

CCC ANTI-RACISM AUDIT REPORTS

Alliances and Community Relationships

Sources for AC1, AC5, AC6 and AC7 - Audit committee members based upon personal memory spanning at least three decades.

AC1 - With whom are you allied in the struggle for social justice? Consider all of the areas in which we act for justice.

AC5 - What is the nature of the relationship?

AC6 - How are these relationships manifested?

AC7 - Are the relationships supported within your church/board?

F.C. SHARP Program (Student Help Academic Resource Program) - Provides tutoring and other support for high school students on temporary suspension from Montgomery Blair High School and others who have fallen behind in their academic work due to illness, family problems and other difficulties.

**Covers the following justice areas: Education, peacemaking, juvenile justice, social, racial
Nature and manifestation of relationship: Financial aid, volunteer tutors and mentors, CCC members on board of directors.**

Support from CCC: Founding member, financial aid, including through Board for Social Witness, volunteers. Support within the congregation is limited to a small group of individuals.

Rebuilding Together - National program (formerly Christmas in April) that provides house upgrades and maintenance through volunteers for elderly and/or disabled homeowners, with the goal of permitting individuals and families to remain in their own homes.

**Covers the following justice areas: Housing, social, safety
Nature and manifestation of relationship: Yearly organization and implementation of repairs to assigned houses. Recently undertaken in partnership with First Baptist Church of Silver Spring. CCC supplies at least thirty volunteers, including senior high youth. Project takes two Saturdays in April. Also involves an ambassador who works directly with the benefiting homeowner, plus persons who supply breakfast and lunch for the volunteer crew.**

Support from CCC: Financial aid for building materials and food for volunteers through a line-item in the annual budget administered by the Board for Social Witness. The Board also recruits volunteers, receives house assignment, coordinates with First Baptist, and sees that the repairs are supervised by experienced volunteers.

Support within the congregation is broad and multi-generational.

This is a favorite activity of many members and many of the youth.

Shepherd's Table - Program housed at Progress Place in Silver Spring that provides nightly dinners for homeless and other persons in need.

**Covers the following justice areas: Health, social, economic/meals
Nature and manifestation of relationship: Responsible for providing sufficient volunteer services one evening a month to help prepare and serve meals to 100 or more individuals. In the past CCC volunteers have also assisted with the clothes closet.**

Support from CCC: A founding congregation. Board for Social Witness responsible for volunteer recruitment and organization on assigned

evening. Yearly financial contribution from discretionary budget. Upon request have also provided toiletries, paper products and other items, especially through youth group projects. Support within the congregation has been diminishing of late as older volunteers have ceased to participate and fewer younger ones have joined. The Board is in the midst of a concerted effort to increase participation.

Community Ministry of Montgomery County - An interfaith ministry of 129 congregations in Montgomery County, MD that provides services to the poorest citizens of the county and that advocates on their behalf before legislative bodies and with executive offices. CMMC is now, inter alia, the manager of two programs that started as independent organizations for which CCC leadership was important at their creations, namely the Interfaith Housing Coalition and Silver Spring Community Vision.

Covers the following justice areas: Health, housing, economics, racial equity, social and political advocacy, education

Nature and manifestation of relationship: CCC is an institutional member with representation on the CMMC advisory board.

Support from CCC: Yearly financial contribution from discretionary budget supplemented in certain years with portions of special offerings.

Volunteer representative on advisory board. Recently CMMC absorbed the Interfaith Housing Coalition and Silver Spring Community Vision, both of which have been supported by CCC in the past. Community Vision operates Progress Place, the center for the homeless in Silver Spring that clergy and lay members from CCC were instrumental in developing and that houses Shepherd's Table. The Interfaith Housing Coalition has, over the years acquired a number of housing units and works with families selected to occupy the units in order to assure their growing independence. The Board for Social Action oversees relationship. The congregation as a whole is not as aware of this organization as it is of others and thus support is positive but not deep. However, not much is expected of individual members, unlike the situation with Rebuilding Together or Shepherd's Table.

Shaw Community Ministry - A project of the Potomac Association, UCC, designed to provide ministerial and social services to residents of Lincoln-Westmoreland Housing and their neighbors in the Shaw area of the District of Columbia.

Covers the following justice areas: Education/job training, economics, racial equity, peace-making, healthcare, pastoral care

Nature and manifestation of relationship: CCC represented on the board of directors since the ministry's inception. Financial and in-kind contributions from congregation as a whole and from individual members.

Support from CCC: Yearly financial contribution from discretionary budget.

Volunteer representation on board of directors. Contributions from individual CCC members for Thanksgiving baskets, Christmas presents and camperships. Invitation to executive director to preach at CCC.

Board for Social Witness oversees relationship. Support within the congregation over the years has been very good with regard to responses to appeals for funds or Christmas gifts. Direct participation as in board membership has been limited to one person.

The Senior Connection - An organization that provides transportation and other services to elderly and disabled citizens of the southeastern portion of Montgomery County, thereby helping these individuals to remain in their own homes.

Covers the following justice areas: Healthcare, transportation, social

Nature and manifestation of relationship: CCC was one of the founding

congregations of ASSISST, one of the two original, separate organizations that have merged to form the Senior Connection. Executive Director is a member of CCC. Board of directors representation until recently and hopefully in the future.

Support from CCC: Yearly financial contribution from discretionary budget. Other contributions from CCC member. Many CCC members also provide volunteer services, particularly as drivers. Board for Social Witness oversees relationship. Support within the congregation is very strong, probably as a result of so many people volunteering.0

Silver Spring Child Care Center - Program that provides education and day care for pre-school children from multi-racial backgrounds.

Covers the following justice areas: Education/childcare, social
Nature and manifestation of relationship: CCC was a founding congregation. Several CCC members have served as director. Presently SSCCC is housed at CCC. Members of CCC serve on the board of directors.
Support from CCC: Provision of physical facility at reasonable rate. Participation of CCC volunteers in Center's programs. Representation on board of directors. Support within the congregation is strong for the concept of the Center, and will probably grow as a result of having it housed in the CCC facility and with the involvement of more and more CCC members as volunteers.

Ministries United in Silver Spring/Takoma Park (MUSST) - Organization that provides emergency financial assistance and counseling to persons in danger of becoming homeless or who are otherwise in need in Silver Spring and Takoma Park, MD.

Covers the following justice areas: Housing, healthcare (funds for prescription drugs)
Nature and manifestation of relationship: CCC was a founding congregation. Financial support through CCC Board of Deacons. Member of CCC serves on board of directors.
Support from CCC: Financial contributions. Representation on board of directors. Not many members beyond the Board of Deacons and The Board of Social Witness know about MUSST, and thus support is largely second-hand, i.e., through the boards.

IMPACT Silver Spring - Organization that seeks to encourage participation by all residents of Silver Spring in civic life by developing multi-racial leadership and creating opportunities for dialogue across ethnic and economic lines.

Covers the following justice areas: Education, racial, social and political, housing
Nature and manifestation of relationship: Members of CCC in founding and leadership positions. Small financial contributions upon request to support projects. Member of CCC in present multi-racial leadership training group. Provides facilities for training session, e.g., Power Equity program in 2005.
Support from CCC: Financial contributions, participation of CCC members as leaders and as attendees at programs. Support at CCC is strong among those members who know about IMPACT, and especially those who have taken part in activities.

New Hampshire Estates Elementary School - A public lower elementary school (grades K-2) in the Long Branch area of Silver Spring. High percentage of low income and immigrant students. One second grade teacher has developed a program for her class centered on the creation and production

each year of an opera.

Covers the following justice areas: Education, racial, social and political
Nature and manifestation of relationship: Members of CCC have participated as volunteers in the opera program. Financial contributions from individual members. Teacher and advocate took part in worship service at CCCC in January, 2004.

Support from CCC: Publicity, financial, volunteer services of members. The idea of the opera was very positively received at CCC, and a number of members attended performances in the spring and made contributions.

Broad Acres Elementary School - A public elementary school in the Long Branch area of Silver Spring. High percentage of low income students.

Covers the following justice areas: Education, racial, social and political
Nature and manifestation of relationship: In-kind contributions in form of mittens and other warm clothing collected at Christmastime.

Financial assistance in the past to support extra-curricular and arts activities.
Support from CCC: Financial and in-kind. Support for the Mitten Tree, the collection device used at Christmas, has always been very strong.

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AC8 - What institutional relationships do you maintain?

Springvale Terrace - Retirement center in Silver Spring. Chaplain also serves as clergy at CCC. A number of residents have been members of CCC.

Also, there has been CCC representation on the board of directors over the years, and frequent involvement of CCC-related clergy.

Lancaster Theological Seminary - Financial support at various times. Member of CCC is presently on board of directors.

Potomac Association, UCC - Congregational member. Clergy and lay members serve on PA committees. A former moderator, a member of CCC, was a person of color.

Central Atlantic Conference, UCC - Congregational member

Youth - Global Experiential Learning Initiative - A partnership with Little River UCC and Heritage UCC in Baltimore. Addresses issues of non-violence and peace making with senior high youth through training sessions and direct exposure to new cultures in other parts of the US and abroad.

Clergy and lay adults served on coordination committee.

YMCA - Rents space in CCC facility. Not a partnership.

Narcotics Anonymous - Rents space in CCC facility. Not a partnership

AC9 - Do you have persons on the boards including representatives of persons of color?

The coordinating committee for Y-GELI included representatives from all three congregations and thus persons of color.

No information on Springvale Terrace or Lancaster.

AC10 - What efforts are made to encourage participation by women and persons of color?

No efforts have been needed with regard to women participating at Springvale Terrace. In the past one of the CCC-related clergy who worked there was a person of color.

The Potomac Association boards and the Central Atlantic Conference boards are multi-racial as a result of the make-up of these entities.

Both were basic to the Y-GELI program.

AC11 - What are the expectations of the institutional partner?

Not known with regard to Springvale and Lancaster. The UCC entities assume multi-racial involvement, while Y-GELI is intentional on this score.

AC12 - What are the expectations of the church/board for the partnership?

None formulated, at least not recently, although multicultural representation was assumed for Y-GELI.

AC13 - What are the expectations of the church/board for the partnership for diversity?

None formulated

Alliances and Community Relationships - Analysis

1. Strengths and Weaknesses

The strength of CCC with regard to alliances and community relationships has been the extent to which the congregation has provided leadership in the creation of organizations to meet specific needs. This has been true since the founding of the congregation back in the late 1940's. Of the presently active organizations described in the accompanying outline, CCC clergy and/or lay people were directly involved in the formation of Community Ministry of Montgomery County, Shepherd's Table, Silver Spring Community Vision, ASSISST (now the Senior Connection), Silver Spring InterFaith Housing, Shaw Community Ministry, the Silver Spring Child Care Center, MUSST, IMPACT Silver Spring, and the SHARP program. CCC members have not been shy about assuming responsibility and fighting for the funds needed to start and maintain these organizations. And many additional members have volunteered or otherwise supported their work, especially in the early years of an organization.

A weakness has been maintaining such enthusiasm into a second generation. The reasons for this are probably many, including more and more women holding jobs outside their homes and the assumptions on the part of younger people that the founding elders will go on forever.

Another weakness is that at least some of the organizations have found it difficult to attract and retain people of color as board members. Reasons are often not given.

2. Possible Action Steps to Remedy Areas of Concern.

It would be helpful to analyze why certain organizations have difficulty attracting and retaining board members from multi-cultural communities. Is it a question of intimidation by boards that are already largely white? Burn-out from too many expectations and too many memberships?

3. Unanswered Questions and Concerns

Leadership of allied organizations

Need more attention to the composition of boards and committees.

What motivates participation in organizations by multi-cultural representatives?

What blocks such participation?

CCC representatives should push for increased multi-cultural representation.

Active involvement of CCC members

Need more information/publicity as to where volunteers are most needed (e.g., Shepherd's Table, SHARP)

Need encouragement of more involvement by CCC members as board members of other organizations on

behalf of CCC. Tend to be the same people over and over, albeit with a few new ones now and then.

Need more recognition by CCC of the work of individuals with other organizations as representatives of the congregation.

4. Core Values

Inclusiveness

Intentionality - have to make inclusiveness happen

Follow-through

Full partnerships, not tokenism