

# Disciples LGBTQ+ Alliance

Setting a place at the table  
for persons of all gender  
expressions and sexual  
identities.

## COUNCIL

Working together to build a  
just and inclusive church  
that welcomes all into full  
life and leadership.

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All.

## An Overview of Responsibilities + Expectations for Council Members

*We, the Disciples LGBTQ+ Alliance – AllianceQ, 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.*

The Council is a leadership team of 8-12 members, commonly known as a Board of Directors, led by a “first-among-equals” Moderator. Together, the Council sets the mission and vision for the Alliance; supports, empowers, and holds accountable the organization’s staff; and serves actively to sustain and enhance the ministries of AllianceQ. Council Members have a fiduciary responsibility to the organization and a commitment to LGBTQ+ issues and intersectional justice within the Christian Church, the church ecumenical and society.

Council Members are called to contribute time, thought, energy, and financial resources in support of the Alliance. The Council meets monthly online with the Executive Director + Minister and gathers in-person for an annual council retreat. Council Members serve four-year terms when nominated and elected or the remainder of a term if appointed. Council Members can expect between 5-10 hours of active commitment per month.

The Council has core legal expectations with a fiduciary responsibility to the organization incorporated by and accountable to the State of Indiana. Beyond these duties, the Council should focus on empowering members of the Alliance to do the work of building a just, inclusive church; and shaping strategies for the future. The Council does not handle daily operations; those are delegated to the Executive Director + Minister.

### ***Council Members will:***

- Demonstrate a passion for and commitment to the mission of the Alliance
  - educate self and others about justice issues that intersect with the mission,
  - build relationships within the Christian Church,
  - connect with ecumenical partners, and
  - communicate to all expressions of the church the need for and ways to engage in this ministry.
- Provide leadership to the Alliance
  - participate in each monthly meeting and other meetings as negotiated,
  - participate in the annual in-person council retreat in the fall of each year, and
  - maintain communication with Council Members and staff.
- Support the financial health of the Alliance
  - maintain membership with the Alliance,
  - contribute financially to the Alliance in a personally meaningful way, and
  - assist with development efforts of the Alliance.

Detailed information is available in the [Design and Policy and Procedure Manual of the Disciples LGBTQ+ Alliance](#) sections 1.6, 2.7 and 2.13.

## Purpose

The Council determines and periodically revises the Mission of the organization. In general, revisions should not happen often, as the Mission is the overall guiding principle that gives the Alliance reason for existing. Under that mission, the Council determines Strategy (also “Goals”), which includes the high-level defined accomplishments the organization wants to complete. Strategy should be revisited and tweaked approximately annually, or in case of large/important changes to the environment of the organization.

Enacting strategy, e.g. doing the work, requires Tactics. The Council provides leadership, oversight/approval, organization, and resources through which staff and volunteers can accomplish specific tactical tasks. Council Members, as volunteers, may assist in doing the work by serving as liaison to a team charged with a task, by serving on a committee for Council-specific tasks, or by volunteering effort for a task led by staff and other volunteers. As a “working board”, Council members often wind up doing work as well as setting policy, but the main charge of the Council is to establish policy and organize resources (human, monetary, or connections) for the staff and volunteers to get the work done.

The Council, as represented by the Moderator, is also responsible for hiring and performance management of the Executive Director + Minister. The EDM takes direction from the Council and reports back (usually monthly) on the status of the organization. Other hiring and performance management of staff is delegated to the EDM under the guidance and oversight of the Council. The EDM is responsible for the day-to-day operations of the organization, asking for Council input/guidance as needed.

There is often the temptation to “jump in and do things” especially when there are not enough volunteers to enact tactics. This can be appropriate when exigent but doing so in excess has the unfortunate effect of either overloading (eventually burning out) Council members, or denying others the opportunity to serve as volunteers. The Council shall seek diverse representation from the Church to engage in the ministry of the Alliance.

## Legal Responsibilities of the Council

The Alliance is a 501(c)(3) incorporated in Indianapolis, Indiana; further defined as a public charity with limited investment income Section 509(a)(2). In accordance with the laws of that state and our *Design and Policy*, there are several legal responsibilities that Council members must uphold.

- Duty of care: actions must always be taken in benefit to the corporation, not just in a legal sense but also to maintain public reputation/goodwill. Assets (including staff, volunteers, and property) must be managed for the explicit benefit of the organization.
- Duty of obedience: Council must ensure the organization acts only in service of its mission while following all laws and regulations in Indiana and other places of activity.
- Duty of loyalty: Council Members must act with the good of the corporation as first priority, including avoiding conflict of interest and perceived conflict of interest.
- Fiduciary duty: while the Treasurer maintains active involvement in the finances of the corporation, Council Members also share the burden to make sure (through policy and oversight) that money is spent only for the good of the organization and that practices are in place to thwart fraud and embezzlement. Council also oversees the financial stability of the org by creating and monitoring a budget to ensure adequate resources to enact Strategy and Tactics. Council is also responsible for the long-term financial sustainability of the org, actively engaged in fundraising and supporting the EDM in all development efforts.

Council Members will:

**Demonstrate a passion for and commitment to the mission of the Alliance**

*This looks like:*

- being aware and updated on issues at the intersection of faith and queer life, including issues that are important to others and not necessarily personal to you. Staying informed on current events (legislative proposals, Pride events, tragedies like harassment/murder) in the church and society
- living into the commitments of AllianceQ to be an anti-racist and pro-reconciling ministry working alongside Disciples justice ministries and ecumenical partners with participation in personal and collective training and education
- remaining current on Alliance news, articles, statements and social media engagement as well as reviewing Council reports and preparing for meetings
- being the “eyes and ears” of the Alliance, bringing issues and information to the Council for its edification, consideration, and discussion
- communicating the need for and opportunities around building an Open & Affirming ministry; publicizing events, sharing stories and news on social media, being an active advocate for queer issues in your church, community and region
- dropping in for worship at affiliated churches when you travel, saying “hi” and making connection with the pastor, congregation, and lay leaders
- staffing or organizing volunteers for an Alliance table at a regional gathering
- organizing your church’s and area churches’ participation in Pride events – attending a parade as a group, entering a float or marching, staffing a table at festivals

**Provide leadership to the Alliance**

*This looks like:*

- attending at least 80% of Council teleconference meetings and providing notice as soon as possible for conflicts or emergencies that affect attendance; participating in scheduling discussions and flexing when needed to accommodate every Council Member’s needs as much as possible
- serving as an Officer, committee lead, or team liaison on behalf of the Council
- communicating promptly and thoughtfully in discussions and electronic correspondence
- fearlessly asking and answering “hard questions” and being diligent in your oversight responsibilities
- attending the annual Council retreat and being ready to help the group shape strategy discussion and priorities {Note: it is the Council’s policy to subsidize up to 100% of travel expenses according to need, as budget allows.}
- attending General Assembly and dedicating time to staffing the booth (including setup/teardown), facilitating other events including the banquet, workshops, safespace gatherings, etc.
- representing the Alliance as appropriate with local ministries (including ecumenically), queer organizations, and justice organizations in your area without claiming to represent the whole of the organization
- supporting the Alliance in its efforts to practice and provide [universal access](#)
- engaging in professional board development ([this article](#) outlines responsibilities, performance and accountability)

**Support the financial health of the Alliance**

*This looks like:*

- maintaining consistent membership with the contribution of yearly dues (currently \$45/year or \$25/year for seminarians or those of us with limited income)
- making a personally meaningful regular contribution to the Alliance, secondary only to your congregational pledge
- supporting all development initiatives with leadership, organizing and networking, seeking out and encouraging others to become significant donors, cultivating donor relationships
- encouraging church members, friends and family to join the Alliance via individual or couple memberships
- encouraging your O&A church to include the Alliance in its budget and/or do special giving events in support of the Alliance
- making “thank-you” calls to major donors from time to time, and sending occasional cards/notes/e-mail to regular donors when prompted by the EDM