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**DELMARVA-DC
RACE RELATIONS TASK FORCE**

JUNE 22, 2020



Got Purpose?

To serve as an advisory council to the Administrative Bishop and State Council on methods of change towards inclusion and racial equality among the constituents in the DELMARVA-DC Region.

WHAT IS RACISM?

A prejudice, discrimination, or antagonism directed against someone of a different race based on the belief that one's own race is superior.

The region must
treat racism as
we do infidelity,
financial
corruption, etc.



**WHAT WILL BE THE REGION'S DUE
PROCESS WHEN A RACIST BEHAVIOR
BECOMES KNOWN?**

- **APOLOGY**
- **AWARENESS**
- **ACKNOWLEDGE**
- **ACCOUNTABILITY**
- **ACTION**



**MANY PEOPLE (NOT OF COLOR) HAVE
ASKED, "WHAT CAN I DO?"**



- Being Silent
- Ignorance
- Injustice
- Inequality
- Racism



AWARENESS

Listening/Educating Yourself
on:

- Personal Stories
- Black History
 - Racism
- Systemic Injustice



- Racism is real.
- Racism exist.
- Racism has been systematic.
- Racism has been a pandemic.



Your:

- Law Enforcement
- Friends
- Family
- Co-Workers
- Church
- Community



- Say Something
 - Do Something
 - Write Something
 - Support
- Something

What is White Privilege?

Inherent advantages possessed by a white person on the basis of his/her race in a society characterized by racial inequality and injustice.

Allow White Privilege to Be a Voice for Social Justice

**BREAKING
THE SILENCE**



THE POWER OF SILENCE

It can be:

- Cruel
- Crippling
- Condoning

Cannot Be An Option



SILENCE
=
BETRAYAL

NO JUSTICE
NO PEACE

Peaceful Protest



**SUPPORT
CIVIL
RIGHTS/SOCIAL
JUSTICE
ORGANIZATIONS**

- Presence
- Provision
- Prayer
- Position
- Expertise

Being Led By the Holy Spirit

STATEMENTS TO STAY AWAY FROM!



- "I have Black friends."
- "I apologize for being White."
- "I cannot believe you got pulled over for nothing!"
- "All lives matter."
- "I don't see color."
- "I work with Black people."



- "You're being divisive."
- "You're so well spoken."
- "Have I done enough for you?"
- "What about Black-on-Black crime?"

- "What's up my brother?" (or any slang/expressions you wouldn't normally use)



Racism and Discrimination Resolution

The first order of business was to establish a Regional Resolution that eliminates acts of racism and racist behaviors.

Also, the resolution addresses the region's intentionality to have inclusion and operate in diversity.



- WHEREAS, the DELMARVA-DC Region acknowledges that racism and discrimination are a sin against mankind; and
- WHEREAS, Understanding that racism and discrimination are a divisive tool that malign individuals; and
- WHEREAS, Racism and discrimination have a demoralizing effect and encumbers spiritual development and ministry advancement; and

- WHEREAS, Every individual is created in the image of God and has its origin in Adam who is the Father of all mankind; and
- WHEREAS, All people need a saving relationship with God through Jesus Christ; and
- WHEREAS, We repent of any past racism and discrimination towards an individual or a group, and we pray for those who have not surrendered to the Word of God in this like manner; and

- WHEREAS, We affirm our intentionality to diversity. We will connect, appreciate, and seek to understand all ethnic groups.
- THEREFORE, BE IT RESOLVED, that we, the DELMARVA-DC Region will uphold publicly and privately social justice and equality. We oppose any form of racism and discrimination.

- BE IT FURTHER RESOLVED, the DELMARVA-DC Region meticulously seeks to be inclusive and to have a greater racial and ethnic representation within the boards, committees, programs, and services.



Our Position As the Church

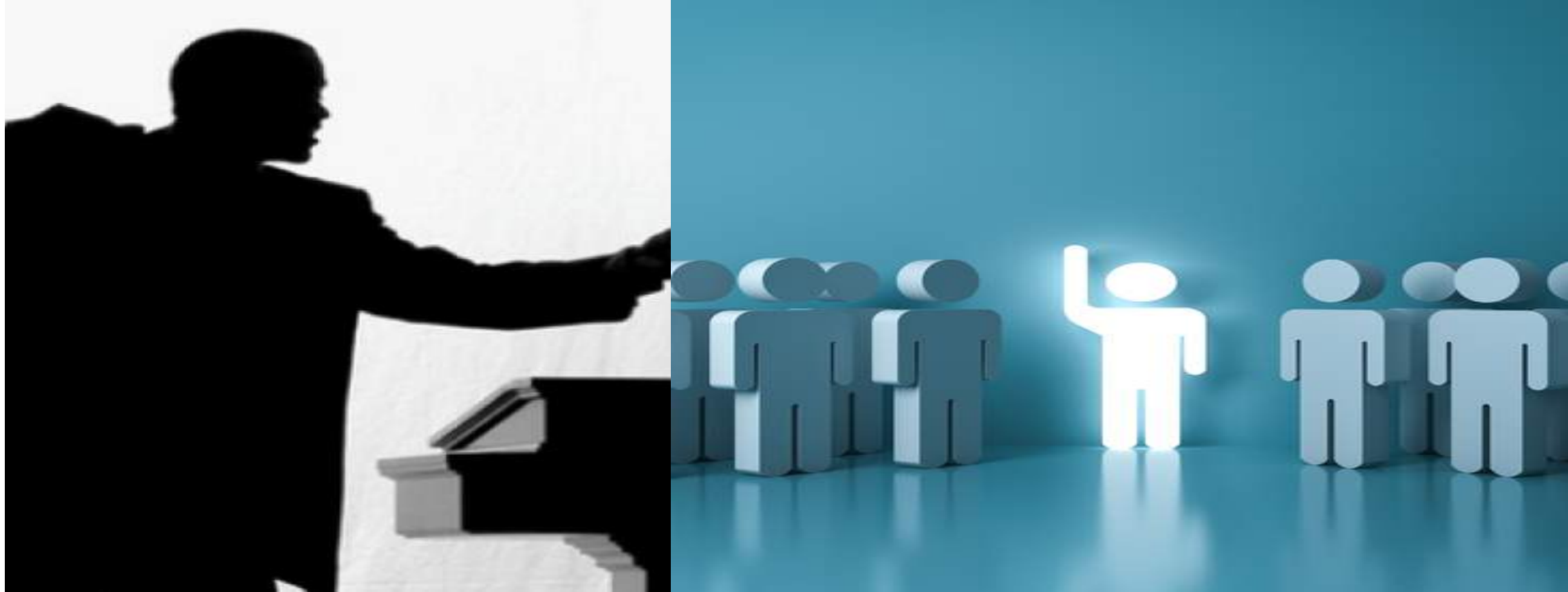
- By no means will this advisory council endeavor to tell pastors what they should say as it pertains to diversity inclusion and racism.
- We cannot desire a multi-cultural church and not be willing to deal with injustices that come with people of color.

- Many of our pastors have started the critical conversations. We do suggest that at a minimum, churches are having open dialogue as it pertains to this volatile climate.
- Also, pastors are providing a level of preaching and teaching on related topics to bring clarity and understanding in diversity, social justice, and racism.



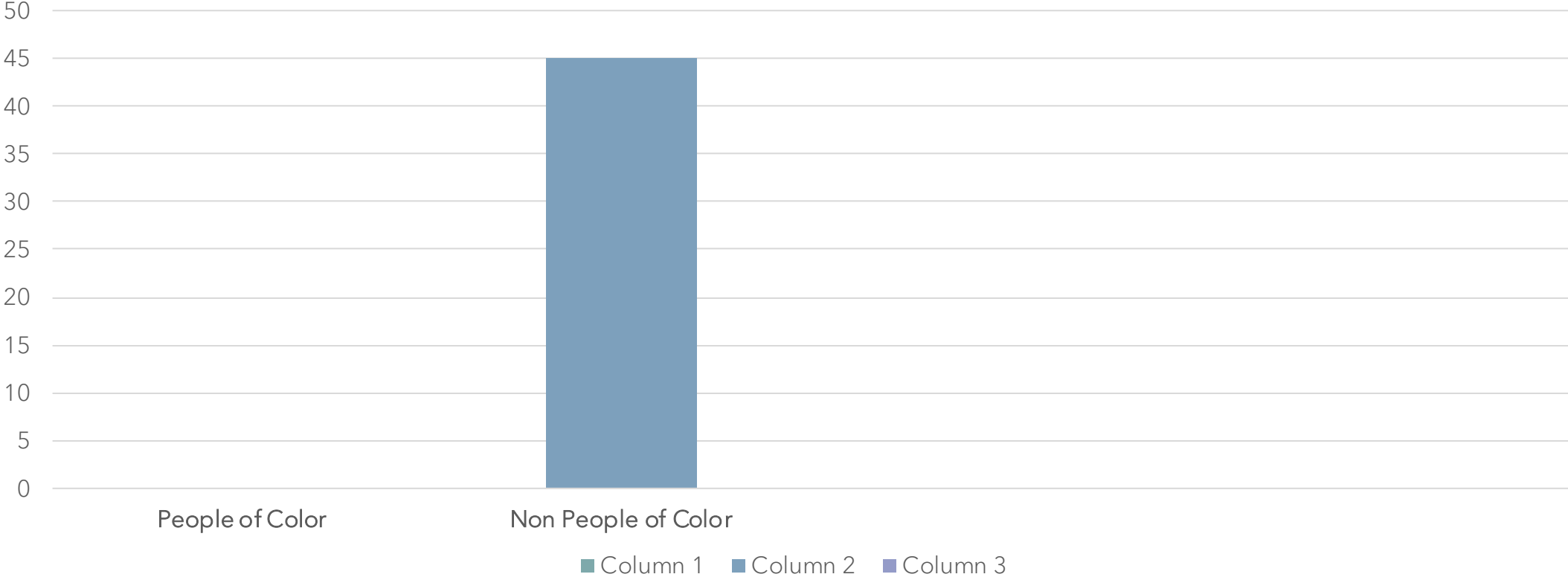
Our Position in the Community

- We need to have a presence outside of the Church's four walls as it relates to race relations and social justice.
- As a region, we should be involved in peaceful protest for the advancement of racial equality and elimination of police brutality.
- We can invite pastors to unite and pray at a specific locations within our communities.
- Additionally, the State Council led by the Holy Spirit may allot funds to support a Christian-based Civil Rights or Social Justice Organization.

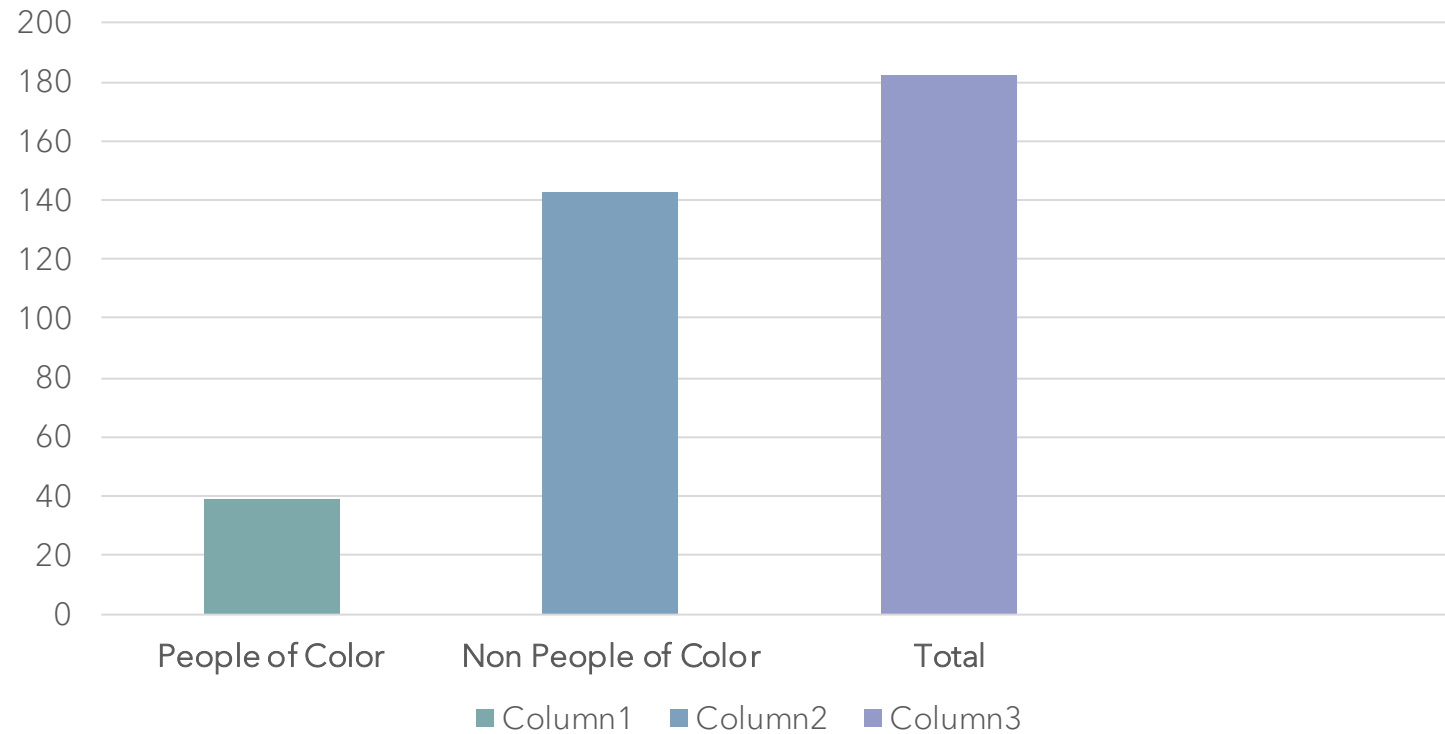


**LEADERSHIP
AND
PASTORAL
APPOINTMENTS**

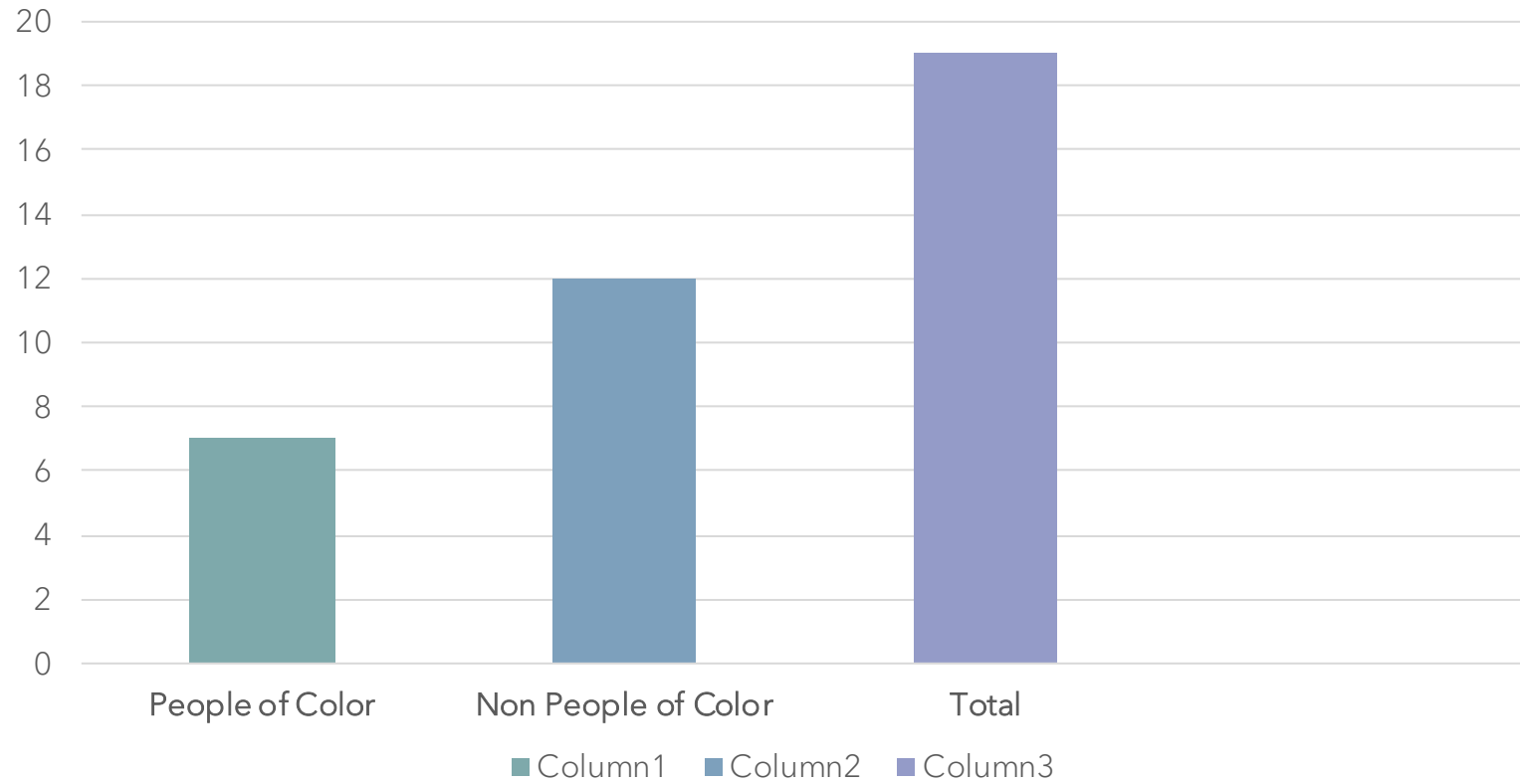
REGIONAL BISHOPS, YOUTH DIRECTORS, AND EVANGELISM DIRECTORS 0% HELD BY PEOPLE OF COLOR



APPOINTED POSITIONS 22% HELD BY PEOPLE OF COLOR

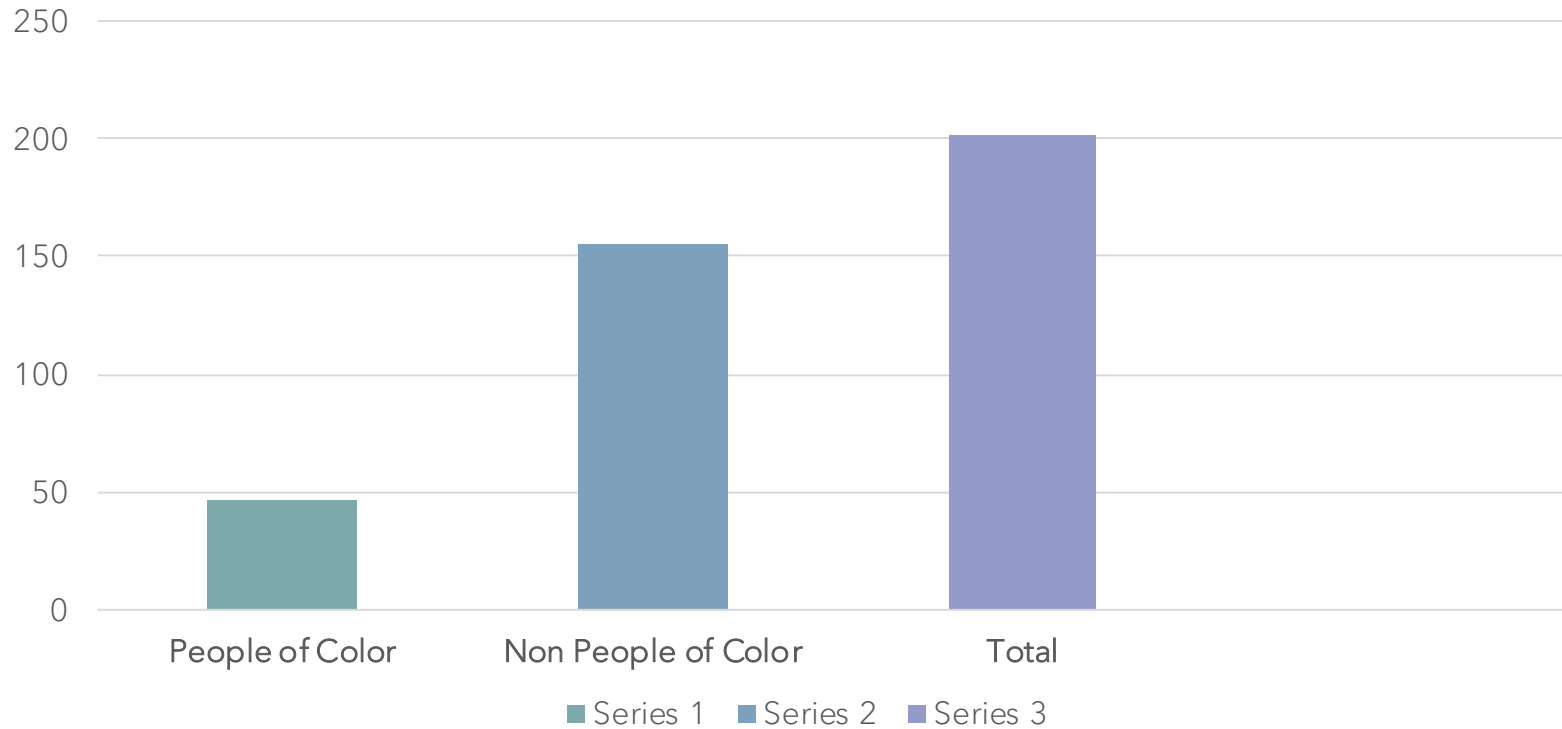


ELECTED POSITIONS 40% HELD BY PEOPLE OF COLOR



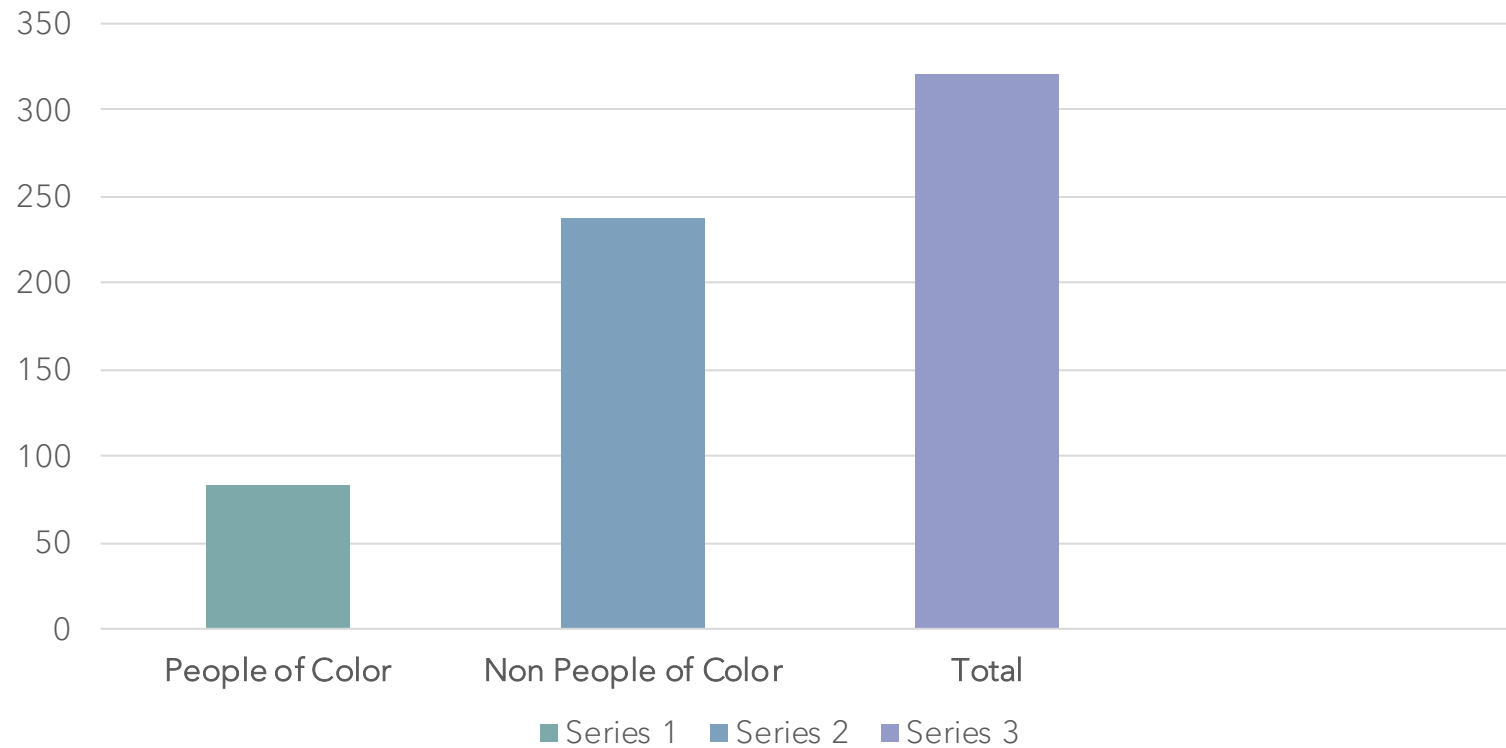
ELECTED/APPOINTED POSITIONS

27% HELD BY PEOPLE OF COLOR

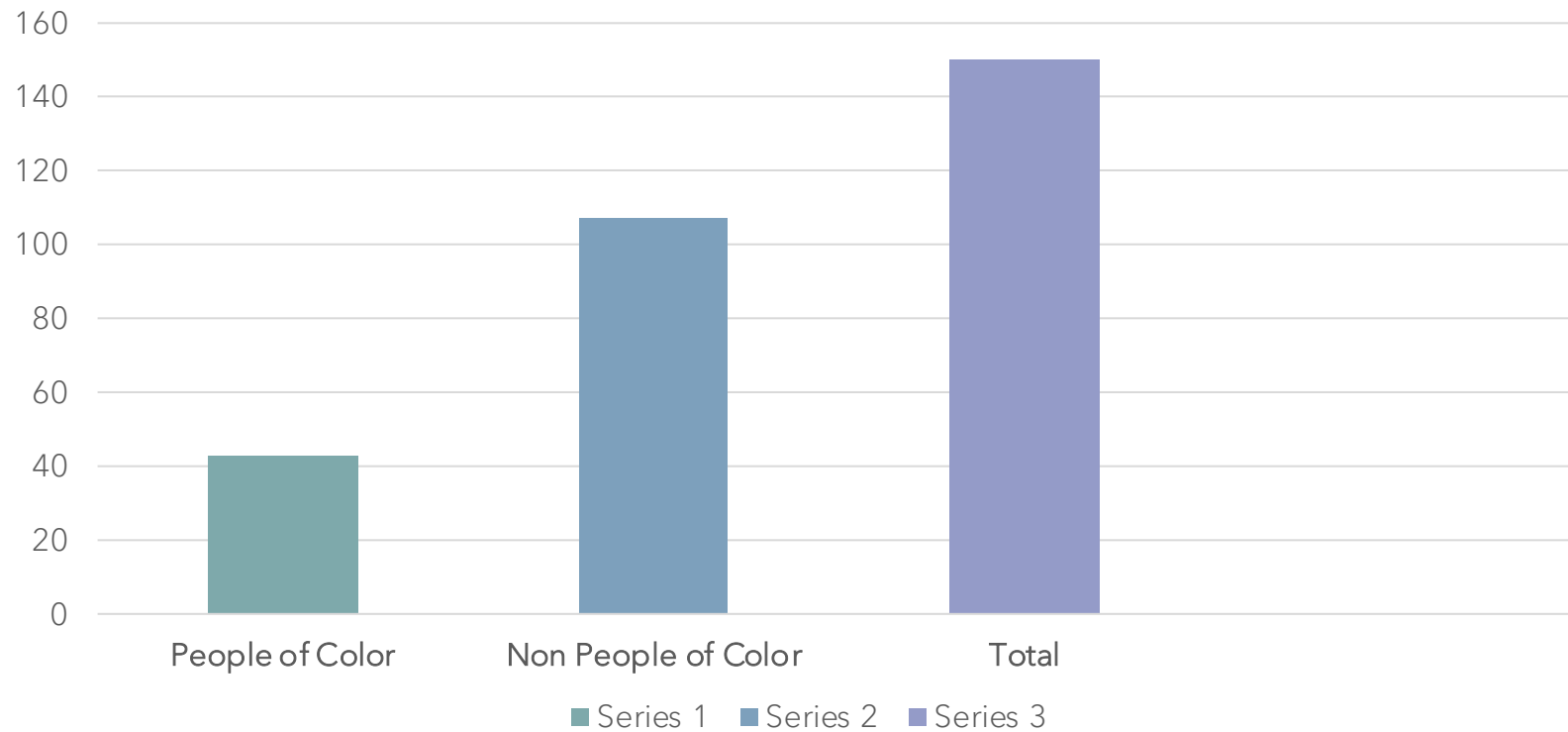


MINISTERS

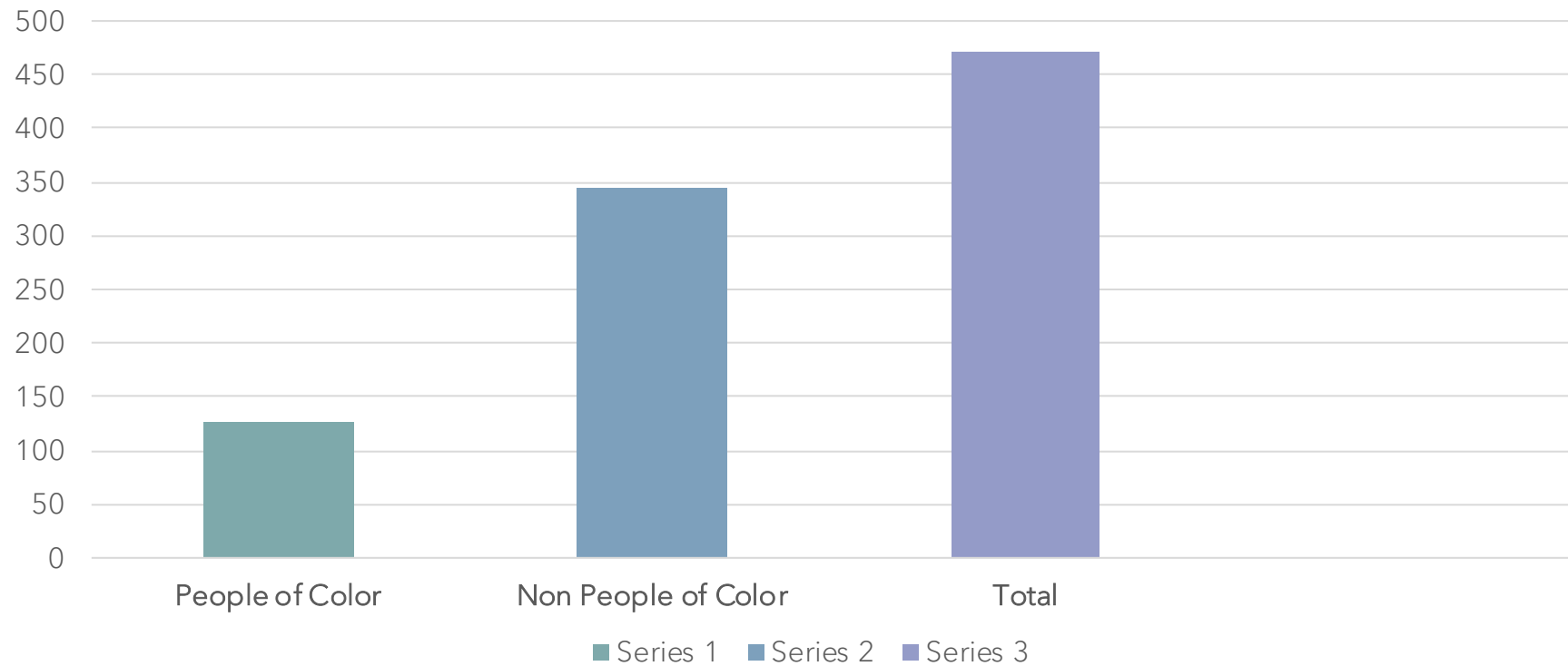
26% HELD BY PEOPLE OF COLOR



PASTORS 29% HELD BY PEOPLE OF COLOR



PASTORS/MINISTERS 27% HELD BY PEOPLE OF COLOR





THE PLAN

Develop a strategy to increase the percentage of the people of color in the Delmarva-DC Region.

- Creating an intentional plan to increase inclusion of individuals of color in appointments and leadership to at least 40% or higher within the next 2 to 4 years:
 - Pastors
 - Ministers
 - Appointments
 - Leadership

PROGRAMS & EVENTS

CAMP MEETINGS

AND

YOUTH CAMPS

**CELEBRATING
100 YEARS
OF
Pentecost**
CAMP MEETING 2019
JUNE 23-26 Sun. 6pm / Mon.-Wed. 10am & 7pm

SUNDAY PM
Bishop Stan
HOLDER
Administrative Bishop

MONDAY PM
Dr. Tim
HILL
Presiding Bishop

TUESDAY PM
Dr. Raymond
CULPEPPER
First Assistant
General Overseer

WEDNESDAY PM
Bishop Eric
PETREE
Lead Pastor
Citygate Church

AM SPEAKER
Dr. R. Lamar
VEST
Bible Teacher

**Curtis and
Charmaine
BRIDGEMAN**
Special Musical
Guests

**Brett & Heather
SEALS**
Youth and Discipleship

**Ty Parker and
Redemption Point
CHURCH CHOIR**
Special Musical
Guests

**William A.
REID**
USA Missions

**Stan & Teresa
HOLDER**
Administrative Bishop

Living Word International
16819 New Hampshire Avenue, Silver Spring, Maryland

www.cogdelmarvadc.com

- There must be an intentional representation of diversity in our region as it pertains to programs and events. Camp Meeting in the past has not represented the diversity that resides in our region. We must assess speakers, music, and the overall program.
- Youth Camp must be assessed (as well). In times past, there has been attempts to encourage more engaging activities and speakers that would attract people of color to attend, but to no avail, it has not been heeded.

THE PLAN FOR CAMP MEETINGS AND YOUTH CAMPS

- Speakers—to have at least one person of color
- Allow the entire Camp Meeting to represent the diverse cultures and not just have a “Multi-culture Night.”
- Music Committee—to represent the multi-ethnic groups in the region.
- Develop a plan to reach all the youth and not continue to follow the same templates.



MARKETING AND AWARENESS

- DELMARVA-DC Website Link
 - Identifying Racism is a Sin!
 - Scriptural Support
 - Resolution
 - Resources and Contact Information
- The Advisory Committee



- Changing the name from Race Relations Task Force to Diversity and Inclusion Advisory Council.
- To allow this council to be a standing committee for the region.
- Cultural Sensitivity Training to be included in the annual trainings.

DELMARVA-DC Region become the
template for other regions in
our denomination.