

2022 NORTHEASTERN JURISDICTION CALL TO

# ACTION

## FOR RACIAL JUSTICE



Annual Conference Reports on Progress & Plans

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*“While there have been pronouncements, calls to prayer, moments of silence and candlelight vigils, we have not moved from rhetoric to action. Racism, white privilege and white supremacy which are inconsistent with the kingdom of God, are still the order of the day. To those viewing from within and from outside, the Church appears to be complicit in perpetuating a culture of racism and white privilege. ... ‘We are confronted with the ‘fierce urgency of now.’”*  
- From the 2016 NEJ Call to Action

## An Introduction

The NEJ Call to Action to end racism was adopted by delegates in 2016 to provide the 10 annual conferences with a strategic approach to create an inclusive, diverse, equitable and anti-racist church and world.

Since that time, each conference has acted within its unique context to equip clergy and laity and engage in personal and community work to as they seek to translate anti-racist aspirations into tangible accomplishments that bring about meaningful transformation. And each Annual Conference has provided an annual update on work named in the Call to Action to the NEJ Committee on Episcopacy, the Vision Table and the Multi-Ethnic Center, and shared experiences that may be helpful to others in the NEJ. A report on the intercultural competency training and other work on the Call to Action is noted in the NEJ’s Vision Table report on page 17 of the ADCA.

This packet of information contains each Annual Conference’s “(1) progress within the 2017-2020 Q and (2) plans for the 2021-2024 Q” as requested in the Call to Action. An Executive Summary of the Call to Action, its goals and the strategies and progress of the NEJ and its annual conferences is on pages 58-62 of the Advance Daily Christian Advocate. The summary was compiled by the NEJ Directors of Connectional Ministries.

We celebrate the ways in which this critical Call to Action for racial justice has challenged and inspired us to better live out the commitments found in our United Methodist Constitution:

*¶ 5. Article V. Racial Justice—The United Methodist Church proclaims the value of each person as a unique child of God and commits itself to the healing and wholeness of all persons. The United Methodist Church recognizes that the sin of racism has been destructive to its unity throughout its history. Racism continues to cause painful division and marginalization. The United Methodist Church shall confront and seek to eliminate racism, whether in organizations or in individuals, in every facet of its life and in society at large. The United Methodist Church shall work collaboratively with others to address concerns that threaten the cause of racial justice at all times and in all places.*

Let’s not grow weary as we continue to do the work necessary to make it so.

### **Date Your Annual Conference Began CTA Work:**

Baltimore-Washington	2/1/2017
Eastern Pennsylvania	7/25/2016
Greater New Jersey	3/1/2017
New England	9/1/2016
New York	1/1/2017
Peninsula-Delaware	9/6/2016
Susquehanna	9/1/2017
Upper New York	9/1/2016
West Virginia	9/1/2016
Western Pennsylvania	10/1/2016

### **1. Describe your conference's overall strategic approach to the CTA in 50 words or less**

**Baltimore-Washington** "Our strategic approach to the NEJ Call to Action:

1. Is rooted in building relationships and creating a culture that allows all persons and cultures to feel safe in having needed conversations and confronting racism.
  2. Embeds cultural competency and anti-bias work throughout BWC's existing networks, trainings and gatherings;
  3. Engages and uplifts grassroots action;
  4. Invites faith communities to engage in conversations and experiences that help them take the next faithful step toward becoming racial justice change agents;
  5. Optimizes existing opportunities to include training and conversations;
  6. Incorporates better assessment and accountability into our systems; and
  7. Builds a Racial Justice Infrastructure
- so that racism is dismantled and multiculturalism enabled."

**Eastern Pennsylvania** The EPAUMC Racial Justice Transformation Process intentionally engages and equips congregations, clergy, ministry candidates, and staff in seeking inclusion and equity while serving their communities. This approach assumes that transformation begins by changing minds, changing hearts and changing behaviors. The purposeful integration of these aspects creates opportunity for changing systems.

**Greater New Jersey** GNJ is implementing a 10 year Inter Cultural Competence Plan that raises and engages people in privilege and racism so that GNJ's values, processes and policies align and develop the leadership capacity needed for a regenerative intercultural competent GNJ.

**New England** Our Annual Conference Theme for the Quadrennium builds on GCORR's new resource "Vital Conversations about Race" including intentional dialogue using a "circle process" and focused speakers/bible studies at each AC session. We hope to integrate this work with the Appointive/Extended Cabinet, Board of Ordained Ministry, Boston University School of Theology, Congregational Development, CCORR and other program agencies.

**New York** The NYAC is committed to moving beyond celebration of diversity to building a culture that values intercultural competency among all its leaders and promotes racial equity as its goal through outcomes analysis, education, leadership development and adapting our policies, processes and systems to meet our objectives.

**Peninsula-Delaware** Our overall plan had three prongs. First, the Cabinet and Bishop examined our own actions and assumptions. Second, the Districts planned events and partnerships which would work within their own context. Finally, we hired a firm to conduct a structural racism audit. From that process, we created three task-forces to create and implement a plan to address our three areas of transformation: intentional heart change, accountable mind change, and transformational behavior change.

**Susquehanna** Primary Strategy: To continue work that was started regarding development of Conference Team to Combat Racism and increase cultural competency.

**Upper New York** The Conference Commission on Religion and Race (CCORR) seeks to raise anti-racism consciousness and increase leadership capacity at the local church level through a multi-year initiative called Imagine No Racism (INR). INR convenes district-level small groups of clergy and laity to engage in deep listening, transformative study, and meaningful action. After completing this study, participants are encouraged to form new small groups in local churches, and share anti-racism information.

**West Virginia** Ongoing inter-cultural competency training for clergy and laity; developing and implementing district strategies for combating racism; use of GCORR discussion materials and ideas will be encouraged and measured in the local congregations; intentional engagement with African American congregations around leadership development.

**Western Pennsylvania** Strategic approach focuses on structural and institutional transformation to fulfill Galatians 3:28. Gradually diminishing the focus on awareness/education (i.e. facilitation) to emphasizing action (i.e. equipping to respond to racism) across the Conference. The CTA Core Team has been leading the process; holding all Conference groups accountable for achieving goals.

## **2. Briefly describe what difference your conference is seeking to make and how will you know you are making progress? (no more than 2 sentences):**

**Baltimore-Washington** We believe that every church leader--lay and clergy--has the power and potential to create racially just and equitable environments which include our Annual Conference, disciples in the church and people in our mission fields. We will see more persons and congregations -- across lines of perceived difference -- united to love in dismantling hierarchies of human value.

**Eastern Pennsylvania** We seek to break the denial, move toward acceptance, and appreciate differences as we move toward authentic cultural proficiency. Our progress will be measured by: demonstrated capacity to engage productively in difficult conversations about race, with progressive understanding; evidence of shared decision-making and shared power, where people of color have more opportunities to serve, where their voices are heard and their opinions are valued. greater financial equity in employment opportunities, appointment-making and equal pay for equal work across the board.

**Greater New Jersey** GNJ will build the leadership capacity to create the systemic shift needed for a regenerative culture of inter cultural competence so that we can i) effectively address issues of racism, white privilege and oppression; ii) grow African American congregations as well as congregations of other ethnicities; and iii) identify systemic racism and address it. In the last year, GNJ trained BOOM leadership in developing better cultural competency, initiated a yearlong leadership seminar with cross racial cross cultural appointments, moved four African American/Black congregations from part time leadership to full time, and continues to press its law suit against the State of New Jersey and the Board of Education to desegregate New Jersey public schools.

**New England** We seek to raise up racial reconciliation and equality as integral to faith development and spiritual formation with a renewed focus on identifying/recognizing white privilege as the major impediment to this mission. Progress will be seen in churches, agencies, and individuals making this a clear priority alongside quieting of the voices who say this work is irrelevant to our mission and ministry.

**New York** We envision clergy, laity and congregations healed and transformed by a shared analysis of personal and systemic racism, and empowered to share their transformation in their communities by being a beacon of discipleship-making and building inclusive ministries that engages, confronts, and leads communities toward a new creation in Christ. We will know we are making progress when all leaders in the Conference are able to engage in constructive critiques of racism with a shared language and analysis, and begin to address processes and policies to change outcomes of racial disparity with a goal of racial equity.

**Peninsula-Delaware** Because Jesus invites us into repentance to experience the realm of God, we desire to be intentional about repenting for white privilege and other cultural dominance, allowing Christ to transform us, our institutional culture, our policies and practices, our actions, and our relationships. We hope as we work together to create more church "clusters" which more faithfully represent the "beloved community," shining the inclusive love of Jesus more clearly in our communities, as demonstrated by more and stronger intercultural relationships between clergy, between local churches, and with our communities.

**Susquehanna** We are seeking to make a significant difference in increased diversity of pastors, conference staff and laity. Confront racism and ways to combat racism.

**Upper New York** We seek to “move the line” so that more and more people are on the higher end of the “acceptance/inclusivity” spectrum and increase the number of local churches involved in ministries to eliminate racism and white privilege in our conference.

**West Virginia** We will be able to describe the change and measure the engagement of non-white persons in our ministry and leadership across the conference. Progress will also be measure by the acceptance of cross-racial/cross-cultural appointments, cross-cultural/cross-racial participation at Discover U, in CCYM, and camp ministry.

**Western Pennsylvania** Based on Crossroads Curriculum “Becoming and Anti-Racist Multi-Cultural Organization,” WPA is a 2.5 of 6, making a difference as a passive club institution moving more fully into symbolic change as a compliance organization. Assessment will continue to be 1) quantitative as we strive to become a fully inclusive multicultural organization; and 2) qualitative as we reach benchmarks for overcoming racial oppression and becoming a more equitable organization.

**3. Please complete the following using as few words as possible. We are seeking to provide a format that is easy to track Annual Conference progress toward the CTA [3].**

These items reference recommendation numbers in the CTA		Primary Strategy (theory of change)	Current Progress (include goal, measurement and results to date)	Next Steps
1. To confront y/our racism, and affirm that Black lives and all lives of color really do matter. Including District Superintendents and AC staff.	Baltimore-Washington	We seek to inspire participation in personal and interpersonal transformation through encountering leaders who model that Black lives and all lives of color really do matter and an invitation for people to engage with this in ways that respect the fact that we all enter this work in different places.	"2020 Goal: 2020 persons are on a pathway to naming and addressing racism when they witness it and working toward being at least a level-4 change agent. (see graphic in attachment) Measurement: Number of and progress on CTA covenant commitments and improving IDI scores. Results to date: 750 covenant commitments with more than a quarter continuing to take deeper action."	<ul style="list-style-type: none"> <li>o Continued Episcopal letters written to call out egregious racism when it happens.</li> <li>o Require all clergy to be engaged in this work and holding the cabinet responsible for it.</li> <li>o Establish a Conference Anti-Racism Response Team similar to the Conference Disaster Emergency Response Team to organize a response to acts of racism.</li> <li>o Convene Regional Racial Justice Gatherings to dialogue and plan on regional race matters</li> <li>o Establish a mechanism for consistently and effectively sharing information with local congregations to enable their participation in the covenant; include methods of communication about congregational activities and what resources and support are needed."</li> </ul>
	Eastern Pennsylvania	Expose conference constituents to both historical and current resources to help raise awareness of the facts and the impact of racist beliefs and	Expose conference constituents to both historical and current resources to help raise awareness of the facts and the impact of racist beliefs and	"Continue to create opportunities to expand intercultural competency.

		practices whether they be overt, covert, conscious or implicit, individualized, institutionalized and systemic.	practices whether they be overt, covert, conscious or implicit, institutionalized and systemic.	See Addendum"
	Greater New Jersey		<p>"- Episcopal Letter to all Clergy and Laity Leadership calling all GNJ Congregations to prayer and engage in visible action to confront the evils of racism and white privilege.</p> <p>- Cabinet and Connectional Ministries team study on topics of racism and white privilege, based on the book "The New Jim Crow"</p> <p>- Annual Conference workshops on intercultural competency</p> <p>-Gatherings for clergy and laity in Cross Racial-Cross Cultural appointments</p> <p>-Outward Mindset Trainings to see people as people with needs, objectives, and desires that are as important as your own."</p>	GNJ leadership and staff teams will work together, in consultation with GCORR, to assess their level of intercultural competence; receive appropriate training and set strategies that foster intercultural competence in GNJ.
	New England	"Everyone takes ownership of their own role in making a racially inclusive conference/community Faith Communities are relevant, regional and fully inclusive...representing the beloved community"	"Quadrennial Annual Conference Session focused theme and use of circle process; intentional reading and conversations at each board/agency Our budget for new church starts includes funding specifically for urban development as well as for communities of color; Work with existing congregations to build new faith communities in diverse populations has led to 10 new church starts for Brazilian population and 2 new multicultural church starts"	"rolling out new initiatives for dismantling racism at Annual Conference 2020; continue new faith communities; intentional recruitment/leadership development of people of color"
	New York		"a) NYAC passed Resolution 2018 #305 that mandates all clergy, conference leaders, AC staff and Cabinet members take 10 hours of antiracism training each quadrennium. In 2019, CCORR held 2 trainings with PISAB, with total of 38	<p>"Cabinet has Antiracism training scheduled in March 2020.</p> <p>All AC staff will have intercultural competency training completed by March 2020. AC staff will then begin to attend antiracism training.</p>

			<p>clergy and 31 laity participating. This quadrennium, 50% of all clergy have attended antiracism or multicultural training, and 12% of all laity in leadership have attended antiracism or multicultural training. So far, 1% of all AC staff and 0% of DS attended antiracism or multicultural training. 100% of DS have attended intercultural competency training</p> <p>b) Engaged Erin Hawkins to be main speaker/facilitator at AC 2019."</p>	<p>CCORR will hold more antiracism trainings in 2020, and is finalizing a shorter version of the antiracism curriculum for laity in local churches."</p>
	Peninsula-Delaware	<p>Invite people into intentional relationships developed at the local level to increase empathy and understanding. (Intentional heart-change to impact change in the church culture)</p>	<p>"Update: Goal: More collaborative cross-cultural dialogue. Measurement: Increase number of "vital conversations" groups. Progress: We have at least ten groups involved in various vital conversations with churches of a different culture. These conversations are beginning to develop into friendships. Several diverse churches have entered into covenant relationships with each other.</p> <p>Goal: More collaborative cross-cultural ministry. Measurement: Increase the number of "collaborative clusters" doing ministry together beyond merely worship. Progress: We have at least eight "collaborative clusters" in various stages of development.</p> <p>Goal: District and Conference level conversations around the impact of racism to keep prioritizing the work. Measurement: Each District holds conversations and each Conference Committee examines their role in affecting change. Progress: All four Districts have held multiple</p>	<p>"Continue to encourage development of the covenant relationships between churches so that the relationships survive pastoral transition and become lay-led partnerships.</p> <p>Encourage clusters to begin to envision shared resources.</p> <p>Equip the collaborative clusters to create unique mission opportunities for their context which honors their particular gifts."</p>



			conversations in ways amenable to their context. The Conference Vision Team continues to focus on addressing racism."	
	Susquehanna	Strategic conversations with churches and leaders with persons of color to build trust.	<p>"Current Progress: Increase ethnic diversity in conference leadership. Now have Director on Conference staff who is a person of color. DS position as of 7/20 will be a person of color. Solidified our consistent recruiting relationship with Gammon Theological Seminary to recruit pastors who will serve "as missionaries to the Susquehanna Conference."</p> <p>Now have a person trained to administer and interpret cultural competency inventory as one component of the Eight Year Clergy Assessment.</p> <p>Ongoing support for pastors and churches in Cross Cultural/Cross Racial appointments."</p>	Continue active recruitment of diverse pastoral leadership and conference leadership.
	Upper New York	Imagine No Racism initiative (see above)	<p>"Based on evaluative feedback from the slim majority of clergy participants as well as laity, we revised the INR curriculum to be more Biblically and spiritually centered; we worked with GCORR's support and guidance.</p> <p>To prepare more facilitators to work with new small groups, seven "Train the Trainer" events occurred throughout the conference in September and October 2019. Eighty three attended the trainings; about 44 have committed to facilitate new groups."</p>	CCORR has surveyed each district to determine which clergy have not yet participated in INR. District Superintendents are being presented with these data. CCORR is working with the UNY Cabinet to develop INR small groups for those clergy and interested laity who did not participate in 2018.
	West Virginia	To bring the reality of racism to the forefront, and lead congregations in ways that result in transformation.	"Ethnic Ministries/ELCC has info on the website headed "Resources Regarding Racism." This includes videos and links to articles, etc. (mostly from GCORR) with	Continue inter-cultural competency and diversity training for District Superintendents and Conference staff, and engage larger numbers of laity and clergy.

			<p>conversation starters and ideas to confront and dialog about racism.</p> <p>Ethnic Local Church Concerns awarded a grant of \$10,000 to Trinity UMC in Fairmont (an historically African American church) to help with building repairs that will allow them to remain the powerful presence and voice of hope they are in that diverse community. Supporting one of our conference's few ethnic congregations demonstrates our affirmation that Black lives matter and are of importance in our conference.</p> <p>ELCC and Commission on Religion and Race joined the Justice &amp; Advocacy committee to sponsor 45 participants in the YWCA's Race to End Racism in Charleston, WV.</p> <p>Each cabinet meeting in which we discuss church mission fields includes conversation on race, other areas of diversity, and potential opportunities to reach new people for Christ."</p>	
	Western Pennsylvania	We strive for structural/institutional awareness concerning racism. Because we are passive in acknowledging racism in our institution, we actively seek/participate in education and training. We are encouraging all clergy and laity to take on the personal/institutional work of confronting and eliminating racism.	<p>Cabinet, Program Staff and Laity participated in Crossroads training on 10-19-19. Two members of WPA CORR trained to administer IDI to Conference groups. GCORR provided IDI training for Cabinet and BOOM on 10-08-19. Program Staff had IDI training and interpretation in November &amp; December 2019. Members of Conference CORR also working with IDI. Conference committees such as Personnel, Nominations, Connectional Leadership Table and Council on Finance and Administration engage in discussion about cultural</p>	<p>Coordinating Cabinet, Conference Staff and BOOM will continue to engage in discussion/facilitation concerning institutional racism and to work on Intercultural Development Plans. The Conference Anti-Racism Team is considering options for a Conference-wide book study and self-reflection conversation. Coordinator of Diversity Development and Inclusion will continue to train Conference leaders to lead anti-racism facilitation. Conference committees will be encouraged to</p>

			development and confronting institutional racism. Implicit Bias, Vital Conversations and other facilitation continue with Provisional clergy and other groups.	assume personal and corporate anti-racism work.
<b>4. To initiate ongoing internal and external conversations on white privilege, white supremacy, racism and oppression, including internalized oppression on every district, sub-district and within each local church.</b>	Baltimore-Washington	We seek to build bridges that take personal and interpersonal transformation experiences to the street and begin impacting institutional and cultural practices so that environments of radical hospitality for all are felt and contextualized solutions that promote racial equity in the church, wider community and the region are created.	"2020 Goal: Each local church reports on its progress as related to the CTA and reports on its internal and external conversations annually at church/charge conference. Measurement: data from church conference forms Results to date: Out of 542 pastoral reports received, 192 have demonstrated commitment to and work toward Call to Action goals."	<ul style="list-style-type: none"> <li>o Continued resourcing of local churches to have these conversations through a variety of resources. including GCORR's Vital Conversations series, and an annual reCALL Summit where we learn, check in and hold one another accountable.</li> <li>o Work with GBCS, GCORR and the SPACES project to learn from our Beloved Community pilot project and multiply it (partnered with other organizations).</li> <li>o Sharing the stories of life change with an encouragement to engage the NEJ Call to Action</li> <li>o Identify teaching congregations who can partner with those who have not engaged the CTA to help them get there</li> <li>o Establish an accountability program for clergy across racial lines.</li> <li>o Ensure that racial justice work is included in our understanding of discipleship making and church vitality."</li> </ul>
	Eastern Pennsylvania	"Provide education by creating opportunities of exposure and learning. Create measures of accountability by soliciting input on the potential impact and progress being made from local church leaders and clergy"	<p>"Convened local church conversations on race Increase diversity of leadership Convened small groups: Whites Confronting Racism Implemented CRCC transition support teams</p> <p>See Addendum"</p>	<p>"Engage local churches as bodies of accountability Convene small groups for Clergy of Color exploring internalized racism</p> <p>See Addendum"</p>
	Greater New Jersey		"-GNJ IC Task Force completed individual and collective IDI Profile	"-BOOM will begin their work with GCORR with IDI assessment, a

			<p>and created personal/team IC development plans.</p> <p>-GNJ CORR is sponsoring ongoing Open Conversation Forums for CRCC clergy to build relationships and address ministry challenges.</p> <p>- PaCE Groups (Clergy Peer learning groups) on topics of racism and white privilege.</p> <p>-Small group resources on "Learning From Strangers"</p> <p>-Annual Conference Speaker on topics of racism and oppression"</p>	<p>retreat day in the summer and follow up gathering in the Fall.</p> <p>-GNJ will launch a conference wide resource(s) to engage local congregations and the community in initial conversations about intercultural competence, race, and racism.</p> <p>-Similar process as outlined with BOOM is scheduled to begin with the Board of Laity, Conference Staff, Connectional Table and Vital Mission Partners"</p>
	New England	<p>"Gift-based leadership versus representational leadership Improving the pay/appointment disparities for women and ethnic minorities in appointments Increase awareness and sensitivity to these prevailing sins so that we can build a fully inclusive church."</p>	<p>"CCORR continued to roll out Vital Conversation Training in 6 of 9 districts; significant increase in appointed women/persons of color in top salary and other significant appointments White Privilege Task Force in conjunction with GCORR developing strategy/training/vision for NEAC"</p>	<p>"CCORR expanding Vital Conversations Training in all Districts, and also BOOM, Provisional Leadership Academy, and more White Privilege Task Force: Rolling out strategic plan for Dismantling Racism/Confronting White Privilege at 2020 AC Session"</p>
	New York		<p>"a) CC&amp;S has hired a p/t staff person who has developed a curriculum training: Wesleyan Justice: Our Heritage, Our Future. The aim of this program is to address some initial tenants of social justice, as well as help congregations identify how they can be better tenants of justice based ministry, including how to transform traditionally mission based efforts to be addressing the root systems of oppression that cause the need for missional work to appear. For example, why are certain communities systematically in a cycle of poverty in need of a food pantry and what can we do to address that systematic injustice, rather than</p>	<p>"BOM, EYA cohort and Clergy Coaching cohort will take intercultural competency training as part of their required training.</p> <p>Dir of LD&amp;IC will lead retreat for all pastors in Cross-racial/Cross-cultural appts in the Fall.</p> <p>Dir of LD&amp;IC will train intercultural coaches to support clergy and congregations to begin to address white privilege, white supremacy, racism and oppression.</p> <p>Dir of LD&amp;IC will offer scholarships to laity to attend antiracism training, to provide grassroots</p>

			<p>simply continue to apply the “band-aid” of a food pantry.</p> <p>b) Director of Leadership Development and Intercultural Competency hired in May 2019."</p>	support and partners for clergy to address white privilege, white supremacy, racism and oppression within congregations."
	Peninsula-Delaware	Create racially equitable policies and procedures to provide accountability to our decision-making. (Accountable mind-change which supports racial justice)	<p>"Goal: Review and revise policies related to grants funding through Congregational Development Corporation (CDC) to create more transparency and a more equitable application process. Measurement: Increase the number of applications from African American churches and the number of grants given to African American churches. Progress: We had three additional African American churches apply for CDC grant funding and the largest grant we made went to an African American Church. We take joy in this success.</p> <p>Goal: Review equitable compensation through a broader lens, examining debt and comparing compensation across years of service. Measurement: Compare compensation to understand the gaps. Offer debt reduction scholarships to pastors carrying seminary debt. Progress: We reviewed the data across years of service and race and discovered that early on, the compensation is fairly equitable. In the later years, the African American median compensation falls behind the Caucasian compensation. We also approved at BOOM to allocate some MEF scholarship funding to make available for debt relief, since we discovered that African</p>	<p>"Continue to encourage African American Churches to apply. Strengthen the Shepherd program to ensure accurate applications.</p> <p>Evaluate the experience of churches receiving equitable compensation through surveys.</p> <p>Finalize BOOM process for debt reduction and offer it to elders in the conference.</p>

			<p>Americans have a greater amount of debt.</p> <p>Goal: Review and revise BOOM processes for racial justice. Measurement: Increase level of contextual understanding on part of the members of BOOM and increase process transparency. Progress: BOOM has added an interview question on how they have confronted racism within their context. Our Residency in Ministry progra"</p>	Add IDI inventory for Residency in Ministry participants. Have DCOM and BOOM members take IDI. Add IDI to the 8-year assessment."
	Susquehanna	TBD	<p>"Solidified our consistent recruiting relationship with Gammon Theological Seminary to recruit pastors who will serve as missionaries to the Susquehanna Conference.</p> <p>Have had a person trained to administer and interpret cultural competency inventory (as a component of the Eight Year Assessment).</p> <p>Ongoing support for pastors and churches in CC/CR appointments."</p>	by June, 2020 revitalize our Task Force
	Upper New York	Imagine No Racism initiative (see above)	<p>"At Annual Conference 2019, CCORR offered four workshops related to INR: (1) Why Is It So Hard To Talk About Race; (2) They Are Up Next: Leading Youth To Imagine No Racism; (3) Strategies to Respond to Racism &amp; Racist Incidents; and (4) Preaching &amp; Teaching to Confront Racism.</p> <p>A CCORR presentation at Annual Conference each year highlights the imperative for INR."</p>	<p>"Continue Annual Conference presentations reinforcing the need for ongoing anti-racism work in all local churches.</p> <p>An INR Resource List has been compiled by CCORR with books, videos, movies and YouTube videos that can be used in local churches for learning and conversation."</p>
	West Virginia	To acknowledge the reality of racism, to learn how to relate to others who are different than ourselves, to have	CORR members have led training/discussions on Implicit Bias with clergy in four of the nine districts.	Complete the Implicit Bias training with our remaining five districts. Continue inter-cultural competency and diversity training for District

		open conversations and open minds, and to embrace change.		Superintendents and Conference staff, and engage larger numbers of laity and clergy.
	Western Pennsylvania	In response to the NEJ Jurisdictional Conference Call to Action policy, Bishop Cynthia Moore-Koikoi launched a "Stories and Dreams" oversight team to capture our history and inspire a new future where racism does not exist.	"Stories and Dreams," which includes strategic Conference leaders, continued to meet in 2019. The Coordinating Cabinet Strategic Plan for 2019-2020 included: 1) every District (10) hosting 3 anti-racism events per year; 2) every District creating a District Anti-Racism team; and 3) continuing to educate clergy and laity about implicit bias through training and teachable moments. The WPA CORR is developing a plan to work with congregations who have a cross-cultural/cross racial appointed pastor in order to create and strengthen healthy ministry settings. Several local churches have created Anti-racism teams.	The 2019-2020 Coordinating Cabinet Strategic Plan states all clergy and lay leaders in the WPA Conference will read and discuss "White Privilege: Unpacking the Invisible Knapsack" by Peggy McIntosh in 2020. Office of Diversity Development and Inclusion will continue to train clergy and laity to serve as facilitators for Conference, District and Local Church anti-racism training. District Anti-Racism teams will be organized and functioning in all 10 Districts.
<b>5. To initiate training and transformative conversation in areas of racism, white privilege, white supremacy and racial equity for the District Superintendents, AC staff and lay leadership including VIM, ACLL, YACs and CCYMs.</b>	Baltimore-Washington	We seek to develop culturally agile leaders throughout the many layers and levels of the BWC who are able to authentically engage in multicultural ministry and who name and address racism when they witness it and who exemplify behaviors of a level-4 change agent.	"2020 Goal: The onboarding and development of leaders and clergy consistently includes the Intercultural Development Inventory (IDI) and core competencies. Measurement: Percentage of leaders who improve their IDI score in a 2-3 year period. Results to date: Cabinet, staff (including retreat and camping staff), and Board of Ordained Ministry have all taken the IDI, engaged in a one day workshop and have been debriefed. Intercultural Proficiency goals are a part of all Executive Staff performance reviews, including the cabinet."	"a. All Conference Leaders have taken the IDI and basic intercultural proficiency training by Fall 2020 b. Continue to create a system and pool of trainers to support Intercultural Proficiency c. Require IDI development work for pastors and Board of Ordained Ministry candidates. d. Conversations convened with Young Adults and Student Leadership Cohort"
	Eastern Pennsylvania	"Provide education by creating opportunities of exposure and learning. Create measures of accountability by soliciting input on the potential impact	"Increased efforts to reflect diversity Continued training on racial dynamics Identified AA churches as historical sites	"Connect VIM projects with local AA communities Focus responses to disasters in AA communities

		and progress being made from conference wide staff and ministry teams."	Expanded promotion and reporting on racial-ethnic group events & ministries Encouraged all connection ministries to address these issues in their context"	Continue to engage all connectional ministries to incorporate emphasis on racial issues"
	Greater New Jersey		<p>"-Plenary learning experience at 2016 AC session on White Privilege and Fragility. Training generated great awareness and moved the body to call for an Inter Cultural Plan.</p> <p>-2017 Annual Conference approved a 10 Year Plan towards Inter Cultural Competence. (Attached)</p> <p>-Clergy PaCE groups studying and engaging on leading change on racism.</p> <p>-Cabinet and clergy read The New Jim Crow"</p>	<p>"-GNJ leadership and staff teams will work together, in consultation with GCORR, to assess their level of intercultural competence; receive appropriate training and set strategies that foster intercultural competence in GNJ.</p> <p>-Connectional Ministries Team will assess current laity and clergy resources and update to incorporate equipping for intercultural competence."</p>
	New England	Focused training at all levels of conference leadership will increase awareness and sensitivity to these prevailing sins so that we can build a fully inclusive church.	<p>"GCORR partnership with intentional focus/priority on confronting white privilege; integrate our work with the Appointive Cabinet, Board of Ordained Ministry, Congregational Development, CCORR and other program agencies</p> <p>GBGM summit January 2019 with focus on multicultural mission/ministry goals with conference leadership, led to formation of goals/new projects for next quadrennium"</p>	"Camp executive staff to participate in district CCORR training and extend modules to seasonal staff CCORR expanding (see above) its program to include these groups White Privilege Strategic Plan will identify priority of groups and schedule for training"
	New York		Dir of LD&IC trained to be a qualified administrator of the IDI assessment.	<p>"Cabinet has Antiracism training scheduled in March 2020.</p> <p>All AC staff will have intercultural competency training completed by March 2020."</p>



	Peninsula-Delaware		<p>"Goal: Implement training, including Nurturing Wholeness in Community and IDI, for each staff member and DS's and leadership.</p> <p>Measurement: Increased awareness and concrete actions to take to improve.</p> <p>Progress: All staff and DS's have taken Nurturing Wholeness in Community. IDI is in progress."</p>	Implement IDI.
	Susquehanna	TBD By June 2022 revitalize our Task Force to being training and transformative conversation in areas of racism, white privilege, white supremacy and racial equity for all leaders	Cabinet engaged in training and conversation with GCORR.	
	Upper New York	Imagine No Racism initiative (see above)	<p>"The continuing wave of INR work includes a revised curriculum which incorporated feedback from our 2018 groups, and is aimed at clergy who did not participate in the first INR sessions. Laity also are encouraged to participate in INR and then team with clergy to bring this anti-racism work to their local churches. The ultimate goal is that local churches have INR learning on their hearts and minds in all their church outreach ministries.</p> <p>The Extended Cabinet did participate directly in INR, forming an INR small group and participating in the INR study.</p> <p>Members of the CCORR team spoke with the Board of Ordained Ministry and the extended cabinet to continue discussions about INR and how to strengthen clergy and local church engagement with the process."</p>	As UNY's CCORR plans the next wave of INR's work, the focus will include more direct engagement with conference teams and leaders.
	West Virginia	To identify opportunities throughout our conference for improved	CORR members have led training/discussions on Implicit Bias	We are bringing Kristina Gonzalez into our conference to provide

		relationships of all people and then source the appropriate resources/people to partner with us for training toward transformation.	with clergy in four of the nine districts.	intercultural competency training for the cabinet, conference staff, BOOM, and clergy and laity leaders.
	Western Pennsylvania	As we move towards continued transformation as an Annual Conference, Cabinet, Districts, Conference Staff, and pastors/congregations sponsor facilitation to expand our cultural competence.	4 Conference groups took IDI and participate in follow-up work. Office of Diversity Development and Inclusion trains laity and clergy to be facilitators on Conference, District and Local church levels using "Implicit Bias," "Vital Conversations," "Equipping the Saints to Respond to Racism." Cabinet, Program Staff and laity from all Districts participated in Crossroads training in October. Conference Youth Ministry Team led anti-racism workshops at SPARK (annual youth event). Conference Confirmation Tours include implicit bias workshops. 2019 Cabinet Spiritual Retreat with Dr. Donna Battle – presentation on culture (control, polarizing, perfection) led members to deeper biblical, theological, spiritual understanding in dismantling racism focus.	The Office of Diversity Development and Inclusion continue to train and encourage District Superintendents, Clergy and Laity to undertake work of dismantling racism. District Superintendents have created a District Anti-Racism Team in each of the 10 districts and will be implementing that work in coming year. WPA will train 1 or 2 more persons to administer the IDI – more groups will participate.
<b>The Goals are Jurisdictional Responsibilities</b>	<b>AC Data Needed for Baseline</b>		<b>How is/will our AC contribute to this jurisdictional goal? How are you engaging SBC21 and other partners in this work?</b>	<b>If this pertains to you, what do is there something at the jurisdictional level needed to help you make progress?</b>
<b>GOAL 1: Those areas with a significant demographic of people from African descent should reflect a proportional number of Black leaders, both lay and clergy at Annual Conference.</b>	<b>Path 1 provides a demographic chart in consultation with the NEJ Developer of each Annual Conference</b>  <b>(mission field vs. members vs. leaders)</b>	Baltimore-Washington	While the BWC has proportional leadership, we recognize that we need to create a culture of multiethnic hospitality that celebrates the rich diversity and gifts that that such diversity brings.	
		Eastern Pennsylvania	"The Committee on Conference Leadership continues to address this issue for both lay and clergy leaders.	

			District committees continues to intentionally identifying diverse leadership. See addendum"	
		Greater New Jersey	"-Please see the "Our Current Reality" section of the GNJ Intercultural Competence Plan for detailed information (Attached).  -Conference Leadership is in conversation with SBC21 regarding hopes, realities, challenges, and opportunities.  -We have established a Black Church Leaders PaCE Group (peer learning group) and Cross Racial-Cross Cultural clergy cohort group."	
		New England		
		New York	AC Nominations Committee will use a metric to ensure nominations to conference boards, agencies and committees are proportionally reflective of conference demographics	
		Peninsula-Delaware	About 20% of our churches are African American and we have about 50% of our Conference leadership positions filled by people of color. The committees chaired by African Americans include: 50% of Cabinet, Board of Pensions Chair, Board of Trustees Chair, CFA Chair and Vice-Chair, Personnel Chair, Conference Secretary, Vision Team Chair, Conference Lay Leader and BOLM Chair, Congregational Development Corporation Chair, and BOOM Co-Chair.	
		Susquehanna	areas of significant demographic people of African descent should reflect a proportional number of Black leaders. Have a new staff	

			<p>person in Growing effective Churches who is beginning to work on this goal.</p>	
		Upper New York	<p>"UNY's conference and district level nomination's process seeks to invite diverse persons to serve on teams, committees, task forces and boards.</p> <p>Staffing at the conference level is guided by hiring policies and practices which direct hiring managers to search for potential candidates in diverse populations.</p> <p>The composition of the cabinet reflects the commitment to appoint called and gifted superintendents of men and women of diverse backgrounds and ethnicities."</p>	
		West Virginia		
		Western Pennsylvania	<p>"Ongoing focus for Conference Nominations Team to elect more ethnic clergy and laity leaders.</p> <p>Increase # of appointed ethnic clergy and local church members. 6% of appointed clergy and 1.4% of local church membership are persons of color - reflects slight increase in appointed ethnic clergy. 88.8% of general population in bounds of WPA Conference are White; 11.2% of the general population in same region identify as non-white (Asian, Black, Hispanic/Latino, Non-white). Still a significant gap of persons of color in church membership and appointed clergy in proportion to general population.</p> <p>Task Force creating SPRC training module for CC/CR appointments. A portion of training materials will be</p>	

			available in 2020 appointment season."	
<b>GOAL 2: Establish at least one new faith community (multiple strategies) of African descent focused on engaging black children, youth and young adults (If you are in an AC, which has a ten-mile radius with a Black population of 30,000 or more.)</b>	<b>Path 1 provides a jurisdictional map in consultation with the NEJ Developers</b>  <b>After identified, relevant areas submit a plan and resource needs are brought back no later than Jan 2019.</b>	Baltimore-Washington	<p>"The Baltimore-Washington Conference started a new faith expression (The Well) in the Fall of 2017 that is engaging black young adults (and others) in Washington, DC. Our new Director of New Faith Expressions is engaged in exploring further opportunities in conjunction with relevant DSs.</p> <p>While haven't yet done the 10 mile radius work, even at a macro-view there are three to four counties where further investigation is warranted due to the large population, projected increase and low United Methodist Church presence. (see attachment for more details)"</p>	A jurisdictional map with areas prioritized would be useful for our shared work.
		Eastern Pennsylvania	<p>"Two African-American congregations have initiated a new ministry creating new spaces for new people in the African-American community of Chester, PA - an Empowerment/Education Center and Assisted Living facility with funding from sale of closed UMC church property</p> <p>A new ministry, The Annex, started in Darby, PA"</p>	
		Greater New Jersey	<p>"-GNJ Director of New Disciples will work with the cabinet to perform study and identify potential opportunities.</p> <p>-One new faith community is in progress of being established in Trenton NJ in connection with The Maker's Place."</p>	
		New England		

		New York	Developing a new church start out of one of our "flagship" African-American congregations in NYC.	
		Peninsula-Delaware	We have identified an area and a potential leader for a "church within a church" model for a new church geared toward African American young adults.	
		Susquehanna	Impact! Harrisburg. One new multi-cultural church (The Journey) has been established and is growing. Also because of Impact! Harrisburg a vital merger has occurred.	
		Upper New York	The Fragrance of Christ New Faith Community was planted in March of 2017. It is a predominantly African-American church serving the community in the Maplewood area of Rochester. Originating as a house church, the UNY conference partnered with the lead planter Pastor Stephen McKnight. The NFC averages 40-50 in worship and shares the building and the pastor with the Anglo congregation of Rochester: Wesley in Genesee Valley.	
		West Virginia		
		Western Pennsylvania	\$300,000 funding secured for a new multi-ethnic church start; an additional \$300,000 received for racially diverse ministries in 3 areas of Conference which demonstrate greatest racial diversity (Erie, Pittsburgh, Sharon/Youngstown). Cabinet held on-site prayer walks in these communities for discernment where new multi-ethnic congregation might be started. Search continues to find person and/or team to serve as appointed clergy/church leaders in these strategic places.	

<b>GOAL 3: Increase the number of viable and sustainable Black churches' and ministries in the NEJ. [4]</b>	<b>There is a shared dashboard that shows number of black churches and ministries with a sense of where those churches are in terms of viability/sustainability. This dashboard is owned by the NEJ Developers.</b>	Baltimore-Washington	"Our SBC21 Team has been repurposed to be focused on this goal area. Our conference's strategic approach to congregational vitality strategy includes the notion that all leaders need to be interculturally proficient. We seek to include increasing the number of viable and sustainable faith communities that are black, Hispanic-Latino, Korean and Multiethnic. (see attachment for more details)"	It would be helpful to have a shared dashboard.
		Eastern Pennsylvania	"AA congregation of Wharton Wesley UMC is being revitalized and re-envisioned Development of a AME/UMC church in Radnor, PA Granted funding for 7 Urban Alliances and 11 Initiatives for urban communities, many of which are communities of color addressing historic and current inequities"	
		Greater New Jersey	"-Our yearly playbook for staff leadership publishes the Black churches with their five-year trends.  -Continued work on strengthening pastoral leadership, recruiting new gifted Black leaders  -Director of New Disciples visited Gammon Theological Seminary in Fall 2018, to build relationships and set a recruitment strategy.  -Black Church leader cohorts and peer-learning groups have been launched (Fall 2019)"	
		New England		
		New York	Ongoing through the work of the Director of Congregational	

			Development and Revitalization, as well as the cabinet	
		Peninsula-Delaware	Our full-time STBC Director continues to work with churches to increase vitality. This year, he has focused on making shifts to reach young adults. Additionally, the position has been included on the extended cabinet.	
		Susquehanna	No plan at this time	
		Upper New York	Upper New York is ready to assist the jurisdiction with this inquiry.	
		West Virginia		
		Western Pennsylvania	<p>"2019-2020 Coordinating Cabinet Strategic Plan identified Pittsburgh: Warren UMC, a historic black church, as a site for revitalization. A pastor from outside of the Conference was appointed to lead the congregation: creating a new vision, developing a financial stability plan, and working with the Conference Trustees to conduct a facilities audit.</p> <p>Shenango Valley Cooperative formed in Sharon/Youngstown area: plans to launch new ministry in community of Farrell, a predominantly African American community.</p> <p>Support for transitioning white churches surrounded by ethnic neighborhoods into multi-ethnic/cultural churches: Roots of Faith (Sharpsburg), Beulah UMC (Johnstown), McKeesport Shared Ministry, Eighth Avenue Place (Homestead)."</p>	
<b>GOAL 4: Study the impact of structural and institutional racism on Black people in the NEJ, in particular:</b>		Baltimore-Washington	We are actively working to ensure the BOOM process is equitable for all and equips potential leaders for relationship and ministry in an increasingly diverse world. We are	



<ul style="list-style-type: none"> <li>- Closing of Black churches</li> <li>- The impact of the ordination process on the number of black persons interested in ordained ministry.</li> </ul>			also working to collect data and make it public so that people understand where we are with regards to equity matters impacted by decades of structural and institutional racism.	
		Eastern Pennsylvania	"EPA engaged in a facilitated process of evaluating structural racism within the conference with outside consultants. The recommendations and findings are continuing to be gradually implemented. The Board of Ordained Ministry continues to educate its members regarding racism, white privilege, and oppression. See Addendum"	
		Greater New Jersey	-GNJ is working with retired Supreme Court Justice Stein and a newly formed organization to end school segregation in NJ. The bishop is an active participant on the board.	
		New England		
		New York	Dir of LD&IC has conducted an impact study of the ordination process on all persons of color and presented it to BOM. BOM is redesigning its process and policies.	
		Peninsula-Delaware	Pen-Del hired a consultant to conduct a structural racism audit. We recommend this approach for other conferences and the jurisdiction.	
		Susquehanna	No plan at this time	
		Upper New York	Upper New York is ready to assist the jurisdiction with this inquiry.	
		West Virginia		
		Western Pennsylvania	"Diversity Development/ Inclusion Office provides support for appointed ethnic clergy including annual Ethnic Clergy retreat. Cabinet increased pre-appointment	

			<p>preparation for church and pastor in CC/CR appointments to nurture healthy ministry.</p> <p>Awareness of disproportionate # of urban churches closed in past 50 years, diminishing outreach to people of color. Cabinet searches for methods to be more effective in reaching people of color. Cabinet met with SBC21 to explore possible support.</p> <p>Angel DeLaCruz recruited to serve Pittsburgh: Warren UMC, a targeted revitalization site.</p> <p>Cabinet and the Board of Ordained Ministry strive to effectively increase recruitment of ethnic clergy during seminary visitation."</p>	
<p><b>GOAL 5: Encourage UM related seminaries in the NEJ to intentionally recruit and offer resources to more students of color, to offer an Urban Ministries track that is contextual to the Black Lives Matter movement and to initiate training for faculty in the areas of racism, white privilege and white supremacy.</b></p>	<p><b>Each Annual Conference with a UM related seminary within its bounds reports on areas of goal 5.</b></p>	Baltimore-Washington	<p>We have a rich relationship with Wesley Theological Seminary and have laity and clergy who serve on the staff and/or work with the seminary in various capacities. For example, we a.) serve on the Board of Governors (on Education, Campaign Steering Committee, Curriculum Selection, Recruitment and Retention, African American Black Church Studies Certificate Development and Support); b. support and/or accompany and/or plan Immersion Trips designed to explore the intersections of faith, theology, history and culture of African Americans and people of the diaspora (Selma, Gullah Trip, West Africa); and c.) educate students in the Black Church Experience through Practice in Ministry and Missions Field Education, Institute for Community Engagement, Urban</p>	

			Fellows Program and the Lewis Center for Leadership Excellence. We have partnered with Wesley in a variety of ways to work toward this goal.	
		Eastern Pennsylvania	Conversations are continuing with Palmer Theological Seminary, Evangelical Seminary, Lutheran Seminary, Moravian Seminary, Lancaster Theological Seminary. We have alumni and students related to these schools.	
		Greater New Jersey	<p>"-GNJ has a strong partnership with the School of Theology at Drew University in Madison NJ.</p> <p>-Previous DCM participated of the Theo School Curriculum Review team that included strengthening training on Emotional and Inter Cultural Competence, Racism, Coaching and Conflict Resolution skills.</p> <p>-GNJ works with Princeton Theological Seminary and the UM students and has recruited 8 Black clergy from Princeton in the past several years."</p>	
		New England		
		New York	Nothing at this time.	
		Peninsula-Delaware	Not applicable. However, Bishop Johnson spoke with the President of Wesley College and relates to Wesley Seminary and Palmer Seminary.	
		Susquehanna	The conference leadership responsible for Higher Education is working toward effective results.	
		Upper New York	Upper New York does not have a UM related seminary within its bounds.	
		West Virginia		
		Western Pennsylvania		

**4. Please name the bodies or individuals providing leadership for the Call to Action in your Annual Conference and define who was included.**

**Baltimore-Washington** "The BWC has been blessed by an incredible assortment of leaders and groups that are providing leadership for our efforts to respond to the NEJ CTA.

A. A Steering Committee formulated the initial approach and meets as needed to coordinate progress across the breadth of the Call to Action:

- Episcopal Leader: Bishop Easterling
- Conference Lay Leader: Delores Martin
- Asst. to the Bishop: Tony Love
- Heads of Delegation: Terri Rae Chatten and Delores Martin
- CTA Authors: Joe Daniels and Lillian Smith
- NEJ Vision Table Reps: Edgardo Rivera and Christie Latona
- Discipleship Council Chair or Designee: Jessica Hayden
- BOOM Chair or Designee: Tony Hunt
- Dean of the Cabinet: Rebecca Iannicelli
- Executive Minister of Justice and Service: Stacey Cole Wilson
- Director of New Faith Expressions: Bill Brown
- Director of Leader and Congregational Development: Rodney Smothers
- Director Retreat and Camping Ministries, Chris Schliekert
- Director Communication: Melissa Lauber
- Director of Connectional Ministries: Christie Latona
- Racial Justice Team/CCORR Chair: Moorosi Mokuena
- SBC21 Chair or Designee: Tim West
- BMCR Chair or Designee: Valerie Barnes
- Hispanic/Latino Ministries Chair or Designee: Giovanni Arroyo
- Young Adult: Monica Raines
- GCORR Rep: Giovanni Arroyo

B. The Discipleship Council is responsible for oversight of the Call to Action and receives reports from the Steering Committee.

C. We have 140 people who are engaged in building the Racial Justice infrastructure that is focused on securing grassroots action.

D. . We have 14 people who are qualified administrators of the IDI and that team includes ecumenical partners. We have an additional 20 people who are uniquely qualified to walk alongside cross-cultural, cross-racial appointment.

E. Self-organized conversations, projects, advocacy and action work

F. Conference-Wide opportunities to go deeper through the ReCall Summit, devotional materials (including the Who Are We? curriculum, and grassroots organizing."

**Eastern Pennsylvania** "Bishop

Black Methodists for Church Renewal (BMCR)

Black United Methodist Preachers (BUMP)

Board of Laity

Board of Ordained Ministry

Commission on Religion & Race

Committee on Native American Ministries (CONAM)

Congregational Development Team & Coordinator  
Connectional Ministries of EPAUMC (31)  
Director of Administrative Services/Executive Director of Pension & Health Benefits  
Director of Communication  
Director of Connectional Ministries  
District Superintendents  
Korean Caucus  
Latino Commission  
Treasurer"

**Greater New Jersey** "GNJ Intercultural Competence Development Plan was developed by a special task force commissioned by the 2016 Annual Conference comprised of a diverse team of clergy/laity leaders from GNJ.

Rosa Williams, Conference Lay Leader  
Cindy Kent, Native American Caucus  
Rev. Jessica Naulty-Brendler, Vice-Chair, BOOM  
Rev. Dr. Eunice Vega-Perez, BOOM  
Rev. Vanessa Wilson, Chair, Commission on Religion and Race  
Rev. Leo Park, Local Church Ethnic Concerns  
Rev. Will Kim, Chair, GNJ Korean Caucus  
Rev. Sam Choi, member GNJ Korean Caucus  
Rev. Charles D. Mitchell, Native American Caucus  
Rev. Rupert Hall, chair GNJ-BMCR  
Diana Picurro, Executive Assistant to the DCM  
Ashley Wilson, Director of Mission  
Rev. Manuel Sardiñas, District Superintendent  
Carolyn Conover, Director of Communications  
Director of Connectional Ministries (position open)

The Resource Staff Team coordinating the implementation of the plan is comprised of:

Ashley Wilson, Director of Mission  
Rev. Juel Nelson, Director of Leadership Development  
Diana Picurro, Executive Assistant to the DCM  
Carolyn Conover, Director of Communications  
Rev. Manuel Sardiñas, Gateway North Superintendent  
Director of Connectional Ministries (position open)

GNJ has partnered for the next 3 years with the General Commission on Religion and Race of the UMC, to guide and resource GNJ throughout the implementation of our plan."

**New England** Cabinet/Conference Staff, CCORR, White Privilege Task Force, BOOM

**New York** Bishop Bickerton, NYAC Cabinet (including DCM, Director of Congregational Development and Revitalization, Conference Treasurer, UM City Society Executive Director, A2B, DSes), Director of Leadership Development and Intercultural Competency, C-CORR, NYAC-C&S, Nominations Committee, Conference Secretary, NYAC BMCR, UM City Society

**Peninsula-Delaware** The Director of Connectional Ministries led the effort, which included the Cabinet, ministry team leaders, and a group of African American “stakeholders.” The structural racism audit, called Dragonfly, provided a great opportunity for direct feedback from African American pastors and leaders, as well as an on-going body for accountability.

#### **Susquehanna**

**Upper New York "**• Bishop Mark J. Webb, resident bishop (BishopWebb@unyumc.org)

- Blenda Smith, Commission on Religion and Race, chair (bsmith@binghamton.edu)
- Rev. David Masland, New Faith Communities, Director (dmasland@unyumc.org)
- Rev. Bill Gottschalk-Fielding, Director of Connectional Ministries (billg-f@unyumc.org)
- Rev. Brian Fellows (pastorbrianfellows@gmail.com) and Rev. Susan Russell (sue@campsandretreats.org), co-chairs, Board of Ordained Ministries"

**West Virginia** Bishop Sandra Steiner Ball; Bonnie MacDonald & Ken Willard co-Directors of Connectional Ministry; Angela Jones Coordinator of Ethnic Local Church Concerns; Felica Wooten-Williams CORR chairperson; the WV cabinet; the Bishop's lead team

**Western Pennsylvania** "Bishop Cynthia Moore-Koikoi

Assistant to the Bishop: Rev. D. Renee Mikell

“Stories & Dreams Team” (organized by Bishop – key Conference leadership)

Office of Diversity Development and Inclusion: Rev. Dianne Glave

Director of Connectional Ministries: Rev. Alyce Weaver Dunn

Conference Anti-Racism Team

Coordinating Cabinet

Council of Finance and Administration

Conference Staff: Program, Finance and Episcopal

Office of Congregational Development and Revitalization: Rev. Amy Wagner

Ethnic Local Church Concerns

Parish and Community Development

Committee on Religion and Race

Conference Communications

Conference Secretary: Rev. John Wilson

Connectional Leadership Table (all committees of Conference represented)"

#### **5. How has your Annual Conference identified and developed funding to support this proposal? [5]**

**Baltimore-Washington** We have reallocated a part of our Connectional Ministries budget toward the work outlined in the Call to Action for Racial Justice and continually in the process of identifying community partners for this work that bring resources with them. Additionally, we are pursuing grants as emerging initiatives arise.

**Eastern Pennsylvania** "Sources within the 2019 budget - \$20,000.00

Conference Budget Projection for 2020 - \$15,000.00

CCORR Grant - \$10,000.00

GCORR Action Grant - \$ 5,000.00

BOOM Continuing Education Funds - \$ 5,000.00

Bishop's Discretionary Funds - As needed"

**Greater New Jersey** "GNJ secured \$25,000 to begin the implementation of the plan as part of the original plan legislation and it is implementing the plan in partnership with GNJ Board of Ordained Ministry, Board of Laity, Commission on Race and Religion, Committee on Local Ethnic Concerns and the Connectional Ministries Team. In addition, we have secured a grant from GCORR to implement a young people program on Intercultural Competence. This fall, we received a \$10,000 RELC grant from Global Ministries for GNJ's Loving Across Borders: Cultural Competence Leadership Initiative.

We will continue to monitor and assess the financial needs of our plan and allocate the needed funding. We will also continue to explore other funding sources through grants and partnerships."

**New England** NEAC budget includes funding for CCORR, anti-racism quadrennial training, and Special Task Forces

**New York** These efforts will be supported through new and existing funds in the apportioned budget, as well as funds for development from Parish Development funds, Emerging Ministries and the UM City Society.

**Peninsula-Delaware** The Vision Team has provided much of the funding for these initiatives. Additionally, the Conference Resource Center picked up the expense of a full-time Strengthening the Black Church Director.

#### **Susquehanna**

**Upper New York** Funding in the 2019 budget was approved by the annual conference and is under the direction of UNY's CCORR. Funding was also approved for INR in 2020 and is requested for 2012. This funding includes funding two part-time regional coordinators serving the needs of the INR initiative.

**West Virginia** Budget funding has remained steady, and we have been able to utilize funds from other sources such as Ethnic Local Church grants.

**Western Pennsylvania** Most Conference committees are committed to the CTA including budgeting. The 2021 budgeting process requires committees to make connections between ministry and dismantling racism. The goal of Dismantling Racism continues to be woven structurally into the institution including Conference finances/budget rather than separate/silo funding. In partnership with the WPA United Methodist Foundation, \$300,000 has been secured for a new multi-ethnic church start, as well as \$300,000 for support of racially diverse ministries in the Conference.

[1] Item 7 from the CTA

[2] Item 8 from the CTA

[3] Some items are not listed above. Number 2 is a COB task and is not appropriate for AC report and will be reported on directly from the COB in a way in which they determine. Number 3 is included in 1. Number 7 is this report. Number 8 is mentioned in the instructions and clarifies that strategic plans are due in 2020. Number 9 is beyond the AC and appears as question 6 below the tables. The items that are COB tasks need to be reported annually by COB.

[5] This represents the AC part of item 9 from the CTA "The College of Bishops, the Vision Table, the Multi-Ethnic Center for Ministry and each Annual Conference should identify and develop funding to support this proposal." The three named entities need to report annually on how they are supporting the funding of the CTA.

## Annual Conference: Baltimore-Washington

Date Your Annual Conference Began CTA Work: 2/1/2017

### 1. Describe your conference's overall strategic approach to the CTA in 50 words or less

Our strategic approach to the NEJ Call to Action:

1. Is rooted in building relationships and creating a culture that allows all persons and cultures to feel safe in having needed conversations and confronting racism.
2. Embeds cultural competency and anti-bias work throughout BWC's existing networks, trainings and gatherings;
3. Engages and uplifts grassroots action;
4. Invites faith communities to engage in conversations and experiences that help them take the next faithful step toward becoming racial justice change agents;
5. Optimizes existing opportunities to include training and conversations;
6. Incorporates better assessment and accountability into our systems; and
7. Builds a Racial Justice Infrastructure

so that racism is dismantled and multiculturalism enabled.

### 2. Briefly describe what difference your conference is seeking to make and how will you know you are making progress? (no more than 2 sentences):

We believe that every church leader--lay and clergy--has the power and potential to create racially just and equitable environments which include our Annual Conference, disciples in the church and people in our mission fields. We will see more persons and congregations -- across lines of perceived difference -- united to love in dismantling hierarchies of human value.

### 3. Please complete the following using as few words as possible. We are seeking to provide a format that is easy to track Annual Conference progress toward the CTA [3].

These items reference recommendation numbers in the CTA	Primary Strategy (theory of change)	Current Progress (include goal, measurement and results to date)	Next Steps
1. To confront y/our racism, and affirm that Black lives and all lives of color really do matter. Including District Superintendents and AC staff.	We seek to inspire participation in personal and interpersonal transformation through encountering leaders who model that Black lives and all lives of color really do matter and an invitation for people to engage with this in ways that respect the fact that we all enter this work in different places.	2020 Goal: 2020 persons are on a pathway to naming and addressing racism when they witness it and working toward being at least a level-4 change agent. (see graphic in attachment) Measurement: Number of and progress on CTA covenant commitments and improving IDI scores. Results to date: 750 covenant commitments with more than a quarter continuing to take deeper action.	<ul style="list-style-type: none"><li>o Continued Episcopal letters written to call out egregious racism when it happens.</li><li>o Require all clergy to be engaged in this work and holding the cabinet responsible for it.</li><li>o Establish a Conference Anti-Racism Response Team similar to the Conference Disaster Emergency Response Team to organize a response to acts of racism.</li><li>o Convene Regional Racial Justice Gatherings to dialogue and plan on regional race matters</li></ul>



			<ul style="list-style-type: none"> <li>o Establish a mechanism for consistently and effectively sharing information with local congregations to enable their participation in the covenant; include methods of communication about congregational activities and what resources and support are needed.</li> </ul>
<b>4. To initiate ongoing internal and external conversations on white privilege, white supremacy, racism and oppression, including internalized oppression on every district, sub-district and within each local church.</b>	<p>We seek to build bridges that take personal and interpersonal transformation experiences to the street and begin impacting institutional and cultural practices so that environments of radical hospitality for all are felt and contextualized solutions that</p>	<p>2020 Goal: Each local church reports on its progress as related to the CTA and reports on its internal and external conversations annually at church/charge conference. Measurement: data from church conference forms</p> <p>Results to date: Out of 542 pastoral reports received, 192 have demonstrated commitment to and work toward Call to Action goals.</p>	<ul style="list-style-type: none"> <li>o Continued resourcing of local churches to have these conversations through a variety of resources. including GCORR's Vital Conversations series, and an annual reCALL Summit where we learn, check in and hold one another accountable.</li> <li>o Work with GBCS, GCORR and the SPACES project to learn from our Beloved Community pilot project and multiply it (partnered with other organizations).</li> <li>o Sharing the stories of life change with an encouragement to engage the NEJ Call to Action</li> <li>o Identify teaching congregations who can partner with those who have not engaged the CTA to help them get there</li> <li>o Establish an accountability program for clergy across racial lines.</li> <li>o Ensure that racial justice work is included in our understanding of discipleship making and church vitality.</li> </ul>
<b>5. To initiate training and transformative conversation in areas of racism, white privilege, white supremacy and racial equity for the District Superintendents, AC staff and lay leadership including VIM, ACLL, YACs and CCYMs.</b>	<p>We seek to develop culturally agile leaders throughout the many layers and levels of the BWC who are able to authentically engage in multicultural ministry and who name and address racism when they witness it and who exemplify behaviors of a level-4 chang</p>	<p>2020 Goal: The onboarding and development of leaders and clergy consistently includes the Intercultural Development Inventory (IDI) and core competencies. Measurement: Percentage of leaders who improve their IDI score in a 2-3 year period. Results to date: Cabinet, staff (including retreat and camping staff), and Board of Ordained Ministry have all taken the IDI, engaged in a one day workshop and have been debriefed. Intercultural Proficiency goals are a part of all Executive Staff performance reviews, including the cabinet.</p>	<ul style="list-style-type: none"> <li>a. All Conference Leaders have taken the IDI and basic intercultural proficiency training by Fall 2020</li> <li>b. Continue to create a system and pool of trainers to support Intercultural Proficiency</li> <li>c. Require IDI development work for pastors and Board of Ordained Ministry candidates.</li> <li>d. Conversations convened with Young Adults and Student Leadership Cohort</li> </ul>

The Goals are Jurisdictional Responsibilities	AC Data Needed for Baseline	How is/will our AC contribute to this jurisdictional goal? How are you engaging SBC21 and other partners in this work?	If this pertains to you, what do is there something at the jurisdictional level needed to help you make progress?
<b>GOAL 1:</b> Those areas with a significant demographic of people from African descent should reflect a proportional number of Black leaders, both lay and clergy at Annual Conference.	<b>Path 1 provides a demographic chart in consultation with the NEJ Developer of each Annual Conference</b>  (mission field vs. members vs. leaders)	While the BWC has proportional leadership, we recognize that we need to create a culture of multiethnic hospitality that celebrates the rich diversity and gifts that that such diversity brings.	
<b>GOAL 2:</b> Establish at least one new faith community (multiple strategies) of African descent focused on engaging black children, youth and young adults (If you are in an AC, which has a ten-mile radius with a Black population of 30,000 or more.)	<b>Path 1 provides a jurisdictional map in consultation with the NEJ Developers</b>  <b>After identified, relevant areas submit a plan and resource needs are brought back no later than Jan 2019.</b>	The Baltimore-Washington Conference started a new faith expression (The Well) in the Fall of 2017 that is engaging black young adults (and others) in Washington, DC. Our new Director of New Faith Expressions is engaged in exploring further opportunities in conjunction with relevant DSs. While haven't yet done the 10 mile radius work, even at a macro-view there are three to four counties where further investigation is warranted due to the large population, projected increase and low United Methodist Church presence. (see attachment for more details)	A jurisdictional map with areas prioritized would be useful for our shared work.
<b>GOAL 3:</b> Increase the number of viable and sustainable Black churches' and ministries in the NEJ. [4]	<b>There is a shared dashboard that shows number of black churches and ministries with a sense of where those churches are in terms of viability/sustainability. This dashboard is owned by the NEJ Developers.</b>	Our SBC21 Team has been repurposed to be focused on this goal area. Our conference's strategic approach to congregational vitality strategy includes the notion that all leaders need to be interculturally proficient. We seek to include increasing the number of viable and sustainable faith communities that are black, Hispanic-Latino, Korean and Multiethnic. (see attachment for more details)	It would be helpful to have a shared dashboard.
<b>GOAL 4:</b> Study the impact of structural and institutional racism on Black people in the NEJ, in particular: - Closing of Black churches - The impact of the ordination process on the number of black persons interested in ordained ministry.		We are actively working to ensure the BOOM process is equitable for all and equips potential leaders for relationship and ministry in an increasingly diverse world. We are also working to collect data and make it public so that people understand where we are with regards to equity matters impacted by decades of structural and institutional racism.	
<b>GOAL 5:</b> Encourage UM related seminaries in the NEJ to intentionally recruit and	<b>Each Annual Conference with a UM related seminary within its bounds reports on areas of goal 5.</b>	We have a rich relationship with Wesley Theological Seminary and have laity and clergy who serve on the staff and/or work with the	

offer resources to more students of color, to offer an Urban Ministries track that is contextual to the Black Lives Matter movement and to initiate training for faculty in the areas of racism, white privilege and white supremacy.		seminary in various capacities. For example, we a.) serve on the Board of Governors (on Education, Campaign Steering Committee, Curriculum Selection, Recruitment and Retention, African American Black Church Studies Certificate Development and Support); b. support and/or accompany and/or plan Immersion Trips designed to explore the intersections of faith, theology, history and culture of African Americans and people of the diaspora (Selma, Gullah Trip, West Africa); and c.) educate students in the Black Church Experience through Practice in Ministry and Missions Field Education, Institute for Community Engagement, Urban Fellows Program and the Lewis Center for Leadership Excellence. We have partnered with Wesley in a variety of ways to work toward this goal.	
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**4. Please name the bodies or individuals providing leadership for the Call to Action in your Annual Conference and define who was included.**

The BWC has been blessed by an incredible assortment of leaders and groups that are providing leadership for our efforts to respond to the NEJ CTA.

A. A Steering Committee formulated the initial approach and meets as needed to coordinate progress across the breadth of the Call to Action:

- Episcopal Leader: Bishop Easterling
- Conference Lay Leader: Delores Martin
- Asst. to the Bishop: Tony Love
- Heads of Delegation: Terri Rae Chattin and Delores Martin
- CTA Authors: Joe Daniels and Lillian Smith
- NEJ Vision Table Reps: Edgardo Rivera and Christie Latona
- Discipleship Council Chair or Designee: Jessica Hayden
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- Director of Leader and Congregational Development: Rodney Smothers
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- Racial Justice Team/CCORR Chair: Moorosi Mokuena
- SBC21 Chair or Designee: Tim West
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- Hispanic/Latino Ministries Chair or Designee: Giovanni Arroyo
- Young Adult: Monica Raines
- GCORR Rep: Giovanni Arroyo

B. The Discipleship Council is responsible for oversight of the Call to Action and receives reports from the Steering Committee.

C. We have 140 people who are engaged in building the Racial Justice infrastructure that is focused on securing grassroots action.

D. . We have 14 people who are qualified administrators of the IDI and that team includes ecumenical partners. We have an additional 20 people who are uniquely qualified to walk alongside cross-cultural, cross-racial appointment.

E. Self-organized conversations, projects, advocacy and action work

F. Conference-Wide opportunities to go deeper through the ReCall Summit, devotional materials (including the Who Are We? curriculum, and grassroots organizing.

#### **5. How has your Annual Conference identified and developed funding to support this proposal? [5]**

We have reallocated a part of our Connectional Ministries budget toward the work outlined in the Call to Action for Racial Justice and continually in the process of identifying community partners for this work that bring resources with them. Additionally, we are pursuing grants as emerging initiatives arise.

*[1] Item 7 from the CTA*

*[2] Item 8 from the CTA*

*[3] Some items are not listed above. Number 2 is a COB task and is not appropriate for AC report and will be reported on directly from the COB in a way in which they determine. Number 3 is included in 1. Number 7 is this report. Number 8 is mentioned in the instructions and clarifies that strategic plans are due in 2020. Number 9 is beyond the AC and appears as question 6 below the tables. The items that are COB tasks need to be reported annually by COB.*

*[5]This represents the AC part of item 9 from the CTA "The College of Bishops, the Vision Table, the Multi-Ethnic Center for Ministry and each Annual Conference should identify and develop funding to support this proposal." The three named entities need to report annually on how they are supporting the funding of the CTA.*

# Baltimore-Washington Conference Report on NEJ Call to Action for Racial Justice 2019

(to be submitted on January 6, 2020)

## Describe your Annual Conference's overall strategic approach to the CTA in 50 words or less

The Baltimore-Washington Conference (BWC) approach to the NEJ Call to Action (CTA) :

1. *Is rooted in building relationships and creating a culture that allows all persons and cultures to feel safe in having needed conversations and confronting racism.*
2. *Embeds cultural competency and anti-bias work throughout BWC's existing networks, trainings and gatherings;*
3. *Engages and uplifts grassroots action;*
4. *Invites faith communities to engage in conversations and experiences that help them take the next faithful step toward becoming racial justice change agents;*
5. *Optimizes existing opportunities to include training and conversations;*
6. *Incorporates better assessment and accountability into our systems; and*
7. *Builds a Racial Justice Infrastructure*

*so that racism is dismantled and multiculturalism enabled.*

**Briefly describe what difference are you seeking to make and how will you know you are making progress? (no more than 2 sentences):** We believe that every church leader--lay and clergy--has the power and potential to create racially just and equitable environments which include our Annual Conference, disciples in the church and people in our mission fields. We will see more persons and congregations -- across lines of perceived difference -- united to love in dismantling hierarchies of human value.

What follows is a report of BWC's strategic approach, goal, measurement, results and next steps for the areas of the CTA that are the responsibility of the Annual Conference.

(Note: The numbers below refer to the numbers from the Call to Action document voted on at Jurisdictional Conference. Some items from the CTA are not listed below. Number 2 is a COB task is thus not appropriate for individual AC reports. Number 3 is included in 1. Number 7 is this report. Number 8 is mentioned in the instructions and clarifies that strategic plans are due in 2020. Number 9 is both within and beyond the AC.)

**1. To confront y/our racism and affirm that Black lives and all lives of color really do matter. Including District Superintendents and AC staff.** We seek to inspire participation in personal and interpersonal transformation through encountering leaders who model that Black lives and all lives of color really do matter and an invitation for people to engage with this in ways that respect the fact that we all enter this work in different places.

1	2	3	4	5
Acts with no knowledge of biases and prejudice's and their negative impact.	Aware of biases and prejudices, but continues negative behaviors and reinforces stereotypes.	Tolerates unjust behavior in others and plays it safe.	Acts as a role model, takes action when appropriate, and addresses others' behaviors when necessary.	Always on the lookout for prejudice and sees it everywhere.

- **2020 Goal:** 2020 persons are on a pathway to naming and addressing racism when they witness it and working toward being at least a level-4 change agent. (see graphic above)

- **Measurement:** Number of and progress on CTA covenant commitments and improving IDI scores.
- **Results to date:** 750 covenant commitments with more than a quarter continuing to take deeper action.
- **Next Steps:**
  - Continued Episcopal letters written to call out egregious racism when it happens.
  - Require all clergy to be engaged in this work and holding the cabinet responsible for it.
  - Establish a Conference Anti-Racism Response Team similar to the Conference Disaster Emergency Response Team to organize a response to acts of racism.
  - Convene Regional Racial Justice Gatherings to dialogue and plan on regional race matters
  - Establish a mechanism for consistently and effectively sharing information with local congregations to enable their participation in the covenant; include methods of communication about congregational activities and what resources and support are needed.

**4. To initiate ongoing internal and external conversations on white privilege, white supremacy, racism and oppression, including internalized oppression on every district, sub-district and within each local church.** We seek to build bridges that take personal and interpersonal transformation experiences to the street and begin impacting institutional and cultural practices so that environments of radical hospitality for all are felt and contextualized solutions that promote racial equity in the church, wider community and the region are created.

- **2020 Goal:** Each local church reports on its progress as related to the CTA and reports on its internal and external conversations annually at church/charge conference.
- **Measurement:** data from church conference forms
- **Results to date:** Out of 542 pastoral reports received, 192 have demonstrated commitment to and work toward Call to Action goals.

- **Next steps:**

- Continued resourcing of local churches to have these conversations through a variety of resources. including GCORR's *Vital Conversations* series, and an annual reCALL Summit where we learn, check in and hold one another accountable.
- Work with GBCS, GCORR and the SPACES project to learn from our Beloved Community pilot project and multiply it (partnered with other organizations).
- Sharing the stories of life change with an encouragement to engage the NEJ Call to Action
- Identify teaching congregations who can partner with those who have not engaged the CTA to help them get there
- Establish an accountability program for clergy across racial lines.
- Ensure that racial justice work is included in our understanding of discipleship making and church vitality.

## 5. To initiate training and transformative conversation in areas of racism, white privilege, white supremacy and racial equity for the District Superintendents, AC staff and lay leadership including VIM, ACLL, YACs and CCYMs.

We seek to develop culturally agile leaders throughout the many layers and levels of the BWC who are able to authentically engage in multicultural ministry and who name and address racism when they witness it and who exemplify behaviors of a level-4 change agent.

- **2020 Goal:** The onboarding and development of leaders and clergy consistently includes the Intercultural Development Inventory (IDI) and core competencies.
- **Measurement:** Percentage of leaders who improve their IDI score in a 2-3 year period.
- **Results to date:** Cabinet, staff (including retreat and camping staff), Board of Ordained Ministry have all taken the IDI, engaged in a one day workshop and have been debriefed. Intercultural Proficiency goals are a part of all Executive Staff performance reviews, including the cabinet.
- **Next Steps:**
  - a. All Conference Leaders have taken the IDI and basic intercultural proficiency training by Fall 2020
  - b. Continue to create a system and pool of trainers to support Intercultural Proficiency
  - c. Require IDI development work for pastors and Board of Ordained Ministry candidates.
  - d. Conversations convened with Young Adults and Student Leadership Cohort



## Northeastern Jurisdiction Call to Action Goals

We reported the following data in support of the NEJ goals listed in the CTA (shown in bold below).

**GOAL 1: Those areas with a significant demographic of people from African descent should reflect a proportional number of Black leaders, both lay and clergy at Annual Conference.**

While the BWC has proportional leadership, we recognize that we need to create a culture of multiethnic hospitality that celebrates the rich diversity and gifts that that such diversity brings.

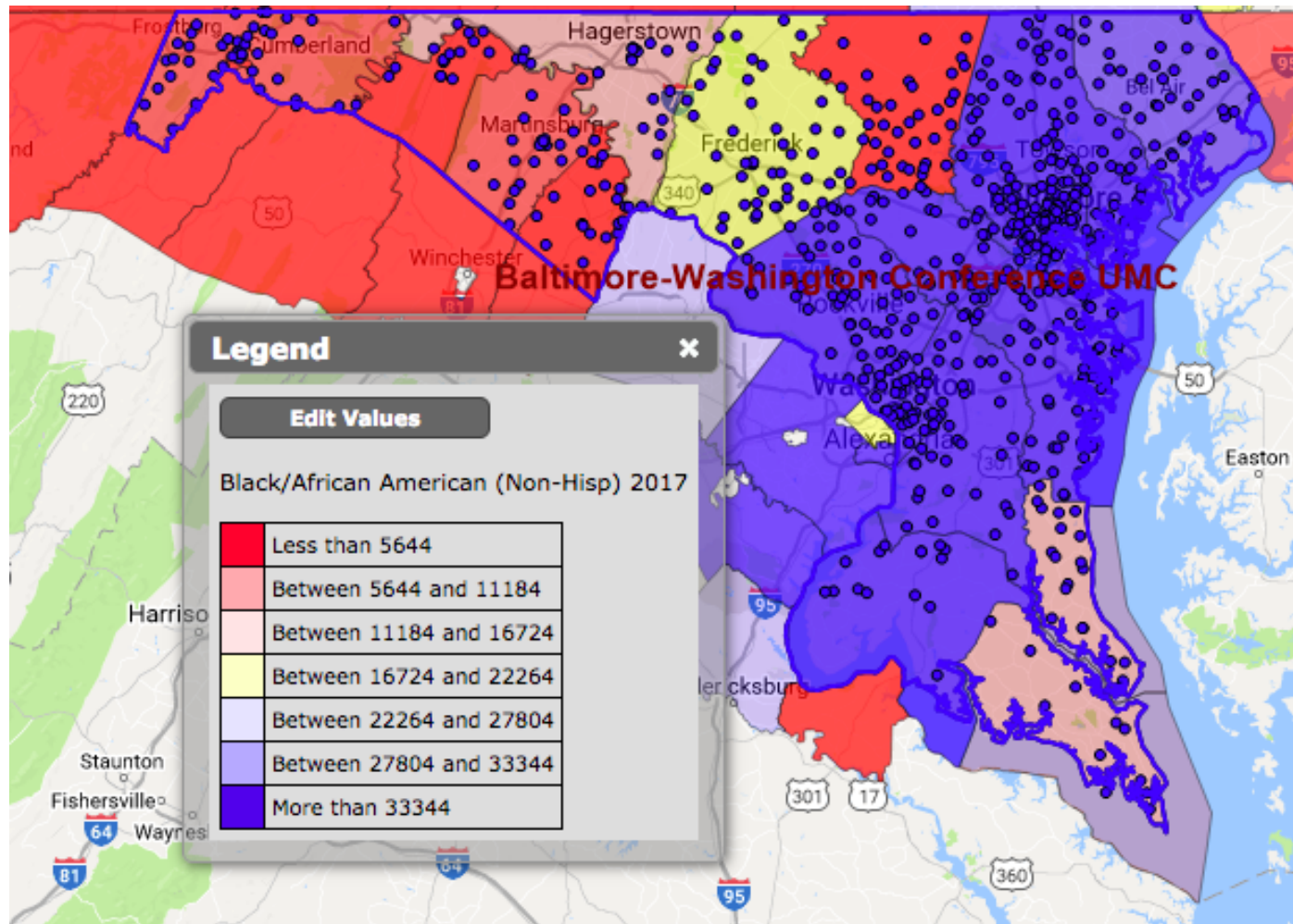
	Mission Field 2017		Members 2016		Clergy		Leaders	
Asian (Non-Hisp)	367,891	6%	2,045	1%	41	4%	13	5%
Black/African American (Non-Hisp)	2,005,399	31%	29,541	20%	289	26%	92	36%
White (Non-Hisp)	3,299,844	51%	112,123	77%	753	68%	142	55%
Hispanic or Latino	556,722	9%	680	0%	16	1%	6	2%
Pac Is/Am Ind/Oth (Non-Hisp)	178,341	3%	1,065	1%	10	1%	3	1%
Totals:	6,408,197		145,454		1109		256	1

*Note on data: Ethnic data was available for 68% of Conference Committee members. However, most members with ethnic data are clergy so figures above may not accurately represent Laity ethnicity.*

**GOAL 2: Establish at least one new faith community (multiple strategies) of African descent focused on engaging black children, youth and young adults (If you are in an AC, which has a ten-mile radius with a Black population of 30,000 or more.)**

The Baltimore-Washington Conference started a new faith expression (The Well) in the Fall of 2017 that is engaging black young adults (and others) in Washington, DC. Our new Director of New Faith Expressions is engaged in exploring further opportunities in conjunction with relevant DSs.

This map and chart on the following page shows a county view of the population of Black/African American persons. This data is generated by using both Experian and Census data. The table shows the 5 counties with the most number of Black/African American persons.



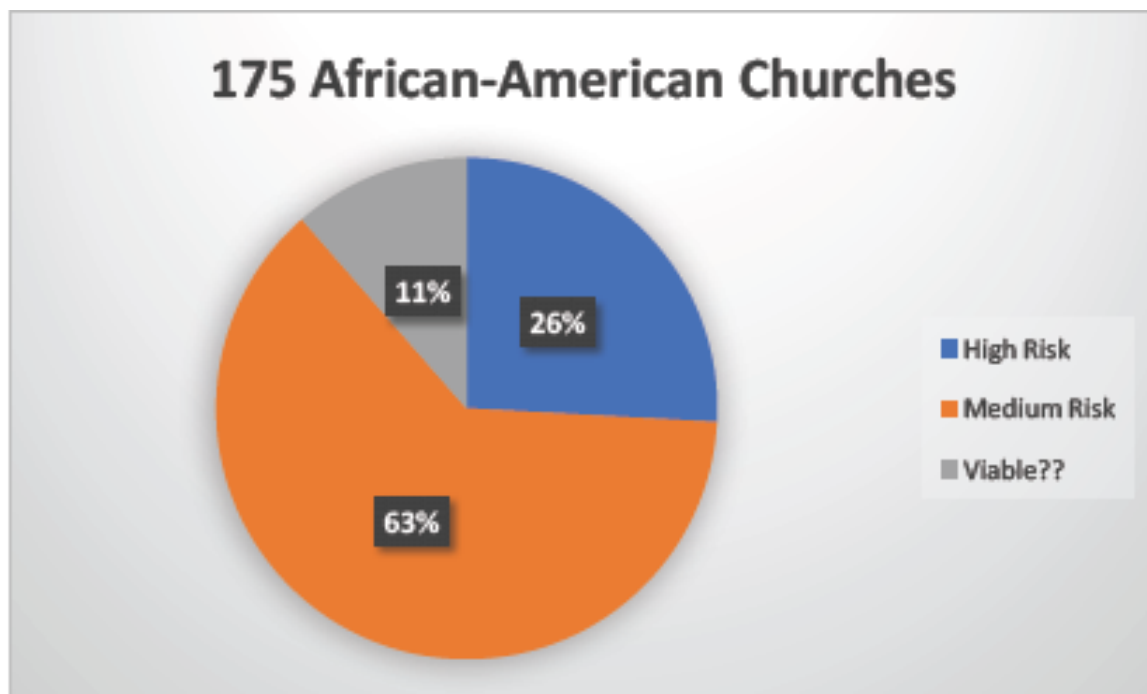
CensusCounties	Scan Variable (P)	Variable %	Index	2017 Pop	2022 Pop	Pop Change	% Pop Change	No. Of Chs	Pop Per Church	Church Presence
Prince George's	572,357	63.40	373.10	902,851	922,823	19,972	2.20	37	24,401	Low
Baltimore	379,351	61.90	364.20	612,995	620,975	7,980	1.30	45	13,622	Low
District of Columbia	337,476	48.90	288	689,604	714,357	24,753	3.60	29	23,779	Low
Baltimore	214,317	25.90	152.50	827,422	845,001	17,579	2.10	89	9,297	Average

While haven't yet done the 10 mile radius work, even at a macro-view there are three to four counties where further investigation is warranted due to the large population, projected increase and low United Methodist Church presence. Note: the church presence does not take into account the size of the church, just the presence of a church property within the county.

### **GOAL 3: Increase the number of viable and sustainable Black churches and ministries in the NEJ**

Our SBC21 Team has been repurposed to be focused on this goal area.

Our conference's strategic approach to congregational vitality strategy includes the notion that all leaders need to be interculturally proficient. We seek to include increasing the number of viable and sustainable faith communities that are black, Hispanic-Latino, Korean and Multiethnic.



**High Risk:** Any church with at least 5 of the 10 risk factors OR any arrearage for Pension/Medical.

**Medium Risk:** Any church with 3 or 4 of the 10 risk factors. Note: 39 of the 59 high risk churches can be removed from the list if they care for

**Viable??:** Any church with 0 of the 10 risk factors. We understand that the absence of risk factors is not the equivalent of vitality and – depending on one's definition – some churches with High or Medium Risk Factors might, indeed, be successfully multiplying disciples for the

transformation of the world.

The 10 Risk Factors are:

1. Sept 2016 Pension/Medical is in Arrearage
2. 2016 Apportion Payments < 75%
3. Average Worship Attendance (AWA) < 50
4. 6yr AWA Decline > 25%
5. Professions of Faith < 2.0 per 100 Attendees
6. Debt > \$7K per Attendee
7. Debt > \$4K per Attendee and AWA < 100
8. Operating Expenses > \$1,500 per Attendee
9. Pastor Compensation > \$1,000 per Attendee
10. Income < Operating Expense + Pastor Comp

**GOAL 4: Study the impact of structural and institutional racism on Black people in the NEJ, in particular:**

- a. Closing of Black churches
- b. The impact of the ordination process on the number of black persons interested in ordained ministry.

While we await the jurisdictional study, we are actively working to ensure the BOOM process is equitable for all and equips potential leaders for relationship and ministry in an increasingly diverse world. We are also working to collect important data and make it public so that people understand where we are with regards to equity matters impacted by decades of structural and institutional racism.

**GOAL 5: Encourage UM related seminaries in the NEJ to intentionally recruit and offer resources to more students of color, to offer an Urban Ministries track that is contextual to the Black Lives Matter movement and to initiate training for faculty in the areas of racism, white privilege and white supremacy.**

We have a rich relationship with Wesley Theological Seminary and have laity and clergy who serve on the staff and/or work with the seminary in various capacities. For example, we a.) serve on the Board of Governors (on Education, Campaign Steering Committee, Curriculum Selection, Recruitment and Retention, African American Black Church Studies Certificate Development and Support); b. support and/or accompany and/or plan Immersion Trips designed to explore the intersections of faith, theology, history and culture of African Americans and people of the diaspora (Selma, Gullah Trip, West Africa); and c.) educate students in the Black Church Experience through Practice in Ministry and Missions Field Education, Institute for Community Engagement, Urban Fellows Program and the Lewis Center for Leadership Excellence. We have partnered with Wesley in a variety of ways to work toward this goal.

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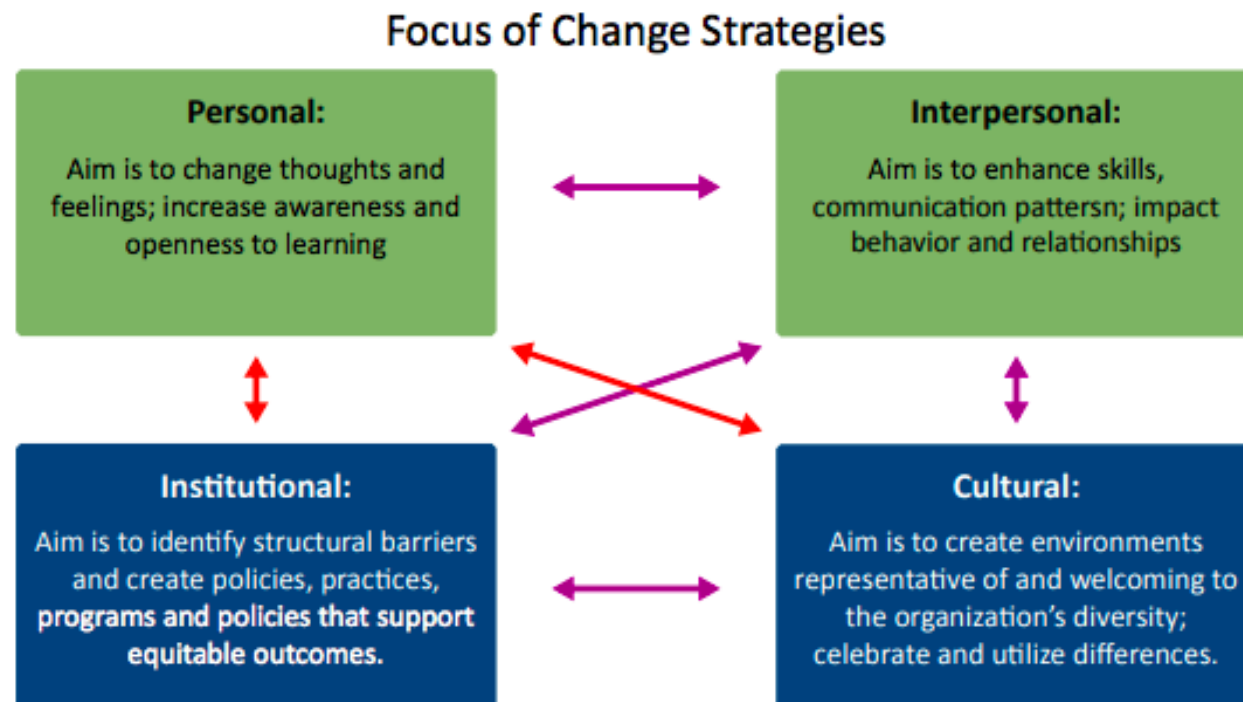
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D. . We have 14 people who are qualified administrators of the IDI and that team includes ecumenical partners. We have an additional 20 people who are uniquely qualified to walk alongside cross-cultural, cross-racial appointment.

E. Self-organized conversations, projects, advocacy and action work

F. Conference-Wide opportunities to go deeper through the ReCall Summit, devotional materials (including the **Who Are We? curriculum**), and grassroots organizing.

We have reallocated a part of our Connectional Ministries budget toward the work outlined in the Call to Action for Racial Justice and are in the process of identifying community partners for this work that bring resources with them. Additionally, we are pursuing grants as emerging initiatives arise across these four interactive areas of systemic change.





# Addendum to the Baltimore-Washington Conference Report on Progress Made Toward the NEJ Call to Action

## Bishop Easterling Leads the Charge

What follows is a timeline of highlights and doesn't fully describe the embodied leadership we find at the Baltimore-Washington Conference. In spite of the personal racism and sexism that Bishop Easterling continues to experience and the discomfort calling out racism creates in some congregations and leaders, Bishop continues to lead us fairly and faithfully. Additionally, many pastors have reported their support of her Episcopal statements and some serving in more conservative churches have seen some shifting of attitudes.

- **September 20, 2016:** Episcopal statement on the shooting of Keith Lamont Scott in Charlotte, North Carolina, provoking violent protests in the city. <http://www.bwcumc.org/news-and-views/statement-from-bishop-latrelle-easterling-sept-20-2016/>
- **January 19, 2017:** Bishop Easterling speaks at American University for Martin Luther King Day. <http://www.bwcumc.org/news-and-views/bishop-easterling-brings-prophetic-voice-to-american-university/>
- **April 5, 2017:** Participated in the Rally to End Racism. <http://www.bwcumc.org/news-and-views/united-methodists-rally-to-end-racism/>
- **May 23, 2017:** Episcopal statement on stabbing of an African American student at University of Maryland. <http://www.bwcumc.org/news-and-views/statement-from-bishop-latrelle-easterling-may-23-2017/>

- **August 12, 2017:** Episcopal statement on Charlottesville. <http://www.bwcumc.org/news-and-views/statement-from-bishop-latreille-easterling-august-12-2017/>
- **January 11, 2018:** Episcopal statement on reported remarks of President Trump. <http://www.bwcumc.org/news-and-views/bishop-latreille-easterlings-statement-on-the-reported-remarks-of-president-trump/>
- **June 21, 2018:** Bishop Easterling directed staff to create a rally of love to overwhelm and overshadow those driven by hate. In her email, she stated:

*As I understand it, a rally is being planned for Washington, DC on August, 12, the anniversary of the alt-right rally in Charlottesville, VA last year. It is always my belief that everyone has the right to invoke their rights under the Constitution. The right to peaceful assembly is contained within the First Amendment of our Constitution, and when it is limited for some, it is limited for all. I have no interest in attempting to prevent persons from assembling; rather, I believe we should plan a rally of Love, Peace, and Justice that is so well attended, we will make their rally look insignificant.*

*This approach was used in Boston when they attempted to hold a rally their not long after the Charlottesville rally. The meager number who appeared for the alt-right rally was completely overwhelmed by the large number of persons who attended the rally for love and justice.*



- **August 12, 2018:** United to Love Rally -- <https://www.unitedtolove.org/>
  - Bishop Easterling directed all District Superintendents to organize people to worship and participate in the rally on the mall.
  - Opening sermon, “Created by God, United to Love,” by Bishop LaTrelle Miller Easterling at the United to Love Rally. It is in the process of being transformed into an evergreen resource to be available this Lent.  
<https://www.youtube.com/watch?v=a68KnOysRnI&t=120s>
  - Articles:
    - United Methodists rally to end racism: <http://www.bwcumc.org/news-and-views/united-methodists-rally-to-end-racism/>
    - United to Love Rally: <http://www.bwcumc.org/news-and-views/united-methodists-unite-to-love/>
- **February 2019:** Created to Love Devotional Resource developed from sermons preached at the United to Love Rally and at ReCall Summit
- **March 15, 2019:** Pastoral Letter After Christchurch Tragedy -- <https://www.bwcumc.org/news-and-views/pastoral-letter-after-christchurch-tragedy/>
- **July 30, 2019:** BWC Leaders Affirm Baltimore -- <https://www.bwcumc.org/news-and-views/bwc-leaders-affirm-baltimore/>

- **October 2019:** Released part 1 of a three part curriculum entitled “Who Are We? A Journey from Head to Heart.” The curriculum includes a commitment to multiculturalism and naming racism. Particularly:
  - ***Our Unfinished Business: What Really Happened in 1968?***  
<https://www.bwcumc.org/resources/who-are-we/our-unfinished-business-what-really-happened-in-1968/> *When the Evangelical United Brethren (EUB) and Methodist churches united 50 years ago, the EUB leaders insisted on an integrated denomination. But many questions of race and justice remained unresolved. As the church considers its response to homosexuality, how does racism shape the conversation? How must the church and its people redefine or reinvent themselves so that we can stand united in Christ? How is the church “forever beginning?”*
  - ***Hope Born Out of History: Telling the Whole Truth*** (to be released soon) *Too often we allow ourselves to be lulled into thinking that we are living in a post-racial world, where racism doesn’t shape our culture and our lives. Too often, we ignore the evils of racism, preferring instead to dwell in partial truths and spiritual platitudes. This tendency causes us to tame the calls to action from prophets like Martin Luther King, Jr., and Dietrich Bonhoeffer. How is the church today being called to deep transformation? How do we combat the remnants of the sin of segregation? In the BWC, we can learn from many examples.*

Bishop Easterling has prioritized advocacy and action (we now have an Executive Minister of Justice and Service) and the Annual Conference **has approved** a streamlined organizational structure. Both of these enable the Baltimore-Washington Conference to pursue the NEJ Call to Action in more focused and powerful ways. She is actively involved in the work of expanding our Intercultural Proficiency at every

layer of the Annual Conference. Under Bishop Easterling's spirit-led leadership, we are boldly moving forward on the plan as outlined in our NEJ report that includes:

- training all staff—including Executive Team, Cabinet, Retreat and Camping Ministry—potential trainers and BOOM in 2019 and all conference leaders in 2020. All persons trained take the Intercultural Development Inventory. Key leaders create a development plan so that we intentionally develop intercultural proficiency;
- holding her direct reports accountable on their own intercultural competency development through the formal performance review process; and
- ensuring that congregations understand that racial justice work is included in our understanding of discipleship making and church vitality; for a church to meet the definition of a vital congregation, the BWC will require them to be engaged in this work.

## Broad Strategies that Inform Our Work

These are the broad strategies we are employing to accomplish the NEJ Call to Action items and goals. The positions in parentheses are steering committee members responsible working with the appropriate persons/bodies to accomplish the goal/task.

- 1. Rooted in building relationships and creating a culture that allows all persons and cultures to feel safe in having needed conversations and confronting racism.**
  - a. Intercultural Development Inventory (IDI) assessment and training allows us to engage people where they are and help them take their next faithful step in developing their cultural proficiency. We are in the process of identifying persons who will be certified to deliver this inventory and train people and congregations toward increased proficiency.
  - b. Beloved Community Hubs creates intentional space for perspective taking, relationship building, anti-bias awareness and racial healing.
  - c. United to Love movement to ground people in our identity in Christ and creating a culture of love not hate.
  - d. reCall Summit is an annual time of coming together for accountability, intensive learning and conversation. We are in the process of identifying needed connection points for persons who have not yet engaged with this work.
  - e. Annual Civil Rights immersion trips.

2. **Intentionally embed cultural competency and anti-bias work throughout BWC's existing networks and gatherings** beginning with:
  - a. Bishop, Cabinet and staff
  - b. BOOM
  - c. Clergy
  - d. Lay Persons in Conference or District Leadership Roles
  - e. Retreat and Camping Ministries
  - f. And incorporate Intercultural Development Inventory assessment of readiness for congregations and pastors prior to cross-cultural appointment making.
3. **Uplift what is happening at the grassroots level through collecting and sharing the stories of life-change using sharable multimedia with an encouragement to join the covenant** (Director of Communications)
4. **Invite congregations to engage in conversations and experiences that help them take the next step toward becoming racial justice change agents;**
  - a. Call to Action Covenant (Racial Justice Team/CCORR)
  - b. Leadership Days (Dean of the Cabinet or designee)
  - c. Charge/Church Conferences (Dean of the Cabinet or designee)
  - d. Annual Conference (Assistant to the Bishop)
  - e. reCall Summit (Assistant to the Bishop)
  - f. Our Conference Commission on Religion and Race (CCORR) has provided copies of the *Vital Conversations Series 1: Realities of Race and Racism*, produced by the UMC [General Commission on Religion and Race \(GCORR\)](#), for all BWC congregations/clergy which can be used as a basis for congregational conversations.

5. **Optimize existing opportunities to include training and conversations** (that address white privilege, white supremacy, racism and oppression, including internalized oppression, racial equity, right leaders, and appropriate process) so that all conference leaders confront y/our racism and affirm that while all lives matter in God's eyes, in the current cultural and social context of this country, Black lives and all live of Color really do matter (CTA items 1, 3 and 4)
  - a. Onboarding Staff and Agency Leaders (HR and DCM)
  - b. RIM (Executive Minister of Call and Clergy Care)
  - c. Cross-Cultural Appointment Making (Dean of the Cabinet and Executive Minister of Justice and Service)
  - d. RCM Summer Staff Training (Director of Retreat and Camping Ministry)
  - e. reCall Summit (Assistant to the Bishop)
  - f. Annual Conference (Assistant to the Bishop)
  - g. Leadership Days (Dean of the Cabinet or designee)
  - h. Lay Servant Academies (Director of Lay Servant Ministry)
  - i. District Clergy Gatherings (Dean of the Cabinet)
  - j. Days Apart
  - k. Order of Elders, Deacon, and Local Pastors
  - l. Eight Year Assessment process
  - m. Web-based Resources (Director of Connectional Ministries and Director of Communications)
  - n. Rallies, advocacy and action work as needed (Executive Minister of Justice and Service)
6. **Incorporate better accountability into our systems.** (CTA Goal 4)
  - a. BOOM (ordination process)
  - b. Staff
  - c. Cabinet (appointment making)
  - d. Retreat and Camping Ministry
  - e. Unified Funding Task Force
  - f. Office of Leader and Congregational Development (closing of churches and starting of new churches)

## Resources for Local Churches

A one-stop shop page was created to inform and equip people to engage with the NEJ Call to action for Racial Justice <http://www.bwcumc.org/resources/call-to-action-on-racial-justice/>. Highlights include:

- ***Jericho Road Lenten Devotional 2017*** was developed to honor 50<sup>th</sup> Anniversary of Rev. Dr. Martin Luther King's assassination, to help prepare the group that participated in the Memphis pilgrimage and served as a means of engaging the wider annual conference in scriptural study through the lens of King's sermons and other resources. <http://www.bwcumc.org/the-jericho-road-devotional/>
- Excerpts from our Social Principles (*Book of Discipline 2016*) root this work in our identify as United Methodists. <http://www.bwcumc.org/the-call-to-action-and-our-social-principles/>
- Using the Call to Action in your life and local church: <http://www.bwcumc.org/news-and-views/using-the-call-to-action-in-your-life-and-church/>
- Beloved Community Toolkit (which is being used by our Episcopal Brothers and Sisters as well): [http://78455c2ccb400d517780-dac10a94c714bbb9d8050040bb216432.r90.cf2.rackcdn.com/uploaded/b/0e7990135\\_1540616301\\_beloved-community-tool-kit-18-g.pdf](http://78455c2ccb400d517780-dac10a94c714bbb9d8050040bb216432.r90.cf2.rackcdn.com/uploaded/b/0e7990135_1540616301_beloved-community-tool-kit-18-g.pdf)
- Vital Conversations resource: <http://www.bwcumc.org/vital-conversations-resources-for-creating-racial-equity/>
- Church should be a sanctuary for having difficult conversations: <http://www.bwcumc.org/news-and-views/church-should-be-a-sanctuary-for-difficult-conversations/>
- MLK's four key principles of prophetic witness for church leaders: <http://www.bwcumc.org/news-and-views/martin-luther-king-jrs-4-key-principles-of-prophetic-witness/>

## Conference-Wide Learning Events

- Laity Session explores discipleship and Call to Action: <http://www.bwcumc.org/news-and-views/laity-explore-discipleship-and-call-to-action/>
- ReCall Summit: <http://www.bwcumc.org/events/recall-summit/>
  - ReCall Summit 2017: <http://www.bwcumc.org/news-and-views/ums-address-racism-issues-at-recall-summit/>
  - ReCall Summit 2018: <http://www.bwcumc.org/news-and-views/recall-summit-fights-racism/>
  - ReCall Summit 2019: <https://www.bwcumc.org/resources/recall-summit-30/>

## Commentaries

- Rev. Donna Claycomb Sokoll: <http://www.bwcumc.org/news-and-views/commentary-will-you-join-in-fighting-racism/>
- Pastor Helen Fleming: <http://www.bwcumc.org/news-and-views/straight-talk-on-racism/>
- John Gauthier: <http://www.bwcumc.org/news-and-views/june-12-is-not-just-another-day-to-me/>
- Rev. Marlon Tilghman: <http://www.bwcumc.org/news-and-views/a-prayer-for-justice-and-shalom/>
- Valerie Boyer: <http://www.bwcumc.org/news-and-views/a-highway-to-hope/>



## Annual Conference: Eastern Pennsylvania

Date Your Annual Conference Began CTA Work: 7/25/2016

### 1. Describe your conference's overall strategic approach to the CTA in 50 words or less

The EPAUMC Racial Justice Transformation Process intentionally engages and equips congregations, clergy, ministry candidates, and staff in seeking inclusion and equity while serving their communities. This approach assumes that transformation begins by changing minds, changing hearts and changing behaviors. The purposeful integration of these aspects creates opportunity for changing systems.

### 2. Briefly describe what difference your conference is seeking to make and how will you know you are making progress? (no more than 2 sentences):

We seek to break the denial, move toward acceptance, and appreciate differences as we move toward authentic cultural proficiency. Our progress will be measured by:

demonstrated capacity to engage productively in difficult conversations about race, with progressive understanding;

evidence of shared decision-making and shared power, where people of color have more opportunities to serve, where their voices are heard and their opinions are valued.

greater financial equity in employment opportunities, appointment-making and equal pay for equal work across the board.

### 3. Please complete the following using as few words as possible. We are seeking to provide a format that is easy to track Annual Conference progress toward the CTA [3].

These items reference recommendation numbers in the CTA	Primary Strategy (theory of change)	Current Progress (include goal, measurement and results to date)	Next Steps
<b>1. To confront y/our racism, and affirm that Black lives and all lives of color really do matter. Including District Superintendents and AC staff.</b>	Expose conference constituents to both historical and current resources to help raise awareness of the facts and the impact of racist beliefs and practices whether they be overt, covert, conscious or implicit, individualized, institutionalized and systemic.	Expose conference constituents to both historical and current resources to help raise awareness of the facts and the impact of racist beliefs and practices whether they be overt, covert, conscious or implicit, institutionalized and systemic.	Continue to create opportunities to expand intercultural competency. See Addendum
<b>4. To initiate ongoing internal and external conversations on white privilege, white supremacy, racism and oppression, including internalized oppression on every district, sub-district and within each local church.</b>	Provide education by creating opportunities of exposure and learning. Create measures of accountability by soliciting input on the potential impact and progress being made from local church leaders and clergy	Convened local church conversations on race Increase diversity of leadership Convened small groups: Whites Confronting Racism Implemented CRCC transition support teams See Addendum	Engage local churches as bodies of accountability Convene small groups for Clergy of Color exploring internalized racism See Addendum
<b>5. To initiate training and transformative conversation in areas of racism, white privilege, white supremacy and racial equity for the</b>	Provide education by creating opportunities of exposure and learning. Create measures of accountability by soliciting input on the potential impact and progress being made from	Increased efforts to reflect diversity Continued training on racial dynamics Identified AA churches as historical sites Expanded promotion and reporting on racial-ethnic group events & ministries	Connect VIM projects with local AA communities Focus responses to disasters in AA communities

District Superintendents, AC staff and lay leadership including VIM, ACLL, YACs and CCYMs.	conference wide staff and ministry teams.	Encouraged all connection ministries to address these issues in their context	Continue to engage all connectional ministries to incorporate emphasis on racial issues
The Goals are Jurisdictional Responsibilities	AC Data Needed for Baseline	How is/will our AC contribute to this jurisdictional goal? How are you engaging SBC21 and other partners in this work?	If this pertains to you, what do is there something at the jurisdictional level needed to help you make progress?
GOAL 1: Those areas with a significant demographic of people from African descent should reflect a proportional number of Black leaders, both lay and clergy at Annual Conference.	Path 1 provides a demographic chart in consultation with the NEJ Developer of each Annual Conference  (mission field vs. members vs. leaders)	The Committee on Conference Leadership continues to address this issue for both lay and clergy leaders. District committees continues to intentionally identifying diverse leadership. See addendum	
GOAL 2: Establish at least one new faith community (multiple strategies) of African descent focused on engaging black children, youth and young adults (If you are in an AC, which has a ten-mile radius with a Black population of 30,000 or more.)	Path 1 provides a jurisdictional map in consultation with the NEJ Developers  After identified, relevant areas submit a plan and resource needs are brought back no later than Jan 2019.	Two African-American congregations have initiated a new ministry creating new spaces for new people in the African-American community of Chester, PA - an Empowerment/Education Center and Assisted Living facility with funding from sale of closed UMC church property A new ministry, The Annex, started in Darby, PA	
GOAL 3: Increase the number of viable and sustainable Black churches' and ministries in the NEJ. [4]	There is a shared dashboard that shows number of black churches and ministries with a sense of where those churches are in terms of viability/sustainability. This dashboard is owned by the NEJ Developers.	AA congregation of Wharton Wesley UMC is being revitalized and re-envisioned Development of a AME/UMC church in Radnor, PA Granted funding for 7 Urban Alliances and 11 Initiatives for urban communities, many of which are communities of color addressing historic and current inequities	
GOAL 4: Study the impact of structural and institutional racism on Black people in the NEJ, in particular: - Closing of Black churches - The impact of the ordination process on the number of black persons interested in ordained ministry.		EPA engaged in a facilitated process of evaluating structural racism within the conference with outside consultants. The recommendations and findings are continuing to be gradually implemented. The Board of Ordained Ministry continues to educate its members regarding racism, white privilege, and oppression. See Addendum	

<b>GOAL 5: Encourage UM related seminaries in the NEJ to intentionally recruit and offer resources to more students of color, to offer an Urban Ministries track that is contextual to the Black Lives Matter movement and to initiate training for faculty in the areas of racism, white privilege and white supremacy.</b>	<b>Each Annual Conference with a UM related seminary within its bounds reports on areas of goal 5.</b>	Conversations are continuing with Palmer Theological Seminary, Evangelical Seminary, Lutheran Seminary, Moravian Seminary, Lancaster Theological Seminary. We have alumni and students related to these schools.	
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**4. Please name the bodies or individuals providing leadership for the Call to Action in your Annual Conference and define who was included.**

Bishop

Black Methodists for Church Renewal (BMCR)

Black United Methodist Preachers (BUMP)

Board of Laity

Board of Ordained Ministry

Commission on Religion & Race

Committee on Native American Ministries (CONAM)

Congregational Development Team & Coordinator

Connectional Ministries of EPAUMC (31)

Director of Administrative Services/Executive Director of Pension & Health Benefits

Director of Communication

Director of Connectional Ministries

District Superintendents

Korean Caucus

Latino Commission

Treasurer

**5. How has your Annual Conference identified and developed funding to support this proposal? [5]**

Sources within the 2019 budget -	\$20,000.00
Conference Budget Projection for 2020 -	\$15,000.00
CCORR Grant -	\$10,000.00
GCORR Action Grant -	\$ 5,000.00
BOOM Continuing Education Funds -	\$ 5,000.00
Bishop's Discretionary Funds -	As needed

*[1] Item 7 from the CTA*

*[2] Item 8 from the CTA*

*[3] Some items are not listed above. Number 2 is a COB task and is not appropriate for AC report and will be reported on directly from the COB in a way in which they determine. Number 3 is included in 1. Number 7 is this report. Number 8 is mentioned in the instructions and clarifies that strategic plans are due in 2020. Number 9 is beyond the AC and appears as question 6 below the tables. The items that are COB tasks need to be reported annually by COB.*

*[5] This represents the AC part of item 9 from the CTA "The College of Bishops, the Vision Table, the Multi-Ethnic Center for Ministry and each Annual Conference should identify and develop funding to support this proposal." The three named entities need to report annually on how they are supporting the funding of the CTA.*

# **Eastern Pennsylvania Conference Call to Action 2019 Report**

## **Addendum:**

### **Question #3**

- 1. To confront y/our racism, and affirm that Black lives and all lives of color really do matter. Including District Superintendents and AC staff.**

#### **Current Progress - Column 3**

**a) East District DS**

- Participated with the Appointive Cabinet, Bishop, GCORR and the Conference CORR in implementing a strategic process for supporting all CRCC appointments.
- Organized CR/CC training 2/23/19.
- Attended CR/CC luncheon 5/13/19
- Participated in CR/CC Mentor Team Training and implementation of the Mentoring Process

**b) South District DS**

- Participated with the Appointive Cabinet, Bishop, GCORR and the Conference CORR in implementing a strategic process for supporting all CRCC appointments.
- Attended CR/CC luncheon 5/13/19
- Participated in CR/CC Mentor Team Training and implementation of the Mentoring Process

**c) West District DS**

- Participated with the Appointive Cabinet, Bishop, GCORR and the Conference CORR in implementing a strategic process for supporting all CRCC appointments.
- Convened Racial Dialogues run by a few pastors periodically
- Attended CR/CC luncheon 5/13/19.
- Participated in CR/CC Mentor Team Training and implementation of the Mentoring Process

d) North District DS

- Participated with the Appointive Cabinet, Bishop, GCORR and the Conference CORR in implementing a strategic process for supporting all CRCC appointments.
- Visited AA History Museum in Philadelphia
- Read ‘Who Lynched Willie Earle: Preaching to Confront Racism
- Viewed film “Harriet”
- Assisting Elder participated in year-long program “Whites Confronting Racism”
- Supported CR/CC training 2/23/19.
- Attended CR/CC luncheon 5/13/19
- Participated in CR/CC Mentor Team Training and implementation of the Mentoring Process

e) Bishop Johnson

- Continued to read and study issues around white privilege, racism and black history: Philadelphia Tribune, “The Five Faces of Oppression” by Iris Young (article), *Racism: A Short History* by George M. Fredrickson (book), “The Origins of Race” by Willie Jennings (video), “Race: the Power of An Illusion” (video), “Harriet” (movie)
- Continued to meet with a cross-culture coach for conversations about racism and cross-culture appointment making.
- Attended a three-day Council of Bishops Learning Forum: “Power, Privilege and Proceeds: Addressing Race, Ethnicity, Tribalism and Neo-Colonialism.” (November 6-8, 2020)
- Wrote MLK and Black History Month blog articles
- Sponsored luncheons for pastors serving in Cross Racial/Cross Cultural Ministries in both conferences
- Participated in the Butterfly Institutional Racism workshop with the cabinet and Grace Pak from GCORR
- Met with EPA BMCR at one of the monthly meetings and spoke at their scholarship banquet.
- Met with Lutheran Bishop Patricia Davenport (first AA female bishop) who serves in Philadelphia

- Met with Lutheran Bishop Patricia Davenport (first AA female bishop) who serves in Philadelphia
- Honored Rev. Herb Palmer at AC – Urban Award named in his honor.
- Met with AA pastors to discuss Butterfly program and the 2019 General Conference
- Taught 10-hour course at the Lay Academy on social justice which included much material on racial justice.
- Participated in a conference-wide “Celebration of Culture” and sponsored a black deaf choir from Grace UMC
- Participated in the ribbon cutting celebration at an AA Church: Midtown Parish
- Gave greetings at the “Dismantling Racism” workshop (April and October)
- Helped to craft a federated church plan with a UMC congregation and an AME congregation in Radnor, PA

f) Board of Ordained Ministry

- Published Candidacy Guidelines assuring their clarity & easier accessibility. We call this “The Yellow Brick Road to Candidacy” project & involve the dCOM’s. This work was reviewed by GBHEM.
- Included people of color as interview team chairpersons & presenters.
- Focused on interviewee’s written & oral material with attention to how written expression can be a challenge for some candidates. Looked at the totality of the candidate.
- Employed a *certified* language interpreter for a candidate’s psychological assessment leading to certification.

**1. To confront y/our racism, and affirm that Black lives and all lives of color really do matter. Including District Superintendents and AC staff.**

**Next Steps - Column 4**

a) South District DS

- Attend next level “Changing Racism” EPA Seminar.
- Engage with CR/CC Ministries and deploy CR/CC Mentoring Team and Training & Resource Team in concert with CR/CC Ministry Support pilot program

- b) West District DS
    - Follow-up with those leading the Dialogues.
    - Engage with CR/CC Ministries and deploy CR/CC Mentoring Team and Training & Resource Team in concert with CR/CC Ministry Support pilot program
  - c) North District DS
    - Engage with CR/CC Ministries and deploy CR/CC Mentoring Team and Training & Resource Team in concert with CR/CC Ministry Support pilot program.
  - d) East District DS
    - Engage with CR/CC Ministries and deploy CR/CC Mentoring Team and Training & Resource Team in concert with CR/CC Ministry Support pilot program
  - e) Bishop Johnson
    - Continue to give leadership to the Dragonfly Partners Institutional Racism process (Butterfly Project) and implementation of suggested action (take-away assignments and follow-up meetings).
    - Continue to support efforts for better Cross-Racial/Cross-Cultural ministry appointments as designed and implemented by the EPA CORR & Cabinet.
    - Continue to see a professional coach 4 times a year that focuses on blind spots with regard to racism.
    - Will continue to meet with clergy/pastors of African descent (elders, deacons, local pastors, lay assigned) for open dialogue.
  - e) Board of Ordained Ministry
    - Develop training on Dismantling Racism - advanced levels, 1 CEU required for all clergy per quadrennium
4. **To initiate ongoing internal and external conversations on white privilege, white supremacy, racism and oppression, including internalized oppression on every district, sub-district and within each local church.**



### **Current Progress - Column 3**

- a) All 4 districts held workshops, dialogues and focus groups on white privilege and racism.
  - Under the direction of a young adult lay person, a dinner was held for conference leadership to build relationships, dialogue and share on the issues of white privilege and racism in our communities.
  - Individual local churches engaged in small group conversations.
  - A Tools for Ministry 2019 training on “Local Church Conversations on Race” occurred on 3/2/19 @ Eastern University.
  - Used funds from closure of a Black Church in Chester, PA to support redevelopment of the Black Church in Chester, PA; presentation to Conference Trustees and Cabinet.
  - Supported The Annex in Darby, PA, a new ministry space for Community Education; Ministry Outreach and Children/Youth Programming.
  - Supported the development and funding (through the sale of a closed UMC church building) of a new AA church start in Chester, PA
  - Reviewed all district committees for diversity in leadership.
  - Offered sessions at our Tools for Ministry translated in Spanish.
  - Offered several additional meetings to be translated in Spanish and/or ASL (Bishop’s Day, Worship Workshop).
- b) All pastors under appointment and CLM’s must take the mandatory “Changing Racism” class as a prerequisite for certification.
- c) Clergy and laity involved in Cross Racial/Cross Cultural appointments receive annual training. Also CR/CC pastors fellowship together at an annual luncheon with the bishop.
- d) The Director of Connectional Ministries and the Commission on Religion and Race convened the Cross Cultural/Cross Racial Ministry taskforce to develop a standardized process for assessing readiness, supporting, resourcing, and determining viability of CRCC appointments. This initiative was captured in the Manual for CR/CC Ministry and Appointment Making.

- 4. To initiate ongoing internal and external conversations on white privilege, white supremacy, racism and oppression, including internalized oppression on every district, sub-district and within each local church.**

**Next Steps - Column 4**

- a) Promote, support and fund “Racism, Post-Traumatic Stress, & Transformation” workshop for both clergy and laity of color
- b) Host, plan and fund the Clergy of Color retreat on May 22, 23, 2020 addressing issues of internalized oppression
- c) Partner with the Prison Ministry and Restorative Justice Team to hold “True Justice: Seeking Equal Justice for People and Communities of Color”, a film viewing and panel discussion event

**GOAL 1: Those areas with a significant demographic of people from African descent should reflect a proportional number of Black leaders, both lay and clergy at Annual Conference.**

**Column 3. How is/will our AC contribute to this jurisdictional goal?** How are you engaging SBC21 and other partners in this work?

Note: In 2019

- a) The conference has 27 African American Churches out of a total of 415 churches.
- b) African Americans make up 25% of the Appointive cabinet.
- c) African Americans hold a number of major leadership positions in the Conference: Conference Associate Lay Leader, Director of Connectional Ministries, Connectional Table (chair), Loan Board (chair), several district lay leaders and associate lay leaders, Conference UMW (co-chair) and Conference UMM (president), UM Metro Ministries, Inc. (president), Black Methodists for Church Renewal (chair), Black United Methodist Pastors (chair), East District Committee on District Superintendency (chair), Scholarship Committee (chair), Human Resources (chair), Council on Young Adult Ministries (chair), Conference Senior Accountant, Coordinator of Urban Ministries, Marketing Consultant Liaison for Camping & Retreat Ministries, Commission on Religion and Race (co-chair)

and liaison to the Board of Ordained Ministry, Westpath Board Member, Westpath Resource to EPA Board of Pension and Health Ministries, Peace with Justice (chair), and Conference Director of Communication

**GOAL 4: Study the impact of structural and institutional racism on Black people in the NEJ, in particular:**

- **Closing of Black churches**
- **The impact of the ordination process on the number of black persons interested in ordained ministry.**

**Column 3. How is/will our AC contribute to this jurisdictional goal?** How are you engaging SBC21 and other partners in this work?

Note: In 2019

- a) Bishop Johnson spoke with the chairs of BOOM to emphasize importance of recruiting African American candidates for ministry and to take note of the racial biases that can appear in the interview process for commissioning and ordination.
- b) The Board of Ordained Ministry implemented a different interview process with the intention of being more culturally relevant and sensitive for all candidates of color. This change also includes explicit understanding of the multicultural reality of the EPAC and the probability of cross cultural/cross racial appointments.
- c) Consultants from Visions, Inc. and the Race Institute have been partners with the Board of Ordained Ministry in presenting training on Implicit Bias and intercultural competency.

## Annual Conference: Greater New Jersey

Date Your Annual Conference Began CTA Work: 3/1/2017

### 1. Describe your conference's overall strategic approach to the CTA in 50 words or less

GNJ is implementing a 10 year Inter Cultural Competence Plan that raises and engages people in privilege and racism so that GNJ's values, processes and policies align and develop the leadership capacity needed for a regenerative intercultural competent GNJ.

### 2. Briefly describe what difference your conference is seeking to make and how will you know you are making progress? (no more than 2 sentences):

GNJ will build the leadership capacity to create the systemic shift needed for a regenerative culture of inter cultural competence so that we can i) effectively address issues of racism, white privilege and oppression; ii) grow African American congregations as well as congregations of other ethnicities; and iii) identify systemic racism and address it. In the last year, GNJ trained BOOM leadership in developing better cultural competency, initiated a yearlong leadership seminar with cross racial cross cultural appointments, moved four African American/Black congregations from part time leadership to full time, and continues to press its law suit against the State of New Jersey and the Board of Education to desegregate New Jersey public schools.

### 3. Please complete the following using as few words as possible. We are seeking to provide a format that is easy to track Annual Conference progress toward the CTA [3].

These items reference recommendation numbers in the CTA	Primary Strategy (theory of change)	Current Progress (include goal, measurement and results to date)	Next Steps
1. To confront y/our racism, and affirm that Black lives and all lives of color really do matter. Including District Superintendents and AC staff.		<ul style="list-style-type: none"> <li>- Episcopal Letter to all Clergy and Laity Leadership calling all GNJ Congregations to prayer and engage in visible action to confront the evils of racism and white privilege.</li> <li>- Cabinet and Connectional Ministries team study on topics of racism and white privilege, based on the book "The New Jim Crow"</li> <li>- Annual Conference workshops on intercultural competency</li> <li>- Gatherings for clergy and laity in Cross Racial- Cross Cultural appointments</li> <li>- Outward Mindset Trainings to see people as people with needs, objectives, and desires that are as important as your own.</li> </ul>	GNJ leadership and staff teams will work together, in consultation with GCORR, to assess their level of intercultural competence; receive appropriate training and set strategies that foster intercultural competence in GNJ.
4. To initiate ongoing internal and external conversations on white privilege, white supremacy, racism and oppression, including internalized oppression on every district, sub-district and within each local church.		<ul style="list-style-type: none"> <li>- GNJ IC Task Force completed individual and collective IDI Profile and created personal/team IC development plans.</li> <li>- GNJ CORR is sponsoring ongoing Open Conversation Forums for CRCC clergy to build relationships and address ministry challenges.</li> <li>- PaCE Groups (Clergy Peer learning groups) on topics of racism and white privilege.</li> </ul>	<ul style="list-style-type: none"> <li>- BOOM will begin their work with GCORR with IDI assessment, a retreat day in the summer and follow up gathering in the Fall.</li> <li>- GNJ will launch a conference wide resource(s) to engage local congregations and the community in initial conversations about intercultural competence, race, and racism.</li> <li>- Similar process as outlined with BOOM is scheduled to begin with the Board of Laity,</li> </ul>

		<ul style="list-style-type: none"> <li>-Small group resources on “Learning From Strangers”</li> <li>-Annual Conference Speaker on topics of racism and oppression</li> </ul>	Conference Staff, Connectional Table and Vital Mission Partners
5. To initiate training and transformative conversation in areas of racism, white privilege, white supremacy and racial equity for the District Superintendents, AC staff and lay leadership including VIM, ACLL, YACs and CCYMs.		<ul style="list-style-type: none"> <li>-Plenary learning experience at 2016 AC session on White Privilege and Fragility. Training generated great awareness and moved the body to call for an Inter Cultural Plan.</li> <li>-2017 Annual Conference approved a 10 Year Plan towards Inter Cultural Competence. (Attached)</li> <li>-Clergy PaCE groups studying and engaging on leading change on racism.</li> <li>-Cabinet and clergy read The New Jim Crow</li> </ul>	<ul style="list-style-type: none"> <li>-GNJ leadership and staff teams will work together, in consultation with GCORR, to assess their level of intercultural competence; receive appropriate training and set strategies that foster intercultural competence in GNJ.</li> <li>-Connectional Ministries Team will assess current laity and clergy resources and update to incorporate equipping for intercultural competence.</li> </ul>
The Goals are Jurisdictional Responsibilities	AC Data Needed for Baseline	How is/will our AC contribute to this jurisdictional goal? How are you engaging SBC21 and other partners in this work?	If this pertains to you, what do is there something at the jurisdictional level needed to help you make progress?
GOAL 1: Those areas with a significant demographic of people from African descent should reflect a proportional number of Black leaders, both lay and clergy at Annual Conference.	<p>Path 1 provides a demographic chart in consultation with the NEJ Developer of each Annual Conference</p> <p>(mission field vs. members vs. leaders)</p>	<ul style="list-style-type: none"> <li>-Please see the “Our Current Reality” section of the GNJ Intercultural Competence Plan for detailed information (Attached).</li> <li>-Conference Leadership is in conversation with SBC21 regarding hopes, realities, challenges, and opportunities.</li> <li>-We have established a Black Church Leaders PaCE Group (peer learning group) and Cross Racial-Cross Cultural clergy cohort group.</li> </ul>	
GOAL 2: Establish at least one new faith community (multiple strategies) of African descent focused on engaging black children, youth and young adults (If you are in an AC, which has a ten-mile radius with a Black population of 30,000 or more.)	<p>Path 1 provides a jurisdictional map in consultation with the NEJ Developers</p> <p>After identified, relevant areas submit a plan and resource needs are brought back no later than Jan 2019.</p>	<ul style="list-style-type: none"> <li>-GNJ Director of New Disciples will work with the cabinet to perform study and identify potential opportunities.</li> <li>-One new faith community is in progress of being established in Trenton NJ in connection with The Maker’s Place.</li> </ul>	
GOAL 3: Increase the number of viable and sustainable Black churches’ and ministries in the NEJ. [4]	There is a shared dashboard that shows number of black churches and ministries with a sense of where those churches are in terms of viability/sustainability. This dashboard is owned by the NEJ Developers.	<ul style="list-style-type: none"> <li>-Our yearly playbook for staff leadership publishes the Black churches with their five-year trends.</li> <li>-Continued work on strengthening pastoral leadership, recruiting new gifted Black leaders</li> </ul>	

		-Director of New Disciples visited Gammon Theological Seminary in Fall 2018, to build relationships and set a recruitment strategy. -Black Church leader cohorts and peer-learning groups have been launched (Fall 2019)	
<b>GOAL 4: Study the impact of structural and institutional racism on Black people in the NEJ, in particular:</b> - Closing of Black churches - The impact of the ordination process on the number of black persons interested in ordained ministry.		-GNJ is working with retired Supreme Court Justice Stein and a newly formed organization to end school segregation in NJ. The bishop is an active participant on the board.	
<b>GOAL 5: Encourage UM related seminaries in the NEJ to intentionally recruit and offer resources to more students of color, to offer an Urban Ministries track that is contextual to the Black Lives Matter movement and to initiate training for faculty in the areas of racism, white privilege and white supremacy.</b>	<b>Each Annual Conference with a UM related seminary within its bounds reports on areas of goal 5.</b>	-GNJ has a strong partnership with the School of Theology at Drew University in Madison NJ. -Previous DCM participated of the Theo School Curriculum Review team that included strengthening training on Emotional and Inter Cultural Competence, Racism, Coaching and Conflict Resolution skills. -GNJ works with Princeton Theological Seminary and the UM students and has recruited 8 Black clergy from Princeton in the past several years.	

**4. Please name the bodies or individuals providing leadership for the Call to Action in your Annual Conference and define who was included.**

GNJ Intercultural Competence Development Plan was developed by a special task force commissioned by the 2016 Annual Conference comprised of a diverse team of clergy/laity leaders from GNJ.

Rosa Williams, Conference Lay Leader

Cindy Kent, Native American Caucus

Rev. Jessica Naulty-Brendler, Vice-Chair, BOOM

Rev. Dr. Eunice Vega-Perez, BOOM

Rev. Vanessa Wilson, Chair, Commission on Religion and Race

Rev. Leo Park, Local Church Ethnic Concerns

Rev. Will Kim, Chair, GNJ Korean Caucus

Rev. Sam Choi, member GNJ Korean Caucus

Rev. Charles D. Mitchell, Native American Caucus

Rev. Rupert Hall, chair GNJ-BMCR

Diana Picurro, Executive Assistant to the DCM

Ashley Wilson, Director of Mission

Rev. Manuel Sardiñas, District Superintendent

Carolyn Conover, Director of Communications

Director of Connectional Ministries (position open)

The Resource Staff Team coordinating the implementation of the plan is comprised of:

Ashley Wilson, Director of Mission

Rev. Juel Nelson, Director of Leadership Development

Diana Picurro, Executive Assistant to the DCM

Carolyn Conover, Director of Communications

Rev. Manuel Sardiñas, Gateway North Superintendent

Director of Connectional Ministries (position open)

GNJ has partnered for the next 3 years with the General Commission on Religion and Race of the UMC, to guide and resource GNJ throughout the implementation of our plan.

#### **5. How has your Annual Conference identified and developed funding to support this proposal? [5]**

GNJ secured \$25,000 to begin the implementation of the plan as part of the original plan legislation and it is implementing the plan in partnership with GNJ Board of Ordained Ministry, Board of Laity, Commission on Race and Religion, Committee on Local Ethnic Concerns and the Connectional Ministries Team. In addition, we have secured a grant from GCORR to implement a young people program on Intercultural Competence. This fall, we received a \$10,000 RELC grant from Global Ministries for GNJ's Loving Across Borders: Cultural Competence Leadership Initiative.

We will continue to monitor and assess the financial needs of our plan and allocate the needed funding. We will also continue to explore other funding sources through grants and partnerships.

*[1] Item 7 from the CTA*

*[2] Item 8 from the CTA*

*[3] Some items are not listed above. Number 2 is a COB task and is not appropriate for AC report and will be reported on directly from the COB in a way in which they determine. Number 3 is included in 1. Number 7 is this report. Number 8 is mentioned in the instructions and clarifies that strategic plans are due in 2020. Number 9 is beyond the AC and appears as question 6 below the tables. The items that are COB tasks need to be reported annually by COB.*

*[5] This represents the AC part of item 9 from the CTA "The College of Bishops, the Vision Table, the Multi-Ethnic Center for Ministry and each Annual Conference should identify and develop funding to support this proposal." The three named entities need to report annually on how they are supporting the funding of the CTA.*

## Annual Conference: New England

Date Your Annual Conference Began CTA Work: 9/1/2016

### 1. Describe your conference's overall strategic approach to the CTA in 50 words or less

Our Annual Conference Theme for the Quadrennium builds on GCORR's new resource "Vital Conversations about Race" including intentional dialogue using a "circle process" and focused speakers/bible studies at each AC session. We hope to integrate this work with the Appointive/Extended Cabinet, Board of Ordained Ministry, Boston University School of Theology, Congregational Development, CCORR and other program agencies.

### 2. Briefly describe what difference your conference is seeking to make and how will you know you are making progress? (no more than 2 sentences):

We seek to raise up racial reconciliation and equality as integral to faith development and spiritual formation with a renewed focus on identifying/recognizing white privilege as the major impediment to this mission. Progress will be seen in churches, agencies, and individuals making this a clear priority alongside quieting of the voices who say this work is irrelevant to our mission and ministry.

### 3. Please complete the following using as few words as possible. We are seeking to provide a format that is easy to track Annual Conference progress toward the CTA [3].

These items reference recommendation numbers in the CTA	Primary Strategy (theory of change)	Current Progress (include goal, measurement and results to date)	Next Steps
<b>1. To confront y/our racism, and affirm that Black lives and all lives of color really do matter. Including District Superintendents and AC staff.</b>	Everyone takes ownership of their own role in making a racially inclusive conference/community Faith Communities are relevant, regional and fully inclusive...representing the beloved community	Quadrennial Annual Conference Session focused theme and use of circle process; intentional reading and conversations at each board/agency Our budget for new church starts includes funding specifically for urban development as well as for communities of color; Work with existing congregations to build new faith communities in diverse populations has led to 10 new church starts for Brazilian population and 2 new multicultural church starts	rolling out new initiatives for dismantling racism at Annual Conference 2020; continue new faith communities; intentional recruitment/leadership development of people of color
<b>4. To initiate ongoing internal and external conversations on white privilege, white supremacy, racism and oppression, including internalized oppression on every district, sub-district and within each local church.</b>	Gift-based leadership versus representational leadership Improving the pay/appointment disparities for women and ethnic minorities in appointments Increase awareness and sensitivity to these prevailing sins so that we can build a fully inclusive church.	CCORR continued to roll out Vital Conversation Training in 6 of 9 districts; significant increase in appointed women/persons of color in top salary and other significant appointments White Privilege Task Force in conjunction with GCORR developing strategy/training/vision for NEAC	CCORR expanding Vital Conversations Training in all Districts, and also BOOM, Provisional Leadership Academy, and more White Privilege Task Force: Rolling out strategic plan for Dismantling Racism/Confronting White Privilege at 2020 AC Session
<b>5. To initiate training and transformative conversation in areas of racism, white privilege, white supremacy</b>	Focused training at all levels of conference leadership will increase awareness and sensitivity to these	GCORR partnership with intentional focus/priority on confronting white privilege; integrate our work with the Appointive Cabinet, Board of Ordained Ministry,	Camp executive staff to participate in district CCORR training and extend modules to seasonal staff



and racial equity for the District Superintendents, AC staff and lay leadership including VIM, ACLL, YACs and CCYMs.	prevailing sins so that we can build a fully inclusive church.	Congregational Development, CCORR and other program agencies GBGM summit January 2019 with focus on multicultural mission/ministry goals with conference leadership, led to formation of goals/new projects for next quadrennium	CCORR expanding (see above) its program to include these groups White Privilege Strategic Plan will identify priority of groups and schedule for training
The Goals are Jurisdictional Responsibilities	AC Data Needed for Baseline	How is/will our AC contribute to this jurisdictional goal? How are you engaging SBC21 and other partners in this work?	If this pertains to you, what do is there something at the jurisdictional level needed to help you make progress?
GOAL 1: Those areas with a significant demographic of people from African descent should reflect a proportional number of Black leaders, both lay and clergy at Annual Conference.	Path 1 provides a demographic chart in consultation with the NEJ Developer of each Annual Conference  (mission field vs. members vs. leaders)		
GOAL 2: Establish at least one new faith community (multiple strategies) of African descent focused on engaging black children, youth and young adults (If you are in an AC, which has a ten-mile radius with a Black population of 30,000 or more.)	Path 1 provides a jurisdictional map in consultation with the NEJ Developers  After identified, relevant areas submit a plan and resource needs are brought back no later than Jan 2019.		
GOAL 3: Increase the number of viable and sustainable Black churches' and ministries in the NEJ. [4]	There is a shared dashboard that shows number of black churches and ministries with a sense of where those churches are in terms of viability/sustainability. This dashboard is owned by the NEJ Developers.		
GOAL 4: Study the impact of structural and institutional racism on Black people in the NEJ, in particular: - Closing of Black churches - The impact of the ordination process on the number of black persons interested in ordained ministry.			

GOAL 5: Encourage UM related seminars in the NEJ to intentionally recruit and offer resources to more students of color, to offer an Urban Ministries track that is contextual to the Black Lives Matter movement and to initiate training for faculty in the areas of racism, white privilege and white supremacy.	Each Annual Conference with a UM related seminary within its bounds reports on areas of goal 5.		
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**4. Please name the bodies or individuals providing leadership for the Call to Action in your Annual Conference and define who was included.**

Cabinet/Conference Staff, CCORR, White Privilege Task Force, BOOM

**5. How has your Annual Conference identified and developed funding to support this proposal? [5]**

NEAC budget includes funding for CCORR, anti-racism quadrennial training, and Special Task Forces

[1] Item 7 from the CTA

[2] Item 8 from the CTA

[3] Some items are not listed above. Number 2 is a COB task and is not appropriate for AC report and will be reported on directly from the COB in a way in which they determine. Number 3 is included in 1. Number 7 is this report. Number 8 is mentioned in the instructions and clarifies that strategic plans are due in 2020. Number 9 is beyond the AC and appears as question 6 below the tables. The items that are COB tasks need to be reported annually by COB.

[5] This represents the AC part of item 9 from the CTA "The College of Bishops, the Vision Table, the Multi-Ethnic Center for Ministry and each Annual Conference should identify and develop funding to support this proposal." The three named entities need to report annually on how they are supporting the funding of the CTA.

## Annual Conference: New York

Date Your Annual Conference Began CTA Work: 1/1/2017

### 1. Describe your conference's overall strategic approach to the CTA in 50 words or less

The NYAC is committed to moving beyond celebration of diversity to building a culture that values intercultural competency among all its leaders and promotes racial equity as its goal through outcomes analysis, education, leadership development and adapting our policies, processes and systems to meet our objectives.

### 2. Briefly describe what difference your conference is seeking to make and how will you know you are making progress? (no more than 2 sentences):

We envision clergy, laity and congregations healed and transformed by a shared analysis of personal and systemic racism, and empowered to share their transformation in their communities by being a beacon of discipleship-making and building inclusive ministries that engages, confronts, and leads communities toward a new creation in Christ. We will know we are making progress when all leaders in the Conference are able to engage in constructive critiques of racism with a shared language and analysis, and begin to address processes and policies to change outcomes of racial disparity with a goal of racial equity.

### 3. Please complete the following using as few words as possible. We are seeking to provide a format that is easy to track Annual Conference progress toward the CTA [3].

These items reference recommendation numbers in the CTA	Primary Strategy (theory of change)	Current Progress (include goal, measurement and results to date)	Next Steps
1. To confront y/our racism, and affirm that Black lives and all lives of color really do matter. Including District Superintendents and AC staff.		<p>a) NYAC passed Resolution 2018 #305 that mandates all clergy, conference leaders, AC staff and Cabinet members take 10 hours of antiracism training each quadrennium. In 2019, CCORR held 2 trainings with PISAB, with total of 38 clergy and 31 laity participating. This quadrennium, 50% of all clergy have attended antiracism or multicultural training, and 12% of all laity in leadership have attended antiracism or multicultural training. So far, 1% of all AC staff and 0% of DS attended antiracism or multicultural training. 100% of DS have attended intercultural competency training</p> <p>b) Engaged Erin Hawkins to be main speaker/facilitator at AC 2019.</p>	<p>Cabinet has Antiracism training scheduled in March 2020.</p> <p>All AC staff will have intercultural competency training completed by March 2020. AC staff will then begin to attend antiracism training. CCORR will hold more antiracism trainings in 2020, and is finalizing a shorter version of the antiracism curriculum for laity in local churches.</p>
4. To initiate ongoing internal and external conversations on white privilege, white supremacy, racism and oppression, including internalized oppression on every district,		<p>a) CC&amp;S has hired a p/t staff person who has developed a curriculum training: Wesleyan Justice: Our Heritage, Our Future. The aim of this program is to address some initial tenants of social justice, as well as help congregations identify how they can be better tenants of justice based ministry, including how to transform traditionally mission based efforts</p>	<p>BOM, EYA cohort and Clergy Coaching cohort will take intercultural competency training as part of their required training.</p> <p>Dir of LD&amp;IC will lead retreat for all pastors in Cross-racial/Cross-cultural appts in the Fall.</p> <p>Dir of LD&amp;IC will train intercultural coaches to support clergy and congregations to begin to</p>

sub-district and within each local church.		to be addressing the root systems of oppression that cause the need for missional work to appear. For example, why are certain communities systematically in a cycle of poverty in need of a food pantry and what can we do to address that systematic injustice, rather than simply continue to apply the "band-aid" of a food pantry. b) Director of Leadership Development and Intercultural Competency hired in May 2019.	address white privilege, white supremacy, racism and oppression. Dir of LD&IC will offer scholarships to laity to attend antiracism training, to provide grassroots support and partners for clergy to address white privilege, white supremacy, racism and oppression within congregations.
5. To initiate training and transformative conversation in areas of racism, white privilege, white supremacy and racial equity for the District Superintendents, AC staff and lay leadership including VIM, ACLL, YACs and CCYMs.		Dir of LD&IC trained to be a qualified administrator of the IDI assessment.	Cabinet has Antiracism training scheduled in March 2020.  All AC staff will have intercultural competency training completed by March 2020.
The Goals are Jurisdictional Responsibilities	AC Data Needed for Baseline	How is/will our AC contribute to this jurisdictional goal? How are you engaging SBC21 and other partners in this work?	If this pertains to you, what do is there something at the jurisdictional level needed to help you make progress?
GOAL 1: Those areas with a significant demographic of people from African descent should reflect a proportional number of Black leaders, both lay and clergy at Annual Conference.	Path 1 provides a demographic chart in consultation with the NEJ Developer of each Annual Conference  (mission field vs. members vs. leaders)	AC Nominations Committee will use a metric to ensure nominations to conference boards, agencies and committees are proportionally reflective of conference demographics	
GOAL 2: Establish at least one new faith community (multiple strategies) of African descent focused on engaging black children, youth and young adults (If you are in an AC, which has a ten-mile radius with a Black population of 30,000 or more.)	Path 1 provides a jurisdictional map in consultation with the NEJ Developers  After identified, relevant areas submit a plan and resource needs are brought back no later than Jan 2019.	Developing a new church start out of one of our "flagship" African-American congregations in NYC.	
GOAL 3: Increase the number of viable and sustainable	There is a shared dashboard that shows number of black churches and ministries with a sense of where those	Ongoing through the work of the Director of Congregational Development and Revitalization, as well as the cabinet	

<b>Black churches' and ministries in the NEJ. [4]</b>	<b>churches are in terms of viability/sustainability. This dashboard is owned by the NEJ Developers.</b>		
<b>GOAL 4: Study the impact of structural and institutional racism on Black people in the NEJ, in particular:</b> - Closing of Black churches - The impact of the ordination process on the number of black persons interested in ordained ministry.		Dir of LD&IC has conducted an impact study of the ordination process on all persons of color and presented it to BOM. BOM is redesigning its process and policies.	
<b>GOAL 5: Encourage UM related seminaries in the NEJ to intentionally recruit and offer resources to more students of color, to offer an Urban Ministries track that is contextual to the Black Lives Matter movement and to initiate training for faculty in the areas of racism, white privilege and white supremacy.</b>	<b>Each Annual Conference with a UM related seminary within its bounds reports on areas of goal 5.</b>	Nothing at this time.	

**4. Please name the bodies or individuals providing leadership for the Call to Action in your Annual Conference and define who was included.**

Bishop Bickerton, NYAC Cabinet (including DCM, Director of Congregational Development and Revitalization, Conference Treasurer, UM City Society Executive Director, A2B, DSes), Director of Leadership Development and Intercultural Competency, C-CORR, NYAC-C&S, Nominations Committee, Conference Secretary, NYAC BMCR, UM City Society

**5. How has your Annual Conference identified and developed funding to support this proposal? [5]**

These efforts will be supported through new and existing funds in the apportioned budget, as well as funds for development from Parish Development funds, Emerging Ministries and the UM City Society.

[1] Item 7 from the CTA

[2] Item 8 from the CTA

[3] Some items are not listed above. Number 2 is a COB task and is not appropriate for AC report and will be reported on directly from the COB in a way in which they determine. Number 3 is included in 1. Number 7 is this report. Number 8 is mentioned in the instructions and clarifies that strategic plans are due in 2020. Number 9 is beyond the AC and appears as question 6 below the tables. The items that are COB tasks need to be reported annually by COB.

[5] This represents the AC part of item 9 from the CTA "The College of Bishops, the Vision Table, the Multi-Ethnic Center for Ministry and each Annual Conference should identify and develop funding to support this proposal." The three named entities need to report annually on how they are supporting the funding of the CTA.

## Annual Conference: Peninsula-Delaware

Date Your Annual Conference Began CTA Work: 9/6/2016

### 1. Describe your conference's overall strategic approach to the CTA in 50 words or less

Our overall plan had three prongs. First, the Cabinet and Bishop examined our own actions and assumptions. Second, the Districts planned events and partnerships which would work within their own context. Finally, we hired a firm to conduct a structural racism audit. From that process, we created three task-forces to create and implement a plan to address our three areas of transformation: intentional heart change, accountable mind change, and transformational behavior change.

### 2. Briefly describe what difference your conference is seeking to make and how will you know you are making progress? (no more than 2 sentences):

Because Jesus invites us into repentance to experience the realm of God, we desire to be intentional about repenting for white privilege and other cultural dominance, allowing Christ to transform us, our institutional culture, our policies and practices, our actions, and our relationships. We hope as we work together to create more church "clusters" which more faithfully represent the "beloved community," shining the inclusive love of Jesus more clearly in our communities, as demonstrated by more and stronger intercultural relationships between clergy, between local churches, and with our communities.

### 3. Please complete the following using as few words as possible. We are seeking to provide a format that is easy to track Annual Conference progress toward the CTA [3].

These items reference recommendation numbers in the CTA	Primary Strategy (theory of change)	Current Progress (include goal, measurement and results to date)	Next Steps
1. To confront y/our racism, and affirm that Black lives and all lives of color really do matter. Including District Superintendents and AC staff.	Invite people into intentional relationships developed at the local level to increase empathy and understanding. (Intentional heart-change to impact change in the church culture)	Update: Goal: More collaborative cross-cultural dialogue. Measurement: Increase number of "vital conversations" groups. Progress: We have at least ten groups involved in various vital conversations with churches of a different culture. These conversations are beginning to develop into friendships. Several diverse churches have entered into covenant relationships with each other. Goal: More collaborative cross-cultural ministry. Measurement: Increase the number of "collaborative clusters" doing ministry together beyond merely worship. Progress: We have at least eight "collaborative clusters" in various stages of development. Goal: District and Conference level conversations around the impact of racism to keep prioritizing the work. Measurement: Each District holds conversations and each Conference Committee examines their role in	Continue to encourage development of the covenant relationships between churches so that the relationships survive pastoral transition and become lay-led partnerships. Encourage clusters to begin to envision shared resources. Equip the collaborative clusters to create unique mission opportunities for their context which honors their particular gifts.

		affecting change. Progress: All four Districts have held multiple conversations in ways amenable to their context. The Conference Vision Team continues to focus on addressing racism.	
<b>4. To initiate ongoing internal and external conversations on white privilege, white supremacy, racism and oppression, including internalized oppression on every district, sub-district and within each local church.</b>	Create racially equitable policies and procedures to provide accountability to our decision-making. (Accountable mind-change which supports racial justice)	<p>Goal: Review and revise policies related to grants funding through Congregational Development Corporation (CDC) to create more transparency and a more equitable application process. Measurement: Increase the number of applications from African American churches and the number of grants given to African American churches. Progress: We had three additional African American churches apply for CDC grant funding and the largest grant we made went to an African American Church. We take joy in this success.</p> <p>Goal: Review equitable compensation through a broader lens, examining debt and comparing compensation across years of service. Measurement: Compare compensation to understand the gaps. Offer debt reduction scholarships to pastors carrying seminary debt. Progress: We reviewed the data across years of service and race and discovered that early on, the compensation is fairly equitable. In the later years, the African American median compensation falls behind the Caucasian compensation. We also approved at BOOM to allocate some MEF scholarship funding to make available for debt relief, since we discovered that African Americans have a greater amount of debt.</p> <p>Goal: Review and revise BOOM processes for racial justice. Measurement: Increase level of contextual understanding on part of the members of BOOM and increase process transparency. Progress: BOOM has added an interview question on how they have confronted racism within their context. Our Residency in Ministry progra</p>	<p>Continue to encourage African American Churches to apply. Strengthen the Shepherding program to ensure accurate applications. Evaluate the experience of churches receiving equitable compensation through surveys. Finalize BOOM process for debt reduction and offer it to elders in the conference. Add IDI inventory for Residency in Ministry participants. Have DCOM and BOOM members take IDI. Add IDI to the 8-year assessment.</p>

5. To initiate training and transformative conversation in areas of racism, white privilege, white supremacy and racial equity for the District Superintendents, AC staff and lay leadership including VIM, ACLL, YACs and CCYMs.		Goal: Implement training, including Nurturing Wholeness in Community and IDI, for each staff member and DS's and leadership. Measurement: Increased awareness and concrete actions to take to improve. Progress: All staff and DS's have taken Nurturing Wholeness in Community. IDI is in progress.	Implement IDI.
The Goals are Jurisdictional Responsibilities	AC Data Needed for Baseline	How is/will our AC contribute to this jurisdictional goal? How are you engaging SBC21 and other partners in this work?	If this pertains to you, what do is there something at the jurisdictional level needed to help you make progress?
GOAL 1: Those areas with a significant demographic of people from African descent should reflect a proportional number of Black leaders, both lay and clergy at Annual Conference.	Path 1 provides a demographic chart in consultation with the NEJ Developer of each Annual Conference  (mission field vs. members vs. leaders)	About 20% of our churches are African American and we have about 50% of our Conference leadership positions filled by people of color. The committees chaired by African Americans include: 50% of Cabinet, Board of Pensions Chair, Board of Trustees Chair, CFA Chair and Vice-Chair, Personnel Chair, Conference Secretary, Vision Team Chair, Conference Lay Leader and BOLM Chair, Congregational Development Corporation Chair, and BOOM Co-Chair.	
GOAL 2: Establish at least one new faith community (multiple strategies) of African descent focused on engaging black children, youth and young adults (If you are in an AC, which has a ten-mile radius with a Black population of 30,000 or more.)	Path 1 provides a jurisdictional map in consultation with the NEJ Developers  After identified, relevant areas submit a plan and resource needs are brought back no later than Jan 2019.	We have identified an area and a potential leader for a "church within a church" model for a new church geared toward African American young adults.	
GOAL 3: Increase the number of viable and sustainable Black churches' and ministries in the NEJ. [4]	There is a shared dashboard that shows number of black churches and ministries with a sense of where those churches are in terms of viability/sustainability. This dashboard is owned by the NEJ Developers.	Our full-time STBC Director continues to work with churches to increase vitality. This year, he has focused on making shifts to reach young adults. Additionally, the position has been included on the extended cabinet.	
GOAL 4: Study the impact of structural and institutional racism on Black people in the NEJ, in particular:		Pen-Del hired a consultant to conduct a structural racism audit. We recommend this approach for other conferences and the jurisdiction.	



- Closing of Black churches - The impact of the ordination process on the number of black persons interested in ordained ministry.			
<b>GOAL 5: Encourage UM related seminaries in the NEJ to intentionally recruit and offer resources to more students of color, to offer an Urban Ministries track that is contextual to the Black Lives Matter movement and to initiate training for faculty in the areas of racism, white privilege and white supremacy.</b>	<b>Each Annual Conference with a UM related seminary within its bounds reports on areas of goal 5.</b>	Not applicable. However, Bishop Johnson spoke with the President of Wesley College and relates to Wesley Seminary and Palmer Seminary.	

**4. Please name the bodies or individuals providing leadership for the Call to Action in your Annual Conference and define who was included.**

The Director of Connectional Ministries led the effort, which included the Cabinet, ministry team leaders, and a group of African American “stake-holders.” The structural racism audit, called Dragonfly, provided a great opportunity for direct feedback from African American pastors and leaders, as well as an on-going body for accountability.

**5. How has your Annual Conference identified and developed funding to support this proposal? [5]**

The Vision Team has provided much of the funding for these initiatives. Additionally, the Conference Resource Center picked up the expense of a full-time Strengthening the Black Church Director.

[1] Item 7 from the CTA

[2] Item 8 from the CTA

[3] Some items are not listed above. Number 2 is a COB task and is not appropriate for AC report and will be reported on directly from the COB in a way in which they determine. Number 3 is included in 1. Number 7 is this report. Number 8 is mentioned in the instructions and clarifies that strategic plans are due in 2020. Number 9 is beyond the AC and appears as question 6 below the tables. The items that are COB tasks need to be reported annually by COB.

[5] This represents the AC part of item 9 from the CTA “The College of Bishops, the Vision Table, the Multi-Ethnic Center for Ministry and each Annual Conference should identify and develop funding to support this proposal.” The three named entities need to report annually on how they are supporting the funding of the CTA.

**Appendices:**

- A. List of African American Churches
- B. List of tasks by Bishop and Cabinet

Appendix A				
<b>Church Name</b>	<b>City</b>	<b>State</b>	<b>District</b>	<b>Status</b>
Aaron Chapel UMC	Rock Hall	MD	Easton	Active
Arise	Wilmington	DE	Wilmington	Active
Asbury UMC	Worton	MD	Easton	Active
Asbury UMC	Hurlock	MD	Easton	Active
Asbury-John Wesley UMC	Millington	MD	Easton	Active
Bethel UMC	Bridgeville	DE	Dover	Active
Brandywine Community	Wilmington	DE	Wilmington	Active
Bryan's UMC	Baltimore	MD	Easton	Active
Buttonwood UMC	Bear	DE	Wilmington	Active
Calvary UMC	Bishopville	MD	Salisbury	Active
Centennial UMC	Dover	DE	Dover	Active
Christ UMC	Cambridge	MD	Easton	Active
Cokesbury UMC	Elkton	MD	Wilmington	Active
Coleman Memorial UMC	Wilmington	DE	Wilmington	Active
Coolspring UMC	Princess Anne	MD	Salisbury	Active
Curtis UMC	Selbyville	DE	Salisbury	Active
Dale Memorial UMC	Middletown	DE	Wilmington	Active
Ebenezer UMC	Salisbury	MD	Salisbury	Active
Ebenezer UMC	Snow Hill	MD	Salisbury	Active
Elzey UMC	Nanticoke	MD	Salisbury	Active
Emmanuel UMC	Chestertown	MD	Easton	Active
Ezion-Mt. Carmel UMC	Wilmington	DE	Wilmington	Active
Faith Community	East New Market	MD	Easton	Active
Faith UMC	Lewes	DE	Dover	Active
First Haitian UMC	Salisbury	MD	Salisbury	Active
Friendship UMC	Millsboro	DE	Dover	Active
Friendship UMC	Marion	MD	Salisbury	Active

Friendship UMC	Salisbury	MD	Salisbury	Active
Friendship UMC	Salisbury	MD	Salisbury	Active
Handys Memorial UMC	Princess Anne	MD	Salisbury	Active
Harmony UMC	Dover	DE	Dover	Active
Higher Hope	Salisbury	MD	Salisbury	Active
Hurlock UMC	Trappe	MD	Easton	Active
Hutt's Memorial UMC	Salisbury	MD	Salisbury	Active
Israel UMC	Lewes	DE	Dover	Active
Janes UMC	Chestertown	MD	Easton	Active
John Wesley UMC	Mardela Springs	MD	Salisbury	Active
John Wesley UMC	Seaford	DE	Dover	Active
John Wesley UMC		MD	Easton	Active
John Wesley UMC	Baltimore	MD	Easton	Active
John Wesley UMC	Snow Hill	MD	Salisbury	Active
John Wesley UMC	Princess Anne	MD	Salisbury	Active
Lee-Haven UMC	Clayton	DE	Wilmington	Active
Macedonia UMC	Hebron	MD	Salisbury	Active
Metropolitan UMC	Bridgeville	DE	Dover	Active
Metropolitan UMC	Princess Anne	MD	Salisbury	Active
Metropolitan-Zion UMC	Seaford	DE	Easton	Active
Mount Hope UMC	Seaford	DE	Dover	Active
Mt. Calvary UMC	Bridgeville	DE	Dover	Active
Mt. Calvary UMC	Trappe	MD	Easton	Active
Mt. Calvary UMC	Marion	MD	Salisbury	Active
Mt. Joy UMC	Wilmington	DE	Wilmington	Active
Mt. Nebo UMC	Mardela Springs	MD	Salisbury	Active
Mt. Peer UMC	Princess Anne	MD	Salisbury	Active
Mt. Pisgah UMC	Worton	MD	Easton	Active
Mt. Pleasant UMC	Chestertown	MD	Easton	Active

Mt. Pleasant UMC	Millington	MD	Easton	Active
Mt. Pleasant UMC	East New Market	MD	Easton	Active
Mt. Vernon UMC	Church Hill	MD	Easton	Active
Mt. Wesley UMC	Princess Anne	MD	Salisbury	Active
Mt. Zion UMC	Church Hill	MD	Easton	Active
Mt. Zion UMC	Pocomoke City	MD	Salisbury	Active
Mt. Zion UMC	Salisbury	MD	Salisbury	Active
New Beginnings UMC	Ridgely	MD	Easton	Active
New Bethel UMC	Salisbury	MD	Salisbury	Active
New Christian Chapel Of Love	Chester	MD	Easton	Active
New Life Community	Centreville	MD	Easton	Active
New Revived	Easton	MD	Easton	Active
New St. John's UMC	Trappe	MD	Easton	Active
New UMC	Chester	MD	Easton	Active
New Zion UMC	Laurel	DE	Dover	Active
New Zion UMC	Clayton	DE	Easton	Active
Providence UMC	Elkton	MD	Wilmington	Active
Samuel Wesley UMC	Salisbury	MD	Salisbury	Active
Scott's UMC	Hurlock	MD	Easton	Active
Shiloh UMC	Pocomoke City	MD	Salisbury	Active
Shiloh UMC	Salisbury	MD	Salisbury	Active
Simpson UMC	Wilmington	DE	Wilmington	Active
St. Andrews UMC	Princess Anne	MD	Salisbury	Active
St. Charles UMC	Hebron	MD	Salisbury	Active
St. Daniels UMC	Church Hill	MD	Easton	Active
St. Daniels UMC	New Castle	DE	Wilmington	Active
St. Georges UMC	Grasonville	MD	Easton	Active
St. James UMC	Fruitland	MD	Salisbury	Active
St. James UMC	Pocomoke City	MD	Salisbury	Active

St. John's UMC	Salisbury	MD	Salisbury	Active
St. Luke UMC	Cambridge	MD	Easton	Active
St. Luke UMC	Easton	MD	Easton	Active
St. Luke UMC	Salisbury	MD	Salisbury	Active
St. Mark UMC	Princess Anne	MD	Salisbury	Active
St. Matthew UMC	Centreville	MD	Easton	Active
St. Matthew UMC	Princess Anne	MD	Salisbury	Active
St. Paul UMC	Frankford	DE	Dover	Active
St. Paul's UMC	Berlin	MD	Salisbury	Active
Trinity UMC	Salisbury	MD	Salisbury	Active
Union At Coleman's Corner	Linkwood	MD	Easton	Active
Union UMC	Salisbury	MD	Salisbury	Active
Union UMC	St Michaels	MD	Easton	Active
Union Wesley UMC	Milford	DE	Dover	Active
Waters UMC	Cambridge	MD	Easton	Active
Waters UMC	Easton	MD	Easton	Active
Waugh Chapel UMC	Cambridge	MD	Easton	Active
Wesley Chapel of Love	Dover	DE	Easton	Active
Wesley Chapel UMC	Frankford	DE	Dover	Active
Wesley Temple UMC	Princess Anne	MD	Salisbury	Active
Wesley UMC	Cambridge	MD	Easton	Active
Whatcoat UMC	Dover	DE	Dover	Active
Zion UMC	Mardela Springs	MD	Salisbury	Active
Zoar UMC	Cambridge	MD	Easton	Active
Zoar UMC	Selbyville	DE	Dover	Active

## Appendix B

### **Bishop:**

#### Personal:

- 1) Continuing to read and study issues around white privilege, racism and black history: Philadelphia Tribune, “The Five Faces of Oppression” by Iris Young (article), *Racism: A Short History* by George M. Fredrickson (book), “The Origins of Race” by Willie Jennings (video), “Race: the Power of An Illusion” (video), “Harriet” (movie)
- 2) Continue to meet with a cross-culture coach for conversations about racism and cross-culture appointment making.
- 3) Attended a three-day Council of Bishops Learning Forum: “Power, Privilege and Proceeds: Addressing Race, Ethnicity, Tribalism and Neo-Colonialism.” (November 6-8, 2020)
- 4) Write MLK and Black History Month blog articles
- 5) Sponsored luncheons for pastors serving in Cross Racial/Cross Cultural Ministries in both conferences

#### Peninsula-Delaware Conference:

- 1) Participating in the Dragonfly Institutional Racism Program (April and September)
- 2) Met with several clusters of churches to discuss ways of becoming a multi-cultural witness in their communities with AA and European American churches. (Fruitland, Princess Ann, Quantico)
- 3) Directed (for the 3<sup>rd</sup> year) a Deaf Autism Family camp for African American families at Camp Pecometh.
- 4) Chose a new African American Appointive Cabinet member (July 1, 2019)
- 5) Visited and/or preached at a number of AA churches on Sunday morning or special events (Waugh, Arise, Shiloh, Mt. Vernon, Dale Memorial, Friendship, Mt. Calvary)
- 6) Held a young adult clergy and family event at an AA church with a large number of AA pastors participating
- 7) Participated in MLK Birthday celebration at Wyoming UMC
- 8) Participated in the African American Summit at Ezion-Mt. Carmel UMC (two evening services)
- 9) Met with new president of UM Eastern Shore Campus (Historically founded by the Delaware Conference)

#### Districts:

## Dover District:

- 1) Dover District Leadership Training: panel discussion on Multicultural Local Church Partnerships Smyrna-Clayton (CAKE) and Epworth-Lewes UMC (Faith, Israel, Epworth)
- 2) Epworth, Faith & Israel formed a new ministry: Bridging the Divide vision is to be the “bridge” that divides our faith community.  
Bridging the Divide events/studies/worship:
  - a. Vital Conversation Study (offered twice @ Faith UMC)
  - b. Joint Ash Wednesday Worship @ Israel UMC
  - c. Joint Praise Team participated at Annual Conference
  - d. Pulpit exchange (June 2018)
  - e. Reconciling Ministries Bible Study (August @ Epworth UMC, February 2019@ Faith UMC)
  - f. Unity Worship Service-November 2018 @ Epworth UMC: several faith communities, including: Seaside Jewish Community, Native American, African America, Non- Denomination liturgical dancers, Joint Praise team-Epworth & Lewes UMC, S.E.L.F. Choir (Faith UMC)
- 3) Epworth, Faith and Israel U M Churches have established a ministry covenant (see attachment)
- 4) Rev. Vicky Starnes and Rev. Marjorie Belmont-Burns partnered with the League of Women Voters and canvassed the West Rehoboth neighborhood to heighten voter registration.
- 5) Pathways to Success ( community non-profit organization-founder: Mrs. Fay Blake) partners with the Dover District.

## Easton District:

- 1) Pulpit Swaps across the district
- 2) In each of the 5 counties there were several churches who discussed the novel, *The Same Kind of Different as Me*
- 3) One church read *Just Mercy* by Bryan Stevenson followed by a dinner
- 4) Charge cluster conferences the theme was Love thy Neighbor, Matthew 22:34-40
- 5) Joint inclusive worship services are increasing on the district
- 6) Joint Vacation Bible School
- 7) Several pastors attended cross cultural/cross racial training
- 8) One of our Euro - American pastors attended the Convocation for African American pastors, along with 17 others from the conference and effectively participated

## Salisbury District

- 1) We have held three separate worship services in each county on the Salisbury District this year, to get folks together and break down some barriers.
- 2) The Bishop and I met with the Fruitland area pastors to celebrate their “All Church” movement led by Rev. Sheneata Whittington. The All Church is a sort of ministerial group in Fruitland that is deliberately breaking down racial and denominational barriers in the community.

## Wilmington District:

- 1) DS taught Social Principles and focused on racial justice.
- 2) Several churches began new cross-racial ministry partnerships
- 3) Methodist Action Program sponsored programs on Martin Luther King, Jr. day to celebrate and educate about Black History.



## Annual Conference: Susquehanna

Date Your Annual Conference Began CTA Work: 9/1/2017

### 1. Describe your conference's overall strategic approach to the CTA in 50 words or less

Primary Strategy: To continue work that was started regarding development of Conference Team to Combat Racism and increase cultural competency.

### 2. Briefly describe what difference your conference is seeking to make and how will you know you are making progress? (no more than 2 sentences):

We are seeking to make a significant difference in increased diversity of pastors, conference staff and laity. Confront racism and ways to combat racism.

### 3. Please complete the following using as few words as possible. We are seeking to provide a format that is easy to track Annual Conference progress toward the CTA [3].

These items reference recommendation numbers in the CTA	Primary Strategy (theory of change)	Current Progress (include goal, measurement and results to date)	Next Steps
1. To confront y/our racism, and affirm that Black lives and all lives of color really do matter. Including District Superintendents and AC staff.	Strategic conversations with churches and leaders with persons of color to build trust.	Current Progress: Increase ethnic diversity in conference leadership. Now have Director on Conference staff who is a person of color. DS position as of 7/20 will be a person of color. Solidified our consistent recruiting relationship with Gammon Theological Seminary to recruit pastors who will serve "as missionaries to the Susquehanna Conference." Now have a person trained to administer and interpret cultural competency inventory as one component of the Eight Year Clergy Assessment. Ongoing support for pastors and churches in Cross Cultural/Cross Racial appointments.	Continue active recruitment of diverse pastoral leadership and conference leadership.
4. To initiate ongoing internal and external conversations on white privilege, white supremacy, racism and oppression, including internalized oppression on every district, sub-district and within each local church.	TBD	Solidified our consistent recruiting relationship with Gammon Theological Seminary to recruit pastors who will serve as missionaries to the Susquehanna Conference. Have had a person trained to administer and interpret cultural competency inventory (as a component of the Eight Year Assessment). Ongoing support for pastors and churches in CC/CR appointments.	by June, 2020 revitalize our Task Force
5. To initiate training and transformative conversation in areas of racism, white privilege, white supremacy and racial equity for the	TBD By June 202 revitalize our Task Force to being training and transformative conversation in areas of racism, white privilege, white supremacy and racial equity for all leaders	Cabinet engaged in training and conversation with GCORR.	

District Superintendents, AC staff and lay leadership including VIM, ACLL, YACs and CCYMs.			
The Goals are Jurisdictional Responsibilities	AC Data Needed for Baseline	How is/will our AC contribute to this jurisdictional goal? How are you engaging SBC21 and other partners in this work?	If this pertains to you, what do is there something at the jurisdictional level needed to help you make progress?
GOAL 1: Those areas with a significant demographic of people from African descent should reflect a proportional number of Black leaders, both lay and clergy at Annual Conference.	Path 1 provides a demographic chart in consultation with the NEJ Developer of each Annual Conference  (mission field vs. members vs. leaders)	areas of significant demographic people of African descent should reflect a proportional number of Black leaders. Have a new staff person in Growing effective Churches who is beginning to work on this goal.	
GOAL 2: Establish at least one new faith community (multiple strategies) of African descent focused on engaging black children, youth and young adults (If you are in an AC, which has a ten-mile radius with a Black population of 30,000 or more.)	Path 1 provides a jurisdictional map in consultation with the NEJ Developers  After identified, relevant areas submit a plan and resource needs are brought back no later than Jan 2019.	Impact! Harrisburg. One new multi-cultural church (The Journey) has been established and is growing. Also because of Impact! Harrisburg a vital merger has occurred.	
GOAL 3: Increase the number of viable and sustainable Black churches' and ministries in the NEJ. [4]	There is a shared dashboard that shows number of black churches and ministries with a sense of where those churches are in terms of viability/sustainability. This dashboard is owned by the NEJ Developers.	No plan at this time	
GOAL 4: Study the impact of structural and institutional racism on Black people in the NEJ, in particular: - Closing of Black churches - The impact of the ordination process on the number of black persons interested in ordained ministry.		No plan at this time	
GOAL 5: Encourage UM related seminaries in the NEJ to intentionally recruit and offer resources to more	Each Annual Conference with a UM related seminary within its bounds reports on areas of goal 5.	The conference leadership responsible for Higher Education is working toward effective results.	

students of color, to offer an Urban Ministries track that is contextual to the Black Lives Matter movement and to initiate training for faculty in the areas of racism, white privilege and white supremacy.			
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**4. Please name the bodies or individuals providing leadership for the Call to Action in your Annual Conference and define who was included.**

**5. How has your Annual Conference identified and developed funding to support this proposal? [5]**

*[1] Item 7 from the CTA*

*[2] Item 8 from the CTA*

*[3] Some items are not listed above. Number 2 is a COB task and is not appropriate for AC report and will be reported on directly from the COB in a way in which they determine. Number 3 is included in 1. Number 7 is this report. Number 8 is mentioned in the instructions and clarifies that strategic plans are due in 2020. Number 9 is beyond the AC and appears as question 6 below the tables. The items that are COB tasks need to be reported annually by COB.*

*[5] This represents the AC part of item 9 from the CTA "The College of Bishops, the Vision Table, the Multi-Ethnic Center for Ministry and each Annual Conference should identify and develop funding to support this proposal." The three named entities need to report annually on how they are supporting the funding of the CTA.*

## Annual Conference: Upper New York

Date Your Annual Conference Began CTA Work: 9/1/2016

### 1. Describe your conference's overall strategic approach to the CTA in 50 words or less

The Conference Commission on Religion and Race (CCORR) seeks to raise anti-racism consciousness and increase leadership capacity at the local church level through a multi-year initiative called Imagine No Racism (INR). INR convenes district-level small groups of clergy and laity to engage in deep listening, transformative study, and meaningful action. After completing this study, participants are encouraged to form new small groups in local churches, and share anti-racism information.

### 2. Briefly describe what difference your conference is seeking to make and how will you know you are making progress? (no more than 2 sentences):

We seek to "move the line" so that more and more people are on the higher end of the "acceptance/inclusivity" spectrum and increase the number of local churches involved in ministries to eliminate racism and white privilege in our conference.

### 3. Please complete the following using as few words as possible. We are seeking to provide a format that is easy to track Annual Conference progress toward the CTA [3].

These items reference recommendation numbers in the CTA	Primary Strategy (theory of change)	Current Progress (include goal, measurement and results to date)	Next Steps
<b>1. To confront y/our racism, and affirm that Black lives and all lives of color really do matter. Including District Superintendents and AC staff.</b>	Imagine No Racism initiative (see above)	Based on evaluative feedback from the slim majority of clergy participants as well as laity, we revised the INR curriculum to be more Biblically and spiritually centered; we worked with GCORR's support and guidance. To prepare more facilitators to work with new small groups, seven "Train the Trainer" events occurred throughout the conference in September and October 2019. Eighty three attended the trainings; about 44 have committed to facilitate new groups.	CCORR has surveyed each district to determine which clergy have not yet participated in INR. District Superintendents are being presented with these data. CCORR is working with the UNY Cabinet to develop INR small groups for those clergy and interested laity who did not participate in 2018.
<b>4. To initiate ongoing internal and external conversations on white privilege, white supremacy, racism and oppression, including internalized oppression on every district, sub-district and within each local church.</b>	Imagine No Racism initiative (see above)	At Annual Conference 2019, CCORR offered four workshops related to INR: (1) Why Is It So Hard To Talk About Race; (2) They Are Up Next: Leading Youth To Imagine No Racism; (3) Strategies to Respond to Racism & Racist Incidents; and (4) Preaching & Teaching to Confront Racism. A CCORR presentation at Annual Conference each year highlights the imperative for INR.	Continue Annual Conference presentations reinforcing the need for ongoing anti-racism work in all local churches. An INR Resource List has been compiled by CCORR with books, videos, movies and YouTube videos that can be used in local churches for learning and conversation.
<b>5. To initiate training and transformative conversation in areas of racism, white privilege, white supremacy and racial equity for the</b>	Imagine No Racism initiative (see above)	The continuing wave of INR work includes a revised curriculum which incorporated feedback from our 2018 groups, and is aimed at clergy who did not participate in the first INR sessions. Laity also are encouraged to	As UNY's CCORR plans the next wave of INR's work, the focus will include more direct engagement with conference teams and leaders.

District Superintendents, AC staff and lay leadership including VIM, ACLL, YACs and CCYMs.		participate in INR and then team with clergy to bring this anti-racism work to their local churches. The ultimate goal is that local churches have INR learning on their hearts and minds in all their church outreach ministries. The Extended Cabinet did participate directly in INR, forming an INR small group and participating in the INR study. Members of the CCORR team spoke with the Board of Ordained Ministry and the extended cabinet to continue discussions about INR and how to strengthen clergy and local church engagement with the process.	
The Goals are Jurisdictional Responsibilities	AC Data Needed for Baseline	How is/will our AC contribute to this jurisdictional goal? How are you engaging SBC21 and other partners in this work?	If this pertains to you, what do is there something at the jurisdictional level needed to help you make progress?
GOAL 1: Those areas with a significant demographic of people from African descent should reflect a proportional number of Black leaders, both lay and clergy at Annual Conference.	Path 1 provides a demographic chart in consultation with the NEJ Developer of each Annual Conference  (mission field vs. members vs. leaders)	UNY's conference and district level nomination's process seeks to invite diverse persons to serve on teams, committees, task forces and boards. Staffing at the conference level is guided by hiring policies and practices which direct hiring managers to search for potential candidates in diverse populations. The composition of the cabinet reflects the commitment to appoint called and gifted superintendents of men and women of diverse backgrounds and ethnicities.	
GOAL 2: Establish at least one new faith community (multiple strategies) of African descent focused on engaging black children, youth and young adults (If you are in an AC, which has a ten-mile radius with a Black population of 30,000 or more.)	Path 1 provides a jurisdictional map in consultation with the NEJ Developers  After identified, relevant areas submit a plan and resource needs are brought back no later than Jan 2019.	The Fragrance of Christ New Faith Community was planted in March of 2017. It is a predominantly African-American church serving the community in the Maplewood area of Rochester. Originating as a house church, the UNY conference partnered with the lead planter Pastor Stephen McKnight. The NFC averages 40-50 in worship and shares the building and the pastor with the Anglo congregation of Rochester: Wesley in Genesee Valley.	
GOAL 3: Increase the number of viable and sustainable Black churches' and ministries in the NEJ. [4]	There is a shared dashboard that shows number of black churches and ministries with a sense of where those churches are in terms of	Upper New York is ready to assist the jurisdiction with this inquiry.	

	<b>viability/sustainability. This dashboard is owned by the NEJ Developers.</b>		
<b>GOAL 4: Study the impact of structural and institutional racism on Black people in the NEJ, in particular:</b> - Closing of Black churches - The impact of the ordination process on the number of black persons interested in ordained ministry.		Upper New York is ready to assist the jurisdiction with this inquiry.	
<b>GOAL 5: Encourage UM related seminaries in the NEJ to intentionally recruit and offer resources to more students of color, to offer an Urban Ministries track that is contextual to the Black Lives Matter movement and to initiate training for faculty in the areas of racism, white privilege and white supremacy.</b>	<b>Each Annual Conference with a UM related seminary within its bounds reports on areas of goal 5.</b>	Upper New York does not have a UM related seminary within its bounds.	

**4. Please name the bodies or individuals providing leadership for the Call to Action in your Annual Conference and define who was included.**

- Bishop Mark J. Webb, resident bishop (BishopWebb@unyumc.org)
- Blenda Smith, Commission on Religion and Race, chair (bsmith@binghamton.edu)
- Rev. David Masland, New Faith Communities, Director (dmasland@unyumc.org)
- Rev. Bill Gottschalk-Fielding, Director of Connectional Ministries (billg-f@unyumc.org)
- Rev. Brian Fellows (pastorbrianfellows@gmail.com) and Rev. Susan Russell (sue@campsandretreats.org), co-chairs, Board of Ordained Ministries

**5. How has your Annual Conference identified and developed funding to support this proposal? [5]**

Funding in the 2019 budget was approved by the annual conference and is under the direction of UNY's CCORR. Funding was also approved for INR in 2020 and is requested for 2012. This funding includes funding two part-time regional coordinators serving the needs of the INR initiative.

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[2] Item 8 from the CTA

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## Annual Conference: Western Pennsylvania

Date Your Annual Conference Began CTA Work: 10/1/2016

### 1. Describe your conference's overall strategic approach to the CTA in 50 words or less

Strategic approach focuses on structural and institutional transformation to fulfill Galatians 3:28. Gradually diminishing the focus on awareness/education (i.e. facilitation) to emphasizing action (i.e. equipping to respond to racism) across the Conference. The CTA Core Team has been leading the process; holding all Conference groups accountable for achieving goals.

### 2. Briefly describe what difference your conference is seeking to make and how will you know you are making progress? (no more than 2 sentences):

Based on Crossroads Curriculum "Becoming and Anti-Racist Multi-Cultural Organization," WPA is a 2.5 of 6, making a difference as a passive club institution moving more fully into symbolic change as a compliance organization. Assessment will continue to be 1) quantitative as we strive to become a fully inclusive multicultural organization; and 2) qualitative as we reach benchmarks for overcoming racial oppression and becoming a more equitable organization.

### 3. Please complete the following using as few words as possible. We are seeking to provide a format that is easy to track Annual Conference progress toward the CTA [3].

These items reference recommendation numbers in the CTA	Primary Strategy (theory of change)	Current Progress (include goal, measurement and results to date)	Next Steps
<b>1. To confront y/our racism, and affirm that Black lives and all lives of color really do matter. Including District Superintendents and AC staff.</b>	We strive for structural/institutional awareness concerning racism. Because we are passive in acknowledging racism in our institution, we actively seek/participate in education and training. We are encouraging all clergy and laity to take on the personal/institutional work of confronting and eliminating racism.	Cabinet, Program Staff and Laity participated in Crossroads training on 10-19-19. Two members of WPA CORR trained to administer IDI to Conference groups. GCORR provided IDI training for Cabinet and BOOM on 10-08-19. Program Staff had IDI training and interpretation in November & December 2019. Members of Conference CORR also working with IDI. Conference committees such as Personnel, Nominations, Connectional Leadership Table and Council on Finance and Administration engage in discussion about cultural development and confronting institutional racism. Implicit Bias, Vital Conversations and other facilitation continue with Provisional clergy and other groups.	Coordinating Cabinet, Conference Staff and BOOM will continue to engage in discussion/facilitation concerning institutional racism and to work on Intercultural Development Plans. The Conference Anti-Racism Team is considering options for a Conference-wide book study and self-reflection conversation. Coordinator of Diversity Development and Inclusion will continue to train Conference leaders to lead anti-racism facilitation. Conference committees will be encouraged to assume personal and corporate anti-racism work.
<b>4. To initiate ongoing internal and external conversations on white privilege, white supremacy, racism and oppression, including internalized oppression on every district,</b>	In response to the NEJ Jurisdictional Conference Call to Action policy, Bishop Cynthia Moore-Koikoi launched a "Stories and Dreams" oversight team to capture our history and inspire a new future where racism does not exist.	"Stories and Dreams," which includes strategic Conference leaders, continued to meet in 2019. The Coordinating Cabinet Strategic Plan for 2019-2020 included: 1) every District (10) hosting 3 anti-racism events per year; 2) every District creating a District Anti-Racism team; and 3) continuing to educate clergy and laity about implicit bias through training and	The 2019-2020 Coordinating Cabinet Strategic Plan states all clergy and lay leaders in the WPA Conference will read and discuss "White Privilege: Unpacking the Invisible Knapsack" by Peggy McIntosh in 2020. Office of Diversity Development and Inclusion will continue to train clergy and laity to serve as facilitators for Conference, District and Local

sub-district and within each local church.		teachable moments. The WPA CORR is developing a plan to work with congregations who have a cross-cultural/cross racial appointed pastor in order to create and strengthen healthy ministry settings. Several local churches have created Anti-racism teams.	Church anti-racism training. District Anti-Racism teams will be organized and functioning in all 10 Districts.
<b>5. To initiate training and transformative conversation in areas of racism, white privilege, white supremacy and racial equity for the District Superintendents, AC staff and lay leadership including VIM, ACLL, YACs and CCYMs.</b>	As we move towards continued transformation as an Annual Conference, Cabinet, Districts, Conference Staff, and pastors/congregations sponsor facilitation to expand our cultural competence.	4 Conference groups took IDI and participate in follow-up work. Office of Diversity Development and Inclusion trains laity and clergy to be facilitators on Conference, District and Local church levels using "Implicit Bias," "Vital Conversations," "Equipping the Saints to Respond to Racism." Cabinet, Program Staff and laity from all Districts participated in Crossroads training in October. Conference Youth Ministry Team led anti-racism workshops at SPARK (annual youth event). Conference Confirmation Tours include implicit bias workshops. 2019 Cabinet Spiritual Retreat with Dr. Donna Battle – presentation on culture (control, polarizing, perfection) led members to deeper biblical, theological, spiritual understanding in dismantling racism focus.	The Office of Diversity Development and Inclusion continue to train and encourage District Superintendents, Clergy and Laity to undertake work of dismantling racism. District Superintendents have created a District Anti-Racism Team in each of the 10 districts and will be implementing that work in coming year. WPA will train 1 or 2 more persons to administer the IDI – more groups will participate.
<b>The Goals are Jurisdictional Responsibilities</b>	<b>AC Data Needed for Baseline</b>	<b>How is/will our AC contribute to this jurisdictional goal? How are you engaging SBC21 and other partners in this work?</b>	<b>If this pertains to you, what do is there something at the jurisdictional level needed to help you make progress?</b>
<b>GOAL 1: Those areas with a significant demographic of people from African descent should reflect a proportional number of Black leaders, both lay and clergy at Annual Conference.</b>	<b>Path 1 provides a demographic chart in consultation with the NEJ Developer of each Annual Conference</b>  <b>(mission field vs. members vs. leaders)</b>	Ongoing focus for Conference Nominations Team to elect more ethnic clergy and laity leaders.  Increase # of appointed ethnic clergy and local church members. 6% of appointed clergy and 1.4% of local church membership are persons of color - reflects slight increase in appointed ethnic clergy. 88.8% of general population in bounds of WPA Conference are White; 11.2% of the general population in same region identify as non-white (Asian, Black, Hispanic/Latino, Non-white). Still a significant gap of persons of color in church membership and appointed clergy in proportion to general population.  Task Force creating SPRC training module for CC/CR appointments. A portion of training	



		materials will be available in 2020 appointment season.	
<b>GOAL 2: Establish at least one new faith community (multiple strategies) of African descent focused on engaging black children, youth and young adults (If you are in an AC, which has a ten-mile radius with a Black population of 30,000 or more.)</b>	<p><b>Path 1 provides a jurisdictional map in consultation with the NEJ Developers</b></p> <p><b>After identified, relevant areas submit a plan and resource needs are brought back no later than Jan 2019.</b></p>	\$300,000 funding secured for a new multi-ethnic church start; an additional \$300,000 received for racially diverse ministries in 3 areas of Conference which demonstrate greatest racial diversity (Erie, Pittsburgh, Sharon/Youngstown). Cabinet held on-site prayer walks in these communities for discernment where new multi-ethnic congregation might be started. Search continues to find person and/or team to serve as appointed clergy/church leaders in these strategic places.	
<b>GOAL 3: Increase the number of viable and sustainable Black churches' and ministries in the NEJ. [4]</b>	<b>There is a shared dashboard that shows number of black churches and ministries with a sense of where those churches are in terms of viability/sustainability. This dashboard is owned by the NEJ Developers.</b>	2019-2020 Coordinating Cabinet Strategic Plan identified Pittsburgh: Warren UMC, a historic black church, as a site for revitalization. A pastor from outside of the Conference was appointed to lead the congregation: creating a new vision, developing a financial stability plan, and working with the Conference Trustees to conduct a facilities audit. Shenango Valley Cooperative formed in Sharon/Youngstown area: plans to launch new ministry in community of Farrell, a predominantly African American community. Support for transitioning white churches surrounded by ethnic neighborhoods into multi-ethnic/cultural churches: Roots of Faith (Sharpsburg), Beulah UMC (Johnstown), McKeesport Shared Ministry, Eighth Avenue Place (Homestead).	
<b>GOAL 4: Study the impact of structural and institutional racism on Black people in the NEJ, in particular:</b> <ul style="list-style-type: none"> <li>- Closing of Black churches</li> <li>- The impact of the ordination process on the number of black persons interested in ordained ministry.</li> </ul>		<p>Diversity Development/ Inclusion Office provides support for appointed ethnic clergy including annual Ethnic Clergy retreat. Cabinet increased pre-appointment preparation for church and pastor in CC/CR appointments to nurture healthy ministry.</p> <p>Awareness of disproportionate # of urban churches closed in past 50 years, diminishing outreach to people of color. Cabinet searches for methods to be more effective in reaching people of color. Cabinet met with SBC21 to explore possible support.</p>	

		Angel DeLaCruz recruited to serve Pittsburgh: Warren UMC, a targeted revitalization site. Cabinet and the Board of Ordained Ministry strive to effectively increase recruitment of ethnic clergy during seminary visitation.	
<b>GOAL 5: Encourage UM related seminaries in the NEJ to intentionally recruit and offer resources to more students of color, to offer an Urban Ministries track that is contextual to the Black Lives Matter movement and to initiate training for faculty in the areas of racism, white privilege and white supremacy.</b>	<b>Each Annual Conference with a UM related seminary within its bounds reports on areas of goal 5.</b>		

**4. Please name the bodies or individuals providing leadership for the Call to Action in your Annual Conference and define who was included.**

Bishop Cynthia Moore-Koikoi

Assistant to the Bishop: Rev. D. Renee Mikell

“Stories & Dreams Team” (organized by Bishop – key Conference leadership)

Office of Diversity Development and Inclusion: Rev. Dianne Glave

Director of Connectional Ministries: Rev. Alyce Weaver Dunn

Conference Anti-Racism Team

Coordinating Cabinet

Council of Finance and Administration

Conference Staff: Program, Finance and Episcopal

Office of Congregational Development and Revitalization: Rev. Amy Wagner

Ethnic Local Church Concerns

Parish and Community Development

Committee on Religion and Race

Conference Communications

Conference Secretary: Rev. John Wilson

Connectional Leadership Table (all committees of Conference represented)

**5. How has your Annual Conference identified and developed funding to support this proposal? [5]**

Most Conference committees are committed to the CTA including budgeting. The 2021 budgeting process requires committees to make connections between ministry and dismantling racism. The goal of Dismantling Racism continues to be woven structurally into the institution including Conference finances/budget rather than separate/silo funding. In partnership with the WPA United Methodist Foundation, \$300,000 has been secured for a new multi-ethnic church start, as well as \$300,000 for support of racially diverse ministries in the Conference.

*[1] Item 7 from the CTA*

*[2] Item 8 from the CTA*

*[3] Some items are not listed above. Number 2 is a COB task and is not appropriate for AC report and will be reported on directly from the COB in a way in which they determine. Number 3 is included in 1. Number 7 is this report. Number 8 is mentioned in the instructions and clarifies that strategic plans are due in 2020. Number 9 is beyond the AC and appears as question 6 below the tables. The items that are COB tasks need to be reported annually by COB.*

*[5] This represents the AC part of item 9 from the CTA "The College of Bishops, the Vision Table, the Multi-Ethnic Center for Ministry and each Annual Conference should identify and develop funding to support this proposal." The three named entities need to report annually on how they are supporting the funding of the CTA.*

## Annual Conference: West Virginia

Date Your Annual Conference Began CTA Work: 9/1/2016

### 1. Describe your conference's overall strategic approach to the CTA in 50 words or less

Ongoing inter-cultural competency training for clergy and laity; developing and implementing district strategies for combating racism; use of GCORR discussion materials and ideas will be encouraged and measured in the local congregations; intentional engagement with African American congregations around leadership development.

### 2. Briefly describe what difference your conference is seeking to make and how will you know you are making progress? (no more than 2 sentences):

We will be able to describe the change and measure the engagement of non-white persons in our ministry and leadership across the conference. Progress will also be measure by the acceptance of cross-racial/cross-cultural appointments, cross-cultural/cross-racial participation at Discover U, in CCYM, and camp ministry.

### 3. Please complete the following using as few words as possible. We are seeking to provide a format that is easy to track Annual Conference progress toward the CTA [3].

These items reference recommendation numbers in the CTA	Primary Strategy (theory of change)	Current Progress (include goal, measurement and results to date)	Next Steps
1. To confront y/our racism, and affirm that Black lives and all lives of color really do matter. Including District Superintendents and AC staff.	To bring the reality of racism to the forefront, and lead congregations in ways that result in transformation.	Ethnic Ministries/ELCC has info on the website headed "Resources Regarding Racism." This includes videos and links to articles, etc. (mostly from GCORR) with conversation starters and ideas to confront and dialog about racism.  Ethnic Local Church Concerns awarded a grant of \$10,000 to Trinity UMC in Fairmont (an historically African American church) to help with building repairs that will allow them to remain the powerful presence and voice of hope they are in that diverse community.  Supporting one of our conference's few ethnic congregations demonstrates our affirmation that Black lives matter and are of importance in our conference.  ELCC and Commission on Religion and Race joined the Justice & Advocacy committee to sponsor 45 participants in the YWCA's Race to End Racism in Charleston, WV.  Each cabinet meeting in which we discuss church mission fields includes conversation on race, other areas of diversity, and potential opportunities to reach new people for Christ.	Continue inter-cultural competency and diversity training for District Superintendents and Conference staff, and engage larger numbers of laity and clergy.

<b>4. To initiate ongoing internal and external conversations on white privilege, white supremacy, racism and oppression, including internalized oppression on every district, sub-district and within each local church.</b>	To acknowledge the reality of racism, to learn how to relate to others who are different than ourselves, to have open conversations and open minds, and to embrace change.	CORR members have led training/discussions on Implicit Bias with clergy in four of the nine districts.	Complete the Implicit Bias training with our remaining five districts. Continue inter-cultural competency and diversity training for District Superintendents and Conference staff, and engage larger numbers of laity and clergy.
<b>5. To initiate training and transformative conversation in areas of racism, white privilege, white supremacy and racial equity for the District Superintendents, AC staff and lay leadership including VIM, ACLL, YACs and CCYMs.</b>	To identify opportunities throughout our conference for improved relationships of all people and then source the appropriate resources/people to partner with us for training toward transformation.	CORR members have led training/discussions on Implicit Bias with clergy in four of the nine districts.	We are bringing Kristina Gonzalez into our conference to provide intercultural competency training for the cabinet, conference staff, BOOM, and clergy and laity leaders.
<b>The Goals are Jurisdictional Responsibilities</b>	<b>AC Data Needed for Baseline</b>	<b>How is/will our AC contribute to this jurisdictional goal? How are you engaging SBC21 and other partners in this work?</b>	<b>If this pertains to you, what do is there something at the jurisdictional level needed to help you make progress?</b>
<b>GOAL 1: Those areas with a significant demographic of people from African descent should reflect a proportional number of Black leaders, both lay and clergy at Annual Conference.</b>	Path 1 provides a demographic chart in consultation with the NEJ Developer of each Annual Conference  (mission field vs. members vs. leaders)		
<b>GOAL 2: Establish at least one new faith community (multiple strategies) of African descent focused on engaging black children, youth and young adults (If you are in an AC, which has a ten-mile radius with a Black population of 30,000 or more.)</b>	Path 1 provides a jurisdictional map in consultation with the NEJ Developers  After identified, relevant areas submit a plan and resource needs are brought back no later than Jan 2019.		
<b>GOAL 3: Increase the number of viable and sustainable Black churches' and ministries in the NEJ. [4]</b>	There is a shared dashboard that shows number of black churches and ministries with a sense of where those churches are in terms of		

	viability/sustainability. This dashboard is owned by the NEJ Developers.		
GOAL 4: Study the impact of structural and institutional racism on Black people in the NEJ, in particular: - Closing of Black churches - The impact of the ordination process on the number of black persons interested in ordained ministry.			
GOAL 5: Encourage UM related seminaries in the NEJ to intentionally recruit and offer resources to more students of color, to offer an Urban Ministries track that is contextual to the Black Lives Matter movement and to initiate training for faculty in the areas of racism, white privilege and white supremacy.	Each Annual Conference with a UM related seminary within its bounds reports on areas of goal 5.		

**4. Please name the bodies or individuals providing leadership for the Call to Action in your Annual Conference and define who was included.**

Bishop Sandra Steiner Ball; Bonnie MacDonald & Ken Willard co-Directors of Connectional Ministry; Angela Jones Coordinator of Ethnic Local Church Concerns; Felica Wooten-Williams CORR chairperson; the WV cabinet; the Bishop's lead team

**5. How has your Annual Conference identified and developed funding to support this proposal? [5]**

Budget funding has remained steady, and we have been able to utilize funds from other sources such as Ethnic Local Church grants.

[1] Item 7 from the CTA

[2] Item 8 from the CTA

[3] Some items are not listed above. Number 2 is a COB task and is not appropriate for AC report and will be reported on directly from the COB in a way in which they determine. Number 3 is included in 1. Number 7 is this report. Number 8 is mentioned in the instructions and clarifies that strategic plans are due in 2020. Number 9 is beyond the AC and appears as question 6 below the tables. The items that are COB tasks need to be reported annually by COB.

[5] This represents the AC part of item 9 from the CTA "The College of Bishops, the Vision Table, the Multi-Ethnic Center for Ministry and each Annual Conference should identify and develop funding to support this proposal." The three named entities need to report annually on how they are supporting the funding of the CTA.

# **PLANS FOR THE “2021-2024 QUADRENNIUM”**

*The following 1 page reports encapsulate each annual conference’s plan and progress on the NEJ Call to Action since the formal reports were given in 2020.*



## **We Rise United: BWC NEJ Call to Action 2020-24 Update and Plan**

*The Baltimore-Washington Conference seeks to end racism in all of its forms so that all might be free – liberated from oppression and inequities that prevent abundant life. This 7-year initiative launches us into a life cycle of antiracism work that both seeks to address the intent of the NEJ Call to Action and increase our capacity to build beloved community.*

**Goal 1.** Increase by 10% per year the number of churches who are on a pathway to embodying antiracism so that by 2022 all of our BWC churches are on a path toward becoming racial justice change agents. We've created a form for leaders to share how they are becoming racial justice change agents and we are annually tracking their responses. 82% of churches reported being on the pathway toward becoming racial justice change agents. We are inviting church leaders to connect with Brave Conversation facilitators to conduct essential conversations and implement faithful actions for overcoming barriers to the journey.

**Goal 2.** Each local church reports on its progress as related to the Call to Action (CTA) on Racial Justice and on its internal and external conversations annually at church/charge conference with 10% more churches engaged than the year before so that by 2026 100% of our churches are doing work to grow in their Inter-Cultural Competency (ICC) (traits of beloved community) throughout the conference. We accomplished the first half of this goal in 2020 and are providing tools and support to accomplish the second half of this goal. Through Equity 2.0, and three iterations of A Journey to Beloved Community course based on the ICC traits, over 150 congregational leaders have been resourced.

**Goal 3.** Using a validated assessment, we consistently onboard and develop DSs, staff, conference leaders and clergy consistently so that by 2022 all staff and by 2024 all active clergy leaders are working on growing a Gospel-centered, multicultural heart-set, mindset and skill-set. As reported in 2021, we have strengthened the accountability structure so that residents-in-ministry, the Board of Ordained Ministry, District Committees on Ordained Ministry, DSs and staff are resourced to grow in their ability to embody inclusion, diversity, equity and antiracism (IDEA).

**Goal 4.** By Spring 2022, each cross-racial/cross-cultural (CR/CC) appointment is equipped to engage in cross-cultural work from appointment through the first year with experienced guides so that both pastor and congregational leaders set goals and grow in ICC covenant (traits of beloved community). In addition to orientation for all new CRCC appointments, A Diverse Church by Design is resourcing over 40 congregations currently.

**Goal 5.** Our institutional practices are just and inclusive regarding race/ethnicity, gender, ability, and other elements of diversity so that we see the six actions of Beloved Community Covenant practiced throughout the conference. There are consistent efforts to examine pay equity and policy and procedures across our Annual Conference—including BOOM's Gender and Equity study. We are in the process of identifying and reviewing BWC policies and practices to ensure that they embody our principles of IDEA.

### **Additionally, we give thanks for:**

- Bishop Easterling who consistently and courageously leads this work.
- \$45,000 of grants received from the General Board of Global Ministries to undergird related ministries.
- BWC Church and Community Equity Grants for persons disproportionately impacted by COVID-19. \$36,000 was distributed to congregations in 7 of the 8 Districts.
- Additional resourcing of individuals and churches that includes: a comprehensive online resource area ([bwcumc.org/justicenow](http://bwcumc.org/justicenow)); ReCall Summits; Community immersions; People's Suppers for building beloved community; The Unfinished Church Podcast (<https://theunfinishedchurch.org/>); and, bi-weekly prayer calls.
- We are increasing the number of viable and sustainable Black churches through our Lilly-funded Catalyst Initiative. To date, ten of the 28 participating churches identify as African-American and two as multicultural congregations.
- Stop Asian Hate Summit that involved over 50 congregational leaders.
- Strong public witness in the areas of migrant justice and racial justice that includes ongoing legislative advocacy and contextual ministries of care.
- Our delegation articulated a vision of a church that embodies IDEA then engaged in training to better practice it.



## 2021-2024 Eastern PA

Eastern PA approved **A Path Towards Wholeness at the 2022 Annual Conference Session. This legislation has 3 core components:**

### **New ministries and revitalized ministries with churches of color:**

#### **Transformational Measures and Actions:**

- Provide funding and other resources, including but not limited to equitable salary and benefits, technology, training and consultants that will strengthen and increase the vitality of 10 existing congregations of color by Dec. 31, 2027 (Assigned to CCFA & Extended Cabinet)
- Develop 4 new faith communities of color, including at least 1 new Black faith community, by Dec. 31, 2027 by using new technologies and innovative strategies by Dec. 31, 2027 (Assigned to Extended Cabinet & CDT)
- Develop 10 Ministry Centers serving racial/ethnic communities with a focus on locally based missions that intentionally connect, engage, and partner with their communities for sustainable transformation. (Assigned to Extended Cabinet, CDT & Urban Commission)

### **Opportunities for advancement with churches of color and clergy of color in leadership and ministry:**

#### **Transformational Measures and Actions:**

- \$300,000 Investment in 2023; \$300,000 Investment in 2024, with a conference goal of 1.5M investment by Dec. 31, 2027, in clergy of color and churches of color through equitable salary; reduced apportionments and targeted development funding. (Assigned to CCFA; Cabinet; CDT & Urban Ministries)
- Using Eastern PA median household income to apportion all EPA churches
- At least 50% of EPA agency chairpersons/co-chairs are People of Color by June 2027 (currently 41%) (Assigned to EPA Conference Committee on Leadership)
- Increase the total number of African American/Black; Hispanic/Latino & Korean clergy serving in EPA by 20% by 2027 (13 new recruitment) (Assigned to Board of Ordained Ministry and Cabinet)
- Development of 10 clergy of color transformational leaders measured by increase from  $\frac{1}{4}$ - $\frac{1}{2}$ ;  $\frac{1}{2}$  -  $\frac{3}{4}$  and  $\frac{3}{4}$ -Full-time positions by Dec. 31, 2027. (Assigned to Cabinet)
- Ensuring accountability to equal pay for equal work by conducting regular administrative compensation reviews and consistent adherence to policies. (Assigned to Human Resources)

### **Witnesses in 90 local congregation who are culturally competent to lead EPA and its congregations to dismantle racism and will work to dismantle racism in our churches and communities:**

#### **Transformational Measures and Actions:**

- Thirty (30) trained EPA facilitators who are actively engaged with 90 congregations that are developing a Dismantling Racism Plan in their local context (Assigned to DCM/Commission on Religion and Race)
- Create an anti-racism audit to be used in pilot local churches as part of the charge conference process by June 2023 and all local churches by June 2027. (Assigned to the Healing the Wounds of Racism Core Team)
- Provide intercultural competence and implicit bias training materials for leaders and congregations by June 2023 (Assigned to CORR; CR/CC Support Team of Companions & Trainers)

In its 2020 Annual Conference Session, United Methodists of Greater New Jersey overwhelmingly passed a Journey of Hope Plan to work toward ending the sin of racism.

The report and its goals were developed in consultation with leaders and experts from across the country and guided by a group of 10 GNJ laity and clergy. Nine different GNJ groups, including ethnic caucuses, GNJ leadership and GNJ staff including the cabinet reviewed and provided input into the report and its goals and measures. More than 100 people assisted in its development.

The Journey of Hope Plan's cornerstones include the following actions:

- Equity in how we apportion and use our resources.
- Acknowledge, repent and address past harm.
- Build on our 10-year intercultural competency plan to deepen understanding of racism and how to work to end the sin of racism.
- Strongly encourage and support every congregation to develop A Journey of Hope ACT plan. This plan integrates ending the sin of racism and the mission of GNJ.
- Implement 5 keystone measures that are central to ending the sin of racism and implementing the other measures and actions in the report.

#### 5 Keystone Measures for A Journey of Hope

1. **50 trained GNJ trainers and facilitators** who are actively engaged with **150 congregations** that are developing and engaging in A Journey of Hope Plan (*150 congregations that self-identity, represent 25% of our congregations and a number that will become a tipping point for ending the sin of racism*).
2. **At least 50% of GNJ agency chairpersons are People of Color** by June 2023, and the number of **African American/Black and Hispanic/Latino clergy elders are doubled**, and the number of all Clergy of Color is increased.
3. **25 new ethnic congregations** (at least 10 African American) by using new technologies and innovative strategies, and strengthen the worship, ministry and finances of 10 existing congregations of color by December 2025.
4. A handbook of **all GNJ policies and procedures** that have been reviewed and updated to ensure GNJ's policies and procedures create a culture of racial justice, inclusion and equity by February of 2022.
5. **\$4.1 million investment** in the health and vitality of GNJ through debt forgiveness, equitable salary and shared ministry apportionment and billables in low-income communities by December 2023.

The 2022 Annual Conference of New England Annual Conference adopted a resolution titled “The New England Declaration.” This declaration is our commitment to love, liberation, freedom, and full inclusion and it lays out our goals for the next year and quadrennium.

- The NEAC commits to dismantling individual and systemic injustice, oppression, and discrimination in whatever forms they present themselves, including in the structures and actions of our denomination and Annual Conference.
- The NEAC commits to including, celebrating, and empowering the ministry of all the Methodists of New England, regardless of race, ethnicity, gender, gender identity or expression, sexual orientation, age, ability, class, or any other previously marginalizing identity.
- The 2022 session of the NEAC calls upon all entities, boards, councils, and agencies of the New England Conference — including the Cabinet, Board of Ordained Ministry, Board of Trustees, Board of Pensions, Council on Finance and Administration, Nominating Committee, and Connectional Table — to act intentionally in ways that advance liberation and intersectional justice. All conference entities are encouraged to examine equity in policies and actions, and to empower those who have been marginalized to advance the flourishing of all.
- All conference entities shall report back to the 2023 annual conference session with specific, measurable, achievable, realistic, and time-bound, inclusive, and equitable (S.M.A.R.T.I.E) goals on progress in living out this Declaration on a report form provided to them by the end of 2022.

This report comes from the resolution written and submitted by the Delegation to the 2020 General/Jurisdictional Conference, Open Spirit Task Force (2019 - 2022), and the Vision Forward Team and adopted by the 2022 New England Annual Conference.

#BeUMC has long been the messaging of the New York Annual Conference, and we were already aligned with the General Church as they launched the #BeUMC campaign. We honor the core values that connect the people of The United Methodist Church (The UMC). This grassroots campaign, built upon powerful stories of congregations and people living their faith, celebrates what draws us to The UMC and what we aspire to be. The UMC is founded on a Wesleyan theology of grace, anchored in Scripture, and based in the life and teachings of Jesus Christ and the continuing movement of the Holy Spirit.

The New York Annual Conference seeks strong leaders who develop vital congregations that eagerly make new disciples, actively nurture existing disciples, and passionately advocate for the needs and concerns of all people. Cooperative Parishes empower the laity involvement, and moves us to embrace cross-cultural expressions of worship. They also strengthen cooperative parish councils, to engage in courageous conversations to confront racism and to ignite our connection as believers.

In January 2021, the Pathways to Becoming an Antiracist Annual Conference Task Force was developed. The committed group of 21 clergy and laity met bi-monthly to establish a way forward. The time and level of commitment to this work demonstrates the hope that we can make a difference in the Annual Conference and the greater community. We adopted the document authored by Black Methodist for Church Renewal, Inc. (New York Caucus) to develop a blueprint to reset the way we lead in ministry so that we can become an anti-racist Church.

The committee has engaged a Belonging, Equity, Diversity, & Inclusion (BEDI) Consultant: Thought Partner Solutions. This team of consultants is analyzing and leading the laity and clergy of the New York Annual Conference to acknowledge what racial equity looks and feels like, and to teach skills that will lead to transformation in our cooperative parishes and beyond.

Throughout the Fall, Bishop Bickerton, Rev. Doris K. Dalton and I participated in Cooperative Parish virtual meetings with the clergy. We discussed the need to reset, and provided tools to address this approach to ministry. We are beginning to acknowledge that we can do more together than one church can do alone. We are moving into the next expression of United Methodism and resetting The Vision Table as we identify how our ministry intersects with the Mission, Vision, and Core Values of the NYAC. We discovered that many of our committees want to reset as we shift to support the cooperative parishes and reach our ministry outcomes. This movement is not a program, it is a process for us to work collaboratively: laity, clergy and community leaders. We are committed to walking boldly into the next expression of the United Methodist Church. We join with the General Church in the #BeUMC campaign by telling our stories and recounting our history, which has not been favorable for BIPOC (Black Indigenous People of Color). Today is a new day and we are moving together to become an antiracist annual conference that is equipped to adapt to a church that is fully welcoming.

None of this work is done in isolation. The Office of Connectional Ministries collaborates with Rev. Dr. Marvin A. Moss, Director of Congregational Development and Revitalization, Rev. Doris K. Dalton, Leadership Development and Cultural Competency, Lisa Isom, Director of Communications, and Rev. Nikki Hutt, Disaster Response and Mission Coordinator. We are committed to the challenges before us, and most of all we are committed to sharing the love and grace that God has for us with the world.

**Peninsula- Delaware Conference**  
**Report for the 2022 Northeast Jurisdictional Conference**  
**Call to Action Next Steps**

The Peninsula-Delaware Conference (PDC) has created church “clusters” which more faithfully represent “beloved community” where the inclusive love of Jesus shines through more clearly in our communities. These church “clusters” embody more intercultural relationships between clergy, local churches and communities. To confront racism and affirm that Black lives and all lives of color really do matter, the PDC will continue to support and encourage development of these intercultural relationships between churches so they are sustainable beyond pastoral transitions, and are led by partnerships formed among laity. We will continue to equip church “clusters” so they become more creative in their collaboration and in identifying unique mission opportunities that honor their diversity and gifts within their context.

PDC has been creating racially equitable policies and procedures to provide accountability to our decision making. We have been intentional about reviewing and revising policies related to grant funding through Congregational Development Corporation (CDC) to create more transparency and a more equitable application process. The shepherding program continues to be enhanced so that it provides ongoing support for African-Americans to ensure more accurate applications. The number of African-American churches applying for the grant has increased and we celebrate this. CDC plans to continue to encourage African-American churches to apply.

We have reviewed and revised the Board of Ordained Ministry processes for racial justice. An interview question on how racism is confronted within the candidate’s context has been added. We plan to continue this process and the Intercultural Development Inventory (IDI) is being added to the eight-year assessment. Members of the Cabinet, Leadership Executive Team, Board of Ordained Ministry and the District Committee on Ordained Ministry continue to take the IDI.

The annual conference will continue to initiate and sponsor training, education and transformative conversations in the areas of racism, white privilege, white supremacy and racial equity. We will continue to offer resources for conference, district and local church training, education, book and Bible Studies on the impact of racism and prioritize this work. Our Strengthening the Black Church Director serves on the extended cabinet and will continue to sponsor events and activities that are educational, transformative and engaging. His work in increasing the vitality and health of African-American churches continues. We will continue to review, examine, monitor and work toward resolving equitable compensation issues for BIPAL persons through a broader lens. This includes comparing compensation across years of service. Scholarship funding for debt relief for African-Americans who have a greater amount of debt has been approved and will continue.

## Susquehanna Annual Conference

Our mission is to grow spiritual transformational leaders, equip vital congregations and create new places for new people, and connect with each other and the world so that alive in Christ, the Susquehanna Conference will embody the beloved community of disciple-making congregations.

In order to truly embody the beloved community, throughout the quadrennium our next steps are to prayerfully

- Offer training and support for churches and pastors in cross cultural and cross racial appointments
- Work with BoOM and DCoMs on intercultural competency
- Continue the work of the Annual Conference's Beloved Community Commission as it visions experiential opportunities, education, and conference connections.
- Continue the anti-racism work of the Cabinet through regular ready, study, and conversation.
- Partner, resource, support, encourage, listen to the members and leaders of our historically black congregation and our intentionally multicultural congregation so that we can learn from them.
- Create opportunities for more participants to experience a Civil Rights Journey
- Offer curriculum for Lay Servant Ministries and beyond on Becoming Beloved Community

Upper New York's anti-racism work is led by our conference's Commission on Religion and Race. UNY's CCORR has the following goals for 2022-2023:

- Address the harms of racism experienced by all People of Color in the UNY Conference by strengthening relationships between CCORR and Hispanic, Asian, African American, and Pan-African pastors, congregations, and lay leadership in the conference through active engagement and deep listening. CCORR will also continue to partner with the bishop and cabinet to support the conference's cross-cultural/cross racial appointment process by helping to develop resources to prepare churches and pastors in these situations.
- Develop and equip an incident response team available to the cabinet and conference to address specific acts of racism occurring in our churches.
- Develop a multigenerational approach to antiracist work, ensuring that we hear all the voices of this conference and actively seeking the input of Gen Xers, Millennials, and Gen Z-ers through engagement and deep listening.
- Provide trained coaches for churches/groups who want to move from contemplation to action after completing INR. CCORR is also revising its anti-racism Imagine No Racism (INR) curriculum to clarify and better define goals and outcomes which lead to action.

### **Call to Action Next Steps: 2021-2024**

The Western Pennsylvania Annual Conference is committed to becoming an inclusive, equitable, multi-cultural, and anti-racist organization. As we strive to love God and one another more fully, we are prayerfully taking these next steps:

- Transition from a Conference level “Anti-Racism” task force to a Conference level “Beloved Community” task force to guide our anti-racism journey
- Engage in a Conference Visioning process in 2022-2023 which will include an anti-racism component
- Encourage and support our 10 District Anti-Racism Teams to become more active and collaborative in the work
- Encourage and support the Board of Ordained Ministry in its continuing efforts to become interculturally competent
- Monitor and expand the Cross Racial/Cross Cultural appointment process adopted by the Cabinet in 2021
- Support our Coordinator of Diversity Development and Inclusion and Conference Committee on Religion and Race in implementing training opportunities and expanding vital conversations with local churches in the cross-racial/cross-cultural appointment process
- Implement a required anti-racism training into the Conference Lay Servant Ministry curriculum
- Increase participation of Conference committees and local churches in the Intercultural Development Inventory
- Celebrate and share the history of the Black church in Western Pennsylvania created by our Archives and History Committee



## **The West Virginia Conference and The Call to Action, 2020-2024**

The West Virginia Conference continues to grow in its capacity for antiracist ministry and leadership.

Ministry initiatives that have begun since 2020 will be continued through the current quadrennium. Examples of such ministry leadership include:

- September 2020: 30 Days of Anti racism, contextualized GCORR's prompts for WV Conference audience.
- The Cabinet, Conference staff, and The Board of Ordained Ministry continue to grow in intercultural competency, through training and ongoing studies.
- People of color are leading from key positions of Conference leadership, including BOOM, Cabinet, and other Conference leadership positions.
- The Conference partners with The United Methodist Foundation of WV to provide resources for antiracism work, including establishing a Reparations Fund as a step toward repairing the damage inflicted by slavery, segregation, and racism within West Virginia.
- The Conference partners with the WV Council of Churches in antiracism education and resources, including expanding Foster Care and Scouting access for African American families and communities.
- "Front Porch Conversations," a video curriculum on experiences of learning to be antiracist, has been shared by 4 bishops having served the WVUMC, and used in study by our congregations.
- The Conference works intentionally with its Historically African American congregations and leadership in listening and partnership, connecting with resources.
- United Methodist churches partnered with the state in hosting vaccination sites to provide health needs for African American communities.
- Leaders and ministry teams marched, prayed, and protested publicly in response to the deaths of George Floyd and Brianna Taylor.
- In partnership with three other regional conferences, leaders will participate in the Strengthening the Black Church Summit in 2023.