

Form Name: Inventory of Episcopal Racial Reconciliation and Justice Ministries, including Truth and Reconciliation Processes  
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## Inventory of Episcopal Racial Reconciliation and Justice Ministries, including Truth and Reconciliation

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### Introductory Info

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<b>Name</b>	Terry White	The Rev. Valerie Mayo
<b>Title</b>	Bishop	Diocesan Urban Missioner
<b>Organization</b>	Diocese of Kentucky	
<b>Diocese</b>	Kentucky	
<b>Email</b>	bishopwhite@episcopalky.org	valerie@episcopalky.org

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**Contact Phone Number (include country code if outside U.S.)** 5024091968

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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

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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:**

- 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 increase proportion of people of color among clergy
- 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

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

A racial reconciliation task force worked with the diocesan historiographer to create a first video on a history study. Each congregation was directed by diocesan convention to learn their story concerning the impact of racism.

Bishop recruited priest of color for parish work and to serve on staff

**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:**

Building on history mentioned above, the bishop is learning history of predecessors.

Two liturgies have been held to lament and repent of racist actions and complicity.

Initial Bishop's Task Force completed worked. Diocesan Convention created a Diocesan Commission of Racial Healing.

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

Yes

**Name**

Jan Scholtz

**Email**

**Are they a staff member or volunteer?**

Volunteer

**Would you like to identify another leader?**

Yes

**Name**

The Rev. Valerie Mayo

**Email**

**Are they a staff member or volunteer?**

Staff

**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.**

Commission of Racial Healing. Contact Jan Scholtz, chair, see contact info above

West Louisville Now, a capital drive to repair two congregations where the majority of parishioners are people of color. The money raised for over due repairs constitutes reparations for those two congregations that has just gotten by financially for years. Contact Valerie Mayo, see info above.

Urban Partnership mission and ministry in Louisville among for congregations Contact Canon Jason Lewis [REDACTED]

Becoming Beloved Community, an endowment created by Christ Church Cathedral, Louisville. Contact Dean Matt Bradley

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

Congregation  
Camp/Conference Center

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

Our equivalent process is being over-seen by Racial Healing Commission mentioned above. Anti-racism training conducted by the Absalom Center has trained diocesan trainers to work with congregations.

Through our diocesan youth, camps, and campus ministries various discussions on racism are being held.

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

No

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**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

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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)**

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

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

Participate in efforts to generate a local or regional vision for racial healing

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

As Louisville was where Breonna Tylor was killed, clergy and laity have engaged in acts of witness and protest, engaged political and civic leaders, and encouraged congregational conversations and studies

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

Our diocese received generous support from the Executive Council of the Episcopal Church being used for anti-racism training, engaging youth and young adults, and planning a pilgrimage to the Lynching Memorial that the pandemic postponed.

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

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**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  
Racial healing, reconciliation and justice pilgrimages  
Liturgies of repentance and lament  
Incorporation of non-dominant cultural expressions in liturgy  
Preaching on race and racism

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

Sacred Ground dialogue has occurred with ecumenical/secular partners.

Anti-racism/dismantling work, racial healing, reconciliation and justice pilgrimages mentioned above.

Liturgies of repentance and lament mentioned earlier above.

We are working on greater sensitivity to non-dominant cultural expressions in liturgical texts and hymns.

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

Resources and speakers/leaders that speak to our size of diocese in a mostly rural, religiously and politically conservative midwest/south culture are needed. Programs that work in large metro areas don't easily translate.

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

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**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  
Jubilee Ministries  
Economic Justice Assemblies  
Poor People's Campaign

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

Learning  
Local engagement  
State engagement

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<p><b>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?</b></p>	<p>Learning Local engagement State engagement</p>
<p><b>At what levels is your diocese, congregation or institution engaging with “Refugee Ministries”?</b></p>	<p>Learning Local engagement State engagement Federal engagement</p>
<p><b>At what levels is your diocese, congregation or institution engaging with “Immigration Reform”?</b></p>	<p>Learning Local engagement State engagement Federal engagement</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 Local engagement State engagement Federal engagement</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 State 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 State engagement</p>
<p><b>At what levels is your diocese, congregation or institution engaging with “Environmental Racism and Eco-justice”?</b></p>	<p>Learning Local engagement State engagement Federal engagement</p>
<p><b>At what levels is your diocese, congregation or institution engaging with “Reparations for Racial Justice”?</b></p>	<p>Learning Local engagement</p>
<p><b>Please describe the efforts related to the boxes checked above:</b></p>	<p>We are learning as we engage in work and ministry. Building the plane as we fly it.</p> <p>Louisville is major settlement hub for immigrants, and we have a long history of working with Episcopal Migration Ministry and Kentucky Refugee Ministry.</p>

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

For a diocese of 8,000 we are engaged. As bishop I am immensely proud of how the laity and clergy are walking the way of love.

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**What assistance or resources would help you to take the next steps around Repairing the Breach?**

A paid staff of ten to further enable this work would be GREAT!

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## **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?**

Clergy and laity (paid and volunteers) are exhausted due to racism, Covid, deep political division, and the manifold needs their neighbors are facing. And yet these followers of Jesus press on, which is inspiring, but also troubling because I see how tired they are. Financial resources are shrinking, and these servants also have their own personal and family realities that they are coping with. Promoting mental health and self-care is harder than ever.

I am torn between wanting to do more in every area of diocesan ministry including racial healing, while also wanting people to take time to chill, say their prayers, tend to their most important relationships, and not over-work or over-volunteer.

Thanks very much.

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