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UPDATES ON GLIDE'S RELATIONSHIP WITH THE CALIFORNIA-NEVADA ANNUAL CONFERENCE



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Dear GLIDE Community,

Today, we are pleased to announce that GLIDE and the California-Nevada Annual Conference of the United Methodist Church (CNAC) have reached a successful agreement that will allow GLIDE and CNAC to move forward as wholly separate and autonomous organizations.

The agreement has been two years in the making and goes to great lengths to advance the interests of both parties and the people of San Francisco. Although it will bring an end to many decades of a unique partnership, this resolution brings clarity and fortifies GLIDE's mission of transforming lives with a radically inclusive, transparent and rigorous organization and a spiritual community that is open and welcoming to all. This is a major milestone on GLIDE's journey forward.

Below you will find some more background and information. The agreement needs approval by the San Francisco Superior Probate Court and the California Attorney General's Office to be final. Both GLIDE and CNAC are hopeful for timely approvals, which we understand is typically a 90-day process. We will keep you updated.

Background

GLIDE's relationship with the Methodist Church was established by Lizzie Glide with the creation of a charitable trust 100 years ago, and the relationship worked well for many decades. But as San Francisco changed, so too did the relationship and views on how best to bring Lizzie Glide's vision into the 21st century. GLIDE and CNAC entered into discussions in 2018 to determine a new path, and this agreement is the successful conclusion of that process. Additional information on the agreement is below, and is also available at glide.org/UMCupdate.

Details on the agreement and what this means for GLIDE and our community: GLIDE headquarters, programs and spiritual community will be independent and continue to be located at 330 Ellis Street.

- First, and perhaps most importantly, GLIDE will move forward free and independent, with no financial, legal or spiritual ties or constraints;
- Second, GLIDE will remain GLIDE — we retain our name and legal entity; our programs, services and advocacy will continue uninterrupted; and we will maintain our church and spiritual community, welcome to all and unaffiliated with the United Methodist Church;
- In addition, GLIDE will retain title to the facility at 330 Ellis Street and use this building, as we have done for decades, to benefit all San Franciscans;

- And, GLIDE's financial assets remain strong, including all of the funds raised for our programs and all funds raised under the leadership of Cecil Williams and Janice Mirikitani;
- Overall, we will continue GLIDE's evolution, together and unimpeded — grounded in our values, our mission and our vision of racial equality, self-determination, dignity, justice and respect for all people.

In return, CNAC also benefits:

- GLIDE will transfer our trustee responsibility to CNAC for a trust and a restricted fund that were established nearly 100 years ago in large part to advance Methodist teachings. Due to GLIDE's strong financial management, these accounts now contain a combined \$4.5 million in investments that grew out of Lizzie Glide's original contributions. CNAC will act as trustee over these funds and use them for their restricted purposes.
- In recognition of the long-term and unique relationship between GLIDE and UMC, GLIDE will also provide \$1.5 million to CNAC, drawing from a separate account for investment returns. No donor funds given to GLIDE will be used for any purposes under this agreement.
- In addition, CNAC, if it chooses to do so, may incorporate a church in San Francisco under the name "J.H. Glide Memorial United Methodist Church" to advance United Methodist teachings.

Next Steps

Today we filed the paperwork with the court to receive final approval. Meanwhile, GLIDE will continue to grow and strengthen our extensive body of programs that advance social justice and lift people out of poverty and suffering.

Living out GLIDE's mission

In the midst of a global pandemic and a growing national movement for social justice, GLIDE's work has never been more important — or more in demand. We are implementing an ambitious strategic plan that allows us to reach more people and get better results as we fight systemic injustices, create pathways out of poverty, and transform lives. With your partnership, GLIDE continues to provide leadership and effective solutions for society's biggest challenges, including homelessness, food insecurity, mental health and poverty.

Thank you for your friendship, support and patience as we have negotiated this much-needed evolution.

With gratitude and appreciation,

Karen Hanrahan
President & CEO

General FAQ

What was announced today?

Today GLIDE announced that we have reached a successful agreement with the California-Nevada Annual Conference of the United Methodist Church (CNAC). This is good news for our community. Since 2018, GLIDE has been at the negotiating table with CNAC, exploring in earnest the best path forward for both organizations. Our mutually beneficial agreement provides for each organization to be wholly independent and autonomous so that both GLIDE and CNAC may pursue the different aspects of Lizzie Glide's intentions for the Lizzie Glide Trust, created in 1929 to establish GLIDE. What Lizzie Glide cared about most was reaching people where they are, in order to provide hope, support, and spiritual nourishment. With this agreement, both CNAC and GLIDE can implement her vision and wishes, each doing what we do best.

Why did this happen?

GLIDE's relationship with the Methodist Church was established by Lizzie Glide with the creation of a charitable trust 100 years ago, and the relationship worked well for many decades. However, as the years went on, San Francisco changed and so too did the relationship between GLIDE and CNAC, along with our respective understanding of our roles concerning how best to bring Lizzie Glide's wishes to life. GLIDE and CNAC entered into discussions in 2018 to determine a new path forward. The agreement reached embodies our efforts to realize the goals of the Trust in the 21st century and beyond.

Although it will bring an end to many decades of a unique partnership, this resolution brings clarity and fortifies our mission of transforming lives with a radically inclusive, transparent and rigorous organization that is open and welcoming to all.

Is this a settlement?

Yes. After two years of discussions, GLIDE and CNAC have successfully reached an agreement without pursuing litigation. The agreement we have now reached embodies our collective efforts to realize the goals of the Lizzie Glide Trust in the 21st century and beyond.

What are the terms of the agreement?

- First, and perhaps most importantly, GLIDE will move forward free and independent, with no financial, legal or spiritual ties or constraints.
- Second, GLIDE will remain GLIDE — we retain our name and legal entity; our programs, services and advocacy will continue uninterrupted; and we will maintain Glide Memorial Church and spiritual community, welcome to all and unaffiliated with the United Methodist Church.
- Third, GLIDE will retain title to the facility at 330 Ellis Street and use this building, as we have done for decades, to benefit all San Franciscans.
- Fourth, GLIDE's financial assets remain strong, including all of the funds raised for our programs and all funds raised under the leadership of Cecil Williams and Janice Mirikitani.
- Overall, we will continue GLIDE's evolution, together and unimpeded — grounded in our values, our mission and our vision of racial equality, self-determination, dignity, justice and respect for all people.

In return, CNAC also benefits:

- GLIDE will transfer our trustee responsibility to CNAC for a trust and a restricted fund that were established nearly 100 years ago in large part to advance Methodist teachings. Due to GLIDE's strong financial management, these accounts now contain a combined \$4.5 million in investments that grew out of Lizzie Glide's original contributions. CNAC will act as trustee over these funds and use them for their restricted purposes.
- In recognition of the long-term and unique relationship between GLIDE and UMC, GLIDE will also provide \$1.5 million to CNAC, drawing from a separate account for investment returns. No donor funds given to GLIDE will be used for any purposes under this agreement.
- In addition, CNAC, if it chooses to do so, may incorporate a church in San Francisco under the name "J.H. Glide Memorial United Methodist Church" to advance United Methodist teachings.

What are the next steps in the legal process?

The agreement needs approval by the San Francisco Superior Probate Court and the California Attorney General's Office to be final. Both GLIDE and CNAC are hopeful for timely approvals, which we understand is typically a 90-day process.

Is the settlement public?

Yes. The paperwork will be publicly available through the San Francisco probate court. We will post as soon as the court makes these documents publicly available. We have also posted a joint statement from GLIDE and CNAC on GLIDE's website glide.org/UMCupdate.

What does this mean for Glide Memorial Church?

Glide Memorial Church will continue to be housed at our iconic building, unaffiliated with the United Methodist Church and welcome to all people.

For members of the congregation, this is an opportunity to continue to build this church as the radically inclusive, loving, inspired community that it is and always has been. The congregants of Glide Memorial Church will embark on an inclusive process to develop a vision for the church, a theological orientation and a statement of faith. This process will culminate in a shared vision and plans to strengthen our radically inclusive community and congregation.

GLIDE's board, leadership and staff, along with church leadership, are fully committed to building an even stronger, more robust and enduring Glide Memorial Church.

What happens next for GLIDE?

In the midst of a global pandemic and a growing national movement for social justice, GLIDE's work has never been more important – or more in demand. GLIDE is implementing an ambitious strategic plan to deepen our impact and expand services to more people in need, as we fight systemic injustices, create pathways out of poverty, and transform lives. We are moving forward with a new integrated program model, mobilization of services across San Francisco, expanded reach to more women and families, increased advocacy efforts, and a strengthening of our spiritual community. This is a major milestone on GLIDE's journey forward, and we are excited about the future.

Church FAQ

What does this mean for Glide Memorial Church?

This is good news for our community. It brings us much needed clarity and fortifies our identity, our mission and our values. It was a hard road but it gave us the opportunity to reaffirm who we are and what is most important to us.

Under the terms of the agreement, GLIDE will move forward with independence — free of legal, financial and spiritual ties to or constraints from the United Methodist Church (UMC). In addition, Glide Memorial Church will continue to be housed at our iconic building, welcome to all people, and unaffiliated with the UMC.

For members of the congregation, this means the opportunity to continue to build this church as the radically inclusive, loving, inspired community that it is and always has been. The congregants of Glide Memorial Church will embark on an inclusive process to develop a vision for the church, a theological orientation and a statement of faith.

GLIDE's board, leadership and staff, along with church leadership, are fully committed to building an even stronger, more robust and enduring Glide Memorial Church.

Why did this happen?

While the specific details of this agreement have been two years in the making, the relationship between GLIDE and CNAC has been evolving for some time. Our relationship with UMC was established by Lizzie with a charitable trust nearly 100 years ago, and it worked well for many decades. However, as the years went on, San Francisco changed and so too did the relationship between GLIDE and CNAC, along with our respective understanding of our roles concerning how best to bring Lizzie's wishes to life. GLIDE and CNAC entered into discussions in 2018 to determine a new path forward. The mutually beneficial agreement we reached embodies our efforts to realize the goals of the Trust in the 21st century and beyond.

Although it will bring an end to many decades of a unique partnership, this resolution ensures we can fully and freely pursue our mission of transforming lives with a radically inclusive, transparent and rigorous organization that is open and welcoming to all.

What are the terms of the agreement?

- First, and perhaps most importantly, GLIDE will move forward free and independent, with no financial, legal or spiritual ties or constraints.
- Second, GLIDE will remain GLIDE — we retain our name and legal entity; our programs, services and advocacy will continue uninterrupted; and we will maintain Glide Memorial Church and its spiritual community, welcome to all and unaffiliated with the United Methodist Church.
- In addition, GLIDE will retain title to the facility at 330 Ellis Street and use this building, as we have done for decades, to benefit all San Franciscans.
- And, GLIDE's financial assets remain strong, including all of the funds raised for our programs and all funds raised since the arrival of Cecil Williams and Janice Mirikitani many decades ago at GLIDE.

- Above all, we will continue GLIDE’s evolution, together and unimpeded — grounded in our values, our mission and our vision of racial equality, self-determination, dignity, justice and respect for all people.

In return, CNAC also benefits:

- GLIDE will transfer our trustee responsibility to CNAC for a trust and a restricted fund that were established nearly 100 years ago in large part to advance Methodist teachings. Due to GLIDE’s strong financial management, these accounts now contain a combined \$4.5 million in investments that grew out of Lizzie Glide’s original contributions. CNAC will act as trustee over these funds and use them for their restricted purposes of advancing the Christian Protestant religion.
- In recognition of the long-term and unique relationship between GLIDE and UMC, GLIDE will also provide \$1.5 million to CNAC, drawing from a separate account for investment returns. No donor funds given to GLIDE will be used for any purposes under this agreement.
- In addition, CNAC, if it chooses to do so, may incorporate a church in San Francisco under the name “J.H. Glide Memorial United Methodist Church” to advance United Methodist teachings.

What are the next steps for Glide Memorial Church?

This is a major milestone on GLIDE’s journey forward. Together, we will continue the evolution of Glide Memorial Church — grounded in our values, mission and vision of racial equality, self-determination, dignity, justice and respect for all people.

GLIDE has established a Church Futures Working Group that will lead an inclusive process for guiding the future direction of Glide Memorial Church. Building on the progress made over the past two years under the leadership of Minister Marvin K. White and the Lay Leadership, the Church Futures Working Group will establish the church’s formal charter, statement of faith and practice as well as its staffing and structure. This process will culminate in a shared vision and plans to strengthen our radically inclusive community and congregation. The Working Group will involve and seek input from the entire congregation and provide regular updates. There will be more details on the process for the church’s growth in the coming months.

Does Glide Memorial Church have a pastor?

As the full-time Minister of Celebration at Glide Memorial Church, Marvin K. White leads the Sunday Celebrations, which are offered at 9:00 and 11:00 a.m. Since the beginning of COVID-19, we have offered Celebrations on Facebook Live.

What is the plan for hiring future pastors?

GLIDE’s Church Futures Working Group will lead an inclusive process for the future direction of Glide Memorial Church. Building on the progress made over the past two years under the leadership of Minister Marvin K. White and the Lay Leadership, the Church Futures Working Group will establish the church’s formal charter, statement of faith and practice as well as its staffing and structure.

When will the Sanctuary reopen?

From the beginning of the pandemic, GLIDE has placed a top priority on the safety of our community and our staff. We will reopen the Sanctuary when it is safe to do so, and our plans will be made in accordance with both the State and San Francisco health guidelines to control the spread of

COVID-19 and protect public health. In the meantime, we have stepped up to meet this challenging time for our church community by increasing our capacities to bring people together through online platforms. We hope our community will take part in the online service offerings we are providing for connection and inspiration.

What's the plan for future Sunday Celebrations?

Glide Memorial Church's Sunday Celebrations are going strong. There are two Celebrations every Sunday at 9:00 and 11:00 a.m., led by Minister of Celebration Marvin K. White. During COVID, we have expanded our Celebrations on Facebook Live to bring together congregants and spiritual leaders from across the Bay Area and around the country. Our congregation and community have shown incredible commitment and resilience during this period of uncertainty. Sunday Celebrations continue as a weekly invitation to all people to be a part of a joyful and inspiring exercise in spiritual uplift, connection across the usual lines of division, and the realization of beloved community. When we are clear to resume our in-person Sunday Celebrations, they will include the renowned GLIDE Ensemble and The Change Band, inspirational spiritual leaders, GLIDE's lay leadership, and other stirring voices from our community—all as part of our intention to maintain the spirit, love, and inclusivity of GLIDE.

What are the immediate next steps?

The agreement needs approval by the San Francisco Superior Probate Court and the California Attorney General's Office to be final. Both GLIDE and CNAC are hopeful for timely approvals, which we understand is typically a 90-day process.

In the meantime, we have been moving forward tirelessly to meet the challenges of our community with grace, compassion and love. There has never been a more urgent time for the hope, fellowship and transformation that we bring to each other, to our city of San Francisco and to the world.