

<p align="center">New Racial/Ethnic Cross-Racial Appointments Considerations for District Superintendents WPAUMC Office of Diversity Development & Inclusion</p>	<p align="center">COMMISSION ON RELIGION AND RACE (CORR) SUPPORT FOR CROSS RACIAL/ CROSS CULTURAL MINISTRIES (CRCC)</p>
<p>Support of 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 be feared and avoided, they are to welcomed, expected and celebrated.</p>	
<p>APPOINTMENT PROCESS Inform and reinforce with clergy and congregations that connecting them to DDI and CORR is standard conference policy. *i. CORR is included in congregational meetings, gatherings, trainings, etc. organized for the transition.</p>	
<p>Consultation with Dianne Glave in Diversity Development and Inclusion (DD&I) at dianne.glave@wpaumc.org on racial/ethnic cross-racial appointments</p>	<p>As clergy and congregations are approached by cabinet regarding the CRCC appointment, they are informed of the BOD ¶ 425.4 and 643.3e and the structures to achieve level of support and training required. This includes the Diversity Development and Inclusion process as well as the CORR model for support. They will also gather contact information for the congregation leadership (formal and informal) and/or a group working on CRCC or similar issues within the congregation. This information will be forwarded to CORR to begin the team formation and congregational contact process.</p>
<p>DS contacts Dianne to let her know about the appointment as soon as possible</p>	
<p>Contact Information for Ethnic Clergy New to the Conference Share with Dianne so she can welcome the new clergy Meeting with Ethnic Clergy New to the Conference DS organizes in person meeting for the clergy person, the DS, and Dianne at a restaurant</p>	
	<p>c. As soon as a CRCC appointment/announcement is made, CORR is contacted to begin formulating a team and make initial contact with the congregation. 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>
	<p>e.CORR meets with congregational contacts, and departing clergy, and new clergy, prior to the new</p>

	clergy persons start, to determine the direction of support.
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Transition Phase	
DS Coordinates a Gathering of church members/leaders, ethnic clergy, DS and Coordinator of Diversity Development and Inclusion	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.
Coordinate a Celebration of Appointment Service with the Clergy Use the UMC “An Order For The Celebration Of An Appointment:” https://www.umcdiscipleship.org/resources/an-order-for-the-celebration-of-an-appointment signaling the congregation support by the conference through the DS and DD&I A church reception following the service is suggested to begin to form relationships	CORR will attend the celebration of Appointment Service. CORR will provide support, as indicated, during this process.
Dianne Visits New Ethnic Clergy These visits are during Sunday Service to give clergy constructive feedback and support, followed by a meal	g.CORR will visit the congregation at other times, several times throughout their walk with the congregation including attending Sunday worship and other time when clergy and congregation interact.
Serving together in CRCC Ministry	
	f.CORR will have physical contact with the congregation at least monthly for resourcing/training
	CORR will continue to walk alongside the congregation for 12-18 months.
Coaching for the Ethnic Clergy Person Funding through the districts and perhaps Ethnic Local Clergy Concerns (ELCC)--William B. Meekins, Jr., wbmeekinsj@aol.com	After the formalized end of support period, CORR remains available should need arise

Further notes from Dianne

For Clergy:

Yearly One-to-One's with ALL Clergy by DS's Provide and discuss "Developing Cultural Competencies in Anti-Racism & Inclusion (A process for leadership in predominantly white congregations--page 3);" reiterated open itinerancy

Assessment of cultural competencies in racial/ethnic diversity/inclusion/anti-racism--Harvard Implicit Bias Test or Intercultural Development 1 Inventory

For the Churches:

Support with assessment of cultural competencies in racial/ethnic diversity/inclusion/anti-racism Committee on Religion and Race (CORR), Peggy Ward, pdward11@gmail.com

Resource for Cabinet:

New York Annual Conference policy that gives SPRC & Cabinet guidelines - <https://www.nyac.com/files/forms/crosraci.pdf>