

	<i>Proposed Actions</i>	<i>Desired Outcomes</i>	<i>Progress Indicators</i>	<i>Implementation Timeframe</i>	<i>Lead Responsibility for Implementation</i>	<i>Estimated Incremental Cost, if any</i>
<i>Action Pillars</i>						
Education of the Congregation	Racial justice “historical audit” of BHPC: (i) ownership and use of building site in 19 th century and earlier; and (ii) congregation’s engagement during and since the Civil Rights Era ^[1] , including mission partnerships in Shaw and Anacostia and support of refugee families	The congregation’s recognition of BHPC’s (i) place (literally) in Maryland’s history as a plantation state, and (ii) legacy of service in the name of racial justice, a collective sense of responsibility for addressing racial injustice	Completion and dissemination to congregation in BHX, and possibly to wider public	2022	TBD	None (BHPC member can volunteer)

	Civil rights trip to Montgomery, Atlanta, and Selma ^[2]	Greater congregational understanding of “the Second Reconstruction” (Civil Rights Movement) and its implications for today’s issues of policing, incarceration and prison privatization, voting rights/suppression, and disparities in education and healthcare, a collective sense of responsibility for addressing racial injustice	Minimum of 50 people signed up	2023? (Depends on how COVID situation evolves.)	TBD	TBD, with costs likely to be covered by participants
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	Harriet Tubman tour of the Eastern Shore ^[3] and tour of the home of Frederick Douglass in Anacostia ^[4]	Increased congregational knowledge of these racial justice heroes from Maryland, a collective sense of responsibility for addressing racial injustice	Minimum of 10 cars signed up	Spring, summer, or fall 2022?	Myla Williams (TBC)	Free, unless stay overnight to make it a 2-day trip.
	Tour of the Smithsonian's National Museum of African American History & Culture	Greater congregational awareness of the struggle as well as resilience of African Americans, and of how the African American story and the American story are inseparable, a collective sense of responsibility for addressing racial injustice	Minimum of 25 people signed up	2023? (Requires a lot of lead-time, and not currently possible because groups are limited to 6 due to COVID concerns)	Myla Williams ^[5]	Free.

	Tour of the Holocaust Museum, possibly followed by a facilitated discussion led by a docent	Greater congregational awareness of the conditions and racist ideologies that led to the holocaust	Minimum of 25 people signed up	2023? (dependent on Covid)	TBD	Free
	Visit and possible guided tour of Josiah Henson Museum and Park	Greater congregational awareness of the existence of and experience of slavery in our local area	Minimum of 25 people signed up, with an emphasis on encouraging young/elementary age children	2023? (dependent on Covid)	TBD	As of March 2022: Adults, \$5; children 6-17 years and seniors, \$4; children 5 and under, free
	Visit and possible guided tour of Historic Sotterley in Saint Mary's County, Maryland	Greater congregational awareness of the existence of and experience of slavery in our local area	Minimum of 25 people signed up, with an emphasis on encouraging young/elementary age children.	2023? (dependent on Covid)	TBD	As of March 2022: Adults, \$10; Seniors, \$9; Youth 6-18 years, \$6; children 6 and under, free

	<p>Continued use of Realm, weekly emails and bulletins, and BHX to publicize informative Zooms and other educational opportunities regarding racial justice</p>	<p>Greater congregational awareness of the struggle as well as resilience of African Americans, and of how the African American story and the American story are inseparable, a collective sense of responsibility for addressing racial injustice for all POCs</p>	<p>Sustained or increased membership in the “Justice & Peace” group in Realm and attendance at Adult Ed Sunday morning classes</p>	<p>Ongoing</p>	<p>Adult Education and Mission Coordination Lay Ministries</p>	<p>None</p>
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	<p>Adult Education has and will continue to devote sessions and speakers to racial justice. In addition to use of Realm, weekly emails, bulletins, and BHX, publicizing Adult Education classes that may appeal to a broader audience (e.g., non-BHPC members or regular attendees) through, for example, neighborhood listserves, the BHPC Facebook page, and Bethesda Patch</p>	<p>Broadened audience (e.g., non-BHPC members or regular attendees) for Adult Education Classes</p>	<p>Increased non-BHPC members or regular attendees</p>	<p>Ongoing</p>	<p>Communications staff person, Outreach and New Members, Connectional and Adult Education Lay Ministries</p>	<p>None</p>
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	<p>Screening of Julius Rosenwald documentary with film maker Aviva Kempner and possibly 1-2 other panelists^[6]; exploring possibility of access to documentary via DVD</p>	<p>Increased congregational enthusiasm for and participation in BHPC's mission support of Patterson Elementary School in Anacostia and Arcola Elementary School in Wheaton, and possibly the start of BHPC collaboration with Black Presbyterians United</p>	<p>Effective communications plan developed, with goal of attracting minimum of 30 participants from across Presbytery, including Members of African American congregations</p>	<p>Feb. 2023</p>	<p>Adult Education Lay Ministry</p>	<p>TBD</p>
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	Acknowledging that racism does not stop at our or any church door, opportunities (whether through speakers, articles for discussion, or coursework, etc.), to learn about how racism manifests itself in the church universal	Greater congregational understanding of the intersection between the body of believers and racist thinking	Minimum of 15 people engaged in this effort.	2023?	TBD	TBD
	Exploration and study of the biblical foundations for our commitment for fighting racial injustice	Greater congregational understanding of our role as Christians in combatting racial injustice	Minimum of 25 people engaged in this effort	2023?	TBD	TBD

	Consideration of how any educational efforts can be expanded to include BHPC children and families with children	Inclusion of children and families with children in BHPC educational efforts	Increased inclusion of children and families with children in BHPC educational efforts	Ongoing	All Lay Ministries in coordination with Children's and Youth Lay Ministries	TBD
	Family Connectional lunch focused on how to talk about racial justice issues with children	Equipping families with the tools to talk about racial justice	TBD	2022 and ongoing	Children's and Youth Lay Ministries	None or TBD (if facilitated)
	Adult Education Class focused on helping parents talk about race with kids; possible screening of movie "Just Mercy" and discussion about Bryan Stevenson's work and the	Equipping families with the tools to talk about racial justice	TBD	2022 and ongoing	Children's, Youth and Adult Education Lay Ministries	TBD

	Equal Justice Initiative					
	Integrate racial justice into the church school curriculum, especially in the 4 th and 5 th grade classes, or maybe into Vacation Bible School	Including efforts to educate and oppose racial injustice in BHPC's church school curriculum or Vacation Bible School	Express modifications to church school curriculum and Vacation Bible School focused on educating and opposing racial injustice	2022 and ongoing	Children's, Youth, and/or Outreach Lay Ministries	None

	Encourage continued Allyship training (sponsored by Presbytery) and encourage congregation to participate in Allyship training	Broader understanding of the reasons why Allyship is needed and how it works; understanding of micro-aggressions and how to recognize, avoid and/or resist them	Continued enrollment and participation of BHPC members in Allyship training	2022 and ongoing as offered	All Lay Ministries	TBD
Diversity of:						
Staff	Pastor David Gray forming partnerships with Howard Seminary and Union Presbyterian Seminary to recruit POC interns	Inclusion of more diverse perspectives in BHPC's leadership and more diverse approaches to worship	Nachee Miller from Howard Univ interned Fall 2021. Pastor David participated in 11/21 event at Howard. Dean of Howard speaking at BHPC 2/22. Donna Graves identified as prospective Union candidate for Internship (summer 2022)/ scholarship.	Started 9/21	Pastor David Gray and Personnel Lay Ministry	Likely \$2,500/yr beginning 2023 for Union. None for Howard.

	Pastor David Gray and Associate Pastor Nominating Committee's nomination of candidates of color	Same as above	Interim Associate Pastor Eunice Yang; Associate Pastor Denise Diaab hired	Aug '20 & Nov. 2021 start dates	Pastor David Gray, APNC, Personnel Lay Ministry (non-installed positions)	No incremental cost
	Matthew Robertson's recruitment of person of color as guest leader	Same as above	Engagement finalized	Spring 2022	Matthew Robertson	No incremental cost
Congregation	Ongoing updates of the BHPC website (planned for 2022), including to show the actual diversity in the congregation	More inclusion of current members of color, and increased number of visitors – and eventually also of members – of color	Hiring of new Communications Director with web design skills	2022	Future Communications staff member and/or outside contractor, Personnel Lay Ministry	TBD

	Initiatives specifically aimed at making people of color feel welcome as visitors and members	Significant increase in % POC in congregation	Increased number of POC visitors	Same timeframe as upcoming Strategic Vision (2023-2027)	Outreach Lay Ministry	TBD
	Continue, and work to increase, diversity in music and liturgy during worship; continue to make commissioning diverse composers one of the Sutherland endowment's priorities	Increased awareness of, appreciation of, and enthusiasm for works by idiomatic and non-idiomatic POC composers and authors	Matthew Robertson to provide via music notes and other information in bulletins	Same as above	Matthew Robertson, Pastor David Gray, Associate Pastor Denise Diaab, and Worship and Arts Lay Ministry	Covered as part of Worship & Arts Lay Ministry's "New Music" budget; Sutherland endowment

	Identify and encourage POC from the congregation to serve on and/or lead Lay Ministries	Increased POC participation in the work of our Lay Ministries	Increased POC participation in the work of our Lay Ministries	2022 and ongoing	Nominating Committee, with support from all Lay Ministries	None
External Partnerships	Deepening of BHPC's two mission partnerships (with funding leading to service as well), begun with and guided by Faith Presbyterian in Anacostia: EDEN community garden and Patterson Elementary School, with more ways to engage to be mutually agreed between BHPC and Faith	Revival of BHPC service in the DC metro area's community with the greatest needs and challenges, as a direct intervention to address race-based inequities exposed and exacerbated by the COVID-19 pandemic	TBD	Ongoing	Mission Coordination Lay Ministry, Associate Pastor Denise Diaab, and Joan Burns	None (financial support for these mission partnerships to be funded with MCLM's existing resources)

	Engagement and partnership with a predominantly POC congregation	Building relationship with a predominantly POC congregation	At least 6 BHPC participants helping to strengthen and enhance the viability of PCUSA in predominantly POC congregations and helping make a difference for communities of color in their immediate areas	2022 and beyond (to be long-term and sustained)	Pastor David Gray, Associate Pastor Denise Diaab, Adult Education, Outreach, Mission, and Personnel Lay Ministries, and other staff	None initially, TBD thereafter
	Continued use of Realm, weekly emails and bulletins, and BHX to publicize service opportunities with Arcola Elementary School in Wheaton, and as and when they develop, also with Patterson Elementary School and	Increased congregational participation in service opportunities, including by families and youth, in underserved communities of Anacostia and Wheaton	Membership growth in "Local Service Opportunities" and "Justice & Peace" groups in Realm	Ongoing	Mission Coordination Lay Ministry	None

	EDEN community garden					
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	Support to NCP's Black Presbyterians United (BPU)	(i) Greater understanding of and response to challenges DC metro area's Black Presbyterians face, and (ii) a mechanism for BHPC to make reparations for the unjust policies and actions taken by our predominantly White denomination over multiple centuries, that have led to the economic disparities between Black and White churches within PCUSA today	BPU events publicized to BHPC community, including in weekly emails, bulletins, and Realm; participation by BHPC members and staff at BPU meetings and events; periodic co-sponsored events and/or financial support to BPU to supplement the \$6,000/yr it receives from NCP	Starting Jan. 2022 at latest	Associate Pastor Denise Diaab	Amount of any annual financial support to BPU TBD, and possibly within MCLM's existing resources
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	Financial support to Interwoven Congregations ^[7]	A show of BHPC's support for the work of Interwoven Congregations, a nonprofit engaged with the Presbytery by providing facilitated racial justice dialogue between predominantly White and predominantly POC congregations	Annual disbursements to Interwoven Congregations by BHPC	2022 and beyond	Mission Coordination Lay Ministry	\$500-\$1,000/year, could possibly be funded from Mission Coordination Lay Ministry's existing resources, but more than that would require additional mission budget (NOTE: Interwoven Congregations has asked BHPC to donate \$10,000/yr for 3 yrs.)
	Partnerships with our building users (e.g., BJC and Maqaame	Increased mutual support among the BHPC, BJC and Maqaame	TBD	Ongoing	All Lay Ministries but approved by Pastor David Gray	TBD

	Ibrahim Islamic Center)	Ibrahim Islamic Center.				
	Consideration of how any external partnership efforts can be expanded to include BHPC children and families with children.	Inclusion of children and families with children in BHPC external partnership efforts.	Increased inclusion of children and families with children in BHPC external partnership efforts.	Ongoing	All Lay Ministries in coordination with Children's and Youth Lay Ministry.	TBD.
Advocacy	A publicly stated commitment to pursuing racial justice, including possibly road signs reflecting our commitment and current and proposed	To raise the wider BHPC community's awareness of this collective commitment	BHPC's stated commitment communicated on website, in worship bulletins and BHX's, and in BHPC's next Strategic Vision document	Soon after Session's approval of RJVTF recommendation s (early 2022?)	Session, Property Management, communications staff, and Property Management Lay Ministry	None – cost of road signs and other forms of public statements

	efforts and programs					
	Build on new (2021) mission funding support for advocacy organizations (Action in Montgomery, PCUSA Office of Public Witness, and Interfaith Power & Light DMV) through active participation by some BHPC members, possibly including one-on-one mentoring of	Use of new mission partnerships to grow the advocacy and service aspects of BHPC mission for racial justice	Minimum of 100 BHPC members engaged in advocacy or service for racial justice -- or refugees/immigration, gun violence prevention, earth care/climate justice, Middle East peace (all of which are directly related to racism)	2022-2026	Mission Coordination Lay Ministry	None (financial support for these partnerships to be funded with MCLM's existing resources)

	youth/young adult POC					
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	<p>Financial support by BHPC to, and active participation by some BHPC members in, the work of a nonprofit addressing disproportionate incarceration of young Black men and youth, and related issues in Maryland (e.g., Justice Policy Institute or Maryland Alliance for Justice Reform) – possibly to include collective mentoring of a released prisoner for successful re-entry, building on BHPC's</p>	<p>BHPC congregation more informed about Maryland prisons; use of a new mission partnership to grow the advocacy and service aspects of BHPC mission for racial justice</p>	<p>Annual disbursements by BHPC to a nonprofit addressing incarceration issues in Maryland; at least 5 BHPC members engaged in advocacy on these issues</p>	<p>2022 and beyond</p>	<p>Adult Education Lay Ministry for speakers; Mission Coordination Lay Ministry for financial support and justice advocacy and service</p>	<p>TBD</p>
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	experience in supporting refugee families					
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	Host a Young Adult Volunteer (YAV) focusing on increasing congregation's engagement in social justice advocacy	Increased participation by BHPC members in advocacy for social justice, including racial justice	Request for YAV submitted to PC(USA); multiple social justice advocacy events (e.g., public hearings before County Council, state legislature, MCPS board, etc.) attended by a group of BHPC members	2024-25	Mission Coordination Lay Ministry for funding; Associate Pastor Denise Diaab (TBC) and BHPC member Ally McKinney	TBD
	Continued use of Realm, weekly emails and worship bulletins, and BHX to publicize advocacy opportunities	Increased congregational participation in advocacy on behalf of underserved communities in Montgomery County and Washington, DC	Multiple social justice advocacy events (e.g., public hearings before County Council, state legislature, MCPS board, etc.) attended by a group of BHPC members	Ongoing	Mission Coordination Lay Ministry	None
	Additional postcard-writing and other initiatives to counter minority voter suppression	Push-back against voter suppression initiatives	Minimum of 30 volunteers	Election years (including 2022)	TBD	None (any costs to be covered by volunteers)

	<p>Conduct a “current” (as opposed to historical) audit, to determine % of BHPC’s contractors, suppliers, and service providers (including banking and investment management) that are owned by POC, prioritize increasing that % for BHPC, and encourage BHPC members to do the same, including by sharing info resources on POC-owned businesses</p>	<p>(i) Use BHPC’s business relationships to empower more POC-owned businesses, and (ii) set an example for BHPC congregation and partners, and also within NCP</p>	<p>Increase in share of POC-owned companies among BHPC’s contractors, suppliers, and service providers</p>	<p>2022-2023</p>	<p>Property Management and Finance Lay Ministries, staff, and Elizabeth St. John (TBC)</p>	<p>TBD ^[8]</p>
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	Fundraising for a local African Methodist Episcopal Church or primarily Black church for building repairs	Preservation of an historic AME church	# of donors and amount of donation	2022 or beyond	Yoshi Sei or Steve Fox (TBC)	None
	Consideration of how any advocacy efforts can be expanded to include BHPC children and families with children	Inclusion of children and families with children in BHPC advocacy efforts	Increased inclusion of children and families with children in BHPC advocacy efforts	Ongoing	All Lay Ministries in coordination with Children's and Youth Lay Ministry	TBD.

Racial Justice Coordinating Committee	Session to establish a Racial Justice Coordinating Committee which shall facilitate and monitor progress on implementing programs, events and efforts to address racial injustice, and report to Session as appropriate	BHPC members of all ages have opportunities to learn, discuss, and take action for racial justice	Number of classes, events, activities, and number of participants	> 5 years starting from 2022	Racial Justice Steering Committee members	None
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