

## Call to Accountability for Equality of Representation on Annual Conference Ballots\*

**Background** The General Board sent to the 1983 Standing Committee, a call to accountability for equality of representation on Annual Conference ballots. It used supportive evidence for the call from specific recommendations accepted by Annual Conference (p. 343, p. 572, 1975-1979 *Minutes*) and from statistical analysis of election results during 1980, 1981, 1982. Succeeding statistics for ballot results have been added (see attached pages for the statistics).

The General Board asked the Standing Committee of Annual Conference to:

1. Review the Annual Conference mandates of 1979 and the Report of the Committee on Annual Conference Elections.
2. Study the trends of the past three years or more.
3. Acknowledge the positive results which our structured ballot has achieved regarding congregational, district, lay, and clergy representation.
4. Note that the 1982 deadline for fair and equitable representation has passed.
5. Take the necessary steps to assure that fair and equitable representation of women and men and racial/ethnic persons takes place in our denomination immediately.

### 1983 Standing Committee's Response

In response to Recommendation #5, which called upon Standing Committee to take the necessary steps to assure that . . . fair and equitable representation of women and men and racial/ethnic persons takes place in our denomination immediately, Standing Committee recommended the following:

1. (at the 1983 Conference) that delegates be as adequately informed about the goals of the nominating committee as Standing Committee has been, in keeping with the recommendation already adopted by Annual Conference in the 1979 statement on Annual Conference Elections:

That the nominating committee chairperson explain the goals, needs and all procedures to the Standing Committee when presenting the preliminary ballot since first-year Standing Committee members are usually not aware of the needs of the board and committees. This brief educational process should be repeated when the official ballot is presented to the Conference delegates. (p. 572, 1979 *Annual Conference Minutes*)

Standing Committee further recommended that the attached Excerpts from Adopted Statements Relating to Annual Conference Elections be distributed to the delegate body before it votes on the ballot during the 1983 Annual Conference.

2. (Upon returning to home districts from the 1983 Conference) That Standing Committee remind our churches about the directives and goals of the Annual Conference on elections, and instruct next year's Annual Conference delegates about their responsibility in voting on the Annual Conference ballot in keeping with these goals and directives.
3. (For the 1984 Conference) Standing Committee recommended that an attempt be made first of all to equalize representation on the General Board.
  - a. Starting in 1984, Standing Committee recommended that its nominating committee be authorized to use the at large category to correct any imbalances of representation on the General Board (to provide for fair and equitable participation by all of our people—men, women, various ages, racial and ethnic minorities, rural and urban segments of our church) (p. 572, 1979 *Annual Conference Minutes*, Statement on Annual Conference Elections).

*Call to Accountability*

b. The nominating committee of Standing Committee should determine annually, categories out of which nominees for at large representatives will be chosen, in response to current imbalances of representation on the General Board.

c. This process shall be reviewed in 1987. If by 1987, the imbalances of representation on the General Board are not being adequately dealt with through this process, the Standing Committee will need to consider instituting a more structured ballot.

Recommendation #5 speaks in terms of Afair and equitable representation.@ However, Standing Committee preferred to speak in terms of Amore equal use of the gifts of men and women, various ages, racial/ethnic persons, rural and urban segments of the church.@

In the words of the 1979 Statement on AAnnual Conference Elections@:

A. . . it is incumbent on the church to ensure that the nomination and election process is fair and equitable and that all persons within our denomination have an equal opportunity of receiving that call for service@ (p. 568, *1979 Annual Conference Minutes*).

### **Call to Accountability of 1987 Standing Committee Response**

The 1987 Nominating Committee appreciates and affirms the process established by the Call to Accountability for Equality of Representation on Annual Conference ballots. In reviewing the statistics of the past seven years (1980 through 1986) . . .

- ! we recognize that the seven Nominating Committees during this period have worked diligently toward the more equal use of the gifts of racial/ethnic persons, rural and urban segments of the church, women and men, as well as persons of various ages within the membership;
- ! we recognize that the Standing Committees have made a most positive response in moving toward that same equal use of gifts;
- ! we further recognize that although the action of the Annual Conference delegates has been at a slower pace, there is a definite, intentional movement toward the more equal use of the gifts of *all* persons.

We affirm the careful work and faithful commitment of various nominating committees, Standing Committees, and Annual Conference delegate bodies through these years.

We express our thanks for the leading of the Holy Spirit through God=s people in the Church of the Brethren during these years and for the 1987 Adventure in Mission (AIM) challenge to recognize and call forth those persons with gifts previously unidentified and unused within our congregations and the denomination at large.

#### **Recommendation:**

We prayerfully recommend that this Call to Accountability for more equal use of gifts of all persons be continued and reviewed again in three years (1990) as we strive effectively to serve Christ and the church.

**Action of Standing Committee meeting in Cincinnati, Ohio, June 28-30, 1987:** Adopted the recommendation that the "Call to Accountability for Equality of Representation on Annual Conference Ballots" for more equal use of all persons be continued and reviewed in three years (1990).

**Action of Standing Committee meeting in Milwaukee, Wisconsin, July 1-3, 1990:** Adopted the recommendation that the "Call to Accountability for Equality of Representation on Annual Conference Ballots" for more equal use of all persons be continued and reviewed in three years (1993).

**Action of Standing Committee meeting in Indianapolis, Indiana, June 19-22, 1993:** Adopted the recommendation that the "Call to Accountability for Equality of Representation on Annual Conference Ballots" for more equal use of all persons be continued and that it be reviewed in 1996.

**Action of Standing Committee meeting in Cincinnati, Ohio, June 29-July 2, 1996:** Adopted the recommendation that the "Call to Accountability for Equality of Representation on Annual Conference Ballots" for more equal use of all persons be continued and that it be reviewed in three years, 1999.

**Action of Standing Committee meeting in Milwaukee, Wisconsin, June 26-June 29, 1999:** Adopted the recommendation that "Standing Committee recognized that commendable progress has been made toward more equal use of gifts of persons throughout the church and recommends that the spirit of the "Call to Accountability for Equality of Representation on Annual Conference Ballots" continue to guide the task of future nominating committees."

**\*Action of the 2001 Annual Conference meeting in Baltimore, Maryland, June 30 - July 4, 2001:** Adopted the "Review of the Process of Calling Denominational Leadership" paper wherein the "Call to Accountability for Equality of Representation on Annual Conference Ballots" was reaffirmed (Minutes 2001.)

2006

	<u>Standing Committee Ballot</u>		<u>Annual Conf. Ballot</u>		<u>Elected</u>	
	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>
Moderator-elect	0	4	0	2	0	1
<hr/>						
<u>Annual Conf.</u>						
Prog&Arran Comm	2	2	0	2	0	1
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Association of Brethren Caregivers 6	2	2	2	1	1	
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Brethren Benefit Trust	1 (1 R/E)	3	1 (1 R/E)	1	1 (1 R/E)	0
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Bethany Theological Seminary Colleges	2	2	1	1	0	1
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Bethany Theological Seminary – Laity	2	2	1	1	0	1
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On Earth Peace Assembly	2 (1 R/E)	2	2 (1 R/E)	0	1 (1 R/E)	0
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Pastoral Compensation & Benefits Comm.	1	3	1	1	0	1
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Committee on Interchurch Rel.	2 (1 R/E)	2	1 (1 R/E)	1	0 (1 R/E)	1
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General Board – At-Large	2 (2 R/E)	2	0 (1 R/E)	2	0 (1 R/E)	1
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Totals	20 (5 R/E)	24	9 (4 R/E)	13	3 (4 R/E)	8

R/E=Racial/Ethnic

2007

	<u>Standing Committee Ballot</u>		<u>Annual Conf. Ballot</u>		<u>Elected</u>	
	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>
Moderator-elect	0	4	0	2	0	1
AC Secretary	1	3	1	1	0	1
Annual Conf. Prog. & Arrangements Comm.	3	1	1	1	1	0
Association of Brethren Caregivers	1	3	1	1	1	0
Brethren Benefit Trust	2 (1 R/E)	2	1 (1 R/E)	1	1	0
Bethany Theological Seminary - Colleges	3	1	2	0	1	0
Bethany Theological Seminary – Clergy	1	3	1	1	1	0
On Earth Peace Assembly	2	2	2	0	1	0
Pastoral Compensation & Benefits Comm.	2	2	1	1	0	1
Committee on Interchurch Rel.	1	3	1	1	0	1
General Board – At-Large	2 (1 R/E)	2	1 (1 R/E)	1	0 (1 R/E)	1
NCCC Representatives	5	1			2	1
Totals	23 (2 R/E)	27	12 (2 R/E)	10	8 (1 R/E)	6

R/E=Racial/Ethnic

2008

	<u>Standing Committee Ballot</u>		<u>Annual Conf. Ballot</u>		<u>Elected</u>	
	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>
Moderator-elect	1	3	1	1	0	1
Annual Conf. Prog&Arran Comm	2	2	2	0	1	0
Association of Brethren Caregivers	4	4	1	3	1	1
Brethren Benefit Trust	0	4	0	2	0	1
Bethany Theologi- cal Seminary - Laity	3 (1 R/E)	1	1	1	0	1
Bethany Theological Seminary – Clergy	2	2	1	1	0	1
On Earth Peace Assembly	2	2	1	1	0	1
Pastoral Compen- sation & Benefits Comm.	4	0	2	0	1	0
Committee on Interchurch Rel.	2	2	1	1	0	1
Totals	20 (1 R/E)	20	12	10	3	7

R/E=Racial/Ethnic

2009

	<u>Standing Committee Ballot</u>		<u>Annual Conf. Ballot</u>		<u>Elected</u>	
	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>
Moderator-elect	2	2	1	1	0	1
Annual Conf. Prog&Arran Comm	3	1	2	0	1	0
Brethren Benefit Trust	1	3	1	1	1	0
Bethany Theologi- cal Seminary - College	1 (1 R/E)	3	1 (1 R/E)	1	0	1
On Earth Peace Assembly	0	4	0	2	0	1
Pastoral Compem- sation & Benefits Comm. – District Executive	1	3	1	1	0	1
Committee on Interchurch Rel.	2	2	1	1	0	1
Totals	10 (1 R/E)	18	7 (1 R/E)	7		2 5

R/E=Racial/Ethnic

	<b>Standing Committee</b>		<b>Annual Conference</b>		<b>100803</b>	
	<b>Ballot</b>		<b>Ballot</b>		<b>Elected</b>	
	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>
Moderator Elect	3	1	1	1	0	1
Annual Conf. Program and Arrangements Committee	2	2	1	1	0	1
	(1 R/E)		(1 R/E)		(1 R/E)	
Mission and Ministry Board						
Area 1	1	3	0	2	1	0
Area 4	2	2	0	2	0	1
Area 5	3	1	1	1	0	1
	(1 R/E)		(1 R/E)		(1 R/E)	
Brethren Benefit Trust	0	4	0	2	0	1
	(1 R/E)		(1 R/E)		(1 R/E)	
Bethany Theological Seminary – Laity	3	1	1	1	0	1
Bethany Theological Seminary – Clergy	2	2	1	1	0	1
On Earth Peace	4	0	2	0	1	0
Pastoral Compensation and Benefits Advisory Comm.	2	2	1	1	0	1
Committee on Interchurch Relations	3	1	1	1	1	0
	(1 R/E)		(1 R/E)		(1 R/E)	
Denominational Visioning Committee	2	6	(Elected by Standing Committee)		2	2
	(1 R/E)					
World Council of Churches Representative	1	3	(Elected by Standing Committee)		0	2
Totals	28	28	9	13	5	12
	(5 R/E)		(4 R/E)		(4 R/E)	

R/E = Racial/Ethnic