

## **LGBTQ+ Committee**

### **Purpose:**

CMCL has been a welcoming and openly affirming congregation for decades. An LGBTQ+ Committee will help CMCL support the LGBTQ+ community and live fully into its values of warmth, welcome, care, and inclusivity.

### **Rationale:**

Many opportunities for LGBTQ+ involvement and support in local, regional, and national contexts are regularly brought to the attention of staff. Although staff do participate in meetings of LGBTQ+ groups, webinars, events, education, and advocacy, the amount of time currently exceeds staff capacity to do this work well. A dedicated committee could take up this work and could follow through with a coordinated approach to education, events, and other opportunities for LGBTQ+ support, advocacy, and inclusion.

### **Structure Proposal:**

Given the scope of its potential work, the LGBTQ+ Committee would work best as a program support committee, rather than as a sub-committee of an existing committee. The committee could be made up of 3-4 CMCL members or attenders as well as a staff liaison. Based on the number of CMCL members and attenders who have volunteered for LGBTQ+ events in the past, it should not be difficult for the Leadership Selection Committee to fill these roles.

### **Opportunities:**

- Represent CMCL in local and regional organizations, such as Embrace and SCN (Supportive Communities Network)
- Network with other affirming churches and organizations to share resources and publicize opportunities for support and advocacy
- Publicize local and regional events to the CMCL community through email newsletter and CMCL bulletin boards
- Plan regular educational opportunities for CMCL and the wider community (for example: showing and discussion of 1946 film, book studies, Lancaster County Choose Love Inclusion Institute Workshops, etc); assist our church community in staying up-to-date with current local, regional, national, and global news affecting the LGBTQ+ community
- Assist staff, as needed, in evaluating resources and organizations that are LGBTQ+ friendly for CMCL programming (for example: Christian Ed curriculum, retreat centers, etc)
- Sponsor CMCL tables at local Pride events; coordinate volunteers and outreach; consider other Pride month events

- Actively evaluate ways to help our congregation be even more welcoming and supportive, especially of younger LGBTQ+ people within our congregation and beyond
- Consider creating safe space LGBTQ+-only events, whether within our own church community or in collaboration with other churches or organizations
- Plan regular volunteer opportunities for CMCL to support and connect with the LGBTQ+ community (for example: Silent Witness Peacekeepers, Lancaster County Chooses Love, etc)

#### **Budget:**

- Much of the work of the committee can be done without incurring any additional costs. Some costs that would be incurred, such as registration for Pride festivals, are already included in the church budget. The committee could begin with a budget of \$500 and, during its first year, could determine whether this amount is sufficient for the committee to carry out its goals.

#### **Resources:**

- **Embrace Lancaster** (Facebook)  
<https://www.facebook.com/groups/embraceLanc/>
- **Brethren Mennonite Council Supportive Communities Network**  
<https://www.bmclgbt.org/scn>
- **Silent Witness Peacekeepers**  
<https://www.swpeacekeepers.org/>
- **Lancaster County Chooses Love**  
<https://lancasterchooseslove.org/>

*Approved by Program Commission 3/9/26*