

Vision: We create the “beloved community”* within our team, within FPC, and within the world by building bridges instead of walls as we confront racism

*from MLK – society based on justice, equal opportunity, and love of one’s fellow human beings; (King center) (PCUSA as well)

Mission: Engage FPC in understanding and supporting antiracism behaviors and identifying ways in which we can work in the community to combat racism.

Initial Goals:

1. Leverage FPC’s unique capacity to engage scripturally and theologically, demonstrating a willingness to put words into action, and courage in speaking truth to power
2. develop a safe and supportive place to discuss culture and race, making space for participants with a wide range of perspectives
3. Enable members (team/congregation) to speak and act effectively in confronting racism, both personally (e.g., recognizing micro-aggressions) and systemically (e.g., housing)
1. Partner with a local congregation or community of color to explore options for building community; start with social engagement opportunities. NOT an outreach program where we ask what another group needs that we can help with – important that we work/play as equal partners, not the whites coming to help the POCs
2. get more members of the congregation involved in local programs that support the community such as STAIR
3. Drive 1-2 community/local issues impacted by race such as healthcare, mental health, education, poverty, jobs
4. Review the church budget for how well it supports our vision

Action Plan:

1. Invite 2 other members? (yes, but who?? Need better representation, e.g, male, younger)
2. Create a communications plan that includes:
 - a. Describing the Anti-Racist team and our mission (something along the lines of exploring how racism impacts FPC’s ability to do

- justice, love kindness and humbly walk with God, maybe along with the need to recognize the church's complicity in racism historically); articulate how a "beloved community" looks and acts; refine for the team, for FPC.
- b. Webpage on FPC site with vision/mission and listings of resources (including a roadmap or suggestions since the whole thing is pretty overwhelming)
 - c. Regularly communicate with the congregation offering quotes, questions, a "did you know..." series, and recommended reading (newsletter, bulletin, congregational emails)
3. In 2021-2022: Aim for participation by 100 members of the FPC community -- including youth and children.
 - a. Arrange for Advent book clubs and Lenten circles around a recommended book and/or videos
 - b. Arrange for a larger program:
 - a. Engage the congregation with a kickoff weekend featuring a guest speaker, workshops, opportunities for discussion, etc.
 - b. A formalized training program through Crossroads; possible way to do the funding:
 1. Write a grant (but this will take time)
 2. Recruit 1 or 2 other churches and split the registrants among the churches (so 3 churches = 15 registrants from each church which pays \$3000 each)
 3. Keep it to FPC members but say the church will fund ½ if registrants pay the other ½ (\$100)
 4. Sponsor this workshop but open it up to ACT
 2. Identify options for local congregations for partnership
 3. Add to and share educational resources--in the physical library and have a designated place on the new website; explore a "tiny library" with a variety of resources in the Narthex
 4. Create benchmarks for activities and programs.
 5. Engage the congregation and their networks in learning about the history of racism where/how it manifests in personal and systemic settings; history of racism in Annapolis, the county, the nation, and especially the Presbyterian Church (USA).
 6. Provide a "cheat sheet" for how to respond/articulate

1. Create talking points using denominational, presbytery and other congregational resources (e.g., 2016 document)
 2. Explore microaggressions and how to combat those; responding to casual racism
7. Provide a forum for openly discussing race, our questions about racism and how to address racism as we are confronted with it in our daily lives.