

Growing Our Intercultural Witness

Missional Leadership Team, June 2021

After this I looked,
and there was a great multitude that no one could count,
from every nation, from all tribes and peoples and languages,
standing before the throne and before the Lamb, . . .
They cried out in a loud voice, saying,
“Salvation belongs to our God who is seated on the throne, and to the Lamb!”
Revelation 7:9-10

Because -

We are a community of congregations
Centered on Jesus
Guided by the Holy Spirit
Acting through Grace, Love and Peace
Engaging the world God loves.*

We as a *community of congregations* commit to the long-haul work of *engaging* each other justly across cultural differences and confronting White supremacy, for the sake of God’s peace and right relationships in our churches, our neighborhoods and beyond.

We as a community *centered on Jesus*, the Lamb whose love knows no barriers, commit our hearts and minds to undoing walls of racial and cultural privilege for the sake of God’s transforming work in our conference leadership, structures and life together.

We as a community *guided by the Holy Spirit* commit to letting go of personal and collective passivity in the face of racialized violence and cultural exclusion, for the sake of a more powerful and faithful witness to God’s good news.

We as a community *acting through grace, love and peace* commit to being the salt of justice and the yeast of redemption as we engage *the world God loves* for the sake of God’s salvation and new creation, where persons of every tribe and tongue are loved, welcomed and gathered in.

**IMMC mission statement*

Focus Area 1: Ongoing Listening and Learning

GOAL: Identify and implement necessary changes to Annual Sessions, regional delegate meetings and Leadership Teams retreat, to make them more accessible to people of color in order to increase their participation at least 50% each year from 2021 to 2024.

TASK: Complete a cultural audit of IMMC by April 2023 to get a deeper understanding of where equity and disparities exist within the conference. The Intercultural Working Group will identify auditors and arrange for consultation with leaders and congregations of color in the conference about experiences of racism and cultural exclusion.

Focus Area 2: Restructuring for Change

GOAL: Establish an Intercultural Working Group (IWG) by fall 2021 whose mission will be to carry out tasks with and for the Missional Leadership Team (MLT), and, along with MLT, hold the system accountable for working toward these initial goals of Growing our Intercultural Witness.

TASK: MLT will identify potential candidates to join this team. The group will be multi-ethnic and each member will have skills or be willing to be trained for this work.

Members of the working group will be asked to serve for two years at which time the MLT will consider whether and how to either continue the working group or make it part of the Ministry Team structure.

GOAL: All IMMC congregations will be able to read key documents and participate in delegate sessions in their preferred language by Annual Sessions 2022.

TASK: MLT will identify relevant languages, key materials for written translation, and meetings where verbal translation is desired by August 2021.

TASK: The IWG and/or staff will bring candidates who can provide translation services to the MLT by January 2022.

Focus Area 3: Education for Transformation

GOAL: All members of conference leadership teams will complete the Intercultural Development Inventory (IDI) and be working on their Intercultural Development Plan by Leadership Retreat 2022.

TASK: The IWG and MLT will work with leaders to make sure they have taken the IDI and have a plan in place, and to encourage follow-up. MLT will make a plan to cover the cost of the assessments.

GOAL: At least 50% of all IMMC congregations will complete the Widerstand Curriculum or a comparable antiracism training by June 2024.

TASK: MLT will promote the curriculum to pastors and delegates and make it available to congregations. IMMC will provide \$100 to any congregation that purchases one-year access to the curriculum, and an additional \$150 to any congregation that submits a completed plan. (Total cost to a congregation under 100 participants is \$250.)

Focus Area 4: Building and Supporting Capacity of Conference and Congregations

GOAL: We will add goals to this focus area based on learnings from our work above.

TASK: IWG will recommend to the MLT at least one goal for this focus area by Annual Sessions 2022