**St Timothy’s Episcopal Church**

**Ministry of Racial Reconciliation**

**Guidance Document**

**Vision**

As Christians living out our Baptismal covenant, we see a path towardour reconciliation to God by challenging racism in ourselves and in society.

We see a future in which:

* We, as individuals, have grown into collaborative participants in advancing human dignity for all;
* The culture of St. Timothy’s more fully reflects genuine sharing across diverse racial, cultural and economic groups;
* St Timothy’s is an integral part of a purposeful reconciliation process in neighboring communities and in the St. Louis Metropolitan area;
* Racism no longer limits human potential

**Mission Statement**

The purpose of our Ministry is to facilitate the dismantling of racism by creating greater awareness, understanding and commitment through our discussions, education, experiences and actions.

**Strategies**

Ministry members embrace the following strategies and tactics:

A Call to Personal Action:

* To the extent that we can, each of us will participate in personal training, education, and exposure to the many aspects of this subject of racism.
* For those of us who can, we will be active members of this ministry, contributing ideas and insightswhile leading and participating in ministry activities.
* We will embrace all who are questioning, uncertain, and looking at the possibilities of bringing this work into their lives. We will welcome them into exploration of this subject by inviting them to a Ministry event, by encouraging them to attend one of our scheduled meetings or by staying in touch with us through conversation or e-mail.
* We will appreciate the importance of, and engage in, one-on-one conversations with fellow church members.
* We will intentionally interact, explore, and converse with the broader church membership in order to facilitate the movement of the church along its corporate transformational continuum. As we do this, we will remain aware that all congregation members are in a unique place of understanding and acceptance of this transformation.

A Call to Congregational Growth and Development

* Learn to appreciate diversity and raise awareness of oppression issues.
* Understand and deal with our white privilege.
* Seek to comprehend our past so thatwe may create our future as individuals, as a congregation and as a community and region.
* Develop individual skills to further our knowledge of oppression and the need for collective action.
* Understand institutional racism as a hindrance to the creation ofa multiracial community.

**Guiding Principles**

* We will seek to be humble in our conversations.
* We will recognize that individuals will be at varying points along their personal journey; therefore, we will meet people (within our ministry, church and community) where they are, using a loving, spiritually based approach.
* We will acknowledge the challenging nature of this work; therefore, we will combine patience with our diligence.
* We will listen to, teach and help each other.

**Decision Making/Influencing Power**

The Ministry on Racial Reconciliation residesin the Social Justice group of St Timothy’s Outreach Program.

The Ministry will be a transparent operation, open to all. We will communicate our activities to parishioners.

We shall seek advice and guidance, training and development from the Diocesan Commission on Dismantling Racism.

The Ministry will take its direction from the Rector of St. Timothy’s and the Vestry.

**Broad Action Plan**

1. To achieve individual growth and development, we will continually strengthen our personal discernment, awareness of the issues, and our skill set to do the work.
2. We will seek continual improvement in the overall effectiveness of the Ministry Team.
3. We will encourage St. Timothy’s growth and development in racial reconciliation.
4. Longer term, we will connect with other churches, religious organizations, and non-faith-based groups.
5. Longer term, we will broaden our engagement into regional (county/city, state, federal) issues of systemic and institutional racism.

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| *He has shown you, O mortal, what is good.  And what does the Lord require of you? To act justly and to love mercy  and to*  *walk humbly with your God.* *Micah 6:8* |