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## R4 PEKSENAK "BUILDING BELOVED COMMUNITY"

**Resolution:**

WHEREAS our mission as the Indiana Conference of the United Methodist Church is to make disciples of Jesus Christ for the transformation of the world by equipping local churches for ministry and by providing a connection for ministry beyond the local church, all to the glory of God.

WHEREAS the Indiana Annual Conference adopted a resolution in 2020 to develop a strategic plan to dismantle institutional racism.

WHEREAS institutional racism inhibits our ability to live into our mission to make disciples of Jesus Christ and transform the world.

WHEREAS the Indiana Conference of the United Methodist Church is committed to "Energizing Discipleship" and "Transforming Communities."

WHEREAS the 2023 Building Beloved Community Racial Analysis Report shows that, of the 31 Indiana Annual Conference committees, 7 are 100% white, 2 are 90-99% white, and 4 are 80-89% white. All staff members classified as 'managers' in the report are white and one of our departments is also all white.

WHEREAS the population of the state of Indiana is 90% white; and membership in the INUMC is 96% white. Therefore, we are not only failing to serve the state of Indiana, we are failing to be cultural leaders in diversity and equity. If we are to truly see and value all people, then we need to give equal voice to all people.

WHEREAS the *Book of Discipline* in paragraph 643.2 states that it is the Commission on Race and Ethnicity's duty to conduct "training, resource development, evaluation, consultation, and strategic planning in the areas of diversity, intercultural competency, racial and ethnic justice, reconciliation and equity, and communicating/advocacy for change."

WHEREAS the *Book of Discipline* in paragraph 643.3f states that "The executive committee of the Board of Ordained Ministry and cabinet shall meet at least once per year in joint sessions with the Conference Commission on Religion and Race."

WHEREAS the *Book of Discipline* in paragraph 643.5 states that the Commission on Race and Ethnicity "shall have vote and voice in the decision-making unit of the conference such as the conference connectional ministries or equivalent structure."

WHEREAS we, in our baptismal covenant, have vowed to resist evil, injustice, and oppression in whatever forms they present themselves, yet we are failing to do that in all communities in our conference.

1 WHEREAS Intercultural Competency training and implicit bias training are available to us and have been  
2 proven to be effective in dismantling racist attitudes, structures, processes, and outcomes.

3  
4 Let it be resolved that the Commission on Race and Ethnicity shall seek to fulfill its duties according to the  
5 *Book of Discipline* by partnering with annual conference boards and agencies. This includes but is not limited  
6 to participating in annual joint meetings with the executive committee of the board of ordained ministry and  
7 the cabinet, as well as presence with voice and vote of a CORE representative on the nominations committee.

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9 Let it be further resolved that we would strive not just to reach out to the margins but to bring the marginalized  
10 into the seats of power and influence within our churches, committees, departments, and districts. To this end,  
11 we recommend that a hiring committee be formed within conference staff to ensure that no one person holds  
12 hiring decision-making power and that hires made in the future would serve to further diversify the INUMC  
13 at all levels.

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15 Let it be further resolved that all conference staff, clergy, board, and committee members shall undergo  
16 intercultural competency training by December 2024. In addition, such training shall also be required within  
17 6 months following appointment in a new position.

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19 **Rationale:**

20 These guidelines are already clearly outlined in the *Book of Discipline* (643.3a). It is our belief that the  
21 presence of a CORE representative on the nominations committee, annual meetings between CORE and  
22 BOOM and the cabinet, and the institution of a hiring committee, are important first steps toward altering  
23 the makeup of the conference such that it more closely reflects the diversity of God's church and world.

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25 Furthermore, the implementation of intercultural competency training requirements for all conference staff,  
26 clergy, board, and committee members would lay important groundwork to prepare all of us to be the  
27 radically inclusive, diverse, just church that God has called us to be.

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29 **Financial Implications:** Yes

30 Conducting Intercultural Competency Training three times per year via Zoom and once per year as a hybrid  
31 Zoom/in-person session would cost a maximum of \$2,000, which would be covered by the DMJ Budget.

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33 **Groups to forward to once affirmed:**

34 Committee on Nominations - [nominations@inumc.org](mailto:nominations@inumc.org)

35 Rev. Tony Alstott, chairperson of the Board of Ordained Ministry - [tony.alstott@inumc.org](mailto:tony.alstott@inumc.org)

36 Rev. Dr. Marti Lundy, Secretary of the Cabinet - [marti.lundy@inumc.org](mailto:marti.lundy@inumc.org)