



FAQs

FREQUENTLY ASKED QUESTIONS

RESOLUTION 2022-07

COMMITMENT TO DISMANTLING RACISM: A PATH TOWARDS WHOLENESS

1). Why is A Path Towards Wholeness needed in EPA?

The hope of A Path Towards Wholeness is equity for all churches across EPA, revitalization for churches of color, and new & renewed leadership of people of color. Through this legislation, we seek to move one step closer to beloved community here in EPA. This legislation lives out the call of Jesus and celebrates that all of God's people are valued. If the historic inequities are not addressed, all churches in EPA will suffer. "If one member suffers, all suffer together with it; if one member is honored, all rejoice together with it." (1 Cor. 12:26).

2). Will this legislation increase my church's current apportionment?

No. EPA continues to use the same apportionment formula since 2006. Apportionment only increases as reported expenses in the 3 previous years increase. This legislation will **NOT** increase apportionments for churches. It **WILL** decrease apportionments for those churches who meet the median household income formula below.

3). Are these reductions only for churches of color?

No. The reductions based on median household income are for all churches who qualify based on the formula. There are churches in the North, South, East and West districts that qualify for reductions.

3). What happens if my church doesn't qualify for a reduction?

We have identified churches who meet the median household income formula; however, if your church is not included in the list and you believe your church meets the formula, your church may contact your District Superintendent.

4). How do you define the radius for median household income?

The radius is defined as 1.5 miles from the church.

5). How do you define churches of color?

Churches of color refers to any church made up of 51% or more of racial/ethnic persons.

6). Are gentrification concerns addressed in the formula?

With concern for gentrification, we are using the median household income related to the church's specific race or ethnicity.

7). Are Indigenous persons included in the report?

Yes. Currently, the report identifies creating 10 ministry centers that would engage community leaders, including Indigenous persons. As we develop these relationships, the long-term hope of the council will be to explore the possibility of a new Indigenous community of faith in EPA. We want to honor and hear the needs of Indigenous persons first, so year one will be a time of building relationships and discerning what the Indigenous community in EPA has established as needs.

8). What formula is being used?

- Using Eastern PA median household income, apportion all EPA churches using the following metrics:
 - Communities with median household income \$35,000-40,000 – apportion at 70% of current figures.

- Communities with median household income \$30,000-34,999 – apportion at 65% of current figures.
- Communities with median household income \$25,000-29,999 – apportion at 60% of current figures.
- Communities with median household income \$20,000-24,999 – apportion at 55% of current figures.
- Communities with median household income below \$20,000 – apportion at 50% of current figures.

FREQUENTLY ASKED QUESTIONS

RESOLUTION 2022-08 DISCERNMENT PATHWAYS

1). Can my church choose more than 1 Pathway?

We ask that your church choose 1 Pathway to start. Opportunities will be provided throughout the year for a church to begin a new Pathway.

2). Who will be the consultants to work with churches on the missional Pathways?

As we begin the Pathway program, DSs, Assisting Elders, the DCM and EPA’s new Leadership Development Manager will be working 1:1 with churches and in small group church cohorts. As we expand the program, we will engage both lay and clergy as facilitators. In addition, our EPA Team of Trainers will be available to resource congregations in The Path Towards Wholeness Pathway. Outside coaches will be engaged, when needed and where appropriate.

3). What if our church isn’t certain of which Pathway we should pursue?

Contact your DS or the DCM to discuss your current needs and possible options.

4). How will we choose a Pathway?

Your Pastor will receive an invitation from your district office in summer 2022 to choose a Pathway. Sign-ups for the first cycle of Pathways will occur through summer 2022 and the program will begin in fall 2022.

5). Is it mandatory to choose a Pathway?

This is an invitation to EPA churches. We want to work with churches that are ready and willing to engage these Pathways. We hope every church will participate, although we will not be able to work with all churches at once, so there will be time to discern the best Pathway for your church. There will be enrollment opportunities throughout the year, so if you miss one open enrollment for Pathways, you can enroll during the next offering cycle.

6). What makes Pathways different from other EPA resourcing?

In the Pathways program, the local church determines both their focus and plan. This is not a one-time workshop or an outside strategy. Your local church will create the plan and guides will work with your local church over the next year on the path to implementation. Pathways offers the tools to create a plan that provides clarity and focus to take the next faithful steps in ministry and mobilize leaders and disciples to world-changing discipleship and ministry. Pathways builds on the work your congregation has already done and offers new directions for being connected and engaged in mission and ministry.