

Form Name: Inventory of Episcopal Racial Reconciliation and Justice Ministries, including Truth and Reconciliation Processes
Submission Time: August 12, 2021 10:33 am
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IP Address: 23.118.20.213
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Note: This document includes THREE reports from Georgia
pp. 1-4: John Hayes, Co-chair Diocesan Racial Justice and Healing
pp. 5-9: Bishop Frank Logue
pp. 10-13: Guillermo Arboleda, Missioner for Racial Justice

Inventory of Episcopal Racial Reconciliation and Justice Ministries, including Truth and Reconciliation

Introductory Info

| | |
|--|-------------------------------------|
| Name | John Hayes |
| Title | co-chair |
| Organization | Racial Justice and Healing ministry |
| Diocese | Georgia |
| Email | truthdrifter@gmail.com |
| Contact Phone Number (include country code if outside U.S.) | 7062483391 |
| Please identify whether you are answering this survey as a representative of an entire diocese or as a church or institution: | Entire Diocese |

Section One: Telling the Truth About Our Churches and Race, including Truth and Reconciliation Processes (TRUTH)

| | |
|---|---|
| Check all the Truth-telling ministries with which your diocese, congregation or institution has engaged over the last 12 months: | Racial Justice Audit of Episcopal Leadership (produced by Mission Institute, published January 2021) or other survey of experiences of diocesan leadership around race and racism Demographic study of geographic communities within the diocese, including racial and ethnic make-up Historic study of diocesan and/or congregational participation in systemic oppression of Indigenous, Black, Latinx, Asian, Pacific Islander peoples and other people of color |
|---|---|

| | |
|--|---|
| Please describe the efforts related to the boxes checked above: | Early work on an audit of race in the diocese of Georgia has looked at the demography of geographic communities within the diocese. Oral histories with Black parishioners and clergy, and historical research to provide context, has touched on diocesan participation in systemic oppression of Black people. |
|--|---|

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| Has your diocese, congregation or institution or entity in recent years engaged in a Truth and Reconciliation process, understood to be: (please check all that apply) | Investigating the organization's historic role in racial injustice; Linking historic injustice in your organization with ongoing patterns of racial injustice |
| Please describe these Truth and Reconciliation process efforts: | The history of racial injustice within Georgia and the diocese of Georgia, and the ongoing patterns shaped by it, has been a basic part of our internal group discussions and information-sharing, and a key theme in the oral histories we have done/are doing. |
| Is there a staff person and/or volunteer who serves as point person for diocesan racial reconciliation and justice ministries? | Yes |
| Name | John Hayes |
| Email | truthdrifter@gmail.com |
| Are they a staff member or volunteer? | Volunteer |
| Would you like to identify another leader? | Yes |
| Name | Karen Cote |
| Email | kdcote61@gmail.com |
| Are they a staff member or volunteer? | Volunteer |
| Has your diocese, congregation or institution organized a commission, working group or other regular meetings to work on a Truth and Reconciliation process? | Yes |
| If yes, please summarize and provide the name of the commission/group, and a contact person with name and email address. | Racial Justice and Healing ministry: right now we are in the truth-gathering, truth-uncovering stage. We are a diocesan-wide institution with members from a variety of churches. Co-chairs are Karen Cote and John Hayes |
| Have Episcopal entities pursuing Truth and Reconciliation hosted events and webinars or produced any documents, testimonials, reports or other content? | Yes |

If your diocese, congregation or institution has not begun to pursue a Truth and Reconciliation process, have leaders expressed interest in starting such work?

Yes

Section Two: Proclaiming the Dream of Beloved Community (PROCLAMATION)

Check all the Proclaiming the Dream ministries with which your diocese, congregation or institution has engaged during the last 12 months: (check all that apply)

Offer public witness (editorials, public speaking, protests and vigils)

Please describe the efforts related to the boxes checked above:

The 9 members of our group are recording video statements about why they are involved in the work of racial justice. Some of the videos are already on our youtube channel, and all will be featured on the website we are building.

Section Three: Practicing Jesus's Healing Way (FORMATION)

Check all the Practicing the Way ministries with which your diocese or entity has engaged during the last 12 months: (check all that apply)

Racial healing, reconciliation and justice pilgrimages

Please describe the efforts related to the boxes checked above:

We have been planning a racial healing pilgrimage centered around the life and ministry of Episcopal saint Deaconess Anna Alexander. The pilgrimage begins on her feast day, September 24, and continues through the weekend, in Glynn and McIntosh counties on the Georgia coast. This first pilgrimage will be composed of our nine members, but we will make it an annual event, open to anyone in the diocese.

Section Four: Repairing the Breach in Institutions and Society (JUSTICE)

Check all the church-wide Repairing the Breach efforts with which your diocese, congregation or institution has engaged during the last 12 months:

Episcopal Public Policy Network (EPPN) or the Office of Government Relations
Poor People's Campaign

At what levels is your diocese, congregation or institution engaging with "Reimagining Policing and Criminal Justice Reform"?

Learning
State engagement

| | |
|---|---|
| <p>At what levels is your diocese, congregation or institution engaging with “Prison Ministries or Re-entry Ministries,” that is, supporting persons re-entering community following incarceration?</p> | <p>Not yet engaged</p> |
| <p>At what levels is your diocese, congregation or institution engaging with “Refugee Ministries”?</p> | <p>Not yet engaged</p> |
| <p>At what levels is your diocese, congregation or institution engaging with “Immigration Reform”?</p> | <p>Not yet engaged</p> |
| <p>At what levels is your diocese, congregation or institution engaging with “Education Equity,” including support for Historically Black Colleges and Universities and partnering with under-resourced schools primarily serving students of color?</p> | <p>Not yet engaged</p> |
| <p>At what levels is your diocese, congregation or institution engaging with “Housing Equity” for/with communities and People of Color?</p> | <p>Not yet engaged</p> |
| <p>At what levels is your diocese, congregation or institution engaging with “Economic Opportunity” for/with communities and People of Color?</p> | <p>Not yet engaged</p> |
| <p>At what levels is your diocese, congregation or institution engaging with “Environmental Racism and Eco-justice”?</p> | <p>Not yet engaged</p> |
| <p>At what levels is your diocese, congregation or institution engaging with “Reparations for Racial Justice”?</p> | <p>Not yet engaged</p> |
| <p>Please describe the efforts related to the boxes checked above:</p> | <p>At this stage we are merely in the loop of learning, with group members circulating news from the EPPN and the Poor People's Campaign. We also hear periodic reports from the priest in our diocese who is engaged in Reimagining Policing work (collaboratively with the Diocese of Atlanta).</p> |

Conclusion

Form Name: Inventory of Episcopal Racial Reconciliation and Justice Ministries, including Truth and Reconciliation Processes
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Location: 33.933498382568, -84.397201538086

Inventory of Episcopal Racial Reconciliation and Justice Ministries, including Truth and Reconciliation

Introductory Info

Name Frank Logue

Title Bishop

Organization Episcopal Diocese of Georgia

Diocese Georgia

Email bishop@gaepiscopal.org

Contact Phone Number (include country code if outside U.S.) 912-236-4279

Please identify whether you are answering this survey as a representative of an entire diocese or as a church or institution: Entire Diocese

Section One: Telling the Truth About Our Churches and Race, including Truth and Reconciliation Processes (TRUTH)

Check all the Truth-telling ministries with which your diocese, congregation or institution has engaged over the last 12 months:

Racial Justice Audit of Episcopal Leadership (produced by Mission Institute, published January 2021) or other survey of experiences of diocesan leadership around race and racism
Historic study of diocesan and/or congregational participation in systemic oppression of Indigenous, Black, Latinx, Asian, Pacific Islander peoples and other people of color
Intentional efforts to address racial disparities in treatment of leaders across the diocese, congregation or institution

Please describe the efforts related to the boxes checked above:

We have a Racial Healing and Justice Ministries Group, that I did share the racial audit with. They are doing listening sessions with leaders of all of our traditionally African-American congregations.

Has your diocese, congregation or institution or entity in recent years engaged in a Truth and Reconciliation process, understood to be: (please check all that apply)

Investigating the organization's historic role in racial injustice;
Linking historic injustice in your organization with ongoing patterns of racial injustice

Please describe these Truth and Reconciliation process efforts:

At the congregation level, Christ Church Savannah, which is the Mother Church of Georgia, has been doing this work and are looking at next steps.

Is there a staff person and/or volunteer who serves as point person for diocesan racial reconciliation and justice ministries?

Yes

Name Guillermo Arboleda

Email therevgaa@gmail.com

Are they a staff member or volunteer? Staff

Would you like to identify another leader? Yes

Name Karen Cote

Email kdcote61@gmail.com

Are they a staff member or volunteer? Volunteer

Has your diocese, congregation or institution organized a commission, working group or other regular meetings to work on a Truth and Reconciliation process? No

Please indicate the types of entities in your diocese that have engaged or are now engaging in a Truth and Reconciliation process. Not yet engaged

Have Episcopal entities pursuing Truth and Reconciliation hosted events and webinars or produced any documents, testimonials, reports or other content? No

If your diocese, congregation or institution has not begun to pursue a Truth and Reconciliation process, have leaders expressed interest in starting such work? No

What assistance or resources would help you to take the next steps around Truth and Reconciliation? I think it is a little further down the road for our Racial Healing and Justice Ministries. Karen Cote, who I listed here is the co-chair.

Section Two: Proclaiming the Dream of Beloved Community (PROCLAMATION)

Check all the Proclaiming the Dream ministries with which your diocese, congregation or institution has engaged during the last 12 months: (check all that apply)

Host a Listening and Learning Session around race in partnership with neighbors, faith partners, civic groups, schools, etc
Offer public witness (editorials, public speaking, protests and vigils)

Please describe the efforts related to the boxes checked above:

I took part in a protest with Savannah area clergy and the clergy in the Brunswick area (where Ahmaud Arbery was killed) took part in protests in their area.

The Rev. Guillermo Arboleda is the Rector of St. Matthew's Savannah and works part time for the Diocese as our Missioner for Racial Justice. He is putting together a webinar style clergy conference for the Episcopal Dioceses of Atlanta and Georgia and the Georgia clergy of the ELCA Southeast Synod to educate clergy on issues in policing and how to engage with it in their contexts.

What assistance or resources would help you to take the next steps around Proclaiming the Dream?

Nothing not offered now.

Section Three: Practicing Jesus's Healing Way (FORMATION)

Check all the Practicing the Way ministries with which your diocese or entity has engaged during the last 12 months: (check all that apply)

Sacred Ground dialogue circles
Anti-racism or dismantling racism training
Preaching on race and racism
Diocesan or organization-wide reading of book(s) on race

Please describe the efforts related to the boxes checked above:

As Bishop, I encouraged congregations to use Sacred Ground and a handful of congregations have done so, two have done more than one and intend to do so again. We will be using a session at our fall clergy conference to share those experiences to encourage others to take part.

We offered our own ant-racism training to deacons and regularly have folks take part in the training offered by the Absalom Jones Center in Atlanta and find that relationship fruitful.

I have preached on issues of race and racism a number of times in the past year in online worship for the Diocese of Georgia and that seems to have encouraged other clergy to do so. I also just recorded a related video for the upcoming National Cursillo Ultreya.

We read Bishop Curry's Love is the Way and had a closing event where I interviewed him online and asked questions from around the Diocese. That was a starter event for people not yet engaging in issues of race and we offered other points to connect after. We have previous done a diocesan read of Living God's Dream.

What assistance or resources would help you to take the next steps around Practicing the Way?

You have already provided excellent tools and resources.

Section Four: Repairing the Breach in Institutions and Society (JUSTICE)

Check all the church-wide Repairing the Breach efforts with which your diocese, congregation or institution has engaged during the last 12 months:

Episcopal Public Policy Network (EPPN) or the Office of Government Relations
Asset-based Community Development

At what levels is your diocese, congregation or institution engaging with “Reimagining Policing and Criminal Justice Reform”?

Learning
Local engagement
State engagement

At what levels is your diocese, congregation or institution engaging with “Prison Ministries or Re-entry Ministries,” that is, supporting persons re-entering community following incarceration?

Learning
Local engagement

At what levels is your diocese, congregation or institution engaging with “Refugee Ministries”?

Learning
Local engagement
State engagement

At what levels is your diocese, congregation or institution engaging with “Immigration Reform”?

Learning
Local engagement
State engagement

At what levels is your diocese, congregation or institution engaging with “Education Equity,” including support for Historically Black Colleges and Universities and partnering with under-resourced schools primarily serving students of color?

Learning
Local engagement

At what levels is your diocese, congregation or institution engaging with “Housing Equity” for/with communities and People of Color?

Not yet engaged

At what levels is your diocese, congregation or institution engaging with “Economic Opportunity” for/with communities and People of Color?

Not yet engaged

At what levels is your diocese, congregation or institution engaging with “Environmental Racism and Eco-justice”?

Not yet engaged

At what levels is your diocese, congregation or institution engaging with “Reparations for Racial Justice”?

Learning

Please describe the efforts related to the boxes checked above:

The Rev. Leeann Culbreath is a priest of this Diocese engaged at the local, state, and national level and was much in the news in the past year related to issues with health care for women in detention in Georgia. She is not along in that work here, but is a point person.

I already mentioned the work the Rev. Guillermo Arboleda is doing with policing. He is also our connection to DART and keeping our clergy connected to the community organizing with other ecumenical partners.

In what other ways is your diocese, congregation or institution engaging with racial justice and Repairing the Breach?

Hiring Guillermo has been done thanks to a grant from the Executive Council to find ways to directly engage in response to the broad injustices exposed further in Ahmaud Arbery's killing. In addition, the Diocese paid \$10,000 toward a \$30,000 ecumenical initiative in Glynn County, where the killing occurred. We assisted the local clergy to contract with a facilitator who was also working with the school system to assist them in having honest conversations about race and the reports are that it has been life giving. I keep getting notes from clergy of varying denominations grateful for what is happening now. Our clergy in the five Episcopal churches in the county are engaged in this work.

Conclusion

Is there anything else you wish to share about your diocese, congregation or institution and its engagement with racial reconciliation and justice ministries, overall?

Beyond what I list, we have some individual congregations doing good work. Notable among these efforts is All Saints on Tybee Island who have been real leaders on the island.

We do have more plans for a post-pandemic world, including placing lynching memorials and holding liturgies together with sessions to debrief on that occasion and offer resources for positive engagement for change. These are on hold for now.

Form Name: Inventory of Episcopal Racial Reconciliation and Justice Ministries, including Truth and Reconciliation Processes
Submission Time: August 19, 2021 1:46 pm
Browser: Safari 14.1.1 / OS X
IP Address: 98.244.175.177
Unique ID: 849718133
Location: 32.078701019287, -81.058097839355

Inventory of Episcopal Racial Reconciliation and Justice Ministries, including Truth and Reconciliation

Introductory Info

Name Guillermo Arboleda

Title Missioner for Racial Justice

Organization Episcopal Diocese of Georgia

Diocese Georgia

Email therevgaa@gmail.com

Contact Phone Number (include country code if outside U.S.) 9125744408

Please identify whether you are answering this survey as a representative of an entire diocese or as a church or institution: Entire Diocese

Section One: Telling the Truth About Our Churches and Race, including Truth and Reconciliation Processes (TRUTH)

Check all the Truth-telling ministries with which your diocese, congregation or institution has engaged over the last 12 months:

- Demographic study of geographic communities within the diocese, including racial and ethnic make-up
- Historic study of diocesan and/or congregational participation in systemic oppression of Indigenous, Black, Latinx, Asian, Pacific Islander peoples and other people of color
- Intentional efforts to increase proportion of people of color among staff
- Intentional efforts to address racial disparities in treatment of leaders across the diocese, congregation or institution

Please describe the efforts related to the boxes checked above:

I recently joined the Diocesan staff as a part-time Missioner for Racial Justice. My primary work right now is research and education around how churches can advocate for local policy change that reduces police violence and other abuses in the criminal justice system. This involves studying local and national history and working to address racial disparities in communities across the geographic region of our diocese.

| | |
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| Has your diocese, congregation or institution or entity in recent years engaged in a Truth and Reconciliation process, understood to be: (please check all that apply) | Investigating the organization's historic role in racial injustice; Linking historic injustice in your organization with ongoing patterns of racial injustice |
| Please describe these Truth and Reconciliation process efforts: | My research does involve identifying ways that the Diocese of Georgia has supported policies with racist (i.e., racially disparate) outcomes in the criminal justice system. |
| Is there a staff person and/or volunteer who serves as point person for diocesan racial reconciliation and justice ministries? | Yes |
| Name | Guillermo Arboleda |
| Email | therevgaa@gmail.com |
| Are they a staff member or volunteer? | Staff |
| Would you like to identify another leader? | No |
| Has your diocese, congregation or institution organized a commission, working group or other regular meetings to work on a Truth and Reconciliation process? | Yes |
| If yes, please summarize and provide the name of the commission/group, and a contact person with name and email address. | The Diocesan Commission on Racial Healing is currently conducting interviews with parishioners from historically Black parishes to expose racism in the Diocese's history. |
| Please indicate the types of entities in your diocese that have engaged or are now engaging in a Truth and Reconciliation process. | Not yet engaged |
| Have Episcopal entities pursuing Truth and Reconciliation hosted events and webinars or produced any documents, testimonials, reports or other content? | No |
| If your diocese, congregation or institution has not begun to pursue a Truth and Reconciliation process, have leaders expressed interest in starting such work? | Yes |

Section Two: Proclaiming the Dream of Beloved Community (PROCLAMATION)

Check all the Proclaiming the Dream ministries with which your diocese, congregation or institution has engaged during the last 12 months: (check all that apply)

Host a Listening and Learning Session around race in partnership with neighbors, faith partners, civic groups, schools, etc
Offer public witness (editorials, public speaking, protests and vigils)
Participate in local or regional efforts to examine the history of race and racism

Please describe the efforts related to the boxes checked above:

I have published an editorial on voting rights (and racist policies that make it more difficult for BIPOC to vote), and have spoken on similar topics in virtual press conferences.

I am currently developing a worship for clergy on racist police violence and public policy advocacy for churches.

Section Three: Practicing Jesus's Healing Way (FORMATION)

Check all the Practicing the Way ministries with which your diocese or entity has engaged during the last 12 months: (check all that apply)

Anti-racism or dismantling racism training
Preaching on race and racism
Diocesan or organization-wide reading of book(s) on race

Section Four: Repairing the Breach in Institutions and Society (JUSTICE)

Check all the church-wide Repairing the Breach efforts with which your diocese, congregation or institution has engaged during the last 12 months:

From the Pew to the Public Square Training

At what levels is your diocese, congregation or institution engaging with "Reimagining Policing and Criminal Justice Reform"?

Learning
Local engagement
State engagement

At what levels is your diocese, congregation or institution engaging with "Prison Ministries or Re-entry Ministries," that is, supporting persons re-entering community following incarceration?

Not yet engaged

At what levels is your diocese, congregation or institution engaging with "Refugee Ministries"?

Learning
Local engagement
State engagement

At what levels is your diocese, congregation or institution engaging with "Immigration Reform"?

Learning
Local engagement
State engagement

At what levels is your diocese, congregation or institution engaging with “Education Equity,” including support for Historically Black Colleges and Universities and partnering with under-resourced schools primarily serving students of color?

Not yet engaged

At what levels is your diocese, congregation or institution engaging with “Housing Equity” for/with communities and People of Color?

Learning
Local engagement

At what levels is your diocese, congregation or institution engaging with “Economic Opportunity” for/with communities and People of Color?

Not yet engaged

At what levels is your diocese, congregation or institution engaging with “Environmental Racism and Eco-justice”?

Not yet engaged

At what levels is your diocese, congregation or institution engaging with “Reparations for Racial Justice”?

Not yet engaged

Please describe the efforts related to the boxes checked above:

I am working on policing and criminal justice reform education and advocacy both locally and state-wide.

A cohort of ecumenical faith communities (including several Episcopal parishes) in Savannah are working on criminal justice and housing reform through JUST, our local DART Center affiliate (faith-based community organizing network).

Conclusion
