

APPENDIX R

New Castle Presbytery Dismantling Racism Policy

Approved by Presbytery September 22, 2020

R.1000 -- COMMITMENT TO POLICY

New Castle Presbytery makes a commitment to offer, provide resources for, and to publicize educational opportunities that focus on dismantling racism within our church institutions (Presbytery and congregations) and the communities we serve. The Presbytery intends to provide a training that is both didactic and experiential to incorporate the following elements and concepts:

- A theological grounding in our call to a Beloved Community
- Our local Delaware and Maryland history, including Presbyterian church history
- Core concepts of institutionalized racism and its manifestation at the individual level
- A new awareness of the impact of church policies and decisions on people of color
- Tools and strategies to develop anti-racist behavior and culture within our church life

1) The Dismantling Racism training shall be required at least once every three years for:

- All Ministers of Word and Sacrament who are serving as pastors to a congregation or otherwise engaged in a Validated Ministry are required to attend New Castle Presbytery's educational program on Dismantling Racism within one year after their arrival. Failure to fulfill this requirement within the specified time will result in unpaid administrative leave until it is completed. This requirement will be included in the terms of call. Notation of participation will be made in their permanent file. The New Castle Presbytery will communicate to Pastoral Nominating Committees and presbyteries who are requesting references on the status of candidates with respect to this requirement.
 - Commissioned Ruling Elders (CREs) and Ruling Elders elected to serve on the Committee on Ministers and Congregations (COMC) and the Committee on Preparation for Missional Ministry (CPMM) are required to participate in a training within one year of being commissioned (CRE) or elected to COMC or CPMM.
 - All Candidates for Ministry are required to attend a Dismantling Racism training or similar training (approved by the Presbytery). In the event that the timing or location of a training is not feasible, the candidate may work with CPMM to determine an alternative means to meet this requirement.
 - All Presbytery staff are required to attend within one year of hire/election.
2. The Presbytery strongly encourages honorably retired teaching elders, ruling elders serving in leadership roles in the Presbytery, session members and other congregational leaders to

participate in such trainings.

3. Proposed Training Schedule & Locations

If the way be clear, the inaugural training will be carried out in 2020, or as soon thereafter as possible.

The Presbytery will offer multiple training opportunities during the next two years to ensure adequate time to meet this new requirement. Current members of the Presbytery and staff required to participate in a Dismantling Racism training will be expected to complete their first training by the end of 2021. The trainings will be offered in different locations, to be determined in consultation with the Committee on Ministers and Congregations.

The Presbytery will offer at least one Dismantling Racism training per year beginning in 2021, based on demand.

While “in-person” training sessions are preferable, on-line training may be provided if social distancing requirements are in effect.

4. Training Administration & Oversight

This policy will be administered by the Committee on Ministers and Congregations and the Connectional Presbyter who shall provide oversight and authorize the hiring of training consultants. The COMC is responsible for reviewing follow-up reports from training participants and evaluating the effectiveness and impact of the trainings.

A Dismantling Racism Training Team shall be established as a Special Committee in order to develop the training curriculum, identify potential trainers and coordinate the training events. The COMC shall appoint the members of the Team who shall make regular reports to the COMC on their activities.

The Connectional Presbyter is responsible for ensuring notation of TE and CRE participation is made in their permanent files and notifying them of compliance deadlines. The Presbytery will communicate to Pastoral Nominating Committees and presbyteries who are requesting references on the status of candidates with respect to this requirement.

Either the Connectional Presbyter or Missional Presbyter will serve as staff support to the Team.

5. Provision for Training Evaluation & Policy Review

The COMC shall also undertake an initial review of this policy by the end of 2023 and bring recommendations for any changes to the policy or training requirements to Presbytery in 2023.

R.2000 -- Funding

The Presbytery shall designate funding in the Presbytery Budget in order to provide these trainings, to be led by an outside organization or consultants. Each training is expected to accommodate 30 to 40 participants.