

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>	Susan Haynes	Lynn Farlin
<b>Title</b>	Bishop	Canon & convener diocesan Repairers of the Breach ministry
<b>Organization</b>	Episcopal Diocese of Southern Virginia	
<b>Diocese</b>	Southern Virginia	
<b>Email</b>	bishop@diosova.org	lfarlin@diosova.org

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

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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:**

- Demographic study of congregations, including racial and ethnic make-up
- Demographic study of geographic communities within the diocese, including racial and ethnic make-up
- 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 increase proportion of people of color in membership
- 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:** Active recruitment of three additional clergy of color in diocese. Addition of one Black and one Latinx staff member. Intentional appointment of people of color to leadership positions in the diocese.

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**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:**

Many of our congregations are looking at how their churches have benefitted historically from racial oppression and are taking steps to right the wrong (removal of offensive statues, erection of commemorative plaques that "tell the story.") The Diocese publicly refused to participate in The Corbin Trust scholarship (a scholarship fund whose founding documents specified recipients must be white) and invited other participating bishops to refuse. Began taking steps to donate the amount of money the diocese has received from this trust over the years to historically black colleges and universities as a form of reparation.

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

Yes

**Name**

Lynn Farlin

**Email**

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

Staff

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

Yes

**Name**

Willis Foster

**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.**

Repairers of the Breach is the name of commission, currently convened by Canon Lynn Farlin (lfarlin@diosova.org). The group is in the process of identifying a chair. They are charged with three tasks: education, anti-racism training, and action.

**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:**

St. John's Episcopal Church, Hampton  
Old Donation Episcopal Church, Hampton  
Grace Episcopal Church, Yorktown  
The Episcopal Diocese of Southern Virginia  
Chanco on the James (Diocesan Camp & Conference Ctr.)  
Christ and St. Lukes, Norfolk  
St. Andrew's Episcopal Church, Norfolk

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

Yes

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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)**

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

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

Repairers of the Breach has hosted numerous listening sessions and pilgrimages. We have attended protests and vigils, including those sponsored by Black Lives Matter. We are engaged in talks with indigenous peoples around the issues of land acknowledgements and tribal customs. We have signed on to the Matoaka Covenant. We are working in some areas with local civic leaders.

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

Perhaps more targeted or specific suggestions about how to partner with local law enforcement.

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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  
Internalized oppression training  
Doctrine of Discovery training  
Racial healing, reconciliation and justice pilgrimages  
Preaching on race and racism  
Diocesan or organization-wide reading of book(s) on race

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

Many of our churches are engaged in Sacred Ground dialogue circles, and Repairers of the Breach is offering anti-racism training. We have an active Union of Black Episcopalians which is actively recruiting folks to participate in internalized oppression training and are seeking to offer that training within the diocese. Through our participation in the Matoaka Covenant, we are engaging in training on the Doctrine of Discovery. We have hosted two pilgrimages to sites in our own Diocese including Point Comfort where the first enslaved Africans landed on our shores 400 years ago. We have hosted numerous book studies on a Diocesan level during the pandemic via Zoom on books such as White Fragility and White Too Long.

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

Would like some assistance with practical ways to incorporate liturgical resources.

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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

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

Learning  
Local engagement  
Tribal engagement

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**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?**

Learning  
Local engagement

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**At what levels is your diocese, congregation or institution engaging with “Refugee Ministries”?**

Learning  
Local engagement  
Tribal engagement  
State engagement

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<p><b>At what levels is your diocese, congregation or institution engaging with “Immigration Reform”?</b></p>	<p>Learning Local engagement Tribal engagement State 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</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</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>Not yet engaged</p>
<p><b>At what levels is your diocese, congregation or institution engaging with “Environmental Racism and Eco-justice”?</b></p>	<p>Learning</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>Please describe the efforts related to the boxes checked above:</b></p>	<p>We have several congregations that are engaged with prison reform and prison ministry. Through our intentional Latino/a/x ministry we are engaging in refugee and immigration reform. Through the Matoaka Covenant and our Camp and Conference Center, we are engaging with local tribes. We are actively working with historically black colleges in our diocese to keep them sustainable.</p>
<p><b>What assistance or resources would help you to take the next steps around Repairing the Breach?</b></p>	<p>We have much to learn in the last category around justice. Until recently our focus has been more on the educational side and less on the action side. We are deliberately turning our attention to authentic action and would appreciate any resources that help us focus along these lines.</p>

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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?**

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In Southern Virginia where so much racial injustice happened historically, we are uniquely situated to engage in all of these areas. We feel we have only just begun but we are glad to have begun.