

CCC ANTI-RACISM TIMELINE
Updated May 25, 2010

- November 26, 2003 (4 on email list)** **Delilah Marrow & Jim Henkelman-Bahn met with Jim Todhunter and Art Waidmann at an informal luncheon to discuss the Central Atlantic Conference (CAC) Anti-Racism Task Force and agreed to propose an Anti-Racism initiative for CCC.**
- Jim H-B & Delilah committed to coordinate the initiative with the support of Jim T as pastor and Art in his role on the CAC Anti-Racism Task Force. We divided the tasks – Calling appropriate people to get on the agenda of the Adult Ed. Committee, Board for Social Witness, and the Executive Council meetings. Art would keep Delilah & Jim H-B informed of the Anti-Racism Task Force meeting at the end of December**
- December 9, 2003 (6 on email list)** **Jim H-B & Delilah met with the Adult Ed. Committee. The Committee agreed to support the initiative by**
- **Working with the Bd. For Social Witness in sponsoring educational events for CCC leading up to the Anti-Racism Audit**
 - **Possibly holding an adult education program on Sunday mornings**
 - **Possibly holding a retreat on anti-racism at the CCC retreat house**
 - **Perhaps developing an anti-racism program with another church**
 - **Perhaps working with Youth Ministries & the Youth Global Experiential Learning Initiative (YGELI) with Heritage & Little River Churches to involve adults in these churches in anti-racism work.**
- Dec. 30-31, 2004** **Anne Weissenborn, Delilah & Jim H-B attended the CAC Anti-Racism Task Force meeting & presented work already in progress at CCC including the draft proposal to be presented to the Executive Council.**
- January 5, 2004** **Delilah & Jim H-B presented an overview of the Anti-Racism Initiative to the Executive Council. The Council endorsed the concept unanimously with the expectation that Jim H-B & Delilah will facilitate the process. (Hold the space.)**
- January 19, 2004** **Delilah met with the Bd. for Social Witness. The Bd. suggested the following:**

- Providing limited funding for activities
- Responding to opportunities for engagement including beyond CCC
- Ongoing communication about the initiative
- Liaison with the CAC Anti-Racism Task Force.
- Jointly sponsored forums, workshops or retreats with the Adult Ed. Committee

12 people on group email list

February 2, 2004 The Anti-Racism proposal presented to the Executive Council by Delilah & Jim H-B was unanimously approved. The Guidance Committee & list serve were initiated. We agreed that consensus is an effective way to make decisions.

22 people on group email list

February 23, 2004 First meeting of the Guidance Committee to plan next steps for the Anti-Racism initiative. After brainstorming many wonderful ideas, we decided to begin with a weekend workshop. Once the date was set, we divided tasks, registration form, publicity, food, child care, set-up. Nathan Harris, Art Waidmann & Francis Greene of the CAC Anti-Racism Task Force would facilitate. Participants would be those interested and who could attend the entire weekend (plan for 30). Funding was an issue to be resolved.

March & April 2004 Resolve funding issue, publicity in Sunday Bulletin, News Notes, the Web Site, word of mouth & Jim T from the pulpit.

35 people on group email list

May 7-8, 2004 First Anti-Racism workshop. 25 CCC participants 3 trainers 1 trainer in training. 5 CCC people of color, 9 CCC white male, 11 white female.

May 8, 2004

Letter to Gov. Robert Ehrlich, Jr. in response to his racist remarks signed by The Executive Council of CCC with an invitation to visit CCC & the multi-cultural people of Silver Spring.

May 15, 2004

CCC members participated in Civil Rights March on Washington
CCC members attend Potomac Association Annual Meeting.

May 25, 2004

Follow up for the Anti-Racism Workshop & Next Steps on the Journey. 10 people attended. Possible next steps include:

- CCC Anti-Racism Audit
- Write Racial Autobiographies
- Further Ed. Events: Youth Event in the Fall, Power Equity Group(PEG), once/month Film & Book Discussions, Provide Ed. Events for CAC and/or the community, Work

with IMPACT Silver Spring in addressing racism in the community, Monitor racism at Blair High School. Those present signed on to follow thru as they had interest.

- June 1, 2004** Jim H-B, Delilah & Art met to begin planning for the CCC Anti-Racism Audit
- June 4/5, 2004** People on Anti-Racism List Serve invited to attend live performances of 12 Angry Jurors presented by LASTING IMPACT.
- June 12, 2004** Delilah to present CCC Anti-Racism Initiative at the CAC Annual Meeting along with other CAC Anti-Racism Task Force leaders.
- 43 people on group email list**
- June 17, 2004** Guidance Committee meets to hear feedback from CAC, plans developed by the Adult Ed. Committee, and prepare for meeting with the Executive Council on the Audit
- July 12, 2004** Met with the Executive Council to discuss proposal for the Anti-Racism audit at CCC.
- July-Sept. 2004** Recruited 6 teams to conduct Anti-Racism Audit 1) Worship & Celebration, 2) Education, 3) Fellowship & Outreach, 4) Community & Business Relationships, 5) Policies & Procedures/Nominations, 6) Training/Call Process/Staff.
- July 13, 2004** Audit document posted on website
- 55 people on group email list**
- July 19, 2005** Yahoo Anti-Racism Group established
- July 30, 2004** Proposal circulated for Power Equity Group (PEG) Seminar over President's Day Weekend February 19-21
- August 26, 2004** Delilah Marrow, Jim Henkelman-Bahn & Rev. Nathan Harris attended the Executive Council annual retreat. They, along with CCC staff, presented and dialogued with the Council on the anti-racism journey.
- Sept. 22, 2004** Orientation training for CCC Anit-Racism Audit teams with CAC Anti-Racism Task Force (19 people attended)
- Oct. 6, 2004** PEG flyer posted on CCC website
- October 17-
November 21, 2004** Six Sunday evening sessions on Racial Autobiography using the book entitled *Understanding Whiteness: Unraveling Racism*

Nev. 15, 2004	Preliminary report on the Anti-Racism Audit to the all-boards meeting giving strengths, weaknesses and possible action steps for each of the six categories.
Dec. 5, 2004	Power point Anti-Racism presentation at the 60th anniversary pot luck dinner outlining “Possible Action Steps” taken from the anti-racism audit
Dec. 12, 2004	Jim H-B and Delilah led discussion with Confirmation Class
Dec. 15, 2004	Guidance Committee met to discuss audit outcome and next steps for the anti-racism journey
Jan. 3, 2005	Jim H-B and Delilah met with Executive Council to discuss progress on the anti-racism journey
Jan. 9, 2005	Jim H-B and Delilah led discussion with Confirmation Class
Jan. 16, 2005	Jim H-B & Delilah shared an anti-racism “Mission Moment” at both worship services as part of the Social Witness Month, and read the MLK litany during the 10:30 service.
Feb. 5, 2005	Presented the anti-racism vision based on the anti-racism audit at CCC Visioning Day
59 people on group email and mailing list	
Feb. 19-21, 2005	PEG Seminar – An in-depth diversity learning experience 12 members CCC and 12 members IMPACT Silver Spring 4 trainer/facilitators and one trainee from New Dynamics
Feb. 24, 2005	PEG Workshop photos on Website
Feb. 27, 2005	Gathering of CCC PEG participants for feedback and sharing
March 5, 2005	Presented revised anti-racism vision based on February 5 Visioning Day discussion. Engaged the group in discussing next steps.
March 8, 2005	Article in News Notes sharing personal reactions to PEG Workshop, and thanks to all who helped to make the workshop a reality
March 22, 2005	Guidance Committee meeting – Discussion and decisions on next steps

- April 4, 2005** Met with Executive Council to bring update and plans for next steps. Brought recommendations of the Guidance Committee re opportunity to seek people of color for the position of Minister of Music and/or Church Administrator. (CCC hired an African American, Interim Music Director)
- Mar. –July 2005** CCC and Lasting IMPACT agreed to continue connections following PEG workshop. We agreed on informal pot lucks. 4 successful pot lucks were held—1st at CCC, 2nd at Jim Henkelman-Bahn & Jackie Bahn-Henkelman's, 3rd at Michael Paul's and 4th at Jamie Karn's. Maggie Potapchuk joined the group and helped us think about ways to move forward. She described what some other communities have done to address anti-racism. Our discussion at each pot luck focused on the importance of building trust and relationships with each other. We also discussed increasing our awareness and knowledge about racism and equity issues as well as learn about each other's culture. Specifically it is important for whites to do their own work with other whites.
- Sept. 16, 2005** Planning group including representatives of CCC, IMPACT Silver Spring and Montgomery Missionary Community Church met with John Landesman to learn about Study Circles as next steps beyond the informal pot luck group.
- Sept. 27, 2005** A small group focusing on Anti-Racism began meeting regularly each 2nd and 4th Tuesday evening. The group is following thru on the recommendations of the Anti-Racism Audit.
- Oct. 19, 2005** Held information meeting at CCC to introduce Study Circle as a process for discussing race and ethnicity in Silver Spring.
- Nov. 21, 2005** Upon recommendations of the Anti-Racism Small Group, CCC Staff and Deacons agreed to include the following welcoming statement in the bulletin and state it verbally each Sunday when welcoming visitors: (*At CCC we celebrate and honor people of all races, cultures, ages, abilities and sexual orientation.*) The statement has been incorporated into the home page of the CCC website. Also, the Caswell's have added this statement to the bulletin board in the entry way. (*Gender identity was later added to the statement.*)
- Nov. 17, 2005** Jim H-B & Delilah lit the 1st Advent Candle of Hope and gave a brief blurb on anti-racism at CCC and in the community.
61 people on group email list

- Nov. 7 -
Dec. 12, 2005** **A Study Circle of 19 diverse people from CCC, IMPACT Silver Spring and the Montgomery Missionary Community Church met for six consecutive Monday nights to get to know each other, and to grapple with the issues of race and ethnicity in the Silver Spring community. Collectively those of us from the Study Circle are continuing our work by intentionally forming a Community of Practice addressing Race and Ethnicity in Silver Spring.**
- Jan. 15, 2006** **Participated in worship as part of the Social Witness month giving highlights of the journey.**
- Jan. 21, 2006** **Jointly with the Outreach & Engagement Committee engaged groups in discussion of these issues at the annual Visioning Day.**
- Feb. 1-28, 2006** **Delilah responsible for display of prominent African American leaders of the UCC for Black History month.**
- March 6, 2006** **Met with Executive Council to bring update, present a proposed resolution that CCC claim the prophetic work and title “Becoming an anti-racist church” as foundational to our mandate to becoming a truly multi-racial, multi-cultural church.**
- April 2006** **Because it has been difficult to bring groups together for a face-to-face discussion, the Anti-Racism Yahoo List Serve and a comments box in the church office were used to obtain feedback on the proposed resolution.**
- May 1, 2006** **Met with Executive Council to bring an update on the anti-racism journey, and the status of the proposed resolution presented at the March 6 Executive Council meeting. The Executive Council took no official action. However, a new course of action was recommended, based on the discussion at the meeting i.e. that a new shorter statement be developed consistent with the CCC Just Peace Statement and the Open and Affirming Statement.**
- May 9, 2006** **The Anti-Racism Guidance Committee was convened to draft the new CCC Anti-Racism Covenant—On Becoming an Anti-Racist Church “*Christ UCC holds a vision of becoming a multi-cultural, multi-racial, anti-racist congregation that more faithfully reflects the entire community of Silver Spring, MD.*”**

- May 21, 2006** This new version was presented as an insert in the worship bulletin, and the CCC Town Hall Meetings. Dialogue will continue.
- May 23, 2006** Met with CAC Anti-Racism Task Force to share an update on CCC's Anti-Racism Journey, and dialogue on next steps at CCC.
- May 30, 2006** The Anti-Racism Guidance Committee met to revise and update the CCC Covenant based on written feedback, and to prepare a motion for action by the Executive Council meeting June 5.
- June 5, 2006** Presented revised CCC Anti-Racism Covenant to Executive Council. The Executive Council unanimously approved and affirmed the Covenant as presented.
- June 11, 2006** The Congregation at it's annual meeting unanimously accepted and affirmed the CCC Covenant "*Becoming an Anti-Racist Church.*"
- November 2007** Moderator and Coordinators met with Interim Senior Minister re status of anti-racism journey at CCC.
- Feb.-March 2008** Interim Senior Minister, Susan Henderson, led a Sunday evening Lenten series on anti-racism using the film "Crash"
- March 2008** Interim Senior Minister, Susan Henderson, Delilah Marrow and Jim Henkelman-Bahn attended the CAC Anti-Racism Task Force meeting and shared our experiences at CCC with other churches from the Central Atlantic Conference.
- March 2008** The Board for Social Witness led a film series after worship including "Mirror of Privilege: Making Whiteness Visible," "The True Cost of Food" and "Sierra Club Heroes."
- May 2, 2008** Delilah Marrow and Jim Henkelman-Bahn shared update on CCC Anti-Racism activities with members of the CAC Board of Directors.
- Sept. 2008** Following one of the 9:00 a.m. worship services, our Interim Senior Pastor was greeted with racist comments and unkind remarks. The incident is painful for everyone and is not consistent with who CCC strives to be. The Executive Council met with the Interim Minister, and placed a statement in the

bulletin expressing condemnation about the remarks and asserting the church's commitment to becoming anti-racist. Other staff members have been involved in a resolution of this incident.

Nov. 23, 2008

A Sacred Conversation on Race was convened in the church chancel where 47 members of the congregation came together in dialogue to share their reactions & feelings about the September racial incident at CCC. The group pledged to continue the journey, toward CCC becoming an anti-racist church, through a variety of venues including additional conversations, multi-cultural training, films, ecumenical exchanges with other churches, etc. People were encouraged to join the Contemporary Theology group in early January where "Black Liberation Theology" written by James Cone is the book for discussion.

Jan. 29-31, 2009

Jim Henkelman-Bahn, Delilah Marrow and Susan Henderson were participants in a group of UCC leader, at Franklinton Center in North Carolina, who are engaged in Anti-Racism Strategies throughout all settings of the UCC. The goal of the gathering was *"To share and develop core components for training models for doing Anti-racism work that moves from conversation on race to transformation that can be used throughout the UCC in all its settings."*

Susan facilitated the discussion, and Jim & Delilah presented a case study on CCC's Anti-Racism Journey, along with several other teams. The Justice & Witness Ministries will prepare a report to be circulated throughout the UCC.

70 people on group email list

Jan. 16, 2010

A workshop was held at CCC: Becoming an Anti-Racist Church with over twenty participants. Jim Henkelman-Bahn, Howard Jackson and Jackie Bahn-Henkelman facilitated.

Jan. 17, 2010

The CCC Anti-Racist Covenant was reaffirmed during the worship service as part of the Together We Grow program focusing on CCC Covenants.

February, 2010

The Board for Social Witness placed an Anti-Racism Time Line in the Fellowship Hall to highlight the involvement of CCC and UCC in the struggle for justice. This included both the organizational level work and individual work. This Anti-Racism Time Line is to be archived.