

EXECUTIVE COUNCIL COMMITTEE ON ANTI-RACISM

Membership

Mr. James McKim, <i>Chair</i>	New Hampshire, I	2018
The Rev. Cindy Nawrocki, <i>Vice-Chair</i>	Western Michigan, V	2018
The Rev. Patricia Steagall, <i>Secretary</i>	Oregon, VIII	2018
Ms. Carla Burns	New York, II	2018
Dr. Navita James	Southwest Florida, IV	2018
The Rev. Emilio Martin Fumero	Dominican Republic, IX	2018
Ms. Ayesa Mutope-Johnson	Texas, VII	2018
The Rev. Timothy Seamans	Atlanta, IV	2018
The Rev. Dr. Angela Shepherd	Maryland, III	2018
The Rt. Rev. Prince Singh	Rochester, II	2018
The Ven. Paul Sneve	South Dakota, VI	2018
The Most Rev. Michael Curry, <i>Ex-Officio</i>	North Carolina, IV	2018
The Rev. Gay Clark Jennings, <i>Ex-Officio</i>	Ohio, V	2018
The Rev. Jabriel Ballentine, <i>EC Liaison</i>	Central Florida, IV	2018
Ms. Heidi Kim, <i>Missioner for Racial Reconciliation</i>		2018

CHANGES IN MEMBERSHIP

- Rev. Emilio Martin Fumero was added to represent Province IX in June 2017
- Ms. Ayesha Mutope-Johnson replaced The Honorable Cornelius Perry to represent Province VII
- Mr. James T. McKim, Jr. replaced The Rev. Ema Rosaro-Nordlam to represent Province I
- Rev. Jabriel Balentine replaced Ms. Jane Cosby as per General Convention mandate (see next section).
- Ms. Heidi Kim replaced The Rev. Angela Ifill as Staff Member

Mandate

This section describes the history of the Committee and its current mandate.

HISTORY OF THE COMMITTEE

The Committee has a long history having been brought into existence at the 69th General Convention as the “Anti-Racism Commission” by concurrence of Resolution 1988-A092. This resolution allocated \$75,000 and charged the Committee with providing assistance to dioceses, congregations, and agencies of TEC in developing and evaluation of programs (including affirmative action programs) to combat racism.

The Committee was authorized for its first three (3) triennium terms at the 70th General Convention by concurrence of Resolution 1991-D113. It has been renewed every nine (9) years since, with the same charge.

COMMITTEE CURRENT MANDATE

At the 78th General Convention, the renewal of the Committee as Resolution 2015-A022 significantly expanded the Committee's responsibilities beyond assistance with programming. Incorporating General Convention Resolutions 2006-A127 (Endorse Restorative Justice and Anti-Racism) and 2009-A142 (Recommit the Church to Anti-Racism and Request Annual Report on Diocesan Actions). It charged the Committee for the next nine (9) years with "guiding and monitoring the Church's work in response to General Convention resolutions directed at eliminating the sin of racism from the life of the Church by:

- Recognizing and developing its anti-racism work as a fundamental and requisite part of Christian formation;
- monitoring and evaluating anti-racism and anti-racism related ministries and programming of The Episcopal Church and, when feasible, contributing to the oversight and coordination of said ministries and programming;
- recommending best practices for eliminating racism;
- collecting data on provincial anti-racism activities to be submitted to Executive Council on an annual basis;
- developing criteria for the credentialing of certified anti-racism trainers; and
- monitoring compliance of anti-racism legislation passed by General Convention."

The current composition of the Executive Council Committee on Anti-Racism (ECCAR) was created by the same resolution (2015-A022). Each province was directed to select a representative from one of its dioceses to serve on the committee.

At this point, all provinces are represented on the Committee. Additionally, the following mandated members have been appointed.

- Fr. Jabriel Balentine as the representative of the Executive Council Joint Standing Committee on Advocacy and Networking
- Ms. Heidi Kim as the staff representative
- The Rt. Rev. Prince Singh as the Bishop representative

The Committee continues to represent a broad diversity of Church members—geographically, ethnically/racially/gendered, and generationally. This diversity is essential to the Committee's deliberations and decision-making.

The budget for the triennium was handled differently than in the past. There was no "programmatic" budget. Face-to-face meetings were granted by special request.

Summary of Work

The triennium was very challenging for the Committee. The actions of the 2015 General Convention on the budget limited how much the Committee could accomplish. This was a disappointment to the Committee because it seemed as if through concurred Resolution 2015-C019 there was ample funding to support the work of the Committee.

Because there was no programming budget, the Committee struggled through the triennium to find ways to meet its mandate. A year into the triennium one of the Committee's key members resigned. Half way into the triennium – after an extremely productive face-to-face meeting along with other Interim Bodies in Chaska, Minnesota in October of 2016, the Chair became inactive and the Committee went dormant. A new Chair was announced in June of 2017.

Even with the obstacles in its path, the Committee met several times. There were two (2) face-to-face meetings, three (3) meetings via phone and three (3) on-line meetings using Zoom web conferencing technology. A much anticipated face-to-face occurred in September 2017.

Looking at the actual work of the Committee, over the years there have been several General Convention resolutions about anti-racism. The Committee has identified the key resolutions to be followed as:

- 2009-B049: (2012-A127 affirmation) Require Anti-Racism Training
- 2015-A182: Address Systemic Racial Injustice
- 2015-A183: Encourage Study of the Issue of Mass Incarceration
- 2015-C019: Work for Racial Justice and Reconciliation
- 2015-D039: Send Delegation to AME Symposium on Race
- 2015-D040: Develop Anti-Racism Youth Ministry Curriculum
- 2015-D068: Support Ministries Against the School-to-Prison Pipeline

This section provides a description of the work done by the Committee in response to each of the charges of its mandate and includes reference to the General Convention Resolution it supports.

RECOGNIZING AND DEVELOPING ITS ANTI-RACISM WORK AS A FUNDAMENTAL AND REQUISITE PART OF CHRISTIAN FORMATION

The Committee continued to reflect on how important it is for the Church to understand anti-racism theology. The Committee continues to feel that training should be a central part of both Christian Formation and the development of Church leadership.

Theologically, the House of Bishop's pastoral letter titled "The Sin of Racism: A Call to Covenant" (March 2006) identified racism as sin, which General Convention affirmed in Resolution 1994-D136, calling the church to recommit to combat racism through a new covenant. This continues to be our theological grounding.

In the wake of the shootings in Ferguson, MO; Charleston, S.C.; and Baltimore, MD and after the white supremacist riot in Charlottesville, VA; we believe this sin of racism—in ways known and unknown—is being made even more manifest through the recent elections. It not only tears at the very core of our personal relationships with our neighbors but also to God.

In this environment, the Committee is even more convinced that clergy and laity—especially lay leadership—must continue to be required to receive anti-racism training (Resolution 2000-B049). Not just "awareness-level" (to use adult education terminology) training, but at least "competency-level" training. Training where they are comfortable not only recognizing racism but also have the skills and confidence in their ability to reconcile and heal the wounds of racism.

As was said in the 2015 report, we recognize that there have been many challenges to the Church's follow-through with the Resolution 2009-B049. However, we feel it bears repeating, such challenges neither negate the mandate nor the need for church leaders to receive anti-racism training. Rather, these challenges call the Church to do better. It is through a well-educated and formed clergy and laity that the Episcopal Church will provide servant leaders to help congregations and local communities to "respect the dignity of every human being" and meet the objective of Mission Mark #4: "to seek to transform unjust structures of society, to challenge violence of every kind and to pursue peace and reconciliation."

The Committee is working with the Forma Group to find ways to ensure that anti-racism and racial reconciliation training are incorporated in formation efforts across the Church.

MONITORING AND EVALUATING ANTI-RACISM AND ANTI-RACISM RELATED MINISTRIES AND PROGRAMMING OF THE EPISCOPAL CHURCH AND, WHEN FEASIBLE, CONTRIBUTING TO THE OVERSIGHT AND COORDINATION OF SAID MINISTRIES AND PROGRAMMING

The Committee believes that monitoring and evaluation of the whole church's ministries and programming is important. Without monitoring and evaluation, determination of whether or not the Church's efforts are having their intended impact cannot be made. Determination of where to continue current efforts or how to improve upon them cannot be made.

Having said that, because of the volunteer nature of the Committee, it feels that its role is "strategic" in nature rather than "tactical". Thus, the Committee sees "monitoring and evaluating" as recording major efforts and describing their broad impacts rather than following closely the actions performed and judging their specific effectiveness.

On the whole, the Committee believes that anti-racism ministries and programming of TEC are having a positive impact on the Church and society. All Provinces have some level of ongoing anti-racism ministry and/or programming. But we also believe, we have a long way to go before we achieve racial reconciliation “Compliance Standard” as defined so well in the in the Committee’s 2003 Blue Book Report:

“By the end of an anti-racism training, attendees should:

- Be aware and appreciate cultural differences.
- Understand one’s own ethnocentrism.
- Be empowered as an agent of change individually and corporately.
- Know resistance to change is normal and it is easier for most people to deny cultural, ethnic and racial differences.
- Be comfortable in presenting their understanding of race, culture, prejudice and racism including those with differing opinions.
- Define racism as prejudice plus power, and state the inter-relationships between racism and other types of oppression.
- Willingly participate in a visionary planning for a comprehensive anti-racism program with goals and objectives.”

Because the funding was cut for a staff person to track certified trainers and training according to Canon, we cannot report from TEC perspective how many dioceses have trained clergy or lay leaders. This makes even truer the need for diocesan and parish anti-racism and reconciliation committees to carry out the work on the local level as first stated in the 2006 *Committee Report to the 75th General Convention*.

The Committee sees the national Church staff setting the overall environment for people in the provinces and dioceses to do this work. With this in mind, this section describes our observations about past national church ministries and programming. See the section “Collecting Data on Provincial Anti-Racism Ministries” for descriptions of Provincial programs.

There are more efforts by the national church staff than we can cover here. This section describes our impressions of what we believe are the more significant ministries and programs at the national church level and the General Convention Resolution they support. Details of provincial work is included in the section *Collecting Data on Provincial Anti-Racism Ministries in the Church*.

- Election of Bishop Michael Bruce Curry (General Convention 2015):
During General Convention 2015, Bishop Michael Bruce Curry was elected Presiding Bishop. The first African-American or minority to hold the post. This signified a major change in how minorities were seen in the Church. People of color had a role model for national leadership

similar to that established by the Presidency of Barack Obama. His evangelism and championing of The Jesus Movement have energized the Church in ways we have never seen before.

- Issuance of a Church-wide Pastoral Letter (September 6, 2015):
Presiding Bishop Katharine Jefferts Schori and President of the House of Deputies the Rev. Gay Clark Jennings issued a letter in response to the shooting at Mother Emanuel AME Church in Charleston, S.C. calling on Episcopal congregations to participate in “Confession, Repentance, and Commitment to End Racism Sunday”. This brought focus to the issue of anti-racism at a parish level in a way it had never been addressed before.
- The Trinity Institute’s 45th National Theological Conference (Thursday, January 21, 2016 to Saturday, January 23, 2016) 2015-C019:
This two (2) day conference at Trinity Church, Broadway at Wall Street, in New York City presented the topic “Listen for a Change: Sacred Conversations for Racial Justice”. Speakers include Nicholas Kristof, Anna Deavere Smith and newly-elected Presiding Bishop Michael Bruce Curry. It was a powerful conference which was webcast around the world. Many parishes held gatherings to jointly watch the event live. It proved that a large nation-wide event could be contextualized locally to have a greater impact.
- House of Bishops issue a Word to the Church (March 15, 2016) 2015-C019:
The House of Bishops of The Episcopal Church, meeting in retreat, unanimously approved a “Word To The Church” based on the statement, “We reject the idolatrous notion that we can ensure the safety of some by sacrificing the hopes of others.” While not a Pastoral Letter, it still had an impact as a message approved by the Bishops assembled.
- Collaboration on “Standing as Stone” Indigenous Nations and Allies Service at the Washington National Cathedral and the Indigenous Nations March on Washington (2015-C019):
The Presiding Bishop’s staff facilitated collaboration with colleagues of the Presiding Bishop’s Staff on Response to Advocacy, Activism and Resistance of the people of Standing Rock Sioux Reservation and coalition of Indigenous Nations against the construction of the Dakota Access Pipeline Consultation with the DC Episcopal Community to include supporting the “Standing as Stone” Indigenous Nations and Allies Service at the Washington National Cathedral and the Indigenous Nations March on Washington.
- Local consultations, presentations, and trainings to support and advance local capacity for racial justice engagement and advocacy:
Presiding Bishop’s staff provided ongoing consultations, presentations, and trainings to support and advance local capacity for racial justice engagement and advocacy to include but not limited to the Diocese of Chicago, Episcopal Dioceses in California, the Episcopal Church in Maine, the Diocese of Missouri, the Diocese of Southeast Florida and the Diocese of Michigan.

- Participation in coalitions advancing the ongoing negotiations for federal criminal justice reform 2015-A011:
The Office of Government Relations continued to actively represent The Episcopal Church in interfaith coalitions advancing the ongoing negotiations for federal criminal justice reform.
- Co-sponsored Prison Ministry Conference in Baton Rouge, LA 2015-A011:
Reconciliation Justice and Care of Creation co-sponsored the Prison Ministry Conference in Baton Rouge, LA which explored the integration of advocacy, and reentry initiatives alongside traditional prison ministry in diocesan and congregational criminal justice ministries.
- A Working Group has formed to promote holistic reentry, prison ministry and reentry indicatives 2015-A011: Under Beloved Community a Working Group has formed to promote holistic reentry, prison ministry and reentry indicatives.
- Ethnic Ministries led January 28-February 1, 2017 Winter Camp Gathering for Indigenous Ministries in Oklahoma. For Indigenous clergy and lay leaders.
- Ethnic Ministries led February 8-11, 2017 Seminarians of Color in Florida. Conference for learning, mutual support and networking for seminarians of color.
- Ethnic Ministries led March 9, 2017 Standing As Stone Evening Prayer Service at the Washington National Cathedral (the eve prior to Native March on Washington for Standing Rock).
- Ethnic Ministries led June 12-16, 2017 Why Serve Conference at Bexley Seabury, Chicago, for young people of color discerning their ministries.
- Ethnic Ministries participated July 11-14, 2017 Episcopal Youth Event and the New Community Youth Gathering at EYE in Oklahoma, introducing youth to the New Community of the Episcopal Church.
- Ethnic Ministries are in the early stages of planning Winter Camp and Seminarians of Color for 2018, both of which will take place early in the year.
- Bishop Prince Singh Presented ECCAR Efforts to the House of Bishops in Chicago (Spring of 2016) 2015-C019.
Bishop Prince Singh presented the following ECCAR topics to the House of Bishops in Chicago:
 - a) ECCAR's charge
 - b) "State of Anti-Racism Ministries in the Church, 2015" Survey Informal Results: Programming, Services of Racial Reconciliation, and Formal Anti-Racism Certification Training
 - c) ECCAR Resolution 2-2015: Request Bishops Issue a New Pastoral Letter on the Sin of Racism; which as noted above they did

- d) ECCAR Resolution 11.2015 #4: Required Components in Anti-Racism Certification Training:
- e) TEC Anti-Racism Theology and Policies (General Convention, Executive Council, and ECCAR Resolutions, Canons, TEC History, etc.)
- f) Collaboration on defining “Church’s Teaching on Racism”
- g) Discussion of what Bishops want ECCAR to know about Anti-Racism ministry and what Bishops would like added to the Anti-Racism. The result of this presentation was a gathering of Bishops in Chicago in 2016.

The Bishops are trying to educate themselves on what it means to address racial reconciliation. The Alaska House of Bishops will draft a letter in late September (looking like a Pastoral) about integrating human dignity and environmental care and becoming beloved community.

Bishop Singh reports the work of the House of Bishops as follows.

“Recent work on racial justice, reconciliation and healing in the House of Bishops.

At the Spring HOB of 2015 in Kanuga, Presiding Bishop Katharine invited volunteers to write a letter from the House on racism. About sixteen (16) Bishops volunteered. In May 2015, she appointed Mark Beckwith and Prince Singh as Co-Chairs of this endeavor.

Most members of the group met at General Convention 2015, in Utah, where Bishop Michael was elected the 27th Presiding Bishop. At that group brainstorming session, we decide to meet for a retreat to be with each other, to pray and learn together. Visions Inc., facilitated a three (3) day retreat at the Nicholas Center in Chicago from December 1-3, 2015. At the end of three (3) days we decided to recommend that we needed to do some engaged work on racial justice, healing and reconciliation at the House of Bishops before getting to anything like a letter. We worked with the Presiding Bishop's office and planning team for the House of Bishops to make this happen. We reported on our work and plans at the spring House of Bishops meeting in Detroit where we also issued the video.

Visions Inc., facilitated a three (3) day focused engagement and teach-in at the Spring House of Bishops Meeting in Kanuga. This was just ahead of the Presiding Officers issuing the Beloved Community document in May 2017. The culture of the House is something that we are stewards of and feel the need to keep working on it constantly. The group of sixteen (16) Bishops is committed to addressing and working on issues of power, privilege and race. The House of Bishops is engaged, and intentionally doing the internal work of study, reflection and analysis.”

- The Office of Communication Updated the Church Web Site 2015-Co19:
The Office of Communication updated the Church web site to simplify it and provide updated resources on racial reconciliation ministries. Most notably, the resources listed have been

streamlined and the Becoming Beloved Community guidelines have been published helping lead a transition from calling our efforts “Anti-Racism” efforts to calling them “Racial Reconciliation” efforts in line with the direction of the Presiding Officers.

- The Presiding Bishop visits Standing Rock 2015-C019:
The Presiding Bishop joined protesters at the Standing Rock Pipeline site.
- Launching of the “Becoming Beloved Community” initiative. 2015-A182, 2015-A183, 2015-C019, 2015-D068:
Becoming Beloved Community is The Episcopal Church’s Long-Term Commitment to Racial Healing, Reconciliation, and Justice and outlines the church’s strategic priorities for engaging racial injustice in the church and the world. It is the response of The Presiding Officers in conjunction with the President of the House of Deputies, Vice President of the House of Bishops, and Vice President of the House of Deputies to the charge of GC 2015-C019, and relied heavily on responding to the mandates of GC 2015-A182.

The newly formed Reconciliation, Justice, and Creation Care department has been charged with implementing most of this work. Under the department’s guidance, efforts to do a census and audit of the church have begun, via collaboration between the Presiding Bishop’s staff and external consultants.

The Presiding Officers in conjunction with the President of the House of Deputies, Vice President of the House of Bishops, and Vice President of the House of Deputies have provided and will continue to provide communications to drive its implementation through The Jesus Movement. They created a video that was broadcast live and is available via recording on the Racial Reconciliation page of the Church web site.

The funding requested in this resolution has not been totally spent. The budget priorities of C019 are included in the “Becoming Beloved Community” document, with recognition that many of the efforts outlined therein will be ongoing through the end of this triennium and into the next triennium.

The Committee is extremely pleased with the launch of the “Becoming Beloved Community” initiative. It feels that the effort provides an excellent guideline and set of activities which will accelerate the eradication of racism and establish racial reconciliation. We commend the Presiding Bishop and his staff for such a bold undertaking.

- Released Toolkit for study and discussion of the recommended Book Study of the Triennium: “The New Jim Crow: Mass Incarceration in the Age of Colorblindness” by Michelle Alexander (2010/2012) (GC 2015-A183): DFMS officers did, indeed, compile and distribute to Dioceses and made easily accessible on The Episcopal Church website a tool kit of relevant study and discussion guides; print, video, and Internet resource materials; and other information. The

Committee has noted that there have been group readings and discussions across the church which have raised awareness of the depth of the issue. People are hungry to learn how they can address the issue and the Becoming Beloved Community document is providing guidelines for this activity.

- **The New Community Conference (July 19 – 21, 2017) 2015-A182, 2015-C019:**
This two (2) day conference is an ongoing project sponsored by the Office of Diversity, Social, Environmental Ministries and brings together Black, Latino/a, Asian, Indigenous, and non-Hispanic White lay and clergy church leadership. ECCAR members Ms. Mutope-Johnson, Ven. Paul Sneve, and Mr. James T. McKim attended the conference. They each participated on one of the plenary panels and attended the entire conference. Members who attended, including Presiding Bishop Curry, thought the conference was very effective at showing the Beloved Community in action and sharing how to combat racism. For more on this event, see the report from the Office of Diversity.
- **The Standing Committee on Liturgy and Music (SCLM) established the Racial Reconciliation and Justice Workgroup to identify liturgies that have been developed for racial justice and reconciliation.** In February of 2017 the workgroup put out a survey on its blog soliciting prayers for racial justice and reconciliation. The results of that survey are included in the SCLM Blue Book report. The results include forms for the Prayers of the People to include petitions for racial reconciliation, as well as a form for the "Renewal of Commitment for the Ministry of Justice and Reconciliation."
- **Develop Anti-Racism Youth Ministry Curriculum (GC 2015-D040):**
The Presiding Bishop's staff has indicated that it will work with members of ECCAR, and formation professionals from throughout the church around the curriculum rubric being designed by the ECCAR to develop developmentally appropriate curriculum for all ages.
- **Send Delegation to AME Symposium on Race. (2015-D039):**
Piloted partnership and collaboration with the African Methodist Episcopal Church around voting rights to include Voter Engagement & Protection Project between AME & Episcopal Church Dioceses in Alabama & Ohio. We have not been able to determine if this is a delegation attended AME Symposium on Race.
- **GC 2015-D068: Support Ministries Against the School-to-Prison Pipeline:**
We have not been able to determine what actions TEC staff took with regard to this resolution.

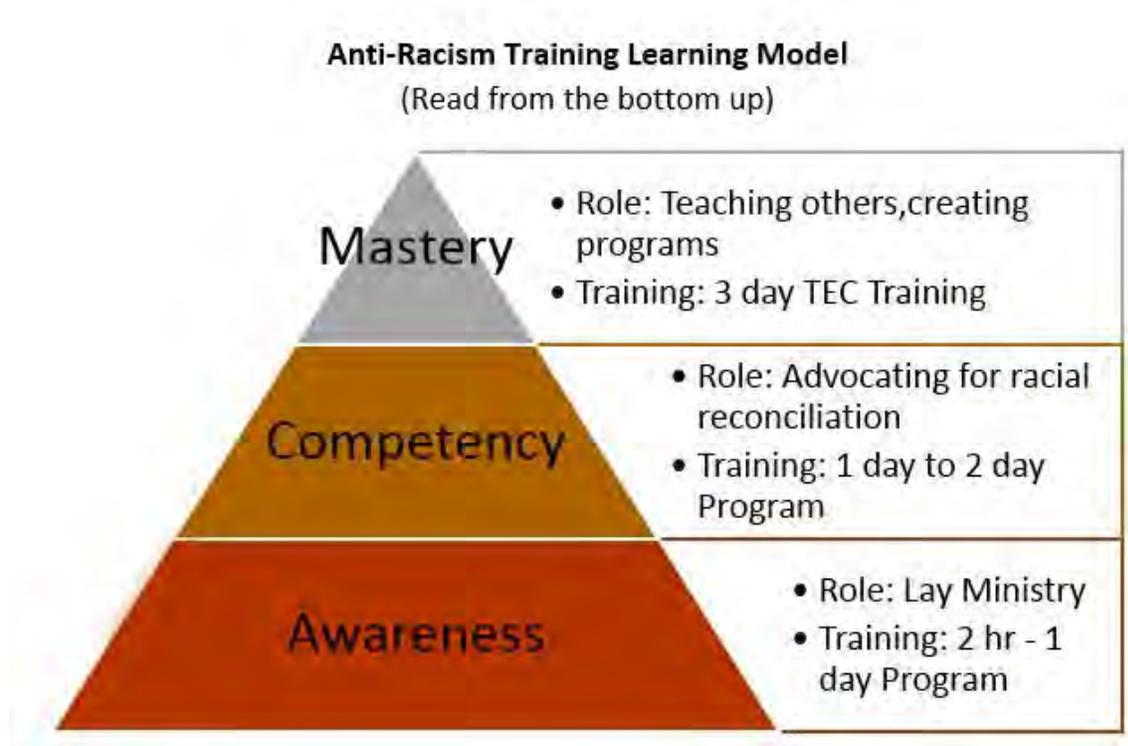
Based on the above, the Committee feels that The Episcopal Church is active at the church-wide level in "racial justice" ministry. The Committee applauds and acknowledges the work of the Ethnic Missioners, Missioner for Racial Reconciliation and our Committee staff liaison Ms. Heidi Kim, Missioner for Social Justice and Advocacy, The Rev. Charles Wynder, Canon Stephanie Spellers, the

Executive Council; and other church officers, committees, and commissions who have provided staff and resources to support the church-wide ministry of “racial justice.”

RECOMMENDING “BEST PRACTICES” FOR COMBATING RACISM.

The Committee agrees that providing anti-racism “best practices” for the Church is a desirable objective. The Committee is continually identifying such practices.

The committee has observed that the term “Programming” seems to be used interchangeably with the term “Training”. The committee believes there is a difference. To illustrate this difference, we have developed the Anti-Racism Training Learning Model below.



As illustrated in “best practices” and many of the church wide activities described in this report, the Committee acknowledges and endorses varied programming strategies that encourage thought and dialogue about race, racism, anti-racism, racial justice, racial reconciliation, and other related concepts. We caution, however, that the one (1) to three (3) hour informational workshops and programs that are not a part of a coherent curriculum normally; should not be used to meet the General Convention mandate of anti-racism training and certification.

We believe best practices are of three (3) types:

- Anti-Racism Related Programming (ARRP) – for those who wish to be aware of racial issues to inform their behavior (awareness level).
- Anti-Racism Certification Training (ARCT) – for those who need skill building to be certification training/credentialing (competency/mastery level)
- Racial Reconciliation Actions – for those who want to do the work of dismantling racism and executing racial reconciliation.

This section outlines our thoughts on these three (3) types of best practices and describes how we intend to gather and disseminate those best practices throughout the Church.

ANTI-RACISM RELATED PROGRAMMING (ARRP)

Anti-Racism Related Programming (ARRP), includes following program guides such as Episcopal Get Acquainted Diversity Dinners and Episcopal Power of Privilege; utilizing films and documentaries to generate conversations, e.g., “Traces of Trade”; book discussions utilizing bestsellers such as “The New Jim Crow: Mass Incarceration in the Age of Colorblindness” (2010/2012) by Michelle Alexander; YouTube conversation starters such as “What Kind of Asian are You?” and “How to Tell Someone They Sound Racist”; and targeted anti-racism informational one (1) to three (3) hour workshops for vestries, diocesan and parish search committees, youth groups, and more. We, also, consider events such as the New Community Conference as ARRP as it does not provide training, but does raise awareness of issues around racism.

The Committee continues to encourage the use of liturgies and worship as a vital part of anti-racism ministry and programming. One such example is the 2008 Episcopal Church “Day of Repentance” service held at The African Episcopal Church of St. Thomas in Philadelphia, in part to atone for the sins of racism and slavery in which the Episcopal Church was complicit (see The Episcopal Archives for copy of service). As encouraged by Resolution 2009-A143, individual dioceses have held services to atone for these sins and/or focus on healing the pain caused by racial injustices and the Doctrine of Discovery (see Resolution 2012-A128, https://www.episcopalarchives.org/cgi-bin/acts/acts_resolution.pl?resolution=2012-A128). Additionally, we are aware that some dioceses and churches have held racial reconciliation services specifically addressing the Church’s direct and/or indirect relationship with Native Americans and descendants of Mexican, Chinese, and Japanese heritage, all of whom at one time were exploited during the U.S. westward movement.

ANTI-RACISM CERTIFICATION TRAINING (ARCT).

The Committee is aware that Anti-Racism Certification Training (ARCT) has, in the past, included dioceses having annually scheduled training workshops (8-20 hours); dioceses collaborating together to seek funding and offer joint trainings; dioceses expanding units in the Episcopal Church curriculum, “Seeing the Face of God in Each Other”, as warranted by the needs of specific populations within a diocese (e.g., internalized oppression); and dioceses adding content to their certification curricula to address the General Convention Resolutions on the “Doctrine of Discovery.”

While the official approved certification training of the Church is “Seeing the Face of God in Each Other”, the Committee is aware that some dioceses are using other programs. Other training programs being used as certification training include training from organizations such as Crossroads, Kaleidoscope Institute, and Visions, Inc. The Committee believes that certification should be the result of attending Training, not just Programming. It, also, believes that none of these trainings or programs fully prepare people to halt the sin of racism and bring racial reconciliation in a manner consistent with Episcopal Church teachings.

To address this, we are developing a rubric that all Training must meet for that training to qualify the basis for Anti-Racism credentialing. [See the Section titled Proposed Resolutions for a resolution to codify those rubrics.](#)

Over time we would like to see development of materials that contextualize Training for delivery in communities with predominant populations of Native Americans, Asian-Americans, Latino/a/Hispanic Americans, Muslim-Americans, Caribbean Black, African Black, and White working class Americans.

RACIAL RECONCILIATION ACTIONS

The Committee feels that to achieve racial reconciliation and the Beloved Community, it is important not only to know how to recognize racial injustice but also to have opportunities to use that knowledge. Only through the use of that knowledge can unjust structures be changed or eliminated as called for by General Convention Resolutions 2015-A182 (Address Systematic Racial Injustice) and 2015-C019 (Work for Racial Justice and Reconciliation). Examples of this type of best practice are how to host faith-based rallies and how to lobby government officials/institutional leaders.

RACIAL RECONCILIATION BEST PRACTICE DISSEMINATION

The Committee believes anti-racism efforts are most effective when they are part of a coordinated plan of activities with specific goals in mind. There are many best practices already established for carrying out the work of racial reconciliation by those who are trained to do so in a planned, thoughtful manner.

Our plans to facilitate sharing of those best practices are as follows.

- Work with Missioners for Racial Reconciliation, Social Justice, Ethnic Missioners, and TEC Professional Staff to cross-reference Anti-Racism content on their respective pages of the TEC website.
- Develop TEC/ECCAR “Sacred Story Telling Project: Honoring/Celebrating/35th year of Anti-Racism Work in The Church (re: Resolution 1982-A062).
- Develop or identify webinars and/or screencasts with Anti-Racism related content.
- Post Bishop Curry’s “Trinity Institute Sermon” on the Racial Reconciliation page.

- Post link on Racial Reconciliation page of TEC website to 2015 General Convention Anti-Racism Resolutions Toolkit
- Post Best Practices Resources on TEC website
 - a) Books and when available, discussion guides
 - b) Web-available articles
 - c) YouTube and other web-available videos
 - d) Toolkits such as EGAD and EPOP
- Develop TEC Anti-Racism Provincial (and Diocesan) Leaders and Trainers Network to identify and share best practices
 - a) Pull from 2015 Survey Monkey data and other sources: Anti-Racism Provincial Coordinators; Chairs of Diocesan Anti-Racism and related committees, task forces, commissions, etc.
 - b) Work with staff to create “Anti-Racism Best Practices” Conference 2017 (live or on-line)
 - c) Coordinate with Electronic Resource Sub-Committee to help provinces develop mechanism webcasts allowing Provincial Bishops to be visible to the entire province via webcasts (e.g. Province I Hollywood Squares—ZOOM Format)
 - d) Share Anti-Racism book discussions title and resources for provincial and diocesan websites
 - e) Develop Youth and Young Adult Pilgrimages (possibly for College Credit?)
 - f) Create a Best Practices Database/Resource Center with discussion groups and links
- Develop TEC/ECCAR Anti-Racism Policies: Develop Copy for Written and Electronic Distribution
 - a) Create narrative/exposition of ECCAR Resolution 11.15 #4: TEC Anti-Racism Certification Training: Required Components
 - b) Anti-Racism as part of Christian Formation/Theology of Anti-Racism (re: ECCAR 2015 Blue Book Report)
 - c) 2015 General Convention Anti-Racism Resolution “Toolkit”
 - d) Post policies on House of Deputies and House of Bishops websites
 - e) Post policies on Racial Reconciliation and other related websites
 - f) Consider creating an ECCAR-linked Facebook site as a way for those doing this work to connect
 - g) Create a White Paper and/or 2018 General Convention Memorial on “White Privilege and The Church”
 - h) Develop and post a statement clarifying differences between Anti-Racism Programming, Services of Racial Repentance and Reconciliation; and Anti-Racism Certification Training as described in this report.

COLLECTING DATA ON PROVINCIAL ANTI-RACISM (MINISTRIES) IN THE CHURCH TO BE SUBMITTED TO EXECUTIVE COUNCIL ON AN ANNUAL BASIS.

The Committee members are leaders of Anti-Racism efforts in their provinces. Even so, the Committee determined that there are more activities occurring in their provinces than they could ever be aware of. Thus, the above list is anecdotal.

The Committee determined that the best way to ascertain the current status of Anti-Racism ministries in the Episcopal Church overall is to conduct a thorough survey of the provinces of TEC to get baseline data and to gain an understanding of how provinces and dioceses are enacting Anti-Racism certification training. Current plans are to work with the Becoming Beloved Community survey effort to include racial reconciliation components.

Highlights of provincial anti-racism ministries are in the following sections.

PROVINCE I REPORT BY JAMES MCKIM

Province Wide Efforts

In 2013, the Canons of the Province I dioceses raised the issue of the lack of Anti-Racism training across the Province. Based on a grant established by the Province, the Multi-Cultural Awareness and Cultural Competency Task Force was born. Province-wide efforts are directed by the Multi-Cultural Awareness and Cultural Competency Task Force. The group has hosted the following:

- A monthly webcast which is recorded and posted on the Province I web site for all to see. Guests have included all Bishops of the Province, Heidi Kim, Chuck Wynder, Byron Rushing to name a few. Participants have been from around the world. The Committee is grateful to Executive Director Julie Lytle for her assistance in putting on this and other events. One of the webcast topics was How to Do a Book Review of *The New Jim Crow*. 2015-A183, 2015-C019
- Two (2) Anti-Racism Facilitators Training workshops. The Committee felt that there were trainers in the Province who were doing Anti-Racism training but that many of them would be aided by learning about facilitation skills. The two (2) day workshops taught adult learning facilitation skills and best practices for multi-cultural competency training. 2009-B049

Diocese of Connecticut

In January 21-23, 2016 Trinity Institute's annual educational program was livestreamed from NYC to sites across the USA (including five (5) in ECCT). The seminar focused on race and was titled, "Listen for a Change: Sacred Conversations for Racial Justice." Presiding Bishop Michael Bruce Curry preached at the opening worship. A Racial Justice/Racial Reconciliation Ministry Network was launched following Trinity Institute. It meets occasionally and member Aldon Hynes maintains a Google group list serve for conversation. 2015-C019

Possible future actions by the Ministry Network include collecting more resources for parishes; organizing a trip to the National Museum of African American History and Culture in 2017, and reading "Just Mercy," by Bryan Stevenson. The Ministry Network plans to have a table at this year's Annual

Convention. Participating as of September 2016 are: The Rev. Rowena Kemp, Tokunbo Green, Esq., Aldon Hynes, Karin Hamilton, Robin Hammeal-Urban and Elaine Sleath.

Diocese of Massachusetts

The Racial Justice Ministry Team, Episcopal Diocese of Massachusetts, meets monthly-as we have for more than 20 years, September through June-from 6:00 pm until 8:00 at the Cathedral Church of St. Paul, 138 Tremont Street, Boston. The team consists of both lay persons and clergy. Each month, a team member is responsible for conducting the meeting. A typical agenda opens with Prayer and Conversation. Personal sharing allows us to be present to each other in the same way that we encourage participants who attend our bi-annual Conversations to be with each other. The idea is held that we practice and model what we promote. We lean on and learn from each other. This sharing time, beyond the personal, always includes a lively exchange about books, lectures, movies, art exhibitions, newspaper editorials, or other public resources that focus on culture, racism, politics (local and national), and human behavior. 2015-C019

Scheduling and Planning for Conversations, based on the manual, "Seeing the Face of God in Each Other", are held twice each year at the cathedral or local church parish and is a major part of each monthly meeting. The team is composed, the agenda planned, and teaching assignments are made. Diocesan matters and those of the Province are also addressed. Conversations this season were held October 21 and 22, 2016; March 10 and 11, 2017. 2009-B049, 2015-C019.

An annual Retreat is held each year for the team. This year, it is scheduled for October, 2017.

Episcopal Diocese of New Hampshire

Event/Activity	Description	GC Resolution
2015 Commemorative Year of the Martyrdom of Jonathan Daniels	The home parish of Jonathan Daniels, St. James Keene, held a celebration in honor of the 50 th Anniversary of his death. Ruby Sales was the guest preacher. After the service there was a march to his gravesite some four (4) miles away where a gathering of people from across the country sang and prayed.	2015-C019
Active Bystander Training June 25, 2017	Hosted by the Granite State Organizing Partnership (GSOP) of which Episcopal Diocese of NH is a member through the diocesan Reconciliation Commission's contribution of \$3,000 over the triennium.	2015-C019
Trinity Institute Gathering	St. Paul's Concord hosted a viewing of the "Trinity Institute's 45th National Theological Conference"	2015-C019
Diocesan Prison Concerns Committee	The Prison Concerns Committee held a book discussion of the New Jim Crow.	2015-A183

book discussion of The New Jim Crow		
Diocesan Convention 2016 Resolution to read and discuss The New Jim Crow	The Prison Concerns Committee and the Diversity Committee put forth a resolution to Diocesan Convention that parishes read The New Jim Crow	2015-A183
Western Convocation book discussion of The New Jim Crow	The Western Convocation of the diocese held a book discussion of The New Jim Crow at St. Andrews Church in New London.	2015-A183
St John's Church, book discussion of The New Jim Crow	St. John's Church in Dunbarton held a book discussion of The New Jim Crow.	2015-A183
Church of the Good Savior in Milford Lenten Series "Through My Eyes"	Discussions with people from various backgrounds and walks of life at the Church of the Good Savior in Milford.	2015-C019
A Word from the Bishop on Charlottesville (August 12, 2017)	In the wake of the riots at Charlottesville, VA; the Bishop posted a prayer to his blog.	2015-C019
Diocesan funding of the Lutheran Social Service (Ascentria) Refugee Support Program	The diocesan Reconciliation Commission (formerly Outreach Commission) provided \$5,000 over the triennium to the Lutheran Social Service (Ascentria) Refugee Support Program which helps refugees who are mostly from Africa.	2015-C019
Lay Leadership Institute Story Telling Session	Each year the diocese holds the Lay Leadership Institute to provide an opportunity for sharing and training on various issues. Last year a session was held on telling stories.	
Diocesan Advocacy Day	The dioceses of NH and Maine hosted a day of training on how to do governmental advocacy work.	2015-A182, 2015-C019
Barbara Harris Center Multi-Cultural Awareness Training for Camp Leaders June 2017	James McKim and Rev. Karen Montagno provided training on multi-cultural competency for the leaders of the Summer Camps at the Barbara Harris Center which is owned by the Diocese of Mass.	2015-C019,2015-D068
Multi-Cultural Awareness Training for Camp Counselors June 2017	James McKim and Rev. Karen Montagno from the Diocese of Mass. provided training on multi-cultural competency for the counselors of the Summer Camps at the Barbara Harris Center in Greenfield, NH which is owned by the Diocese of Mass.	2015-C019,2015-D068

Multi-Cultural Awareness Training for Center Staff August 2017	James McKim and Rev. Karen Montagno provided training on multi-cultural competency for the year round staff at the Barbara Harris Center which is owned by the Diocese of Mass.	2015-C019,
Diocesan Clergy Anti-Racism Training October 2017	The Bishop is hosting anti-racism training provided by an organization in New Hampshire.	2015-C019

Episcopal Diocese of Rhode Island

The diocese opened the Center for Reconciliation [CFR] a place where people can experience and participate in the work of reconciliation. The CFR hosts performances, lectures and educational experiences where people can be transformed and learn how to become reconcilers. We are developing exhibits that explore the intersection of faith and the slave trade in Rhode Island and New England.

The Center for Reconciliation will be based at the Cathedral of St. John, where one or more worshipping communities that embody reconciliation; will bring the voice of the faithful to this work. It includes:

- Slavery walking tours
- Art exhibits exploring slavery, the slave trade, racial identity and reconciliation through the RISD Museum’s extensive collection of art and artifacts.
- An Interfaith Anti-Semitism Vigil was held March 7, 2017

2015-C019

Diocese of Vermont

Vermont’s Dismantling Racism Team under the guidance of Maurice Harris, Diocesan Communications Minister, and the Rev. Rob Spainhour, Rector of Holy Trinity Episcopal Church in Swanton, has

- developed a reading list for folks in the diocese. 2015-C019
- held a Dismantling Racism Retreat (March 2017) 2015-C019
- held a meeting to plan a Clergy Day for clergy throughout the diocese to explore key issues and to answer the fundamental questions: Why should we care? How should we care? (August 16, 2017) 2015-C019

PROVINCE II REPORT BY MS. CARLA BURNS

Province II-Wide Activities

Event/Activity	Description	Becoming Beloved Community Area*/GC Resolution
Two (2) Train-the-Facilitator, two-and-one-half-day workshops offered to the northern and southern tier, stateside dioceses of Province II attended by representatives of the Dioceses of Central New York, Newark, New Jersey, New York and Western New York	Train-the-facilitator workshops were offered in Rochester and Newark led by Jayne Oasin, seasoned facilitator and expert in the <i>Seeing the Face of God</i> , Anti-Racism methodology	Telling the truth about the Church and race./ 2015-C019,2015-Do68

Episcopal Diocese of Long Island New York

Event/Activity	Description	Becoming Beloved Community Area * GC Resolution
Formation of Diocesan Commission	Bishop Provenzano established a Diocesan <i>Racial Justice and Reconciliation Commission [RJRC]</i> that included clergy and lay leaders from throughout the Diocese as well as clergy from several different denominations.	Repairing the Breach in Society and Institutions/2015-C019
Diocesan Convention	November, 2016 – Three (3) hours of annual convention were allocated to presentation and small group discussions regarding Racial Justice and Reconciliation	Repairing the Breach in Society and Institutions/2015-C019
Creation & Distribution of a Toolkit	The Diocesan RJRC created a handout, what was referred to as a <i>Racial Justice and Reconciliation Toolkit</i> that contained resources, discussion questions, etc. that can be used by the parishes of the Diocese.	Telling the Truth about the Church and Race/2015-C019
Viewing of TED Talk & discussion.	During a Coffee Hour, the parish reviewed TED Talk: <i>We Need to Talk About an Injustice</i> by Bryan Stevenson	Repairing the Breach in Society and Institutions/2015-C019

Book Study	<i>Just Mercy</i> by Bryan Stevenson	Repairing the Breach in Society and Institutions/2015-C019
Combined Parish Discussions on Race	Two (2) parishes combined for a three (3) part series regarding Racism	Telling the Truth about the Church and Race/2015-C019
Listening, praying & discerning	Parish-wide effort to determine what efforts are to be taken.	Repairing the Breach in Society and Institutions/2015-C019
Social Justice Prayer and Study Group	Read Scripture, Dr. M.L. King Jr.'s <i>Letter from Birmingham Jail</i> , read and discussed Bryan Stevenson's book, <i>Just Mercy</i> , also read and discussed Michelle Alexander's <i>The New Jim Crow</i> , and Ta'nehesi Coates' book <i>Between the World and Me</i>	Telling the Truth about the Church and Race/2015-C019
Interfaith Community Organizing Group	Forming an interfaith group with local churches and synagogues, facilitated by <i>Faith in New York</i>	Proclaiming the Dream of the Beloved Community/2015-C019
Family-based study of materials (one (1) hour/week) and Lenten multi-parish discussion groups	Using materials provided by the Diocesan <i>Racial Justice & Reconciliation Commission</i> , there were family-level discussions that were followed by Lenten group discussion that brought together folks from several Episcopal churches. Collected and used materials, videos, etc. that assisted with Racism	Repairing the Breach in Society and Institutions/2015-C019
Book Study	Two (2) parishes combined for a book reading and discussion based upon the book, <i>The Help</i> . The parishes are rotating hosting the discussions and will expand beyond the book dialogue.	Telling the Truth about the Church and Race/2015-C019
Group Discussions	Seven (7) Parishes within one (1) Deanery have gathered together to have the first of three (3) conversations. The first meeting covered:	Proclaiming the Dream of the Beloved

	<p>“Living Into Our Differences: Conversations of Racial Justice and Reconciliation” Video “Sharing our stories: Christ Church Cathedral”</p>	Community/2015-C019
Book Discussion	Using the book “America’s Original Sin: Racism, White Privilege, and a Bridge to Tomorrow”, by Jim Wallis, a five (5) week Lenten book reading and discussion in one parish.	Telling the Truth about the Church and Race/2015-C019
Book Discussion	Using the book “Just Mercy”, by Bryan Stevenson, a Lenten book reading and discussion in one (1) parish.	Telling the Truth about the Church and Race/2015-C019
Presentation and Discussion	A member of the diocesan Racial Justice and Reconciliation Commission provided a brief overview of the work of the Commission and then facilitated small group discussions using a YouTube video, “The Talk”.	Repairing the Breach in Society and Institutions/2015-C019
Racism Awareness Training, Committee Formation, Book Discussion	A parish sent a group to a Diocesan training program on <i>Racial Awareness</i> . A parish-level committee has now been established and a book discussion on the book “Americanah by Chimamanda Ngozi Adichie”	Telling the Truth about the Church and Race/2015-C019
Documentary Viewing & Book Discussion	One parish had a viewing of the documentaries, “I am Not Your Negro” and “13 th ”; also had a book discussion of the book “Tears We Cannot Stop”, by Michael Eric Dyson.	Telling the Truth about the Church and Race/2015-C019
Guest Speaker	A parish-level presentation by a guest speaker on the book “ <i>The Valley of Dry Bones: The Conditions that Face Black People in America Today.</i> ”	Telling the Truth about the Church and Race/2015-C019
Ecumenical Initiative – Readings & Discussion	One parish reached out to a Presbyterian Pastor and a local Rabbi to join together with our Episcopal priest for an afternoon of discussion on Anti-Racism and Justice, with the community at large	Proclaiming the Dream of the Beloved Community/2015-C019

Episcopal Diocese of New Jersey

Event/Activity	Description	Becoming Beloved Community Area/GC Resolution
Two (2) half day, residential trainings led by the People’s Institute for Survival and Beyond April and September, 2016 May, 2017	The Anti-Racism Commission organized two (2) half day residential trainings, facilitated by the People’s Institute for Survival and Beyond. The spring training was held on April 7 – 9 at St. Francis Episcopal Church, Dunellen; the fall training was held in September at St. Thomas Episcopal Church in Red Bank. This training was scheduled to embrace the Spanish-speaking congregants of St. Thomas as well as the entire diocese as we celebrated the Hispanic Festival 2016. In all, almost 100 people of God in the Diocese of NJ successfully participated in Anti-Racism trainings.	Telling the truth about the Church and race/2009-B049,2015-C019
Two (2) Hour Parish Workshops 2017	Members of the Commission training teams led workshops for search and discernment committees of the Diocese	Telling the truth about the Church and race/2009-B049,2015-C019
Diocesan-wide Conference featuring Ms. Heidi Kim November 2016 St. David’s, Cranbury	The Commission organized a Diocesan-wide conference featuring Ms. Heidi Kim, Missioner for Racial Reconciliation for The Episcopal Church	Telling the truth about the Church and race/2009-B049,2015-C019
Soldiers in the NJ Diocese’s Ant-Racism volunteer troops offered workshops to parishes and other entities 2016	In teams of two (2) and three (3), clergy and laity, travelled all over the diocese, facilitating workshops to parishes and other entities. These anti-racists did not request or receive reimbursement for gas,	Telling the truth about the Church and race/2015-C019

	<p>mileage, food or time. In preparation for the workshops, New Jersey's anti-racists created and designed curricular materials for the presentations.</p>	
<p>2017 Diocesan Convention resolution to make the Diocese of NJ a Sanctuary Diocese</p>	<p>Parish representatives have contacted the Anti-Racism Commission for assistance and interpretation of the resolution The Commission has been in conversation with the Diocese's Immigration Task Force</p>	<p>Repairing the Breach in Society and Institutions/2015-C019</p>
<p>Development of training curricular materials 2017</p>	<p>The Commission has engaged a consultant to assist with the development and design of Anti-Racism curricula and training materials</p>	<p>Telling the truth about the Church and race/2009-B049,2015-C019</p>
<p>Collaboration with other groups struggling to ensure justice for those forgotten and marginalized 2016</p>	<p>Members of the Anti-Racism Commission collaborated with others, struggling to ensure justice for those forgotten and marginalized. Commission members with other laity and clergy marched in support of local enforcement while denouncing a rash of unjust police shootings of unarmed people of color. We worked with LEAM to advocate for [the] passing of certain bills that would undo various aspects of racism today. We partnered with the Anti-Poverty Network to deliver a report on the intersection of race and poverty in NJ.</p>	<p>Repairing the Breach in Society and Institutions/2015-C019</p>

Collaboration with the Anti-Racism Alliance of Morris County 2017	The Anti-Racism Commission collaborated with others, struggling to ensure justice for those forgotten and marginalized.	Repairing the Breach in Society and Institutions/2015-C019
Development of a Ministry of Sanctuary	The Commission has partnered with the Immigration Task Force of the Diocese to develop a ministry of sanctuary to care for those who are currently experiencing fear, discrimination, and prejudice resulting from the actions of individuals or unjust laws, policies, or practices. As there is fear and anxiety about the “alien” in our country, the Anti-Racism Commission with the support of others in the Diocese, has proposed resolutions at this convention to assist and help protect the stranger in our midst, making NJ a Sanctuary Diocese. This is what we do, this is what our faith commands us to do.	Repairing the Breach in Society and Institutions/2015-C019
Train-the-Trainer Workshop scheduled for October 28, 2017		Telling the truth about the Church and race/2009-B049,2015-C019

Episcopal Diocese Of New York

Event/Activity	Description	Becoming Beloved Community Area * GC Resolution
Two (2) Day Anti-Racism Workshops using <i>Seeing the Face of God in Each Other</i> . Three (3)	Dialog is the foundation of the two (2) day workshop (9:00 -4:00). We use group exercises and examine scientific and historical evidence	<i>Telling the truth about church race/2009-B049,2015-C019</i>

<p>workshops are offered each year, one (1) in each of the three (3) Diocesan regions sponsored by the Diocesan Anti-Racism Committee</p>	<p>concerning the origins of the concept of race and its legacy. Sponsored by the Diocesan Anti-Racism Committee. Of the hundreds of workshop participants, more than 87% have found the workshop to be “very useful” or “extremely useful” in their work and daily lives.</p>	
<p>Four (4) Hour Anti-Racism Workshops presented to Episcopal Charities grant recipients (2017)</p>	<p>In preparation for interfacing with clients of various congregational initiatives, congregants and program workers examined their places in society and how race impacts our relationships with others. Two (2) workshops were offered in different regions of the Diocese.</p>	<p>Repairing the Breach in Society and Institutions Practicing the Way of Love Telling the Truth about the Church and Race/2009-B049,2015-C019</p>
<p>A Conversation with Sabrina Fulton and Tracey Martin</p>	<p>On the publication of their biography of their son, <i>Rest in Power: The Enduring Life of Trayvon Martin</i> on February 1, 2017 at St. Philip’s Church, Harlem, sponsored by the Diocesan Anti-Racism Committee. Over 200 people from throughout the Diocese attended.</p>	<p>Repairing the Breach in Society and Institutions Practicing the Way of Love/2015-C019</p>
<p>Partner Site for Trinity Institute Conference: “Listen for a Change: Sacred Conversations for Racial Justice”</p>	<p>Rivertowns Episcopal Parishes Action on Inclusion and Race (REPAIR) hosted a live video-based partner site for the Trinity Institute Conference, featuring Nicholas Kristof, Michelle Norris, and other speakers as well as local breakout sessions and discussion groups.</p>	<p>Partner Site for Trinity Institute Conference: “Listen for a Change: Sacred Conversations for Racial Justice” /2015-C019</p>
<p>Blessed Absalom Jones Celebration Cathedral of St. John the Divine Saturday, February 11, 2017</p>	<p>This celebration of the first priest of color in the Episcopal Church includes a Eucharist, followed by multicultural entertainment and food provided by members of our culturally rich congregations, sponsored by the Diocesan Anti-Racism Committee.</p>	<p>Proclaiming the Dream of the Beloved Community, Practicing the Way of Love/2015-C019</p>

	Attendance at the 2017 celebration was over 400.	
Jonathan Daniels Youth Civil Rights Pilgrimage August 10-12, 2017	A three (3) day pilgrimage for high school students to learn about the struggle for equal rights, traveling to MLK site in Atlanta GA, and sites in Birmingham, Selma, Montgomery and Hayneville where we join the Jonathan Daniels march and service. Sponsored by the Diocesan Anti-Racism Committee	Repairing the Breach in Society and Institutions/2015-C019
Trinity Institute - Listen For A Change: Sacred Conversations for Racial Justice January 21-23, 2016	Trinity Institute [TI] is a national, annual conference featuring theological perspectives on selected topics, speakers and discussion groups. Tl2016 focused on racial justice. Trinity Institute is sponsored by Trinity Church Wall Street.	Repairing the Breach in Society and Institutions/2015-C019
Partner Site for Trinity Institute Conference: “Listen for a Change: Sacred Conversations for Racial Justice” (Conference above)	Partner Site for Trinity Institute Conference: “Listen for a Change: Sacred Conversations for Racial Justice”	
Diocesan-wide congregational reading and discussion of <i>The New Jim Crow</i> by Michelle Alexander	Congregations of the Diocese read and discussed the book using a curriculum developed by the Diocesan Reparations Committee.	Repairing the Breach in Society and Institutions/2015-A183
Book discussion of <i>The Color of Christ</i> by Blum and Harvey.	A Diocesan-wide discussion at St. Thomas Church, Manhattan sponsored by the Diocesan Anti-Racism Committee	Repairing the Breach in Society and Institutions/2015-C019
Book discussion of “Dear White Christians” by Jennifer Harvey	A Diocesan-wide discussion at St. Bartholomew’s Church, Manhattan sponsored by the Diocesan Anti-Racism Committee	Repairing the Breach in Society and Institutions/2015-C019

<p>Presentation on gun violence prevention by Task Force Against Racism, Trinity Church Wall Street</p>	<p>Parishioners co-sponsored, with the Center for NuLeadership on Urban Solutions (CNUS), a Pink Houses Event on Gun Violence. The event took place in East New York, Brooklyn for young people at risk, residents, community leaders and community organizations.</p>	<p>Repairing the Breach in Society and Institutions/2015-C019</p>
<p>Visit to Sing Sing Correctional Facility, Ossining, NY, by Prison Ministry Task Force, Trinity Church Wall Street</p>	<p>Parishioners and staff attended the annual graduation of incarcerated students in the Hudson Link for Higher Education/Mercy College program. Students were awarded their Associate and Bachelor's Degrees.</p>	<p>Proclaiming the Dream of the Beloved Community/2015-A183, 2015-D068,</p>
<p>21st African American Read-In February, 2017 at St. Philip's Church, Harlem</p>	<p>St Philip's Episcopal Church Cultural Committee convened a Read-In. Individuals read excerpts from works by Black authors, engaging with members of the Literary Society, a Harlem based book club.</p>	<p>Proclaiming the Dream of the Beloved Community, Practicing the Way of Love/2015-C019</p>
<p>Addressing the Ills of Mass Incarceration Christ Church, Riverdale</p>	<p>Christ Church, Riverdale engaged with four organizations from the greater community to learn about ongoing activities that they can participate in to address the problems of mass incarceration. Representatives from four (4) NYC organizations spoke: Alliance of Families for Justice (AFJ), Getting Out and Staying Out (GOSO), Hudson Links for Higher Education and KAIROS Prison Ministry.</p>	<p>Repairing the Breach in Society and Institutions/2015-C019, 2015-D068</p>
<p>Justice Thurgood Marshall Law Day May, 2017</p>	<p>St Philip's Episcopal Church Cultural Committee had an even song and conversation with The Honorable Stephen G. Breyer. This event was cosponsored with community</p>	<p>Practicing the Way of Love, Repairing the Breach in Society and Institutions/2015-C019</p>

	organizations, The Vera Institute of Justice and The Fortune Society.	
Film screening: “I’m Not Racist, Am I?” October, 2016	Rivertowns Episcopal Parishes Action on Inclusion and Race (REPAIR) hosted a screening at the Warner Library in Tarrytown, NY, of this documentary film about high school students coming to grips with their own attitudes toward race, followed by a discussion with the film’s producer, Andre Lee.	Repairing the Breach in Society and Institutions/2015-C019
Presentation by Ibram X. Kendi, author of STAMPED FROM THE BEGINNING February, 2017	Rivertowns Episcopal Parishes Action on Inclusion and Race (REPAIR) hosted an appearance at the Warner Library in Tarrytown, NY, by the author of “the definitive history of racist thought in America,” which won the 2016 National Book Award for Nonfiction.	Repairing the Breach in Society and Institutions/2015-C019
The Reparations Committee of the Diocese of New York Introduces A Year of Lamentations	From the construction of our churches, to the private households of prominent church leaders, to the refusal of the Episcopal Church in New York to recognize the ministry of black Episcopalians, our diocese was a powerful agent of oppression. Acknowledging these facts, the Diocesan Reparations Committee is planning a Year of Lamentation for 2018. During this time the entire Diocese will examine our role in slavery and its aftermath through art, film, discussion and other activities.	Telling the Truth about the Church and Race/2015-C019

Diocese Of Central New York Anti-Racism Team Report 2016-2017

Anti-Racism Trainings conducted in four (4) major geographical areas of the Diocese	The Anti-Racism Team in the Diocese of Central New York held basic training days in Manlius, Ithaca, Rome and Watertown, providing opportunities in four (4) major geographical areas of the Diocese.	Telling the Truth about the Church and Race/2009-B049,2015-C019
Individual parish follow-ups to Anti-Racism Trainings	Individual parishes sponsored follow-ups to basic trainings with studies, movie nights, discussion groups, and ministries.	Practicing the way of love/2009-B049,2015-C019
Clergy Day Anti-Racism Training Epiphany, 2015	The 2015 Clergy Day was dedicated to Anti-Racism Training, thereby including the majority of clergy in the Diocese.	Telling the Truth about the Church and Race/2009-B049,2015-C019
Partnering with Lutheran churches in Syracuse to view “Listen for a Change: Sacred Conversations for Racial Justice” January 2016	The Anti-Racism Team partnered with Lutheran churches to serve as remote site for this three (3) day conference.	Repairing the breach in society and institutions/2015-C019

PROVINCE III REPORT BY CANON ANGELA SHEPHERD

Provincial

Event/Activity	Description	Becoming Beloved Community Area & GC Resolution *
Train the Trainer Workshop, three (3) days in Martinsburg, WV, June 2017	The Rev. Jayne Oasin led participants through best practices for Seeing the Face of God in Each Other Anti-Racism Workshop.	Telling the Truth about the Church and Race /2009-B049,2015-C019
Gathering for diocesan coordinators - 2016	Offered an opportunity for support and sharing of resources.	Telling the Truth about the Church and Race 2015-C019

Episcopal Diocese of Delaware

Event/Activity	Description	Becoming Beloved Community Area & GC Resolution*
An annual workshop is led by Visions.	Workshops include various components to combat racism. Visions provides post workshop analysis.	Telling the truth about the Church and race 2015-C019
Outreach Education/Training Difficult Conversations	Practical Approaches to Cross-Cultural Transformation (PACT) is a grassroots organization of the Diocese of Delaware that is available to provide thought provoking and educational opportunities for individuals and parishes. The mission is to foster Christian growth and action in areas of diversity and multi-cultural appreciation.	Telling the truth about the Church and race 2015-A011 2015-C019

Episcopal Diocese of Maryland

Event/Activity	Description	Becoming Beloved Community Area & GC Resolution*
2 nd Trail of Souls Pilgrimage, Baltimore – November, 2017	Pilgrims tour four (4) historic churches in Baltimore to explore ties to chattel slavery.	2015-2015-A182 2015-C019
Sutton Scholars Summer High School Enrichment Program 2016 – ongoing	Partnership with Morgan State University includes four (4) weeks of academic instruction that includes soft skills and life skills. Students come from Baltimore City Public Schools beginning with rising 9 th graders each cohort moves forward through the 12 th grade.	Repairing the Breach in Society and Institutions 2015-D068
“Seeing the Face of God in Each Other Anti-Racism Workshop” 2015 – June 2017 18 Workshops, 350 Participants, twelve (12) hours.	Workshops were led by trained facilitators who are members of the Diocese of Maryland’s Truth and Reconciliation Commission. Components include: power, white privilege, race, racism, class, Doctrine of	Telling the truth about the Church and race 2015-C019

	<p>Discovery, becoming allies, and next steps. Racial demographics of participants: 279 participants were White/Caucasian 59 participants were African American 5 participants were Asian 1 participant was Hispanic 6 participants were Bi-racial or unknown 70 participants were Clergy 280 participants were Laity</p>	
<p>Third Annual Trail of Souls Event. Six (6) week book study leading to dialogue with the author. Stand Your Ground: Black Bodies and the Justice for God. The Rev. Dr. Kelly Brown Douglas November 5th, 2016</p>	<p>An evening book study led by two members of the Truth and Reconciliation Commission discussed each chapter of the book. The author then came to discuss her work and answer questions on November 5, 2016</p>	<p>Repairing the Breach in Society and Institutions 2015-C019</p>
<p>Holy Conversations on Reparations 2016 - 2017</p>	<p>A May 2016 diocesan convention resolution asked that the Diocese of Maryland give "...an amount equivalent to at least ten percent of the assets of its unrestricted investment funds to the diocesan chapter of the Union of Black Episcopalians (UBE) as an initial act of reparation;...". The resolution was referred to Diocesan Council who then hosted five (5) listening sessions. Two white clergy, one for and one against reparations, toured the diocese offering their perspectives. Q&A and personal statements followed each session.</p>	<p>Repairing the Breach in Society and Institutions 2015-C019</p>
<p>Second Annual Trail of Souls Event. Six (6) week book study leading to dialogue with the author. Dear White Christians: For "Those Still Longing for Racial Reconciliation", the Rev.</p>	<p>An evening book study led by two members of the Truth and Reconciliation Commission discussed each chapter of the book. The author then came to discuss her work and answer questions on November 7, 2015.</p>	<p>Telling the Truth about the Church and Race 2015-C019</p>

Dr. Jennifer Harvey, November 7 th , 2015		
Building Bridges: Connecting Police, Church, and Community May 4 th , 2015	Two (2) hour evening event included a Baltimore Police Chief and Bishop Sutton discussing ways the police, faith communities, and neighborhoods can work together. Attendees included community members and non-Episcopalians.	Repairing the Breach in Society and Institutions 2015-A011

Episcopal Diocese of Pennsylvania

Event/Activity	Description	Becoming Beloved Community Area * GC Resolution
Anti-Racism Workshops	Seeing the Face of God in Each Other Anti-Racism Workshop and Crossroads have been used as a foundation to create workshops that meet the needs of local groups.	Telling the truth about the Church and race 2015-C019

Episcopal Diocese of Southwestern Virginia

Event/Activity	Description	Becoming Beloved Community Area * GC Resolution
Fall 2017 Series – “Pursuing Community: A Continuing Conversation on Race” (in three (3) communities across the diocese) “A Framework for Civil Discourse on Race”, Lexington, VA on 9/13/17 “Race and Law Enforcement: Practices, Policies and Laws”, Roanoke, VA on 10/25/17	Goals include: 1. To organize a diverse and ecumenical co-sponsorship group in each community that may continue to have conversation past the date of the presentation; 2. To provide fact-based information to what otherwise are emotionally driven topics in neutral community settings, e.g., community college or public school; 3. To live-stream (Facebook) to reach a broad geographic and age-diverse audience; and 4. To record each presentation in order to provide it on the diocesan website and to use in future Anti-Racism training.	Repairing the Breach in Society and Institutions Telling the Truth about the Church and Race 2015-A011 2015-C019

<p>“The History and Uses of the Confederate Battle Flag”, Wytheville, VA on 11/8/17 Speaker: Wornie Reed, Ph.D., Director of Race and Social Policy Research, VA Tech</p>		
<p>Allyship Workshop (by “Service Never Sleeps” out of D.C.) to train trainers (both clergy and laity) in each convocation</p>	<p>Goals include: 1. To train at least two (2) trainers per convocation; 2. To provide at least two (2) trainings in the coming year by each new trainer (minimum of ten (10)); 3. To offer trainings that are open to the entire community at a neutral place in the community</p>	<p>Repairing the Breach in Society and Institutions Telling the Truth about the Church and Race Practicing the Way of Love 2015 – A011 2015-C019</p>
<p>Diocesan Convention 2018 – Theme Anti-Racism, with guest preacher and speaker, The Rev. Canon Stephanie Spellers</p>	<p>Goals include: 1. Educate and inspire for action; 2. Set the stage for further work in the coming year, leading up to centennial convention, attended by Presiding Bishop.</p>	<p>Repairing the Breach in Society and Institutions Telling the Truth about the Church and Race Practicing the Way of Love 2015-A011 2015-C019</p>

Episcopal Diocese of Washington

Event/Activity	Description	Becoming Beloved Community Area * GC Resolution
Seeing the Face of God in Each Other Anti-Racism Workshops Eight (8) workshops 2014 – 2017	This workshop is designed to explore race, racism, class, power, and privilege.	Telling the truth about the Church and race 2015-C019
Committee members support parish events: presentations, book studies, groups specific training for mission trips and youth groups.	Supplemental actives continue the necessary work that is needed to dismantle racism.	Telling the truth about the Church and race 2015-C019

Episcopal Diocese of West Virginia

Event/Activity	Description	Becoming Beloved Community Area * GC Resolution
Seeing the Face of God in Each Other Anti-Racism Workshops 2016 – 1 2018 – 2	This workshop is designed to explore race, racism, class, power, and privilege.	Telling the truth about the Church and race 2015-C019

PROVINCE IV REPORT BY EUGENE WILLARD

Anti-Racism Report from Province IV

In the spring of 2017 Province IV awarded \$20,000 in grants to new ministry initiatives that further The Jesus Movement and model mission and outreach in innovative ways. Among those was a \$4,000 grant to the Dioceses of Lexington and Kentucky to provide a new training program for clergy and lay leaders in racial reconciliation that is grounded in the Holy Eucharist, the mission of the church and baptismal vows. (Dioceses of Lexington and Kentucky)

“The Executive Committee of Province IV is very pleased at the missional depth of this year’s grant applications,” said Province IV President Angela Daniel, noting this is only the second year of the provincial granting program. “The 2017 ministry grants are excellent blueprints for doing God’s work in the world.” 2009-B049, 2015-C019

Also, at the Province IV Synod 2017 at Kanuga Conference Center (near Hendersonville, N.C.), a workshop on “Making the Journey Together: Racial Reconciliation for All God’s Children” was held twice to accommodate Synod participants interested in the subject. 2015-C019

In the Diocese of Southwest Florida:

The theme of our 2016 Diocesan Convention, “Seeking Transformation through Reconciliation,” saw a Panel discussion addressing Racism and life experience. The Panel was led by the Rev. Jabriel Ballentine. From that gathering, the Bishop re-formed the Anti-Racism Committee into a nine (9) member Committee on Race and Reconciliation. The Committee is made aware of grassroots efforts going on within the Diocese. Our 2017 Convention will be keynoted by Dr. Catherine Meeks of the Diocese of Atlanta. 2015-C019

Diocese of Louisiana

Within the last year, the Episcopal Diocese of Louisiana has participated in solidarity marches in New Orleans and Baton Rouge, celebrated the feast day of Blessed Frances Joseph Gaudet, partnered with local community organizing coalition Justice and Beyond for an Anti-Racism workshop, and hosted Traces of the Trade’s Katrina Browne as she guided a movement and dance for racial healing workshop. 2015-C019

In Fall 2017, we will pilot our Prophetic Storytelling Project by following Jesus’ evangelical example of inviting people to gather for a meal and become storytellers. In the coming months, we will call on congregations and individuals to share a piece of their personal history. It is our intention that this will serve as the opening pages for a book of our collective stories and pave the way for healing. 2015-C019

Diocese of East Tennessee

We’ve been talking and planning to re-organize our approach, hoping to get folks from Atlanta’s Beloved Community organization to come to East TN to do a training and workshop. I do know that several groups have been reading and studying Catherine Meeks’ book, “Living Into God’s Dream”. 2009-B049

Diocese of Mississippi (Submitted by Anita P. George)

Anti-Racism Mission Statement: “In Mississippi, the Episcopal Church has had a long history of leadership in social-justice matters which have not only torn our state apart, but now give us opportunity for transformation and redemption. From issues of anti-racism to rebuilding just communities after the devastation of Hurricane Katrina, our church has stepped out to be a living part of the body of Christ.”

Selected Anti-Racism and Racial Reconciliation Activities:

- The Diocese of Mississippi hosted the Episcopal Church-sponsored “Fifty Years Later: The State of Racism in America”, moderated by Ray Suarez.

- The diocese authorized, published and disseminated a pamphlet, “Up From Slavery”, at its Annual Council that describes its initial study of the church’s historical connection to the Institution of Slavery. This action was in direct response to Resolution A123-2006.
- A resolution was passed at the Mississippi Diocesan Annual Council of 2007 requiring all church leaders, lay and ordained, to participate in Anti-Racism training. The Racial Reconciliation Task Group has for many years offers Anti-Racism training on an annual or semi-annual basis as registration numbers suggest.
- Under the leadership of the Diocesan, the Anti-Racism Task Force acknowledged that Mississippi was entering a period of five (5) years of significant anniversaries in the Civil Rights Movement: 1961-Freedom Riders travel through the South to Jackson; 1962-James Meredith enters the University of Mississippi; 1963-Assassination of Medgar Evers; 1964-Murders of Schwerner, Goodman and Chaney in Philadelphia; 1965-Passage of the Voting Rights Act. Events were sponsored or supported for each of these important years of history.
- A liturgy in honor of Medgar Evers is held annually in June. These services are held alternately across area Episcopal churches in Jackson, MS. They bring together not only local Episcopal churches but also an ecumenical community whose purpose is to keep Evers’ memory and work alive in the minds of the Mississippi community, especially its younger generations.
- The Diocese sponsored a celebration of its historically black Episcopal churches. Each of the five (5) congregations was highlighted in its respective town through local and statewide media coverage and homecoming ceremonies. The celebrating congregations were joined by former parishioners from across the nation who returned home for the historic events. Culmination of the twelve (12) month commemoration was a Festal Eucharist replete with a diocesan-wide choir held at the cathedral. Participants in these celebrations represented the full diversity of the Episcopal Diocese of Mississippi.

Diocese of Western North Carolina

The Commission to Dismantle Racism still is alive and well and continues to do workshops across the diocese. We have met with our "new" bishop, who endorses our efforts, and wants his staff to be a model for the diocese. We will be expanding the involvement of the Commission in directly confronting racism issues in our communities and in facilitating efforts of reconciliation. 2015-C019

Diocese of West Tennessee

Over the past number of years, the Diocese of West Tennessee has offered training in multi-cultural diversity as our response to the more targeted focus of traditional Anti-Racism training mandates from General Convention. However, last year’s conference was cancelled due to lack of persons signing up for it, and no other trainings were offered this year to date. I attribute this to a general sense of malaise in much of the Episcopal community in response to the current political climate that has put a damper on improving relationships at the very time that it is most needed. The hoped for slow but steady progress on matters such as racial, gender, immigration, sexual orientation, economic and educational reform have been stymied for now. This does not mean that the effort to offer training will be stopped. However, the current mood in the diocese (and apparently in many other places as well) is to hunker down, regroup and look for ways to be heard among the voices gaining volume by

proclaiming values that are not part of the Episcopal Church's teachings of God's love for all our neighbors. 2009-B049

Diocese of Southeast Florida

"I am the Archdeacon for Social Justice in the diocese of Southeast Florida; anti-racism is part of my portfolio. In this diocese we have been dealing for many years with the issue of race relations and ethnicity through various workshops, trainings, etc. In March 2016 we had Fr. Charles Wynder, then on Aug. 6, 2016, Heidi Kim from the Episcopal Church Center conduct workshops on race and ethnicity. The Rev. Dr. Gayle Fisher Stuart facilitated a workshop on Race and Law enforcement on Jan. 14, 2017. These main events are in addition to regular meetings of the Racial Healing (Anti-Racism Commission) to address many race matters in Southeast Florida. At our diocesan convention in November, Charles Wynder will conduct a workshop around "Becoming the Beloved Community."

— J.Fritz Bazin. Archdeacon

Episcopal Church in South Carolina (Submitted by The Venerable Calhoun Walpole)

Here in The Episcopal Church in South Carolina, especially since the massacre at Emanuel AME Church in Charleston on June 17, 2015, we have been striving to follow Archbishop Desmond Tutu's admonition: "There can be no reconciliation without a proper confrontation." We are aware that any proper confrontation must begin with ourselves, as we confront the often conflicting and struggling natures—and, at times, blindness—in our own hearts. The Episcopal Church on Edisto Island meets in the historic sanctuary of New Missionary Baptist Church. The two congregations work together on a variety of ministries and a real relationship has been forged over the last few years which continues to deepen and grow. 2015-C019

The Episcopal Church of the Good Shepherd in Summerville and Wesley United Methodist Church, where the Episcopalians met for several years, continues to enjoy a relationship in which opportunities for mutual growth and shared understanding are frequent and intentional.

Not long after the massacre in 2015 a weekly discussion group began between members of Calvary Episcopal Church and East Cooper Episcopal Church. This group meets regularly to read and pray and discuss matters common to all. 2015-C019

Then, in September, 2016, a Tuesday afternoon Book Study at 5:00pm was launched at Grace Church Cathedral in Charleston. This group meets weekly and regular attendance ranges from 35-70 each week. This is a joint venture between members of the diocese and Cathedral and Mt. Zion AME Church, which is located next door to the Cathedral on Glebe Street. Members of other nearby AME churches also participate, including representatives from Mother Emanuel, as well as one of the survivors of the massacre, in addition to the historian and archivist of that congregation. In Will Willimon's recent book about the lynching of Willie Earle in South Carolina in 1947, he quotes a pastor, who, in the immediate aftermath of the Emanuel massacre, asks the rhetorical question of his

congregation, “What if our bible studies were so intense that people actually would want to kill us?” It was a startling and sobering question to ponder with people who knew quite well what it did indeed mean to engage in the study of the Scriptures wherein others would—and did—wish to kill them. 2015-C019

The clergy coordinators of the Tuesday Episcopal-AME Book Study are the Venerable Calhoun “Callie” Walpole of Grace Church Cathedral and TEC in SC and the Rev. Dr. Kylon Middleton, senior pastor of Mt. Zion AME Church and Co-Founder and Executive Director of the Clementa Pinckney Foundation.

Discussions are generally in small groups, which consider an emerging curriculum of questions, then followed by a wider plenary discussion. Our gatherings are also punctuated by a host of guest speakers. In addition to various articles and essays, the books we have read and discussed include the following:

- Michelle Alexander, “The New Jim Crow: Mass Incarceration in the Age of Colorblindness”
- C. Vann Woodward, “The Strange Career of Jim Crow”
- James Cone, “The Cross and the Lynching Tree”
- Will Willimon, “Who Lynched Willie Earle?”
- The Epistle of Paul to Philemon
- John T. Edge, “The Potlikker Papers: A Food History of the Modern South” (currently reading) 2015-A183, 2015-C019

Various ancillary endeavors and ministries are either both already connected to — and emerging — from the Book Study, which include, but are not limited to the following:

- Support for Turning Leaf Project, a growing effort to combat recidivism through cognitive behavioral therapy and jobs, an effort described in 2015 by then-Deputy Attorney General Sally Yates in an address at Columbia University School of Law as a model program for illustrating “a new way of thinking.” (See Sari Horwitz in *The Washington Post* October 29, 2015.) Diocesan Chancellor and key Book Study member Thomas S. Tisdale served as the first Chairman of the Board of Turning Leaf Project and continues to serve on its board. A group from Chicago is currently exploring how a similar program might help that city reverse an alarming rise in murders and gun violence. See <http://www.turningleafproject.org/> 2015-A182

- Okra Soup Unite!/Charleston Illumination Project.

In 2015 Charleston Mayors Joseph P. Riley and then later John Tecklenburg tapped author and polarity expert Margaret Seidler (now a key Book Study participant and member of Mt. Zion AME) to coordinate the Charleston Illumination Project, an effort to promote better relations and understanding between area police and the community. The group conducted hundreds of hours of listening sessions, the result being that our police force, under the leadership of Chief Gregory Mullen, finds itself in a true place of trust and understanding—and real relationship—with the Charleston police recognized as servants and members of a shared and

strong community. The Illumination Project holds monthly interfaith prayer gatherings with representatives of the police department, community and area clergy.

Okra Soup Unite! is an endeavor to gather individuals around the table for meaningful conversation and communion. Okra Soup is the quintessential Low Country dish, though it is not found on restaurant menus, but rather in homes, among family and friends, as well as in local spring Tea Rooms. With roots in West Africa, it is fare that transcends generations and continents, heritage and race, class and creed. A pot of Okra Soup is not a melting pot, in which each individual ingredient is subsumed. The beauty and strength of Okra Soup is that each ingredient adds to the whole while retaining its own special and unique flavor and substance. A pot of Okra Soup is therefore a contributing pot, a retaining pot, a mutually-enhancing pot, an ever-expanding pot. In the words of Jakki Grimball Jefferson, granddaughter of Civil Rights pioneer Esau Jenkins, “Okra Soup grows. When someone new comes, you can always stretch the pot.” Esau Jenkins’ own powerful motto, now immortalized in the National African American Museum is “Love is progress; hate is expensive.” His spirit looms large over our Okra Soup project. See attached flyer.

Okra Soup Unite! and the Illumination Project partner together regularly to host large suppers with various speakers or films, which are followed by facilitated conversations at tables of diverse groups. Grace Church Cathedral hosts these events, which occur at least quarterly. Generally, at these gatherings, Mayor John Tecklenburg plays the piano accompanied on the saxophone by Episcopalian Lonnie Hamilton III, a long-time General Convention deputy, local legend, community leader and member of Calvary Episcopal Church. See attached flyer for our most recent event. 2015-A182, 2015-C019.

This past June, Dr. Lonnie Bunch, Founder and Director of the Smithsonian National Museum of African American History and Culture in Washington, D.C. was in Charleston and met with us to learn about our recent efforts. Upon listening, he noted not only the value, but the necessity, of the role of churches and houses of worship in serving as agents of welcome and as intersections for cultures, and, ultimately, reconciliation—describing that the employment of such an intentional method was precisely what set the stage for healing and reconciliation in South Africa.

- Criminal Justice Conference Saturday September 16.

Sponsored by the Episcopal Forum of South Carolina and coordinated by key Book Study member Lynn Pagliaro. “Transforming Our Criminal Justice System: Engaging Our Community”—in collaboration with Charleston County Criminal Justice Coordinating Council, Charleston Illumination Project, and area Faith-based organizations and community partners. See attached flyer. 2015-C019, 2015-A182

- Support for an endeavor/vision by the acclaimed Gullah artist Jonathan Green, together with Diocesan Chancellor Thomas S. Tisdale and Civil Rights lawyer Armand Derfner, to work towards what would ultimately be a Congressional act that would confer citizenship posthumously upon all enslaved persons inhabiting our country. Green sees this as a necessary step in the efforts towards healing and the restoration of dignity. No longer slaves, but citizens... 2015-A182

In many ways, it feels as if we are part of a movement of sorts, a movement that is stretching us towards healing and a deeper understanding of ourselves and one another. Given our own history here—ancient and recent—it seems particularly good and right that Charleston is playing host to such an exciting movement and serving as a creative model for positive and deep engagement.

Diocese of Central Gulf Coast (Submitted by Joe McDaniel, Jr.)

On behalf of Bishop Russell Kendrick (July, 2015) of the Diocese of the Central Gulf Coast (“CGC”) we provide the following information about our anti-racism activities over the past year. While we know we are not yet where we hope to be, and need to be, many parishes and diocesan leaders in the Central Gulf Coast have been very proactive in addressing Racial Reconciliation.

Following several incidents of gun violence, more specifically involving law enforcement and African-American citizens (some as close as in Mobile, AL), in mid-July, 2016 Bishop Kendrick held a day of listening to the concerns of the parishioners of the two (2) historically African American Congregations, St. Cyprian's Episcopal Church in Pensacola, FL, and at Good Shepard Episcopal Church in Mobile, AL. During these listening sessions Bishop Kendrick heard of the stories of personal and painful moments of discrimination and overt acts of racism that many of the parishioners had personally experienced. There were moments of tears, as painful memories of racism were discussed. It was important for the Bishop to hear these stories, as it gave him a contextual frame of reference in deciding on the next course of action to take in the CGC to confront racism.

On September 29, 2016, Messrs. Joe McDaniel, Jr. and Gary Moore attended an evening with Bryan Stevenson, author of “Just Mercy”, at St. Luke’s in Atlanta and the following day they participated in a work session with the Diocese of Atlanta’s Commission on Race Relations-Beloved Community at Dr. Catherine Meeks’ invitation. Sharing ideas, gaining experience, and networking on these issues has proven very valuable. 2015-C019

On October 13, 2016, at All Saints Episcopal Church in Mobile AL, the Rev. Jay Augustine, senior pastor of the historic St. James African Methodist Episcopal Church [AME] of New Orleans brought us the topic “The Legacy of Jesus's Church: Racial Reconciliation & Social Justice After the Day of Pentecost.” This ecumenical outreach was an example of the CGC reaching out to other denominations to demonstrate why the church is the appropriate place to begin discussions on issues concerning racial reconciliation. 2015-C019

October 22, 2016, a diocesan representative participated in a lynching site memorial/pilgrimage in Macon, Georgia, which was sponsored by the Diocese of Atlanta and he enjoyed a short session among Bishop Robert Wright, the Bishop of Atlanta, Dr. Catherine Meeks and The Rev. Deacon Carolyn Foster, from the Diocese of Alabama. 2015-C019

On January 13, 2017, Messrs. McDaniel and Moore met in Birmingham, AL with the leadership and staff of Greater Birmingham Ministries, and with The Rev Deacon Carolyn Foster of the Diocese of Alabama's Commission on Racial Reconciliation. This was at the time that several sites in Birmingham were named as National Preservation Park Sites and preceded the Martin Luther King, Jr. Holiday. 2015-C019

On January 21, 2017, at St. Francis, Gulf Breeze, FL, a Racial Reconciliation Workshop, co-facilitated by the Rev. Deacons Carolyn Foster and Thomas Osborne, of the Diocese of Alabama occurred. This was the first such Workshop to be held within the CGC in over twelve (12) years. Bishop Kendrick and his entire staff were in attendance, along with other key diocesan leaders. 2015-C019

On March 26, 2017, at St. Andrew's By The Sea Episcopal Church, in Destin, FL, the Rev. William Lamar, IV, Senior Pastor from the Metropolitan AME Church, Washington, DC, delivered the sermon. This event capped an effort during Lent to share time and break bread between the Episcopal parish and the Gregg Chapel AME Church in neighboring Ft. Walton Beach, FL. 2015-C019

On April 8, 2017, Messrs. McDaniel and Moore attended a meeting (convened at St Mark's Birmingham) of the Episcopal Diocese of Alabama's Race Relations Commission in order to plan for a joint diocesan hosting of the annual Jonathan Myrick Daniels Pilgrimage in Hayneville, AL. 2015-C019

On May 6, 2017, at the historically African-American St. Cyprian's in Pensacola, FL, a second Racial Reconciliation workshop was conducted. Parallel to these workshops and others before them, two CGC representatives (Gary Moore, a parishioner from St. Paul's Episcopal Church, in Daphne, AL and Joe McDaniel, Jr., a parishioner at Christ Church Parish, in Pensacola, FL) have been in training to become facilitators to conduct the Racial Reconciliation Workshop. On May 6, 2017, they completed that training and are now certified by TEC to conduct such seminars/workshops. 2015-C019

During the summer of 2017, the congregation of St. Mary's Episcopal Church in Andalusia, AL partnered with First Presbyterian Church of Andalusia to co-host a program titled "Unity in Community" which aimed to create friendships and neighbor relations with the residents of the predominately African-American Westhaven Apartments. Efforts included a "pool party" in which those church members and the apartment residents and children all swam in the same pool, held cookouts, and later hosted a "back to school" party at which each school age child in the Westhaven Apartments was provided a

new backpack filled with age-appropriate school supplies. There are ongoing discussions about how to continue these relationships. 2015-D068

Also, during the summer of 2017, St. Simon's of Ft. Walton Beach, FL teamed up with The Gregg Chapel AME and several other local churches to pack approximately 50,000 meals for local children. St. Simon's also did a pulpit swap and/or choir swap earlier in the year with Gregg Chapel AME. 2015-C019

August 12, 2017, a program was hosted by the Brotherhood of St. Andrews at Christ Church Parish, in Pensacola, FL, which was conducted by Marianne Webber, the playwright who wrote the story of the life and witness of Episcopal Civil Rights Martyr Jonathan Myrick Daniels. The program also focused on the role that the church played in the Civil Rights Movement. 2015-C019

On August 19, 2017, CGC and the Diocese of Alabama co-hosted the Jonathan Myrick Daniels Pilgrimage at which The Rev. Dr. Bernard Lafayette was the featured speaker. He was an original SNCC member. Bishop Kendrick was the narrator of the pilgrimage stations and celebrated Holy Eucharist inside the courthouse. Other members had participatory roles in the hosting and many diocesan members remained afterwards for the forum on racial reconciliation while others visited Civil Rights Era Interpretative Centers near Selma, AL, and still others gathered at St. Thomas Episcopal Church, Greenville, AL for respite and reflection. 2015-C019

At the CGC level, we are currently in the process of calling together a ten (10) to fifteen (15) member task force/steering committee/commission to address the issues surrounding Racial Reconciliation on an ongoing basis. 2015-C019

We are in continuing dialogue with the Episcopal Diocese of Mississippi's Chairwoman of the Commission on Racial Reconciliation, Dr. Anita George, to create a joint diocese program. 2015-C019 In Mobile, AL, the parishes of predominately White St. Luke's parish and predominately African-American Good Shepherd parish are exploring ways of partnering on some programs aimed at Racial Reconciliation. For example, they jointly sponsored a chartered bus to the Jonathan Myrick Daniels Pilgrimage. 2015-C019

On August 19th, St. Simon's on the Sound in Ft. Walton Beach partnered with the Gregg Chapel AME Church to co-host a candlelight vigil following the tragic events and national focus on white supremacists, Nazism, and civil rights progress or lack of it. 2015-C019

Several CGC representatives are assisting the All Congregations Together (ACT II) arm of Baldwin County, AL's Ecumenical Ministries to host Bryan Stevenson (author of best-selling "Just Mercy" and founder of the Equal Justice Initiative [EJI]) on November 3, 2017 in predominately White, upper income populated Fairhope, AL. The event will cap a fundraising process for (1) ACT II as it celebrates its 25 years of community engagement and (2) to raise funds for EJI. A community book read of "Just

Mercy” will precede the event. In addition, the CGC is planning to participate in some way to find a place to establish a marker to remember a lynching site in Baldwin County, AL, in which Fairhope is located. This program is part of the EJI’s community remembrance project. 2015-C019

If you have any questions, please do not hesitate to contact either of us. Joe McDaniel at 415.225.9066 or via email at mcdanieljoe43@yahoo.com or Gary Moore at 251.928.3311 or via email at psalm82.3and4@gmail.com.

Diocese of East Carolina (Submitted by The Rev. Canon Sonny Browne)

My name is Sonny Browne. I'm Canon for Diocesan Life in East Carolina, and I work directly with the Racial Reconciliation Commission in East Carolina.

For many years, this Commission has conducted workshops that were "required" for persons in leadership positions in parishes and the diocese. These have not been extremely successful. In the past year, all of the workshops were cancelled due to lack of enrollment. The notable exception being one that was cancelled due to Hurricane Matthew, which had about twenty-five (25) folks enrolled.

In 2016, the Commission met with Catherine Meeks, Diocese of Atlanta, to learn more about racial reconciliation. In 2017, the retreat met and was fruitful with ideas and reflections. Going forward, the group has goals of a pilgrimage in East Carolina focusing on sites of slavery, plantations, race riots, and lynchings. The group has also recognized that East Carolina is home to about 90% of the state of North Carolina's American Indian population, yet we have done little or nothing to acknowledge the racism, forced removal, and genocide of the American Indian population. We hope to amend that error in awareness and recognition. Similarly, the Commission received reports and awareness regarding the Latino community. 2015-C019

We have also begun an online (Facebook based) discussion board of Catherine Meeks' recent book, which has also resulted in a local group or two starting face to face discussion groups of this book. 2015-C019

East Carolina's Commission holds racial reconciliation and diversity awareness training for staff members of Camp Trinity at Trinity Center, our diocesan camp and conference center. Each session has worked with about twenty-four (24) members of camp staff annually. 2015-C019

The Commission also has recognized that no single tactic is sufficient. Moving forward, the Commission intends to use a variety of settings, events, and dialogues to further awareness and discussion of racism and racial reconciliation in East Carolina.

Please let me know if you or others have any questions about racial reconciliation efforts in East Carolina.

Grace and Peace.

PROVINCE V REPORT BY REV. CYNTHIA NARWROCKI

Diocese of Northern Michigan

Relationship building with the Native American community in North Michigan, collaborative efforts and scholarships for Native American students. A096

Four (4) events around the diocese to show the film “Traces of the Trade” with Dain and Constance Perry presenting. This effort will be presented again in November 2017. A096 ,2015-A182

Four (4) people attended the Unholy Trinity Conference in Chicago. A011, 2015-A182

Viewed the webinar “Becoming Beloved Community” and downloaded the materials. 2015-A182

Diocese of Indianapolis-

One (1) day workshop titled “Race, Privilege and Diversity”, presented by Dr. Ivy Forsythe-Brown of the University of Michigan. A096, 2015-A182

Diocese of Michigan

Ministry Fair titled: Waters of Reconciliation: Who Is My Neighbor?” May 6, 2017. A096, 2015-A182, 2015-C019

Visions, Inc. brought two (2) workshops. A096, 2015-A182,

Heidi Kim was keynote speaker at diocesan convention, with a session titled “Where Do We Go From Here?”. Other sessions were “Living the Life of the Beloved Community”, “Sanctuary for Immigrants”, “Go and Do Likewise: Living Gospel Compassion”, “If You Really Knew Me” and “Courageous Conversations: Strengthening God’s Kingdom”. A096, 2015-A182, 2015-C019

Diocese of Eastern Michigan

Three (3) sessions were offered across the diocese. Sessions included: What is Racism?, Intersectionality, History of Race in the U.S., Privilege Walk and How the System Punishes Black and Brown Bodies. These sessions incorporated videos from Presiding Bishop Curry, Charles Blow, Tim Wise and Victor Rios. They also used an interview with Jennifer Harvey, author of “Dear White Christians.” A096, 2015-A182

Diocese of Western Michigan

Three (3) sessions were offered across then diocese. These sessions were led by Dr. Ulana Klymshmidt and Dr. Cedric Taylor of Central Michigan University. The sessions were designed to promote discussion around historic and current events which are/were racially motivated. There were also presentations at the three (3) Bishop's Teaching Days across the diocese. These sessions showed The Brown Eyed/Blue Eyed Experiment and discussions followed. A096, 2015-A182

DIOCESE OF OHIO

2016

Three (3) members of the Diocese of Ohio's Commission on Racial Understanding [CRU] Co-chairs Denise Caywood and Nancy Foye-Cox and Emerita member Byrdie Lee served on the Diocesan 200th Anniversary Timeline Committee and supported the inclusion of race, gender, Civil Rights, and social justice history events in the Timeline, which debuted at Diocesan Convention on November 10th.

November 10th. The Diocese of Ohio's 200th Anniversary year began at Diocesan Convention in Bowling Green, Ohio.

November 11th. CRU Co-chairs Denise Caywood and Nancy Foye-Cox presented the CRU Annual Report at Convention.

December 3th - 5th. CRU members Deborah Likins-Fowler, Shawn Dickerson, and Nancy Foye-Cox, represented the Diocese of Ohio in Pittsburgh, Pennsylvania at the very first Jesus Movement Revival by Presiding Bishop Michael Curry, "Pilgrimage for Reconciliation, Healing, and Evangelism."

December 4th. Co-chair Nancy Foye-Cox represented the CRU at the 125th Anniversary service of Historic St. Andrew's-Cleveland - a historically black congregation. Retired Suffragan Bishop Arthur Williams was the celebrant, and Canon Annette Buchanan - UBE national president, was the guest preacher. CRU Co-chair Charles Bradford and CRU member Anita Pruitt, are members of St. Andrew's.

December 11th. Nancy Foye-Cox represented the CRU at the 125th Anniversary service of Historic St. Andrew's-Cleveland - a historically black congregation. CRU Co-chair Charles Bradford and CRU member Anita Pruitt, are members of St. Andrew's.

2017

February 3rd - 5th. Three (3) CRU members - Deborah Likins-Fowler, Shawn Dickerson, and Nancy Foye-Cox, represented the Diocese of Ohio in Pittsburgh, Pennsylvania at the very first Jesus Movement Revival by Presiding Bishop Michael Curry, "Pilgrimage for Reconciliation, Healing, and Evangelism."

February 10th and 11th. CRU co-chairs, Charles Bradford and Nancy Foye-Cox, CRU members Deborah Likins-Fowler, Allison Hauserman, Denise Caywood - immediate past CRU co-chair, the Rev. Barbara Maxwell, Anita Pruitt, the Rev. Debra Q. Bennett, the Rev. Lisa O'Rear, the Rev. Shawn Dickerson, and Emeritus member Tom Austin attended Diocesan Winter Convocation in Sandusky, Ohio. The keynote speaker was the Rev. Dwight Zscheile, author of *The Agile Church: Spirit-Led Innovation in an Uncertain Age*.

February 12th. Under the leadership of former CRU member, the Rev. Peter Faass, *Oh Lord, What a Mornin!* - an afternoon of film and musical performances, was presented by Christ Church-Shaker Heights in honor of Black History Month.

February 25th. Under the leadership of Dylan Sellers and the Rev. Kelly Augenbaugh - Vicar, Historic St. John's-Ohio City, the CRU co-sponsored with the Wilma Combs UBE Chapter and St. John's Institute a viewing of the Academy Award nominated documentary, *13th*, an Eva Duvernay film for NETFLIX. Sixty (60) people attended St. John's (Station Hope on the Underground Railroad) and participated in the panel discussion which followed. UBE Chapter President Wendy Wilson Walker moderated the discussion which included CRU member - the Rev. Debra Q. Bennett, and CRU consultant - Dylan Sellers. The discussion centered on the history of mass prison incarceration of African Americans. Given the excellent response to the *13th* viewing, the CRU is exploring co-sponsorship of a film series with St. John's in 2018. The CRU is also exploring a book review and discussion series.

May 12th and 13th. The Rev. Jayne Oasin - retired Anti-Racism and Gender Equality Officer on the national church staff, conducted a Train-the-Trainer Anti-Racism session at Trinity Commons in Cleveland, for twenty (20) people from the Diocese: Kim Adams, the Rev. David Bargetzi, Gary Benjamin, Charles Bradford, Denise Caywood, James Caywood, Marie Curry, Christopher Decatur, the Rev. Shawn Dickerson, Nancy Foye-Cox, Joshua Handley, Melody Hart, Allison Hauserman, Brant Lee, Deborah Likins-Fowler, the Rev. Barbara Maxwell, Katie Ong-Landini, Toni Ponzio, Anita Pruitt, and Wendy Wilson Walker. Training was based on training materials developed by Oasin, "*Seeing the Face of God in Each Other*". Five (5) training teams will in turn train all elected and appointed Diocesan clergy, lay leadership and the Bishop's staff, in keeping with prior General Convention resolution requirements. This followed extensive research by the CRU in 2016, under the leadership of past CRU Co-chair Denise Caywood, regarding the status of anti-racism training in the Diocese of Ohio.

September, October, and November. Under the leadership of West Mission Area CRU Representative and UBE Chapter Vice President, Sallye Miyara, the CRU is also sponsoring an upcoming Fall Workshop Series, "*Responding to Racism with Love, Prayer and Reconciliation*". The Workshop facilitator will be Colins Imoh from the University of Toledo. NOTE: All workshops are from 4:00-6:00 p.m. on Sunday afternoons.

September 17th - St. Andrew's: 2770 West Central, Toledo. *Empowering Loving Responses to Racism*.

October 15th - St. Paul's: 310 Elizabeth Street, Maumee *Multi-Cultural Children's Book Day* and

November 19th - St. Timothy's: 871 East Boundary Street, Perrysburg. *The Chains of Institutional Racism: Housing, Criminal Justice, and Education*. (For more information contact, Sallye Miyara.)

November 11th. Under the Leadership of Denise Caywood and the Rev. Lisa O'Rear, the CRU is developing an Anti-Racism Training Resolution for adoption at the 2017 Diocesan Convention. Presiding Bishop Michael Bruce Curry will attend this Convention.

The CRU Training Work Group - co-chaired by Denise Caywood and Brant Lee, and Group members, James Caywood, Toni Ponzio, Allison Hauserman, and Anita Pruitt, is reviewing the training manual and other materials and videos for our Diocesan training package, and including the best time format for delivering training. The newly published, national church publication, *Becoming the Beloved Community*, is being reviewed as well to determine how Anti-Racism training fits into this program. Training presenter practice sessions will be scheduled by Marie Curry and Deborah Likins-Fowler, and a training calendar will be established for implementation after elections at the 2017 Diocesan Convention. A new CRU brochure is being developed for distribution at Diocesan Convention. Bishop's Office Summer intern Lauren Jackson developed a brochure first draft.

Several CRU members have either been certified, or are seeking certification, as Lay Preachers: Charles Bradford, Anita Pruitt, Deborah Likins-Fowler, and Allison Hauserman. They hope to preach Diocesan-wide on matters of racism and social justice.

PROVINCE VI REPORT BY REV. PAUL SNEVE

Province VI is comprised of the Dioceses of South Dakota, North Dakota, Iowa, Colorado, Minnesota, Nebraska, Montana and Wyoming. Events will be listed by Diocese.

Events that were available to all of the Dioceses within Province VI

Winter Camp

January 28- February 1 St. Crispin's Retreat Center, OK. Working with the Bishop's Native Collaborative, the Diocese of Oklahoma hosted "Winter Camp" which was a gathering of Indigenous Church Leaders, Lay and Ordained, to share, learn and worship and so support Native Ministry. This event supports Resolutions A193, A182.

Niobrara Convocation

June 22-25 Red Shirt, SD. The 145th Annual Niobrara Convocation gathered at Red Shirt Table. This long established event gathers Native Congregations from South Dakota, North Dakota, Minnesota, Nebraska, Iowa and Colorado to worship together, reconnect with relatives and to discuss issues pertaining to Ministry in "Indian Country". This event supports Resolutions A193, A182, A019.

Bishop's Native Collaborative

August 20, 2017 in Faribault, MN. Representatives of the Dioceses of North Dakota, South Dakota, Navajoland and Alaska, as well as other interested parties met with the Most Rev. Carol Gallagher and the Very Reverend Brad Hauff, National Native Missioner discussed the development and implantation of a ministry formation curriculum designed specifically for Native Ministries. This event supports Resolutions A182, A193, A019, A182.

“Love in Action: Episcopal Churches Welcome Refugees” Webinar

March 8 a free one (1) hour webinar hosted by the Episcopal Migration Ministries. Participants were introduced to community efforts born out of Episcopal congregations to create a welcoming community for refugees and immigrants. Examples and stories from three (3) faith communities were shared. This event supports Resolutions A096, A182, A193, C019.

North Dakota

North Dakota School for Ministry

January 20-22, February 17-19, May 5-7, November 10-12, December 15-17 Assumption Abbey, Richardton, ND students preparing for lay or ordained ministry gathering to take weekend workshops designed to supplement local studies. Anti-Racism Training is a significant component of these events. The North Dakota School for Ministry is a member of the Bishop's Native Collaborative. This event supports Resolutions A193, C019.

Weekday & Weekend Ministers' Conferences

March 31- April 2, March 5-7 at Assumption Abbey, Richardton, ND

This event provides continuing education for lay and ordained ministers in a retreat-like setting. Anti-Racism training is a significant component of these events. This event supports Resolutions A019, A182.

Clergy Standing with Standing Rock

November 3 at Backwater Bridge, Standing Rock Reservation This gathering hosted by St. James' Episcopal Church of Cannonball, ND. Clergy from all faiths and denominations were invited to gather in peaceful and prayerful support of the Water Protectors at Standing Rock as well as to ceremonially reject the Doctrine of Discovery. This event supports Resolutions A024, C019, A182, A096.

Iowa

Prayer Service for Christian Unity

January 18 Olmsted Center, Des Moines, IA

Multiple denominations gathered together on the Drake University campus for a prayer service focused on Christian Unity. In this time of societal fracture and in the wake of a divisive political campaign, followers of Jesus gathered to take concrete steps to follow Jesus in his prayer that all his people “might be one.” This event supports Resolutions A096, A182.

REVIVAL Leadership Team Gathering

January 7 St. Andrew's Episcopal Church, Des Moines, IA

REVIVAL 2017 is an opportunity to gather together in local congregations to reawaken and rediscover God's Holy Spirit at work among us as well as to rekindle and recharge faith and ministry and to share in Christ's abundant joy and strength in all our culturally unique contexts. This event supports Resolutions D068, A193, A182.

AFRECS Conference: Building Bridges of Reconciliation

October 21 Marriott Hotel, Des Moines, IA

This conference brought together Sudanese from the Diaspora and from South Sudan with American friends of South Sudan and Sudan to work for peace and reconciliation in the world's youngest nation. This event supports Resolutions A193, A096, A182, A019, C019.

Racial Reconciliation as Spiritual Formation

June 24 Grinnell College, Grinnel, IA

This gathering led by Heidi J. Kim serves on the Presiding Bishop's staff as the Missioner for Racial Reconciliation. Her approach to the work of reconciliation is grounded in her commitments to lifelong spiritual formation, and deep listening to our shared stories of embracing the diversity of the Body of Christ. This event supports Resolutions A096, A182, A193, A024, C019.

Urban Immersion

April 1 St. Timothy's Episcopal Church, Des Moines, IA

Youth grades 7 - 12 participated in the Des Moines Area Urban Immersion. They learned about the needs of the local community and how to make a difference. Sponsored by Center for Social Ministry. This event supports Resolutions A096, A182, A193, D068, C019.

South Dakota

Niobrara School for Ministry: Exegesis

February 19-20 Deloria Center, Pierre, SD

Students preparing for lay or ordained ministry gathered for a Ministry Weekend to focus their studies on learning how to Exegete Scripture in a manner that is objective and so, better able to adapt and share with their local congregations within their contexts. This event supports Resolutions A193, A019.

Niobrara School for Ministry: Congregational Speech and Song

March 10-11 Trinity Episcopal Church, Pierre, SD

Students preparing for lay or ordained ministry gathered for a Ministry Weekend to learn and practice public speaking and singing primarily within a liturgical setting. Students practiced and discussed both using both English and Dakota resources. This event supports Resolutions A193, A019, A182.

Dakota Experience

March 17-18, November 3-4 Emmanuel Episcopal Church, Rapid City, SD and Calvary Cathedral, Sioux Falls, SD

This workshop is a component of the Anti-Racism Training required for all Employees within the Diocese of South Dakota, however all are invited. This workshop provides a solid introduction to Dakota history, culture and theology. This training is vital for all ministers in the Diocese since fifty (50) to eighty (80) percent of all South Dakota Episcopalians are Native American. This event supports Resolutions A182, A019, A024, C019.

Niobrara School for Ministry: Summer Seminary

May 21-25 Terra Sancta Retreat Center, Rapid City, SD

This intensive class will engage students in a liturgy practicum exploring liturgical planning and execution within the unique cultural contexts of the three (3) Episcopal Churches in Rapid City. This event supports Resolutions A182, A019.

Anti-Racism Training

October 20-21 Trinity Episcopal Church, Pierre, SD

This event will satisfy the remaining Anti-Racism Training canonical requirements that began with Dakota Experience. This event will focus on the broader topic of Racism both as it pertains to larger societal systems as well as individual behaviors that support Racist Systems. Discussion will be encouraged to find ways to heal the wounds caused by Racism. This event supports Resolutions A096, A182, A193, A019, D068, A024, C019.

Colorado

Caffeinated Church Conference

June 13 & July 11 Zoom Conference, Bishop's Office, Denver, CO

This Conference provides training in a creative church collaboration through hands-on training in the areas of graphic design, marketing/advertising, layout/design, and website development. This program supports Resolutions A182, A019, A193.

Church Development Institute – Year I and Year 2

February 2-5, March 30- April 2, June 1-4, October 26-29 Cathedral Ridge, CO

CDI is a two (2) year program for clergy and lay leaders to learn about developing their congregations in this rapidly changing environment. This program supports Resolutions A182, A193, A019.

Episcopal Service Corps

St. Columba House, Denver, CO & Centennial House, Steamboat Springs, CO

Colorado Episcopal Service Corps is engaging young adults with a compelling program of spiritual formation, Rule of Life, and outstanding opportunities for service and reflection. Corps members in

both locations come together for prayer and retreat time at Cathedral Ridge during the program year. This program supports Resolutions A096, A193, A019, C019.

Alternatives to Violence Project Workshop

September 9, Denver Women's Correctional Facility [DWCF]. Learn from the women inside the DWCF regarding how you can turn conflicts into opportunities to learn new skills, improve personal relationships and make a difference in your community. This event supports Resolutions D068, A096, A182, C019.

Refugee Service Sunday

September 10, Good Shepherd Episcopal Church, Centennial, CO

An all-ages program of education & service to learn about, serve, & pray for local refugees. A hands-on children and youth program will help kids understand what life is like for refugees, while adults hear from a local Iraqi refugee about her journey. This event supports Resolutions A096, A182, A193, C019.

Stephen Ministry Introductory Workshop

Saturday, October 7, 9:00 am to 1:00 pm, at Church of St. Michael the Archangel, 7400 Tudor Rd., Colorado Springs, CO 80919. A half-day workshop to learn more about Stephen Ministry and how your congregation can become involved. Those who attend will experience a sample of Stephen Ministry training and learn caregiving skills they can put to use right away. This event supports Resolutions A096, A193.

Minnesota

It's Time to Talk: Forums on Race

October 17, 2017 Minneapolis Convention Center, Minneapolis, MN

The 15th Annual "It's Time to Talk: Forums on Race" featuring Sun Yung Shin, editor of *A Good Time for the Truth: Race in Minnesota*, a provocative book where sixteen (16) of Minnesota's best writers provide a range of perspectives on what it is like to live as a person of color in Minnesota. This event supports Resolutions A096, A182, A193, D068, A024, C019.

East, West, Southeast, Northeast, Southeast, Northwest Metro Mission Areas

April 7, 2018 Various Locations, MN

Participants from local faith communities build relationships, dive into mission opportunities of racial reconciliation through storytelling, and skill acquisition to support local ministries. These events support Resolutions A096, A182, A193, D068, A024, C019.

Episcopal Earth Keepers

Various events are held throughout the diocese throughout the year. The mission of the Episcopal Earth Keepers Circle is to educate and involve our communities in keeping the earth healthy for all. We

link faith communities with resources to inform and support your Earth Keeping work. An enormous number of resources are available and as well as connections to organizations we have found helpful.

Protect Minnesota & Protect Minnesota Interfaith Alliance

Multiple events in conjunction with numerous organizations and Faith Communities are held throughout the year. Protect Minnesota is the only independent gun violence prevention organization in Minnesota. Founded twenty-five (25) years ago as a coalition of sixteen (16) organizations, Protect Minnesota is committed to building a strong statewide network and partnership with faith communities, public health groups, businesses, law enforcement agencies, elected officials and national organizational partners.

Diocesan Convention; Engaging God's Mission of the Beloved Community

September 15-16 Duluth Entertainment Convention Center, Duluth, MN

This year at convention we'll be exploring Dr. King's vision of the Beloved Community. As we look back at the work that ECMN has done in years past, we see the strands of that good work - reconciliation, care for the environment, hunger, international relief - being woven together into this focus on the Beloved Community.

First Nations Kitchen

Every Sunday evening All Saints Episcopal Indian Mission serves traditional healthy organic Indigenous meals in a welcoming family environment. This ministry was initially established to serve Indigenous People of the Twin Cities but all are welcome. This ministry supports Resolutions A096, A182, A193, A024, D068, A024, C019.

Nebraska

The Road to Rosebud – Youth Outreach and Mission

June 18 – 23 St. John's Episcopal Church, Valentine, NE

Over the last nine (9) years, youth and adults from across the diocese of Nebraska have participated in a week-long youth outreach project working on the Rosebud Indian Reservation. They offer meals, fellowship, and Vacation Bible School to kids between the ages of 5 and 12 and complete various service projects in and around the Church of Jesus, Rosebud, SD. This event supports Resolutions A096, A193, A024, C019.

GROW: A Micro-Youth Event

October 28th St. James' Episcopal Church, Fremont, NE

GROW is an opportunity for community building with youth from across the diocese. The day is structured around service work, retreat-style talks and small groups. Each GROW event, will be centered in prayer and conclude with worship. This event supports Resolutions A182, A193, D068.

Celebrate Recovery.

The Recovery Commission encourages all congregations of the Diocese of Nebraska to set aside a Sunday each year to Celebrate Recovery. Addiction is one of the most powerful of the evils that corrupt and destroy the creatures of God. Some designate a Sunday in April, which is Alcohol Awareness Month; others would rather address a broader spectrum but it is best if parishes give some careful consideration to both when and how you want to Celebrate Recovery with a “Recovery Sunday.” The Recovery Commission offers a variety of resources to assist churches. These programs support Resolutions A193, A019, D068.

Listening Across the Differences

August 5 Trinity Cathedral, Omaha, NE

At this event, participants experience and reflect on the practice of hospitality at a time when communities are marked by deep divisions that alienate us from each other. Participants are encouraged to work to transform lives and communities through the act of radical welcome and listening across difference. This event supports Resolutions A096, A182, D068, C019.

Invite * Welcome * Connect

September 30 St. David’s Episcopal Church, Lincoln, NE

This event seeks to change the culture of The Episcopal Church to move from maintenance to mission. Participants are invited to participate in a summit focusing on offering hospitality to the stranger in our midst and is designed for teams of lay people and clergy. This event supports Resolutions A096, D068, C019.

Wyoming

The Rev. Warren Murphy Islam Series

This Ecumenical and Interfaith Officer for the Diocese of Wyoming, has prepared a three (3) part series on Islam that is available on the Diocesan website under the Education tab on the Episcopal Diocese of Wyoming’s website. This may be used by individuals or for group study. This program supports Resolution A096.

QPR TRAINING

October 6-8 Diocesan Convention, Lander Community Center, Lander, WY

QPR Suicide Prevention Training was available at this year's Annual Convention. More information about the training will be shared in the eSpirit and on the Diocesan website. This event supports Resolutions A096, A193.

Montana

All of God’s People

May 3 St. Peter’s Cathedral, Helena

Ms. Martha Winford lead this workshop that explored Racism and how it enforces societal systems of racism. This event supports Resolutions A096, A182, A193, C019.

Grace Camp and Mini Grace Camp

Grace Camp (for campers entering grades 3-8): June 18-23

Mini Grace Camp (for campers entering grades 3-6): July 4-7

These two (2) events are free summer events at Camp Marshall for children with a parent in prison. These camps enable children of a parent in prison to have an enjoyable camp experience in a safe and supportive environment. These events support Resolutions A182, D068, C019.

From Despair to Hope – (Suicide Prevention)

April 8 Diocesan Convention, St. Peter’s Cathedral, Helena

The Rev. Mary Alice Jones and the Rev. James Jones lead a workshop on suicide prevention. This event supports Resolutions A096.

Freedom in Christ Prison Ministry

Ongoing ministry within the Montana State Prison, Deer Lodge, MT

Freedom in Christ Prison Ministry is a unique niche ministry. One of its main goals is to connect the inside group of Christian prisoners with the people of the Christian church on the outside. This is achieved by offering worship opportunities where people from the outside come and worship with the prisoners. This ministry supports Resolutions A096, A182, A193, D068.

PROVINCE VII REPORT BY MRS. AYESHA MUTOPE-JOHNSON

Event/Activity	Description	Becoming Beloved Community Area */GC Resolution
Assoc. of Black Psychologists – Mid-Year Meeting – Houston, TX 1/14/17	Panelist – Post Enslavement Trauma	Proclaiming the Dream/2015-C019
IONA Seminary of Diocese of Texas – Camp Allen, Navasota, TX - 1/13/17	Presentation – The Church and Race – exploring Episcopal history with racism, focus on E. Texas	Telling the Truth; Proclaiming the Dream/2015-C019
National Assoc. of African American Studies – Dallas – 2/13/17	Presentation on Post Enslavement Trauma, submitted scholarly paper for publication	Telling the Truth; Proclaiming the Dream/2015-C019

How are the Children – St. James Episcopal Church, Houston - 3/4/17	Post Enslavement Trauma Teach-in and Healing Circle – Adult and Youth engagement	Telling the Truth; Proclaiming the Dream; Practicing the Way of Love/2015-C019
Spring into Wellness Fair – Houston Public Library – Young Branch – 4/29/17	Booth and Display w/ Ujima Health Connection on issues of mental health, including Post Enslavement Trauma	Proclaiming the Dream; Practicing the Way of Love/2015-C019
Myth of Race; Truth of White Privilege – Trinity, Woodlands, TX – 5/3/17	Presentation to church group on identifying, recognizing and addressing racism & privilege	Proclaiming the Dream; Practicing the Way of Love/2015-C019
Peace Village for Kids – Roswell, NM, Diocese of Rio Grande - 6/26 – 6/30/17	Peace Camp to teach children the way of peace, problem-solving, multi-cultural practice	Proclaiming the Dream; Practicing the Way of Love/2015-C019, 2015-Do68
Seeing the Face of God training – 7/11-7/13/17	Training of Province VII Anti-Racism Network members in “Seeing the Face of God” course	Practicing the Way of Love/2009-B049
Multi-Cultural Community Gathering – St. Augustine, Kansas City, MO – 7/17-21/17	The church reaching into the changing community for cultural exchange	Practicing the Way of Love/2015-C019
Gateway of Grace, Dallas, TX – all year	Supporting immigrant families with education, child-care, transportation, assimilation	Practicing the Way of Love/2015-C019
Peace Village for Adults – Taos, NM – TBA	Peace Camp for adults of multiple cultures and religions, including the Taos Pueblo	Proclaiming the Dream and Practicing the Way of Love/2015-C019

PROVINCE VIII NO REPORT WAS PROVIDED.

However, Mr. McKim reports that the Kaleidoscope Institute, founded and supported through the Diocese of Los Angeles, is a major anti-racism and reconciliation training resource world-wide. 2009-B049, 2015-C019.

Mr. McKim, also, reports that that the Diocese of Los Angeles sent a number of people to the New Community Conference in July 2017 in an effort to continue their training in Anti-Racism work and to expose them to other cultures. 2015-C019.

Mr. McKim, also, reports that a delegation from the Episcopal Diocese of Northern California also attended the New Community Conference in July 2017. The delegation was led by Bishop Barry Beisner. 2015-C019.

PROVINCE IX NO REPORT WAS PROVIDED.

DEVELOPING CRITERIA FOR THE CREDENTIALING OF CERTIFIED ANTI-RACISM TRAINERS

This mandate on credentialing trainers is necessarily linked to what is required in Anti-Racism Training for ordained persons and lay leadership (see section on ARCT above). We have been inquiring into how dioceses and diocesan bishops view the certification requirement of anti-racism trainers.

Based on our research and the fact that funding has not been provided for a staff member who would be tasked with running a trainer certification program as was done in the past, we believe that a different process should be developed to certify trainers and include certification for individuals managed at the local level.

The ideas being explored:

- ECCAR would develop a set of criteria for certifying trainers and for certifying individuals
- ECCAR and/or TEC staff would certify trainers from a short list of vendors and maintain that list on the Episcopal Church web site.
- Each Diocese could approve a list of trainers in their Diocese.
- TEC will maintain a list of training materials from specific vendors which meet a rubric defined by the committee on The Episcopal Church web site.
- Other training may be developed to contextualize the recommended training material as long as it meets the rubric defined by the Committee. While we do not have budget to contextualize training, this approach addresses the notion described in the 2009 *Executive Council Committee on Anti-Racism Blue Book Report* that,

“We do a gross injustice to the spirit and intent of all previous anti-racism resolutions if we do not apply our increased awareness of how oppression operates to all new immigrant populations and to those who are denied the full protection of citizenship in our country. We would also add that we must not only address racism but its dual relationship with classism. The two have become inexorably joined in this society and in the church. Thus, we call upon all in The Episcopal Church to serve as models of justice-making in their local congregations and dioceses and communities.”

- To prove that learners have gained the knowledge and skills we believe are appropriate, TEC staff (or the Committee) would develop a Certification Exam aligned to these rubrics as a way of conferring certification on ordained and lay people. It, too, would be placed on the church web site.
- Overall, the objective for training should be documented as the “compliance standard” as was described in the Committee’s 2003 Blue Book Report and mentioned earlier in this report.

- Key to the rubric (which we plan to include in materials describing the rubric) is the definition of restoration of social justice (and the success of the Committee) stated so well in the 2006 *Committee on Anti-Racism Blue Book Report to the 75th General Convention*,

“... we must face the full impact of racism on all the people of color who have been harmed by it particularly with regard to the historic exclusionary practices of this Church. Racism has been incorrectly understood as a black/white problem. In fact, it is a sinful flaw in the character of our culture that continues to impact all people of color particularly new immigrants and those with different religious affiliations. It is incumbent upon us, therefore, ... to address this issue as inclusively as possible thereby avoiding further marginalization of ethnic and religious groups. Important tools in implementing this intentionally comprehensive process are the principles of restorative justice, which provide a neutral articulation of the self-examination and amendment of life that is required, in fact, to fulfill our baptismal covenant of “respecting the dignity of all persons”.”

The principles of restorative justice have been achieved when:

- All persons who have been disempowered or targets for marginalization or oppression are shown equal concern and inclusion.
- The community disdains theological and moral judgments and focuses on the brokenness and pain of those who have been harmed by exclusion or stereotypes.
- Persons who have caused harm are held accountable and understand their responsibility to meet the obligations to and needs of those whom they have harmed.
- History is taken into account and thus persons who are the inheritors of unearned privilege understand their responsibility in addressing inequity that has been created in the current society.
- All institutions in the church and society acknowledge and accept their responsibility for any policies, procedures, or structures that perpetuate injustice and do harm to individuals and groups.
- Healing and grace are the outcomes for all parties who have accepted their responsibilities and obligations for the disharmony and pain that previously existed in a process understood as restorative and not retributive.
- Dialogue has replaced debate and opportunity exists for all to participate equally in the process.
- Affected individuals or communities are empowered through their involvement in the discussions and dialogue related to the redress of their grievances.

- Collaboration and reintegration are encouraged while coercion and isolation are discouraged.
- A determination of whether there are unintended consequences of our actions or policies.
- Truth and mercy thrive in an atmosphere of genuine reconciliation, restoration, and compassion. The restorative justice process must be concerned with local issues and insure that the stories of specific disadvantaged groups be valued and heard.

Only after this is done can an authentic process of reconciliation for all of the Church be devised and recommended.”

[Resolutions A044](#) and [A045](#) below are designed to implement these ideas.

MONITORING COMPLIANCE OF ANTI-RACISM LEGISLATION PASSED BY GENERAL CONVENTION

The section titled: Monitoring and Evaluating Anti-Racism Related Ministries and Programming of the The Episcopal Church describes the national church staff and governing bodies’ compliance to anti-racism legislation passed by General Convention. The Provincial reports in the section titled: Collecting Data on Provincial Anti-Racism Ministries show compliance with many of the General Convention resolutions around Anti-Racism.

From these reports we can see that there is much good work going on to achieve racial reconciliation. The great majority of this work is in support of Resolutions 2009-B049 and 2015-C019. All provinces are having anti-racism ministries and are doing some kind of anti-racism/racial reconciliation programming.

It is noteworthy that the greatest efforts are in those provinces where there is significant diversity and strife. Even so, the work has been mostly educational with only a few efforts to effect systemic change in institutions. Most notable as the exception to the rule is the Episcopal Church in South Carolina. It is to be recognized for doing tremendous work on all fronts: from training to providing reconciliation opportunities to addressing rampant incarceration. Perhaps this is because of the tragedy of the shootings at Mother Emanuel AME Church and the long history of slavery throughout the Province. This work proves the Church is well positioned not only to help people recognize the wounds of racism but also to heal them.

The Committee is concerned that we are not aware of a way to tell if all clergy have completed the canonically required anti-racism training. In fact, we are not certain that all clergy and lay leaders are getting sufficient anti-racism training (using our definition of “Training”) to meet Resolution 2009-D049. We are working with provinces to determine the best way to track dioceses’ compliance with this and all resolutions.

Proposed Resolutions

RESOLUTION A042: CHANGE THE COMMITTEE’S NAME FROM “EXECUTIVE COUNCIL COMMITTEE ON ANTI-RACISM” TO “EXECUTIVE COUNCIL COMMITTEE ON ANTI-RACISM & RECONCILIATION”

RESOLUTION A043: CLARIFY AND UPDATE MANDATE OF THE EXECUTIVE COUNCIL COMMITTEE ON ANTI-RACISM

RESOLUTION A044: ESTABLISH EXPECTED COMPONENTS (RUBRIC) FOR ANTI-RACISM CERTIFICATION TRAINING

RESOLUTION A045: REVISION AND REMINDER OF ANTI-RACISM TRAINING REQUIREMENT

RESOLUTION A046: THE EPISCOPAL CHURCH [TEC] HOST A RACIAL RECONCILIATION AWARDS PROGRAM

Budget

The Committee had no budget for the triennium but received funding for several face-to-face meetings. Additional funds are being sought from other sources.

The Committee would like to meet approximately five (5) times during the next triennium. This will require \$12,000 for 2018, \$12,000 for 2019, and \$6,000 for 2020 for a total of \$30,000 for the triennium.

The Committee is aware that \$1.2 million in funds were allocated for racial justice and reconciliation work by General Convention Resolution 2015-C019 that were not entirely spent. We hope to work with the Presiding Officers to provide guidance on how that money should be spent.

Continuance Recommendation

This report documents the good work being done by the Committee. The five (5) areas the Committee feels it is important to address going forward are: (1) ECCAR Collaborations; (2) Anti-Racism theology; (3) TEC Training Certification; (4) Racial Reconciliation Networks (5) Racial Reconciliation web resources; and (5) Reconciliation of Racial Reconciliation efforts.

Specifically, the goals of the Committee for the next triennium should be as follows.

- Provide guidance on anti-racism work in collaboration with:
 - a) Resolution 2015-C019 Working Groups as identified by Presiding Officers and TEC Professional staff
 - b) the House of Bishops
 - c) Executive Council Joint Standing Committee on Advocacy and Networking
 - d) Interim Body for Deployment: Survey experiences of Clergy of Color; Certify Anti-Racism Training for Call Committees, etc.

- e) Interim Body for Prayer Book, Liturgies, Music: Develop Services of Racial Repentance and Racial Reconciliation Resources
- f) Seminaries and affiliated academic institutions such as Voorhees and St. Augustine: consult on curricular offered; Provide TEC certified trainer options; seek other ways ECCAR can assist.
- g) Episcopal Formation Network: Consult on programming and seek other ways to assist.
- Provide encouragement and guidance to Provinces to host webcasts of Bishops Addressing Anti-Racism using the Hollywood Squares format--Province I.
- Gain insight into member makeup and needs by working with larger church survey (Re: GC 2015-2015-A182).
- Publish works on anti-racism theology, policies, and practices to be distributed in both hard copy and electronically.
- Development of “TEC Provincial and Diocesan Leaders and Trainers Network”.
- Provide Racial Reconciliation Electronic (Web) Resources (see Best Practices section for details).
- Development of a “certification” mechanism around anti-racism training.
- Development of “TEC Racial Reconciliation Awards Program” to raise the visibility of racial reconciliation and lift up examples of successful racial reconciliation.

We recommend the Committee be allowed to continue to carry out this important work with the revised charter as described in the proposed resolutions as we believe we are well positioned to help make racial reconciliation a reality in and through the Episcopal Church and the world.

79th General Convention Resolutions Approved by Executive Council

RESOLUTION A029: COMMEND THE EVANGELISM CHARTER FOR THE CHURCH TO ALL EPISCOPALIANS

Resolved, That the General Convention commends the Evangelism Charter for the Episcopal Church to dioceses, congregations, communities of faith, and all Episcopalians, urging them to read and study its principles and integrate them into their life of faith.

Explanation

The Evangelism Charter for the church was developed by a group of committed Episcopal evangelists gathered by the Local Ministry & Mission Committee of Executive Council. We anticipate that video and curricula will be developed based on its principles that will help Episcopalians learn the practices of evangelism. The Charter reads as follows:

Evangelism Charter for The Episcopal Church

Celebrant: Will you proclaim by word and example the good news of God in Christ?

People: I will, with God's help.

Every baptized Episcopalian has vowed to proclaim with our words and our lives the loving, liberating, and life-giving good news of Jesus Christ. Through this Episcopal approach to evangelism, we seek, name and celebrate Jesus' loving presence in the stories of all people - then invite everyone to MORE. This commitment means engaging in:

Evangelism OF the Church

"You shall love the Lord your God with all your heart, and with all your soul, and with all your mind." This is the greatest and first commandment." - Matthew 22:37-38

With God's help, as followers of Jesus Christ, we will ...

- Recognize and live into our own belovedness as children of God
- Engage daily practices of prayer, scripture reading, worship, and service
- Recall times in our lives when the love of God has been real and present to us
- Articulate our own story of experiencing God's love for us

Evangelism BY the Church

"But you will receive power when the Holy Spirit has come upon you, and you will be my witnesses in Jerusalem and in all Judea and Samaria, and to the end of the earth." - Acts 1:8

With God's help, as bearers of the Good News of Jesus Christ, we will ...

- Invite and listen deeply to the stories of everyone you encounter
- Name and celebrate stories of the presence of God in Christ everywhere

- Share our stories of encounter, good news, and resurrection in Jesus
- Plant seeds of hope, and trust God to give the growth

Evangelism FOR the Church

“So then you are no longer strangers and aliens, but you are citizens with the saints and also members of the household of God In him the whole structure is joined together and grows into a holy temple in the Lord.” - Ephesians 2:19-21

With God’s help, as members of the Body of Christ, we will ...

- Allow ourselves to be transformed by new relationships
- Discover a fresh approach to the gospel as we gain new perspectives
- Invite others to discover their own belovedness in Christ
- Grow more servants for The Jesus Movement to change the world

“All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age.”- Matthew 28:19-20

[Back to Evangelism discussion](#)

RESOLUTION A030: SMALL EVANGELISM GRANTS

Resolved, That the General Convention directs the Executive Council to implement small grants program to encourage local parish and diocesan evangelism efforts; and be it further

Resolved, That the sum of \$100,000 shall be allocated for this grant program.

RESOLUTION A031: EVANGELISM STAFF OFFICER

Resolved, that the General Convention direct funding of a full-time Staff Officer for Evangelism to serve on the Presiding Bishop’s staff.

RESOLUTION A032: CONGREGATIONAL REDEVELOPMENT

Resolved, That the 79th General Convention requests that the Presiding Bishop and the President of the House of Deputies in consultation with the Church Center staff create a church-wide Community of Practice that works with up to one hundred (100) congregations and their bishops to help them redevelop to better engage the cultural realities of their communities for the sake of launching new ministries and multi-cultural missional initiatives; *and be it further*

Resolved, That the Communications Office be directed to make a priority of reporting on the stories of redeveloped congregations on an ongoing basis through news media, video, and other means and through developing a website that provides detailed information about the redevelopment efforts happening throughout the church; *and be it further*

Resolved, That the cost of this initiative will be equally shared by the church-wide budget, participating dioceses and redeveloping congregations; *and be it further*

Resolved, That the presiding officers appoint a task force to coordinate this initiative in collaboration with Church Center staff. That task force may be combined with a task force on Church Planting and Missional Initiatives at the discretion of the presiding officers; *and be it further*

Resolved, That the Joint Standing Committee on Program, Budget and Finance consider a budget allocation of \$725,000 for the implementation of this resolution.

[Back to Evangelism discussion](#)

RESOLUTION A033: SUPPORTING AND EXPANDING EPISCOPAL YOUTH EVENTS

Resolved, That the General Convention commends and supports the vital role of the Episcopal Youth Event in the formation of young people, and be it further

Resolved, That General Convention supports the efforts of the Department of Formation Ministries to expand the scope of EYE, through the Evento de Jovenes Episcopales and possible other events to reach beyond the continental U.S.

RESOLUTION A034: SUPPORTING GENERAL CONVENTION CHILDREN'S PROGRAM

Resolved, That the General Convention commends and supports the General Convention Children's Program, and continues to direct funding to include the youngest of God's children in our work together.

[Back to Lifelong Christian Formation discussion](#)

RESOLUTION A035: COMMEND "THE CHURCH: TOWARDS A COMMON VISION"

Resolved, the House of ____ concurring, That the 79th General Convention commend to every Episcopalian for study the 2013 convergence statement published by the World Council of Churches, *The Church: Towards a Common Vision* (TCTCV).

[Back to World Mission discussion of the TEC response to the World Council of Churches](#)

RESOLUTION A036: AFFIRM ONGOING WORK AND DIALOGUE WITH ECUMENICAL BODIES

Resolved, the House of _____ concurring, That the 79th General Convention affirms the continuation of the ecumenical dialogues in which the Episcopal Church is engaged; the Presbyterian-Episcopal Dialogue; the Anglican-Roman Catholic Dialogue [ARCUSA], noting particularly a renewed round of conversations; and the work toward full communion with United Methodist Church. This Convention also affirms the continued coordinating committee work with our full communion partners, the Evangelical Lutheran Church and the Moravian Church (Northern Province and Southern Province); and be it further

Resolved, That this Convention celebrates with joy and gratitude the deepening relationship among the leaders of The Episcopal Church, the Evangelical Lutheran Church in America, the Anglican Church of Canada, and the Evangelical Lutheran Church in Canada, and commends the members of all four (4) churches for the work they have done together and the statements and study documents they have jointly issued.

RESOLUTION A037: ENCOURAGE INTERFAITH ENGAGEMENT

Resolved, the House of _____ concurring, that the 79th General Convention affirms the work being done on behalf of interfaith engagement by The Episcopal Church at all levels in the life of the Church. We particularly cite the deepening of the Christian Jewish and Christian Muslim engagement as well as the broadening engagement with other religious traditions such as Hinduism, Buddhism, Sikhism and others.

RESOLUTION A038: AFFIRM THE INTER-ANGLICAN SECRETARIAT

Resolved, the House of _____ concurring, That through our funding and active participation, this Church continues to bear witness to this Church's ongoing commitment to the Anglican Communion and the work of the Inter-Anglican Secretariat (Anglican Communion Office).

RESOLUTION A039: AFFIRM THE WORK OF THE EPISCOPAL CHURCH AT THE UNITED NATIONS

Resolved, the House of _____ concurring, That the 79th General Convention and the Domestic and Foreign Missionary Society of The Episcopal Church rejoice together in being granted Economic and Social Council consultative status at the United Nations; and be it further

Resolved, That this Church encourages all Episcopalians to educate themselves about the work of the United Nations and the many ways in which our collective call as Christians to "seek and serve Christ in all persons" links with the work undertaken at the United Nations, and to partner with the United Nations and its agencies to achieve these goals; and be it further

Resolved, That the 79th General Convention encourages all Episcopalians to avail themselves of the resources and opportunities presented by this status, in particular partnering with the Global Partnerships team and the Church's official representatives to the United Nations.

RESOLUTION A040: WCC STATEMENT: TOWARDS A COMMON VISION

Resolved, That the Presiding Bishop and the President of the House of Deputies be encouraged to refer the issue of a formal response from The Episcopal Church to the 2013 World Council of Churches statement *The Church: Towards a Common Vision* [TCTCV] to the Joint Committee on Ecumenical and Interreligious Relations for the purpose of proposing a definitive response from the 79th General Convention.

Explanation:

The full statement *The Church: Towards a Common Vision* [TCTCV] can be found at the following url: <http://www.oikoumene.org/en/resources/documents/commissions/faith-and-order/i-unity-the-church-and-its-mission/the-church-towards-a-common-vision>

The proposed draft response from The Episcopal Church to *The Church: Towards a Common Vision* can be found here:

<https://www.episcopalchurch.org/library/document/draft-proposed-response-episcopal-church-church-towards-common-vision>

By way of background, please note the following resolution which was adopted by the Executive Council on this matter:

Resolved, That the Executive Council, meeting February 5-8, 2017, at the Maritime Center, Linthicum Heights, Maryland, acknowledges the receipt of a proposed draft response from an ad hoc committee of The Episcopal Church to the 2013 statement issued by the World Council of Churches entitled *The Church: Towards a Common Vision* [TCTCV], a convergence statement that has been developed over the last thirty (30) years by the WCC's Commission on Faith and Order; and be it further

Resolved, That the title of this proposed response developed by this ad hoc group be changed to "A draft of a Proposed Response of the Episcopal Church to *The Church: Towards a Common Vision*," and be it further

Resolved, That the Executive Council also acknowledge that the World Council has invited all member churches to respond formally to this significant document; and be it further

Resolved, That the Executive Council, as the body duly authorized to act on behalf of the General Council convention between the triennial meetings thereof, directs the Secretary of Executive Council to submit to the Commission on Faith and Order of the World Council of Churches this proposed, draft response along with a copy of this resolution by no later than March 31, 2017, clearly noting in a cover letter that a final and definitive response from The Episcopal Church must await formal and final action by the General Convention of this Church.

RESOLUTION A041: EPISCOPAL CHURCH-UNITED METHODIST DIALOGUE

Resolved, the House of _____ concurring, That this 79th General Convention receives with gratitude the proposal “A Gift to the World, Co-Laborers for the Healing of Brokenness,” which was prepared and distributed by The Episcopal Church-United Methodist Dialogue; and be it further

Resolved, That this Convention encourages and supports prayerful consideration by all Episcopalians during the coming triennium of this significant step forward in response to our Lord’s fervent wish “that all may be one.”

RESOLUTION A042: CHANGE THE COMMITTEE’S NAME FROM “EXECUTIVE COUNCIL COMMITTEE ON ANTI-RACISM” TO “EXECUTIVE COUNCIL COMMITTEE ON ANTI-RACISM & RECONCILIATION”

Resolved, the House of _____ concurring, That the Presiding Officers have boldly pushed the Church toward The Jesus Movement as a moment of reconciliation to God; and be it further

Resolved: That name of the Executive Council Committee on Anti-Racism” be changed to the “Executive Council Committee on Anti-Racism & Reconciliation”

Explanation:

The Presiding officers have moved away from using the term “Anti-Racism” and have begun using the term “Racial Reconciliation” as to be a more expanded scope of effort. Our members who visited the New Community Conference confirm that people of color are hungry for this change and expanded scope.

Some people have expressed the opinion that anti-racism work includes the work of reconciliation. Looking up the definition of "Anti-Racism" in the Oxford dictionary results in the definition "The policy or practice of opposing racism and promoting racial tolerance." The committee feels that opposition of racism and promotion of tolerance is not quite the same the God's call to reconciliation - returning to a right relationship with God calls our neighbor.

The committee’s sense is that the work of anti-racism is advocating for people not to behave in a racist manner whereas the work of reconciliation goes further - seeking to actively change relationships. The end goal of reconciliation is being in a state of reconciliation or reconciled, not just a world where people tolerate one another or behave politely/respectfully.

In an effort to accommodate all the perspectives discussed, the Committee proposes adding “& Reconciliation” to the end of the current name. This change would allow us to:

- 1) keep the positive "tension" identified as being caused by use of the term "Anti-Racism"
- 2) support the shift from the negative (the term “anti”) to the positive (the term “reconciliation”) that many of us have made and which seems to be bearing fruit

- 3) support the Presiding Officers' scope expansion to include reconciliation
- 4) be viewed as in step with the Presiding Officers
- 4) leverage the name recognition the Committee has achieved (and, hopefully the momentum)
- 5) keep the brand recognition of short name for the Committee (ECCAR)

[Back to anti-racism report](#)

RESOLUTION A043: CLARIFY AND UPDATE MANDATE OF THE EXECUTIVE COUNCIL COMMITTEE ON ANTI-RACISM

Resolved, the House of _____ concurring, That the mandate for the Executive Council Committee on Anti-Racism be amended, clarify its charge and to update terminology to include the term "Reconciliation" and hereby read as follows:

"This Committee is charged with guiding and monitoring the Church's work in response to General Convention resolutions directed at eliminating the sin of racism from the life of the Church by:

- Recognizing and developing its anti-racism *and racial reconciliation* work as a fundamental and requisite part of Christian formation;
- monitoring and evaluating anti-racism and ~~anti-racism~~ *racial reconciliation* related ministries and activities of national Church staff and, when feasible, contributing to the oversight and coordination of said ministries and programming;
- recommending best practices for eliminating racism *and promoting racial reconciliation*;
- collecting data on provincial anti-racism *and racial reconciliation* activities to be submitted to Executive Council on an annual basis;
- developing criteria for the **credentialing of certified ~~anti-racism~~ trainers** *ordained and lay people as having completed "anti-racism/racial reconciliation training in fulfilment of the Canons and General Convention Resolution 2009-Bo49; and*
- monitoring compliance of anti-racism/*racial reconciliation* legislation passed by General Convention."

Explanation:

The Presiding officers have moved away from using the term "anti-racism" and have begun using the term "racial reconciliation" as to be a more expanded scope of effort. The committee appreciates and wants to support that change. Our members who visited the New Community Conference confirm that people of color are hungry for this change and expanded scope.

Some people have expressed the opinion that anti-racism work includes the work of reconciliation. Looking up the definition of "Anti-Racism" in the Oxford dictionary results in the definition "The policy or practice of opposing racism and promoting racial tolerance." The committee feels that opposition of racism and promotion of tolerance is not quite the same as God's call to reconciliation - returning to a right relationship with God calls our neighbor.

The committee's sense is that the work of anti-racism is advocating for people not to behave in a racist manner whereas the work of reconciliation goes further - seeking to actively change relationships. The end goal of reconciliation is being in a state of reconciliation or reconciled, not just a world where people tolerate one another or behave politely/respectfully.

The Committee, also, feels that the term "Anti-Racism" has history and value. In an effort to accommodate all the perspectives discussed, the Committee feels a compromise is to add the term "racial reconciliation" to the wording of its charge.

Move from credentialing of trainers to credentialing of individuals.

Based on our research and the fact that funding has not been provided for a staff member who would be tasked with running a trainer certification program as was done in the past, we believe that a more manageable process should be developed which would focus on certification of individuals managed at the local level.

We believe it will be easier and more cost effective to approve and maintain a list of vendor provided training curricula which must follow the rubric defined by this Committee yet allow other training curricula to be used as long as it follows the rubric defined by this Committee.

To prove that learners have gained the knowledge and skills we believe are appropriate, TEC staff (or the Committee) would develop a Certification Exam aligned to this rubric as a way of conferring certification on ordained and lay people. It, too, would be placed on the church web site.

[Back to anti-racism report](#)

RESOLUTION A044: ESTABLISH EXPECTED COMPONENTS (RUBRIC) FOR ANTI-RACISM CERTIFICATION TRAINING

Resolved, the House of _____ concurring, That the 79th General Convention recognize that in order to maintain a common theological framework and pastorally congruent response regarding our commitment to dismantle the sin of racism, specific components must be included in any anti-racism training designed to fulfill the canonical requirement for all persons seeking ordination; and be it further

Resolved, That these same components will also be applicable to any Anti-racism Training for laypeople; and be it further

Resolved, That the components are confined to three categories, 1) HISTORICAL Components: Canonical Requirements, Domestic and Foreign Missionary Society's Historical Commitment found in General Convention resolutions, "The Church's Contemporary Response to Racism", and "Becoming Beloved Community", and 2) INFORMATIONAL OR DIDACTIC Components: Prayer, The Baptismal

Covenant, Power, Class, The Doctrine of Discovery, Race, Racism, Internalized Racial Privilege, Internalized Racial Oppression, Becoming Co-conspirators, Recognizing Racial Reconciliation (See Recommendations and Next Steps from 2006 Blue Book report), and Next Steps, and 3) EXERCISE COMPONENTS: Prayer, Respectful Communication Guidelines, Other exercises as indicated to accomplish learning objectives for historical and informational components; and be it further

Resolved, That Executive Council's Committee on Racism will provide material to define and develop the above categories; and be it further

Resolved, That the General Convention request the Joint Standing Committee on Program, Budget and Finance to consider a budget allocation of \$130,000 for the implementation of this resolution.

Explanation: The Episcopal Church currently requires Anti-Racism "training" of all ordained persons and lay leadership. General Convention Resolution 2000-B049 states:

"Resolved, That beginning on September 1, 2000 the lay and ordained leadership of the Episcopal Church, including all ordained persons, professional staff, and those elected or appointed to positions of leadership on committees, commissions, agencies, and boards be required to take anti-racism training and receive certification of such training; and be it further

Resolved, That the Executive Council select and authorize appropriate programs that will be used at the national level; that each province select and authorize appropriate programs that will be used at the provincial level; and that each diocese select and authorize appropriate programs that will be used at the diocesan and parochial levels, each province and diocese to determine those lay and clergy leaders who are to take the training; and be it further

Resolved, That the Standing Commission on National Concerns continues to develop a list of such appropriate resources; and be it further

Resolved, That each national committee, commission, agency, and board, and each province and diocese maintain a register of those who are trainers and those who have been trained, and forward this information to the Executive Council by January 1, 2003, and every two years thereafter, and the Council report on this information to the 74th and 75th General Conventions."

ECCAR is mandated to monitor "compliance of anti-racism legislation (including the one above) passed by General Convention" and to develop "criteria for the credentialing of certified anti-racism trainers" (GC 2012-A161 and GC 2015 A022). Committee members have reported that our church, at multiple levels, is not in full compliance with the requirement of anti-racism training and believes that part of the problem may be due to the lack of availability of "certified" trainers.

During the 2009 General Convention the position of Anti-Racism Officer was discontinued and so, too, were church-wide anti-racism “Train-the-Trainer programs.” Because of this, the list of certified trainers was no longer available. Yet the anti-racism training requirement remained in effect.

Executive Council’s Committee on Anti-Racism has spent the last triennium collecting data that has revealed a variety of methodologies that are used throughout the church. In some dioceses, nothing is used at all. In addition, the Committee noted in 2015 with strong concern that increasingly some entities within TEC are providing insufficient anti-racism training. They are providing workshop programming (e.g., 2-3 hour programs) which only provide an awareness of issues around anti-racism. Learning research leads us to believe that only longer training programming (e.g., 8-14 hours) can truly teach the knowledge and skills necessary to facilitate racial reconciliation.

While we applaud the growing use of customized, shorter anti-racism “programming,” we strongly urge that the Church needs to understand the difference between “programming” and “training”, and that the two (2) are not interchangeable.

The committee has concluded that the above identified components, informational and pragmatic, will strengthen our life together as a denomination that understands the intricate ways in which the sin of racism infects individuals, congregations, and communities. Informational and pragmatic components are offered as a panacea to the current disparity that exists between trainings that are currently offered. When necessary, some components are easily adaptable to local culture. This resolution will allow The Episcopal Church to ensure ordained and lay leader members have the necessary knowledge and skills to fulfill the intention of the TEC Canons, General Convention Resolutions, and Presiding Officer’s initiatives around anti-racism and racial reconciliation.

[Back to anti-racism report](#)

RESOLUTION A045: REVISION AND REMINDER OF ANTI-RACISM TRAINING REQUIREMENT

Resolved, the House of _____ concurring, That we acknowledge that all dioceses have not followed the spirit of the Canon regarding Anti-Racism training or General Convention Resolution 2000-B49 regarding training of all ordained persons and lay leadership; and be it further

Resolved, That the Presiding officers remind dioceses that ordained persons and lay leaders, are required to become certified and that certification is based on anti-racism training; and be it further

Resolved, That the definition of “anti-racism training” include passing a certification examination as defined by the Executive Council Committee on Anti-Racism and TEC staff which adheres to the rubric and process recommended by the Executive Council Committee on Anti-Racism; and be it further

Resolved, That the General Convention Resolution 2000-B049 be amended to clarify the training requirement training and read as follows:

“Resolved, That beginning on September 1, 2000 the lay and ordained leadership of the Episcopal Church, including all ordained persons, professional staff, and those elected or appointed to positions of leadership on committees, commissions, agencies, and boards be required to take anti-racism training *meeting the rubric defined by the Executive Council Committee on Anti-Racism* and receive certification of such training; and be it further

Resolved, That the Executive Council *and TEC staff* select *and maintain* an authorized *list* of appropriate trainers and programs that could ~~will~~ be used ~~at the national level~~ for anti-racism training *which meets the rubric defined by the Executive Council Committee on Anti-Racism* ; that each province select and authorize appropriate programs *from this list* that will be used at the provincial level; and that each diocese select and authorize appropriate programs *from this list* that will be used at the diocesan and parochial levels, each province and diocese to determine those lay and clergy leaders who are to take the training; and be it further

Resolved, That the Standing Commission on National Concerns continues to develop a list of such appropriate resources; and be it further

Resolved, That each national committee, commission, agency, and board, and each province and diocese maintain a register of those who are trainers and those who have been trained, and forward this information to the Executive Council by January 1, 2003, and every two years thereafter to *TEC staff member identified on the Church website for this purpose*, and the Council report on this information to the 74th and 75th General Conventions *and future General Conventions until such time as the Executive Council on Anti-Racism or its succeeding body determines it is no longer necessary.*”

Explanation: The Episcopal Church currently requires Anti-Racism “training” of all ordained persons and lay leadership per General Convention Resolution 2000-B049:

The Committee is mandated to monitor “compliance of anti-racism legislation (including the one above) passed by General Convention” and to develop “criteria for the credentialing of certified anti-racism trainers” (GC 2012-A161 and GC 2015 A022). Committee members have reported that our Church, at multiple levels, is not in full compliance with the requirement of anti-racism training (canonical or by resolution) and believes that this is due to the lack of clear guidelines for certification of lay or ordained persons and the expense in the training offered by qualified trainers.

This resolution clarifies what constitutes fulfilment of the Canon regarding anti-racism training and General Convention Resolution 2009-B049 making it easier to follow the spirit of the resolution.

The Standing Commission on National Concerns no longer exists, thus the clause referencing it should be stricken.

The reporting times of the original resolution have passed or are confusing because this is well beyond the expected timeframe of the resolution's need. This amended resolution seeks to clarify the reporting requirement and make clear the reporting times and the recipient of the information.

During the 2009 General Convention the funding for the position of Anti-Racism Officer was discontinued and so, too, were church-wide anti-racism "Train-the-Trainer programs." The ability to keep the designated list of certified trainers no longer exists, yet the anti-racism training requirement remained in effect. This resolution seeks to provide the budget commensurate with the importance of this issue and to ensure that adequate funding is allocated to carry out this important work so the resolution is not an unfunded mandate.

[Back to anti-racism report](#)

RESOLUTION A046: THE EPISCOPAL CHURCH [TEC] HOST A RACIAL RECONCILIATION AWARDS PROGRAM

Resolved, the House of _____ concurring, That it is recognized that people exhibit behavior following examples they see; and be it further

Resolved, That TEC staff will host an annual Racial Reconciliation Awards Program as defined by the Executive Council Committee and TEC staff that will recognize individuals and organizations for their Racial Reconciliation efforts and be it further

Resolved, That the General Convention request the Joint Standing Committee on Program, Budget and Finance to consider a budget allocation of \$5,000 per year for the implementation of this resolution until the Committee determines it is no longer needed.

Explanation: It is well-known that people tend to exhibit behavior when they see examples. The Committee believes that the Church needs to showcase examples of successful racial reconciliation efforts. Awards programs are a proven way to provide such a showcase.

[Back to anti-racism report](#)

RESOLUTION A047: ETHICAL INVESTMENTS

Resolved, the House of _____ concurring, That the 79th General Convention reminds the Church that it is an ethical investor and that any investment return that is not obtained with due regard for the ethical and social positions of the Church risks undermining our values, and as the body of Christ in the world, we are called to seek to act in accordance with Christ's teachings including: promoting justice, making peace, loving our neighbors (including our enemies), and advocating for, supporting

and serving the poor, the weak, and those oppressed or marginalized for any reason, because in so doing we are carrying out God's mission in the world, reconciling all things to Christ; and be it further

Resolved, That a copy of this resolution be distributed to the Executive Council members and its Finance and Investment committees, and all diocesan treasurers to be shared with their diocesan finance committees and diocesan councils, diocesan congregations, and to the various institutions related to the Church that make investments in corporations such as the Church Pension Fund and that the resolution be discussed by all these entities and methods of implementation identified.

Explanation: The Church began monitoring its investments for ethical and social responsibility in 1971 when it filed the first ever shareholder resolution by a religious institution asking General Motors to leave South Africa until the racist system of apartheid was dismantled. That work has continued and expanded to include areas such as climate change, human rights globally, health care, immigration reform, gun safety, protection of indigenous peoples' rights, corporate board diversity and human trafficking. The Church risks hypocrisy in its public witness for justice when its investments are not reviewed for ethical and social performance. This work is done ecumenically and inter-religiously.

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