

Form Name: Inventory of Episcopal Racial Reconciliation and Justice Ministries, including Truth and Reconciliation Processes
Submission Time: August 27, 2021 10:25 am
Browser: Chrome 92.0.4515.131 / OS X
IP Address: 68.47.42.114
Unique ID: 853047281
Location: 44.984298706055, -93.265403747559

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

Introductory Info

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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

Please describe the efforts related to the boxes checked above: In addition to participating in the Episcopal Church audit, we have intentions of creating an audit process for ECMN that allows us to take stock of our current situation and develop goals based on what is illuminated. That work has already begun with tilling the ground through conversations with those in leadership in ECMN.

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; Committing to specific action to repent, heal and repair past and present injustices with which our organizations and members have been and/or are complicit (also known as "reparations").

Please describe these Truth and Reconciliation process efforts:

We have several efforts underway in ECMN that are new, and a historic commitment to this work. We have created and engaged formation around the Doctrine of Discovery and truth telling as it relates to ECMN's history with the native peoples of Minnesota. Part of ECMN's diocesan budget is allocated to supporting our native congregations and ministries as a commitment to repairing harm as well as investing in the vision for these communities.

In the past 5 years, we have engaged this work in a variety of ways, including formal courses focused on the IDI, which are required for all those going through our School for Formation and open to all leaders in ECMN, as well as countless workshops and events focused on racial justice and creating the beloved community.

After the murder of George Floyd and the trials of the police officers who committed the murder, ECMN has developed liturgies of lament and created and participated in spaces that provide an opportunity to lament, re-commit to the work of racial justice, and do so alongside other Episcopalians and members of the Minnesota community.

Recently, we have begun working with Heidi Kim and The Rev. Dr. Catherine Meeks to develop a formation resource specific to ECMN that helps Episcopalians in Minnesota connect their theology to the work of racial justice and healing, investigating the history of the state and diocese, and committing to the work here and now.

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

Name Rachel Babbitt

Email

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.

We are currently building a team of folks from across ECMN to develop a racial justice and healing curriculum that all Episcopalians in the state will walk through.

Heidi Kim (key point person)
Rachel Babbitt (key contact:

Please indicate the types of entities in your diocese that have engaged or are now engaging in a Truth and Reconciliation process.

Congregation
Seminary or School

Please describe the Truth and Reconciliation efforts related to the boxes checked above, including names of congregations or institution, if known:

Breck School has done equity work for years, and is still committed to doing this work.

Many congregations across the diocese are engaging this work. At this time, ECMN has not chosen to gather specific data about how those faith communities are engaging this work, but that will be part of the audit process. It will also be an expectation that all Episcopalians will engage the racial justice and healing formation resource that is being crafted.

Have Episcopal entities pursuing Truth and Reconciliation hosted events and webinars or produced any documents, testimonials, reports or other content?

I Don't Know

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

What assistance or resources would help you to take the next steps around Truth and Reconciliation?

Any resources or guidance on how, as a diocese to hold faith communities accountable and document and share their efforts.

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:

Countless vigils and protests related to the murder of George Floyd and the fight for racial justice.

What Would Whipple Do has also been a space of public witness and protest related to the detention of migrants at a federal building named after the first Episcopal Bishop in Minnesota.

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
Liturgies of repentance and lament
Liturgical resource development
Preaching on race and racism
Diocesan or organization-wide reading of book(s) on race
Storytelling circles, including Beloved Community Story Sharing

Please describe the efforts related to the boxes checked above:

Several faith communities and the ECMN team of Missioners participated in the Sacred Ground series. Several clergy and faith communities participated in public lament services following the riots and unrest after the murder of George Floyd. ECMN held a zoom lament services as well. Several of our clergy and lay leaders have started preaching and continue to preach on racism in our State. We launched the Bishop's Book Club and 4 books were on racism topics and several other faith communities have started book clubs on books relating to racism and specifically racism in MN.

Through our Weekly Newsletter and the Bishop's intro to that News Letter, we have shared stories from around MN on Beloved Community.

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"?

Not yet engaged

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”?	Local engagement
At what levels is your diocese, congregation or institution engaging with “Immigration Reform”?	Local 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?	Local engagement
At what levels is your diocese, congregation or institution engaging with “Housing Equity” for/with communities and People of Color?	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”?	Local engagement
At what levels is your diocese, congregation or institution engaging with “Reparations for Racial Justice”?	Local engagement
Please describe the efforts related to the boxes checked above:	Many congregations are engaging these areas of justice, based on their unique discernment of call and the context of their communities.

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?

We understand that we are just at the beginning of understanding our role in this work and the unique position we hold in keeping this system and all of us as individuals accountable to and focused on this work of racial justice.

WE appreciate all that the Episcopal church has offered as a resource, your prophetic focus on this work, and the accountability you're offering.