



Christian Families Against Destructive Decisions

**Board of Directors
Welcome Packet**





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CFADD Mission

To influence the building and sustaining of strong families and strong generational heritages by promoting a biblical worldview and a God-first lifestyle.

CFADD Vision

To educate the public of the benefits and consequences of decisions that affect them and their loved ones, and to provide resources, strategies, and principles that would aid them in making good sound decisions.

Christian Families Against Destructive Decisions strives:

- To combat misinformation and ignorance that effects our families negatively.
- To assure all children have dedicated mothers and fathers to protect, nurture and guide their development toward their adulthood.
- To combat all cultural ideologies and/or behavior that disrupts the nuclear family.
- To reduce the result of media violence against the family.
- To promote equality and justice for all babies conceived in the womb.
- To promote abstinence before marriage and monogamy.
- To enhance the desirability of marriage and family life.



Christian Families Against Destructive Decisions

Board Member Acknowledgement Form

The Board of Directors oversees CFADD's financial, legal, and ethical well-being, guaranteeing its mission fulfilment.

As a member of the CFADD Board of Directors, I acknowledge my ongoing responsibility to act in CFADD's best interests, demonstrating loyalty by prioritizing the organization's welfare and avoiding any conflicts of interest. In addition, board members are committed to upholding the organization's core objectives and adhering to its governing documents.

To honor these commitments and responsibilities, I will make a sincere personal effort to do the following:

Active Participation:

- Participate actively, come fully prepared, and engaged earnestly in board meetings, committee meetings, and special events.

Financial Commitment:

- Contribute annually/monthly based on my personal financial ability, demonstrating my dedication to CFADD's success.

Resource Development:

- Play an active role in securing resources that will propel CFADD forward and fulfill its mission.

Conflict of Interest:

- Prioritize CFADD's well-being above all else. Recuse myself from discussions and votes with any potential conflict of interest.

Continuous Learning:

- Commit to staying informed about trends, issues, and developments relevant to CFADD and its future.

Active Engagement:

- Stay informed about CFADD activities, asking questions and seeking information to effectively contribute to board decisions.

Respectful Collaboration:

- Voice my opinions and concerns openly and respectfully, considering others' perspectives with an open mind. Trust in our shared CFADD vision and CFADD's mission.



Limited Authority:

- Exercise my authority solely within board meetings or when officially appointed by the board.

Positive Representation:

- Always serve as a positive and supportive advocate for CFADD.

Attentive Participation:

- Give my full attention and active listening to all board meetings and discussions.

Teamwork and Collaboration:

- Work collaboratively with staff and fellow board members as partners in achieving our shared goals.

Confidentiality:

- Maintain strict confidentiality of all privileged information entrusted to me, safeguarding CFADD's reputation, integrity, and the privacy of individuals and donors. This commitment extends beyond my board service.

In partnership with the organization, I expect:

- Transparent financial reporting and timely updates on organizational and personnel matters, ensuring informed decision-making.
- Open access to discuss important issues with the board chair and CEO, fostering effective communication and shared responsibility.
- Investment in my growth as a board member through professional development opportunities, enhancing my contributions.
- A commitment from staff and board members to answer my questions honestly and promptly, supporting my ability to act as a responsible steward.
- Collaborative efforts and good faith in working towards our shared goals, leveraging our collective strengths to achieve success.

I hereby acknowledge that I understand the expectations placed upon me as a board member and will do my best to fulfill them as a member of the Board of Directors of Christian Families Against Destructive Decisions.

Print Name

Signature

Date



Christian Families Against Destructive Decisions

CONFLICT OF INTEREST POLICY & STATEMENT

Purpose

1. This Board conflict of interest policy aims to safeguard CFADD's interests when considering transactions or arrangements that could favor the private interests of a CFADD officer or director or might lead to a transaction with excessive benefits.
2. This policy serves as an addition to, rather than a replacement for, any relevant state and federal laws that govern conflict of interest in nonprofit and charitable organizations.
3. This policy is intended to identify directors who do not have director or significant relationships with CFADD either personally or through business.

Definitions

1. Interested Person- Any director, member of a committee, or principal officer with powers delegated by the governing board, who possesses a direct or indirect financial interest as specified in the following definition.
2. Financial Interest- A person has a financial interest if they, directly or indirectly, through business, investment, or family:
 - a. Holding an ownership stake or investment in any entity that engages in transactions or arrangements with CFADD.
 - b. An arrangement for compensation with CFADD, or with any entity or individual that engages in transactions or agreements with CFADD.
 - c. A possible ownership stake or investment in, or a compensation agreement with, any entity or individual that CFADD is currently in negotiations with for a transaction or arrangement. Compensation encompasses both direct and indirect payments as well as substantial gifts or benefits. Possessing a financial interest does not automatically imply a conflict of interest. This policy, influenced by the IRS model Conflict of Interest policy attached to Form 1023, is tailored to provide additional information necessary for CFADD to evaluate director independence for responses on Form 990.2. The existence of a conflict of interest is determined solely by the Board or Executive Committee's decision, in line with this policy.
3. Independent Director- A director will be deemed "independent" under this policy if they meet the definition of "independent" as outlined in the IRS 990 form instructions, or if they meet the following criteria: a) they are not an employee of



CFADD or any entity in which CFADD holds a financial interest, nor do they have a significant business relationship with CFADD, either directly or indirectly, that could impact their independence in decision-making; b) they do not hold an executive position in another corporation where any of CFADD's executive officers or employees are on the corporation's compensation committee; and c) they do not have an immediate family member who is either an executive officer or employee of CFADD, or holds a position that entails a significant financial relationship with CFADD.

Procedures

1. **Responsibility to Report-** When there is an actual or potential conflict of interest, the person involved must reveal their financial interest and must be provided a chance to present all relevant information to the Board or Executive Committee.
2. **Self-Exclusion-** A director has the right to voluntarily withdraw from any decision-making or discussion at any point if they feel they have, or might have, a conflict of interest, without needing to undergo the formal process of confirming whether a conflict of interest is present.
3. **Determining Whether a Conflict of Interest Exists-** Once the financial interest and all pertinent details have been disclosed, and following any discussion with the person in question, they must exit the Board or Executive Committee meeting. This exit is required while the discussion and vote on the existence of a conflict of interest take place. It is then up to the remaining members of the Board or Executive Committee to determine whether there is a conflict of interest.
4. **Procedure for Addressing the Conflict of Interest**
 - a. The person concerned may give a presentation to the Board or Executive Committee but must leave the meeting during the subsequent discussion and voting on the transaction or arrangement that may involve a conflict of interest.
 - b. The Chairperson of the Board or Executive Committee should, if deemed necessary, assign a neutral person or committee to look for alternative options to the proposed transaction or arrangement.
 - c. After thorough consideration, the Board or Executive Committee should assess if CFADD can reasonably secure a more favorable transaction or arrangement from another party that does not pose a conflict of interest.
 - d. If securing a more beneficial transaction or arrangement without a conflict of interest is not feasible, the Board or Executive Committee must decide by a majority vote among disinterested directors whether the transaction or



arrangement serves CFADD's best interest, is beneficial to it, and is fair and reasonable. Following this determination, they will decide on whether to proceed with the transaction or arrangement.

5. Violation of the Conflict-of-Interest Policy

- a. If the Board or Executive Committee suspects that a member has not disclosed actual or potential conflicts of interest, they will inform the member about the reasons for their suspicion and give the member a chance to respond to the allegation of non-disclosure.
- b. Following the member's explanation and any additional investigation needed under the circumstances, if the Board or Executive Committee concludes that the member indeed failed to disclose an actual or potential conflict of interest, they will proceed with suitable disciplinary and corrective measures.

Records of Proceedings

The minutes of both the Board and any committees that have powers delegated by the board will include:

- a. Records should include the names of individuals who disclosed or were identified as having a financial interest related to an actual or potential conflict of interest, the type of financial interest, steps taken to assess if a conflict of interest existed, and the decision of the Board or Executive Committee on the existence of a conflict of interest.
- b. The minutes should also document the names of those present for discussions and votes concerning the transaction or arrangement, details of the discussion including any alternative proposals, and a record of all votes associated with the matter.

Compensation

- a. A member of the Board who is compensated, either directly or indirectly, by CFADD for services cannot vote on issues related to their own compensation.
- b. Similarly, a member of any committee that deals with compensation issues, who receives compensation from CFADD, either directly or indirectly, for services, is not allowed to vote on matters concerning their own compensation.
- c. However, no member of the Board or any committee handling compensation matters, who gets paid by CFADD, whether individually or together with others, is barred from sharing information with any committee regarding compensation.



Policy

No board member shall use his/her position, or the knowledge gained therefrom, in such a manner that a conflict between the interest of the organization or any of its affiliates and his/her personal interests arises.

Each board member has a duty to place the interest of the organization foremost in any dealings with the organization and has a continuing responsibility to comply with the requirements of this policy.

Board or committee members may not obtain for themselves, their relatives, or their friends a material interest of any kind from their association with the organization by virtue of their Board or Committee position.

If a board member has an interest in a proposed transaction with the organization in the form of a significant personal financial interest in the transaction or in any organization involved in the transaction, or holds a position as, director, or officer in any such organization, he/she must make full disclosure of such interest before any discussion or negotiation of such transaction.

Any board or committee member who is aware of a potential conflict of interest with respect to any matter coming before the board or committee may be excused during the discussion and/or voting periods in connection with the matter.

Statement

I have read and understood the statement of policy regarding conflicts of interest.

To the best of my knowledge and belief, except as disclosed herewith, neither I nor any person with whom I have or had a personal or business relationship is engaged in any transaction or activity or has any relationship that may represent a potential competing or conflicting interest, as defined in the statement of policy.

Further, to the best of my knowledge and belief, except as disclosed herewith, neither I nor any person with whom I have or had a personal, business, or compensated professional relationship intends to engage in any transaction, to acquire any interest in any organization or entity, or to become the recipient of any substantial gifts or favors that might be covered by the statement of policy regarding conflicts of interest.

- (A) Without exception
- (B) Except as described in the attached statement

Signature: _____ Date: _____



Board of Directors Qualifications and Requirements

Qualifications

Interest- The ideal candidate will be engaged, enthusiastic, and innovative partner to advance CFADD's mission. The candidate must be a Bible-believing Christian with a love for family and Jesus Christ. They are willing to lend their resources toward the mission using their professional expertise.

Ethics- Candidates must be believers in Jesus Christ and adhere to the Biblical standards of life and morality and committed to the vision of CFADD. Their beliefs are exemplified in their lives.

Expertise- Below is a list of expertise we are most interested in. However, we are open to consider all backgrounds and skill sets:

- Attorney/Legal
- Development/Fundraising
- Education
- Social Work
- Pastor/Religious Leader
- Strategic Planning
- Marketing/Communications/Social Media
- Event Management
- Certified Accountant



Responsibilities

Terms- Board Members have a term of office lasting two years. They serve voluntarily and receive no compensation. Members must be reelected to continue serving.

Attendance and Engagement- Board members should be present for a minimum of 75% of the regularly scheduled meetings, either in person or through video calls. They are also encouraged to engage in outreach and fundraising activities whenever feasible.

Ethics- Board members are expected to maintain the Christian values and beliefs of Christian Families Against Destructive Decisions.

Advocacy- Board Members are expected to actively promote and represent the organization, utilizing their connections, networks, and resources to further the mission.

Philanthropy- Board Members are urged to make a financial contribution to CFADD that aligns with their personal financial situation, though there is no minimum required amount.

Conflict of Interest- Board members must complete the Conflict-of-Interest Statement requiring the disclosure of actual and potential conflicts.



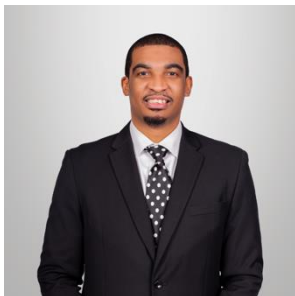
Christian Families Against Destructive Decisions Board of Directors



Apostle Tommy E. Quick
CFADD President
Promised Land COGIC, Pastor & Founder



Dr. Christopher Stone
CFADD 1st Vice President
Unity Worship Center, Pastor



Isaac Quick
CFADD 2nd Vice President
Promised Land COGIC, Co-Pastor



Jasmine Gorie
CFADD Board Secretary & HR Specialist
CFADD Program Administrator
VP Human Resources at Sunland Logistics Solutions



Bishop Patrick L. Wooden Sr
Upper Room COGIC, Pastor
NC Third Jurisdictional Prelate



Joshua Quick
CFADD Fundraising/Development Assistant
Promised Land COGIC, Worship Pastor
Quick Bail Bonds, Founder & Owner



Thomas Woods
CFADD IT Specialist
Just His Consulting, Founder



Steve Duncan
The Beacon Drive-in, Owner



Pastor A.D. Lenoir
CFADD Chapter Leader, Miami Dade County
Westview Baptist Church, Pastor