Present: Darryl Seruggs, April Johnson, Al Walker, Sarah Lynne Gershon, Chris Wilson

Went over notes from last week

COMMENTS ON REQUIRED CLERGY TRAINING

AW- working on a curriculum for pro-reconciliation/anti-racism training in his region

CW- in his region every 3 yr training in boundaries and anti-racism. Would really like to trainings progress every 3 yrs rather than be the same.

DS- central Rocky Mountain region every 5 yrs (mandatory starting 2023). Focus on training is systemic racism, but will be different each year. Different focus each year, so a person could take it every year.

SLG- just added that future trainings could include Quaker-style queries for reflection on how you have progressed and where you need to grow (or your congregation

CW- added that future trainings could be small group and experiential rather than a seminar format

AW- for Reconciliation Ministry… outcome orientated (need to put into practice and report) and should not be the same curriculum each time.

DS- is this written into the next steps?

AJ- every training ends with next steps. Make a commitment to do something. Here’s affirmation that we need to have a commitment. In an experiential training you would have the opportunity to apply the commitment. This makes the call to action a priority. The call to action needs to be a priority in any Markers of Anti-Racism

COMMENTS ON REGIONAL CERTIFICATION

Regional Commission on Ministry (RCom)--walk you through ordination process (thanks April!)

How do will hold the tension some accountability between region and congregation, even if they don’t yet have a reconciliation commission. Does this mean that regions can also become certified?

All 31 regions now require anti-racism training for clergy standing. The former President of the College of Regional Ministers led the charge to encourage regions to put this in place, and it worked! Plus changes in who has power/influence and seeing the murder of black and brown bodies on tv

DS- so we are proposing that regions be certified as anti-racist? So would it be the same criteria as for congregations? Seems like we would need a certain percentage of congregations that are certified as anti-racist. Could also have a minister of reconciliation… but really would need a percentage of congregations.

CW- could also have a statement on website and a commission (if not a minister position). Could have two layer process: church on the journey and fully-certified

AJ- use congregational process to put pressure on regional board… to put statement on website for example. Region needs to subscribe to the markers for congregation and the regional board can affirm the anti-racist markers. A positive thing--this would improve the funding model. 50% of offerings goes to region… when we affirm our identities and commitments than we also affirm the mission fund to support work in this area.   
 As of now, regions don’t have any accountability for their 50%... want to work towards making this a part of their ethos/how they function

LOOKING AT ST ANDREW’S DOCUMENT

During pandemic, there was not an online anti-racism training, but St. Andrew’s pushed the region to offer the response. 61 people attended the online training

CW – shared that the summary document from SACC is a product of layering and processing content. There processes fostered authentic relationship-building which engendered trust. They are shifting from an education-only model to prioritizing relationship-building.

AW- considering how important it is to move from theory to practice   
Comparing affirmation of faith with bylaws… when in trouble we look to the bylaws, otherwise they are ignored

Founding documents--churches looking at founding documents will see missteps between what we say we believe in documents and what we actually do

Likes the idea of layering Regional certification, clergy training, laity training, congregational certification. How do we distinguish what standards/marks that a congregation need with what a region needs to be certification… if we require the region to have a percentage of congregations be certified and have ongoing marks that are needed for congregations to be anti-racist certified, are we over-shooting the runway… pushing this too far.

AJ acknowledges that some people are motivated by data driven standards. Wants a framework that is manageable but also aspiration (for example, need 3 of 5 to be certified… but 5 of 5 is possible). Notes the two layers in Green Chalice as two layers of affirmation of a congregation’s work.

AW does affirm the need for regions to also be certified…   
  
DS will share the 13 markers he came up with for becoming anti-racist church. Definitely want certification to rely on more than just pastor getting training.   
  
AW has about 7 markers that he will also share  
  
CW the merger agreement document is also really important to uplift  
  
AJ Had a resolution in 2017ish to educate around merger agreement. (1723

Resolution in 2007ish to engage in reconciliation ministry. 0731   
Disciples have not been good about following through on these resolutions on a denominational level  
Congregations can have a bibliography and founding documents and info on CRT should be readily accessible.

AW – How do we move from theory to practice? We need to align what we practice with what we promise.

CW – We should acknowledge capacity – what they can do in a reasonable amount of time - for congregations seeking the identity or certification. The markers should offer progressive steps and steps within the steps.

DS – We also must not forget what brought us to our inflection point. We might acknowledge national, Church, and local inflection points.

When we review the documents (historical)we want to visit the ‘why’ of each document.

Next two meetings are Thursdays, July 1st and 15th @ 7:30 MDT; 8:30 CDT; and 9:30 EDT