

Form Name: Inventory of Episcopal Racial Reconciliation and Justice Ministries, including Truth and Reconciliation Processes  
Submission Time: September 2, 2021 9:21 pm  
Browser: Chrome 92.0.4515.159 / Windows  
IP Address: 108.26.227.4  
Unique ID: 855749340  
Location: 42.353298187256, -71.188301086426

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

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### 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:** Church or Institution

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**If Church or Institution, please identify which kind of Episcopal entity you represent:** Congregation

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

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

- Demographic study of congregations, including racial and ethnic make-up
- Demographic study of geographic communities within the diocese, including racial and ethnic make-up
- Intentional efforts to increase proportion of people of color among staff
- Intentional efforts to increase proportion of people of color in membership
- Intentional efforts to address racial disparities in treatment of leaders across the diocese, congregation or institution

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**Please describe the efforts related to the boxes checked above:**

We have studied the demographics of our immediate area and attempted to create program (1st Communion, community meals, aid and largess of the Parish beyond our dominant (white) population. We have worked on communication patterns within the Vestry so that each voice is first taken in with its own authenticity. We have created dialogue and research options to review the operation of racial thinking as historical fact and remnant of basic unfairness/diminishment of others.

**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)**

Linking historic injustice in your organization with ongoing patterns of 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:**

Exploring the historical roots existing in our congregation's history will be a great next step.  
We have not done this, save for the Vestry power analysis.

We have completed a look at historical white supremacy (UCC Curriculum) and reviewed our "Business as usual," to see where we have taken the cultures white preference and not encouraged depictions of Jesus or "the sacred" in non-white character.

**Has your diocese, congregation or institution organized a commission, working group or other regular meetings to work on a Truth and Reconciliation process?**

No

**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?**

I don't know

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

International Anglican publications with different views.

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

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**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  
Participate in local or regional efforts to examine the history of race and racism

**Please describe the efforts related to the boxes checked above:**

We have shared in leadership with local clergy to encourage participation in public rallies for race-fairness; BLM, encouraging congregants to participate in such public actions. We have not articulated a local policy on reparations as of this writing.

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### **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  
Incorporation of non-dominant cultural expressions in liturgy  
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:**

We have an active group who read, and come together monthly (by Zoom) to share what we have learned and debrief sources behind opinions; learning from each other. We have read together The Souls of Black Folk, The New Jim Crow, essays in the UCC white supremacy curriculum, the Cross and the Lynching Tree, and other books as shared by members of the group. The discussions are placed before the congregation's regular communications in a brief format.

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

Model approaches to the question of reparations.

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### **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:**

Asset-based Community Development

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

Learning

**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

<p><b>At what levels is your diocese, congregation or institution engaging with “Refugee Ministries”?</b></p>	<p>Learning</p>
<p><b>At what levels is your diocese, congregation or institution engaging with “Immigration Reform”?</b></p>	<p>Learning</p>
<p><b>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?</b></p>	<p>Learning</p>
<p><b>At what levels is your diocese, congregation or institution engaging with “Housing Equity” for/with communities and People of Color?</b></p>	<p>Learning Local engagement</p>
<p><b>At what levels is your diocese, congregation or institution engaging with “Economic Opportunity” for/with communities and People of Color?</b></p>	<p>Learning Local engagement</p>
<p><b>At what levels is your diocese, congregation or institution engaging with “Environmental Racism and Eco-justice”?</b></p>	<p>Learning</p>
<p><b>At what levels is your diocese, congregation or institution engaging with “Reparations for Racial Justice”?</b></p>	<p>Learning</p>
<p><b>Please describe the efforts related to the boxes checked above:</b></p>	<p>We are active participants in a housing project, St Luke's Guesthouse. This is a separate organization living a ministry of hospitality.</p> <p>We have an endowed fund to help folks in side and outside the parish list. It is hardly "start up funds" or "economic opportunity seed money."</p>
<p><b>In what other ways is your diocese, congregation or institution engaging with racial justice and Repairing the Breach?</b></p>	<p>Attending rallies, encouraging prayers.</p>
<p><b>What assistance or resources would help you to take the next steps around Repairing the Breach?</b></p>	<p>A "community organizing" model approach to raising the level of visibility of local congregations and building deeper, sustaining relationships, with the folks nearest to our front door.</p>

## Conclusion

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**Is there anything else you wish to share about your diocese, congregation or institution and its engagement with racial reconciliation and justice ministries, overall?** Not at this time

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