

POSITION RESULTS DESCRIPTION

Inclusive Body of Christ Lead Team

Vision: Every congregation and the leadership in the West Ohio Conference will represent the demographics of our Conference.

Mission: To find authentic ways to incorporate and integrate the voice, experience and perspectives of all people into our central identity.

Key Result Area #1: Monitoring – Team Leader: Don Hyashi

Supporting Goal: Monitoring becomes an ongoing and common practice and awareness in the life of the West Ohio Conference.

We will know we have done a good job when

1. A leadership team is identified, recruited and trained.
2. The whole spectrum under the inclusive body of Christ is covered at all levels of the Conference.
3. Communication takes place at all levels of the Conference to implement changes, practices and behaviors.

Key Result Area #2: Training and Embodying: Team Leaders: Leroy Chambliss/Suzanne Fontaine

Supporting Goal: Increase the number of ethnic people in congregations and within the leadership while embodying values and principles including the encouragement of diversity and inclusion across our conference.

We will know we have done a good job when

1. The leadership team will develop a process of helping West Ohio leaders better understand the role ethnicity, gender, sexual orientation, culture, socio-economic level and disability has within the life of our conference and develop ways of creating healthy change.
2. Values of inclusiveness are incorporated into how each Connectional Ministry lead team functions, and leaders, staff and chairs are provided opportunities to be trained in best practices of creating inclusive communities – through volunteers trained and through training events held by Eric Law.
3. A ministry team is developed with responsibility for developing processes that will incorporate values and pedagogies of diversity into all training events held by the conference and districts.
4. Identify communities with a high percentage of ethnic people and work with Disciple Making Congregations to develop congregations and ministries among and with ethnic communities.
5. Work with Conference Nominations to develop an intentional system for identifying leaders from diverse ethnic and cultural communities for conference leadership within the next quadrenium.

6. Working with the Office of Ministry and the Cabinet, an aggressive and targeted recruitment and mentoring program, for ethnic clergy leadership is developed for African Americans, Native Americans, Hispanics, Asians and other persons of color which includes specific measurable goals for increasing diversity.
7. A communication plan is developed to raise awareness of diversity and to make training available to all clergy and laity.

Key Result area #3: Persons with Disabilities: Team Leaders: David Hoffman/Nicole vanderdoes

Supporting Goal: Congregations will become centers of hospitality and faith forming relationships for people with disabilities.

We will know we have done a good job when

1. A team of leaders have been identified, recruited and trained for this ministry.
2. Initial work in the area of disabilities will include assisting congregations to fully welcome and include people with disabilities.
3. Identify best practices and provide resources for ministry with, for and by persons with disabilities.
4. Identify congregations that are providing excellent ministry with ,for and by persons with disabilities and assist them to mentor congregations to other congregations.
5. Increase participation by children and adults with disabilities in our congregations.
6. Develop a communication plan to promote ministry with, for and by persons with disabilities to create opportunities for persons with disabilities to tell their story.
7. Create a resource on our website, a list of links to information pertaining to persons with disabilities.

Key Result Area #4 Appalachian Ministry- Team Leader: Brent Watson

Supporting Goal: Bring the gifts and needs of Appalachian Ohio into the center of our conference.

We will know we have done a good job when:

1. A leadership team has been established for Appalachian Ministry.
2. Leaders from Appalachian areas of our conference are included into the overall leadership of our conference and districts.
3. Southeast Ohio and urban Appalachian areas are connected.
4. Identify, acknowledge and empower resident experts and leaders.
5. Develop processes by when the gifts of Appalachian Ohio are identified and celebrated.
6. Provide opportunities for non-Appalachian leaders to learn about Appalachian culture.
7. Identify Appalachian areas of our urban areas and develop partnerships between congregations in those areas and strong congregations in Southeast Ohio.

8. Appalachian leaders are leading the way for Appalachian ministry.
9. A communication plan is developed to include the Appalachian ministry in telling the story of the West Ohio Conference.

**Key Result Area #5 Multi Ethnic and Multi Cultural Ministries Team Leader:
Waverly Earley/Nicole DeGregg**

Supporting Goal: Our work is to make sure that the voice of marginalized people is heard at all levels.

We will know we have done a good job when

1. A leadership team has been established and developed for multi ethnic and multi cultural ministries.
2. The work areas of the following groups is incorporated and embodied in this ministry area:
 - a. COSROW – Committee on the status and role of women
 - b. Religion and Race
 - c. Urban Ministry
 - d. Intergenerational Ministries
 - e. Hispanic/Latino Ministries
 - f. Cross Racial Cross Cultural Appointments
3. A communication plan is developed to work with all ministry lead teams to assure that the diversity of our conference is incorporated into every work area.

Revision: October 4, 2008

Revision: December 2, 2008

Revision December 6, 2008

Revision May 9, 2009