of GALA. The Board of Directors are committed to ensuring a vibrant and financially viable organization for future generations. Your contributions matter. Please encourage your friends, family members and congregations to join us in our efforts and/or consider GALA for a tax-deductible donation. We can't do this without you.

Respectfully submitted,

Jerry M Dale, Jr.

for the Board of Directors of GALA

NOTES: