



## Church of the Brethren General Board

# Resolution on Ethnic Representation in the Life of the Church of the Brethren

March 13, 2000

Ethnic members of the Church of the Brethren are raising anew their concern about ethnic representation in the life of the denomination. This resolution is in response to that expressed concern.

More than 20 years ago, the 1979 Annual Conference adopted guidelines for the Nominating Committee of Standing Committee to strive for more equitable representation of women and ethnic minorities in denominational leadership. In 1985, the Annual Conference Review and Evaluation Committee affirmed that "the inclusion of racial and ethnic persons in the constituency of the General Board has brought perspectives which have enriched the work of the Board." However, despite intentional efforts to increase representation, the desired results have not been achieved, says the 1991 Annual Conference Statement on Brethren and Black Americans.

### **Therefore, the General Board:**

1. Will continue to promote within and beyond the General Board an attitude and practice of ethnic inclusion as we strive to create Christ's new community.
2. Encourages congregations and districts to renew their efforts to submit names of people from ethnic groups for consideration by the Nominating Committee of Annual Conference. The General Board's Congregational Life Team staff will be advocates for this effort.
3. Encourages the Cross-Cultural Ministries Team to submit names of qualified people from within its constituencies for consideration by the Nominating Committee of Annual Conference, and to the Program & Arrangements Committee as they plan the program for Annual Conference.
4. Commits its staff to seek qualified ethnic applications for General Board employment and to be intentional in naming ethnic people when appointing committees and developing resources.
5. Encourages congregations to assist the Cross-Cultural Ministries Team and appropriate denominational agencies in the calling, training, mentoring, and coaching of ethnic leadership.