St. Hugh of Lincoln Episcopal Church

Antiracism Vision, Mission, Mandate, and Charter

Approved 09/20/2023 Updated xx/xx/xx

St. Hugh of Lincoln Antiracism Vision

St. Hugh of Lincoln Episcopal Church aspires to create a beloved community in the United States of America, based on the love of Christ, where . . .

● the humanity of all persons of all races is recognized, honored, and celebrated.

● power is shared in our common life.

● the abundance of resources in the United States of America is accessible to all.

● our systems and institutions respond to the needs of people of color as fully as they do to those of white people.

St. Hugh's Antiracism Work Mission

As members of St. Hugh's Episcopal Church, the antiracism team will guide and support our church in working to achieve our church's vision of beloved community.

St. Hugh's Antiracism Team Mandate

By the authority of St. Hugh's Episcopal Church Vestry, the antiracism team is charged with guiding our church to fulfill our antiracism vision by carrying out our mission.

Our theological framework:

The St. Hugh's antiracism initiative responds to the injunction of Christ to create a more just world that reflects the love that God shows toward all humanity.

Scripture reminds us:

"There is no longer Jew or Greek, there is no longer slave or free, there is no longer male and female; for all of you are one in Christ Jesus." Galatians 3:28

And Jesus teaches us:

"Love your neighbor as yourself." Matthew 22:39

We promise in our Baptismal Covenant: With God's help we will "strive for justice and peace among all people and respect the dignity of every human being." These Baptismal promises are the foundation for "Becoming Beloved Community," the Episcopal Church's commitment and plan for long-term antiracism and racial-reconciliation.

Our St. Hugh's accountability structure

● The antiracism team's authority to effect our mission goals derives from the St. Hugh's congregation, vestry, and rector's all working in collaboration.

● The antiracism team reports its activities to the vestry and undertakes major initiatives with vestry approval and support.

● Vestry members support and participate in the church's antiracism work in multiple ways, including all members' completing a recommended training within their first year on the vestry.

● In addition, the vestry supports our mission by funding a specific antiracism budget line item each year.

St Hugh's Antiracism Team Charter

St. Hugh's antiracism team defines racism as the following:

Racism = Race Prejudice + Misuse of Power by Systems and Institutions

1. 1. The team engages a circle model of shared leadership to operate its meetings. Team members volunteer to take turns serving as the meeting host, scribe or guardian at meetings throughout the year. Members are encouraged to take a turn at each role at least once during the year.

2. Team convener/s is selected each fall and serves a one year term beginning at the annual meeting. Team convener/s works with the host for each meeting to plan the agenda and coordinates with the team to get work done between meetings to accomplish the team's annual goals..

3. Team members commit to participating in the antiracism team from the annual meeting (fourth Sunday in January) to the following annual meeting.

4. Each fall the team convener/s consult with existing team members to learn whether they are interested in continuing to participate in the team for another year.

5. It is highly recommended for new team members to take a recommended training within 12 months of joining the team. After one year on the team, it is expected for existing team members to continue their antiracism education.

6. There are no term limits. (Terms of office for group members and convener/s might be considered.)

7. With the goal of increasing membership by February, the antiracism team is promoted, and it recruits new members at each annual meeting.

8. The antiracism team welcomes new people to participate in antiracism work and events throughout the year on an ongoing basis. Some projects require specific training and time commitments.

9. At least one member of the vestry serves as a liaison between the vestry and the antiracism team.

10. Decisions are made through discussion and consensus.

11. Conflict is addressed through reflection, discussion, and prayer.

12. A participant in the group's work who is disruptive or in conflict with the direction of the team may be asked to step aside after conversation with the co-chairs and the rector.

13. Minutes of meetings are taken, and an annual report of team activities is presented to the vestry and the congregation in January.

14. Each fall the antiracism team submits a budget request for the antiracism line item to the vestry for the following calendar year's budget.

15. The antiracism team collaborates with the Diocesan Antiracism Commission on St. Hugh's program and outreach.

16. The team aspires to attain a critical mass of parish members who claim an antiracist identity.

17. This charter is reviewed each fall for possible modifications.