

03-GS-43 VOTED: The Twenty-fourth General Synod refers the resolution, “Transforming Church House” to the Executive Council for consideration by the Affirmative Action Formulation Committee and the Restructure Evaluation Oversight Committee, and that the Executive Council report its findings to the Twenty-fifth General Synod and that all employee terminations continue to be vigorously reviewed by the Affirmative Action and Diversity Initiative Minister to ensure that the rights of each individual are respected and upheld.

TRANSFORMING THE CHURCH HOUSE

WHEREAS, the United Church of Christ is committed to justice, affirmative action, and equal opportunity for all; and

WHEREAS, the United Church of Christ General Synods have passed resolutions and pronouncements encouraging all settings of the church to act on behalf of justice and fairness for all; and

WHEREAS, the General Synod of the United Church of Christ has declared the national setting of the church to be an affirmative action employer; and

WHEREAS, this resolution is to help our beloved denomination move from the church house model, which is perceived as the secular corporate model, to God’s house, which is perceived as a place where justice, affirmative action, and equal opportunity employment is the justice culture; and

WHEREAS, this resolution is to help find ways in which the perceived reduction in force and voluntary resignations of staff is no longer disproportionately borne by people of color; and

WHEREAS, the United Church of Christ is called on to show compassion to our national church staff and to equalize the racial percentage of workforce reductions; and

WHEREAS, the United Church of Christ is called on, through the Office of the General Minister and President, that any termination or downsizing of positions due to budgetary shortfalls shall come only as an absolute last resort, resulting only after alternative avenues are exhausted, which shall include all classes of positions sharing equally and proportionately the burden of budgetary shortfalls.

THEREFORE LET IT BE RESOLVED, that the Minister for Affirmative Action and Diversity Initiatives should be administratively and programmatically responsible to the Executive Committee of the Executive Council through the chairperson of the Executive Council.

Funding for this action will be made in accordance with the overall mandates of the affected agencies and the funds available.