

**GENERAL CONVENTION OF THE EPISCOPAL CHURCH 2018
ARCHIVES' RESEARCH REPORT**

RESOLUTION NO.: 2018-A024
TITLE: Forming Culturally Diverse Clergy
PROPOSER: Task Force on Clergy Leadership in Small Congregations
TOPIC: Christian Formation

Directly Related: (Attached)

2015-A083 Refer a Resolution to Map Episcopal Theological Education Programs
2015-A086 Create a Network of Latino/Hispanic Partners for Congregational Development
2009-A066 Create a Toolkit for Culturally Sensitive Evangelism
2009-A145 Request Study of Diocesan Processes to Recruit Persons of Color
2006-A037 Reaffirm Commitment to Congregational Health and Evangelism
1994-A045 Recruit and Retain People of Color in the Ordained Ministry
1988-A071 Develop an Educational Manual, Curriculum Materials and Video Resources

Indirectly Related: (Available in the [Acts of Convention](#) database, searchable by resolution number)

2015-A075 Develop Web Access to Christian Formation Resources
2012-A070 Develop a Multimedia Evangelism Guide
2009-A065 Identify and Support Church Evangelists
2009-A104 Request Dioceses to Fund Multicultural Leadership Development
2003-A076 Develop Transformation Resources
2003-C006 Welcome the Church's Diverse "New Majority"
1997-A033 Request a Review of the Ordination Process With Emphasis on Inclusiveness
1994-A081 Develop Liturgical Resources That Recognize Racial and Cultural Diversity

Supplemental Documents: (Linked)

(*Blue Book*) Report to General Convention, [Task Force on Clergy Leadership Formation in Small Congregations](#), see pages 654-656.

In preparing this report, the Archives researched the resolutions in the Acts of Convention database for the period 1976 through 2015, selecting "direct" resolutions that have a substantive bearing on the proposed legislation. The "direct" resolutions are attached and "indirect" resolutions are available in the Acts of Convention database. Committee members who require other research assistance should contact the Archives at 800-525-9329 before Convention or at Convention in the General Convention Secretariat.

A024 Forming Culturally Diverse Clergy

Proposer	Task Force on Clergy Leadership in Small Congregations
Topic	Christian Formation
Endorsed by	
Sponsored by	
Page numbers	Blue Book: p. N/A; Constitution & Canons: p. N/A
HiA / Leg. Cttee	/
Current Status	Resolution Filed
Version	Original (as filed)
Review Status	Not yet reviewed

RESOLUTION TEXT

- Resolved*, the House of _____ concurring, That the 79th General Convention, if a Formation Networking Team is created, direct the Team to collect, evaluate, disseminate, and encourage the development of excellent resources and best practices for the discernment and formation of culturally diverse clergy, and to publicize to The Episcopal Church and its dioceses and congregations the availability of these resources; and be it further
- Resolved*, That, if a Formation Networking Team is created, the Formation Networking Team work with other teams and established groups within The Episcopal Church to make available information to persons involved in culturally diverse ministries and Christian formation, and to seek feedback regarding resources needed (and used) by the widest possible variety of groups within the Church; and be it further
- Resolved*, That, if a Formation Networking Team is not created, the 79th General Convention direct that an appropriate body or office in The Episcopal Church collect, evaluate, disseminate, and encourage the development of excellent resources and best practices for the discernment and formation of culturally diverse clergy, and to publicize to The Episcopal Church and its dioceses and congregations the availability of these resources; and be it further
- Resolved*, That, if the Formation Networking Team is not created, the 79th General Convention direct that an appropriate body or office, work with other teams and established groups within The Episcopal Church to make available information to persons involved in culturally diverse ministries and Christian formation, and to seek feedback regarding resources needed (and used) by the widest possible variety of groups within the Church; and be it further
- Resolved*, That, if a Formation Networking Team is not created or is not funded, the 79th General Convention request the Joint Standing Committee on Program, Budget and Finance to consider a budget allocation of \$60,000 for the implementation of this resolution.

EXPLANATION

Most institutions within The Episcopal Church are controlled by Anglo/Whites/Westerners. The fact that the Presiding Bishop is a person of color does not mean that there is still not substantial work to diversify leadership in The Episcopal Church.

There are significant cultural differences between (and within) racial and ethnic groups, and all of them have different histories with The Episcopal Church. Economic and class distinctions also present complicating issues.

All congregations and clergy should be encouraged to identify, recruit and mentor people of diverse racial, cultural and ethnic backgrounds who are discerning vocations to lay or ordained ministries. There is a specific need to train commissions on ministry in recognizing and dismantling barriers that traditional discernment processes present to aspirants for ordination who come from (and who may serve in) ethnic minority congregations or from congregations with a sizeable proportion of people of color. Culturally appropriate approaches to theological educational are also needed in seminaries and other settings.

It is expected that the Formation Network Team would work closely with the Executive Council Committee on Anti-Racism and the Ethnic Ministries Department of TEC to make resources available to as many persons as possible.



Resolution Number: 2015-A083
Title: Refer a Resolution to Map Episcopal Theological Education Programs
Legislative Action Taken: Referred
Final Text:

Resolved, That the Office of Formation and Congregational Development, in collaboration with the Office of Communications, be strongly urged to create an interactive map of theological schools, seminaries, and diocesan and regional programs, including programs for ethnic and emerging ministries, involved in the formation and training of leaders in The Episcopal Church; and be it further

Resolved, That each program on the map be strongly encouraged to maintain its information, so that all those engaged in the formation of leaders are able to network, share best practices, and collaborate.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Salt Lake City, 2015* (New York: General Convention, 2015), pp. 451-452.



Resolution Number: 2015-A086
Title: Create a Network of Latino/Hispanic Partners for Congregational Development
Legislative Action Taken: Concurred as Amended
Final Text:

Resolved, That the 78th General Convention affirm the work that the Office of Latino/Hispanic Ministries has done to identify congregations located in areas with high Latino/Hispanic populations and to provide them with detailed demographic reports, leadership training, training in cross-cultural awareness and marketing and advertising resources to help these congregations and other resources; and be it further

Resolved, That the Presiding Bishop and President of the House of Deputies, with the advice of the Missioner for Latino/Hispanic Ministries, create a churchwide Network of Partners on Latino/Hispanic Congregational Ministry Development to provide coaches and mentors who will work with congregations, lay leaders, clergy, and diocesan staff to implement the provisions of this resolution; and be it further

Resolved, That the 78th General Convention direct the Office of Latino/Hispanic Ministries, in collaboration with the Network of Partners on Latino/Hispanic Congregational Ministry Development, to continue creating formation and leadership development resources and programs to meet the needs of clergy and lay leaders currently serving in Latino/Hispanic ministries, including the programs with the Evangelical Lutheran Church in America and other ecumenical partners focused on the continuing education and leadership development of clergy and lay leaders; and be it further

Resolved, That the Office of Latino/Hispanic Ministries, in collaboration with the Network of Partners on Latino/Hispanic Congregational Ministry Development, create mechanisms for mentoring and coaching of clergy currently working in Latino/Hispanic ministries; and be it further

Resolved, That the Office of Latino/Hispanic Ministries, in collaboration with the Network of Partners on Latino/Hispanic Congregational Ministry Development, create resources for congregational development and redevelopment intended for diocesan staff, clergy, and lay leaders who are exploring establishing Latino/Hispanic bilingual, multiethnic, and multicultural worship ministries in their communities; and be it further

Resolved, That the Office of Latino/Hispanic Ministries, in collaboration with the Network of Partners on Latino/Hispanic Congregational Ministry Development, create an intensive cultural-competency training program for diocesan staff members, seminarians, clergy, and lay leaders to gain language and cultural skills for ministry in bilingual, multiethnic, and multicultural Latino/Hispanic communities, including collaborations with Evangelical Lutheran Church in America and other ecumenical partners; and provide educational and media resources that will be easily accessible; and be it further

Resolved, That the Network of Partners on Latino/Hispanic Congregational Ministry Development conduct an annual evaluation of programs and review of the use of resources based on a survey of those being served; and be it further

Resolved, That the General Convention request the Joint Standing Committee on Program, Budget, and Finance to consider a budget allocation of \$1,500,000 for the implementation of this resolution.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Salt Lake City, 2015* (New York: General Convention, 2015), pp. 330-331.



Resolution Number: 2009-A066
Title: Create a Toolkit for Culturally Sensitive Evangelism
Legislative Action Taken: Concurred as Substituted
Final Text:

Resolved, That the 76th General Convention direct the Center for Evangelism and Congregational Life to create a comprehensive toolkit to equip congregations and dioceses to engage in culturally-appropriate evangelism and mission; and be it further

Resolved, That the toolkit support congregations and dioceses in their work to fulfill Christ's Great Commission with special attention to provide resources to evangelize people historically underserved by the Church, for example, people of color, immigrants and refugees, youth, young adults, people who are gay, lesbian, bisexual or transgendered, people living in poverty, people with disabilities and/or all others who are alienated from the Church; and be it further

Resolved, That the toolkit be presented to the House of Bishops and the Executive Council in their first meetings in 2011 for their comment and review and then be distributed throughout the Church.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Anaheim, 2009* (New York: General Convention, 2009), pp. 280-281.



Resolution Number: 2009-A145
Title: Request Study of Diocesan Processes to Recruit Persons of Color
Legislative Action Taken: Concurred as Amended
Final Text:

Resolved, That a study be conducted to research and analyze diocesan processes to recruit persons of color to pursue ordination and analyze how persons of color are deployed to parishes; and be it further

Resolved, That the Office of Anti-Racism and Gender Equality design a methodology for collecting data from persons of color who have been in the discernment, seminary, ordination processes within the previous eight years after the passage of this resolution to determine what their experiences have been, including barriers and facilitating factors; and be it further

Resolved, That this data be gathered and that a report generated along with appropriate resolutions to the 77th General Convention of The Episcopal Church, which will recommend necessary remedies to alleviate the present situation.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Anaheim, 2009* (New York: General Convention, 2009), p. 716.



Resolution Number: 2006-A037
Title: Reaffirm Commitment to Congregational Health and Evangelism
Legislative Action Taken: Concurred as Substituted and Amended
Final Text:

Resolved, That the 75th General Convention reaffirm our commitment to improve the health of our congregations and our church by faithfully living out the Great Commission (Matthew 28:18-20) and by working toward the goals of 20/20; and be it further

Resolved, That each and every bishop deepen his/her commitment, intention, prayer, and action, individually and by working together through the House of Bishops, to cast a vision of mission for the church, and to lead us there; and be it further

Resolved, That every lay person, bishop, priest, and deacon of our church speak with passion about what God is doing in our lives in order to restore all people to unity with God and each other in Christ; and be it further

Resolved, That following the example of radical hospitality entrusted to us by our Lord and Savior Jesus Christ, every lay person, bishop, priest, and deacon of our church invite others to join us in praise and service; and be it further

Resolved, That General Convention direct the Church Center staff to engage diverse populations including among others, youth and young adults, ethnic and racial populations, persons of various sexual orientation, persons with disabilities, various socio-economic classes, new immigrants, and communities in Province IX, the Diocese of Haiti, the Virgin Islands, and the Convocation of American Churches in Europe to identify and develop practical resources and training for personal and congregational evangelism; and be it further

Resolved, That this resolution be published in congregational and diocesan media to affirm our commitment to evangelism.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Columbus, 2006* (New York: General Convention, 2007), p. 322.



Resolution Number: 1994-A045
Title: Recruit and Retain People of Color in the Ordained Ministry
Legislative Action Taken: Concurred As Amended
Final Text:

Resolved, That the 71st General Convention move one more step towards eliminating institutional racism from the Episcopal Church by strengthening the recruitment, retention, and education of people of color for the ordained ministry of the Episcopal Church:

Recruitment: strongly urge dioceses, clergy and congregations to actively recruit people of color for the ordained ministry and thereafter to work for their employment throughout the church.

Retention and education: encourage seminaries to establish as a top priority the retention of students of color and to develop a curriculum that will enable *all* students to become effective anti-racist change agents within the Episcopal Church.

Urge that diocesan Commissions on Racism report to the Executive Council on the progress in these areas prior to the 72nd General Convention.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Indianapolis, 1994* (New York: General Convention, 1995), pp. 185-86.



Resolution Number: 1988-A071
Title: Develop an Educational Manual, Curriculum Materials and Video Resources
Legislative Action Taken: Concurred
Final Text:

*Resolved, That the Education for Mission and Ministry Unit assume responsibility for overseeing the preparation of a manual (possibly entitled *Called to Teach and Learn in the Episcopal Church*) that will have the purpose of lifting up a vision of Christian education in Episcopal congregations consonant with the vision and goals statement of the task force and, also, provide clear, practical guidelines for planning and implementing Christian education in different contexts; set forth norms for the selection and production of curriculum and other resources; describe specific teaching and learning needs and characteristics for all age groups; identify specifically Anglican theological, liturgical, and historical content for study; and outline alternative models for teacher training; and be it further*

Resolved, That the Education for Mission and Ministry Unit develop guidelines and norms as well as the other planning necessary to produce a manual in collaboration with the appropriate inter-unit working groups at the Episcopal Church Center, in order to draw on the insights and experience of both leaders and local practitioners from all racial, ethnic, and cultural communities, and from the widest possible range of program concerns of the people of the Church; and be it further

Resolved, That the Education for Mission and Ministry Unit develop and implement a plan to familiarize the leaders of congregations throughout the Church with the manual and to assist them in using it as a foundation for the renewal of their educational ministries; and be it further

Resolved, That the Episcopal Church, through its educational leaders; recognize and affirm the production of curriculum materials and supplementary resources by dioceses, congregations, seminaries, ethnic communities, and private groups and individuals; and that the Education for Mission and Ministry Unit disseminate among these groups the norms for Episcopal curriculum, offer individual consultation or workshops to provide technical assistance and training for curriculum writers affiliated with the groups listed above or at the grassroots level; and be it further

Resolved, That the Education for Mission and Ministry and the Communication units oversee the development of a continuing program for the production of videotaped material and for its distribution to congregations in both English and Spanish versions, such material to include a training series for volunteer teachers; a "video resource" to share current news and information regarding programs and resources used in Episcopal congregations; a series on how to assess program needs, and to design, implement, and evaluate programs; and such other units and series as may be required in the future.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Detroit, 1988* (New York: General Convention, 1989), p. 230.