

# **MINNESOTA CONFERENCE UNITED CHURCH OF CHRIST**

## **AUTHORIZED MINISTERS REQUIREMENTS FOR ANTI-RACISM/DIVERSITY EDUCATION**

### **From the Manual on Ministry (Section 2:3)**

Associations have the responsibility of providing ample and diverse opportunities for their Ordained Ministers to meet the obligations of Ordained Ministerial Standing, which include but are not limited to:

- continuing education;
- diversity and anti-racism training;
- boundary awareness training;
- participation in processes of oversight;
- regular participation in the life of the Association and Conference.

### **Requirements**

Anti-Racism/Diversity training – to be completed in 2021 and then once every two years after; if a minister has done significant training in 2020 that may be used to meet the 2021 requirement

### **What Counts?**

Anti-Racism/Diversity trainings may be taken in several different contexts or types of training:

- Damascus Project, Intercultural Development Inventory, Experiential (Sacred Sites tours or other immersion experience), Overcoming Racism Conference, White Privilege or equivalent training, etc.
- Training/Experiences must include at least six contact hours in a training or experience that engages the minister with others in exploring anti-racism and diversity
- Shorter experiences can be combined to create the required hours

### **How Does This Requirement Relate to the Marks of Faithful and Effective Ministry?**

#### **Mark 2: Nurturing UCC Identity**

Communicate a passion for the oneness of the Body of Christ. (Level 2-Local Leadership)

#### **Mark 3: Building Transformational Leadership**

Commit to lifelong learning and ongoing discernment about God's call. (Level 1- Enhancement and Level 2-Local Leadership)

Build relationships of mutual trust and collaboration across diverse communities demonstrating sensitivity (Level 3- Authorized Ministry)

### **Mark 7: Working Together for Justice and Mercy**

Reach across cultures with sensitivity (Level 1 – Enhancement)

Reflect self-critically on one's social location and areas of privilege (Level 1- Enhancement)

Serve diligently as an educator, advocate, organizer or speaker for the sake of justice and mercy. (Level 2- Local Leadership)

Engage in sacred conversations about the impact of racism, sexism, classism, hetero and cis normativity, ableism, cultural imperialism and other forms of oppression. (Level 2-Local Leadership)

Critical analyze systems and work for systemic change that promotes justice and mercy. (Level 3- Authorized Ministry)

### **How Do Authorized Ministers Report Activity for This Requirement?**

There are three ways for reporting activity to meet this requirement.

1. Through the Annual Information Review form. Back up certificates would also be required to document training.
2. By providing a certificate of completion directly to the Conference office upon completion of a requirement.
3. Record completion through the Damascus Project and ask for verification to the Conference.

### **What Are the Consequences of Failing to Meet This Requirement?**

The 2018 edition of the United Church of Christ's Manual on Ministry (MoM, 2018) states:

“Those who hold ministerial standing in the United Church of Christ are entrusted with and accountable for the faithfulness and effectiveness of their lives and ministries on its behalf.” (pg. 10)

MoM specifically calls on Committees on Ministry to assist their authorized ministers in achieving greater awareness and competency opposing racism and promoting racial understanding and tolerance by providing ample and varied anti-racism and diversity training opportunities [see Manual on Ministry page 52]. With this in mind and given that the Bylaws of the Minnesota Conference of the United Church of Christ require its Committee on Ministry to utilize MoM, as of January 2021 the Committee on Ministry of the Minnesota Conference of the United Church of Christ requires biennial anti-racism and

diversity training for all its active authorized ministers (ordained, licensed and commissioned). Exempt from this requirement are authorized ministers who have requested and received a Leave of Absence or Exempt Standing from the Committee on Ministry.

If an authorized minister of the Minnesota Conference does not complete an approved anti-racism or diversity experience of at least six contact hours during the previous two calendar years (or does not complete an approved experience in 2021 or 2022, the first years of this policy) and provide the Conference office with acceptable evidence of completing the experience, the Conference office will notify the authorized minister they are out of compliance with this policy. If the authorized minister does not comply with this policy by completing an approved anti-racism or diversity experience of at least six contact hours within six months of receiving notice of non-compliance, the Conference office will notify the authorized minister a second time that they are out of compliance and their Ordained Minister Standing in the United Church of Christ is subject to administrative termination for non-compliance unless within six months they comply with this policy. If Ordained Ministerial Standing is terminated, appropriate covenantal partners will be notified. The Committee on Ministry has assigned oversight and implementation of this policy to its Subcommittee on Authorized Ministry.