




} Facing the Future:

Cross-Racial and Cross-Cultural Appointments in a Global Church



GCORR
General Commission on Religion and Race
of THE UNITED METHODIST CHURCH

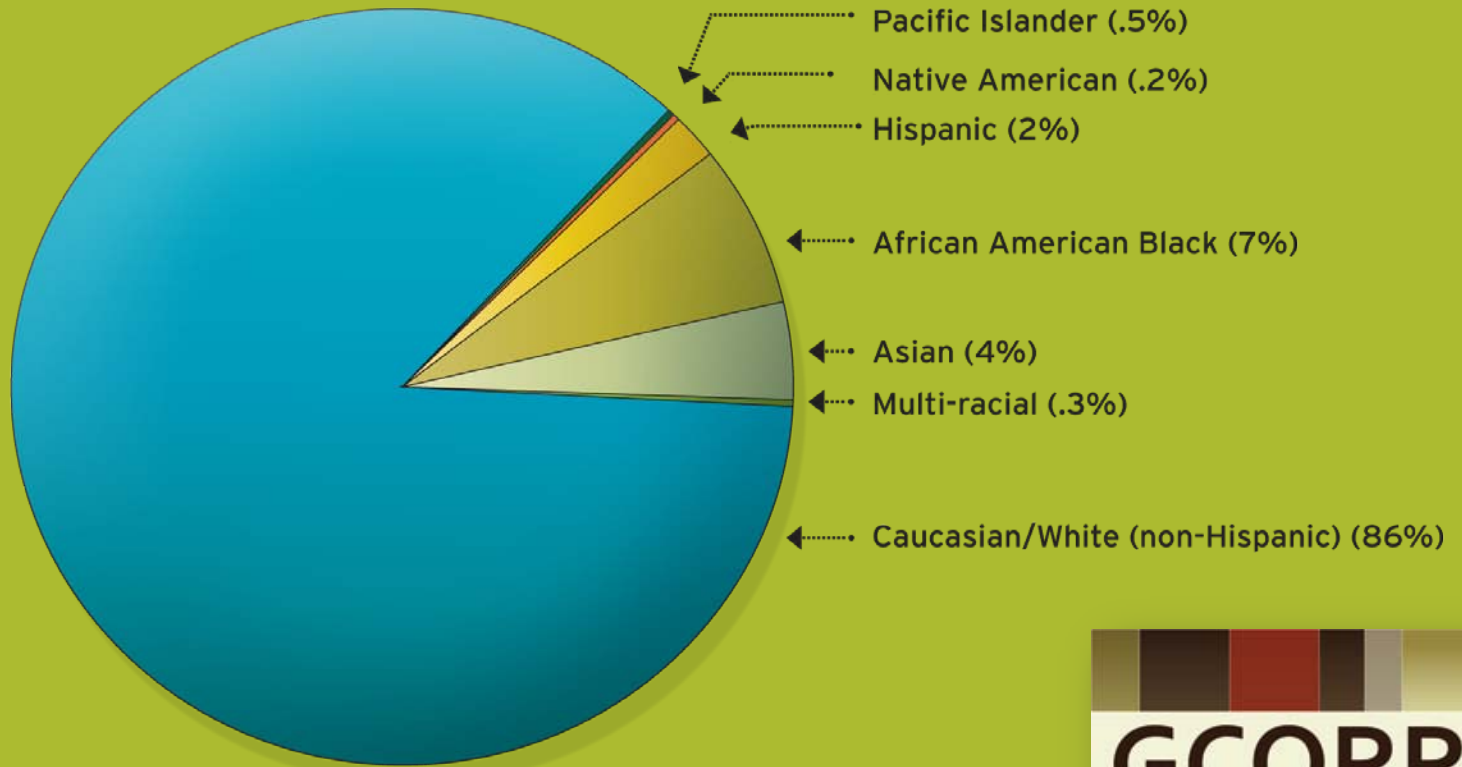


“The Church does not place a high value on investing in ministry with growing and/or marginalized populations as an expression of its missional, ecclesial and theological identity.”

ANNUAL CONFERENCE SAMPLE

North Central	North East	South Central	South East	Western
East Ohio	Baltimore/ Washington	Oklahoma	HolsTon	Alaska
Iowa	Eastern Pennsylvania	Louisiana	North Carolina	California/Nevada
Minnesota	Greater New Jersey	Arkansas	South Carolina	California/Pacific
Northern Illinois	New York	Northwest Texas	Florida	Desert Southwest
Wisconsin	Susquehanna	North Texas	South Georgia	Rocky Mountain

Total Clergy by Race/Ethnicity

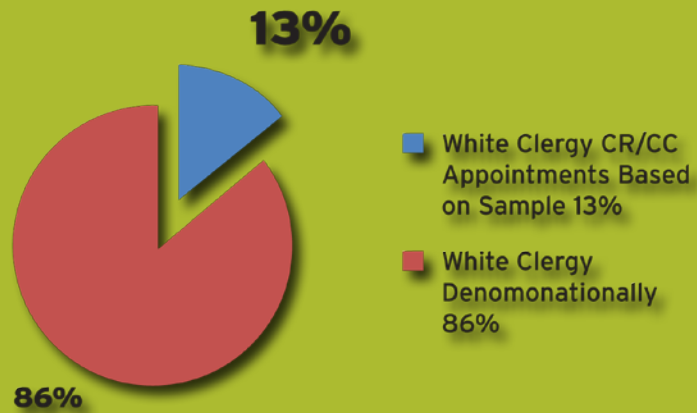


DEFINITION -

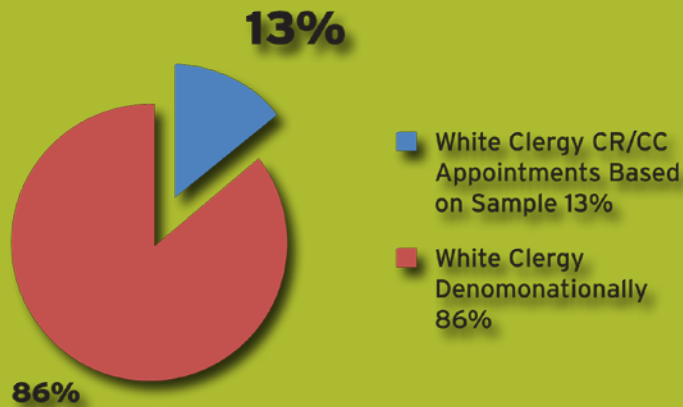
“Cross-racial and cross-cultural appointments of clergypersons to congregations in which the majority of their constituencies are different from the clergyperson’s own racial-ethnic and cultural background. Annual conferences shall prepare clergy and congregations for cross-racial-cross and cultural appointments. When such appointments are made, bishops, cabinets and boards of ordained ministry shall provide specific training for the clergy persons so appointed and for their congregations.”

--The Book of Discipline 2008

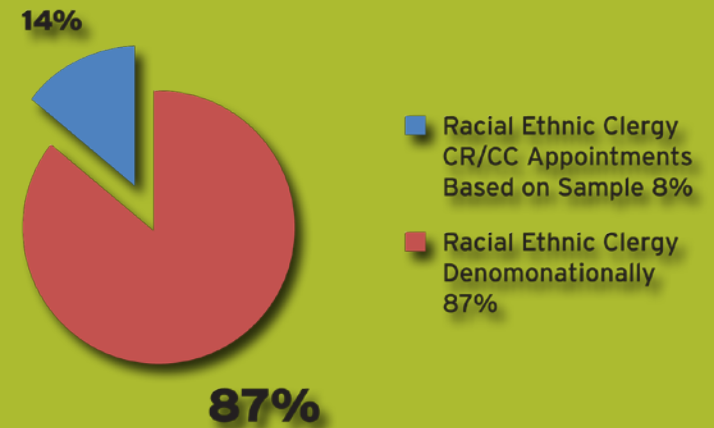
White Clergy



White Clergy



Racial Ethnic Clergy





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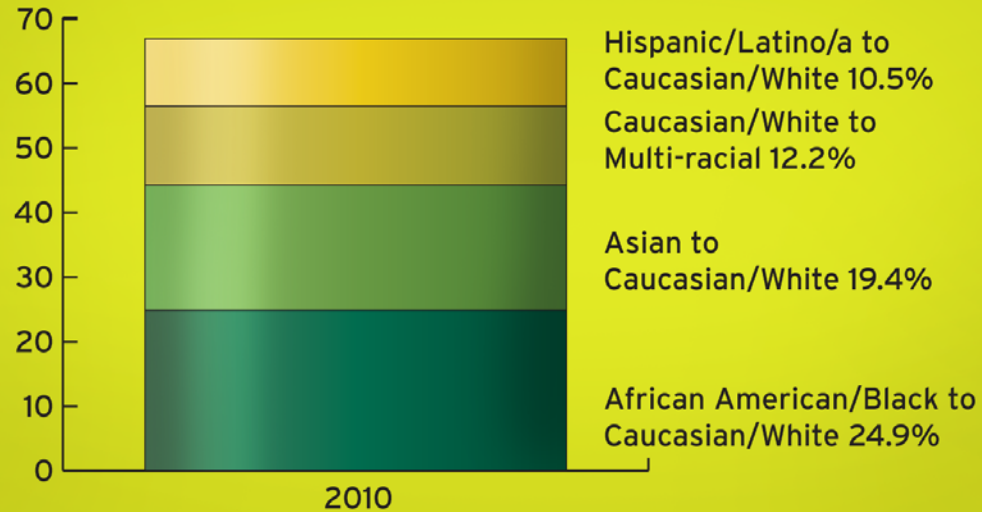
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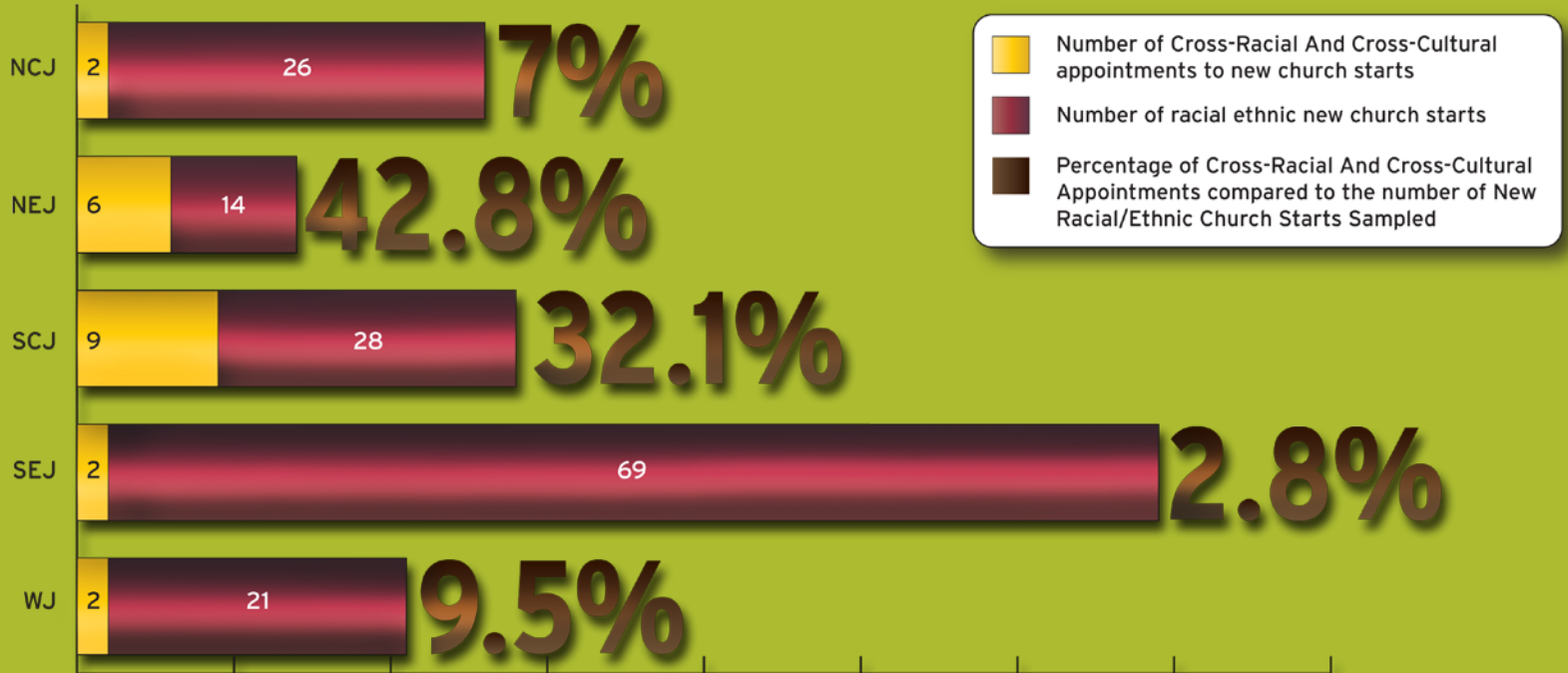
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Most Common CR/CC Appointments

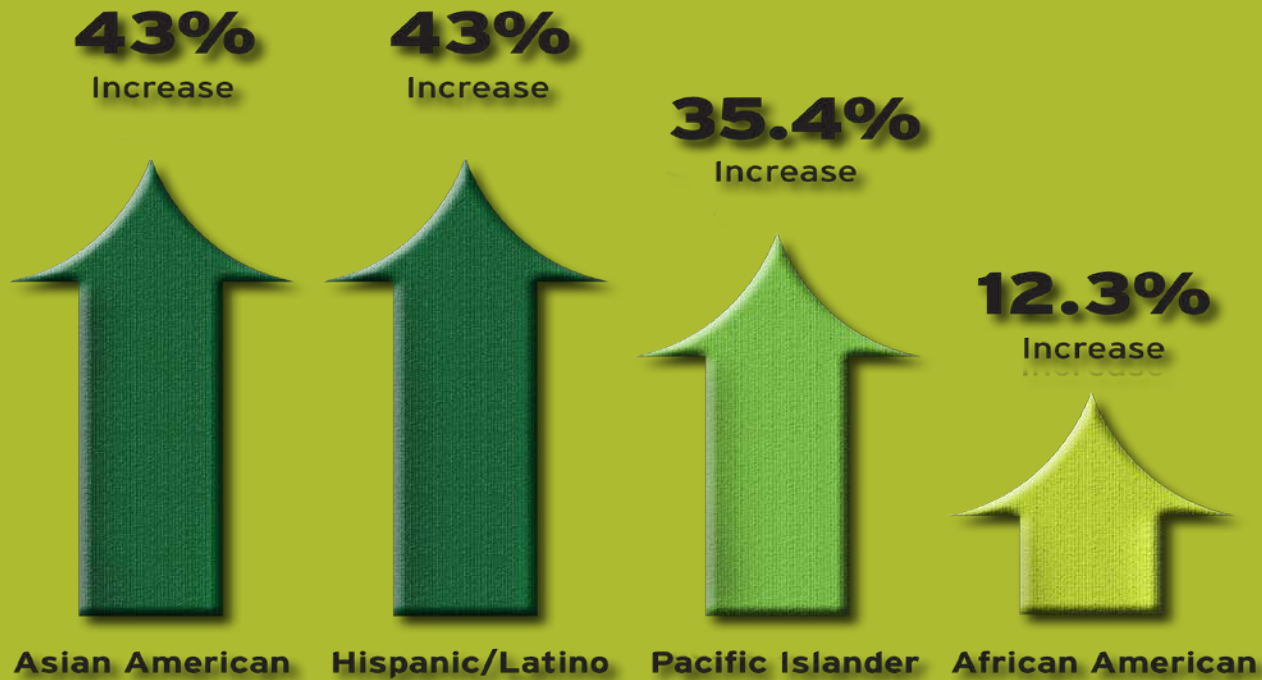


Most Common CR/CC Appointments Breakdown

New Church Starts and Cross-Racial And Cross-Cultural Appointments Jurisdiction



Racial Ethnic Population Increases





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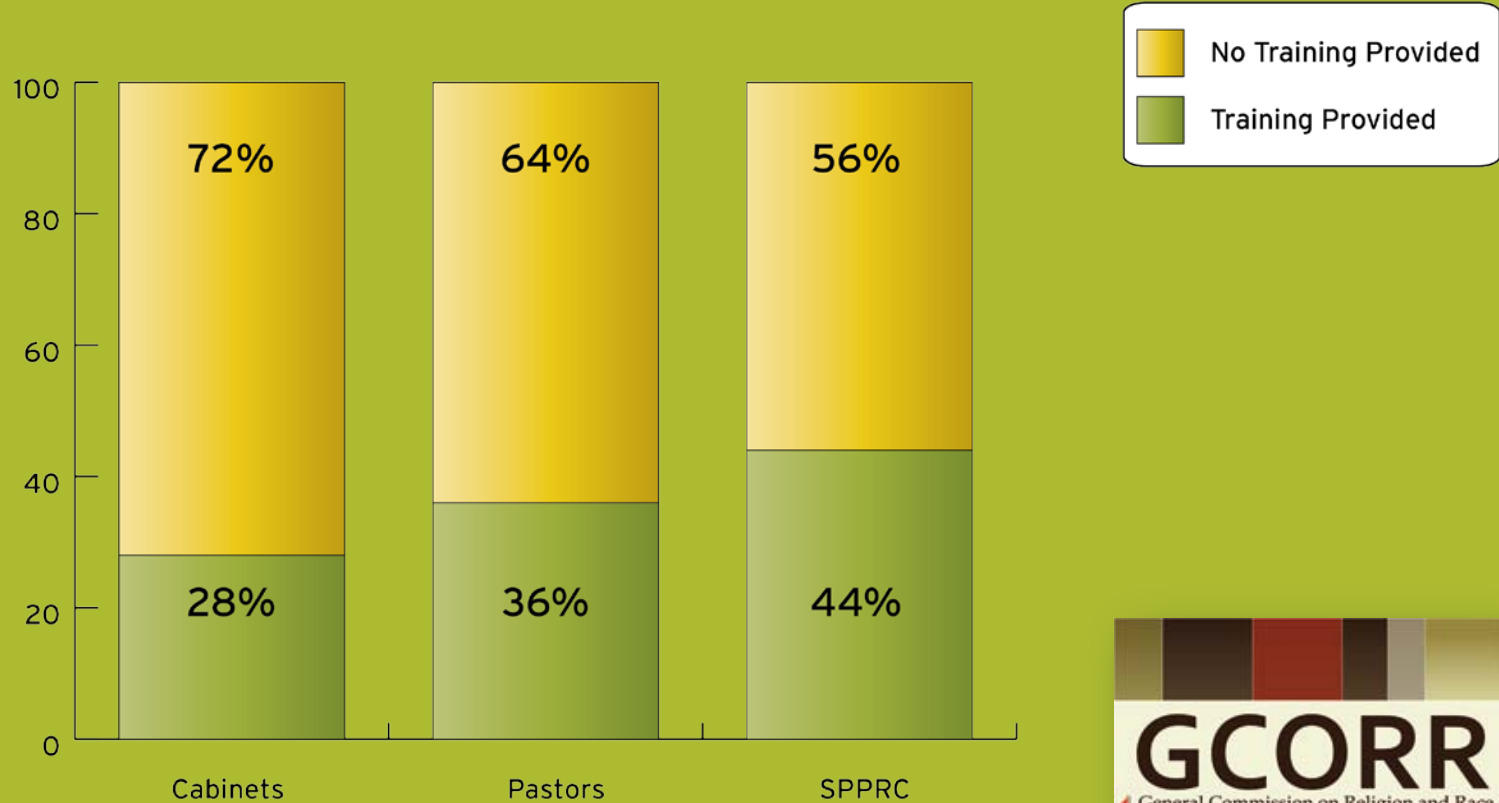
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**CR/CC Training for Cabinets, Pastors and Staff
Pastor-Parish Relations Committee**




CABINET COMPOSITION BASED ON SAMPLE

	White	Black	Native American	Hispanic/Latino(a)	Asian American	Pacific Islander	Total	Gender Percentage
Female	39	8	0	2	4	0	53	29%
Male	100	18	0	5	4	1	128	71%
Total	139	26	0	7	8	1	181	100%



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