

Form Name: Inventory of Episcopal Racial Reconciliation and Justice Ministries, including Truth and Reconciliation Processes  
Submission Time: August 12, 2021 11:34 am  
Browser: Chrome 89.0.4389.90 / Windows  
IP Address: 131.93.162.14  
Unique ID: 846462493  
Location: 37.750999450684, -97.821998596191

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

---

### Introductory Info

---

<b>Name</b>	Rayford Ray
<b>Title</b>	Bishop
<b>Organization</b>	Beloved Community/Diocese
<b>Diocese</b>	Northern Michigan
<b>Email</b>	rayfordray@upepiscopal.org

---

**Contact Phone Number (include country code if outside U.S.)** (906) 228-7160

---

**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
- Demographic study of congregations, including racial and ethnic make-up
- 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

---

**Please describe the efforts related to the boxes checked above:** Much of our work has been centered on our work with Indigenous communities supported by the UTO Grant and Becoming Beloved Community grant. Our focus has been around building relationships, truth telling, decolonizing exhibit with partnership with NMU.

---

**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;  
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:**

All of the above is in process in the work we are doing here in The Diocese of Northern Michigan. We are being careful and slow in building relationship on and off reservations. This is intentional so that we don't create additional harm.

---

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

Yes

---

**Name** Great Lakes Peace Center

---

**Email**

---

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

---

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

---

**Name** Marna Franson

---

**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.**

Becoming Beloved Community Team as well as the Bishop and Justice and Peace Committee. Working diligently statewide (collaborating) with Indigenous led organizations.  
Rayford Ray  
Beloved Community Team: Arlene Gordanier, Kathy Vanden Boogaard, Deb Nedeau, Marna Franson, Pamela Vincent Jenkins, and Rick Stanitis. For email contacts please email at

---

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

Diocesan wide engagement through our Becoming Beloved Community, Justice and Peace Committee.

---

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

Yes

---

**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?**

Financial and Technical support.

---

## **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)  
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

---

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

We have met with various Indigenous groups including Native Justice Coalition supporting earth care efforts, building relationships with Anishinaabe people(tribes), Michigan Interfaith Power and Light, editorial news in local newspapers. Contacts with Northern Michigan University, Michigan Technical University , KBIC, Sault Ste Marie Tribe, Bay Mills, Pottawatomi-Hannahville Community  
Research on Native and African American history ie Upper Peninsula

---

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

Financial assistance for items such as honorariums for story shares, hospitality, travel, important that these gatherings be done in person to build relationships so that we can have conversation around truth telling, history, etc,

---

## **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)**

Doctrine of Discovery training  
Liturgical resource development  
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:**

Doctrine of Discovery Training Workshops (six) ie interactive, how to be in right relationship with Indigenous relations  
Liturgical liturgies  
Preaching on race and racism is ongoing with clergy and diocesan leadership ie people of color  
Use of Indigenous prayers  
Land Acknowledgements

---

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

Same as above.  
It is hard to find concrete information on the Episcopal Church website.

---

## **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  
From the Pew to the Public Square Training  
Poor People's Campaign

---

**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"?**

Learning  
Local engagement  
Federal engagement

---

**At what levels is your diocese, congregation or institution engaging with "Immigration Reform"?**

Not yet engaged

---

<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>Not yet engaged</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 State engagement</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>In what other ways is your diocese, congregation or institution engaging with racial justice and Repairing the Breach?</b></p>	<p>Our work with Becoming Beloved Community and the Great Lakes Peace Center has enabled us to be engaged in the work of racial justice and Repairing the Breach with engagement, awareness, etc. We are strong in lifting or supporting Missing and Murdered Indigenous Women, girls and 2 Spirit. We have been supporting local and statewide engagements-active and engaged as Water Protectors, State and local conferences focused around social justice and healing.</p>
<p><b>What assistance or resources would help you to take the next steps around Repairing the Breach?</b></p>	<p>Its all about supporting infrastructure. How to mobilize as our territory is so vast...We are engaged and supportive with the resources we have and yet we can do so much more.</p>

**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?**

Its a long term commitment. We have Missioners who are engaged and we have widened the circle. Our vision is to have a Missioner for Healing and Reconciliation within the diocese, but that is only a vision at this point. In process now with adding a Knowledge Keeper-Indigenous as part of our life and mission.

We have been committed to supporting the Great Lakes Peace Center and its ongoing commitment to healing and reconciliation financially, time, etc.

---