

**CHARTER OF THE
RELIGION AND RACIAL JUSTICE COMMITTEE
FOUNDRY UNITED METHODIST CHURCH**

Purpose and Authority

Pursuant to its authority under Article V, Section 2 of the Bylaws of the Management Board of Foundry United Methodist Church, the Foundry Board voted on September 28, 2021 to establish the Religion and Racial Justice Committee. The purpose of the Committee is to ensure that all Foundry programs—including education, worship, spiritual development, administration, and community outreach—reflect and implement Foundry’s commitment to principles of racial justice, equity, and diversity.

Membership and Meetings

Under the leadership of the Board president, the Foundry Board shall select, and approve by majority vote, the Chair of the Religion and Racial Justice Committee. The Chair’s term shall run for one year, but the Board may appoint an individual to an unlimited number of terms. The Chair may, but need not, be a member of the Board. If the Chair is not a member of the Board, the Board shall designate a Board member to serve on the Committee.

The Chair, in consultation with the Nominating Subcommittee of the Governance Committee, shall designate other persons to serve as members of the Committee for one-year terms. Committee members may be reappointed to an unlimited number of terms.

The Chair shall determine the dates on which the Committee will meet.

Responsibilities

The Religion and Racial Justice Committee’s responsibilities shall include:

1. Ensuring that key Foundry leaders (including clergy, non-clergy staff, Board members, small group leaders, ministry team leaders, and teachers) receive appropriate training on implementing racial justice, equity, and diversity in all Foundry programs;
2. Assisting in developing and making available appropriate educational programs and instructional resources on racial justice, equity, and diversity for the Foundry congregation, including children, youth, and adults;
3. Consulting with the Finance Committee to ensure that Foundry’s budgeting and financial management practices support racial justice, equity, and diversity;
4. Consulting with the Personnel Committee to ensure that Foundry’s personnel practices—including hiring, training, position descriptions, and performance management—support racial justice, equity, and diversity;

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5. Consulting with the Facilities Committee to ensure that Foundry's physical structure, including interior and exterior spaces, reflects a commitment to racial justice, diversity, and equity;
6. Consulting with and serving as a resource for Foundry clergy, staff, and servant leaders as they seek to ensure that all Foundry programs reflect and implement principles of racial justice, equity, and diversity; and
7. Preparing an annual report to the Foundry Board describing Foundry's progress in implementing its goals with respect to racial justice, equity, and diversity, as well as remaining issues, and priorities for future action.