

# Is God Calling You to Serve on the Dismantling Systemic Racism Team?

*Are There Others You'd Encourage to Join the Team?*

Following a mandate of the 2008 Annual Conference, the Ethnic Local Church Concerns Committee is forming a Dismantling Systemic Racism Team to develop an intentional long-range plan for dismantling systemic racism within the Western PA Conference. The team will work with Crossroads Ministry to develop the plan.

## A Day of Discernment

All Western PA United Methodists are encouraged to prayerfully consider who should serve on the team. If you feel God nudging you to participate, please nominate yourself. If you believe others should be part of the team, please encourage them to "self-nominate"

All candidates will gather on **May 15 from 9 am to 3:30 pm at Grace UMC in Grove City** for a Day of Discernment to determine together who will serve on the team. A skilled facilitator will lead nominees through the discernment process, intended to be a positive experience in which the gifts of all gathered should be recognized. The goal will be not only for the group to discern together who will serve on the team, but also how those who choose not to be on the team may continue to bring their gifts to the table as we work together for the dismantling of systemic racism.

For information or to R.S.V.P. for the Day of Discernment, contact any of these people:

- ❑ **Bob Wilson:** 412.681.4222 or a49always@alum.bu.edu
- ❑ **William Meekins:** 724.863.5673 or wbmeekinsj@aol.com



- ❑ **Peggy Ward:** 412.761.7603 or pdward11@yahoo.com.

## The Team Basics

The Dismantling Racism Team will strive to model "Beloved Community" in its composition, power-sharing, relationships within the team and interactions with structures, institutions, and individuals as it provides leadership for the Conference and local churches to dismantle systemic institutional racism.

## The Ideal Team

**Ideally, a team of 30 will include:**

- 20 laypersons (2 per district)
- 10 clergy or laypersons (any district)

**Race:** 60% white; 40% people of color\*

**Gender:** 60% male, 40% female\*

\* Ratios reflect a need for the dominant group to address problems inherent in that culture.

While racial/ethnic diversity is primary, the team will also embrace broader diversity by providing resources to ensure inclusion of members with physical, economic, or cultural obstacles.

*(continued on reverse side)*



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*(continued)*

## The Ideal Team Member

Members of the team should display the following characteristics:

- ❑ Confidence that our Conference can creatively and effectively address systemic racism in our midst.
- ❑ Commitment to discern God's call and to live out the "Beloved Community"
- ❑ Commitment to opportunities for life-long learning
- ❑ A sense of honor for the team process
- ❑ Vision for possibilities and willingness to take risks to implement them
- ❑ Patience and perseverance
- ❑ Ability to withstand criticism
- ❑ Ability to stay present in discomfort
- ❑ Ability to cope with chaos, conflict, and ambiguity

## Team Member Skill Needed

The following gifts are needed overall:

- ❑ Familiarity with realities of systemic racism
- ❑ Knowledge of formal and informal conference structures and decision-making processes
- ❑ Grant-writing
- ❑ Process dynamics
- ❑ Teaching
- ❑ Detail-oriented
- ❑ Ability to see a broader picture
- ❑ Networking
- ❑ Encourager and nurturer
- ❑ Technological expertise
- ❑ Creativity
- ❑ Communication
- ❑ Conflict resolution
- ❑ Discernment



## Team Member Expectations

- ❑ Full participation in all retreats and trainings
- ❑ Accept and complete assignments between gatherings

## Initial Team Timeline

05/15/10	Day of Discernment
06/10-13/10	Team Commissioned Annual Conference 2010
06/27/10	Celebration Gathering
	Celebrate and connect: Dismantling Team plus Planning and Design Team, participants of the 2.5 Understanding and Analyzing Systemic Racism Workshop, members of CCN and the cabinet, Commission on Religion and Race, Ethnic Minority Local Church Concerns.
09/18/10	Team Orientation
10/14-17/10	Analysis Application Retreat (3.5 day)
02/11-13/11	Skills, Organization Training 1 (2.5 day)
03/18-20/11	Skills, Organization Training 2 (2.5 day)

