

# SFBC Transformation Statement of Work

## Anti-Racism

### Long Range Plan Recommendation:

Create a broad-based initiative with the goal of becoming an anti-racist church.

- Complete a thorough audit of all aspects of church life, identifying the impacts of systemic racism.
- Create and execute a comprehensive plan for dismantling systemic racism at SFBC and for being a consistent anti-racism presence in the greater community.

NOTE: The tasks below build on this recommendation, and include other factors raised during considerations by the Diaconate and Executive Committee.

### Key Dates:

To be determined

### Collaboration required:

- Other Taskforces
  - Pastoral Transition
  - Small Group Ministry
  - Senior Ministry
  - Facilities
- Lay Leadership
  - President/Executive Committee
  - Diaconate
- Pastoral and Administrative Staff
- Congregation
- Other congregations
- Outside experts
- Program Office
  - Participate in joint tasks as needed
  - Provide regular updates for communication with the congregation

### Description of Work:

- Confirm that this Statement of Work is understood and makes sense. Coordinate with Program office to make adjustments as needed throughout this process
- Define the characteristics of an anti-racist church

- Find example churches or organizations we can pattern ourselves after
  - Include aspects of how the church relates to the broader community
  - Document the characteristics
  - Educate the congregation regarding the characteristics
- Develop an understanding of the key ministries of our church and how they relate to anti-racism. Make recommendations regarding key ministries as appropriate.
- Conduct an audit of all areas of SFBC church life to identify opportunities to become an anti-racist church.
  - Educate the congregation about the opportunities
- Prioritize those opportunities.
- Implement measures to address the opportunities.
- Evaluate our progress at regular intervals and adjust priorities as required