

1. We will continue to create education opportunities for parishioners of all ages to learn in a community of fellow Christians about racism and white supremacy taking advantage of diocesan and national church resources.
  - a. In 2022 we collaborated with adult and youth formation committees to provide opportunities including using the Racial Audit Report, Sacred Ground, *Jesus and the Disinherited*, and the One Northwestern book *How the Word is Passed*.
  - b. In 2023 we:
    - Incorporated race and indigenous curriculum into our child and intergenerational programming.
    - Began exploring a land acknowledgement and other aspects of indigenous peoples' justice – with a series of Sunday sessions centered on these issues throughout the year, and use of an Indigenous People's translation of scripture at services in November and December.
    - Participated in Solidarity Circles: 25 participants from St. Luke's engaged with members of Second Baptist Church in a structured dialogue on the effects of racism on individual lives and on our society.
    - Presented the race and faith Sacred Ground curriculum to several lay and clergy groups in Evanston and neighboring congregations.
    - Participated in an Evanston Racial History bus tour (as part of a group of 95) and a Lawndale redlining bus tour (with a group of 75 total participants).
    - Learned ways to help those who may be experiencing racism, sexism, harassment or bullying in Upstander Training by Pastor Michael Kirby, head pastor at Northminster Presbyterian Church (19 participants).
  - c. In 2024 we will focus on
    - Ongoing implementation of the race and faith Sacred Ground curriculum for clergy and lay people with the intent of dismantling systemic racism. In addition, there will be focus on the development of different models of providing the curriculum in ways that make it more accessible to diverse groups of people. The intended outcome will be to broaden dissemination of this experiential curriculum in Episcopal parishes in the Chicago diocese; and where possible, collaboration, inclusion and dissemination to parishes of other denominations.
    - As an outcome of the Dismantling the Doctrine of Discovery series and in response to the 80th General Convention (2022) resolutions C072 and D019, a subgroup of parishioners will continue work on the development of a land acknowledgement. The outcome will be a variety of models / examples of types of land acknowledgements what can be used by St. Luke's at worship, in meetings, on the website, and in other congregational venues. The motivation for this is as part of a larger commitment at St. Luke's to decolonization through repentance, repair, and healing in relationship to indigenous people.
    - Engaging in the carceral system through one or more existing church-based programs.
2. We will continue to listen to and support with human and financial capital the efforts and requests of communities of color in Evanston.

- a. In 2023 we:
    - Networked with the Evanston Interfaith Congregation Leaders, the YWCA, the NAACP, the Shorefront Collective and other local organizations, to best inform ourselves of those needs.
    - Worked intentionally with the members of Evanston Own It, Interfaith Action of Evanston Racial Justice and Equity subcommittee.
  - b. In 2024 we will continue to listen to and support these groups wherever possible.
3. We will continue to explore ways to support with human and financial capital the efforts and requests of regional and national Christian communities of color.
    - a. In 2021 we began supporting the housing and criminal justice initiatives of North Lawndale, Back of the Yards, and Chicago Lawn through United Power and legislative issues as they arose through the Poor People's Campaign. In that time \$10 million in grant funds were included in the Illinois state budget for United Power's Reclaiming Communities work, and the Evanston Police Department signed on to test gun safety measures.
    - b. We continue our ongoing support of United Power as a member congregation. From United Power's 2023 year-end report:
 

“The Reclaiming Chicago campaign now has 69 homes in development across four neighborhoods. The most recent set of homes got underway in Roseland and featured in several media outlets (Here are two: [Block Club Chicago](#) and [WTTW Chicago Tonight](#)). **6 homes closed in December, one in Back of the Yards and 5 in North Lawndale with new families moving in throughout the month.** We will look forward to celebrating with them and the next set of homeowners moving in the first few months of 2024. And we organized over \$5 million in new funding commitments for the Reclaiming Chicago Fund to build the Reclaiming Chicago homes.”
    - c. In 2022 we approved financial support to two historically Black Episcopal colleges, and in 2023 we fulfilled all outstanding pledge payments on this commitment.
  4. We will extend the work of reparations to focus on relationship-building across congregational and racial lines.
    - a. In 2023 we engaged in intentional relationship-building work across congregations and racial lines in Evanston including the screening of *The Big Payback*, participating in solidarity circles and Interfaith Racial Education Workshops sponsored by Second Baptist Church.
    - b. In 2024 we will continue to reach out to explore building relationships across congregations and racial lines wherever possible.
  5. We will include voices of color in our liturgies.
    - a. In 2021, the rector incorporated theologians and biblical scholars of color into sermons at least once a month. The Director of Music included 12 musical pieces featuring musicians of color in the Anglican or similar traditions over the course of 2021 in a combination of hymnody, anthems, service music, and organ pieces. We did our best to name and acknowledge when we included material that struck contemporary ears as discordant.

- b. We repeated these goals in 2022 and 2023 and will do so in 2024 with a particular focus on hymnody and anthems.
- c. In 2024 we will also install a new art tracking system in the nave so that we can feature visual art and artists of color in our worship space.
6. Building upon our previous goal of examining our racial history as a church, we will explore conducting a racial audit of our church and its ministries.
7. We will revisit these statements to set new goals for 2025.

### Completed Goals

1. We will examine our history as a church - the historically white, colonial church and our local parish.
  - a. In 2021 we reviewed vestry minutes and newsletters during the periods of most racial unrest in our region - the late 19 teens and late 1960s to educate ourselves on actions taken and not taken by St. Luke's in the past by St. Luke's.
  - b. In 2022 we examined how the town of Evanston contributed to systemic racism in our local community.
2. We will contribute financially to reparations.
  - a. During fall of 2021, St. Luke's supported the creation of a three-part workshop with other Evanston faith communities: Faith, Justice, and Reparations. The workshops had conversations and brought speakers, who sought to answer: Reparations--what is it about? How did we get to where we need reparations? Where are we today in Evanston and what will be next?
  - b. In 2022 we contributed \$70,000 to the Evanston Community Foundation Reparations Fund.