

1 **RUL 26-02 | TENURE RULE - CORRECTED**

2 **Submitted by:** Ana-Haydeé Urda, Chair, Conference Hispanic Committee, and Rev. Sunyoung
3 Lee, Co-Chair, Conference Committee on Nominations

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5 **Rule to be amended:** Rule VI.D.5

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7 **Current wording of Rule VI.D.5:**

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9 The following are exempt from this tenure policy:

10 a) Pacific Islander Clergy serving on the Pacific Islander Commission b) All members of the Native
11 American Committee c) Conference Chancellor d) Executive Director of Connectional Ministries e)
12 Chief Financial and Benefits Officer (Conference Treasurer) f) Lawyers serving on the Lawyers'
13 Committee g) Exempt Staff and Support persons serving on the Sessions Task Force by virtue of
14 their position

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16 **Proposed wording of Rule VI.D.5:**

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18 The following are exempt from this tenure policy:

19 a) Pacific Islander Clergy serving on the Pacific Islander Commission b) All members of the Native
20 American Committee c) Conference Chancellor d) Executive Director of Connectional Ministries e)
21 Chief Financial and Benefits Officer (Conference Treasurer) f) Lawyers serving on the Lawyers'
22 Committee g) Exempt Staff and Support persons serving on the Sessions Task Force by virtue of
23 their position *h) All members of the Conference Hispanic Committee.*

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25 **Intent:** To exempt members of the Conference Hispanic Committee from the eight consecutive year
26 tenure limit established in Rule VI.D.3.

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28 **Effect:** Most Hispanic Committee members would no longer be subject to the eight year maximum,
29 allowing for continuity of leadership and institutional knowledge within the committee. This change
30 also brings the rules for this committee into alignment with the Native American Committee.

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32 **Rationale:** Much of the work of a language and culturally based committee is rooted in
33 relationships. The trust, cultural understanding, and fluency in language that are necessary for
34 effectively representing Hispanic and Latino populations are not things that are developed in a short
35 period of time. They are developed over a period of years, showing up and being present. When we
36 lose experienced members of our committees due to term limits, we are not just losing a seat on a
37 committee. We are losing the relationships that have taken years to develop. In a conference that
38 represents a region that covers all of Southern California, where Hispanic and Latino populations are
39 some of the largest and fastest-growing populations we represent, we cannot continue to start over.
40 This exemption would allow the committee to hold onto the experience and relationships that make
41 our work possible, all while having the flexibility to continue to add new members as we see fit.