



Dear Members of National Capital Presbytery,

June 10, 2024

Greetings on behalf of the Dismantling Racism Team (DRT)!

Earlier this year, the DRT circulated a survey to all NCP congregations to help gauge where we are as a Presbytery in fulfilling our commitment to racial justice and dismantling white supremacy. We asked the clergy and lay leaders of each church to share the steps your congregation has taken in recent years to advance these goals; what motivates your congregation in these actions; and what challenges you face. We want to thank the 55 congregations (out of the Presbytery's 103 congregations) who responded to the survey! We are using those responses to guide our work going forward.

We're writing today to let you know the four steps we are taking to support all NCP congregations as we seek to live into our commitment to antiracism as followers of Jesus Christ. They include:

- ❖ **Reporting Back on the Survey.** Attached to this letter is a summary of the responses from the 55 congregations. Our hope is that this summary can be a tool for congregations to gain inspiration and insights from some of the great work that your colleagues are doing. We also believe that the responses show us, in at times sobering terms, the distance we have yet to travel and pray this will help us be accountable for the commitments we have made as a presbytery.
- ❖ **Learning More from You.** The survey has opened a valuable conversation between our DRT and NCP congregations around how we DO antiracism work. While the survey gave us some key information, we know there's much more to each congregation's antiracism journey and story. To deepen our understanding of where we've been and where we need to go, we are organizing two additional opportunities to hear from you:
 - **September 24th Presbytery Meeting.** We will hold an open session during the in-person Presbytery meeting. In roundtable discussions, we'll discuss what we heard in the survey and further identify the needs congregations have to further their antiracism work. We will reshare the survey summary in the first week of September.
 - **Listening Sessions with Individual Congregations.** Our DRT also welcomes the opportunity to hold individual listening sessions with select congregations to follow up on your survey responses so we can be sure that the actions we pursue as your DRT respond to the needs and opportunities that you identify. Contact

DRT co-chairs [Pat Jackson](#) or [Miriam Dewhurst](#) if you would like your congregation to participate.

- ❖ **Expanding Training Opportunities.** We are planning to expand our antiracism training opportunities by adding a new online training for cohorts of clergy and lay leaders beginning this fall. We are currently negotiating with NEXT Church for their six-unit course, *Anti-racism as a Way of Being*. These trainings will take place in a flexible time and format and provide further structured support and follow-up to equip congregations in their antiracism journey. They will complement our current offerings from Service Never Sleeps.
- ❖ **Regional Matthew 25 Summit on October 26.** Our DRT is partnering with the DRT of the Presbytery of Baltimore to host a 1-day, in-person regional Matthew 25 Summit in Columbia, MD, focusing on equipping congregations to be antiracist. Titled “Living into Matthew 25,” the summit will feature Rev. Jermaine Ross-Allam, director of the PCUSA Center for the Repair of Historic Harms, among other national staff and local leaders. The Summit will also include a special plenary workshop on the process of crafting an antiracism policy as now required by the Book of Order. Watch for more detailed information about the summit. (Learn more about the PCUSA’s national Matthew 25 initiative [here](#).)

Thank you for sharing in this journey for racial justice and healing. As we understand it in the DRT, antiracism is a lifestyle, not a checkbox. So, we look forward to continuing to walk alongside you and your congregations as together we seek to be faithful to the call to love and honor one another as we give glory to God.

Finally, we would like to acknowledge the vital contribution that LaJuan Quander, who just recently retired, made in supporting this antiracism survey and through her broader work for racial justice across our Presbytery.

Peace,

Pat Jackson

Miriam Dewhurst

Shani McIlwain

Kate Theisen

Jesy Littlejohn

Denise Diaab

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Tara Spuhler-McCabe



Summary of the 2024 Antiracism Survey

*Prepared by the Dismantling Racism Team
of National Capital Presbytery*

June 2024

Summary of 2024 DRT Antiracism Survey

The following is a summary of the responses received from NCP congregations to the Dismantling Racism Team's ("DRT") antiracism survey shared earlier in 2024. This summary is not exhaustive, but aims to recap the main points of feedback shared by the responding congregations. This report will inform the ongoing work of our DRT. We also hope that it will offer ideas to congregations for steps they may take as well as foster communication between NCP congregations. We will take time in the September 2024 NCP Presbytery meeting to discuss these findings further. The summary is organized as follows:

- Part I: Snapshot (p. 1)
- Part II: The values NCP congregations shared that guide their antiracism (p. 1)
- Part III: Antiracism Activities Reported by NCP Congregations (p. 3)
- Part IV: The Challenges Congregations Reported in Doing Antiracism (p. 14)
- Part V: What support do NCP congregations need? (p. 16)
- Part VI: Quotable Quotes (p. 18)
- Part VII: List of congregations responding to survey (p. 20)

Part I: Snapshot

- We received responses from 78 people representing 55 congregations and 1 seminary!
- 10 congregations have signed on to the national Matthew 25 initiative
- 10 congregations have adopted an antiracism policy

Part II: Values NCP Congregations Cited as Guiding their Antiracism

- **Scripture Citations**
 - Genesis 1:27
 - Book of Jonah
 - Micah 6:8
 - Matthew 25:31 - 45
 - Romans 8:38-39
 - Romans 12:9-18
 - 1 Corinthians 12:14-27
 - 2 Corinthians 5:18
 - 1 Thessalonians 5: 21-22
 - James 1:22
 - Revelation 7:9

- **Values Animating and Guiding our Antiracism**

- Anger and pain at inequity
- Beloved Community
- Care for the least of these
- Compassion
- Complicity in historical oppression based on race
- Desire to be guided by leaders in the African American community
- Desire to be connected with other faith communities in our area
- *Desire to repent of the racism that is within us and within our congregation / Church / denomination*
 - **(Note to readers:** When we take a direct quote from a survey respondent, those remarks are italicized.)
- Dismantling white supremacy
- Equity
- Faith in Christ
- Gospel – be faithful to
- Hope that our world can be free of racism
- Inclusion / radical hospitality
- Justice
- Kindness
- Love, God’s love, love like Jesus, love your neighbor
- Mutuality and reciprocity
- Need for repentance for our white supremacy
- Peacemaking
- *Racism is a white supremacy construct and is not biblical.*
- Reconciling work of Jesus Christ on the cross
- Rejection of hatred and violence
- Responsibility for repair
- Transforming power of the gospel
- *Undeveloped at this time / Unknown at this time / Unsure*
- Use our white privilege for antiracism
- *We welcome all people*

- **Other Resources Cited that Inspired our Antiracism**

- [The Belhar Confession](#)
- [The Charter of Compassion](#)
- [The Confession of 1967](#)
- [The Covenant Network](#)
- [The Cross and the Lynching Tree](#) by James Cone

Part III: Antiracism Activities Reported by NCP Congregations

Note: We expect that congregations may have engaged in additional antiracism activities, but those listed below are what were **reported** in the survey responses.

Adopted an Antiracism Policy

- Catocin
- Chevy Chase
- Christ
- Georgetown
- Mt. Vernon
- National
- Takoma Park
- Trinity Arlington
- Vienna
- Westminster (Alexandria)
- Yale Divinity School

Antiracism Trainings (in addition to [Service Never Sleeps](#))

- [NextChurch](#)* **NEXT: Anti Racist Practices for Faithful Leadership**
 - Falls Church
 - Oaklands
 - Providence
- **Antiracism Weekend Training with [Interwoven Congregations](#)* and [Racial Justice Educators & Equity Consultants](#)**
 - Bradley Hills
 - Faith
 - Heritage
 - Mt. Vernon (Host)
 - Westminster (DC)
- [Committed Racial Mindfulness](#)
 - Takoma Park (Host)

***Acknowledgement:** Some members of the DRT are involved with NextChurch and Interwoven Congregations.

Banners / Signage Outside (Black Lives Matter, other racial justice messaging)

- Colesville
- Oaklands

Bible Studies

- Lewinsville
- Northminster
- Westminster (DC)

Book Studies – Congregation-wide or in small groups

- [Brave Church Hard Topics](#) by Elizabeth Hagan – Grace (Springfield)
- [Caste](#) by Isabel Wilkerson – Laurel
- [The Color of Compromise](#) by Jemar Tisby – Grace (Springfield)
- [Discovering God Through the Arts](#) – Covenant
- [Faithful Anti-Racism: Moving Past Talk to Systemic Change](#) by Christina Barland Edmondson and Chad Brennan – New York Avenue
- [Interrupting Silence](#) by Water Brueggemann – Grace (Springfield)
- [Jesus and John Wayne](#) – Church of the Pilgrims
- [Just Mercy](#) by Bryan Stevenson – Grace (Springfield), Heritage
- [My Grandmother's Hands](#) by Resmaa Menakem – Falls Church
- [Necessary Risks](#) by Teri McDowell Ott – Falls Church
- [Notes of a Native Son](#) by James Baldwin – Falls Church
- [One Blood](#) by John Perkins – National
- [Oneness Embraced](#) – Heritage
- Text on Reparations – Chevy Chase
- [So You Want to Talk about Race](#) by Ijeoma Oluo – Faith, Grace (Springfield), Mt. Vernon
- [The Land is Not Empty: Following Jesus in Dismantling the Doctrine of Discovery](#) – Warner Memorial
- [White Fragility](#) by Robin DiAngelo - Heritage
- Texts not specified – Brambleton, Immanuel

Christian Education / Special Speaker Events

- Bethesda
 - [A White Historian Confronts ... Slavery, Lynching, Residential Segregation, Voting Rights, 'Race Riots'](#) by Dr. Susan Strasser
 - Anne Farris Rosen (Univ. of MD) on race-based journalism
- First Arlington – Dr. William Yoo (Author of [What Kind of Christianity, A History of Slavery and Anti-Black Racism in the Presbyterian Church](#))
- Catoctin – @ God's diversity and Courageous Conversations
- Colesville – Matthew 25 classes & offerings on antiracism & white power

- Darnestown – various antiracism topics
- Georgetown – series on significant African Americans in history
- Grace (Springfield) – [Advocacy as Discipleship](#) curriculum by Blair Moorhead
- Laurel – *Montpelier Historic Society*
- Lewinsville – Panel of church members talking about anti-racism in their professional settings + Matthew 25 class
- National – *The Doctrine of Discovery* by [Mark Charles](#)
- New York Avenue – [McClendon Series](#), including presentations by Rev. James Forbes and Rev. Jimmie Hawkins
- Old Presbyterian Meeting House (OPMH), series on:
 - [A More Perfect Union](#) by Adam Russell Taylor
 - The [Alexandria Community Remembrance Project](#)
- Saint Mark – Derek Black
- Takoma Park
 - series on MLK's Nobel Peace Prize [acceptance speech](#)
 - [Committed Racial Mindfulness](#) series
- Trinity Arlington
 - series on advocacy with speakers from local nonprofits
 - Class on history of racism by university professor

Congregational Antiracism Team / Task Force / Ministry formed

- Chevy Chase
- Gaithersburg (Racial Justice Ministry)
- National
- OPMH
- Providence
- Vienna ([Ministry of Racial Reconciliation and Healing](#))
- Westminster (Alexandria) ([Faith and Race Initiative](#))

Film Screenings Hosted or Attended

- [At The River](#)
 - First Arlington (host)
- [The Rebellious Mrs. Rosa Parks](#) – Church of the Pilgrims at MLK Library

History Engagement

- **Black History Month programming**
 - Bethesda
 - Immanuel
 - Mt. Vernon

- Takoma Park
- Westminster (DC)
- **Examining our Church History – both our complicity in racism & our racial justice witness**
 - Bethesda ([Our Congregation's History, A Racial Reckoning](#) and [A Reckoning Continues](#))
 - Chevy Chase
 - Laurel – *Last year we did a series about LPC's history switching denominations (Northern to Southern PC because of slavery and reconstruction) and our foundational beginnings by the Snowden family and others who enslaved people.*
 - Mt. Vernon
 - Westminster (Alexandria) We published [a history](#) of how WPC responded to the Civil Rights movement in the 1950s and 1960s.
- **Participating in [Equal Justice Initiative's Memory Project](#) for victims of lynching**
 - Mt. Vernon
 - Poolesville
- **Placing historical markers inside / outside of church**
 - OPMH

Holiday Observances / Celebrations

- **Juneteenth Celebrations**
 - Darnestown
 - Immanuel
 - Saint Mark
 - Trinity (Arlington)
 - Warner Memorial
 - Westminster (DC)
- **MLK Services**
 - Bethesda
 - Takoma Park

Information Sharing – Posting Racial Justice resources on Church website

- Colesville
- OPMH
- Takoma Park
- Westminster (Alexandria)

Integrating Antiracism Across all of Congregational Life

- Georgetown – *Our Mission Committee adopted a new mission statement that weaves anti-racist values into the way partner and carry out mission projects.*
- Takoma Park – “[Committed Racial Mindfulness](#)”
- Warner Memorial – recommends Equity Primes ([Example from 225th GA](#))

International Missions

- Clifton – Kibwezi, Kenya
- Georgetown – Affects how we DO missions
- Mt. Vernon – Joined the Ghana Mission Network
- Warner Memorial – Peru and participate in the Global Solidarity Network. WM organized “South North Conversations,” a series of Zoom conversations with their mission co-workers in Peru and their local partners.

Land Acknowledgement Practices

- Trinity (Arlington)

Matthew 25 Congregations *(The national initiative by the PCUSA to promote racial justice, eradicate poverty, and boost congregational vitality)*

- Bradley Hills
- Catocin
- Colesville
- Falls Church
- First United, Dale City
- Gaithersburg
- Immanuel
- Lewinsville
- Providence
- Westminster (DC)

Partnering with other Congregations

- **Congregation-to-Congregation Partnerships**
 - Bethesda and Northminster (exploring)
 - Faith with Mt. Vernon
 - Faith with Bradley Hills
 - Heritage with First A.M.E.
 - Lewinsville and African American Baptist congregation (weekly Bible study)
 - Saint Mark with Scotland A.M.E.
 - Warner Memorial with First Baptist Church of Ken-Gar
 - Westminster (DC) and Carron Baptist
- **Hosting other Congregations in your Worship Space**
 - Bethesda Pres – a Japanese Christian congregation
 - Bradley Hills – a Jewish and Muslim congregation
 - Clifton – starter Korean congregations
 - First United (Dale City) – a Spanish congregation
 - Kirkwood – an Ethiopian Orthodox congregation
 - Laurel – Evangelical Latino congregation. (*“This arrangement has grown far beyond what began as a landlord/tenant arrangement to opportunities for shared activities in mission, building administration, and even some worship.”*)
 - Warner Memorial – the Ethiopian Orthodox Tewahdo Church, Fountain of Mercy (an Hispanic congregation), and Indonesian American Presbyterian Church

Pilgrimages to Historic Civil Rights Sites

- **Deep South – Alabama & Georgia**
 - Bethesda
 - Bush Hill
 - Westminster (Alexandria)
- **Eastern Shore of Maryland & Harriett Tubman**
 - Faith
 - Mt. Vernon
- **Local Sites in the DMV**
 - Westminster (Alexandria)

Public Statement Issued on Antiracism

- [National](#)
- Oaklands

Refugee Resettlement / Welcoming of Immigrants

- Brambleton
- Capitol Hill
- Clifton
- Covenant
- Darnestown
- Lewinsville

Service Projects

- **Education**
 - Darnestown
- **Healthcare**
 - Darnestown
- **Hunger & Nutrition**
 - Darnestown
 - Furnace Mountain
 - Heritage – *With First AME, provide food for 130+ families along the Route One corridor every other week.*
 - Warner Memorial – support food bank of First Baptist Church of Ken-Gar
- **Music Lessons**
 - First Arlington
- **Shelter and Pantry**
 - Clifton – Does mission projects across the U.S. to rebuild homes damaged in natural disasters, which are often owned by people of color
 - Immanuel – Provide shelter / meals for unhoused people for one week in December. The guests are disproportionately people of color and volunteers practice being "proximate," engaging and listening a lot.

Systemic Racism – Actions to Address It

- **Adopting School with Majority Non-white Student Population**
 - First United (Dale City)

- **Advocating for Legislative Policies**
 - Chevy Chase
 - Clarendon
 - Warner Memorial (Pastor participates in towns racial justice ministry)

- **Partnering with Social Action Civic Groups**
 - **Arlington Hispanic Parents Association** – Clarendon
 - [Black and Brown Coalition's Literacy Forum](#) –Darnestown
 - [The Center for Common Ground](#) (GOTV)
 - Bethesda
 - OPMH
 - **Clergy United for Racial Equity** – Lewinsville
 - [Habitat for Humanity](#)
 - Chevy Chase
 - [Interwoven Congregations](#)
 - Bethesda
 - Faith
 - Mt. Vernon
 - Westminster (DC)
 - [Laurel Advocacy and Referral Services](#)
 - Laurel
 - [NAACP](#) (Arlington Branch)
 - Clarendon
 - [The Poor People's Campaign](#) –
 - Bethesda
 - Bush Hill
 - Faith
 - Mt. Vernon
 - Westminster (D.C.)
 - [Prince George's Leadership Action Network](#)
 - Laurel

- **VOICE**
 - Clarendon
 - Clifton
 - Falls Church
 - OPMH
 - Trinity (Arlington)
- **Washington Interfaith Network**
 - Northeastern
- Collaborate with civic groups (not specified)
 - Christ
 - Furnace Mountain
 - Good Samaritan
 - St. Andrew (marches & rallies)
- **Reparations Initiatives**
 - **Grants to Black led organizations**
 - Takoma Park (in development – from a tithe in their recent capital funds drive)
 - **Royalty Program** (payments made to Black led organizations upon using spirituals other unattributed music by Black composers / artists)
 - Trinity (Arlington)
 - **Scholarships**
 - OPMH – \$10,000 donation to two scholarships established by the [Alexandria Community Remembrance Project](#) in memory of lynching victims Joseph McCoy and Benjamin Thomas.
- **Systemic Racism Focus Areas**
 - Affordable Housing (Arlington, Chevy Chase, Clarendon, Laurel, Lewinsville, Trinity Arlington, Westminster (DC))
 - Education (First United Dale City)
 - Mental Health (Trinity Arlington)
 - Public Safety (Laurel)
 - Racial Wealth Gap / Poverty (Bethesda, Chevy Chase)
 - Voting Rights (Bethesda, OPMH)
 - Youth Wellbeing (Clarendon, Laurel)

Using Church Property for Affordable Housing

- Arlington
- Clarendon (in process)
- Westminster (DC – in process)

Worship and Antiracism

- **Diverse Worship Leadership** (besides preaching)
 - Mt. Vernon
- **Incorporate non-European American traditions in Worship**
 - Berwyn
 - First United (Dale City)
- **Music by Composers / Artists who are People of Color**
 - Berwyn
 - First United (Dale City)
 - Westminster (DC)
- **Prayers for Racial Justice & Healing**
 - Capitol Hill
 - Church of the Pilgrims
 - First United (Dale City)
 - Georgetown
 - Lewinsville
 - Saint Marks
- **Preaching about Racial Justice**
 - Berwyn
 - Bethesda
 - Capitol Hill
 - Chevy Chase
 - Church of the Pilgrims
 - Falls Church
 - Georgetown
 - Grace (Lanham)
 - Lewinsville ([Series on Matthew 25](#))
 - Oaklands
 - Northminster
 - Saint Mark
 - Trinity Arlington (Advent Series on Christmas Spirituals)
 - Westminster (DC)

- **Inviting Preachers who are People of Color to Majority White Congregations**
 - Bethesda
 - Chevy Chase
 - Immanuel
 - Mt. Vernon
 - Trinity (Arlington)
 - Westminster (DC)
- **Special Worship Elements**
 - Trinity Arlington – Dramatic presentation on Dr. King’s [Letter from the Birmingham Jail](#). (Note: This is [the letter](#) from 8 white clergymen, including the Moderator of the Synod of the Alabama Presbyterian Church in the United States, to which Dr. King was responding.)
- **Support PCUSA offerings dedicated to promoting racial justice**
 - Berwyn
 - Trinity (Arlington – support of [Office of Public Witness](#))
- **Using diverse media / de-centering whiteness in Worship**
 - Bethesda
 - Catocin
 - Church of the Pilgrims

Youth Programming around Antiracism

- **Confirmation Class**
 - Immanuel – *Our Confirmation class makes intentional time to engage conversations around racial justice and racial inequities and has engaged in service projects working in communities different from our own.*
- **Small Group Discussions**
 - New York Avenue
- **Partnerships with other Youth Groups.**
 - Heritage – *Our youth group and the youth group from First AME joined together for a hunger walk, visiting African American sites in Old Town Alexandria to raise people’s awareness of the racial injustice.*

Part IV: The Challenges Congregations Reported in Doing Antiracism

- Age of the congregation.
- Apathy. *A sense of complacency among people who think they are not affected by [racism] or contributing to it.*
- Assault on diversity in education and across society today.
- Avoiding playing “white savior.”
- Burnout
- *The challenge is getting more people involved and invested.*
- Covid. *We are struggling to regroup after covid and no longer have an adult Sunday School class, adult Bible study, or adult book club (all of which were spaces in which to focus on this).*
- Denial of reality / impact of racism
- Developing authentic relationships across the racial divide
- Developing an antiracism policy as now required by the Book of Order
- Differences between African Americans and recent African immigrants. *African immigrants see themselves as different from African Americans and don't fully understand the deep roots of White Supremacy in America's political, social, and cultural systems, and the ways in which it continues to operate and infect our current state of affairs.*
- Effectively handling difficult conversations around white privilege, white women's tears, etc. without the congregation shutting down.
- *Our greatest challenge is not having a transparent, church-wide statement on our anti-racist commitments so (a) congregants can know our stance as a church and (b) be able to evaluate their own views in response to such a statement.*
- Fear of being judged
- Getting wider participation and buy in from the congregation
- Habit of inaction
- Hostile polarization in our society today.

- The human heart bears prejudice.
- Inertia
- Lack of energy, money, people, time.
- Lack of diversity within our congregation.
- *Low tolerance for discomfort in our congregation*
- *Mentality of We privileged help you less privileged*
- Pastoral transitions may leave congregation in leadership vacuum on antiracism work
- Politics. *Many of our members work in the political realm, and so our church is viewed as a "sanctuary" from the political world, which many members are seeking on Sunday morning. Because many people view any discussion of race or racism as "political," the staff has struggled to find ways to engage issues of racism in effective ways.*
- Privilege.
- The reality of Loudoun County Public Schools.
- Sense that we cannot have an impact
- Segregation – *We live in an area that was designed to be White.*
- Stamina. How can we develop it so we can keep going? *We're tired.*
- *Understanding the specific racial justice problems in our locale and how we might partner with other groups to address them most effectively*
- *We're wealthy which also separates us economically and racially*
- *We're just trying to survive as a congregation.*
- White guilt that can be paralyzing rather than motivating
- White progressive values, white tears.

Part V: What Support do NCP Congregations Need?

- Action – How can we move from awareness to action?
- Antiracism Policy Development
- Assistance with building bridges with the other congregations we host in our building as well as another congregation in the community.
- Broaden engagement / commitment across our congregation
- Education – How can we best inform our congregation?
- Facilitator training so that we are equipped to lead small groups.
- Financial resources to support antiracism programming.
- Guidance.
 - *This questionnaire is actually helpful as a prod. Are there outlines of possible paths to follow? I know every congregation is different, but some idea of first steps, second steps, third steps would be useful.*
 - *We currently have resources (chiefly property) that could be used to further our antiracism work and need assistance discerning how these resources can best be used.*
 - *Many in the congregation are open to change, but we often don't know what our next steps should be. We are open to and welcome training, resources, and support from presbytery.*
 - *I wonder if there's some sort of assessment tool or process that can help us as an almost-entirely white congregation identify where we have structures and practices embedded within us that are roadblocks to racial justice and healing.*

- Information
 - Learn more about the [Matthew 25 initiative](#)
 - *I would like more information on how often NCP's Dismantling Racism team meets and how churches might partner with the Team.*
- Politics – How do we handle those who feel antiracism is just political?
- Privilege.
- Programming – *Events that the presbytery can create to bring congregations together for learning and action around antiracism efforts are perhaps easier, something people can attend, rather than create and run themselves.*
- Resources that *chip away at old ideas that can best be described as "that's a shame, but it's not my problem and what can I do anyway"?*
- Theological resources to ground our antiracism efforts
- Training.
 - *Our greatest barrier is our culture of white privilege. Ongoing training in helping us recognize that most of us are recovering racists will be an ongoing need.*
 - *The (Service Never Sleeps) training required 3 hours of training on consecutive nights. It was difficult for people to devote 6 hours in the evening to training. It would be nice to have shorter elements of training that could be done sequentially over a period of time.*
 - *Could we offer training virtually, or closer to us down in the southern part of the Presbytery?*

(Quotable Quotes begin next page)

Part VI: Quotable Quotes

- *Racism and the colonialist construct of race as a subjugatory system are antithetical to the Gospel. The overarching meta-narrative of scripture fundamentally rejects any understanding that values or prioritizes one child of God over another.*
- *Our session wants the congregation to think Biblically about matters of race as they affect both nation and church.*
- *Buy in is not to the degree I would like it.*
- *I believe we can/should be doing more in our Presbytery than just the Service Never Sleeps training . . . I think OGA requiring congregations to adopt an Anti-Racism statement is merely checking a box. There is more to be done than just taking a training or writing a statement. I also know that doing more requires increased capacity, money, and people.*
- *In this church where Republicans and Democrats love each other and vow NOT to talk about politics, the language of antiracism work is heard as political, not spiritual.*
- *We have a duty to repair some of the harm perpetrated by us and our forebears.*
- *Our policy statement on racism was developed to communicate our condemnation that racial inequity has gone on for so long that it seems to have been normalized.*
- *Many in our Historically Black churches, all in DC, have been through so many of these processes that they are disillusioned about what they feel is an unequal inner investment of their non-BIPOC friends. The declaration I hear often is "I'm tired of teaching white folks."*
- *We have values of course but have not enunciated them in regard [to racism].*
- *Due to the current status of the Congregation, we have not partaken in any efforts at this time.*

- *The ways racism impacts African Americans and Immigrants of color can sometimes vary. For example, immigrants often find themselves working in caregiving or service jobs that do not match the excellent educational credentials they have from their home countries. Creating more awareness of how people experience racism similarly and differently due to the intersectionality of different identity groups, can create awareness of how to better combat racism in the different ways it is manifested or experienced.*
- *[We need] greater visibility and ministry beyond the anti-racism training!*
- *It doesn't seem like much, yet, and we haven't gone hard or head on. But we are shifting our human representation away from being white only and white centric.*
- *Our minister only preaches about half the time, leaving the other Sundays to be filled by women and men from different ethnic backgrounds and marginalized communities, including the LGBTQ+ community.*
- *As with most programs, many people support the idea of dismantling racism, but very few actually show up.*
- *Equality, justice, compassion - God's nature revealed in Scripture.*
- *There was significant motivation 3-4 years ago with national riots and shootings in the news. That seems to have cooled or re-directed somewhat now.*
- *We are eager for some of our leaders to attend anti-racism training and for us to be even more intentional about applying a lens of anti-racism to all of our work and ministries.*
- *We preach, teach and seek to live into racial diversity.*
- *We don't have racism in our community.*
- *Silence is not acceptable; some things must be said.
Ignorance is not excusable; some things must be learned.
Avoidance is not tolerable; some things must be faced.
Inaction is not an option; some things must be done.*

Part VII: List of Congregations Responding to the Survey

Thanks to all the churches who contributed survey responses! They include:

- Arlington
- Bealeton, Berwyn, Bethesda, Bradley Hills, Bush Hill, Brambleton
- Capitol Hill, Catoctin, Chevy Chase, Christ, Church of the Covenant, Church of the Pilgrims, Church of the Redeemer, Clarendon, Clifton, Colesville, Covenant (Woodbridge)
- Darnestown
- Eastminster, Ewe Church
- Falls Church, First (Arlington), First United Dale City, Furnace Mountain
- Gaithersburg, Georgetown, Good Samaritan, Grace (Lanham), Grace (Springfield), Greenwich
- Heritage
- Immanuel
- Kirkwood
- Laurel, Lewinsville
- Manassas, Mt. Vernon
- National, New Hope, New York Avenue, Northeastern, Northminster
- Oaklands, OPMH
- Poolesville, Providence
- Rockville
- St. Andrew, Saint Mark
- Takoma Park, Trinity (Arlington)
- Vienna
- Warner Memorial, Westminster (DC), Westminster (Alexandria)
- Yale Divinity School *(Our one response outside of congregations!)*