

Form Name: Inventory of Episcopal Racial Reconciliation and Justice Ministries, including Truth and Reconciliation Processes  
Submission Time: August 13, 2021 4:27 pm  
Browser: Chrome 92.0.4515.131 / OS X  
IP Address: 69.122.70.148  
Unique ID: 847181478  
Location: 40.847099304199, -74.157402038574

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

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### Introductory Info

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**Title** The Rev.

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**Organization** the Episcopal Church of St. James

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**Diocese** New Jersey

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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:** Church or Institution

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**If Church or Institution, please identify which kind of Episcopal entity you represent:** Congregation

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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
- 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 staff
- 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:**

1. study of the racial history of the congregation is underway
2. Mission Minute time used to teach about racial justice and hx of the township where the church resides
3. Book study - "Way of Love" with several congregations of the diocese.
4. Organized and led a program for youth and teens to talk about issues around race
5. personal study of literature and programs offered through the diocese by the Bishop, discussion with clergy in the area (Just Mercy, Color of Compromise), and completion of the America to Me program and Diocesan Anti-Racism training.

**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:**

COVID has slowed down the process of learning the church's true racial history, but the work has started. Social Justice is part of preaching the Gospel. The incoming confirmation class will be an important part of the team investigating the church's/town's past, as well as sharing this information with the congregation. We plan to have a memorial stone and plaque dedicated to the enslaved men and women.

**Has your diocese, congregation or institution organized a commission, working group or other regular meetings to work on a Truth and Reconciliation process?**

No

**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?**

Access to historical data bases

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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

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

1. study of the racial history of the congregation is underway
  2. Mission Minute time used to teach about racial justice and hx of the township where the church resides
  3. Book study - "Way of Love" with several congregations of the diocese.
  4. Organized and led a program for youth and teens to talk about issues around race
  5. personal study of literature and programs offered through the diocese by the Bishop, discussion with clergy in the area, and completion of the America to Me program and Diocesan Anti-Racism training.
  6. Participated in March for Our Lives marches. Signage on church's lawn.
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**What assistance or resources would help you to take the next steps around Proclaiming the Dream?**

The Gospel message has been politicized, along with mask wearing and vaccines. This way of seeing the world doesn't help the process.

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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)**

Anti-racism or dismantling racism training  
Internalized oppression training  
Liturgies of repentance and lament  
Preaching on race and racism  
Diocesan or organization-wide reading of book(s) on race

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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:**

None of the above

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

Not yet engaged

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<p><b>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?</b></p>	<p>Local engagement</p>
<p><b>At what levels is your diocese, congregation or institution engaging with “Refugee Ministries”?</b></p>	<p>Learning</p>
<p><b>At what levels is your diocese, congregation or institution engaging with “Immigration Reform”?</b></p>	<p>Learning</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>Not yet engaged</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</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>I have been actively engaged in Prison Ministry for ages, encouraging congregations to assist families of the incarcerated and the incarcerated. We wrote the diocesan resolution for a Social Justice Sunday, offer speakers, ran a program for diocesan youth to talk about racism, as well as book and bible study with parishioners. Some of the efforts are part of every-day conversations with people, encouraging them to think things through.</p>

**In what other ways is your diocese, congregation or institution engaging with racial justice and Repairing the Breach?**

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In the congregation, the work is getting more traction, which will improve significantly when we can be in person.

**What assistance or resources would help you to take the next steps around Repairing the Breach?**

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A better understanding of how to proceed -- which is in the works.

**Conclusion**

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