REPORT

GENERAL MEMBERS MEETING AND WORK RETREAT,
BANGKOK 2016

The Suvarnabhumi Ville Hotel, Bangkok, Thailand

21 – 25 November 2016

With the generous support of
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1. Message from the Interim Steering Committee

"Four years ago, just before ILGA world in Stockholm December 2012, 39 people from 26 different countries met for an interfaith preconference where the initiative was made to create what today is GIN-SSOGIE.

Today we are between 200 and 300 members from all over the globe and from all kinds of faith traditions. 45 of us are gathered here in Bangkok, some having travelled more than 30 hours to get here. We are a diverse community in the truest sense of the word – regarding gender, sexuality and age, ethnicity and faith traditions, and from every corner of the world. For us, this is not a cause of conflict, but an opportunity to celebrate the gift of diversity.

In South Africa, in 2014, we launched ourselves formally as a network, deciding on our name, our mission, vision and objectives. We choose an Interim Steering Committee with the task to register in a safe country that is not in the Global North, develop bylaws, create a GIN web page, raise funds and organize the first proper GIN-SSOGIE General Assembly. All of that is done. We are registered as a non-profit organization in South Africa. And now we are here in Bangkok!

But we have done more than that. We have organized an interfaith preconference to the ILGA world conference in Mexico in 2014, we have been present at two of the Pan African ILGA conferences (PAI) and at the World Aids conference in Durban in July 2016, and at many other conferences and meetings. In cooperation with Church of Sweden we have published "Behold, I make all things new – what do the sacred texts of Judaism, Christianity and Islam really say in regards to Human Sexuality”. And soon we will be publishing the second book with the same partner organization addressing the same issues but from Karmic faith perspectives. The title will be "I am divine, so are you”.

We have also opened an office in Johannesburg, and hired our two first Program Managers, Victoria Petitjean and Thomas Ndayiragije. We are extremely happy that they said yes to the offer and so excited to have them join this work with us! And we have developed strong relationships with the four donors who have also made it possible for us to organize this members meeting and work retreat: FRI, Open Society, OSISA, Arcus foundation and Church of Sweden. We are very grateful for their generous support and faith in GIN.

While we are here, we will give the final touch to GIN's Constitution and Bylaws and confirm them. Then we will be ready to prepare for online elections of new Board members with proper representation from our 8 regions. But while we are here we will also work more thoroughly on three of our main programmatic areas: Creating Religious Dialogue, Training and Educational resources, and Human Rights, Policy and Legal Advocacy.

GIN is moving forward and that is thanks to all of us! Let us celebrate the gift of diversity and from our faith convictions continue to work to make the world a better place for people of all sexes, sexual orientation, gender identities and expressions."
2. Acknowledgments

GIN would like to thank particularly Haven Herrin, Alba Onofrio and Ken Moala, part of the Interim Steering Committee until November 2016, without whom, the GIN Conference would not have been a reality.

GIN would also like to express its deep gratitude to its lead facilitator, Yazmeen Nunez, and its three facilitators, Katy Grennier, Jamie Burford and Muna Lazeena, who provided such strong guidance and support to our members, throughout the GIN Conference.

The local organization, in Bangkok, Thailand, of the GIN Conference took place thanks to Rungrote Tangsurakit and his team.

GIN would also like to thank the generous financial support of its funders without whom the organization of the GIN Conference would not have been possible:
3. Abbreviations

<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>Full Form</th>
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<tbody>
<tr>
<td>GIN</td>
<td>Global Interfaith Network</td>
</tr>
<tr>
<td>ISC</td>
<td>Interim Steering Committee</td>
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<tr>
<td>TDoR</td>
<td>Transgender Day of Remembrance</td>
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<tr>
<td>OSF</td>
<td>Open Society Foundation</td>
</tr>
<tr>
<td>FRI</td>
<td>The Norwegian Organization for Sexual and Gender Diversity</td>
</tr>
<tr>
<td>FBO</td>
<td>Faith-Based Organizations</td>
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<tr>
<td>GIN-SSOGIE</td>
<td>Global Interfaith Network for People of all Sexes, Sexual Orientation, Gender Identities and Expression</td>
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<tr>
<td>HIV/AIDS</td>
<td>Human Immune Deficiency / Acquired Immune Deficiency Syndrome</td>
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<tr>
<td>LGBTI</td>
<td>Lesbian, Gay, Bisexual, Transgender/Transsexual and Intersex</td>
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<tr>
<td>NGO</td>
<td>Non-Governmental Organization</td>
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<td>OSISA</td>
<td>Open Society Institute of Southern Africa</td>
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<td>SDGs</td>
<td>Sustainable Development Goals</td>
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4. Executive Summary

GIN’s General Members Meeting and Work Retreat (also referred to as GIN Conference) took place at the Suvarnabhumi Ville Hotel, in Bangkok, from Monday 21st until Friday 25th November 2016. Different presentations and meetings were organized including three Staff Sessions, Working Groups sessions, and a General Members’ Meeting. Each day was also marked by the sharing of spiritual spaces, including “Inspirational moments” during which readings from different faith traditions were made.

The Conference was a very important and successful time for the development of GIN. Firstly, it enabled members to meet the Interim Steering Committee and two new members of Staff, as well as forging and nurturing relationships between one another (46 people were present in total). Secondly, it was the opportunity for members to come up with projects that will be implemented throughout the coming year, in coordination with staff (27 individual and collective engagement plans have been submitted) and in line with GIN’s three priority programmatic areas: Creating Religious Dialogue, Human Rights: Policy and Legal Advocacy, Education and Training Resources. Some of our members decided to submit both individual and collective engagement plans, committing themselves to working on SSOGIE and interfaith issues within their own regions and in connection with other parts of the world. We believe this will be a very fruitful endeavor, and directly aligned with GIN’s mission and values.

Thirdly, the General Members’ Meeting allowed members to vote on the GIN Constitution and nominate some of GIN’s upcoming Board Representatives. In this, it was decided that Board Membership would be enlarged. In order to give more balance in terms of regional representation, it was decided that each region of GIN (8 in total) would have a regional representative. The decisions concerning the 8 board members (and 2 South African representatives) will be included in the updated GIN Constitution.

The Conference was marked by an active communications campaign, particularly on social media. Conference participants used Twitter messages and Facebook posts via the official GIN Facebook and Twitter pages and their own accounts. This brought a significant increase in social media followers to GIN’s official pages (up to 575 Likes). The possibility for the organization of this Conference, and its subsequent success, would not have been possible without the generous support of our funders:

Looking ahead, after the GIN Conference, 2017 will begin with a new Board for GIN. This year, GIN’s focus will be three of GIN’s focus areas throughout project support to our members within these areas, and with the aim to increase capacity among membership for strategic planning, GIN’s focus areas and collaboration among members. It will also be to strengthen our footprint at the local and international levels in the SSOGIE and Human Rights fields.
5. Introduction

This introduction explains the historical background behind the organization of the GIN Conference, its aims, structure and limitations, as well as the selection process for members to attend it.

How did the GIN Conference come to be organized?

GIN’s unique capacity and much-needed role within the global LGBTI movement is, first and foremost, to offer networking, training, resources, structural support, and opportunities to participate in collaborative events to members and religious leaders, formal and lay, to create positive change in their home communities where LGBTI well-being and religion are at cross-purposes. Thereby, GIN is first a facilitating and convening organization that provides our members and partners the information, networks, collaborative work opportunities, and structures to accomplish strategic, necessary, and meaningful gains for the LGBTI movement. Secondly, GIN’s purpose is to promote pro-LGBTI voices of faith in order to impact messaging, policies, and legislation within governmental and Human Rights bodies.

With this purpose set, GIN has now organized and/or participated in give global convenings:

1. The Interfaith Pre-Conference at the 2012 ILGA World Conference that articulated and gave fuel to the creation of GIN;
2. The first GIN General Members Meeting in Johannesburg in January 2014 which established a member-driven mandate and structure for the organization;
3. GIN-hosted Interfaith Pre-Conference at the 2014 ILGA World Conference, with over 110 members and donors in attendance;
4. GIN hosted a table at the 2015 ICASA conference in Zimbabwe.
5. GIN hosted several events before and during the World Aids Conference, in July 2016, in Durban (South Africa).

The GIN Conference was organized in Bangkok, in November 2016, as a direct continuation of the above mentioned global convenings, with the aim to pursue some of the objectives set prior to it.

What were the aims of the GIN Conference?

The aims of the GIN Conference were very specific. Firstly, styled as a work retreat, its objective was for members to gain real skills, make practical partnerships, and define concrete work plans. For this reason, a significant portion of the GIN Conference was intentionally organized around Working Groups. Secondly, its objective was also to ask members to confirm the drafted GIN Constitution and Bylaws, in order to go forward with the election of a new GIN’s Board. For this reason, another crucial time during the Conference was the General Member’s Meetings, during which these decisions were made.

One very important note to make here is that GIN is a Global network of which the membership is primarily composed of sexual and gender minorities living in contexts hardest hit by religious based non-acceptance, discrimination and violence based on people’s sexual orientation or gender identity and expression. This means that bringing members together physically is very
difficult also due the costs related to such an activity and that very few of our key members would have the means to attend General Meetings.

After long deliberations, the Interim Steering Committee took the decision that the most important part of member's influence on the strategic decisions as well as voting will have to happen online in the future. This was also reflected in the Constitution and Bylaws that were confirmed at the GIN conference. Furthermore, the Interim Steering Committee also realized that from time to time, there would be the need for members to meet face to face in order to discuss certain major issues concerning the strategic choices of the network. In order to defend such a huge expense to our donors, the ISC came to the conclusion that these meetings would also need to provide members with key trainings, workshops and skill sharing sessions.

**How was the GIN Conference structured?**

The General Members Meeting part of the conference was kept to a minimum, to discuss key issues related to constitution and strategy and to confirm the same constitution and bylaws. The larger part of the time was spent on what we called The Work Retreat, developing skills, strategy and programs related to some of the most important work for GIN in the future.

**Who came to the GIN Conference?**

When members applied to participate at the GIN Conference 2016, they had to answer several questions, including about their involvement in LGBTI faith and Human Rights work, their religious background, sexual orientation and gender identity and their willingness and commitment to actively participate in the preparation, running and follow up of the conference. Members were also asked several questions, including whether they committed to carrying out a project or activity that aligned with the mission of GIN in 2017. Their commitment was a critical component of their applications. Based on these criteria and to ensure diversity along the lines of faith affiliation, gender, sexual orientation and geography, participants were chosen. 33 GIN members attended the Conference, from a diversity of geographical locations, SSOGI identities and faiths backgrounds.

However, one challenge that the ISC faced was that the group of applicants did not represent the wide diversity that was hoped for. As a result, both the criteria to make a successful application and the relatively small number that could attend the conference, underline why this group alone cannot make all the major decisions for the entire network.
6. **Program of the GIN Conference**

GIN’s General Members Meeting and Work Retreat took place at the Suvarnabhumi Ville Hotel, in Bangkok, over a 5-day period, from Monday 21st until Friday 25th November 2016. The majority of members were welcome on the first day, and after a full day of gradual arrivals, members, staff and Interim Steering Committee members gathered in the Praying Room for a first spiritual ceremony altogether. Everyone introduced themselves, and prayers and songs were sang from the collected Song Book (see Annex 1).

**Spiritual Sharing**

Such spiritual ceremonies took place each day, right after breakfast time, during which members were free to express their faith and spirituality with everyone. Furthermore, each morning, before engaging into members’ meetings, members of the Interim Steering Committee invited members to sing and pray together, in order to foster group spirituality and healing. In fact, some very important times in the mornings, were the "Inspirational moments", which were readings from different faith traditions and sharing.
Introductory Session and Staff Sessions

The second day, Tuesday 22nd November, was central for the formal introduction of the ISC and staff members (See Annex 2 for GIN Organizational Structure), as well as to introduce the formal program of the whole week (see further below). This was followed by two staff sessions, during which staff members, Thomas and Victoria, made 3 presentations.

Firstly, Thomas introduced the organization of GIN and staff’s roles and support to members. Secondly, Victoria introduced the data trends and highlights from the member survey sent to all members in September and October 2016. Finally, Victoria discussed the framework for membership engagement with GIN and the individual and group engagement plans, to be submitted to GIN by the end of the Conference. Time was given for questions to be asked by members, including regarding the framework of the engagement plans, and for staff and ISC members to respond.
Some activities and games were then introduced by Thomas, to foster membership engagement and team building.

The day was concluded with a ceremony for TDoR (Transgender Day of Remembrance). Beautiful prayers and speeches were made, around the hotel’s pools, set up with Thai prayer-candles and incense.
**Working Groups**

On the third and fourth days, Wednesday 23rd and Thursday 24th November, the working group sessions took place. In their application to the GIN Conference, members were asked about which of the 6 programmatic areas of GIN they were mostly interested in. A couple of months before the conference, the ISC undertook a survey among all GIN members. Around 20-25 % of our members answered. This survey confirmed the same top three programmatic areas as the members applying to the conference.

1. "Creating Religious Dialogue"
3. “Education and Training Resources”.

These three programmatic areas were then chosen as themes for the working groups in order to: 1. Get member-initiated activities started in these areas, 2. Provide skill sharing in the same areas and 3. Let members influence the direction that GIN should take in the same.

The GIN Conference was styled as a work retreat with the objectives of the Conference as follows: for GIN Members to gain real skills, make practical partnerships, and define concrete work plans. GIN aimed at fulfilling this objective, including by asking 1 lead facilitator and 3 expert facilitators to support members who joined the Conference, in addition to ISC and staff members. We planned two days during which participating GIN members, asked beforehand, provided expert training to all members in the 3 selected strategic areas. Participants were asked which group they preferred working in, and group membership was allocated accordingly.
The objective was then to ask our members to make individual project work plans for which they will be held accountable for implementing throughout 2017, and coordinated by GIN staff (See Annex 3 – Individual Engagement Plan).

Another core objective was for members to discuss, exchange, learn from one another, and aggregate and create the best resources for creating religious dialogue, working on Human Rights: Policy and Legal Advocacy, as well as building and organizing including in Education and Training Resources. As discussions took place during the Working Group Sessions, GIN members, staff and ISC, realized the importance for members to also have the opportunity to submit group projects. This option was thus then included in the work of each group.
Both days ended with optional un-facilitated skill sharing and networking sessions, during which members made presentations regarding their personal stories and professional organizations. These were particularly appreciated and sought-after sessions, which enabled further informal discussions between members, and for each one learn about different regional specificities of the world.
The last day, Friday 25th November, saw all attendees gathered altogether again, in a Plenary Session. The morning was marked by each Working Group reporting to the assembly regarding their individual and collective engagement plans. Furthermore, the rest of the morning, each Working Group reported to the assembly regarding the question “where they would like GIN to go towards as a global network and how to improve GIN Conferences in the future?” Debate and exchanges were made before the lunch break.
General Members’ Meeting (GMM)

The afternoon focused on the General Members’ Meeting during which discussions were held regarding definitions and details on the GIN leadership, the Secretariat, the Constitution and Bylaws, regional representations, Board elections, and GIN Finances. All agreed that more time could have been allocated to such important discussions, but it was a long fruitful day nonetheless, which allowed for important time and space to be allocated to crucial debates and exchange.

The day and the ending of the Conference were marked by a Jumu’ah prayer before lunchtime and ended with a common closing ceremony including a celebration of the Shabbat at the end of the afternoon, followed by a celebratory dinner and evening, during which participants sang, prayed and danced altogether.
Weekly Program
7. Number of members present in Bangkok

Distribution of total number of attendees:

Regional representation:
8. Number of Projects Submitted

Number of projects (engagement plans submitted):

27 projects

With 3 group projects with members spread across different world region

Types of projects:

As mentioned above, GIN members committing to carrying out a project or activity in line with the mission of GIN, in 2017, was a critical component of their application. Furthermore, this project was to be aligned with GIN’s strategic focus areas, the 3 programmatic areas underlined before the GIN Conference: (1) Creating Religious Dialogue, (2) Human Rights: Policy and Legal Advocacy, (3) Training and Educational Resources.

The project or activity could be something that they themselves, or their organization, already had planned. Or it could have been a new idea, or an idea that came into focus during the GIN Conference, inspired by new relationships and information gained during the week. GIN also emphasized the importance of focusing on small, reachable projects, not necessarily requiring large funding or needing to be implementing over long periods of time.

GIN Members were given several documents to accompany them through their project development, including a detailed Individual Engagement Plan (see Annex 3) to be signed by themselves as well as the two members of staff, Thomas and Victoria. Their role, as GIN staff members, will be to coordinate the implementation of members’ project, keeping them continuously aligned with the objectives of GIN, set prior to the Conference.

GIN received 27 incredibly rich and diverse projects covering different topics, covering timelines between 3-months and 1-year, including:

(1) Creating Religious Dialogue

Creating new interfaith dialogues at local level

Regional religious dialogue conferences

Inter-regional religious dialogue conference

Queer camps and immersion programs

Social events (Creation of an Interfaith Boat for Amsterdam Pride)

(2) Human Rights: Policy and Legal Advocacy

National consultations with multiple stakeholders including governments and UN agencies
Formalizing faith-based organizations within the Sustainable Development Goals of the UN in New York (USA).

(3) Training and Educational Resources

- Research projects
- Publications (interfaith poetry books)
- Gathering of “queer theology” resources
- Education, training & capacity-building programs
- Developing the GIN website with new design and resources

9. Interim Steering Committee and new Board of Directors

GIN’s Constitution and By-laws were drafted over a two-year period, in consultation with South African lawyers, members, colleagues, and affinity organizations. The Founding Documents were sent this year, to our members for a 2-week review period. Ten people provided comments and questions, all of which have either been included in the final drafts or responded to during the GMM. In-depth discussions were held during the GMM to answer final queries by members. As the ISC members answered these, the draft Constitution was voted during the GMM. A large majority of members accepted this. It was then agreed that all further changes would be incorporated into the voted draft Constitution, and sent to all members, after the GIN Conference, by the end of 2016/beginning of 2017.

One of the core decisions that was made during the last day of the GIN Members Meeting was regarding the upcoming elected Board (see Annex 4 for the Call for Board Applications). The ISC’s original plan and suggestion was to have 5 board members rotating from the defined 8 regions (East and Southeast Asia; Pacific; Caribbean; Latin America; South and Central Asia; Sub-Saharan Africa; Middle East and North Africa; Europe, United States of America, Canada, Australia and New Zealand). After debate and voting during the GMM, the decision to enlarge the Board was made. In order to give more balance in terms of regional representation, it was decided that each region of GIN (8 in total) would have a regional representative. The decisions concerning the 8 board members (and 2 South African representatives) will be included in the updated GIN Constitution.

A second core decision was the election of new Board representatives. The members meeting suggested that the regions present, with the previous decision to elect 8, could decide whether they wanted to elect their regional representative to the board. The elections selected: Kakay Pamaran, representing East and Southeast Asia, and Ian McKnight, representing the Caribbean. Sanjay Sharma was nominated for the representation of South and Central Asia (his nomination is to be confirmed). Ymania Brown was elected to
represent the Pacific, Jide Macaulay as representative of Sub-Saharan Africa. It was decided that Jan Bjarne Sødal would remain representative of the last region (Europe, United States of America, Canada, Australia and New Zealand) until the upcoming elections, in early 2017.

The remaining representatives (for Latin America and the Middle East and North Africa), along with Sanjay Sharma, from South and Central Asia, will be officially nominated and elected via an electronic procedure in early 2017 (along with the representative of Europe, United States of America, Canada, Australia and New Zealand).

10. Visibility

An active social media campaign was led during the whole period of the GIN Conference, and this as part of a renewed GIN communication strategy.

Conference participants used recommended and personal Twitter messages and Facebook posts via the official GIN Facebook and Twitter pages and their own accounts. During this period, and right after the Conference, we saw an increase in over 40 new Likers on Facebook (bringing us to a total of 575 Likes for the GIN Page).

11. Conclusion: Strategic Plans – 2016 and beyond

2017 will begin with a new Board for GIN, elected during the GMM in Bangkok and via an online election process, held in early 2017 – including members who were part of the Interim Steering Committee and other GIN members.

Following up on the GIN Conference, our focus this upcoming year will be the project support to our members, as they have submitted their individual engagement plans and group engagement plans. Our aim will be to increase capacity among membership for strategic planning, GIN’s focus areas and collaboration among members. It will also be to strengthen our capacity as a global organization as well as our footprint and brand recognition at the local and international levels in the SSOGIE and Human Rights fields.
Annex 1: GIN Song Book

1
Be Still and Know That I am God
Anonymous

Be still and know that I am God,
be still and know that I am God.
I am the Lord that healeth thee,
I am the Lord that healeth thee.
In thee, O Lord, I put my trust,
In thee, O Lord, I put my trust.
In thee, O Lord, I put my trust.

2
One Love, One Heart
by Bob Marley

One love, one heart
Let's get together and feel all right
Hear the children crying (One love)
Hear the children crying (One heart)
Saying, "Give thanks and praise to the Lord and I will feel all right."
Saying, "Give thanks and praise to the Lord and I will feel all right."
Whoo, whoo, whoo, whoo.
Let them all pass all their daily worries (One love)
Let them all pass all their daily worries (One heart)
There is one question that really love to ask (One heart)
Is there a place for the hopeless sinner
Who has shed all mankind just to save his own
Believe me
One love, What about the one heart
One heart (What about love)
Let's get together and feel all right
As it was in the beginning (One love)
As it was in the beginning (One heart)
So shall it be in the end (One heart)
Saying, "Give thanks and praise to the Lord and I will feel all right."
Saying, "Let's get together and feel all right."
One love, one heart

3
Adapted from a poem by Fahe Jordan

We are the ones,
We are the ones,
We've been waiting... (2x)
We are the ones
We've been waiting.

*Give thanks and praise to the Lord and I will feel all right."
Saying: "Let's get together and feel all right."
(Repeat)
4

Morning Has Broken
By Eleanor Farjeon

Morning has broken like the first morning,
Blackbird has spoken like the first bird.
Praise for the singing.
Praise for the morning.
Praise for them springing fresh from the world.

Sweet the rain’s new fall, sunlit from heaven,
Like the first dawfall on the first grass.
Praise for the sweetness of the wet garden,
Sprung in completeness where his feet pass.

Mine is the sunlight,
Mine is the morning,
Born of the one light Eden saw play.
Praise with elation, praise every morning,
God’s recreation of the new day.

Morning has broken...

5

Anonymous

They got the world in their hands
They got the whole world in their hands.
They got you and my sister in their hands.
They got the queen and the straight.
They got the sun and the moon.
They got the wind and the rain.

6

Traditional African-American Hymn

We shall overcome, we shall overcome
We shall overcome some day.
O deep in my heart, I do believe
We shall overcome some day!

- We are not afraid (3x) today...
- We shall stand together (3x) someday...
- The truth will make us free... (3x)
- The Lord will see us through... (3x)
- We shall be like Them... (3x)
- We shall live in peace... (3x)

7

Traditional African Spiritual

We shall not, we shall not be moved (2x)
Just like a tree that’s planted by the water
We shall not be moved.
Fighting for our freedom, we shall not be moved.
Black and white together, we shall not be moved.
De noche
(Ночью пойдем мы, во тьме — в поисках источник. Озера только жела овеществляет наш путь.)
De nuit nous irons pour trouver la source. Socie nous eclaira la sente.)

In dunkler Nacht wollen wir ziehen, leben die Seele, der Seele.
Nur unser Durst wird uns leuchten, nur unser Durst wird uns leuchten.

In the night, we have ten,
In darkness, to seek for—living water, onwards our thirst leads us onwards.

De noche, de noche que para encontrar la fuentete,
Sólo la sed nos alumbrá, sólo la sed nos alumbrá. De

In the night, we have ten,
In darkness, to seek for—living water, onwards our thirst leads us onwards.

By night, we hasten,
In darkness, to seek for—living water, onwards our thirst leads us onwards.

C'est de noche, de noche que para encontrar la fuentete,
Sólo la sed nos alumbró, sólo la sed nos alumbró. De

By night, we hasten,
In darkness, to seek for—living water, onwards our thirst leads us onwards.

by night, we hasten,
in darkness, to search for—living water, onwards our thirst leads us onwards.
Annex 2: GIN Organizational Structure

Interim Steering Committee (as of 20th November 2016)

Haven Herrin, Board Chair
Portland, Oregon, USA
Skills: fundraising, strategic planning, grant management, personnel management, international networking

Jide Macaulay, Board Co-Chair
London, United Kingdom
Skills: membership outreach and engagement, international networking, formal theological training

Ymania Brown, Interim Treasurer
Sydney, Australia
Skills: financial management, human resources, international networking

Judith Kotzé
Cape Town, South Africa
Skills: organizational development and registration, event and budget management, international collegial networks

Sharon Cox Ludwig
Cape Town, South Africa
Skills: communications strategies, formal theological training

Ken Moala
Sydney, Australia
Skills: project management, volunteer management, international networks

Alba de Onofrio
USA
Skills: spiritual strategy, project management

Jan Bjarne Sødal
Oslo, Norway
Skills: fundraising, strategic planning, stakeholder recruitment, event management

Staff

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Johannesburg, South Africa

Victoria Petitjean, Program Manager
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Paris, France
Annex 3: Individual Engagement Plans

The Global Interfaith Network
2016 Conference
Individual Engagement Plan

In applying to the GIN Conference, you were asked to answer a most important question:

“Do you commit to carrying a project or activity that aligns with the mission of GIN in the subsequent year?”

This was a critical component of your application, in fact. The GIN Conference is styled as a work retreat, in which we gain real skills, make practical partnerships, and define concrete work plans.

Now, the project or activity you have in mind may be something that you or your organization already had planned. Or it might be a new idea, or an idea that comes into focus here, inspired by new relationships and information you gain at the GIN Conference. All of the above are fine options!

This worksheet documents what GIN expects of you, what you need to feel supported, and how we can work together. It’s also a tool for you to think critically about the purpose, timeline, and strategy.

We couple this agreement with information that addresses what GIN can offer you and how to engage with our structure, staff, resources, and network. We will use this agreement to check in with you, connect you to new ideas and resources, and provide mentorship and partnership as needed.

Please take this agreement seriously; it is the foundation for GIN being an organization that truly centers you, our members, as we work to resource, amplify, and coordinate you and your initiatives.

Your name: ___________________________ Date: ____________

Email: ________________________________

Phone: ________________________________

Full Address: __________________________

Organisational Affiliation(s), if applicable: ________________________________

Gender pronoun(s): __________________________

SSOGE identities: __________________________

Working Group: __________________________

Faith/tradition(s): __________________________

1
Covenant for Our Time Together

1. Participation

GIN is providing a Conference from November 21st to 26th that offers networking, healing, training, and organizing spaces to our members. You, in turn, agree to fully participate in the Conference and maximise the use of workshops, materials, co-attendees, and GIN Leaders and facilitators.

Please initial here that you understand: _____________

2. What Members Can Expect of GIN

- That GIN staff will, within their limits, work to provide advice on strategy and content for your activism, for both the activity detailed herein and beyond
- That GIN staff and board will be thoughtful and engaging in the work of learning about members and connecting them to other members and resources that will support members’ work
- That educational resources and opportunities for amplifying your work and message will be made available to you, and, in turn, GIN will be open to receiving and amplifying information about your needs and work
- A vibrant online hub where stories, resources, and opportunities are disseminated among members

Please initial here that you understand: _____________

3. What GIN expects of its Members Who Attend the Conference

- That you will complete and turn in this Individual Engagement Plan before the close of the Conference
- That you will commit to a satisfying and manageable project or activity that can be completed by December 1st of 2017
- That you will have one check-in with a staff member online or over the phone about how the initial implementation of your project or activity is going and how you are feeling post-Conference, to be completed between the end of the Conference and January 15, 2017
- That you will submit one interim progress report with relevant links, media, or requests so that GIN can amplify your work and gain understanding of your work
- That you will complete your project or activity by December 1, 2017 and submit a brief report on outcomes, media, and lessons learned by December 31, 2017
- You will fill out a feedback survey by December 15, 2018.

Please initial here that you understand: _____________

If you have concerns or questions about the above, please document them here so that we know to follow up with you for clarity:
4. Project Description

Project Title:

Project/Activity Summary:

How does it align with the Mission, Politics, and Values of GIN (see "All About GIN and our Members")?

Is it affiliated with an organization? Are you partnering with anyone?

Who is your audience?

List your top 2 desired outcomes:

1)

2)

What are your meausurables?

What will you document? What are your documentation procedures?

What are your projections (amount, number, size, etc.) for your measurable?

What is your timeline? (Include interim and final report dates.)

What can you share with GIN in your reports (photos, video, maps, requests for help, etc.)?

How has being at the GIN Conference enhanced your work plans?
5. How can GIN support you specifically?

Please tick all that apply:

___ Check-ins with staff to discuss strategy and organizing skills
___ Check-ins with staff to reduce isolation and build collegiality
___ Broadcast requests for partners, resources, and ideas
___ Amplify my work by sharing media, stories, links, and reports
___ Connect me to formal human rights opportunities, like at the UN
___ Connect me to opportunities like fellowships, webinars, seminars, and conferences
___ Help me locate funding for my project/activity
___ Help me locate tools or non-financial resources for my project/activity
___ Connect me with other GIN members who are working on similar projects
___ Disseminate healing or spiritual resources that support me personally
___ Send me training opportunities as well as educational and organizing tools that help build my capacity as a leader
___ Other: ____________________________________________

For all the items you ticked, please describe what you would like more specifically below. We will use this to guide the check in conversation you have with GIN staff before January 25, 2017.

Before the end of the Conference, you will check in with staff to sign this document. A scan will be sent to you for your reference. GIN will keep the original.

Your signature: _________________________________________

Staff signature: _________________________________________
Annex 4: Call for Applications – Board of Directors

The Global Interfaith Network

Call for Board Applications

Structure

Barring any significant changes to the Constitution, the Board is currently constructed of 7 elected seats and the Executive Director, ex officio.

Of the 7 elected seats, 5 are Regional Representatives and 2 are Allotted Seats for South Africans, who have a “non-voting” status on Board matters. Please see the By-laws for election procedures and further details on the reasoning behind this structure.

At the next GMM in early 2017, we will be hosting Board elections for all 7 seats. The Allotted Seats will be elected to 3-year terms. The 3 Regional Representative applicants with the most votes will be elected to 3-year terms. The remaining Regional Representative applicants will be elected to 2-year terms.

Members who have previously served on the Board are eligible to run for election.

Requirements for Candidacy

The current development stage of GIN calls for highly skilled, high capacity, hardworking executive leadership. We are seeking applicants with significant experience in the running an organization, from engaging staff in the implementation of long-term and complex programming to fiduciary and legal responsibilities of an international organization with multiple constituencies and stakeholders. This is a spiritually, physically, and intellectually demanding role.

1. You must have demonstrable qualifications in one or more of the following areas:
   - Financial management and Treasurer duties
   - Fundraising, grant writing, and grant reporting
   - Legal issues and compliance for non-profits
   - Staff supervision and strategic plan implementation through programming
   - Board governance and management

2. You must be an individual Member or a representative of a Member Entity.
3. You must have excellent attention to detail and communication skills, both written and oral; consistent access to internet and a computer are essential
4. You must have strong character, tenacity, and integrity
5. You must have 20 hours per month to dedicate to your work as a Board Member
6. You must have strong political analysis of what it means to be a Global South-centered organization, member-led, and intersectional
7. You must be able to, in your own way, provide spiritual leadership within and on behalf of our organization
Desirable Qualities

1. Strong collegial networks, preferably international in scope
2. Experience in one or more of our programmatic areas:
   - Creating Religious Dialogue
   - Training and Educational Resources
   - Media and Global Messaging
   - Human Rights, Policy, and Legal Advocacy
   - Regional Networking and Outreach on Behalf of GIN
   - Creating Safer Spaces and Skills for Maintaining Groups/Movement Work
3. Skills in content development for educational materials
4. Ordination or formal leadership within a faith community
5. Public speaking skills

Process for Application

You may apply yourself or nominate someone by sending a letter to info@gin-ssogie.org with the person’s name, contact information, and your reasoning.

Applications will be accepted online at www.gin-ssogie.org until December 31, 2016. Applications will require a report on the skills you bring to the organization, a personal statement, and a description of your social identities and the region you represent.

South Africans may run for an Allotted Seat, a Regional Representative Seat, or both.

The current Board will select from within its ranks a Board Nominations Committee and add to that Committee additional Members and colleagues at their discretion. Board applicants may not be serve on the Nominations Committee.

The Nominations Committee will vet applications based on whether they meet the requirements and whether they are a good fit for the current phase of organisational development.

They will also recruit applications where necessary, such as when there are underrepresented identities or geographies, or a general lack of depth and breadth in the applicant pool.

All highly qualified applications will be made available for review by voting members in accordance with the By-laws. Voting will take place in accordance with the By-laws.

Any questions may be sent to info@gin-ssogie.org.