

1 **7-Resolution to Provide Nursing and Pumping Accommodations Within the**
2 **Bar at Annual Conference**

3 *As per Baltimore-Washington Conference Rule Para. 3006.2.c, this resolution was reviewed by*
4 *the Conference Secretary and was found consistent with the current Book of Discipline.*

5 **Submitted by:** Rev. Bonnie McCubbin, Good Shepherd UMC, Baltimore

6 **Co-Sponsors:** Rev. Lemuel Dominguez Milford Mill UMC, Pikesville; Rev. Heather Olsen,
7 Lisbon UMC, Lisbon; Rev. Laura Norvell, Ferndale UMC, Ferndale; Rev. Julie Wilson, Calvary,
8 UMC, Frederick; Rev. Michelle Mejia, Eastport UMC, Annapolis; Rev. Laurie Gates Ward,
9 Good Shepherd UMC, Waldorf; Rev. Margaret Clemmons Grace UMC, Hagerstown; Rev. Leo
10 Yates, Magothy UM Church of the Deaf/Extension Ministry-Maryland DORS

11 **Whereas:** there are no provisions for nursing or pumping mothers at Annual Conference;

12 **Whereas:** childcare at Annual Conference does not begin until 6 months of age;

13 **Whereas:** all clergy are required to attend Annual Conference in full;

14 **Whereas:** the lack of provisions for clergy and laity delegates and their very young children
15 prohibits them from full participation to which they are elected and called to serve;

16 **Whereas:** accommodations outside the bar of Annual Conference disenfranchises the delegates
17 and their churches;

18 **Whereas:** Annual Conference days are long and include three meals per day for adults;

19 **Whereas:** Paragraph 161(B) in the 2016 Book of Discipline states, “We believe the family to be
20 the basic human community through which persons are nurtured and sustained in mutual love,
21 responsibility, respect, and fidelity;” and Paragraph 162(C) affirms that children are
22 “acknowledged to be full human beings in their own right, but beings to whom adults and society
23 in general have special obligations...[and] children have the rights to food, shelter, clothing,
24 healthcare, and emotional well-being...;”

25 **Whereas:** Resolution 2023 in the 2016 Book of Resolutions names the challenges and need for
26 support in all forms for clergy families;

27 **Whereas:** the American Academy of Pediatrics states, “breastfeeding is a natural and beneficial
28 source of nutrition and provides the healthiest start for an infant. In addition to the nutritional
29 benefits, breastfeeding promotes a unique and emotional connection between mother and baby.”
30 The AAP acknowledges that there are many benefits to breastfeeding and health risks with not
31 breastfeeding and reminds pediatricians that “breastfeed[ing] should be considered an investment
32 in the short- and long-term health of the infant, rather than a lifestyle choice” and recommends
33 that all children be fed breastmilk until at least 1 year of age ([https://www.aap.org/en-us/about-](https://www.aap.org/en-us/about-the-aap/aap-press-room/Pages/AAP-Reaffirms-Breastfeeding-Guidelines.aspx)
34 [the-aap/aap-press-room/Pages/AAP-Reaffirms-Breastfeeding-Guidelines.aspx](https://www.aap.org/en-us/about-the-aap/aap-press-room/Pages/AAP-Reaffirms-Breastfeeding-Guidelines.aspx));

35 **Be it resolved:** that The Baltimore-Washington Conference of The United Methodist Church
36 will inquire on the registration form for Annual Conference each year as to the need for nursing
37 and pumping accommodations and provide them within the bar to ensure the full inclusion of
38 these women. We commit ourselves to work with the Arrangements Committee and other
39 appropriate parties to:

- 40 1. Ensure this space has access to all conference proceedings, be voted to be an extension to
41 the bar, and be within reasonable distance from the floor.
- 42 2. Specifically designate this area for nursing and pumping persons and be identified with
43 proper signage and have adequate privacy.
- 44 3. Provide comfortable seating; access to electrical outlets from the seating; a table next to
45 the seating; and a refrigerator for the safe storage of expressed milk. If possible and
46 practical, access to a sink, a changing area, and trashcan will be provided. These items
47 may be included in the rental of the facility (such as a table, chairs, or curtains) or
48 borrowed from a local church to keep costs at a minimum.
- 49 4. Make reasonable accommodations as requested by any parent/guardian for the feeding of
50 their young children.
- 51 5. Consult with two to three current or recent nursing or pumping women to ensure the
52 adequacy of the designated space.

53 *The Connectional Table voted concurrence on this resolution.*