Did You Know?
On the front cover of each Racial Ethnic Torch, you will see our mantra: Grow, Transform, Empower, Lead, and Develop.

The core ministry and the purpose of our work in the Racial Ethnic & New Immigrant Ministries office is:

- Church Growth, with a focus on new worshiping communities
- Transformation of existing congregations
- Social Justice and Empowerment
- Leadership Development, with a focus on developing racial ethnic, women, and young adult transformational leaders,
- Cross Cultural Ministries

Thus, our mantra is: Grow, Transform, Empower, Lead, and Develop. The Racial Ethnic & New Immigrant Ministries offices equip, connect, and inspire racial ethnic and new immigrant worshiping communities and develop and empower racial ethnic and new immigrant leaders.

The ministry area does this through training, coaching, resource development, leadership development institutes, networking, and providing grants to congregations, racial ethnic schools and colleges, and racial ethnic and immigrant members and leaders.

In Racial Ethnic & Women’s Ministries, we engage the church in its mission to become more diverse and inclusive of racial, ethnic, cultural, and language groups, and we equip women for leadership in all ministries of the church.
In this issue

2 Becoming a Transformative Church in This Intercultural Era
3 Doctrine of Discovery Report
4 Time’s Up
5 Mission Work Plan 2019-2020
7 Women of Faith
8 New Immigrant Clergywomen’s Leadership Institution and Women of Color Consultation
10 GA Events Sponsored by RE&WM
11 Native American Leadership Fund Call for Proposals

Fast
FACTS

❖ Approximately 25% percent of the new worshipping communities are comprised of young adults (ages 18-30). Most of the worshipping communities skew significantly younger than the PC(USA) as a whole.
❖ The Mandate of Racial Ethnic & New Immigrant Intercultural Ministries (formerly The Racial Ethnic Unit) is “to do justice, love kindness and to walk humbly with your God” (Micah 6:8). The mandate had two interrelated focal points: doing justice and strengthening congregations (see GA Minutes, 1993, A. Assigned Responsibilities 35.007).

August 2-5, Churchwide Gathering of Presbyterian Women, Galt House Hotel
Louisville, KY
2018 is also the year that PW celebrates its 50th anniversary. Contact Carissa Herold at carissa.herold@pcusa.org.

Lake Tahoe, NV
At the “Sabbath Rest” conference, participants will consider what evangelism is through the lens of Sabbath. When church leaders pause to experience God’s presence, evangelism then becomes a natural part of who we are. Contact Eva Slayton at eva.slayton@pcusa.org.

October 11-14, 2018, Racial Ethnic & New Immigrant Seminarians’ Conference
Children’s Defense Fund Alex Haley Farm
Clinton, TN
Sponsored by the Office of Racial Ethnic & Women’s Ministries. Each year, students from theological seminaries gather in a spiritual environment, engage in vocational discernment, discuss issues they face as racial ethnic and new immigrant seminarians, and prepare for and explore various paths to ordination. For more information, contact Jewel McRae at jewel.mcrae@pcusa.org.

Save the Date

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As we gather together for the 223rd General Assembly (2018), we will continue praying that everything we say and everything we do may do in the name of our Savior Jesus Christ. May Presbyterians’ engagement in mission, governance, and leadership improve the lives of our sisters and brothers in the United States and around the world.

A message from the director, Rhashell D. Hunter

As the 223rd General Assembly (2018) of the Presbyterian Church (U.S.A.) convenes in St. Louis on Saturday, June 16 and concludes on Saturday, June 23, 2018, we are reminded that racism is still prevalent in our society, while the “Time’s Up” movement is a clear reminder that sexual misconduct is also widespread. We will address these and many other issues and business at this year’s General Assembly (GA).

At GA, there will be committee business related to racism, becoming an intercultural church in this new era, developing a letter to accompany the Confession of Belhar, repairing critical infrastructure needs of historic Native American churches, sexual misconduct, paid family leave, divesting from fossil fuels, climate change, Israel/Palestine, recognizing the prophetic witness of Henry Highland Garnet (former pastor of 15th Street Presbyterian Church, Washington, D.C.), and Shiloh Presbyterian Church of New York City), reports of the Way Forward Commission, All Agency Review, and the 2020 Vision Team approving the institutional relationship agreements of Presbyterian Women, as well as the Historically Presbyterian Racial Ethnic Institutions, among other business.

One of the first events to welcome the newly elected Moderator of the 223rd G.A., the Racial Ethnic & Women’s Ministries Reception, will be held the evening of Saturday, June 16, following the election. And, the Women of Faith Awards Breakfast, one of the most popular breakfasts at GA, will be held on Sunday, June 17. There are also many national racial ethnic caucuses and councils’ lunches and dinners, and staff of Racial Ethnic & Women’s Ministries will resource several GA committees.

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A praying on a recommendation made by the Presbyterian Intercultural Network, the Presbyterian Mission Agency is asking the 222nd General Assembly to approve at their June 2018 meeting a resolution that would “Declare an Imperative for the Reformation of the Presbyterian Church (U.S.A.) in being a Transformative Church in this Intercultural Era.”

The document states that the Presbyterian Intercultural Network (PIN) affirms that we are living in an increasingly intercultural society that brings numerous challenges and opportunities for effective and relevant ministries. It includes a total of 11 recommendations. The last recommendation is to: Encourage all members, particularly “white” members, in the PC(USA) to work to end racism in our individual and institutional life. Because of its long reach in American history, at times we will feel like those who are battling principalities and powers in Ephesians 6:10–20.

5. Reparations
We commit ourselves to doing our part to repair the breaches that have been made through racism, including psychological, spiritual, and economic damage.

6. Reconciliation
We recognize that we have long benefited from racism and that in order for reconciliation to take place, we will need to work the first five steps listed above.

7. Recovery
We receive and commit ourselves to live by a new vision of a humanity created by God to live in love, equity, and justice rather than in the hierarchy and domination of the system of race.

8. Resonance
We understand and resonate with our own cultural background. (Source: Steps 1–7 are from “Seven Steps for Those Classified as White to Use in Engaging Our Racism” by Nihs Stroupe; https://www.revialstoupe.com/)

The resolution declares that “Being a Church of Intercultural Transformation is embracing the fullness of God’s image in every person and community and intentionally and decisively making room for all of God’s people, by disrupting the status quo, ending racism, and working to eliminate oppressive systems of power and privilege.”

To read the full resolution go to pcusa.org/intercultural-church.

A review of its origins and implications for congregations in the PC(USA) and support for Native American sovereignty

By June Lorenzo

DOCTRINE OF DISCOVERY

Over 500 clergy and faith leaders joined Native American activists for the Nov. 3, 2016 “Clergy Standing with Standing Rock” near Cannon Ball, North Dakota. (Photo by Gregg Bregg)

A t the 222nd General Assembly (2016), the Presbyterian Church (U.S.A.) approved recommendations for action on the Doctrine of Discovery. Recommendation 7 of Item 11-24 called upon the PC(USA) “to confess its complicity and repudiate the Doctrine of Discovery, and direct the Presbyterian Mission Agency and the Office of the General Assembly, in consultation with ACREC (Advocacy Committee on Racial Ethnic Concerns), to initiate a process of review of the Doctrine of Discovery.”1 This process includes the preparation of a report that: (1) describes the Doctrine of Discovery and explains its history, (2) makes recommendations of how congregations in the PC(USA) can support Native Americans in their ongoing efforts for sovereignty and fundamental human rights, (3) describes how relationships with specific Native American individuals and tribes can be developed; and (4) suggests specific ways in which congregations may recognize, support, and cooperate with Native American individuals, tribes, and nations who reside within their communities. With this action the PC(USA) joins other denominations who have taken actions to repudiate the Doctrine of Discovery.2

The report was prepared in consultation with a committee of PC(USA) staff and Native American consultants who represented or had served on the following PC(USA) bodies: ACREC, Native American Consulting Committee, Synod of Lakes and Prairies; Synod of the Southwest; Synod of the Northwest; Dakota Presbytery; Presbyterian Church in the United States, has been in relationship with Native American peoples for more than 300 years. In 2000, the General Assembly Task Force on Native American Ministries presented an historical report to the 212th General Assembly (2000) titled “Mission and Ministry with Native American Peoples: A Historical Survey of the Last Three Centuries.” This longer report was summarized in the “Comprehensive Strategy for Ministries with Native Americans” (Minutes, 2000, Part I, p. 206, paragraphs 22.229–230) as historical background for the task force recommendations for Native American ministries in the PC(USA).

Read the full report at pcusa.org/ doctrine-of-discovery.

Yukon Presbytery, Office of Racial and Intercultural Justice; Presbyterian Mission Agency; Assistant Stated Clerk, and manager for equity and representation, PC(USA). The Presbyterian church, in all its various formations in the United States, has been in relationship with Native American peoples for more than 300 years. In 2000, the General Assembly Task Force on Native American Ministries presented a historical report to the 212th General Assembly (2000) titled “Mission and Ministry with Native American Peoples: A Historical Survey of the Last Three Centuries.” This longer report was summarized in “Comprehensive Strategy for Ministries with Native Americans” (Minutes, 2000, Part I, p. 206, paragraphs 22.229–230) as historical background for the task force recommendations for Native American ministries in the PC(USA).

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This last electoral campaign brought up issues that were disturbing to many women. The criteria for fitness of the woman candidate for the office of president, such as comments about the clothes she wore, for example, were standards seemingly not imposed on male candidates in the race. The comments surrounding women’s bodies were also alarming. These conversations brought up a sort of post-traumatic stress disorder (PTSD) for some women, as they themselves have experienced sexual harassment and discrimination.

A recent PC(USA) Gender and Leadership in the Church research project found that eight out of ten women teaching elders experienced discrimination, out of ten women teaching elders research project found that eight and Leadership in the Church discrimination. experienced sexual harassment and women, as they themselves have brought up a sort of post-traumatic stress disorder (PTSD) for some brought up issues that were disturbing to many women.

While we celebrate the many women ministers and heads of staff in the PC(USA), and also that the 222nd General Assembly (2016) elected two clergywomen as Co-Moderators Rev. Tanya Denise Anderson and Rev. Jan Edmiston — the first all women moderatorial team in the history of our church — we are saddened by the stories of sexism and discrimination that many clergywomen, in particular, still share. This is the very time to reconnect to a common goal to create an awareness of sexism and institutional racism in the church and create an environment where women Presbyterians can serve fully in ministry and leadership.

At the 223rd General Assembly (2018), there are many issues of interest to women, including sexual misconduct, paid family leave, gun violence, mental illness, calling for an immediate moratorium on all executions, celebrating the gifts of people of diverse gender identities, climate change, divesting from fossil fuels, environmental racism, addressing disparities experienced by black women and girls, and more. At the GA Women of Faith Awards Breakfast on Sunday, June 17, from 7:30 — 9:15 a.m. at the Marriott Grand in St. Louis, we will recognize the faithful witness of three “Clergywomen Who Challenge Racism and Injustice.”

The 2018 awardees are Amanda Barber, Charlotte, NC; Karen Hernandez-Granzen, Trenton, NJ; and Liz Theoharis, New York, NY. And the Women’s Orientation breakfast will be held at GA on Saturday, June 16, from 7:00 — 9:00 a.m. at the Marriott Grand in St. Louis. Connect with women who are working to take us to a time of accountability and equality. Gain wisdom and insights while interacting with the co-moderators of the 222nd GA (2016) and discover how the voices of women will be heard at General Assembly. To read the joint statement on sexual injustice issued by Presbyterian Women and the Advocacy Committee for Women’s Concerns, go to: www.pcusa.org/genderandleadership.

Bound together by the Grace of God, the Love of Christ and the movement of the Holy Spirit, the Presbyterian Mission Agency is called to “sing to God a new song,” a song that bears witness to God’s abiding love made manifest in the life of Jesus Christ and gathers us together for the Holy Spirit’s equipping. Let us worship the Triune God in our daily lives through the work of the Presbyterian Mission Agency.

The Offering
All that we are and all that we have comes from God. God calls us to be stewards of the gifts entrusted to us to work in partnership with our colleagues from other agencies, midcouncils, and congregations to become a “Matthew 25 church,” committing ourselves to ongoing directional goals with specific emphases for 2019-2020:

- **Evangelism & Discipleship**
  - Grow, proclaim and live out our faith in Jesus Christ by working with our partners, here and around the world, to build communities that witness to the gospel of Christ’s love for the rich diversity reflected in all humankind.

- **Poverty**
  - Where the denomination fights unjust economic systems perpetuating destitution and need;
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Amantha Barbee, Charlotte Presbytery, Synod of the Mid-Atlantic
Barbee, the pastor of Statesville Avenue Presbyterian Church, stood between protestors and policemen, with several other ecumenical colleagues all wearing clergy collars, the night Keith Scott was killed in Charlotte. Barbee received the 2017 Charlotte City Center Partners Special Achievement Award for the work of that night. She became the chairperson of the Charlotte Clergy Coalition for Justice shortly after the city erupted in the wake of the shooting. Barbee serves on the General Assembly Committee on Ecumenical and Interreligious Relations (GACEIR). She also served as moderator for Mission, Justice and Outreach and on the Racism Task Force of the Presbytery of Charlotte.

Karen Hernandez-Granzen, New Brunswick Presbytery, Synod of the Northeast
Hernandez-Granzen was awarded the Master of Divinity degree from McCormick Theological Seminary in Chicago in 1994, and has served as the pastor of Westminster Presbyterian Church since 1995. Westminster is an urban, intercultural, multiracial and More Light congregation. Hernandez-Granzen has served as a supervisor of field education students from Princeton Theological Seminary, intentionally reaching out to white seminarians to provide multiracial and intercultural field education placements at Westminster. She is a member of the Trenton Latino Advisory Council and the Princeton Civil Rights Commission, and she served on the board of the Presbyterian Intercultural Network (PIN).

Liz Theoharis, New York City Presbytery, Synod of the Northeast
Theoharis is the co-director of the Kairos Center and co-chair of the Poor Peoples' Campaign: A National Call for Moral Revival. She has spent the last two decades with grassroots, community-led anti-poverty organizations working to build the movement to end poverty. In her book, Always with Us?: What Jesus Really Said about the Poor (Eerdmans, 2017), she argues that being poor is not inevitable and that a theology that suggests otherwise has stifled the growth of a transformative movement to end poverty. Her book was recommended to the church by the co-moderators of the 222nd General Assembly (2016).

Three women were named recipients of the 2018 Women of Faith Awards by the Presbyterian Mission Agency of the Presbyterian Church (U.S.A.) during its February 2018 board meeting. Rev. Amantha Barbee, Rev. Karen Hernandez-Granzen and Rev. Liz Theoharis will be honored at the Women of Faith Awards Breakfast on Sunday, June 17, during the 223rd General Assembly (2018) of the Presbyterian Church (U.S.A.) in St. Louis. Nominations are received from throughout the church, and honorees are selected by a committee of representatives from groups related to Racial Ethnic & Women’s Ministries in the Presbyterian Mission Agency.

This year’s Women of Faith Award recognizes clergywomen who are “woke” and who challenge systemic racism and oppression. They work for transformative change and seek to end racism and injustice. Gratitude abounds for these women who “show no partiality…, no matter what race they belong to,… (proclaiming) the Good News of peace through Jesus Christ, who is Savior of all” (Acts 10:34–36).
**New Immigrant Clergywomen’s Leadership Institute kicks off in Daytona Beach**

By Scott O’Neill

The New Immigrant Clergywomen’s Leadership Institute was held in Daytona Beach, Florida, and approximately 17 female clergy from around the country gathered to collaborate and develop leadership skills to better serve their congregations and the church. Developed by PC(USA) Racial Ethnic & Women’s Ministries (RE&WM), Leadership Institutes are designed to help racial ethnic, immigrant, and women leaders strengthen skills and relationships, learn new ideas, become encouraged to expand personal comfort zones, and receive inspiration, guidance, and support from national church leaders and executives.

Key agenda items for the three-day gathering, included "navigating your call, performance management, listening groups, and celebrating new immigrant clergywomen." According to Rev. Dr. Blashell Hunter, Director of Racial Ethnic & Women’s Ministries of the Presbyterian Mission Agency, racial ethnic and new immigrant congregations are growing and thriving in the PC(USA), and as the church becomes more racially and ethnically diverse, it’s important that church leaders also become more diverse.

"Statistics show that 38 percent of PC(USA) ordained clergy are women, the largest percentage in the history of the church," said Hunter. "Women bring different leadership styles and gifts to ministry, and these styles and gifts are shaping the church’s future. We’re committed to developing leaders for the future, and the leadership institutes help nurture the racial ethnic and women leaders who serve the church now and in the future.”

Leadership institutes were established as a ministry of Racial Ethnic & Women’s Ministries in 2010, with the first Racial Ethnic Clergywomen’s Leadership Institute held at Montreat Conference Centre. "We envision a world where women, new immigrants, and racial ethnic persons have an equal voice and fully participate in church and society,” continued Hunter. “It is exciting and a privilege to join with gifted, new immigrant clergywomen in the PC(USA), see their accomplishments, and journey with them in ministry. We have worked to create a spiritual environment at this leadership institute where relationships are created and deepened and where immigrant clergywomen are affirmed and supported in their vocations in leadership and ministry.”

One of the attendees at the inaugural Montreat event, Rev. Dr. SanDawna Ashley, is the new Presbytery Executive for Minnesota Valleys Presbytery and served most recently as Manager for Call Process Support and Teaching Elders Ministries with the Office of the General Assembly. She is a featured leader at this year’s event.

“The Leadership Institute connected me with key denominational leaders who were seeking women pastors who had a sense of call to ministry and administration positions; the event was an introduction into working for the larger church and navigating the systems of a larger denomination,” said Ashley. “Networking, vocational coaching, and discernment are key components of the training provided, and I’ve continued to use the knowledge I’ve gained at the Leadership Institute to serve within the denomination. Ashley hopes that attendees realize there are places for their gifts to be used in the larger church. "I also hope to identify individuals with the gifts and graces to fill key positions within the denomination. The institute is designed to address hopes of what can be and to resource individuals with a strategy to make ministry dreams possible.”

Racial Ethnic & Women's Ministries holds Women of Color Consultation

By Gail Strange

Presbyterian women from across the country gathered in Daytona Beach, Florida in study, prayer, community, and worship as they celebrated the 2017 Women of Color Consultation. In an ongoing effort to fulfill the 222nd General Assembly (2016) mandate directing “the Presbyterian Mission Agency (PMA) to plan a Women of Color Consultation (WoCC) that focuses on the inclusion of women of color of all ages in leadership and decision-making in presbyteries and synods and/or their successor bodies,” Racial Ethnic & Women’s Ministries (RE&WM) of the PC(USA) recently held the consultation in conjunction with the New Immigrant Clergywomen’s Leadership Institute.

The consultation brought together a diverse group of women with representation from churches all over the United States. “It was an intentionally small gathering,” said Jewel McRae, Associate for Women’s Leadership Development and Young Women’s Ministries. “We wanted to extend visits. Institutional racism, sexism, and gender identity discrimination are obstacles for women of color ministers, elders, and leaders in the PC(USA). Our goal is to create an environment and opportunities where women of color thrive and can serve fully in ministry.”

Hunter continued, “In Racial Ethnic & Women’s Ministries, we support and partner with women of color through leadership development opportunities, recruitment and networking, cultural humility trainings in the church, and women’s listening visits. Institutional racism, sexism, and gender identity discrimination are obstacles for women of color ministers, elders, and leaders in the PC(USA)." The mandate also directed the PMA to extend listening groups to proactively include voices of racial ethnic women. To that end, “women’s listening groups” were formed, and women of color voices were included at both the Woman of Color Consultation and the New Immigrant Clergywomen’s Leadership Institute.

“Women of color are an important part of the Presbyterian Church (U.S.A.),” said Rev. Dr. Rhashell Hunter, director of RE&WM. "Sadly, their voices and experiences have been undervalued in the very church in which they faithfully serve.”

McRae said, “At the end of the consultation we were all blessed by the Holy Spirit with love, peace, and the joy of being connected in sisterhood and empowered by our Lord, Christ Jesus.”
RACIAL ETHNIC & WOMEN’S MINISTRIES

General Assembly is a busy time filled with discussion, debates, overtures, and reports. But it is also a time of celebration, reconnecting, worshiping, honoring others, and enjoying meals together with those in our church family. Below is a list of General Assembly events that are sponsored by or of interest to the Racial Ethnic & Women’s Ministries ministry area.

FRIDAY, JUNE 15
3 – 5 pm
Young Women’s Orientation (and GA committee assignments)
Marriott Grand/Laudel Room
By invitation only

SATURDAY, JUNE 16
7 – 9 am
Women’s Orientation Breakfast
(Co-sponsored by RE&WM and ACWC)
Marriott Grand
9 – 11:30 am
RE&WM Reception for the Moderator of the 223rd General Assembly (2018)
Marriott Grand

SUNDAY, JUNE 17
7:30 – 9:15 am
Women of Faith Awards Breakfast
Marriott Grand
10:30 am – 1 pm
Korean Luncheon
Worship: 10:30 – 11:30 am
Lunch: 11:30 am – 1 pm
Seoul Garden Korean Restaurant

MONDAY, JUNE 18
5:30 – 8 pm
National Black Presbyterian Caucus Dinner
Marriott Grand

TUESDAY, JUNE 19
5:30 – 8 pm
National Middle Eastern Presbyterian Caucus Dinner/Award
Marriott Grand

HOW TO APPLY

• To qualify for consideration, the organization must submit a written application and proposal no later than June 29, 2018.
• To download the application, go to: pcusa.org/native-american-leadership-grant/
• The awards will be announced and the funds will be disbursed in 2018.
• Following the awarding of the grant, the organization must submit a report to Racial Ethnic & Women’s Ministries detailing how the grant was used.
• The granting period for the Native American Leadership Fund Awards will cease at the end of 2018 or when the funds, designated from this fund, are disbursed.

APPLICATIONS, PROPOSALS AND QUESTIONS SHOULD BE SUBMITTED TO:
Tim McCallister
Presbyterian Mission Agency
100 Witherspoon Street, Louisville, KY 40202
tim.mccallister@pcusa.org
(502) 569-5230

The Presbyterian Mission Agency is now accepting grant applications for the Native American Leadership Fund Award. The 2018 one-time awards are to be used for education and/or leadership development of Native American Presbyterian leaders or in Native American Presbyterian organizations and communities.
In this divided and sensitive time we live in, I would like us to give more effort to listening to each other so as to understand each other better. I would like to encourage everyone to join me in working for justice and peace—with the strangers, reaching out to the marginalized, righting institutionalized racial biases and helping our neighbors next door and around the world.

Church: Ruling elder, clerk of session; Stephen Minister; handbell choir; Christian yoga teacher

Church: Ruling elder, mission ministry team (encompasses nine committees)

PW: PW–moderator, mission ministry team (encompasses nine committees)

PWS–moderator, Synod of the Sun, synod representative to the 2013 Global Exchange to India; CWG–2015 CWG Planning Team; delegate to UN CSW

Community: Book study group; Stone Point volunteer; volunteer at S2B, an educational nonprofit

Education/Profession: BS in biochemistry, Texas A& M, summa cum laude; Before deciding to stay home with my sons, I was an engineer and manufacturing manager for Hewlett-Packard and a biochemist for Southwestern Medical School and the USDA

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