

## RESOLUTION

### **Ethnic, Gender, and Racial Equity in Clergy Compensation, Responsibilities, and Appointments**

WHEREAS *The Book of Discipline of The United Methodist Church* (2016) states, ¶ 5. Article V. Racial Justice—"The United Methodist Church proclaims the value of each person as a unique child of God and commits itself to the healing and wholeness of all persons."

WHEREAS the Social Principles of The United Methodist Church (2016) state, ¶ 162. III. The Social Community A. Rights of Racial and Ethnic Persons "We commit as the Church to move beyond symbolic expressions and representative models that do not challenge unjust systems of power and access..."

WHEREAS *The Book of Discipline of The United Methodist Church* states, ¶ 716. Nondiscrimination Policies—1. "It shall be the policy of The United Methodist Church that all agencies and institutions, including hospitals, homes, and educational institutions, shall: a) recruit, employ, utilize, recompense, and promote their professional staff and other personnel in a manner consistent with the commitment of The United Methodist Church to women and men of all races and ethnic origins, including persons with disabilities; (b) fulfill their duties and responsibilities in a manner that does not involve segregation or discrimination on the basis of race, color, age, sex, or disability, including HIV status; and (c) provide for adequate representation by laity."

BE IT RESOLVED that members of the Bishop's Anti-Racism Task Force, in partnership with The Florida Annual Conference office, will review the last five years of clergy compensation, responsibilities, and appointments; generate a report on existing ethnic, gender, and racial disparities using this data; and deliver this report to The Florida Conference Cabinet.

BE IT FURTHER RESOLVED that The Florida Conference Cabinet will use the aforementioned report to identify and implement policies that will guarantee full ethnic, gender, and racial equity in the following three areas within two years of the passage of this resolution:

1. Equitable compensation and benefits for work of equal or comparable value and similar length of service and/or experience;
2. Equitable access to all positions, including leadership roles; and
3. Sufficient resources provided for all clergy and local church Staff Parish Relations Committees (or their equivalent) to achieve and sustain full ethnic, gender, and racial equity with regards to clergy compensation, responsibilities, and appointments.

BE IT FURTHER RESOLVED that The Florida Conference Cabinet will report the progress made to its policies, procedures, practices, and training to the members of the 2022 and 2023 Annual Conferences.

The financial impact of this resolution will be determined upon completion of the review.

Respectfully submitted by the Gulf Central District Anti-Racism Team (Kimberly Brown, Ian Campbell, Julius David, Alison Flinchum, Susan Garcia-Nikolova, Betsy Grizzard, Rev. Dr. Candace Lewis, Lee McAuliffe, Linda Palmer, Warren Pattison, Beth Potter, Andy Whitaker Smith, Rev. Melissa M. Stump, Bailey Schreiner, M.E. Ram, Robert Dinwiddie, Natalie Faria, Matt Wallis).

**Supported by:**

Rev. Dr. Sharon G. Austin

Rev. David T. Averill

Shirley A. Bassett

Dr. Susan Blanchard

Rev. Beth Bostrom

Rev. Jennifer Potter Buff

Marta Burke

Bob Bushong

Arleigh-Ann Byer

Arleigha Byer

Arleigho Byer

Rev. Andrea Byer-Thomas

Pastor David L. Charlton

Dr. Paul W. Chilcote

Dianne E Davis

Pamela DeDea

Kaley Delker

Rev. Mary Lee Downey

Jacalyn (Jackie) Evans

Jeffrey Evans

Bette-Jo (BJ) Foster

Shari Gillis

Kolby Gollither

Pamela A. Green

Kevin Grills  
David R. Hall  
Rev. Lee Hall-Perkins  
Rev. Terry R Heck  
Charisse Jones  
Corey Jones  
Rev. Jack Ladd  
Rev. Richard Landon  
Antony Larry  
David McEntire  
Casey McKinney  
Rev. Ginger Medley  
Rev. Sarah B. Miller  
Paulette Monroe  
Heather Pancoast  
Patty Perez  
Janet Prueitt  
Rev. Lois Rogers-Watson  
Derrick Scott III  
Mary Scott Singer  
Avis D. Smith  
Ben Spangler  
Inda E. Stagg  
David Stump  
Rev. Melissa M. Stump  
Patty C. Surface  
Rick J. Surface  
Mary L. Talbott  
Jerry Thomas  
Barbara Willey

Kris Wise (Faith UMC - Orlando, FL)

Rev. Dawn E. Worden