

Baltimore-Washington Conference Report on NEJ Call to Action for Racial Justice 2019

(to be submitted on January 6, 2020)

Describe your Annual Conference's overall strategic approach to the CTA in 50 words or less

The Baltimore-Washington Conference (BWC) approach to the NEJ Call to Action (CTA) :

1. *Is rooted in building relationships and creating a culture that allows all persons and cultures to feel safe in having needed conversations and confronting racism.*
 2. *Embeds cultural competency and anti-bias work throughout BWC's existing networks, trainings and gatherings;*
 3. *Engages and uplifts grassroots action;*
 4. *Invites faith communities to engage in conversations and experiences that help them take the next faithful step toward becoming racial justice change agents;*
 5. *Optimizes existing opportunities to include training and conversations;*
 6. *Incorporates better assessment and accountability into our systems; and*
 7. *Builds a Racial Justice Infrastructure*
- so that racism is dismantled and multiculturalism enabled.*

Briefly describe what difference are you seeking to make and how will you know you are making progress? (no more than 2 sentences): We believe that every church leader--lay and clergy--has the power and potential to create racially just and equitable environments which include our Annual Conference, disciples in the church and people in our mission fields. We will see more persons and congregations -- across lines of perceived difference -- united to love in dismantling hierarchies of human value.

What follows is a report of BWC's strategic approach, goal, measurement, results and next steps for the areas of the CTA that are the responsibility of the Annual Conference.

(Note: The numbers below refer to the numbers from the Call to Action document voted on at Jurisdictional Conference. Some items from the CTA are not listed below. Number 2 is a COB task is thus not appropriate for individual AC reports. Number 3 is included in 1. Number 7 is this report. Number 8 is mentioned in the instructions and clarifies that strategic plans are due in 2020. Number 9 is both within and beyond the AC.)

1. To confront y/our racism and affirm that Black lives and all lives of color really do matter. Including District Superintendents and AC staff. We seek to inspire participation in personal and interpersonal transformation through encountering leaders who model that Black lives and all lives of color really do matter and an invitation for people to engage with this in ways that respect the fact that we all enter this work in different places.

1	2	3	4	5
Acts with no knowledge of biases and prejudice's and their negative impact.	Aware of biases and prejudices, but continues negative behaviors and reinforces stereotypes.	Tolerates unjust behavior in others and plays it safe.	Acts as a role model, takes action when appropriate, and addresses others' behaviors when necessary.	Always on the lookout for prejudice and sees it everywhere.

- **2020 Goal:** 2020 persons are on a pathway to naming and addressing racism when they witness it and working toward being at least a level-4 change agent. (see graphic above)

- **Measurement:** Number of and progress on CTA covenant commitments and improving IDI scores.
- **Results to date:** 750 covenant commitments with more than a quarter continuing to take deeper action.
- **Next Steps:**
 - Continued Episcopal letters written to call out egregious racism when it happens.
 - Require all clergy to be engaged in this work and holding the cabinet responsible for it.
 - Establish a Conference Anti-Racism Response Team similar to the Conference Disaster Emergency Response Team to organize a response to acts of racism.
 - Convene Regional Racial Justice Gatherings to dialogue and plan on regional race matters
 - Establish a mechanism for consistently and effectively sharing information with local congregations to enable their participation in the covenant; include methods of communication about congregational activities and what resources and support are needed.

4. To initiate ongoing internal and external conversations on white privilege, white supremacy, racism and oppression, including internalized oppression on every district, sub-district and within each local church. We seek to build bridges that take personal and interpersonal transformation experiences to the street and begin impacting institutional and cultural practices so that environments of radical hospitality for all are felt and contextualized solutions that promote racial equity in the church, wider community and the region are created.

- **2020 Goal:** Each local church reports on its progress as related to the CTA and reports on its internal and external conversations annually at church/charge conference.
- **Measurement:** data from church conference forms
- **Results to date:** Out of 542 pastoral reports received, 192 have demonstrated commitment to and work toward Call to Action goals.
- **Next steps:**
 - Continued resourcing of local churches to have these conversations through a variety of resources, including GCORR's *Vital Conversations* series, and an annual reCALL Summit where we learn, check in and hold one another accountable.
 - Work with GBCS, GCORR and the SPACES project to learn from our Beloved Community pilot project and multiply it (partnered with other organizations).
 - Sharing the stories of life change with an encouragement to engage the NEJ Call to Action
 - Identify teaching congregations who can partner with those who have not engaged the CTA to help them get there
 - Establish an accountability program for clergy across racial lines.
 - Ensure that racial justice work is included in our understanding of discipleship making and church vitality.

5. To initiate training and transformative conversation in areas of racism, white privilege, white supremacy and racial equity for the District Superintendents, AC staff and lay leadership including VIM, ACLL, YACs and CCYMs.

We seek to develop culturally agile leaders throughout the many layers and levels of the BWC who are able to authentically engage in multicultural ministry and who name and address racism when they witness it and who exemplify behaviors of a level-4 change agent.

- **2020 Goal:** The onboarding and development of leaders and clergy consistently includes the Intercultural Development Inventory (IDI) and core competencies.
- **Measurement:** Percentage of leaders who improve their IDI score in a 2-3 year period.
- **Results to date:** Cabinet, staff (including retreat and camping staff), Board of Ordained Ministry have all taken the IDI, engaged in a one day workshop and have been debriefed. Intercultural Proficiency goals are a part of all Executive Staff performance reviews, including the cabinet.
- **Next Steps:**

- a. All Conference Leaders have taken the IDI and basic intercultural proficiency training by Fall 2020
- b. Continue to create a system and pool of trainers to support Intercultural Proficiency
- c. Require IDI development work for pastors and Board of Ordained Ministry candidates.**
- d. Conversations convened with Young Adults and Student Leadership Cohort**

Northeastern Jurisdiction Call to Action Goals

We reported the following data in support of the NEJ goals listed in the CTA (shown in bold below).

GOAL 1: Those areas with a significant demographic of people from African descent should reflect a proportional number of Black leaders, both lay and clergy at Annual Conference.

While the BWC has proportional leadership, we recognize that we need to create a culture of multiethnic hospitality that celebrates the rich diversity and gifts that that such diversity brings.

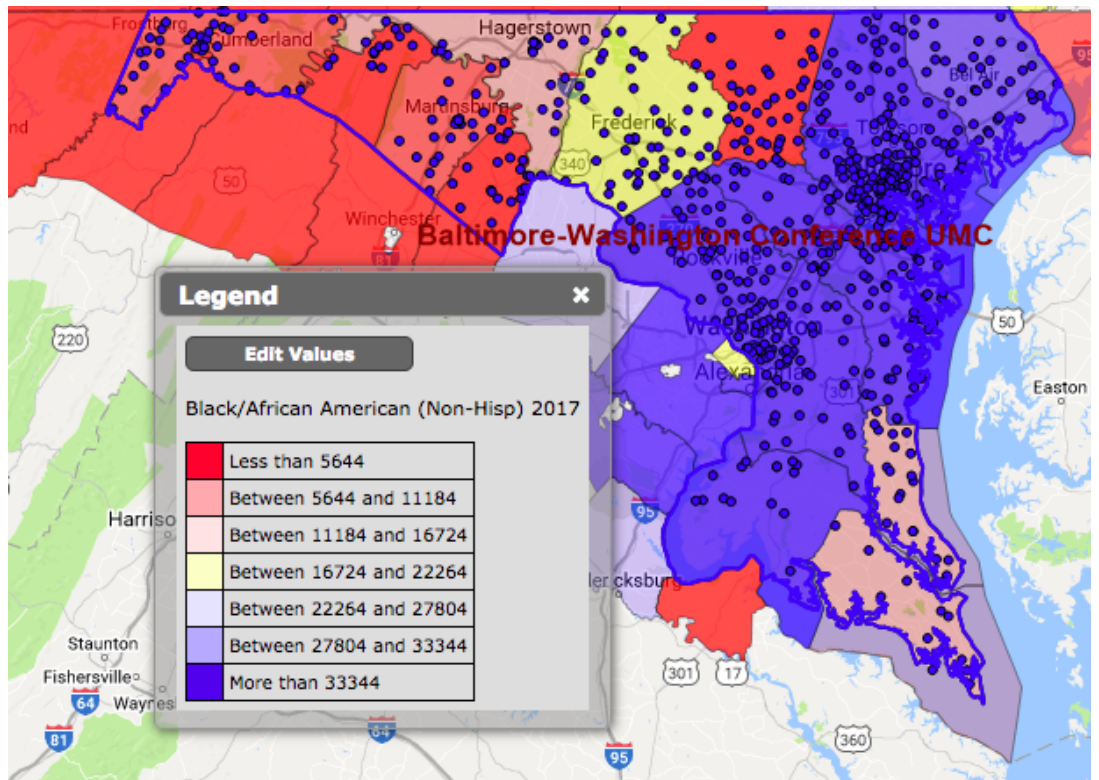
	Mission Field 2017		Members 2016		Clergy		Leaders	
Asian (Non-Hisp)	367,891	6%	2,045	1%	41	4%	13	5%
Black/African American (Non-Hisp)	2,005,399	31%	29,541	20%	289	26%	92	36%
White (Non-Hisp)	3,299,844	51%	112,123	77%	753	68%	142	55%
Hispanic or Latino	556,722	9%	680	0%	16	1%	6	2%
Pac Is/Am Ind/Oth (Non-Hisp)	178,341	3%	1,065	1%	10	1%	3	1%
Totals:	6,408,197		145,454		1109		256	1

Note on data: Ethnic data was available for 68% of Conference Committee members. However, most members with ethnic data are clergy so figures above may not accurately represent Laity ethnicity.

GOAL 2: Establish at least one new faith community (multiple strategies) of African descent focused on engaging black children, youth and young adults (If you are in an AC, which has a ten-mile radius with a Black population of 30,000 or more.)

The Baltimore-Washington Conference started a new faith expression (The Well) in the Fall of 2017 that is engaging black young adults (and others) in Washington, DC. Our new Director of New Faith Expressions is engaged in exploring further opportunities in conjunction with relevant DSs.

This map and chart on the following page shows a county view of the population of Black/African American persons. This data is generated by using both Experian and Census data. The table shows the 5 counties with the most number of Black/African American persons.



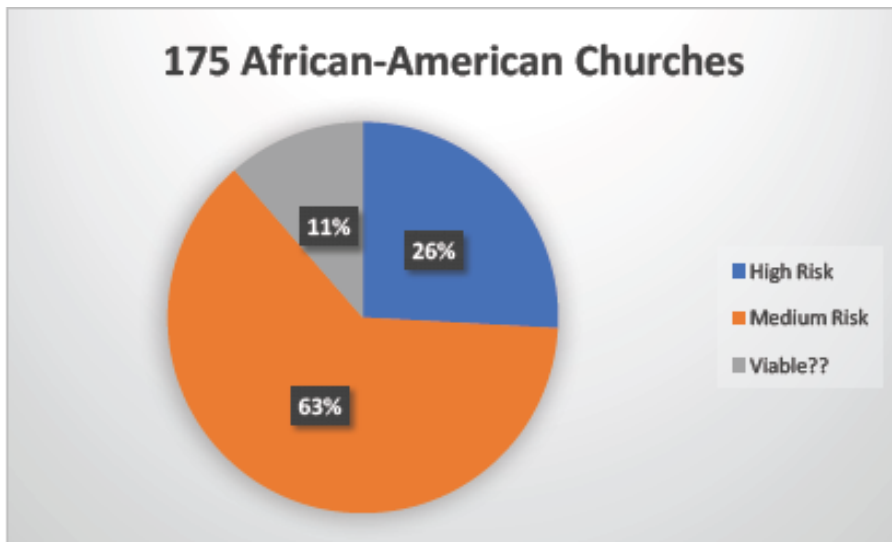
CensusCounties	Scan Variable (P)	Variable %	Index	2017 Pop	2022 Pop	Pop Change	% Pop Change	No. Of Chs	Pop Per Church	Church Presence
Prince George's	572,357	63.40	373.10	902,851	922,823	19,972	2.20	37	24,401	Low
Baltimore	379,351	61.90	364.20	612,995	620,975	7,980	1.30	45	13,622	Low
District of Columbia	337,476	48.90	288	689,604	714,357	24,753	3.60	29	23,779	Low
Baltimore	214,317	25.90	152.50	827,422	845,001	17,579	2.10	89	9,297	Average

While haven't yet done the 10 mile radius work, even at a macro-view there are three to four counties where further investigation is warranted due to the large population, projected increase and low United Methodist Church presence. Note: the church presence does not take into account the size of the church, just the presence of a church property within the county.

GOAL 3: Increase the number of viable and sustainable Black churches and ministries in the NEJ

Our SBC21 Team has been repurposed to be focused on this goal area.

Our conference's strategic approach to congregational vitality strategy includes the notion that all leaders need to be interculturally proficient. We seek to include increasing the number of viable and sustainable faith communities that are black, Hispanic-Latino, Korean and Multiethnic.



High Risk: Any church with at least 5 of the 10 risk factors OR any arrearage for Pension/Medical.

Medium Risk: Any church with 3 or 4 of the 10 risk factors. Note: 39 of the 59 high risk churches can be removed from the list if they care for

Viable??: Any church with 0 of the 10 risk factors. We understand that the absence of risk factors is not the equivalent of vitality and – depending on one’s definition – some churches with High or Medium Risk Factors might, indeed, be successfully multiplying disciples for the

transformation of the world.

The 10 Risk Factors are:

1. Sept 2016 Pension/Medical is in Arrearage
2. 2016 Apportion Payments < 75%
3. Average Worship Attendance (AWA) < 50
4. 6yr AWA Decline > 25%
5. Professions of Faith < 2.0 per 100 Attendees
6. Debt > \$7K per Attendee
7. Debt > \$4K per Attendee and AWA < 100
8. Operating Expenses > \$1,500 per Attendee
9. Pastor Compensation > \$1,000 per Attendee
10. Income < Operating Expense + Pastor Comp

GOAL 4: Study the impact of structural and institutional racism on Black people in the NEJ, in particular:

- a. Closing of Black churches
- b. The impact of the ordination process on the number of black persons interested in ordained ministry.

While we await the jurisdictional study, we are actively working to ensure the BOOM process is equitable for all and equips potential leaders for relationship and ministry in an increasingly diverse world. We are also working to collect important data and make it public so that people understand where we are with regards to equity matters impacted by decades of structural and institutional racism.

GOAL 5: Encourage UM related seminaries in the NEJ to intentionally recruit and offer resources to more students of color, to offer an Urban Ministries track that is contextual to the Black Lives Matter movement and to initiate training for faculty in the areas of racism, white privilege and white supremacy.

We have a rich relationship with Wesley Theological Seminary and have laity and clergy who serve on the staff and/or work with the seminary in various capacities. For example, we a.) serve on the Board of Governors (on Education, Campaign Steering Committee, Curriculum Selection, Recruitment and Retention, African American Black Church Studies Certificate Development and Support); b. support and/or accompany and/or plan Immersion Trips designed to explore the intersections of faith, theology, history and culture of African Americans and people of the diaspora (Selma, Gullah Trip, West Africa); and c.) educate students in the Black Church Experience through Practice in Ministry and Missions Field Education, Institute for Community Engagement, Urban Fellows Program and the Lewis Center for Leadership Excellence. We have partnered with Wesley in a variety of ways to work toward this goal.

The BWC has been blessed by an incredible assortment of leaders and groups that are providing leadership for our efforts to respond to the NEJ CTA.

A. A Steering Committee formulated the initial approach and meets as needed to coordinate progress across the breadth of the Call to Action:

- Episcopal Leader: Bishop Easterling
- Conference Lay Leader: Delores Martin
- Asst. to the Bishop: Tony Love
- Heads of Delegation: Terri Rae Chattin and Delores Martin
- CTA Authors: Joe Daniels and Lillian Smith
- NEJ Vision Table Reps: Edgardo Rivera and Christie Latona
- Discipleship Council Chair or Designee: Jessica Hayden
- BOOM Chair or Designee: Tony Hunt
- Dean of the Cabinet: Rebecca Iannicelli
- Executive Minister of Justice and Service: Stacey Cole Wilson
- Director of New Faith Expressions: Bill Brown
- Director of Leader and Congregational Development: Rodney Smothers
- Director Retreat and Camping Ministries, Chris Schliekert
- Director Communication: Melissa Lauber
- Director of Connectional Ministries: Christie Latona
- Racial Justice Team/CCORR Chair: Moorosi Mokuena
- SBC21 Chair or Designee: Tim West
- BMCR Chair or Designee: Valerie Barnes
- Hispanic/Latino Ministries Chair or Designee: Giovanni Arroyo
- Young Adult: Monica Raines
- GCORR Rep: Giovanni Arroyo

B. The Discipleship Council is responsible for oversight of the Call to Action and receives reports from the Steering Committee.

C. We have 140 people who are engaged in building the Racial Justice infrastructure that is focused on securing grassroots action.

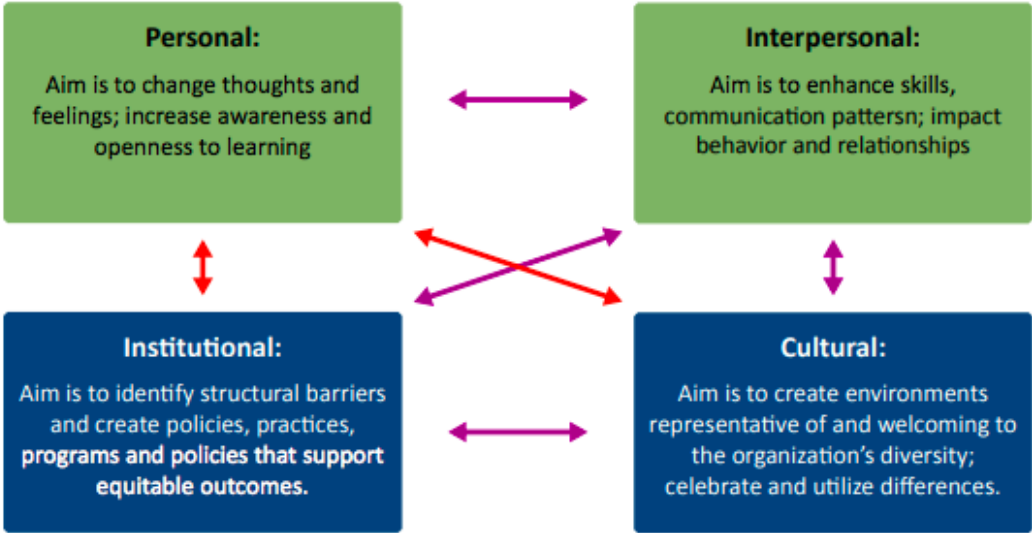
D. We have 14 people who are qualified administrators of the IDI and that team includes ecumenical partners. We have an additional 20 people who are uniquely qualified to walk alongside cross-cultural, cross-racial appointment.

E. Self-organized conversations, projects, advocacy and action work

F. Conference-Wide opportunities to go deeper through the ReCall Summit, devotional materials (including the Who Are We? curriculum), and grassroots organizing.

We have reallocated a part of our Connectional Ministries budget toward the work outlined in the Call to Action for Racial Justice and are in the process of identifying community partners for this work that bring resources with them. Additionally, we are pursuing grants as emerging initiatives arise across these four interactive areas of systemic change.

Focus of Change Strategies



Addendum to the Baltimore-Washington Conference Report on Progress Made Toward the NEJ Call to Action

Bishop Easterling Leads the Charge

What follows is a timeline of highlights and doesn't fully describe the embodied leadership we find at the Baltimore-Washington Conference. In spite of the personal racism and sexism that Bishop Easterling continues to experience and the discomfort calling out racism creates in some congregations and leaders, Bishop continues to lead us fairly and faithfully. Additionally, many pastors have reported their support of her Episcopal statements and some serving in more conservative churches have seen some shifting of attitudes.

- **September 20, 2016:** Episcopal statement on the shooting of Keith Lamont Scott in Charlotte, North Carolina, provoking violent protests in the city. <http://www.bwcumc.org/news-and-views/statement-from-bishop-latreille-easterling-sept-20-2016/>
- **January 19, 2017:** Bishop Easterling speaks at American University for Martin Luther King Day. <http://www.bwcumc.org/news-and-views/bishop-easterling-brings-prophetic-voice-to-american-university/>
- **April 5, 2017:** Participated in the Rally to End Racism. <http://www.bwcumc.org/news-and-views/united-methodists-rally-to-end-racism/>
- **May 23, 2017:** Episcopal statement on stabbing of an African American student at University of Maryland. <http://www.bwcumc.org/news-and-views/statement-from-bishop-latreille-easterling-may-23-2017/>
- **August 12, 2017:** Episcopal statement on Charlottesville. <http://www.bwcumc.org/news-and-views/statement-from-bishop-latreille-easterling-august-12-2017/>
- **January 11, 2018:** Episcopal statement on reported remarks of President Trump. <http://www.bwcumc.org/news-and-views/bishop-latreille-easterlings-statement-on-the-reported-remarks-of-president-trump/>
- **June 21, 2018:** Bishop Easterling directed staff to create a rally of love to overwhelm and overshadow those driven by hate. In her email, she stated:

As I understand it, a rally is being planned for Washington, DC on August, 12, the anniversary of the alt-right rally in Charlottesville, VA last year. It is always my belief that everyone has the right to invoke their rights under the Constitution. The right to peaceful assembly is contained within the First Amendment of our Constitution, and when it is limited for some, it is limited for all. I have no interest in attempting to prevent persons from assembling; rather, I believe we should plan a rally of Love, Peace, and Justice that is so well attended, we will make their rally look insignificant.

This approach was used in Boston when they attempted to hold a rally their not long after the Charlottesville rally. The meager number who appeared for the alt-right rally was completely overwhelmed by the large number of persons who attended the rally for love and justice.

- **August 12, 2018:** United to Love Rally -- <https://www.unitedtolove.org/>
 - Bishop Easterling directed all District Superintendents to organize people to worship and participate in the rally on the mall.
 - Opening sermon, “Created by God, United to Love,” by Bishop LaTrelle Miller Easterling at the United to Love Rally. It is in the process of being transformed into an evergreen resource to be available this Lent.
<https://www.youtube.com/watch?v=a68KnOysRnI&t=120s>
 - Articles:
 - United Methodists rally to end racism: <http://www.bwcumc.org/news-and-views/united-methodists-rally-to-end-racism/>
 - United to Love Rally: <http://www.bwcumc.org/news-and-views/united-methodists-unite-to-love/>
- **February 2019:** Created to Love Devotional Resource developed from sermons preached at the United to Love Rally and at ReCall Summit
- **March 15, 2019:** Pastoral Letter After Christchurch Tragedy -- <https://www.bwcumc.org/news-and-views/pastoral-letter-after-christchurch-tragedy/>
- **July 30, 2019:** BWC Leaders Affirm Baltimore -- <https://www.bwcumc.org/news-and-views/bwc-leaders-affirm-baltimore/>
- **October 2019:** Released part 1 of a three part a curriculum entitled “Who Are We? A Journey from Head to Heart.” The curriculum includes a commitment to multiculturalism and naming racism. Particularly:
 - ***Our Unfinished Business: What Really Happened in 1968?***
<https://www.bwcumc.org/resources/who-are-we/our-unfinished-business-what-really-happened-in-1968/> *When the Evangelical United Brethren (EUB) and Methodist churches united 50 years ago, the EUB leaders insisted on an integrated denomination. But many questions of race and justice remained unresolved. As the church considers its response to homosexuality, how does racism shape the conversation? How must the church and its people redefine or reinvent themselves so that we can stand united in Christ? How is the church “forever beginning?”*
 - ***Hope Born Out of History: Telling the Whole Truth*** (to be released soon) *Too often we allow ourselves to be lulled into thinking that we are living in a post-racial world, where racism doesn’t shape our culture and our lives. Too often, we ignore the evils of racism, preferring instead to dwell in partial truths and spiritual platitudes. This tendency causes us to tame the calls to action from prophets like Martin Luther King, Jr., and Dietrich Bonhoeffer. How is the church today being called to deep transformation? How do we combat the remnants of the sin of segregation? In the BWC, we can learn from many examples.*

Bishop Easterling has prioritized advocacy and action (we now have an Executive Minister of Justice and Service) and the Annual Conference **has approved** a streamlined organizational structure. Both of these enable the Baltimore-Washington Conference to pursue the NEJ Call to Action in more focused and powerful ways. She is actively involved in the work of expanding our Intercultural Proficiency at every

layer of the Annual Conference. Under Bishop Easterling’s spirit-led leadership, we are boldly moving forward on the plan as outlined in our NEJ report that includes:

- training all staff—including Executive Team, Cabinet, Retreat and Camping Ministry—potential trainers and BOOM in 2019 and all conference leaders in 2020. All persons trained take the Intercultural Development Inventory. Key leaders create a development plan so that we intentionally develop intercultural proficiency;
- holding her direct reports accountable on their own intercultural competency development through the formal performance review process; and
- ensuring that congregations understand that racial justice work is included in our understanding of discipleship making and church vitality; for a church to meet the definition of a vital congregation, the BWC will require them to be engaged in this work.

Broad Strategies that Inform Our Work

These are the broad strategies we are employing to accomplish the NEJ Call to Action items and goals. The positions in parentheses are steering committee members responsible working with the appropriate persons/bodies to accomplish the goal/task.

- 1. Rooted in building relationships and creating a culture that allows all persons and cultures to feel safe in having needed conversations and confronting racism.**
 - a. Intercultural Development Inventory (IDI) assessment and training allows us to engage people where they are and help them take their next faithful step in developing their cultural proficiency. We are in the process of identifying persons who will be certified to deliver this inventory and train people and congregations toward increased proficiency.
 - b. Beloved Community Hubs creates intentional space for perspective taking, relationship building, anti-bias awareness and racial healing.
 - c. United to Love movement to ground people in our identity in Christ and creating a culture of love not hate.
 - d. reCall Summit is an annual time of coming together for accountability, intensive learning and conversation. We are in the process of identifying needed connection points for persons who have not yet engaged with this work.
 - e. Annual Civil Rights immersion trips.
- 2. Intentionally embed cultural competency and anti-bias work throughout BWC’s existing networks and gatherings** beginning with:
 - a. Bishop, Cabinet and staff
 - b. BOOM
 - c. Clergy
 - d. Lay Persons in Conference or District Leadership Roles
 - e. Retreat and Camping Ministries
 - f. And incorporate Intercultural Development Inventory assessment of readiness for congregations and pastors prior to cross-cultural appointment making.

3. **Uplift what is happening at the grassroots level through collecting and sharing the stories of life-change using sharable multimedia with an encouragement to join the covenant** (Director of Communications)
4. **Invite congregations to engage in conversations and experiences that help them take the next step toward becoming racial justice change agents;**
 - a. Call to Action Covenant (Racial Justice Team/CCORR)
 - b. Leadership Days (Dean of the Cabinet or designee)
 - c. Charge/Church Conferences (Dean of the Cabinet or designee)
 - d. Annual Conference (Assistant to the Bishop)
 - e. reCall Summit (Assistant to the Bishop)
 - f. Our Conference Commission on Religion and Race (CCORR) has provided copies of the *Vital Conversations Series 1: Realities of Race and Racism*, produced by the UMC [General Commission on Religion and Race \(GCORR\)](#), for all BWC congregations/clergy which can be used as a basis for congregational conversations.
5. **Optimize existing opportunities to include training and conversations** (that address white privilege, white supremacy, racism and oppression, including internalized oppression, racial equity, right leaders, and appropriate process) so that all conference leaders confront y/our racism and affirm that while all lives matter in God's eyes, in the current cultural and social context of this country, Black lives and all live of Color really do matter (CTA items 1, 3 and 4)
 - a. Onboarding Staff and Agency Leaders (HR and DCM)
 - b. RIM (Executive Minister of Call and Clergy Care)
 - c. Cross-Cultural Appointment Making (Dean of the Cabinet and Executive Minister of Justice and Service)
 - d. RCM Summer Staff Training (Director of Retreat and Camping Ministry)
 - e. reCall Summit (Assistant to the Bishop)
 - f. Annual Conference (Assistant to the Bishop)
 - g. Leadership Days (Dean of the Cabinet or designee)
 - h. Lay Servant Academies (Director of Lay Servant Ministry)
 - i. District Clergy Gatherings (Dean of the Cabinet)
 - j. Days Apart
 - k. Order of Elders, Deacon, and Local Pastors
 - l. Eight Year Assessment process
 - m. Web-based Resources (Director of Connectional Ministries and Director of Communications)
 - n. Rallies, advocacy and action work as needed (Executive Minister of Justice and Service)
6. **Incorporate better accountability into our systems.** (CTA Goal 4)
 - a. BOOM (ordination process)
 - b. Staff
 - c. Cabinet (appointment making)
 - d. Retreat and Camping Ministry
 - e. Unified Funding Task Force
 - f. Office of Leader and Congregational Development (closing of churches and starting of new churches)

Resources for Local Churches

A one-stop shop page was created to inform and equip people to engage with the NEJ Call to action for Racial Justice <http://www.bwcumc.org/resources/call-to-action-on-racial-justice/>. Highlights include:

- **Jericho Road Lenten Devotional 2017** was developed to honor 50th Anniversary of Rev. Dr. Martin Luther King's assassination, to help prepare the group that participated in the Memphis pilgrimage and served as a means of engaging the wider annual conference in scriptural study through the lens of King's sermons and other resources. <http://www.bwcumc.org/the-jericho-road-devotional/>
- Excerpts from our Social Principles (*Book of Discipline 2016*) root this work in our identify as United Methodists. <http://www.bwcumc.org/the-call-to-action-and-our-social-principles/>
- Using the Call to Action in your life and local church: <http://www.bwcumc.org/news-and-views/using-the-call-to-action-in-your-life-and-church/>
- Beloved Community Toolkit (which is being used by our Episcopal Brothers and Sisters as well): http://78455c2ccb400d517780-dac10a94c714bbb9d8050040bb216432.r90.cf2.rackcdn.com/uploaded/b/0e7990135_1540616301_beloved-community-tool-kit-18-g.pdf
- Vital Conversations resource: <http://www.bwcumc.org/vital-conversations-resources-for-creating-racial-equity/>
- Church should be a sanctuary for having difficult conversations: <http://www.bwcumc.org/news-and-views/church-should-be-a-sanctuary-for-difficult-conversations/>
- MLK's four key principles of prophetic witness for church leaders: <http://www.bwcumc.org/news-and-views/martin-luther-king-jrs-4-key-principles-of-prophetic-witness/>

Conference-Wide Learning Events

- Laity Session explores discipleship and Call to Action: <http://www.bwcumc.org/news-and-views/laity-explore-discipleship-and-call-to-action/>
- ReCall Summit: <http://www.bwcumc.org/events/recall-summit/>
 - ReCall Summit 2017: <http://www.bwcumc.org/news-and-views/ums-address-racism-issues-at-recall-summit/>
 - ReCall Summit 2018: <http://www.bwcumc.org/news-and-views/recall-summit-fights-racism/>
 - ReCall Summit 2019: <https://www.bwcumc.org/resources/recall-summit-30/>

Commentaries

- Rev. Donna Claycomb Sokoll: <http://www.bwcumc.org/news-and-views/commentary-will-you-join-in-fighting-racism/>
- Pastor Helen Fleming: <http://www.bwcumc.org/news-and-views/straight-talk-on-racism/>

- John Gauthier: <http://www.bwcumc.org/news-and-views/june-12-is-not-just-another-day-to-me/>
- Rev. Marlon Tilghman: <http://www.bwcumc.org/news-and-views/a-prayer-for-justice-and-shalom/>
- Valerie Boyer: <http://www.bwcumc.org/news-and-views/a-highway-to-hope/>