

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44

TITLE OF RESOLUTION: Authorization of Emmaus Anti-Racism Multi-cultural Internal Leadership Team

DATE SUBMITTED: March 5, 2004

SUBMITTED BY: Emmaus Anti-Racism Team
Margery Otto Co-Chair
6708 Arrowhead Pass
Edina, MN 55439
952-334-3149
Patsy Parker
4617 Grand Ave. S.
Minneapolis, MN 55409

SUMMARY OF INTENT:

To authorize the Emmaus Anti-Racism Multi-cultural Internal Leadership Team by the Annual Meeting of the Minnesota Conference of the United Church of Christ to facilitate the journey of transformation to an anti-racist conference of the United Church of Christ.

BACKGROUND AND SUPPORTING STATEMENT:

Recognizing that racism is an ongoing institutionalized evil, and that God asks us to “do justice” (Mic.6: 8) the United Church of Christ is working to become an Anti-Racist Church. The process of Anti-Racist, Multicultural transformation will call forth the need for people to obtain the skills to de-construct or re-learn how racism has shaped individuals, our culture, our institutions and our youth. Experience in the corporate sector indicates that systemic racism cannot be “trained” away. What is required to dismantle racism is a process that organizes systemic and institutional transformation. The key to this process of transformation is a trained institutional team that develops an analysis of racism that is relevant both to the Minnesota Conference of the UCC and to the process of institutional transformation. The analysis and its implications shape a strategic change process that involves the entire institution in the journey of transformation and engages churches and denominational units in systematic training and organizing. The process of transformation creates the context for institutional accountability to oppressed communities and offers the possibility of becoming dependable allies in the struggle for racial justice. The process of transformation would continue, until all churches in the conference are breathed anew by this anti-racist and multi-cultural education, training and organizing process. The work of internal transformation will continue to require a monetary commitment from the Minnesota Conference however, this resolution requires no additional funding beyond that which is already budgeted, in the budgeting process or was committed to in the 1999 resolution.

45 Authorization of Emmaus Anti-Racism Multi-cultural Internal Leadership Team
46

47 WHEREAS, General Synods of the United Church of Christ since 1963 have voted
48 eleven resolutions, statements, and pronouncements denouncing racism and most recently the
49 2003 General Synod passed an anti-racism resolution which called the United Church of Christ
50 to become an Anti-Racist Church and asked the Conferences, Associations and local churches to
51 adopt anti-racism mandates, facilitate programs that would examine contemporary forms of
52 racism, develop anti-racism facilitators and share the resources to support this work, and
53

54 WHEREAS, in 1999 the Minnesota conference passed a resolution entitled Toward
55 Becoming an Anti-racist, Multi-racial, Multi-cultural Conference , a taskforce was convened to
56 develop a long-range process and plan to empower and encourage the Minnesota Conference of
57 the United Church of Christ and the churches of the conference to become anti-racist and multi-
58 cultural and in 2002 a Planning and Design Taskforce was appointed as a Recognized Ministry
59 under the Conference Council and was to report back to the Conference Council, and
60

61 WHEREAS, the Emmaus Anti-Racism Planning and Design Taskforce, a Recognized
62 Ministry of the Conference Council of the Minnesota Conference of the United Church of Christ
63 reported to the Conference Council in January that the Emmaus Taskforce saw the need to
64 develop the internal capacity for institutional transformation within the Minnesota Conference of
65 the United Church of Christ by developing an Anti-Racism Multicultural Internal Leadership
66 Team, and
67

68 WHEREAS, the Emmaus Anti-Racism Planning and Design Taskforce recommended
69 and the Conference Council authorized an Internal Leadership Team to initiate and coordinate
70 the long-term transformation of the Minnesota Conference of the UCC into an anti-racist
71 multicultural institution and recognizing the long term nature of the task, the term of the Team
72 would be ten years and would be extended every ten years until the spirit of anti-racist
73 multicultural work was so infused in the life of the Conference that there was no more need for
74 the Team to exist,
75

76 THEREFORE, BE IT RESOLVED that the 2004 Annual Meeting of the Minnesota
77 Conference of the United Church of Christ authorize the Emmaus Anti-racist Multicultural
78 Internal Leadership Team to facilitate this journey of transformation. All congregations, clergy,
79 denominational bodies, association staff and the conference ministers are asked to hold the team
80 accountable for leading the work of becoming an anti-racist Conference, and the Anti-Racism
81 Team will hold all congregations, clergy, denominational bodies, association staff and the
82 conference ministers accountable for participating in the process of becoming an Anti-Racist
83 Conference of the United Church of Christ. Let us all ask for open ears, eyes and hearts as God
84 continues to speak to us and show us the reality of systemic racism in our lives and the possibility
85 of it's end in the Minnesota Conference in our lifetimes.
86