

## General Convention of The Episcopal Church 2022 Archives' Research Report

**Resolution No.:** 2022-D006  
**Title:** Resolution Establishing Equity in The Awarding of TEC Grants  
**Proposer:** Ms. Linda Watson-Lorde  
**Topic:** Racism, Reconciliation

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### Directly Related: (Attached)

2018-A015 Direct Interim Bodies to Undergo Anti-Racism Training  
2018-A044 Set Essential Components of Anti-Racism or Racial Reconciliation Training  
2018-A045 Reaffirm and Report on Anti-Racism Training  
2018-D002 Request Funding for Racial Reconciliation Initiatives  
2015-A182 Address Systemic Racial Injustice  
2003-A010 Continue Anti-Racism Program  
2000-B049 Require Anti-Racism Training

### Indirectly Related: (Available in the [Acts of Convention](#) database, searchable by resolution number)

2018-A043 Revise Mandate for Executive Council Committee on Anti-Racism  
2018-B008 Cooperate with Stewardship Study of Faith Communities of Color  
2015-C019 Work for Racial Justice and Reconciliation  
2012-A127 Recommit to Anti-Racism Work  
2003-A137 Continue Support for Grant and Gift Recipient Reporting Process  
2003-D025 Continue Efforts to End Racism  
2000-A047 Extend Anti-Racism Commitment for Another Nine Years

*In preparing this report, the Archives researched the resolutions in the Acts of Convention database for the period 1973 through 2018, selecting “direct” resolutions that have a substantive bearing on the proposed legislation. The “direct” resolutions are attached and “indirect” resolutions are available in the Acts of Convention database. Committee members who require other research assistance should contact the Archives through the [Research Request Form](#) or call 800-525-9329.*

# D006 - Resolution Establishing Equity in The Awarding of TEC Grants

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**Final Status:** Not Yet Finalized

**Proposed by:** Ms. Linda Watson-Lorde

**Endorsed by:** Ms. Krisita Jackson, Mr. Joe McDaniel

**Requests New Interim Body:** No

**Amends C&C or Rules of Order:** No

**Has Budget Implications:** No

**Cost:**

**HiA:** HD

**Legislative Committee Currently Assigned:** 09 - Racial Justice & Reconciliation

**Completion Status:** Incomplete

**Latest House Action:** N/A

**Supporting Documents:** No

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## Resolution Text

*Resolved*, the House of \_\_\_\_\_ concurring,

That the 80th General Convention of The Episcopal Church direct that 25% percent of the grants that are annually awarded by The Episcopal Church be set aside and awarded to congregations or organizations that are predominately made up of people of color; and be it further

*Resolved*, that all TEC Grants shall be communicated in a timely manner and through an appropriate medium to ensure that grant availability, criteria, and timelines reach the appropriate audiences; and be it further

*Resolved*, that all grant reviewers shall have taken TEC's anti-racism training; and be it further

*Resolved*, that grant criteria that may create hardships for congregations that are struggling financially or who lack partners be eliminated; and be it further

*Resolved*, that grant-writing resources and other relevant expertise be made available when requested by a potential grant applicant; and be it further

*Resolved*, that each office of TEC which makes such annual grants shall report to each successive General Convention on its progress in the effectuation of this resolution's purposes, specifically a report detailing a breakdown of the dollar amounts of grants

awarded to congregations or organizations of color versus those awarded to majority congregations or organization shall be provided.

## **Explanation**

The Episcopal Church annually awards nearly \$10 Million in grants and scholarships from budgetary lines and from trusts that it manages. Included among these are Beloved Community Grants, Block Grants, Constable Grants, Conan Fund Grants, Educational Enterprise Grants, Evangelism Grants, Jubilee Ministry Grants, to name a few. Yet few of these awards are made to congregations or organizations that are controlled by people of color. For example, during the first round of funding for The Beloved Community Grants, while \$350,000 was the total dollar amount awarded, only \$24,000 was awarded to an organization controlled by people of color. This amount represents just 7.0% of the total dollar awarded.

Accordingly, pursuant to the gospel of reconciliation and commitment to have a just and humane society dictates that the TEC can do better in ensuring that all organizations begin playing on a level field.

This level field can be achieved if the availability of such grants is communicated in a timely manner and through an appropriate medium to ensure that grant availability, criteria, and timelines reach the appropriate audiences.

Additionally, to counter any implicit biases on the part of the grant reviewers, all grant reviewers shall have taken TEC's anti-racism training.

Furthermore, grant criteria that may create hardships for congregations who are struggling financially or who lack partners be eliminated. For example, such struggling congregations may not have additional funding sources and partners. Yet, the lack of these factors may count against the scoring of their grant application.

Lastly, many struggling African American Churches do not have resources to assist them in putting together a grant application. Therefore, grant-writing resources and other relevant expertise should be made available when requested by a potential grant applicant.



**Resolution Number:** 2018-A015  
**Title:** Direct Interim Bodies to Undergo Anti-Racism Training  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, That the 79th General Convention affirm that the “mission of the Church is to restore all people to unity with God and each other in Christ” (BCP 855, Catechism). And that the work of The Jesus Movement is articulated in the pursuit of the reconciliation of humanity in the pursuit of Racial Reconciliation; and be it further*

*Resolved, That the General Convention acknowledge the work of the Church happening in Interim Bodies is done by groups of Episcopal neighbors, initially strangers to one another, under time and budget constraints and that, as Interim Bodies work, opportunities abound for conscious and unconscious bias to manifest itself and can take the form of oppression and aggression counter to the work of the Body and the Gospel; and be it further*

*Resolved, That the 79th General Convention require the constituted Interim Bodies of the 2019-2021 triennium to include an Anti-Racism/Diversity/Bias Awareness component at their initial meetings and that the cost of such trainings be folded into the budget for each Interim Body.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Austin, 2018* (New York: General Convention, 2018), p. 689.



**Resolution Number:** 2018-A044  
**Title:** Set Essential Components of Anti-Racism or Racial Reconciliation Training  
**Legislative Action Taken:** Concurred as Substituted  
**Final Text:**

*Resolved, That the 79th General Convention recognizes that widely different criteria have been used across the Church to determine if the completion of anti-racism training required in Title III and resolution 2000-B049 has been satisfied; and be it further*  
*Resolved, that The Episcopal Church recognizes that in order to maintain a common theological framework in our commitment to dismantle the sin of racism that these specific components are essential to include in any Episcopal Anti-racism or Racial Reconciliation training:*

- 1) Liturgy, preferably a celebration of Eucharist when possible or other corporate worship, grounding the work in scripture and spiritual formation  
(Proclaiming the Dream of Beloved Community)
- 2) An Historical Component—including but not limited to (and, as appropriate to the context where the training is offered): The Episcopal Church's role in slavery, its history with segregation and discrimination of people of color, the Doctrine of Discovery, The Episcopal Church's role in taking indigenous children from their families through our participation in the boarding school system, and the Church's responses to racism through the years.  
(Telling the Truth about the Church and Race)
- 3) An Information or Didactic Component—including, but not limited to: the Baptismal Covenant, power, class, race, racism, internalized racial privilege, internalized racial oppression, implicit racial bias, intercultural awareness and communication, becoming co-conspirators in dismantling racism, and envisioning racial reconciliation.  
(Repairing the Breach)
- 4) Engagement—including, but not limited to: establishing respectful communication guidelines, discussion, Bible Study, and other activities as indicated to accomplish learning objectives for these components.  
(Practicing the Way of Love);

And be it further

*Resolved, that the Executive Council Committee on Anti-Racism continue to collect and develop, in collaboration with the staff, Christian Formation professionals, and The Absalom Jones Episcopal Center for Racial Healing, resources and best practices for dismantling racism that can be shared online to aide in the consistent fulfillment of the requirement for anti-racism training for lay and ordained leaders across the Church.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Austin, 2018* (New York: General Convention, 2018), p. 668.



**Resolution Number:** 2018-A045  
**Title:** Reaffirm and Report on Anti-Racism Training  
**Legislative Action Taken:** Concurred as Substituted  
**Final Text:**

*Resolved, That we acknowledge that not all dioceses have followed the spirit of the anti-racism training required in Title III or General Convention Resolution 2000-B049 regarding training of all ordained persons and lay leadership; and be it further*

*Resolved, That we acknowledge that the work of dismantling racism is an essential part of spiritual formation; and be it further*

*Resolved, That the 79th General Convention re-affirms the necessity and importance of anti-racism training for the lay and ordained leadership of The Episcopal Church, including all ordained persons, professional staff, and those elected or appointed to committees, commissions, agencies, task forces, and boards; and be it further*

*Resolved, That the Executive Council Committee on Anti-Racism and The Episcopal Church staff, The Absalom Jones Episcopal Center for Racial Healing and Christian Formation professionals be encouraged to work together to continue to expand the resources available for trainings that can be adapted to different contexts and that address the multiplicity and intersectionality of oppressions that exist in society, and maintain online a recommended list of curricula and programs as they are developed, that could be used for anti-racism training and for training facilitators; and be it further*

*Resolved, That the lay and ordained leadership of The Episcopal Church are also expected to engage in ongoing spiritual formation and education focused on racial healing, justice, and reconciliation as part of our Church's commitment to Becoming Beloved Community; and be it further*

*Resolved, That each committee, commission, agency, task force, and board, and each province and diocese maintain a register of those who have participated in training, and annually report to the Executive Council through the Executive Council Committee on Anti-Racism by January 1 each year, how many people have participated in training and what other Becoming Beloved Community formation opportunities have been offered and that the Council report on this information to future General Conventions until such time as the Executive Council Committee on Anti-Racism or its succeeding body determines it is no longer necessary.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Austin, 2018* (New York: General Convention, 2018), p. 669.



**Resolution Number:** 2018-D002  
**Title:** Request Funding for Racial Reconciliation Initiatives  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, That the General Convention request that the Joint Standing Committee on Program, Budget and Finance allocate \$5.0 million for the triennium for the implementation of additional work of organizing our efforts to respond to racial injustice and grow a Beloved Community of healers, justice makers and reconcilers for the implementation of this resolution; and be it further*

*Resolved, That such monies shall be utilized exclusively to make grants to agencies and dioceses and other affiliated entities of The Episcopal Church for the establishment of such programmatic activities aimed at addressing the issue of Racial Reconciliation. Such activities may include, but not be limited to, speaker series, sacred conversations, Racial Reconciliation Workshops, and other activities that promote the purposes of this resolution; and be it further*

*Resolved, That this General Convention directs, consistent with established policies and procedures, that the Executive Council be charged with the establishment of all criteria, and procedures associated with the awarding of such grants, and that such criteria and procedures be established as soon as practical, after the conclusion of this 79th General Convention such Committee or Office that Executive Council shall designate with implementation of the grants shall have published the criteria and be ready to accept applications submitted for such grants, and that the entities receiving such grants shall report back to the Committee or Office that Executive Council shall have designated on the usage of its grant, and that the Executive Council shall report back to the General Convention in 2021 on the usage of the \$5.0 million allocation.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Austin, 2018* (New York: General Convention, 2018), p. 465.



**Resolution Number:** 2015-A182  
**Title:** Address Systemic Racial Injustice  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, That the 78th General Convention of the Episcopal Church recognize that many Episcopalians find it challenging to understand or know how to respond to 21st century systemic racial injustices that still occur in multiple contexts including but not limited to education; employment; housing; health care; banking; voting rights; immigration; policing, courts, and prisons, etc.; and be it further*

*Resolved, That the 78th General Convention affirms that the Gospel, our Baptismal Covenant, and our Marks of Mission call individuals, churches, dioceses, provinces, and the wider Church to find more effective and productive ways to respond to racial injustice as we love our neighbors as ourselves, respect the dignity of every human being, and transform unjust structures of society; and be it further*

*Resolved, That the 78th General Convention declare that “not knowing” and “not having the eyes to see and ears to hear” are serious obstacles to transforming unjust structures and therefore direct the Church at every level for this triennium to commit to increase the use of study, education, research, anti-racism training, liturgies, and Christian formation instruction that specifically address systemic racial injustice; and be it further*

*Resolved, That the 78th General Convention urge the Church at every level to increase the number of dialogues about systemic racial injustice it has with local, state and national bodies within the public and private spheres and that these dialogues be used to identify, examine, and offer correctives to policies and practices within and among these bodies that result in systemic racial disparities and injustices; and be it further*

*Resolved, That the 78th General Convention urge dioceses and congregations to create vehicles for listening to diverse neighbors and developing reconciling relationships; such options might include (a) listening campaigns in local communities, (b) partnerships with churches and organizations comprised predominately of a different race or culture (especially those targeted by oppression), (c) neighborhood prayer walks, (d) storytelling and speak-out events designed to facilitate truth-telling, healing and action, (e) and others with which leaders throughout the Church are familiar; and be it further*

*Resolved, That the 78th General Convention encourage Justice and Advocacy Ministries to partner with other church offices and organizations as appropriate to host, resource, and moderate an ongoing online forum for Episcopalians dedicated to the ministry of racial justice and reconciliation, with spaces dedicated to sharing about local and diocesan efforts and resources; and be it further*

*Resolved, That the 78th General Convention encourage Justice and Advocacy Ministries to partner with Youth Ministries to commission a gospel-centered, Internet-integrated, action-oriented, anti-racism youth ministry curriculum for congregations throughout The Episcopal Church, including those not in the United States, to be provided in English, Spanish and Haitian Creole; and be it further*

*Resolved, That the Standing Commission on Liturgy and Music produce and post online a set of prayers for racial reconciliation and justice, suitable for inclusion in the Prayers of the People; and be it further*



*Resolved, That the 78th General Convention urge the Executive Council to conduct its own internal audit to assess to what extent, if at all, racial disparities and systemic racial injustices exist within the Church (including but not limited to clergy salaries and deployment); and be it further*

*Resolved, That the 78th General Convention request that the Executive Council report back to the 79th General Convention on the results of the internal audit; what concrete steps it and the wider Church took to address systemic racial injustice in the wider culture; and how effective those steps were.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Salt Lake City, 2015* (New York: General Convention, 2015), pp. 438-439.



**Resolution Number:** 2003-A010  
**Title:** Continue Anti-Racism Program  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, That The Episcopal Church reaffirm its historic commitment to eradicate racial injustice in the Church and in secular society, and that the Executive Council continue the anti-racism program with appropriate staffing and budget, as approved by the 73rd General Convention (A047) and recommend the National Dialogues on Anti-Racism methodology; and be it further*

*Resolved, That the emerging provincial network of anti-racism trainers be recognized as an important resource, and its utilization commended to the several provinces, dioceses, and affiliated organizations of the Church; and be it further*

*Resolved, That the 74th General Convention extend its appreciation to the organizers and participants of the anti-racism hearings and call upon the anti-racism committee (Anti-Racism Advisory Committee of the Executive Council and the Office of Social Justice) to implement a program that responds to the issues raised at the hearings, as appropriate; and be it further*

*Resolved, That all persons seeking election or appointment to the several standing commissions, other committees of Executive Council, related boards and auxiliary organizations must have had anti-racism training required by the 73rd General Convention (B049) or agree to have this training within a year of their appointment; and be it further*

*Resolved, That the Office of Peace and Justice be commended for its "Stop the Hate" Campaign, and be encouraged to develop similar programs that address the issues of racial profiling and other abuses of the criminal justice system that have emerged in this post 9/11 environment; and be it further*

*Resolved, That the Anti-Racism Committee of Executive Council be directed to prepare a report for the other standing committees and commissions of the Church that inform them of the several issues emerging from the anti-racism hearings, and specify what actions each might take to ameliorate the impact of racism in their area of concern.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Minneapolis, 2003* (New York: General Convention, 2004), p. 173f.



**Resolution Number:** 2000-B049  
**Title:** Require Anti-Racism Training  
**Legislative Action Taken:** Concurred as Substituted  
**Final Text:**

*Resolved, That beginning on September 1, 2000 the lay and ordained leadership of the Episcopal Church, including all ordained persons, professional staff, and those elected or appointed to positions of leadership on committees, commissions, agencies, and boards be required to take anti-racism training and receive certification of such training; and be it further*

*Resolved, That the Executive Council select and authorize appropriate programs that will be used at the national level; that each province select and authorize appropriate programs that will be used at the provincial level; and that each diocese select and authorize appropriate programs that will be used at the diocesan and parochial levels, each province and diocese to determine those lay and clergy leaders who are to take the training; and be it further*

*Resolved, That the Standing Commission on National Concerns continues to develop a list of such appropriate resources; and be it further*

*Resolved, That each national committee, commission, agency, and board, and each province and diocese maintain a register of those who are trainers and those who have been trained, and forward this information to the Executive Council by January 1, 2003, and every two years thereafter, and the Council report on this information to the 74th and 75th General Conventions.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Denver, 2000* (New York: General Convention, 2001), p. 603.