

**AMENDED NO. 0513
(OPERATIONAL BUSINESS ITEM)
ESTABLISHMENT OF A COMMON HUMAN RESOURCES COMMISSION FOR THE GENERAL
MINISTRIES OF THE CHRISTIAN CHURCH (DISCIPLES OF CHRIST)
REFERRED by the General Assembly to the Council of General Ministries, the National
Convocation, and the Black Ministers Fellowship to report back to the next
Administrative Committee meeting**

WHEREAS, within each of the eleven (11) general ministries in the Christian Church (Disciples of Christ) in the United States and Canada, all of which are autonomous and have their own officers and structures, employees of various ages, races, ethnicities and genders have been hired to carry out the duties assigned to the units; and

WHEREAS, when people of such great diversity are brought together, even in a church structure, human relations issues in the workplace, i.e., hiring; promotions; mental, physical and sexual abuse; excessive discipline; unequal treatment; employee interrelations and wrongful termination, mirror those found in society in general; and

WHEREAS, in most employment situations in the larger society, employers have formulated human relations resources, known to the employees, to address, and where necessary to redress, issues that arise in the course of employment; and

WHEREAS, an acknowledged need for such a human relations resource to cover all the general units has been made since, in response to many egregious situations in the past, several abortive attempts have been made to put a viable procedure in place; and,

WHEREAS, human relations issues appear to be proliferating due to lack of knowledge concerning expectations between employers and employees, and among employees and, in some cases, disregard for the dignity of persons; now

THEREFORE, BE IT RESOLVED that the General Assembly of the Christian Church (Disciples of Christ) in the United States and Canada, meeting July 23-27, 2005, in Portland, Oregon vote to direct the General Minister and President of the Christian Church (Disciples of Christ) to devise and put into place, within one year, a single human resources process that provides oversight for general ministries human resources management that is communicated to all employees, and

BE IT FURTHER RESOLVED that a human resources entity be created and housed in the office of the General Minister and President; and

BE IT FURTHER RESOLVED that this human resources entity have the authority to review, and where necessary to redress, claims of adverse employment decisions, discrimination or abuse in any of its many forms against, or by, the employees of any general ministry; and

BE IT FINALLY RESOLVED that the National Convocation of the Christian Church (Disciples of Christ) in the United States and Canada make available its considerable human resources management expertise to assist in the implementation of this resolution in any way deemed appropriate by the General Minister and President.