

# Administrative Board

January 29, 2017



# Opening Prayer

Sarah McWhirt-Toler



# Call to Order

**Nancy Northington  
Administrative Board Chair**





# Welcome and Appreciation



# Duties of Administrative Board

# Administrative Board Duties

## Purpose:

- The administrative board is the administrative agency of the charge conference to envision, plan, implement and annually evaluate the ministry of the congregation.
- Provide for planning and implementing a program of nurture, outreach, witness and resources in the local church.

# Administrative Board Duties

## Other Duties:

- Review membership of the local church
- Fill interim vacancies among the lay officers of the church
- Establish the budget on recommendation of finance committee
- Recommend to charge conference the salary and other remuneration of pastors and staff as recommended by staff parish relations committee
- Review housing provision for pastors and recommend to charge conference for approval



# Approve Minutes



# Ministry Focus: Room in the Inn

Bart Perkey



# Finance Report

John Pearce  
Finance Committee Chair



# BUMC Finance Report

## January 29, 2017

- Review of 2016
- Budgets for 2017

John Pearce

# Finance Committee Report

## 2016 Update

### Trust Fund

Trust Fund 2016 Results  
Ministry Grants

### Capital Fund

2016 Highlights  
SunTrust Term Debt

### Non – Budget Fund

2016 Giving  
Christmas Miracle  
Benevolence Fund

### Week Day School Fund

### Rental Property Fund

### Operating Fund

Apportionments

## 2017 Plan

### Pledge Campaign

### Concerns

### 2017 Finance “To Do’s”

### Five Year Finance Goals

### Budget Process

### 2017 Budgets:

#### Rental Property

#### Week Day School

#### Capital Budget

#### Operating Budget

# BUMC 2016 FUNDS

<u>FUND:</u>	<u>In-Flows</u>	<u>Out-Flows</u>
Trust Fund	\$ 639,021	\$ 273,889
Capital Fund	\$ 281,030	\$ 254,278
Operating Budget	\$ 1,456,334	\$1,470,431
Week Day School	\$ 800,300	\$ 796,153
Non-Budget	\$ 241,269	\$ 197,088
Rental Property	\$ 117,948	\$ 117,678
Totals	\$ 3,535,902	\$3,109,517

# Trust Fund 2016

1/1/16 Balance	\$2,640,674
Gifts	\$ 513,141
Debt Service	\$ (120,000)
Grant Payments	\$ (153,889)
Earnings	\$ 125,880
12/31/16 Balance	\$3,005,806
Earned	4.77%

# Trust Fund 2016 Grants

- Flat Screen TV's • \$ 18,530
- Chapel Renovation • \$ 46,212
- Masonry Work • \$ 43,170
- Signage • \$ 3,757
- Youth • \$ 3,230
- Sr. Adults • \$ 8,043
- Malawi Health Clinic • \$ 3,500
- Web-Site • \$ 6,653
- Homeplace • \$ 1,500
- Children's Ministry • \$ 5,000

# Trust Fund 2016 Grants

• Congregational Care	• \$ 2,000
• Golden Triangle Transport	• \$ 3,000
• Inviting Ministries	• \$ 2,500
• Music Ministries	• \$ 8,000
• Spiritual Formation	• \$ 1,500
• Iris Room	• \$ 430
• Malawi Grant Refund	• \$ (3,184)
• Misc. Fees	• \$ 48
• Total Grants	• \$ 153,889



# Capital Fund Highlights 2016

- Capital Pledge Collections \$49,530
- \$40,000 of misc. items/projects for building
- \$3.1 million term debt (3.4%) on track
- \$213,850 of debt service payments
- Trust Fund Support \$120,000
- Rental Property Support \$111,500
- Principal Reduction (\$119,869.63)
- Principal Balance \$2,653,151.61

# SunTrust Term Debt

- Closed November 13, 2012
- \$3,100,000 Amount
- Rate 3.4% Fixed
- Interest only through 12/31/12
- 20 year amortization begins 1/1/13
- Matures November 1, 2017 (5 Years)
- Payment required \$213,828/year
- \$120,000 / year from Trust Fund
- \$100,000 +/- year from Rental Property

# Non-Budget Giving 2016

Memorials	\$ 25,242
Benevolence Fund	\$ 22,358
Music Ministry	\$ 9,911
UMCOR	\$ 15,035
ONE	\$ 3,747
ESL	\$ 11,915
VIM/Malawi	\$ 16,880
Alter Guild	\$ 5,996
Mexico Mission	\$ 20,463
Christmas Miracle	\$ 26,449
WDS	\$ 32,483
7 Other Special Offerings	\$ 5,642
16 Other Local Church projects	\$ 45,149
Total	\$ 241,270

# 2016 Christmas Miracle Offering

Actual	\$26,468
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Goal	\$25,000
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E-Readers For Theological  
Education in Central Congo

# Benevolence Fund 2016

- 1/1/2016 Balance • \$ 772
- Receipts • \$ 22,358
- Disbursements • (\$19,489)
- 12/31/16 Balance • \$ 3,641

# 2016 Week Day School Results

- \$735,201 Tuition
- \$65,099 Other Income
- \$684,123 Salaries, taxes, and benefits
- \$93,010 Other Costs
- \$23,167 Operating Surplus for 2016
- \$19,020 of Surplus used to create “Rainy day Fund” balance of \$40,000

# 2016 Rental Property Results

- \$117,941 rental income
- \$7 Other income
- \$6,178 property taxes
- \$111,500 surplus to capital fund
- \$27,039 ending cash balance
- \$270.13 Surplus for 2016

# 2016 Operating Budget Highlights

- **REVENUE:**

- Pledges Collected \$1,238,737 (\$10,192 under budget) ( Last year over budget by \$59,187 )
- 55 Families Under Paid Pledge by \$72,091
- Loose Offering \$110,834 (\$29,166 under budget)
- Gifts that Change The World \$37,958 (\$12,042 under budget)
- Total Revenue Under Budget By \$64,163
- Total Revenue \$1,456,336



# 2016 Operating Budget Highlights

- **EXPENSES:**

- Properties \$11,791 Over Budget
- Admin \$10,167 Over Budget
- Staff \$13,786 Under Budget
- Program Ministry \$13,912 Under Budget
- Paid \$199,565 of \$243,888 or 82% of Fair Share of Conference Budget Short by \$44,323
- Total Expenses \$50,063 Under Budget
- Total Expenses \$1,470,431

# 2016 Operating Budget Highlights

- **BOTTOM LINE:**
- Expenses exceeded Revenue by \$14,095
- WDS Surplus \$4,147
- Extra Giving After 1/1/17 \$9,950

# BUMC Apportionment History

<b>Year</b>	<b>Paid</b>	<b>Percentage</b>	<b>Short</b>
• 2004	220,521	• 100%	0
• 2005	240,956	• 100 %	0
• 2006	250,985	• 100%	0
• 2007	259,744	• 100%	0
• 2008	259,316	• 100%	0
• 2009	258,069	• 96.7%	8,891
• 2010	240,600	• 94.7%	13,465
• 2011	247,876	• 95.7%	11,272
• 2012	256,399	• 100%	0
• 2013	254,789	• 100%	0
• 2014	246,797	• 100%	0
• 2015	228,685	• 100%	0
• 2016	199,565	• 81.8%	44,323
• TOTAL	3,164,302	• 97.60%	77,951

# 2017 Operating Campaign

As of January 23, 2017

• 304 pledges	• \$ 1,234,206
• 24 Decrease	• \$(34,034)
• 27 new pledges	• \$57,153
• 158 increases	• \$60,394
• 19 Lost	• \$(73,560)
• 95 Same as 2016	• \$0
• 19 No Response	• \$(24,676)
• Net Versus 2016	• \$(14,723)
• Last Year Variance	• \$72,574

# 2017 Concerns

- Loose Offering & Pledge Collection
- “Right Size” Operating Budget
- Transition New Business Manager
- Clean up Finance records/policies
- Week Day School Integration
- This Old Building and Deferred Maintenance
- Re-negotiate SunTrust Debt

# BUMC: Financial To Do's 2017

- Conduct 2018 Operating Budget Campaign
- Re-finance Term Loan matures 11/1/2017
- Initiate This Old Building Fund
- 2017 Christmas Miracle Offering
- 2017 Finish Year Strong
- 2017 Pay 100% of Apportionments
- Reconcile 2017 Operating Budget
- Gifts that Change the World \$50,000 Goal
- Collect Capital Pledges
- Pay SunTrust \$3,000,000 Term Loan
- Trust fund corpus growth
- Web site, communication, electronic giving, etc.
- Find Ways to Reach Gen Y Members for Financial Support
- Expand & Improve Electronic and Alternative Giving

# BUMC: Financial To Do's 2017

- Special/Communion Offerings
- Implement Non-Budget Policy
- Reach new members and active non-givers
- Direct Solicitation Policy
- Implement Gift Policy
- Finance Communication Plan
- Five year Finance Goals
- Collect operating budget pledges
- Update Memorials Policy
- Quarterly Review of Six Funds: Operating, Capital, Rental, Trust Fund, WDS, & Non-Budget

# Five Year Finance Goals 2013 - 2017

- Support the long range strategic plan with resources
- Maintain a Trust Fund that is active in the ministry of BUMC and maintains a balance of at least \$2,500,000
- Pay 100% of our share of conference askings each year
- Maintain an effective Capital Fund that supports the capital needs of our facilities
- Increase funding of ministry through the operating fund by 2.5% per year. (\$1,458K in 2012 to \$1,650K in 2017)
- Pay down debt balance in accordance with terms of note with a target balance of \$2,500,000 by 12/31/17.
- Have in place internet and other electronic payment options that are widely and effectively used.



# 2017 Budget Process

- Staff
- Admin
- Property
- Ministry Council
- Apportionment
- WeekDay School
- Rental Property
- Capital
- Staff Parish
- SALY/JOP
- SALY/JOP
- Finance Cmt.
- TN Conference
- NN/WDS Staff
- JOP
- JOP

# 2017 Budgets

- 2017 Rental Property
- 2017 Week Day School
- 2017 Capital Fund
- 2017 Operating Fund

# **Charge Conference: Special Session to Approve Compensation of Appointed Staff**



**Rev. Garie Taylor**

**Appointed in the absence of the District  
Superintendent**

# Staff Parish Relations Committee

John Lesesne  
Chair



# 2017 SPRC Update

- Robert Johnson resigned
- New Business Administrator Hired – Susan Fagan
- Vacant Custodian Position is on hold

## PASTOR'S COMPENSATION PACKAGE FOR 2017

NAME	<u>Ken Edwards</u>
CHURCH	<u>Belmont UMC</u>
CASH SALARY (including after tax pension)	<u>\$ 60,177</u>
Amount of after tax pension	<u>\$ 0</u>
UTILITIES	<u>\$ 13,664</u>
HEALTH INSURANCE	<u>\$ 0</u>
Before tax PENSIONS	<u>\$ 11,763</u>
If a parsonage is not provided, what is your housing allowance?	<u>\$ 24,000</u>
TOTAL COMPENSATION	<u>\$ 109,604</u>

## PASTOR'S COMPENSATION PACKAGE FOR 2017

NAME	<b><u>Susan Groseclose</u></b>
CHURCH	<b><u>Belmont UMC</u></b>
CASH SALARY (including after tax pension)	<b><u>\$ 33,188</u></b>
Amount of after tax pension	<b><u>\$ 0</u></b>
UTILITIES	<b><u>\$ 5,000</u></b>
HEALTH INSURANCE	<b><u>\$ 0</u></b>
Before tax PENSIONS	<b><u>\$ 4,800</u></b>
If a parsonage is not provided, what is your housing allowance?	<b><u>\$ 10,000</u></b>
TOTAL COMPENSATION	<b><u>\$ 52,988</u></b>

## PASTOR'S COMPENSATION PACKAGE FOR 2017

NAME	<u>Heather Harriss</u>
CHURCH	<u>Belmont UMC</u>
CASH SALARY (including after tax pension)	<u>\$ 26,725</u>
Amount of after tax pension	<u>\$ 0</u>
UTILITIES	<u>\$ 10,070</u>
HEALTH INSURANCE	<u>\$ 0</u>
Before tax PENSIONS	<u>\$ 8,098</u>
If a parsonage is not provided, what is your housing allowance?	<u>\$ 9,096</u>
TOTAL COMPENSATION	<u>\$ 53,989</u>



## PASTOR'S COMPENSATION PACKAGE FOR 2017

NAME	<u>Jefferson Furtado</u>
CHURCH	<u>Belmont UMC</u>
CASH SALARY (including after tax pension)	<u>\$ 32,393</u>
Amount of after tax pension	<u>\$ 0</u>
UTILITIES	<u>\$ 4,000</u>
HEALTH INSURANCE	<u>\$ 0</u>
Before tax PENSIONS	<u>\$ 4,000</u>
If a parsonage is not provided, what is your housing allowance?	<u>\$ 11,096</u>
TOTAL COMPENSATION	<u>\$ 51,489</u>

## PASTOR'S COMPENSATION PACKAGE FOR 2017

NAME	<u>Jin Kim</u>
CHURCH	<u>Belmont UMC</u>
CASH SALARY (including after tax pension)	<u>\$ 32,024</u>
Amount of after tax pension	<u>\$ 0</u>
UTILITIES	<u>\$ 4,680</u>
HEALTH INSURANCE	<u>\$ 0</u>
Before tax PENSIONS	<u>\$ 3,600</u>
If a parsonage is not provided, what is your housing allowance?	<u>\$ 12,185</u>
TOTAL COMPENSATION	<u>\$ 52,489</u>

## PASTOR'S COMPENSATION PACKAGE FOR 2017

NAME	<u>Darren Wright</u>
CHURCH	<u>Belmont UMC</u>
CASH SALARY (including after tax pension)	<u>\$ 35,487</u>
Amount of after tax pension	<u>\$ 0</u>
UTILITIES	<u>\$ 0</u>
HEALTH INSURANCE	<u>\$ 0</u>
Before tax PENSIONS	<u>\$ 0</u>
If a parsonage is not provided, what is your housing allowance?	<u>\$ 0</u>
TOTAL COMPENSATION (part time)	<u>\$ 35,487</u>

## PASTOR'S COMPENSATION PACKAGE FOR 2017

NAME	<u>Sandy Sakarapanee</u>
CHURCH	<u>Belmont UMC</u>
CASH SALARY (including after tax pension)	<u>\$ 15,057</u>
Amount of after tax pension	<u>\$ 0</u>
UTILITIES	<u>\$ 0</u>
HEALTH INSURANCE	<u>\$ 0</u>
Before tax PENSIONS	<u>\$ 0</u>
If a parsonage is not provided, what is your housing allowance?	<u>\$ 0</u>
TOTAL COMPENSATION	<u>\$ 15,057</u>

# Proposed Continuation Compensation

## Total Compensation

- Ken Edwards \$ 109,604
- Susan Groseclose \$ 52,988
- Heather Harriss \$ 53,989
- Jefferson Furtado \$ 51,489
- Jin Kim \$ 52,489
- Darren Wright\* \$ 35,487
- Sandy Sakarapanee\*\* \$ 15,057

\*Part time compensation reflected

\*\*or maximum allowed by SSI;

part time compensation reflected



# **Approval of 2017 Budgets**

**Rental Properties  
Belmont Weekday School  
Capital Fund  
Operating Budget**



# Listening Group Report

Marcie Smeck Bryant  
Jane DuBose



# TASK OF THE LISTENING GROUP

- Following the development of multiple options for LGBTQ inclusion by a Task Force appointed by the Belmont UMC Administrative Board, a request was made:
- To reach as many Belmont UMC members as possible to seek discernment around options from Task Force
- To listen to prayers, concerns and hopes regarding LGBTQ inclusion and Belmont's role in the issue
  - Charge was not to advocate for any option, but to listen and record comments
- Leadership asked Marcie Smeck Bryant and Jane DuBose in fall 2016 to organize a discernment process and produce a report as soon as reasonably possible



# OPTIONS CONSIDERED BY BELMONT

Option	Option Details
Waiting Option 1	Maintain the status quo while awaiting recommendations from the Commission and future action at a General Conference. After seeing the results of the Commission, we are willing to look at other actions, explore advocating for change and participate in active disobedience.
Statement Option 2a	Belmont will continue to advocate for change at the denomination level and continue to preach the good news of its welcoming statement. Open Letter to District Superintendent, Bishop, and Council of Bishops; letter would convey sentiments of the congregation, which could include, for example, hopes and prayers for the work of the Commission as well as fears and frustrations from our petitions not being adopted.
Statement Option 2b	Agree to be listed as a welcoming/reconciling congregation in Nashville on the Reconciling Ministries Network website.
Statement Option 2c	Play an active role in expanding the dialogue in the Southeastern Jurisdiction of the UMC – e.g., reach out to other churches in the SEJ to host a convocation at a central location.
Wedding Option 3a	Discontinue all weddings at Belmont until Book of Discipline permits all members to have weddings at their churches.
Wedding Option 3b	Partner with another facility (e.g. Scarritt-Bennett) where “Belmont” weddings may be performed.

# OPTIONS CONSIDERED BY BELMONT (CONTINUED)

Option	Option Details
Wedding Option 3c	Take the Altar for All Pledge, which has been adopted by 117 churches and states that “[w]e, as a United Methodist congregation, have committed to supporting and honoring same-sex marriages in the same way that we support and honor other marriages.... (and therefore) (our) sanctuary is open for all to make a commitment of love and fidelity through Christian marriage.” (Belmont’s wedding policy does not currently contain any requirements that the couple be the opposite sex versus the same sex.)
Wedding Option 3d	Join with sister United Methodist churches in doing options 3A, 3B, or 3C
Wedding Option 3e	Pledge of support to clergy who perform weddings
Ordination Option, 4	Pledge of Support for all UMC clergy, regardless of sexual orientation. This option would involve Belmont (i) supporting the candidacy for ministry of any otherwise appropriate applicant regardless of sexual orientation and/or disagreement with the BOD’s “incompatibility” language, (ii) pronouncing it’s welcoming of the appointment of clergy to Belmont regardless of sexual orientation, and (iii) supporting, including financially, any clergy at Belmont who faces repercussions because of sexual orientation.

# PROCESS OF LISTENING GROUP – OCTOBER 2016- JANUARY 2017

- Step 1 – organized a group of individuals Marcie and Jane believed would be good listeners (10 additional members)
- Step 2 – group developed a strategy on outreach for sessions
- Step 3 – developed and advertised a dedicated email account set aside for feedback
- Step 3 – scheduled listening sessions
- Step 4 – discussed the best format for capturing comments from members
  - 1<sup>st</sup> iteration included 1-5 scale for agreeing, not agreeing with options (with room for additional comments)
  - After using this form for 2 sessions, the listening group decided to change course toward open-ended answers on forms with all of the options

## BEFORE WE GET TO STEP 5 .....

- It was about this time, in late October, that we received word that our presiding bishop indicated in the event of a LGBTQ wedding at Belmont UMC, the Belmont senior pastor would face denominational charges.
- This statement was made available to listening groups.

# PROCESS OF LISTENING GROUP – OCTOBER 2016- JANUARY 2017

- Step 6 – after 2 sessions, listening group decided to reframe feedback process
  - No more 1-5
  - Moved to a narrative form, with space for members to write comments for each option
- Step 7 – began gathering and summarizing feedback
  - Master spreadsheet summarizing feedback
- Step 8 – gathered as a group in early December to focus on what we heard
  - What were key messages? How was God calling members to respond? Surprises?
  - Group divided options from master spreadsheet to analyze
- Step 9 – group met January 13 deadline to share results
- Step 10 – Final report prepared

# WHO WE HEARD FROM

## At least 212\* individuals

- Via email
- Via group meetings
- Via personal meetings
- Via telephone calls
- Via letters to Ken or listening group

## Types of groups

- Nearly all SS classes
- Homebound members
- Golden Triangle Fellowship Congregation following worship
- Youth and youth parents
- 3 open sessions
- Belmont UMC staff

## Who we didn't hear from

- Members of all ages and tenure at Belmont
- People who were weary of the issue
- Not sure how to quantify why others did not participate

\* We counted only 3 of the much larger GTF congregation among the 212 responses because only a small number spoke up during the meeting. We did not attempt to distribute forms to the GTF group.

# WHAT WE HEARD

- Fatigue, confusion, hope, anger, anxiety and grace
- Belmont is in a unique position to move this issue forward in the denomination
- We could become a “one-issue” church
- Fear of repeating mistakes from 1950s-1960s around race
- Difficulty in getting members to discern, rather than offer their opinions
- Reluctance to put pastors at risk

# FINDINGS

## Option 1 - ~45% support

- Most unwilling to wait for special General Conference in 2019

## Option 2a - ~80% support

- Most who agree say this is “the least we can do”
- Those who do not afraid we will become a “one-issue church”

## Option 2b - ~60-70% support

- Several indicated they needed more explanation
- Fear of being part of a lobbying group
- Those in favor believe it is an important step to inclusiveness at Belmont



# FINDINGS (CONTINUED)

## Option 2c - ~75% support

- Many believe Belmont should be a leader in the Southeast Jurisdiction

## Option 3a - ~25% support

- Opponents believe it would prevent church from experiencing positive impacts of weddings and was overly punitive
- Supporters said it was only fair no one should be able to marry at Belmont if not everyone could

## Option 3b - ~40% support

- Concerns over cost of Scarritt-Bennett, but several said they prefer this over Option 3a

# FINDINGS (CONTINUED)

## Option 3c - ~75% support

- Most support taking the pledge outside of considerations of the consequences but viewed the consequences so severe and falling on one person that they could not make the decision

## Option 3d - ~72% support

- Tracked with feedback on other weddings options

## Option 3e - ~60-70% support

- Many who support this indicated strong support
- Those who said no generally did not support any of the options

## FINDINGS (CONTINUED)

### Option 4 - ~76% support

- Several who support said this was the least controversial of the options
- Those opposed said they might consider in the future, while others did not believe LGBTQ issues should be considered at all

# EXCERPTS FROM BELMONT MEMBERS

- “Waiting is passive. This issue is past due and needs to be addressed with courage. (No matter how hard it is). Waiting is the same as saying no.”
- “How do we stand by our gay brothers and sisters as well as by those we disagree with? This is the dilemma of Christian love. To break ranks prematurely is a way to escape the agony of the dilemma, to lose heart. Are we loving our “enemies” in this argument? Are we showing the way?”
- “While it grieves me for our church to make decisions that are out of line with the Book of Discipline, I believe our most fundamental duty is to follow where the Spirit leads us as a congregation. Our primary duty is to follow God, not the United Methodist Church.”
- “I don't see a reason to not be listed. If some of Belmont's "brand" is hidden by RMN taking the lead, isn't that alright? The same message is being advocated for.”
- “Disagree on Option 2b , if this (RMN listing) needs to be considered, it should be by vote of the whole congregation.”

# TAKEAWAYS FROM LISTENING GROUP

- Surprised by the degree of hostility and paranoia from members on both sides of the issue
- We believe church-wide votes on key issues is a good way forward
- “Process suggests same-sex issue is not an issue with youth and young adults. In 20 years, this will not be an issue; it will be accepted. The decision now is how to arrive at this destination with grace, giving those in opposition an opportunity to make peace with the decision or leave the church without wounding it.”
- “Although I do look believe most Belmonters will support this, I don’t look forward to hurting long-time and older adults who will not support this action.”
- “The listening phase exposed the broken reality of our common life to the light. Will we ignore it or seek God’s guidance as we deal with it?”

# MEMBERS OF LISTENING GROUP

- Marcie Smeck Bryant
- Jane DuBose
- Mary Crichton
- Neva Graves
- Ned Henry
- Linda Henson
- Dale Plummer
- Lucian Geise
- Jim Bradford
- Deron Johnson
- Melissa Eckert
- Geoff Wile

# A Way Forward for Belmont

Bill Cooper



# A Way Forward for Belmont

- Our time of listening and prayer revealed that we share common values, common hopes, and common understandings of God's will.
- After reading each statement in unison, please respond with:

*May God bless and guide our congregation*



# A Way Forward for Belmont Action Items

1. Encourage and support intentional actions by Belmont as a united body to actively advocate for change, including petitioning the Commission on a Way Forward, our resident Bishop, our Conference delegates to General Conference, and the Southeast Jurisdiction, keeping Belmont informed regarding activity on this subject, proposing solutions or other reasonable means to influence the outcome and achievement of our objective.

# A Way Forward for Belmont

## Action Items

2. While we recognize that we do not decide who is ordained, we will support the ordination of all persons called and gifted for pastoral ministry regardless of their sexual orientation.
3. Support our clergy who individually feel that they are called to perform same sex weddings at locations other than in Belmont facilities.
4. Endorse at the administrative board meeting Belmont's affiliation with Reconciling Ministries Network, to be followed by an educational outreach effort and a church wide yes/no vote to be completed by March 31 if not earlier, on whether the congregation ratifies the endorsement by the board.

# A Way Forward for Belmont

## Action Items

5. Leave our long-standing and inclusive wedding policy unchanged while we continue to pray as a faith family whether we should
  - (i) publicly proclaim the inclusive nature of our existing wedding policy by joining those that have taken the Altar for All Pledge,
  - (ii) change our wedding policy to conform to the current language of the Discipline to limit use of the sanctuary to just weddings of opposite sex couples, or
  - (iii) discontinue all weddings at Belmont until the Discipline changes.

# A Way Forward for Belmont

- We believe these suggestions are concrete and affirming ways to make a faithful witness toward our common understanding of God's will for Belmont and our faith family.
- We are asking Belmont's Administrative Board to endorse this full slate of action items.



# New Business

# Closing

- **Time for Sharing and Communication**
- **Upcoming Meeting Dates**
  - March 19
  - May 21
  - July 16
  - September 17
  - Charge conference (date and location TBD)
- **Adjourn**

