

Cross-Racial Cross-Cultural Appointment

Considerations for District Superintendents

Updated 1/8/2022

**WPAUMC Office of Diversity
Development & Inclusion**

**COMMISSION ON RELIGION AND
RACE (CORR) SUPPORT FOR CROSS
RACIAL/ CROSS CULTURAL
MINISTRIES (CRCC)**

Support of the CRCC Ministry begins long before the appointment is made. At all points of the connection it should be stressed that CRCC appointments are a part of our method process. Contrary to being feared and avoided, CRCC appointments are to be welcomed, expected, and celebrated.

Inform and reinforce with all clergy and all congregations that connecting them to DD&I and CORR is standard conference policy.

A. APPOINTMENT PROCESS

1. Consultation with Diversity Development and Inclusion (DD&I) on cross racial/cross cultural appointments

A. As clergy and congregations are approached by the cabinet regarding the CRCC appointment, they are informed of the BOD ¶ 425.4 and 643.3e and the structures to achieve the level of support and training required. This includes the Diversity Development and Inclusion process as well as the CORR model for support.

2. DS contacts DD&I to let Coordinator know about the appointment as soon as possible

B. D.S. gathers contact information for the congregation leadership (formal and informal) and/or a group working on CRCC or similar topics within the congregation. This information will be forwarded to CORR to begin the team formation and congregational contact process.

<p>3. DS communicates with CORR</p>	<p>C. As soon as a CRCC appointment/announcement is made, CORR is contacted by D.S. Congregational profile with information helpful to formulating a team will be provided by the DS, as well as contact information for the congregational leadership identified.</p>
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B. TRANSITION PHASE

<p>4. DS Coordinates a Gathering of church members/leaders, ethnic clergy, DS and DD&I</p>	<p>E. CORR attends this gathering. CORR is introduced to the congregation. A coordinated announcement about the work the congregation is doing/will engage in during this process is made.</p>
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<p>5. DD&I will initiate contact with the clergy of the congregations.</p>	<p>F. CORR will initiate contact with the leaders of the congregation</p>
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In August/late summer all congregations in new CRCC appointment will send a team and the clergy to an introductory workshop on CRCC ministry

DD&I and CORR meet to discuss the groupings of the congregations and plans for clergy and congregation support

C. SERVING TOGETHER IN CRCC MINISTRY

<p>6. DDI will determine a schedule to meet with the CRCC clergy on similar topics as the congregations and topics specific to the clergy. The goal is to provide continued support for clergy.</p>	<p>H. CORR will meet with the group congregational teams monthly for resourcing/training</p>
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When/prior to completing the series of monthly meetings, CORR, DD&I, and Congregation will determine next steps

Next steps are initiated and another determination of next steps made when completed
This cycle continues until no further steps for this process are identified.

7. The formalized end of support period is noted; DDI remains available should need arise

J. The formalized end of support period is noted; CORR remains available should need arise