



The
EPISCOPAL CHURCH *in*
CENTRAL PENNSYLVANIA

EARS (Episcopalians
Against Racist Systems)

Anti-Racism Strategy Team

August 2019
Volume 3, Issue 1

Anti-Racism Strategy Update



The June 6-8 strategy workshop in Williamsport was intense and fruitful. We were able to provide the basic education to our new strategy-team partners while focusing on how to organize and set our goals for the next two years.

History has shown that the problem of systemic racism is going to take hard work over many years to be effective and produce results.

So bear with us as we migrate from planning to development mode. Our team has divided into four sub groups with specific goals (see page 2).

Upcoming Undoing-Racism Events

Saturday, Sept. 21, 2019 9:30 AM — 12:30 PM

Monthly EARS team meeting

Church of the Nativity, Newport PA or

Call in: 515-604-9600, code 134528#

Friday—Sunday October 11-13, 2019

Undoing Racism Workshop

St. Thomas Church, Lancaster, PA

Saturday, Oct. 12, 2019 4:30 PM

Monthly EARS team meeting

St. Thomas, Lancaster PA

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Summary Results of the June 6-8, 2019 Workshop

Attendees (excludes The People's Institute personnel):

Alexander, Anthony (St. Paul's Harrisburg)	Myers, Rebecca (Church of Nativity and St. Stephen, Newport)
Barron, Kevin (St. Andrew's, State College)	Nailor, Michael (St. Stephen's Cathedral)
Copeland, Ed (St. Stephen's Cathedral)	Parson, Pam (St. Paul's H'burg)
Davis, Yvette (POWER)	Schwartz, Marion (St. Andrew's, St College)
Fairweather, Ross (St. James, Lancaster)	Scanlan, Bishop Audrey (DCPA)
Hamilton, Michelle (St. Andrew's, State College)	Scott, Brenda (St. Paul's H'burg)
Hanson, Howard (School District of Lancaster)	Stephenson, Carol (St. Paul's H'burg)
Love, Hettie (St. Paul's) Harrisburg	Watkins, Linda (St. Mary's, Waynesboro)
Love, Karen (St. Paul's Harrisburg)	Watson, Shayna (St. Stephen's Cathedral)
Moritz, Micalagh (Sycamore House)	Ziegler, Brett (Church of Nativity and St. Stephen, Newport)

During this strategy workshop, The Peoples' Institute staff lead us through theological reflection:

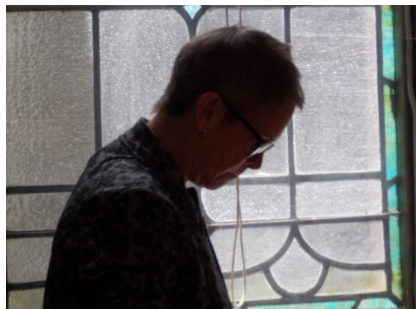
- owning our history of oppression (a racist church, taking back sacred stories),
- owning our history of resistance (an antri-racist church),
- baptism and the call to resist racism,
- Holy Eucharist and Beloved Community.

We also examined the principles of anti-racist organizing which lead us to the development of the following four goals to lead our teams' activities over the next two years.

Goals for 2019-2021:

1. **Expand Undoing-Racism Workshop training** and gain increasing acceptance of a common analysis of racism and a shared commitment to anti-racist organizing in the Diocese and within parishes.
Goal-1 Team Members: Kevin Barron, Rebecca Myers, Pamela Parson, Audrey Scanlan, Shayna Watson, Brett Ziegler
2. **Audit our own racism** - To document systemic racism in the Diocese and its parishes, developing data and shaping clear images of the change that is required in the process of becoming an anti-racist church.
Goal-2 Team Members: Ed Copeland (convener), Ross Fairweather, Michelle Hamilton, Michael Nailor
3. **Develop community coalitions/partnerships** - to establish partner relationship with other community-based organization within the diocesan territory in order to address societal issues of systemic racism (issues of criminal justice, mass incarceration, immigration, etc.).
Goal-3 Team Members: Anthony Alexander, Yvette Davis, Howard Hanson, Carol Stevenson, Linda Watkins
4. **Develop anti-racist organizing** within the Diocese as a whole and in selected parishes. (Christian education/formation, leadership development, liturgical celebrations, criteria for designation of "anti-racist parish", cluster parish partnerships, caucusing, etc.).
Goal-4 Team Members: Hettie Love, Karen Love, Micalagh Moritz, Marion Schwartz, Brenda Scott

June 6-8 Strategy Workshop Gallery



Minutes of the July 13, 2019 Team Meeting

Attendees: Anthony Alexander, Ed Copeland, Ross Fairweather, Howard Hanson, Rebecca Myers, Pam Parson, Marion Schwartz, Carol Stephenson, Linda Watkins

Social Justice Weekend: Linda Watkins discussed The Stephenson School's plans for a two-day educational retreat to explore Social Justice issues and dig deeper into the key topics facing our nation today such as the opioid epidemic, gun control, racism, and more. This event will be held August 9-10 at the St. Cyril Center in Danville.

Feedback Plan: We discussed the need to obtain feedback from the attendees of the June 6-8 Strategy Workshop. It was decided that we would use the same survey questions from prior Undoing Racism Workshops, adding one question "what has stayed with you since the workshop."

Accomplishments YTD: Michael Nailor provided a summary of accomplishments leading up to the preparation for the 2020 Budget Request.

Financial Report: Rebecca Myers reported that the two invoices from the June 6-8 workshop have not arrived, hence we still have a large balance.

Youth Workshop in Pittsburgh: The Peoples' Institute is holding an Undoing Racism workshop in Pittsburgh September 20-22 for youth and young adults. Micalagh recommends we send some of our Sycamore House youth and St. Steven's School Students. Pittsburg is willing to give us 7-10 slots, but funding is needed.

Fundraising/Anti-Racism Collaboration: Rebecca reported that we have a wonderful "exchange" opportunity before us: Lori Jacobwith is a nationally-recognized master storyteller and fundraising culture-change expert. Lori has delivered coaching and training sessions that have helped nonprofit organizations raise extraordinary amounts of money. She wants to learn more about racism and is willing to give us a training session on fund raising in exchange for a slot at the October People's Institute Workshop. Everyone agreed this is a wonderful collaboration; Rebecca will pursue this opportunity.

White Caucus: Ross Fairweather reported that the white team members are meeting via Zoom Wednesday afternoons at 4 PM to discuss their experiences and interactions. Notes are taken and will be published when our group shared space is made available.

October 11-13 Undoing Racism Workshop: Rebecca reported that this event will be held at St. Thomas, Lancaster beginning Friday evening Oct. 11th through midday Sun., Oct. 13th. Lodging will be at the Clarion Inn and Suites on Lititz Pike at routes 30/283. We discussed the registration fee and generally agreed that one fee should be charged, regardless of religious affiliation. Pam agreed to coordinate food service through vendors. Amy is working on getting the registration up by early August. We need to discuss who to invite and develop the invitation.

Goal Groups: The four goal groups should start working. Time will be allocated at our monthly meetings to allow them each to report on their progress.

Minutes of the Aug 3, 2019 Team Meeting

Attendees: Ed Copeland, Ross Fairweather, Michele Hamilton, Linda Watkins*, Rebecca Myers, Michael Nailor, Carol Stevenson*, Pam Parson*, Brett Ziegler (* via phone)

Opening prayers

Check ins: limited to two sentences each

Feedback Plan: Pam Parson recommends using the same questions used with prior workshop attendees with the addition of one question that asks “what has stuck with you since the training?”. Everyone agreed. Rebecca will update the questions in Survey Monkey and send to the June attendees.

Financial Update: The outstanding invoices for the Williamsport workshop total \$17, 694. Our fund’s balance is \$20, 306.12 which needs to cover the planned workshop in Lancaster (Oct. 11-13) as well as the PISB Anti-Racism training for youth in Pittsburgh (hoping to contribute \$1,000 for this).

Youth Training in Pittsburgh: The People’s Institute of Survival and Beyond is holding anti-racism training in Pittsburgh for youth starting at 5 PM on Friday Sept. 20th through noon on Sunday Sept. 22nd. We have about 7-10 slots targeted for our attendees (ages 14-23) from Sycamore House, St. Stephen’s School and Diocesan Youth. The group needs to include an additional adult; Howard Hanson would be perfect for this role. Ross will follow-up with Howard. We agreed to provide \$1,000 of support for this effort. While there is no cost for the training, a donation would be appreciated. There are costs for transportation, one dinner, and lodging for 2 nights. Micalagh has found a place for lodging that is \$25 per night dormitory or \$50 for private space. Rebecca will be in touch with Mary Ellen Kilp and Micalagh to coordinate this. Carol Stevenson will be in touch with some additional youth at St. Paul’s.

Relationship with P.O.W.E.R. (Pennsylvanians Organized to Witness, Empower and Rebuild ... an inter-faith organization):

Linda Watkins had a long talk with Rev. Yvette Davis of P.O.W.E.R. She attended our Strategy Team weekend in Williamsport and is eager for P.O.W.E.R. to connect with our work. We discussed these questions which Yvette posed:

“Has People’s Institute given us any feedback from the Strategy Weekend?” No, but this is a good idea; Rebecca will pursue this.

“Can we combine forces for future trainings, as P.O.W.E.R. has a Dismantling Racism training program (in addition to what they have the People’s Institute do).” This training is preliminary to the PISB Training and tailored for people taking their first steps in exploring Anti-Racism. It focuses on intra- and inter-personal skills and getting people to the point where they will be more receptive to the P.I. work with Systems, etc. We feel this training is the equivalent to what Joe Barndt refers to as the Appetizer. Yvette will be at the Social Justice event in Danville August. 9-10; we should plan to talk to her there.

“P.O.W.E.R. also has experience designing custom trainings for congregations in organizing based on their particular needs and priorities.” This could really help us as we broaden our work into the Diocese at large; working with P.O.W.E.R. would mean we wouldn’t have to keep re-inventing the wheel. This should be assigned to group 4 (training/deployment), but group 3 (community connections) should engage with P.O.W.E.R. as well.

Linda is hoping to have a meeting of members in Groups 3 and 4 and people from P.O.W.E.R. to further explore our work together.

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Minutes of the Aug 3, 2019 Team Meeting (cont'd)

2020 Budget: (Ed and Rebecca) We haven't received the forms from the Diocese, but know they will come soon. We are planning on having two workshops (one for youth + young adults and one for adults). We are also budgeting \$2,500 for collaboration with P.O.W.E.R, as well as \$4,400 to support the Absalom Jones celebratory event in 2020 with the clergy/from the African Episcopal Church of St. Thomas in Philadelphia.

White Caucus: This group meets via ZOOM every Wednesday at 4 PM. They are watching *When They See Us* and going to discuss material forwarded by Michele Hamilton and Michael Nailor. Rebecca reported that we are not able to record the meetings as there is a fee for that. Another possibility might be to use Google Hangout which then stores the digital file in a YouTube private account.

Lancaster Undoing-Racism Workshop October 11-13, 2019 (Rebecca Myers)

Event details:

Place: St. Thomas Episcopal Church, 301 St. Thomas Road, Lancaster, PA

When:

Friday, Oct. 11, 5:00 PM (dinner) then session to start at 6:00 PM to 9:00 PM

Saturday, Oct. 12, 9:00 AM – 4:00 PM

Sunday, Oct. 13, 9:30 AM - 4:00 PM

Lodging:

Clarion Inn & Suites Lancaster, 1492 Lititz Pike, Lancaster, PA 17601

Cutoff: September 20

Diocese will pay for double-room occupancy for those who need it; those who prefer a single room must pay \$72.25 per night to cover the other half of the room charge.

Registration

Event details Amy will send Rebecca the link to the registration page which will be distributed by us in our invitation letter; this will provide a cleaner registration process than before.

We agreed on a fee of \$35 per attendee (Episcopalian or not). Based on 40 attendees and PISB's fee, the value is \$500 per person!

Attendees: Rebecca asked who from our EARS team plans to attend; anyone who hasn't attended one and maybe 2-3 others.

Responders included Ross, Ed, Pam. Ross offered to "work the event" in whatever way is needed.

We discussed having our October EARS meeting at this event and agreed on Saturday evening at 4:00 PM, disbursing for dinner in Lancaster afterwards.

We should invite the new Diocesan Canon, Ellen Hartman, Brenda Scott, Bob and Mary Ellen Kilp, local church staff and vestry.

Invitees: Episcopalians plus people from community partners.

Food: Pam has a vendor commitment for one of the three meals, awaiting responses on the other two meals. Will put together quotes on one sheet to present.

Fee to St. Thomas: At this time, our budget does not support a donation to the church and we made a note to send a formal thank you and photo.

Hotel: Ross agreed to visit the Clarion to check out facility as they recently went through a renovation.

Goal Groups:

Not all the groups have been able to meet/get started due to summer vacations.

Ed Copeland reported for Group 2 Audit/Data. Met July 22nd to define our scope and desired outcomes. We plan to focus on our own diocese first, then our own parishes. We want to include any pertinent data collected by groups such as Messiah College, Dickinson, etc. We plan to produce a timeline applicable to our Diocese, do analysis of our organization structure and produce a tool that clergy and staff can utilize to examine their own parishes.

Breakout time will be provided in future meetings for each of the four planning groups to discuss with each other what their next steps should be.

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Minutes of the Aug 3, 2019 Team Meeting (cont'd)

Google Drive:

Michael Nailor has set up a shared Google Drive for our work. We hope this allows us to maintain a record of our work, as well as easy access for our strategy team. Michael is interested in any suggestions for how better to organize the drive or what might be missing. He encouraged us to explore the drive and the documents there.

Link to google Drive: <https://drive.google.com/drive/folders/1R5iiBw-WczF1WUniJggEV-CCjME5hiWB?usp=sharing>

Here is the link for the minutes: <https://drive.google.com/file/d/1jbey3jdZgw7I8nCDFkQToewm27SAXsJT/view?usp=sharing>

Closing Prayer

Next meeting: Saturday, September 21, 9:30-12:30 in Newport, PA

Call in: 515-604-9600, code 134528#

Link to google Drive: <https://drive.google.com/drive/folders/1R5iiBw-WczF1WUniJggEV-CCjME5hiWB?usp=sharing>

Goals/Work Groups: Groups are encouraged to meet to more fully develop their plans for the next two years, which will be presented to a Council of Trustees meeting. (Please refer to Principles of Anti-Racist Organizing and the Anti-Racist Strategy Chart in the attachments of the handouts to guide your work.) Each group has done some work and taken responsibility for getting the info from the newsprints to group members.

Expand Undoing Racism Workshop training and gain increasing acceptance of a common analysis of racism and a shared commitment to anti-racist organizing in the Diocese and within parishes.

Members: Kevin Barron, Rebecca Myers, Pamela Parson, Audrey Scanlan, Shayna Watson, and Brett Ziegler

Auditing Racism - To document systemic racism in the Diocese and its parishes, developing data and shaping clear images of the change that is required in the process of becoming an anti-racist church.

Members: Ed Copeland (will convene this work group), Ross Fairweather, Michelle Hamilton, and Michael Nailor

Community coalitions/partnerships - to establish partner relationship with other community-based organization within the diocesan territory in order to address societal issues of systemic racism (issues of criminal justice, mass incarceration, immigration, etc.)

Members: Anthony Alexander, Yvette Davis, Howard Hanson, Carol Stevenson, Linda Watkins

Further develop anti-racist organizing within the Diocese as a whole and in selected parishes. (Christian education/formation, leadership development, liturgical celebrations, criteria for designation of "anti-racist parish", cluster parish partnerships, caucusing, etc.)

Members: Hettie Love, Karen Love, Micalagh Moritz, Marion Schwartz, Brenda Scott

Our Covenant

Listen actively.

Take a literacy moment when terms need to be explained.

Call each other in.

Behave so that everyone participates.

Do not grab for quick fixes.

Distinguish between safety and comfort.

Focus on racism.

Create a zone for liberated discourse for everyone.

Be open to your growing edge.

Engage one another horizontally, practicing equality.

Be discerning about sharing information.

Commit to faithful attendance, catch up if you miss a gathering.

In the spirit of the Baptismal Covenant, respect the dignity of every human being.

Undoing Racism Workshop October 11-13, 2019 St. Thomas, Lancaster, PA

Save the date for this special retreat and workshop at St. Thomas Episcopal church located just north of Lancaster. This is the fourth Undoing Racism workshop conducted for us by The People's Institute for Survival and Beyond.

This training session is for any member of our Diocese as well as members of community groups with which they work.

This weekend retreat is perfect for those who work during the week. Details are on page 6 of this newsletter; registration is at <http://www.cvent.com/d/2yqf94>

Those of us on the EARS Team should start thinking about who to invite, whether from within our own parishes or convocation, or from groups in your community who could benefit from this invaluable education and insight.

Episcopal Diocese of Central Pennsylvania

Episcopalians Against Racist Systems

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Marion Schwartz

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Michael Nailor
Pam Parson
Bishop Audrey Scanlan
Brenda Scott
Carol Stevenson
Linda Watkins
Shayna Watson
Brett Ziegler

St. Stephen's Cathedral
St. Stephen's Cathedral
Saint James Lancaster
St. Andrew's State College
School District of Lancaster
St. Paul's Harrisburg
St. Paul's Harrisburg
St. Paul's Harrisburg
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St. Paul's Harrisburg
St. Paul's Harrisburg
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