

## **RESOLUTION #4:**

**I. Type of Resolution:** Program Proposal

**II. Title & Author:**

Becoming Beloved Community: A Plan for Reparations

*Reconciliation Commission*

**III. Intent:** This resolution intends to establish a Reparations Task Force that will lead to reparations as part of our work and commitment to Becoming Beloved Community and following Jesus in the Way of Love.

**BE IT RESOLVED** that this 221st Convention of the Episcopal Diocese of New Hampshire affirms and pledges that the work of racial reparations is the work of the church and is an essential component of authentically living our faith and our baptismal vows.

**BE IT FURTHER RESOLVED** that the establishment of a Reparations Task Force comprised of representation from the Reconciliation Commission, Diocesan Council, Finance Committee, Standing Committee, Trustees and external organizations who are stakeholders in the work of racial justice be vested with the responsibility of creating a framework and plan for reparations that will be presented at the 222nd Convention of the Episcopal Diocese of New Hampshire.

**BE IT FURTHER RESOLVED** that this 221st Convention of the Episcopal Diocese of New Hampshire pledges to provide vital support in our communities and to fund a stipendiary position to gather stories, share the ongoing work of racial justice to the broader church, and coordinate the work of the Reparations Task Force.

**BE IT FURTHER RESOLVED** that the Episcopal Church of New Hampshire and our faith communities will continue in practicing the way of Becoming Beloved Community by fostering relationships and continue learning about their local histories as it pertains to racial justice and healing.

**BE IT FURTHER RESOLVED** that the Reconciliation Commission encourages congregations and organizations to submit grants for funding and support through the Commission's grant program.

**IV. Rationale:** This resolution understands reparations according to the Episcopal Diocese of Washington's (EDOW's) Working Definition of Reparations, "Reparations is the spiritual and material process to remember, restore, reconcile and make amends for historical and continuing wrongs against humanity that can never be singularly reducible to monetary terms, but must include a substantial investment and surrender of resources."

The Episcopal Church of New Hampshire through previous resolutions has committed to the work toward racial reconciliation, healing and justice guided by the long-term commitment to

Becoming Beloved Community. As a church we have affirmed the path of telling the truth about our churches and race, proclaiming the dream of Beloved Community, practicing Jesus' way of healing love, and repairing the breach in society and institutions.

The Episcopal Church of New Hampshire has fostered vital relationships with the Black Heritage Trail NH, the Cowasuck Band of the Pennacook-Abenaki, and others to share deliberately untold stories and have supported legislative efforts focused on justice and reconciliation as further evidence of our commitment to repairing the breach and practicing the way of love. At the 219th Diocesan Convention churches and episcopal schools committed to the study of racial justice that leads to reparations resulting in more than 80% of faith communities within the Episcopal Church of New Hampshire participating in programs like Sacred Ground, book studies, community conversations, and other studies on racial reconciliation.

Ongoing racial injustice continues to plague New Hampshire with disparities in access to economic opportunities, education, and healthcare and policing and prison continue to disproportionately impact non-white communities. Our baptismal vows call us, with God's help, to seek and serve Christ in all persons, loving our neighbor as ourselves and to strive for justice and peace among all people and respect the dignity of every human being knowing that this work can be challenging and yet joyful work of the church.

#### *A. Becoming Beloved Community*

The Episcopal Church's work toward racial reconciliation, healing and justice is guided by the long-term commitment to Becoming Beloved Community (<https://www.episcopalchurch.org/beloved-community/>). We organize our ministries around the four quadrants of the labyrinth. Each quadrant represents a commitment that is vital to lasting change within us, our churches, our communities and society at large:

1. Truth-telling: Telling the Truth about Our Churches and Race
2. Proclamation: Proclaiming the Dream of Beloved Community
3. Formation: Practicing Jesus' Way of Healing Love
4. Justice: Repairing the Breach in Society and Institutions

#### *B. Repudiation of the Doctrine of Discovery*

1. General Convention [Resolution D035](#) of 2009 renounced the doctrine;
2. urged dioceses to reflect their history and seek a greater understanding of indigenous peoples "within the geo-political boundaries claimed by the United States and other nation states located within The Episcopal Church's boundaries," and to support their efforts to have "their inherent sovereignty and fundamental human rights" respected;

#### *C. Information on ongoing injustice happening in NH today*

Statements heard at listening sessions held by the Governor’s Advisory Council on Diversity & Inclusion reported in their first report (<https://www.governor.nh.gov/sites/g/files/ehbemt336/files/documents/20180607-diversity-inclusion.htm.pdf>). For example “A number of participants stated that they do not feel that New Hampshire is a “welcoming” environment for all races, ethnicities, religions, and identities; specifically participants commented that the State fails to sufficiently acknowledge, accept, and celebrate identities and culturally significant events outside of the dominant culture.”

Statistics on health disparities and the cost of racism to society. A recent *Harvard Business Review* study puts the economic toll of racism against Black Americans alone at \$16 trillion (<https://www.hsph.harvard.edu/event/the-high-cost-of-racism-inequality-the-economy-and-public-health/>).

In the words of Rev. Canon Stephanie Spellers, “The truth will not destroy us. Reparations will not destroy us. The only thing the truth destroys is narratives and structures built on lies, none of which should have stood in the first place. Reparations attempts to right the wrongs and resets that balance, so that all might flourish in body, mind, and spirit” (Forward in Rev. Peter Jarrett-Schell, *Reparations: A Plan for Churches*).

## **V. Plan of Action:**

1. The Reparations Task Force will be seated by December 2023 with representation from the Reconciliation Commission, Diocesan Council, Finance Committee, Standing Committee, Trustees and external organizations who are stakeholders in the work of racial justice that will work to develop a comprehensive plan and framework for reparations that will be presented as a resolution at the 222nd Convention of the Episcopal Diocese of New Hampshire in 2024.
2. Part-time stipendiary coordinator identified and seated to work alongside the Task Force chair and begin the planning, coordination, and administration of the Task Force and the research and learning that contributes to the development of the Reparations Resolution.
3. \$56,500 in funds that will provide stipendiary support to coordinate the Task Force and assist in expenses of the Task Force.

## **VI. Projection of Cost: \$56,500**

### **A. Stipendiary part-time coordinator position: \$40,000**

1. Coordinate and develop through the Reparations Task Force the Reparations Resolution for 222nd Convention and work with the chair of the Task Force to organize meetings and research for the Task Force. Gather stories from parishes about the anti-racism work they have done, and any reparations work they have done or are planning to do.

2. Coordinate listening conversations on reparations with convocations and stakeholders.
3. Develop a comprehensive report on the research gathered, anti-racism and reparations work of parishes, and reflections from the listening conversations with convocations and stakeholders.

**B. Travel expenses: \$4,000**

1. For all listening conversations throughout the diocese
2. For research and learning to locations throughout the United States that are already engaged in the work of reparations

**C. Resources materials: \$2,500**

1. Laptop, printing, and other materials needed for the Reparations Task Force

**D. Education resource: \$10,000**

1. Training for 20 individuals who are called to develop skillsets on listening and become listening facilitators through The Institute for Healing of Memories <https://healingmemoriesna.org/>
2. Travel expenses for training facilitators
3. Other expenses attributed to training opportunity and program

**VII. Accountability:** The Reparations Task Force will report monthly updates to reconciliation commission, diocesan council, and others. The Task Force will also submit a formal report for the 222nd Diocesan Convention and will present a resolution for reparations for that Convention.

**VIII. Supporters:** Reconciliation Commission