

Pro-Reconciling and Anti-Racism Training Guide & Schedule

Purpose

Resolution 1601 “A Proposal for Periodic Anti-Racism Training for Clergy” – answers the “why the need for Anti-Racism Training.” God, in accordance with the teaching of the prophets, intends for the church to be a community that does justice, loves kindness, and walks humbly with God; and has called the church, through the ministry of Jesus to remember your brother or sister who has something against you and to be reconciled with them *before* offering worship to God.

The Christian Church (Disciples of Christ), at the 2000 General Assembly, adopted four priorities, one being *to become an Anti-Racist, Pro-Reconciling community that recognizes racism to be a systemic sin which affects every aspect of our society, including church, government, education, and commerce, and creates an environment in which racially motivated hatred and violence continue to flourish.*

An important step toward becoming a Pro-Reconciling, Anti-Racist church is to confess our own participation in that systemic sin through prayerful examination of our biases and prejudices which lead us to exclude persons of color in multiple areas of regional life [such as search and call, pulpit supply, the work of regional commissions / committees and regional event planning.

Training Criteria

RCOM recognizes that many ministers and leaders of the Christian Church (Disciples of Christ) are unprepared to navigate conversations about race, and that we are responsible for equipping them to do so by setting educational and professional standards of ethical accountability, that current Search and Call processes for ministers inquire if anti-racism training has been completed; and, that a number of Disciples regions, including Christian Churches in the Northeast, Alabama-Northwest Florida, Michigan, Mid-America, Indiana, North Carolina, Ohio, Oregon, and Pennsylvania, already require such training for the maintenance of ministerial standing. Therefore, it is important to establish criteria that will ensure that our clergy are trained for all aspects of congregational life, to be “equipped for every good work.”

1. A Reconciliation Team for the Great River Region is in progress. This team will be an extension of the RCOM team. We are also in partnership with the Office of Reconciliation Ministries to offer training for future facilitators.
2. Questions on standing forms asking for tentative plans to attend anti-racism training events will be tracked and coordinated with save the date training schedules.
3. Training will be open to all clergy in all three states, as well as lay leaders, volunteers, and members.
4. Possible Trainers
 - a. Nadine Burton (Anti-Racism Trainee)
 - b. Shannon Greenhaw (Anti-Racism Trainee)
 - c. Sara Rudolph Pollard (Anti-Racism Trainee)
 - d. April Johnson, Reconciliation Ministries
 - e. Lori Tapia, Office of Hispanic Ministries (Offers Boundaries and Anti-Racism Training) – Culture Specific
 - f. Sandhya Jha, Oakland CA (Boundaries and Anti-Racism Training)
 - g. John Goebel (Anti-Racism Trainer)

Standing Requirements

1. Anti-racism training will be required every five years in order to maintain standing in the Great River Region.
2. All clergy (commissioned and ordained) will need 4 to 6 hours of training to maintain standing.
3. All clergy will have from November 2018 until May 2020 to fulfill the requirement before standing is removed.
4. Training will be offered during Regional Assembly events, beginning November 2018 and will also be offered based on a training schedule (see attached).

Equivalency Requirements

1. Training from other denominations and parachurch organizations will be examined on a case by case basis. RCOM will look for equivalent hours in training as well as similar topics and content. For instance, those who went through 6 years of training done by DHM for the DHM board were given credit for that training.
2. Ministers who transfer to the GRR from another region who did not have training as a requirement for standing, will be required to obtain training at the next available training event.
3. The College of Regional Ministers has implemented a Facebook Group that clergy can join to see available training opportunities for both Boundary and Anti-Racism training.
4. RCOM will identify learning outcomes and engage with ecumenical and secular non-profit organizations to determine what other offerings will accomplish the same goals.
5. Those who miss available regional training opportunities will need to find training in another region or attend a session that will satisfy the standing requirement. We will accept training offered by other DOC Regions. The Great River Region will offer stipends to attend training in other regions or parachurch organizations, based upon equivalency standards.

Measurement & Outcomes

1. RCOM will provide due diligence to monitor this new requirement through review of standing forms, follow up telephone calls and letters, feedback from clergy fellowship and constituency groups., training evaluations and attendance, and follow up with individual ministers.
2. RCOM will publish a training schedule via the Region's website, Currents regional newsletter, regional Facebook pages, and with the annual distribution of standing forms.

Tentative Training Schedule

Year	Month	Workshop Offered	Event/State	Location
2018	November	Anti-Racism training	Louisiana / Regional Assembly	Kings Highway CC
2019	March	Anti-Racism training	Arkansas	TBD
	July	Anti-Racism training	Mississippi / MCMC Pre Event	TBD
2020	July	Anti-Racism Training	Mississippi / MCMC Pre Event	TBD
	<i>November</i>	Anti-Racism Training	Arkansas / Regional Assembly	TBD
2021	March	Anti-Racism training	Louisiana	TBD
	July	Anti-Racism training	Mississippi / MCMC Pre Event	TBD
2022	March	Anti-Racism Training	Arkansas	TBD
	November	Anti-Racism Training	Mississippi / Regional Assembly	TBD
2023	March	Anti-Racism training	Louisiana	TBD
	October	Anti-Racism training	Arkansas	TBD

Funding

Funding for the training events will come from the GRR Reconciliation Fund. We encourage congregations to give to the Reconciliation Offering as a funding stream for clergy and lay participation.