

Guidelines for Developing a Church-wide Anti-Racism Policy in Mid-Kentucky Presbytery

The Book of Order G-3.0106 requires each Presbyterian Church (U.S.A.) council (General Assembly, synod, presbytery, and local congregation session for the congregation as a whole) to adopt an Anti-Racism Policy. Mid-Kentucky Presbytery adopted its Anti-Racism Policy on **DATE**. *The Book of Order* instructs presbyteries to provide guidance for congregations as their sessions develop congregational anti-racism policies. There is no mandatory form of policy; these guidelines aim to help churches engage in discernment, dialogue and visioning in the process of writing, owning and living out their own policy.

1. Statement of Public Commitment to Anti-racism

- A. Begin with a bold statement of the sin of racism and your church's commitment to anti-racism.¹
- B. Cite scripture and words from *The Book of Confessions*
- C. Include information from your church's and neighborhood's history and demographics,
- D. Define racism and anti-racism

2. Goals

Define goals of the policy and of anti-racist plans within your church. Be realistic and specific to your congregation. "End racism" is neither. Consider these examples:

- Educate ourselves to be aware of our own implicit biases so we can unlearn racist behavior.
- Learn about structural racism.
- Give hope that dismantling racism is possible
- Initiate or build upon a relationship with a church/organization of a different racial makeup; plan events together
- Encourage and support congregation and members in community engagement and activism on racial issues
- Give – as a congregation - money or volunteer time to racial equity initiatives or ministries made up primarily of people of color within your congregation, across multiple congregations/ministries, or in the broader community

3. Action Plan and Benchmarks

Specify concrete steps to achieve the goals of the policy. Be clear how often activities should occur. Consider these examples:

- Newsletter, blog, or email on an anti-racism topic, twice yearly
- Sermon specifically incorporating the sin of racism and anti-racism, annually
- Worship series on anti-racism
- Invite a speaker on anti-racism to lead worship or a Sunday School class,
- Offer a class, workshop, or book study on an anti-racism,
- Pulpit exchange with another church
- Elders attend an anti-racism event offered by the Presbytery

¹ "Facing Racism: A Vision of the Intercultural Community," PC(USA) Churchwide Antiracism Policy approved by the 222nd General Assembly (2016), Mid-Kentucky Presbytery Anti-Racism Policy

- Use art with Biblical characters who are People of Color
- Share articles on anti-racism from the Presbytery and other places
- Apply for presbytery funding for an anti-racism workshop or speaker.

4. Other considerations

The session will adopt the policy and inform the congregation. The policy will define who is responsible for monitoring and implementing the plans (session, outreach team, mission committee?). Every two years the session is responsible to review and update the policy including assessing the congregation's progress reaching benchmarks.