

NEJ Call to Action Report

January 2018 - December 2018

This template is to facilitate the fulfillment of the recommendation from the NEJ Call to Action that states “each Annual Conference provide an annual update on work in all of the above to the NEJ Committee on Episcopacy, the Vision Table and the Multi-Ethnic Center, and share experiences that may be helpful to others in the NEJ.”¹ These annual updates can be leveraged to meet the quadrennial requirement (“That each Annual Conference provide a written report to be included in the 2020 NEJ Advance Daily Christian Advocate. This report should include its (1) progress within the 2017-2020 Q and (2) plans for the 2021-2024 Q.”²)

Annual Conference: Eastern Pennsylvania Conference of the United Methodist Church

Date Your Annual Conference Began CTA Work: July 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.**

¹ Item 7 from the CTA

² Item 8 from the CTA

3. Please complete the following table 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.	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.	<ul style="list-style-type: none"> • 4 districts and DSs engaged in 8 awareness raising initiatives; Bishop engaged in 11; and BOOM engaged in 5 • Conference staff engaged in a series of awareness raising day-long sessions *See Addendum	<ul style="list-style-type: none"> • Focused dialogues & trainings on implicit bias, white privilege, internalized racism • Follow-up and implement recommendations from the Butterfly Project audit See Addendum
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.	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	Workshops, dialogues, study groups and focus groups occurred on all 4 districts, within Mission Connexions and in local congregations. *See Addendum	<ul style="list-style-type: none"> • Convene local church conversations on race • Increase diversity of leadership • Engage local churches as bodies of accountability • Convene small groups: Whites Confronting Racism & Clergy of Color exploring internalized racism • Implement CRCC transition support teams See Addendum

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.

<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.</p>	<p>Provide education by creating opportunities of exposure and learning.</p> <p>Create measures of accountability by soliciting input on the potential impact and progress being made from conference wide staff and ministry teams.</p>	<p>Workshops, dialogues, study groups and focus groups on racism occurred in most Connectional Ministry related groups and among administrative bodies.</p> <p>*See Addendum</p>	<ul style="list-style-type: none"> • Increase efforts to reflect diversity • Continue training on racial dynamics • Identify AA churches as historical sites • Expand promotion and reporting on racial-ethnic group events & ministries • Connect VIM projects with local AA communities • Focus responses to disasters in AA communities <p>See Addendum</p>
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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?
<p>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>	<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"> The Committee on Conference Leadership is addressing this issue for both lay and clergy leaders. District committees are intentionally identifying diverse leadership. <p>* See Addendum</p>	
<p>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>	<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"> Two African-American congregations will join in initiating a new ministry creating new spaces for new people in the African-American community of Chester, PA A new ministry, The Annex, started in Darby, PA 	
<p>GOAL 3: Increase the number of viable and sustainable Black churches' and ministries in the NEJ.</p>	<p>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.</p>	<ul style="list-style-type: none"> AA congregation of Wharton Wesley UMC is being revitalized and re-envisioned Four African American churches are targeted for a special relationship to help them reach their communities in creative ways will continue under the leadership of a District Superintendent 	

<p>GOAL 4: Study the impact of structural and institutional racism on Black people in the NEJ, in particular:</p> <ul style="list-style-type: none"> • Closing of Black churches • The impact of the ordination process on the number of black persons interested in ordained ministry. 	<ul style="list-style-type: none"> • Closing Black churches is not a trend in EPA. Intentional efforts are made to support and sustain Black churches. • The impact of the ordination process in being addressed by the Board of Ordained Ministry and the District Committees on Ministry. 	<p>EPA engaged in a facilitated process of evaluating structural racism within the conference with outside consultants. Input from clergy and laity from the Native American, Korean, Indian, Hispanic/Latino communities, and those of African descent were included. The recommendations and findings are being seriously considered and implemented gradually.</p> <p>* See Addendum</p>	
<p>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.</p>	<p>Each Annual Conference with a UM related seminary within its bounds reports on areas of goal 5.</p>	<p>Conversations have been engaged with Palmer Theological Seminary, Evangelical Seminary, Lutheran Seminary, Moravian Seminary, Lancaster Theological Seminary. We have alumni and students related to these schools.</p>	

4. What would you celebrate as an exceptional strategy, event, activity or resource person or group you have discovered in the process of engaging the NEJ Call to Action?

Persons: Bishop Peggy Johnson; District Superintendents (Rev. Dawn Taylor-Storm, Rev. Steve Morton, Rev. Tracy Bass, Rev. BK Chung); GCORR staff (Rev. Gio Arroyo & Rev. Dr. Grace Pak); Rev. Dr. Anita Adams Powell, Director of Connectional Ministries; Lorraine Mareno and Sarah Halley, Independent Leadership & Organizational Consultants

Groups: Dragonfly; Blue Door Group; Visions, Inc.; Board of Ordained Ministry; Board of Laity; Commission on Religion and Race; Cross Racial-Cross Cultural Ministry Transition Support Taskforce

Activities/Events: Racial Justice Transformation Project (Butterfly); Supper and Sharing: Fostering Intercultural Competence and Authentic Community One Meal at a Time; Cross Racial-Cross Cultural Ministry

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

Black Methodists for Church Renewal (BMCR)

Black United Methodist Preachers (BUMP)

Bishop

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 Connectional Ministries
Director of Communication
District Superintendents
Korean Caucus
Latino Commission
Treasurer

6. How has your Annual Conference identified and developed funding to support this proposal?⁴

Sources within the 2018 budget -	\$25,000.00
Conference Budget Projection for 2019 -	\$15,000.00
CCORR Grant -	\$10,000.00
GCORR Action Grant -	\$15,000.00
BOOM Continuing Education Funds -	\$ 9,000.00
Bishop's Discretionary Funds -	As needed

⁴ 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.

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
 - Attended A.C.T Now Rally to end racism in DC; Visit to National Smithsonian Museum of African American History and Culture.
 - Provided informational resources relating to African American History to extended cabinet.
- b) South District DS
 - Read list of resources recommended by Order of Elders reflecting on White Privilege.
 - Attended Cabinet training on InterCultural Communication.
 - Attended District Dialogues on Race – “Creating Beloved Community One Dinner @ A Time”.
 - Attended A.C.T. Now Rally, Washing DC event listening and reflecting on racism in our churches and communities.
- c) West District DS
 - Convened Racial Dialogues run by a few pastors periodically.
- d) North District DS
 - Participated in Changing Racism Weekend event 4/20-22/18 and in similar BOOM training.
 - Attended CR/CC luncheon 5/14/18.
 - Made connections with pastors in cross-racial appointments on District (8).
- e) Bishop Johnson
 - Read: “White Fragility: Why it is so Hard for White People to Talk about Racism” by Robin DiAngelo, “Stories of Racial Awakening: Narratives on Changed Hearts and Lives of South Carolina United Methodists” edited by Jessica Brodie, various articles from the Philadelphia Tribune.
 - Visited: “The Museum of the City of New York” (Black Lives Matter, Abolishing Slavery, Civil Rights).
 - Continued to see a professional coach 4 times a year that focuses on my blind spots with regard to racism.
 - Directed the Deaf African American Family Weekend Camp – Camp Pecometh – June 30-July 1, 2018.
 - Participated in and gave leadership to the Dragonfly Partners Institutional Racism process (several meetings with consultants, listening groups, and take-away assignments and follow-up meetings).
 - Supported efforts for better Cross-Racial/Cross Cultural appointments; attended African American listening session around the “Way Forward.”

- Spoke at BMCR meeting (April 15, 2018); Spoke at the BMCR Scholarship luncheon (June 23, 2018).
- Held a seminar for people feeling called to Cross-Racial/Cross Cultural ministry (October 23, 2018). Follow-up seminar on Emotional Intelligence was held (December 1, 2018).
- Worked with GCORR, CCORR and cabinet on a strategic plan for supporting Cross Racial-Cross Cultural appointments.
- Participated in MLK, Jr. Walk (1/15/18) and the National A.C.T. Now to End Racism Rally in Washington DC (4/4/2018).
- Preached at 10 African-American churches in 2018.

f) Board of Ordained Ministry Report

- Re-set board goals in conversation with the entire board membership.
- Intentionally included people of color in crafting final decisions.
- Included people of color as interview team chairpersons & presenters.
- Had GCORR review all interview questions for racial bias.
- Focused on interviewee's written & oral material with attention to how written expression can be a challenge for some candidates. Look at the totality of the candidate.
- Employed a *certified* language interpreter for a candidate's psychological assessment leading to certification.
- Participated in Dragonfly Partners sessions.
- Held an implicit bias training session for the board with "Changing Racism" leader, Sarah Stearns.

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

- Educating myself on Implicit Bias and its impact on white privilege; currently reading "White Fragility" and the Biography of Richard Allen.
- Participate with the Appointive Cabinet, Bishop, GCORR and the Conference CORR in implementing a strategic process for supporting all CRCC appointments.
- Attend next level "Changing Racism" EPA Seminar.

b) West District DS

- Follow-up with those leading the Dialogues.
- Participate with the Appointive Cabinet, Bishop, GCORR and the Conference CORR in implementing a strategic process for supporting all CRCC appointments.

c) North District DS

- Participate with the Appointive Cabinet, Bishop, GCORR and the Conference CORR in implementing a strategic process for supporting all CRCC appointments.

- Support CR/CC training 2/23/19.
 - Attend CR/CC luncheon 5/13/19.
 - Visit African American History Museum in Philadelphia.
- d) East District DS
- Participate with the Appointive Cabinet, Bishop, GCORR and the Conference CORR in implementing a strategic process for supporting all CRCC appointments.
- e) Bishop Johnson
- Give leadership to the Dragonfly Partners Institutional Racism process (Butterfly Project) and implementation of suggested action (take-away assignments and follow-up meetings).
 - Support efforts for better Cross-Racial/Cross Cultural appointments as designed and implemented by the EPA CORR & Cabinet.
 - Continue to see a professional coach 4 times a year that focuses on my blind spots with regard to racism.
 - Will meet with clergy/pastors of African descent (elders, deacons, local pastors, lay assigned) for open dialogue on March 23, 2018.
- e) Board of Ordained Ministry -
- Continue to refine Items 2, 3, & 4 above for commissioning & ordination interviews.
 - Review & publish 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.

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.
- 1) North District
- Initiated conversations about racism in the District with a core group of people (11/2018).
 - Hosted visiting pastors from the University of Pretoria (South Africa) for on-going conversation of local church transformation across the globe and across racial lines 11/16/18.
- 2) South District
- Under the direction of a young adult lay person, Krystl Johnson, district dinners have been held through the district 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.
 - District engagement in trip to Washington DC to stand against racism – good representation from South District.
 - Plan developed for use of 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.
- Worked with Partners for Sacred Places to revitalize existing Black Church in South West Philadelphia.
- Offered district-wide Training on “Conversations on Race” at Tools for Ministry 2018 for laity and clergy.
- Measures of Accountability: review of all district committees for diversity in leadership—reconfigured teams with leadership.

3) East District

- Scheduled ongoing districtwide racism training; District/Conference training and information regarding Cross Cultural and Cross Racial Appointments (Feb and May respectively).
- Churches and small groups came together to discuss racial issues and continued in relationship including joint worship experiences.

4) West District

- Offered sessions at our Tools for Ministry this year revolving around race and sexuality. Some sessions were also 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) Several Eastern PA Conference leaders participated in peaceful local rallies to respond to the racial turmoil and violence.
- e) 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.

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) South District

- Planned Tools 2019 Training on “Local Church Conversations on Race” will take place 3/2/19 @ Eastern University.
- Monitor progress by nominations team on district leadership in committees.
- Develop process for transitions at African-American churches that engage the voice of present leadership and the needs of the community.
- Launch New Black Church on the South District, under the Direction and Leadership of Black Clergy and Laity.
- Convene Mission ConneXion Facilitators Meeting devoted to Call to Action and next steps for Mission ConneXions
- Host MLK, Jr. speaker, Rev. David Billings, author of “Deep Denial”, on 1/21/2019.

- Move beyond the current participants in district dialogue and begin to have conversation with persons who have not attended. To provide a measure of accountability, we will track participation of attendees.
 - Continue conversations with CORR regarding creating a Continuing Ed. requirement for all clergy around Advanced Changing Racism Seminars every quadrennium.
- b) West District
- Continue to offer sessions about race, sexuality and Spanish interpretations.
- c) North District
- Develop with team 2 workshops on racism and/or white privilege at Tools for Ministry 3/2/19.
 - Purchase, read, and consider sharing Will Willimon’s “Who Lynched Willie Earle? Preaching to Confront Racism.”
 - Secure funding for Latino Ministry in Easton through 6/30/19.
 - Determine which pastors and required laity are abiding by the requirement to attend Changing Racism.
 - Identify if funds are available to support attendance to Changing Racism for churches and attendees for whom the \$300 cost is prohibitive.

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.

Current Progress - Column 3

- a) The EPA Conference requires all clergy and laity in appointive, elected, paid or voluntary leadership within the conference to attend the three day training *Changing Racism* led by Visions, inc. This training is offered twice yearly with the most recent trainings occurring April and October 2018.
- b) Conference Commission on Religion and Race
- Hosted a second level “UnLearning Racism” workshop in September 2018. All participants in the 3-day Changing Racism Workshop and those who had attended the predecessor, Healing the Wounds of Racism workshops, are strongly encouraged to attend the 1-day follow-up workshop.
 - Began developing a strategic plan for supporting CRCC appointments with the support of GCORR and implementing the conference resolution passed in 2014.
 - Organized participation and transportation to the A.C.T Now Rally in Washington DC on April 4, 2018.
 - Hosted the Emotional Intelligence seminar on December 1, 2018.
 - Organized and hosted the Racial Justice Transformation Process (Butterfly Project) individual dialogue sessions with racial-ethnic clergy and laity, conference wide decision makers and combined group session.
 - Participated in the Butterfly Project’s activities, meetings, and follow-up conversations evaluating and implementing recommendations that surfaced from this work.

- Partnered with Arch Street UMC to support and organize a ‘Whites Confronting Racism’ group process, an intensive deep exploration for white clergy.
 - Promote, support and fund “The Impact of Racism on People of Color” workshop for both clergy and laity (African descent, Hispanic/Latino, Indian, Korean, and Native American).
- e) Board of Pensions and Health
- The Benefits administered by the Eastern Pennsylvania Conference Board of Pensions and Health Benefits are indexed to decisions made by leadership and other agencies of the Annual Conference regarding appointments and salaries. When those decisions are just and equitable, just and equitable benefits will follow.
 - The Benefits administered by the Eastern Pennsylvania Conference Board of Pensions and Health Benefits are indexed to decisions made by leadership and other agencies of the Annual Conference regarding appointments and salaries. When those decisions are just and equitable, just and equitable benefits will follow.
- f) Archives & History
- When the Eastern Pennsylvania Annual Conference Commission on Archives and History hosted the jurisdictional meeting in May of 2018, the tour that we organized included the Bethel AME Cultural Center in Lancaster, where the role of Methodism in the underground railroad was presented, along with the current experience of racism and openings for reconciliation in Lancaster were laid out. From there we went to First UMC in Lancaster, where we held another presentation, on the beginnings of Methodism in Korea and its role in fostering education for Korean women.
- g) Health and Healing Council
- An African-American member who shares information about HIV/AIDS. Our newsletter, Wellspring, has health information which is applicable to persons of all races, although there has not been intentionality about this. We have recruited churches to be part of the GBGM Abundant Health Program, and some African American churches are getting involved.
- h) Global Ministries
- Interviewed a Latino interested in missionary service.
 - Welcomed and hosted two missionaries from Africa serving in Indonesia and Brazil.
 - Began discussions between the white leader of Global Ministries and the black leader of EPC Congo Partnership to determine how to work cooperatively to promote increased support of missions.
- i) Church and Society Work Team
- Held a conference on September 29, 2018 on Building Connections for Social Justice, which was attended by 58 people. Topics included “How to Talk about Race in your Congregation”, led by an African American and a Caucasian; “Bridges Our of Poverty”; “The Church’s Response to Gun Violence”; Health Care for All; “Healing Relationships in a World of Conflict”; “Standing Up for Standing Rock-No Matter Where It Is”; “The Role of the Church in Preventing Child Sexual Abuse;” and “The Need for Prison Reform”.

- j) Urban Ministries
 - The Urban Alliances supported by this ministry have taken a stance against racism by fighting gentrification. West District Alliance believes gentrification is an issue prompted by the racist systemic corporate institutions that seek to displace black and brown people from their homes and buy their properties for crumbs, rehab and then sell at an inflated rate. The Alliance has assisted in renovating homes of the disenfranchised. Many black and brown people have been able to stay in their homes and community.
- k) Communications & Media Team
 - We reported on, interpreted and help facilitate the conference Call to Action goals and efforts including the Racial Justice Transformation Process (Butterfly Project) and Cross-Racial/Cross Cultural Ministry dialogues.
 - Promoted and reported on racial-ethnic group events and ministries including BMCR, CONAM, and the Latino/a Ministries Commission - and news of racial-ethnic church ministries, events and concerns.
 - Created and facilitated management of conference website pages for Philadelphia BMCR, CONAM and the Latino/a Ministries Commission, including new Facebook page and webpage for BMCR.
- l) Latino(a) Commission
 - Encouraged and actively participated in the discussions at conference levels including with the Racial Justice Transformation Process (Butterfly Project).
 - Discussed racial justice themes during commission meetings.
- m) Congregational Development Team
 - Four African American churches have been targeted for the establishment of a special relationship to help them reach their communities in creative ways.
- n) Volunteers in Mission
 - Leadership in in conversation with colleagues of color to better understand barriers to VIM participation.
 - Current perception holds that VIM is a white suburban focused ministry, costs are prohibitive for communities of color and for POC, mission efforts are “right outside their doors” rather than far away.
- o) Camp Innabah
 - Participated in discussions around topic of racial diversity, including as an integral marketing initiative.
 - Attended various sessions at camping related conferences regarding diversity in camping programs.
- p) Conference Leadership Committee
 - Intentionally ensured ethnic diversity in Conference leadership positions and affirming special ministries of ethnically-based boards, councils, commissions, and committees.
 - Participated in process of Dismantling Systemic Racism and welcomes opportunities to dialogue with and learn from others of different ethnic backgrounds than own.
 - Intentionally adhered to the Conference policy the only POC may serve on more than one major board of the Annual Conference in order to assure diversity and that racial-ethnic perspectives are heard.

- q) Disaster Response Ministry
 - Attended Racial Justice Transformation Process (Butterfly Project) dialogue session.
- r) Domestic Violence Committee
 - Efforts have been made to include persons of color in planning and participation; to provide transportation to educational events and incorporate ideas from various sources.
- s) Sexual Ethics
 - Intentionally engage counselors and participants who are people of color.
 - Include workshops in non-white churches.
 - Raise questions regarding values of the distribution of funding that are in tension with persons of color.
- t) Carson Simpson Farms
 - Targets churches for diversity for campers and staff.
 - Trained staff in diversity prior to starting their job.
- u) Gretna Glenn Camp
 - Partnered with pastor of color during training to enlighten staff and embrace opportunities to address racial ethnic issues.
- v) Board of Higher Education and Campus Ministry
 - Have a committee of diverse ages, races, laity & clergy, and regions of the conference.
 - The four campus ministries have racially diverse group of college students who are in both urban and suburban settings
 - Have been in communication with two Historically Black Colleges - Lincoln University and Cheyney University about partnering with them in campus ministry.
 - Are pursuing partnerships with an art design school in Lancaster City and East Stroudsburg University which will potentially draw in a more diverse student population.
 - Have implemented programs in the campus ministries such as food pantries and scholarship programs, which help overcome barriers for impoverished students which historically affected a disproportionate number of student of color.
 - Have engaged in reaching across religious and racial lines to Islamic students and those from other faith traditions that have been largely students of color.
- w) United Methodist Women
 - Charter for Racial Justice Committee made presentation at Mission U and prepared skits for Annual UMW Celebration.
- x) Prison Ministry
 - Provide education regarding the racial disparities in incarceration and the criminal justice system in our trainings.
- y) Pocono Plateau Camp
 - Camping Board has begun to address the diversity of it ministry and programs.

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.

Next Steps - Column 4

- a) Board of Pensions and Health
 - We will make a more focused search for Board Members who reflect the diversity of Eastern Pennsylvania Conference churches and members.
 - We will ensure that language is not a barrier to someone who has the skills to serve on the Board of Pensions by including translation services as a line item in the yearly budget.
 - We will require members of the Board of Directors to attend training on racism, white privilege and inclusion offered by the Eastern Pennsylvania Conference.
- b) Archives & History -
 - We are currently working with two historically African American churches in Philadelphia who are exploring what it might mean to apply for status as historical sites.
- c) Health and Healing Council -
 - In the coming year we will be seeking to invite new people to join the team, and we plan to be intentional about increasing the number of people of color. We will be looking for African Americans and Latinos to write articles for the newsletter.
- d) Global Ministries
 - In the coming year we will be seeking to invite new people to join the team, and we plan to be intentional about increasing the number of people of color.
 - We also plan to invite persons of color to participate in mission trips.
- e) Church and Society Work Team
 - In the coming year we will be seeking to invite new people to join the team, and we plan to be intentional about increasing the number of people of color.
- f) Prison Ministry
 - We will be working to increase racial diversity within the team.
- g) Communications & Media Team
 - Continue to report on, interpret and help facilitate the conference Call to Action goals and efforts including the Butterfly Racial Justice Transformation Project and Cross-Racial/Cross Cultural Ministry dialogues and developments.
 - Will expand promotion and reporting on racial-ethnic group events and ministries including BMCR, CONAM, and the Latino/a Ministries Commission - and news of racial-ethnic church ministries, events and concerns, including Korean churches and ministries.
 - Continue to facilitate management of conference website pages for Philadelphia BMCR, CONAM and the Latino/a Ministries Commission.
 - Will create and publish major feature articles on black, Latino/a and Korean churches and on CONAM's work across the conference.

- Will hold a church communications workshop in Philadelphia.
- h) Latino(a) Commission
- New leadership will plan to educate and facilitate a discussion on how to be more proactive in the inclusion of Latino voices at the district and conference level.
 - Develop more effective leaders at local, district and conference levels.
- i) Congregational Development Team
- The four African American churches targeted for a special relationship to help them reach their communities in creative ways will continue.
 - A more intensive relationship with Haven Peniel, an African American congregation in Philadelphia, will ensue. This will become a model in working with other congregations.
- j) Volunteers in Mission
- Leadership plans to explore available research as recommended by other VIM coordinators across the connection.
 - Develop a VIM aspect that is a vital “right outside the door” ministry (potentially a St. James Mission House model).
 - Develop a VIM mission opportunity with the Conference or Districts that is a ‘heritage discovery and witness’ journey to Sierra Leone or Liberia. The object would be to involve people of African descent in a meaningful journey of discovery that could deepen the entire Conference’s comprehension of the centuries old origins of the systems that prompted the 2016 CTA to be written.
- k) Conference Leadership Committee
- Will work harder to identify leadership based on skills, knowledge, gifts and abilities so that leadership is not experienced as ‘to-kenism’, but that all persons regardless of ethnic background are affirmed for the ‘content of their character’ as affirmed at the dialogue sessions of the Racial Justice Transformation Process (Butterfly Project).
- l) Disaster Response Ministry
- Include all people who want to learn about disaster response.
 - Will intentionally have open discussions on our communications with one another, both verbal and written.
 - Plan to have a bilingual training event.
- m) Domestic Violence Committee
- Make events and activities amply available to persons of color and raising racial justice issues as they emerge.
- n) Sexual Ethics
- Enter into dialogue and action that takes race issues seriously.
- (o) Korean Caucus
- Will host a Korean language ‘Tools for Ministry’ training on Feb. 10, 2019.
- p) Conference Commission on Religion and Race
- Partnering with Arch Street UMC to support and organize a ‘Whites Confronting Racism’ group process, an intensive deep exploration for white clergy beginning in 2019.

- Promote, support and fund “The Impact of Racism on People of Color” workshop for both clergy and laity (African descent, Hispanic/Latino, Indian, Korean, and Native American) on September 14, 2019.
 - Implement the pilot program utilizing a strategic plan for supporting CRCC appointments with the support of GCORR. A Transition Team will be populated with skilled and experienced clergy and lay persons who will undergo specific training with GCORR, and will be deployed in the 2019 appointment season.
 - Host the Emotional Intelligence seminar at least once in 2019.
 - Continue to participate in the Racial Justice Transform Process including the activities, meetings, and follow-up conversations evaluating and implementing recommendations that surfaced from this work in 2018.
- q) Board of Camp and Retreat Ministry
- Will engage the services of a consultant to lead a marketing initiative with a key component of initiating a process for intentionally increasing the diversity of participation in the overall camping program with a particular focus on African-American congregations and communities.
- r) Safe Sanctuaries
- The training video to be produced will have diverse presenters, and the team will work to address answers trainee questions frequently heard from different racial ethnic churches.
- s) Carson Simpson Farms Camp
- Will continue to target racially and ethnically diverse churches and staff, training staff in multiculturalism.
- t) Gretna Glenn Camp
- Continued education and action.
- u) Board of Higher Education and Campus Ministry
- Plan to continue the work begun in 2018.
- v) Prison Ministry
- Will be working to increase racial diversity within our team.
- w) Pocono Plateau Camp
- Camping Board has begun to address the diversity of it ministry and programs with the following suggestions:
 - Develop a diversity training program for consideration by camp directors.
 - Identify a champion within the targeted churches who can promote while mobilizing resources.
 - Continue to identify and recruit and train volunteers who can advocate and facilitate urban campers’ participation in the most capable and effective manner.
 - Focus on training staff and volunteers in racial issues and implicit biases.
- x) Conference Committee on Children’s Ministry
- Plan a workshop and identify a curriculum for teaching children about racial justice in a faith context.

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 2018

- 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).

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 2018

- 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 is implementing 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) The Eastern PA Conference contracted with the Dragonfly Partners to evaluate and report on their findings of systematic racism within our practices and policies.