

Eden
THEOLOGICAL
SEMINARY

December 1, 2022

Rev. April Johnson, Executive Director
Reconciliation Ministry
Christian Church (Disciples of Christ)
P.O. Box 1986
Indianapolis, IN 46206-1986

Dear Rev. Johnson:

Thank you for this opportunity to submit a funding proposal for the Center for Lived Faith and Organizing. It is exciting to see the shape and purpose of this Center at Eden Seminary emerging from in-depth conversations among yourself of the Disciples' Reconciliation Ministry, Rev. Dr. Dietra Wise Baker, an Eden Seminary faculty member, and Rev. Traci Blackmon as associate general minister of the UCC's Justice and Local Church Ministries. We anticipate continued robust collaboration as the Center for Lived Faith and Organizing becomes part of Eden's non-degree program offerings. We know that connecting with congregations and identifying participants in these courses and congregational interactions will be important as we go forward.

At Eden we are grateful to be part of the network of churches and organizations that are making this work possible. It is exciting to see this program come together as we all seek to equip and empower congregations and their leaders for engagement in racial justice theologies and community organizing that embodies God's redeeming work in the world. The participation of Reconciliation Ministry in the funding of this launch and early phase of the Center embodies these collaborations.

Thanks for your consideration of this proposal.

Sincerely,



Deborah Krause, President

*Office of the President
475 E Lockwood Avenue
Saint Louis, MO 63119
314-918-2620*



Applications will be accepted *only* for projects/programs that focus on eliminating and/or alleviating racism or bigotry systemic racism in North America, or projects/programs that promote reconciliation initiatives (For additional information see General Reconciliation Ministry Grant Policies and Guidelines).

COVER SHEET

Name of the Project: Center for Lived Faith and Organizing, Eden Theological Seminar

Amount Requested: \$ 20,000.00 Amount of Total Budget: \$220,000

Name of the Requesting Group: Eden Theological Seminary

Address: 475 East Lockwood Ave.

City: St. Louis State: MO Zip Code: 63119-3124

Telephone: 314-961-3627 Fax: _____

Name of Contact Person: Dietra Wise Baker

Title/Role: Asst. Professor, Contextual Ed Telephone: 314-403-0917

E-mail: dwisebaker@eden.edu

IRS Tax Exemption: Yes No

If other than a church, list agency's Tax I.D. Number: 43-0654855

A copy of your IRS Exemption Letter MUST be attached to your proposal to verify the exemption. If not enclosed, the proposal will be returned without review.

FOR COMMITTEE USE ONLY

Date received: _____ Application Length: _____

Guideline Compliance:

Anti-Bigotry: Yes No

Anti-Racism: Yes No

Pro-Reconciliation: Yes No

Proposal Accepted for Processing to RMC? Yes No



WHAT TO INCLUDE IN YOUR APPLICATION?

- Your signed grant application clearly articulating the purpose, theological underpinnings and anti-racism/bigotry goals of your project (6 pages maximum).
- A cover letter signed by the authorized leader of the church, agency, or non-profit entity (1 page).
- A copy of your organization's tax-exempt letter from the IRS (1 page).
- Letter with names of collaborators and their contact information, if applicable (1 page).
- Names and contact information of project endorsers (1 page)
- One additional budget sheet for your project, if needed.

THIS APPLICATION MUST BE TYPED; ALL APPLICATION MATERIALS CANNOT EXCEED 11 PAGES, AND ALL ATTACHMENT FILES SHOULD BE ON PDF FORMAT. IF APPENDIXES ARE NEEDED TO BE ADDED, THESE NEED TO BE REFERENCED TO THEIR CORRESPONDING SECTION IN THE APPLICATION, AND RESPECT THE LIMIT OF THE APPLICATION'S LENGTH.

YOUR ORGANIZATION'S BACKGROUND (300 words or less)

(Please include: mission, founding date, major programs; links with similar organizations; number and capacity of staff; why your organization is qualified to do the work; relationship of your project to your organization's overall program.)

Eden Theological Seminary is called to strengthen the life of the church by educating women and men for ministry, enlivening critical reflection on faith, and supporting bold Christian discipleship.

Eden Theological Seminary was established in 1850 to educate leaders of immigrant Evangelical congregations for North American religious life. Connected to the subsequent United Church of Christ (UCC), Eden has actively pursued national and global ecumenical collaborations and the progressive Christian movement. Eden offers a variety of accredited degree and non-degree programs focused on providing diverse perspectives, hands-on experience, and leadership skills.

The Christian Church (Disciples of Christ)'s (DOC) racial justice ministry historically supported training for volunteer groups of leaders in regions to supply anti-racism training. It has been difficult to maintain a core group of leaders and some regions never developed a training ministry. Currently, the UCC and DOC and other denominations require anti-racism training for clergy to maintain ministerial standing, creating more demand.

Realizing that training is not sufficient, leaders in the DOC and at Eden discussed how infrastructure that provides basic anti-racism training might also move people to act and live for racial justice in their communities. April Johnson, Executive Director of the DOC Reconciliation Ministry, called this the "Organizing School," a place where faith leaders learn the basics of organizing rooted in faith to change ourselves and our communities. In 2020 Dietra Wise Baker joined the Eden faculty as the Assistant Professor of Community Engagement and Contextual Education and gained institutional support to bring such a program into being as a non-degree program of the seminary. Dietra approached Traci Blackmon as Associate General Minister of the UCC's national Justice and Local Church Ministries. A collaboration began that will include the support of the DOC and UCC racial justice ministries for this Center for Lived Faith and Organizing at Eden.



THE PROJECT (500 words or less)

Please include: the contribution your project will make towards eliminating systemic racism, empowering racially marginalized communities, or fostering multiracial communication; goals and objectives; activities you propose to tackle the problem; cost-effectiveness; immediate and long-term results; distinctive features of your project in light of your organization's context; theological foundation for the decision to pursue this project; and the anticipated outcomes.)

The Hartford Institute observes there are approximately 350,000 religious congregations in the U.S. representing approximately 63 million people who attend some religious institution weekly. Sadly, Sunday morning continues to be the most segregated time in America. But there are signs that a major change is underway. Multiracial congregations have nearly doubled in the past decade to 13.7 percent.

Simultaneously, people of color (POC) and other marginalized identities have born traumas - historical and contemporary, repetitive, and collective - well before recent surges of racialized violence. Even within the movement space, trauma seems unrelenting and social divides have widened. A comprehensive healing-centered organizing strategy is needed to prevent the further deepening of socio-political chasms in this country and should be embedded in a broader community response to trauma.

The Center for Lived Faith and Organizing seeks to equip leaders and their faith communities for effective participation in long haul racial justice work. The Center will be part of the non-degree offerings at Eden Seminary. It will provide entry-level offerings that biblically and theologically ground faith leaders in community work. The offerings will enable these faith leaders to connect with each other and for their congregations to connect to networks of organizing in their own contexts. It will not replace or duplicate those organizing networks.

This institutional location is cost-effective by utilizing already-existing infrastructure and practices for curriculum and assessment, instructors and student engagement. As a seminary with existing participation by both UCC and DOC constituents and those of multiple other denominations, it provides a common space for connecting. Churches already look to the seminary as the part of the church ecology that engages in leadership equipping and formation.

Vision Statement: A replicable program that yields thousands of faith communities who embody a common understanding, language, and practice of justice. It includes people of faith engaged deeply in transforming the world through community and cultural organizing grounded in theology and faith.

Objectives:

Long-term strategy to address the needs of faith based social justice advocates. The Center for Lived Faith and Organizing will educate, train and connect leaders with local and regional partners for a long and sustainable ministry in organizing and justice work.

1. Dismantle racism. Racial justice theologies will catalyze the program. The Center will educate and train people, white and BIPOC, on the different healing journeys necessary to confront internalized racism and systemic violence in the world
2. Organize. Provide introductory and advanced training in community and cultural organizing inclusive of building rapid-response and mutual-aid networks in addition to seeking policy changes. The Center will equip leaders to recognize the plurality of strategies and theories of change at work in contemporary social movements for organizing with progressive faith leaders and communities.
3. Create a common understanding, language and practices of justice in order to facilitate a more effective faith witness in the world in responding to community trauma, public uprising, and injustice.



YOUR PROJECT IMPLEMENTATION PLAN (200 words or less)

(Please include strategy and timeline: steps to be taken, by whom, and when; numbers and who will be served; project staff and/or consultants; involvement of spiritual practices or theological reflection that will be incorporated into the project.)

The program will launch in January 2023 with a national event also available for Eden students as part of a one-credit-hour degree credit. During the spring of 2023, the Center will offer 5 courses available for continuing education credits or toward a recognized non-degree certificate. Three additional courses will be added in the spring of 2024. Instructors identified and contracted with Eden Seminary through the Center will teach these courses. The program anticipates a registration of 100 participants in year one, increasing to 500 participants by year five.

Tentative courses: State of the Movement and Faith: Since Ferguson and Charlottesville, Faith Organizing and Theories of Social Change, Tools for Organizing Congregations, The Gospel and the Abolitionist Framework, Reproductive Justice and Strategies for Organizing, Mutual Aid Communities of Care and the Gospel, Organizing for Decarceral Liberation: Mass Incarceration, Supervision, Immigration and Police

The Center also will directly connect with local churches, particularly in the UCC and DOC. The director, instructors, and participants will offer workshops and support to local social justice teams ready to organize. 250 such visits are anticipated during the first 5 years. The Center will offer "organizing assessments" to support local justice action and organizing engagement of UCC and DOC faith communities. During the first 5 years, 1000 of these assessments are anticipated.

PROJECT EVALUATION (200 words or less)

(Please include: your criteria for effectiveness, methods and schedule for measuring results; who and how the assessment will occur; the theological, biblical or spiritual work around anti-racism that will continue.)

This project aims toward the goal of a theological and biblically grounded movement for justice in the UCC and DOC denominations. It aims toward strategic and strengthened relationships between the church and movement organizations across the country, thus adding to the power base of organizing networks. The anticipated outcome is 1000 UCC and DOC churches locally engaged in justice organizing in their communities as an act of Christian discipleship. Evaluation of this project will include both assessment of the Center's courses and educational design and of the outcomes of engagement of local faith communities with organizing networks. Course assessment processes for participants currently in place for Eden's degree courses will be utilized also for non-degree courses. These assessments are based on Eden's curricular goals and infused leadership capacities. The Seminary's registrar and director of assessment will coordinate this process with the director of the Center for Lived Faith and Organizing. The Center's director also will organize an annual evaluation of the program design and impact on congregations and organizing networks in consultation with project contributors. This will be assessed quantitatively related to numbers of participants and engaged congregations as well as qualitatively related to metrics from social change theory.



PROJECT CONTINUATION (100 words or less)

(State how this project will continue with ongoing funding beyond the grant period; future funding sources; other current funding sources.)

The Center for Lived Faith and Organizing is designed as an ongoing part of Eden Seminary's education and leadership formation offerings. Participant fees per course will be the primary source of financial sustainability. Continued cultivation of relationships with foundations investing in innovative engagement in social change may add capacity. The project anticipates continued conversation with the UCC and DOC and other denominations for consideration of this Center as part of budgeted and on-going racial justice and community organizing ministries.

PROJECT BUDGET (Attach no more than 1 additional sheet, if needed).

INCOME		
Source		Amount
	DOC Grant	\$ 20,000.00
	UCC Grant	\$ 20,000.00
	Eden Seminary	\$ 20,000.00
	Fetzer Foundation Grant	\$ 150,000.00
	Fees (\$100 per participant)	\$ 10,000.00
		\$ 220,000.00
EXPENSES		
Item		Amount
	Faculty Director	\$ 24,000.00
	Graphic Design & Marketing Consultant	\$ 9,163.00
	Instructor Fees & Curriculum Development	\$ 14,000.00
	Marketing & Recruitment Travel	\$ 24,000.00
	Project Administrator	\$ 35,000.00
	Launch Event	\$ 2,500.00
		\$ 108,663.00



PROJECT BUDGET (Cont'd)

Grant Request Amount	\$	<u>20,000.00</u>
Total Program/Project Cost	\$	<u>422,163.00</u>

If awarded, how will the Reconciliation Ministry Grant be spent? *[Specify expense item(s)].*

The Reconciliation Ministry (DOC) grant in year one will be utilized toward:

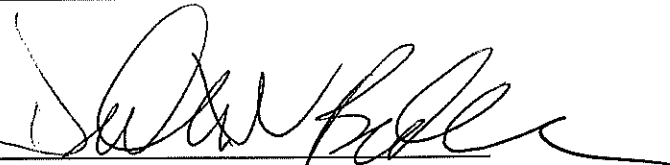
- Marketing and Recruitment Travel \$12,000
- Graphic Design and Consultant \$4,581
- Instructor Fees and Curriculum Development \$3,419

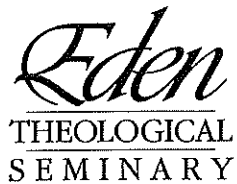
Total Program/Project Cost listed at \$422,163 is for years 1-4 of program (inclusive). We anticipate making additional grant requests in years 2 and 3 for \$20,000 each year. See attached 4-year budget.

Submitted By: Dietra Wise Baker

Title/Role: Asst. Professor, Contextual Ec

Date: 12/01/2022

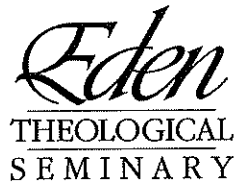
Signature: 



**Center for Lived Faith and Organizing
PROJECT BUDGET**

Project Budget:

	<u>(Launch Year)</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>
Faculty Director	\$24,000.00	\$24,000.00	\$24,000.00	\$24,000.00
Grant Consultant	\$0.00	\$0.00	\$0.00	\$0.00
Graphic Design: Banner and Logo, Materials, Printing	\$2,500.00	\$2,500.00	\$2,500.00	\$2,500.00
Marketing Consultant + Implementor	\$6,663.00	\$5,000.00	\$5,000.00	\$5,000.00
Instructor Fees + Curriculum Development	\$14,000.00	\$14,000.00	\$14,000.00	\$14,000.00
Marketing Travel (Assemblies, Synod, Churches)	\$24,000.00	\$24,000.00	\$24,000.00	\$24,000.00
Technology and Financial Management Services				
Project Administrator	\$35,000.00	\$35,000.00	\$35,000.00	\$35,000.00
Launch Event	\$2,500.00			
Total	\$108,663.00	\$104,500.00	\$104,500.00	\$104,500.00
	<u>Launch Year</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>
Revenue		\$ 117,337.00	\$112,837.00	\$119,250.00
DOC (Grant)	\$20,000.00	\$20,000.00	\$20,000.00	
UCC (Grant)	\$20,000.00	\$20,000.00	\$20,000.00	
EDEN	\$20,000.00	\$20,000.00	\$20,000.00	
Grant	\$150,000.00	\$20,000.00	\$20,000.00	\$20,000.00
Fees: \$100 Per Participant	\$10,000.00	\$20,000.00	\$40,000.00	\$50,000.00
Total	\$220,000.00	\$217,337.00	\$232,087.00	
Balance	\$117,337.00	\$ 112,837.00	\$119,250.00	\$34,800.00



Center for Lived Faith and Organizing, Eden Theological Seminary
for Reconciliation Ministry Christian Church (Disciples of Christ)
Project Summary

The Center for Lived Faith and Organizing seeks to equip leaders and their faith communities for effective participation in long haul racial justice work. This project aims toward the goal of a theological and biblically grounded movement for justice in the United Church of Christ (UCC) and Christian Church (Disciples of Christ) (DOC) denominations. It aims toward strategic and strengthened relationships between the church and movement organizations across the country, thus adding to the power base of organizing networks.

The Center will be part of the non-degree offerings at Eden Seminary. It will provide entry-level offerings that biblically and theologically ground faith leaders in community work. The offerings will enable these faith leaders to connect with each other and for their congregations to connect to networks of organizing in their own contexts. It will not replace or duplicate those organizing networks.

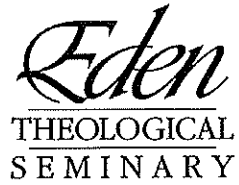
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3. Create a common understanding, language and practices of justice in order to facilitate a more effective faith witness in the world in responding to community trauma, public uprising, and injustice.

The program will launch in January 2023 with a national event. During years one and two, eight courses will be available for continuing education credits or toward a recognized non-degree certificate. The Center also will directly connect with local churches, particularly in the UCC and DOC through workshops, support and organizing assessments.



Center for Lived Faith and Organizing, Eden Theological Seminary
Reconciliation Ministry, Christian Church (Disciples of Christ)
Project Endorsers

President, Eden Theological Seminary
Rev. Dr. Deborah Krause
475 East Lockwood Ave., St. Louis, MO 63119
dkrause@eden.edu
314-961-3627

Dean of the Seminary, Eden Theological Seminary
Rev. Dr. Sonja B. Williams
475 East Lockwood Ave., St. Louis, MO 63119
swilliams@eden.edu
314-918-2538

Executive Director, Reconciliation Ministry
Christian Church (Disciples of Christ)
Rev. April Johnson
Disciples Center
1099 N. Meridian Street, Suite 700
P.O. Box 1986, Indianapolis, IN 46206-1986
ajohnson@disciples.org
317-713-2587

Associate General Minister
Justice and Local Church Ministries, United Church of Christ
Rev. Traci Blackmon
1300 E. 9th Street, Suite 1100
Cleveland, OH 44114
blackmont@ucc.org
216-736-2100

DISTRICT DIRECTOR
P O BOX A-8296 DPN 82-2
CHICAGO, IL 60690

Date: **DEC 13 1981**

EDEN THEOLOGICAL SEMINARY
475 EAST LOCKWOOD AVENUE
ST LOUIS, MO 63119-3192

Employer Identification Number:

49-0654855

Contact Person:

R. WALLACE

Contact Telephone Number:

(312) 886-1278

Accounting Period Ending:

June 30th

Form 990 Required:

Yes

Addendum Applies:

No

Dear Applicant:

Based on information supplied, and assuming your operations will be as stated in your application for recognition of exemption, we have determined you are exempt from Federal income tax under section 501(a) of the Internal Revenue Code as an organization described in section 501(c)(3).

We have further determined that you are not a private foundation within the meaning of section 509(a) of the Code, because you are an organization described in sections 509(a)(1) and 170(b)(1)(A)(ii).

If your sources of support, or your purposes, character, or method of operation change, please let us know so we can consider the effect of the change on your exempt status and foundation status. In the case of an amendment to your organizational document or bylaws, please send us a copy of the amended document or bylaws. Also, you should inform us of all changes in your name or address.

As of January 1, 1984, you are liable for taxes under the Federal Insurance Contributions Act (social security taxes) on remuneration of \$100 or more you pay to each of your employees during a calendar year. You are not liable for the tax imposed under the Federal Unemployment Tax Act (FUTA).

Since you are not a private foundation, you are not subject to the excise taxes under Chapter 42 of the Code. However, you are not automatically exempt from other Federal excise taxes. If you have any questions about excise, employment, or other Federal taxes, please let us know.

Grantors and contributors may rely on this determination unless the Internal Revenue Service publishes notice to the contrary. However, if you lose your section 509(a)(1) status, a grantor or contributor may not rely on this determination if he or she was in part responsible for, or was aware of, the act or failure to act, or the substantial or material change on the part of the organization that resulted in your loss of such status, or if he or she acquired knowledge that the Internal Revenue Service had given notice that you would no longer be classified as a section 509(a)(1) organization.

Letter 947(DO/CG)

EDEN THEOLOGICAL SEMINARY

Donors may deduct contributions to you as provided in section 170 of the Code. Bequests, legacies, devises, transfers, or gifts to you or for your use are deductible for Federal estate and gift tax purposes if they meet the applicable provisions of Code sections 2055, 2106, and 2522.

Contribution deductions are allowable to donors only to the extent that their contributions are gifts, with no consideration received. Ticket purchases and similar payments in conjunction with fundraising events may not necessarily qualify as deductible contributions, depending on the circumstances. See Revenue Ruling 67-246, published in Cumulative Bulletin 1967-2, on page 104, which sets forth guidelines regarding the deductibility, as charitable contributions, of payments made by taxpayers for admission to or other participation in fundraising activities for charity.

In the heading of this letter we have indicated whether you must file Form 990, Return of Organization Exempt From Income Tax. If Yes is indicated, you are required to file Form 990 only if your gross receipts each year are normally more than \$25,000. However, if you receive a Form 990 package in the mail, please file the return even if you do not exceed the gross receipts test. If you are not required to file, simply attach the label provided, check the box in the heading to indicate that your annual gross receipts are normally \$25,000 or less, and sign the return.

If a return is required, it must be filed by the 15th day of the fifth month after the end of your annual accounting period. A penalty of \$10 a day is charged when a return is filed late, unless there is reasonable cause for the delay. However, the maximum penalty charged cannot exceed \$5,000 or 5 percent of your gross receipts for the year, whichever is less. This penalty may also be charged if a return is not complete, so please be sure your return is complete before you file it.

You are not required to file Federal income tax returns unless you are subject to the tax on unrelated business income under section 511 of the Code. If you are subject to this tax, you must file an income tax return on Form 990-T, Exempt Organization Business Income Tax Return. In this letter we are not determining whether any of your present or proposed activities are unrelated trade or business as defined in section 513 of the Code.

You need an employer identification number even if you have no employees. If an employer identification number was not entered on your application, a number will be assigned to you and you will be advised of it. Please use that number on all returns you file and in all correspondence with the Internal Revenue Service.

Revenue Procedure 75-50, published in Cumulative Bulletin 1975-2 on page 597, sets forth guidelines and recordkeeping requirements for determining whether private schools have racially nondiscriminatory policies as to students. You must comply with this revenue procedure to maintain your tax-exempt status.

EDEN THEOLOGICAL SEMINARY

If we have indicated in the heading of this letter that an addendum applies, the enclosed addendum is an integral part of this letter.

Because this letter could help resolve any questions about your exempt status and foundation status, you should keep it in your permanent records.

If you have any questions, please contact the person whose name and telephone number are shown in the heading of this letter.

Sincerely yours,

R. S. Wintrode, Jr.
District Director