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commitment to accomplish specific affirmative action goals and objectives.

10. **CHRISTIAN EDUCATION, EVANGELISM, AND NEW CHURCH DEVELOPMENT:** A multiracial and multicultural church develops, supports and implements strategies concerning evangelism and new church development in racial and ethnic communities; challenges and invites every member of local congregations to move beyond traditional comfort zones in living out God's multiracial and multicultural mandate; and prepares Christian education resources relevant to the diversity of racial and ethnic Christian faith traditions and cultures within the church.
11. **SEMINARY TRAINING:** A multiracial and multicultural church encourages related seminaries to develop curricula and educational programs for the training of ministers to include awareness and knowledge concerning the diversity of cultural heritages and theological traditions of the racial and ethnic constituencies of the church.
12. **FAITHFUL AND EQUITABLE STEWARDSHIP:** A multiracial and multicultural church plans and implements strategies to help ensure and promote a faithful and equitable stewardship and sharing of the financial resources of the church in regard to the empowerment of all local churches, and in particular the empowerment of local racial and ethnic congregations that have been marginalized due to racial discrimination in society.

15. RECOMMENDATIONS REGARDING A PROPOSAL FOR ACTION ON CALLING THE UNITED CHURCH OF CHRIST TO BE A MULTIRACIAL AND MULTICULTURAL CHURCH

Assistant Moderator Malaski asked Ms. Bagley to continue with the report of Committee One. Ms. Bagley asked the delegates to find the appropriate materials in Report Pack C. She explained that, in addition to the Pronouncement, the Committee was assigned the Proposal for Action and the resolution entitled Resolution of "Affirmation of Previous Declarations, Pronouncements, Resolutions and Proposals for Action Pertaining to Institutional Racism and a Request to Implement the Recommendations of the Pastoral Letter on Contemporary Racism Throughout the United Church of Christ." Ms. Bagley stated that many of the issues the Committee discussed were contained in both the Resolution and the Proposal for Action. Consequently,

after contacting the submitters of both pieces of business, the Resolution was consolidated into the Proposal for Action. She then spoke to the recommendations.

The Rev. Ronald Kurtz proposed a friendly amendment to add the Stewardship Council to #11 of the directional statement. The committee accepted the amendment.

Mr. Robert Sandman (OH) proposed the following amendment to the directional statement: To insert a paragraph after paragraph 2, section 3, Directional Statement. The paragraph to read: Believes furthermore that when each member and setting of the United Church of Christ acknowledges and confesses the sins of racism, God does forgive us and does love us still. God's forgiveness, however, is no license to go and sin again. Instead, this state of forgiveness and love is the beginning of the journey toward learning to become a multiracial and multicultural church.

Mr. Sandman spoke to the amendment. A discussion and vote followed.

93-GS-34 VOTED: The Nineteenth General Synod defeats the amendment.

There was more discussion regarding the original recommendation, and some questions of clarification were asked.

93-GS-35 VOTED: The Nineteenth General Synod adopts the "Recommendations Regarding a Proposal for Action on Calling the United Church of Christ to be a Multiracial and Multicultural Church," as amended.

A PROPOSAL FOR ACTION ON CALLING THE UNITED CHURCH OF CHRIST TO BE A MULTIRACIAL AND MULTICULTURAL CHURCH

III. DIRECTIONAL STATEMENT

Whereas the Nineteenth General Synod has adopted the Pronouncement on Calling the United Church of Christ to be a Multiracial and Multicultural Church, and whereas General Synod in the Statement of Christian Conviction recognized the marks of a multiracial and multicultural church, the Nineteenth General Synod:

1. calls upon the United Church of Christ in all its settings to be a true multiracial and multicultural church and to affirm a commitment to achieve this goal;
2. calls upon all members, congregations, associations, conferences, instrumentalities, other national bodies, and related institutions of the United Church of Christ to acknowledge and confess faithfully their sins of

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- racism, to repent and refrain from all acts of racial discrimination and bigotry, to confront indifference, ignorance and neglect, and to participate in deliberate study and action to stem the resurgent tide of racism in American society by identifying the root causes of racism as well as other forms of discrimination and oppressive acts that preclude our fulfillment of our covenant with God and each other;
3. calls upon all members, congregations, associations, conferences, instrumentalities, other national bodies and related institutions of the United Church of Christ to affirm consistently the necessity of Christian unity while celebrating the theological and liturgical richness that arises from the racial and ethnic diversity of the United Church of Christ; and to participate actively in God's mission of doing justice, loving kindness and walking humbly with God in all communities with all peoples in all places;
 4. calls upon all congregations, associations, conferences, instrumentalities, other national bodies, related institutions and future General Synods of the United Church of Christ consciously to elect, now and evermore, significant numbers of persons of all races, ethnicities and cultures to policy-making positions throughout the church;
 5. calls for an ethic of accountability in our relationships with each other in all settings of the church by empowering the national instrumentalities to collaborate and work collectively to develop and implement the study and action process of the "Pastoral Letter on Contemporary Racism" throughout the United Church of Christ; to incorporate the concern for institutional racism in all future plans and program implementation, and to request Council of Racial and Ethnic Ministries (COREM) to monitor continually the implementation of this Proposal for Action throughout the United Church of Christ, reporting to each General Synod through the Executive Council on the church's efforts, progress, and status in eradicating intentional and unintentional acts of racism in church and society;
 6. calls upon the Office for Church Life and Leadership, associations, conferences, and all other pertinent local, regional and national bodies to use an inclusive and equitable procedure for the recognition of calling, determination of placement and standing of ministers in the United Church of Christ; and to ensure equal access to employment in all settings of the United Church of Christ;
 7. calls upon the Commission for Racial Justice, in close consultation with COREM and its constituent bodies, to continue to coordinate the implementation of programmatic strategies in all settings of the UCC to challenge racial injustice, discrimination, and bigotry; and to provide leadership in helping to mobilize and involve the entire membership of the UCC to make racial justice a reality for all peoples in church and society;
 8. calls upon the Office for Church in Society, Commission for Racial Justice, Coordinating Center for Women, United Church Board for Homeland Ministries, United Church Board for World Ministries, other national bodies and all other settings to engage in effective prophetic advocacy and public policy development on the issues of racial, social, economic and environmental justice, in particular as to how these issues impact the quality of life of people of color communities in the United States and throughout the world; and that these bodies seek new creative opportunities to experience the multiracial and multicultural realities of our world;
 9. calls upon all settings of the United Church of Christ to support the development and dissemination of multilingual resources for use throughout the UCC and where appropriate to facilitate the translation of all official church documents such as the UCC Constitution and Bylaws, Statement of Faith and Statement of Mission into languages that are being spoken fluently in UCC local churches;
 10. calls upon the Executive Council and all settings of the United Church of Christ to reaffirm a commitment to accomplish the affirmative action goals and objectives that have been adopted by the General Synod; and to conduct a church-wide affirmative action audit to ascertain the current status of affirmative action within the life of the UCC;
 11. calls upon the United Church Board for Homeland Ministries, the Stewardship Council, associations and conferences, in close consultation with COREM and its constituent bodies, to develop, support and implement new programmatic strategies concerning evangelism and new church development in racial and ethnic communities across the nation, particularly in those areas undergoing rapid demographic changes with increased populations of communities of color;
 12. calls upon the United Church Board for Homeland Ministries, in close consultation with COREM and its constituent bodies, to prepare and make available Christian Education resources and materials relevant to the diversity of racial and ethnic Christian faith traditions and cultures within the United Church of Christ;
 13. calls upon the colleges and seminaries related to the United Church of Christ to expand curriculum development and educational programs to include

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awareness and knowledge concerning the diversity of cultural heritages and theological traditions of our multiracial and multicultural world;

14. calls upon the Stewardship Council, Commission on Development, United Church Foundation, Pension Boards and other national bodies of the United Church of Christ to plan and implement a strategy to help ensure and promote a faithful and equitable stewardship and sharing of the financial resources of the UCC in regard to the empowerment of all local churches and in particular the empowerment of local racial and ethnic congregations that have been marginalized due to racial discrimination in society;
15. calls upon the Office of Communication to communicate the United Church of Christ's multiracial and multicultural diversity policy and the multiracial and multicultural realities of the United Church of Christ and to promote the transition of the United Church of Christ into a truly multiracial and multicultural church; and
16. calls upon the President of the United Church of Christ, the Secretary, the Director of Finance and Treasurer, the Executive Council, Council of Conference Ministers, Council of Instrumentality Executives, pastors and lay leaders of local congregations of the United Church of Christ to provide leadership, nurture and support towards the fulfillment of the Pronouncement and the implementation of this Proposal for Action Calling the United Church of Christ to be a Multiracial and Multicultural Church.

IV. IMPLEMENTATION

The Nineteenth General Synod directs the Commission for Racial Justice and the Office for Church in Society to co-convene an Implementation Committee which will coordinate the implementation of this Proposal for Action and requests a report to be made to all subsequent General Synods. The Office of the President, the Commission for Racial Justice, the Office for Church in Society, Stewardship Council, United Church Board for Homeland Ministries, United Church Board for World Ministries, the Office for Church Life and Leadership, Coordinating Center for Women, Council of Racial and Ethnic Ministries and the Council of Conference Ministers are to have representatives on the Implementation Committee.

Subject to the availability of funds.

16. COMMUNITY BUILDING

The Rev. Arthur Clyde, United Church of Christ Hymnal Editor, led the body in a time of community building.

17. INTRODUCTION OF THE NEW GENERAL MINISTER AND PRESIDENT OF THE CHRISTIAN CHURCH (DISCIPLES OF CHRIST)

President Sherry congratulated and welcomed the Rev. Richard Hamm and his wife, Mindy. The Rev. Hamm was elected as General Minister and President of the Christian Church (Disciples of Christ) at that Assembly's meeting on Sunday. The Rev. Hamm spoke briefly.

18. RESOLUTION "ON YOUNG ADULTS IN THE CHURCH"

The Moderator recognized the Chairperson of Committee Eight, The Rev. Andrew Frierson, Jr. Mr. Frierson directed the delegates to find the materials in Report Pack C. He thanked the committee for its work and moved the adoption of the Resolution "Young Adults in the Church."

Mr. Dahron Johnson (SOC) proposed an amendment to specify age by adding the phrase, "defined as those people who have graduated from high school or 19 years of age through age thirty," in two locations in the resolution. It was accepted as a friendly amendment.

93-GS-36 VOTED: The Nineteenth General Synod adopts the Resolution "On Young Adults in the Church."

RESOLUTION "ON YOUNG ADULTS IN THE CHURCH"

Theological Rationale:

For just as the body is one and has many members, and all members of the body, though many, are one body, so it is with Christ. For in the one spirit we were all baptized into one body -- Jews and Greeks, slaves or free, and we were all made to drink of one spirit.

Indeed, the body does not consist of one member but many ...If one member suffers, all suffer together with it; if one member is honored, all rejoice together with it. (I Corinthians 12:12-14; 26 NRSV)

Background:

Our Church constitution states "The United Church of Christ affirms the responsibility of each generation to make this faith its own in reality of worship, in honesty of thought and expression and in purity of heart before God." As Young Adults in the United Church of Christ, ages 18 - 30, we are constantly searching and often lost in the struggle for our generation to live this out.

The report that is being brought to General Synod Nineteen by the Council for Youth and Young Adult Ministries has revealed that ministries available specifically for Young