

GLAD Alliance Council

Responsibilities and Expectations

The Mission of the GLAD Alliance: We, the GLAD Alliance, are members of the Christian Church (Disciples of Christ), called to join in God's work of transforming the Christian Church (Disciples of Christ) into a just and inclusive church that welcomes persons of all gender expressions and sexual identities into the full life and leadership of the church.

As a member of the Alliance Council, you are an integral part of our work accomplishing the Mission of the Alliance. There are three broad areas of Council responsibility.

- Mission: the Council defines the Mission of the Alliance.
- Strategy: The Council sets policy and provides leadership to accomplish the Mission of the Alliance.
- Finance: The financial responsibilities of the Council are
 - To fund the Mission of the Alliance,
 - To ensure that the funds raised by the Alliance are spent responsibly to further the Mission of the Alliance,
 - To safeguard the financial future of the Alliance.

In order to fulfill these responsibilities, you take on the following responsibilities and expectations.

To demonstrate a passion for the Mission of the Alliance

You demonstrate a passion for the Mission of the Alliance and serve as an ambassador for the Alliance.

- You bring to the Council an understanding of the importance of the Mission of the Alliance.

This might be demonstrated by:

- You are aware of the need for Open & Affirming Ministry in your congregation and region and bring this understanding to Council discussions,
 - You serve as eyes and ears for the Alliance, communicating to the Council needs and issues that intersect with the Mission of the Alliance.
- You communicate needs and opportunities to the Council, staff, and team leadership.

This might be demonstrated by:

- You communicate to the O&A Team information about churches that would benefit from contact with the O&A Team,
 - You communicate to the Council justice issues that intersect with the Mission of the Alliance and initiate discussion about how to respond,
 - You communicate to the Council pastoral care issues that intersect with the Mission of the Alliance and initiate discussion about how to respond.
- You communicate to all expressions of the church the need for the Mission of the Alliance.

This might be demonstrated by:

- You support your O&A congregation, or encourage your congregation to become O&A,
- You attend your Regional Assembly, the General Assembly, and other meetings of the DOC, and provide opportunities to discuss the importance of the Mission of the Alliance .

To provide leadership to the Alliance

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- You participate in at least 80% of Council calls,
- You participate in the annual Council leadership retreat,
- You participate in General Assembly activities.

You also participating in one or more of the following:

- You serve as an Officer of the Council,
- You serve as a liaison to a Team of the Alliance,
- You serve on a Committee of the Council.

The Council provides leadership to the staff and teams of the Alliance.

- You provide resources,
- You provide oversight to ensure that the staff and teams are working to accomplish the Mission of the Alliance,
- You maintain communication between the Council, staff, and teams to ensure that all are sharing resources efficiently and working together as one Alliance.

To support the financial health of the Alliance

You support the financial health of the Alliance.

- You maintain membership in the Alliance.

- You contribute financially to the Alliance in a personally meaningful way.

Your personally meaningful financial contribution is demonstrated by one or more of the following, or a similar financial contribution:

- You make a personally meaningful financial contribution to the Alliance that is second only to your congregational pledge,
 - You encourage GLAD membership among your family and friends,
 - You encourage your congregation to participate in GLAD's Membership Challenge, encouraging 10% of congregants to be paid members of GLAD,
 - You encourage your congregation to give to GLAD directly.
- You assist in development efforts of the Alliance.

Your assistance might include one or more of the following:

- You make annual thank-you calls to our largest donors,
- You seek out and encourage others to become significant donors,
- You support other Council development initiatives.

Other Responsibilities

In order to accomplish the Mission of the GLAD Alliance:

- You understand that you have a personal and fiduciary responsibility (your legal obligation to act in the best interest of the Alliance) to the Mission of the Alliance and its finances,
- You are expected to ask the difficult questions when needed,
- You will speak well of GLAD to the public, and bring questions and concerns to the Council,
- You come to meetings and online discussions with an open mind, you contribute your opinions, thoughts and ideas, and you participate respectfully,
- You participate in on-line discussions between meetings in order to remain informed of the business of the Alliance and to be prepared for Council meetings,
- You maintain appropriate lines of communications:
 - You bring Council level concerns to the Moderator,
 - You communicate Council directives to Team leaders and Executive level staff, allowing them to direct team members and other staff.

To love mercy, to do justice, and to walk humbly

The members of the GLAD Alliance Council welcome you in our work together to build a just and inclusive church that welcomes persons of all gender expressions and sexual identities into the full life and leadership of the church. Our rewards in this work are many, not the least of which is the opportunity to walk humbly with our God, doing justice, loving mercy.