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## STEP FOUR: DEVELOP YOUR PLAN

### EXAMPLES OF GOALS

Below are some seedlings of ideas for your church's Journey Toward Racial Justice plan, divided into the three foci from Bishop McKee's priorities for this work (though goals will more than likely encompass multiple categories): Vital Conversations, Intercultural Competence and Institutional Equity. **We invite you to start with two to three goals that are achievable over the next 12-18 months.** These suggestions are not prescriptive, but meant to be a starting point. Just as we are called to be one body with many, interdependent parts, we act as the North Texas Conference as one body with many congregations living out God's vision for the kingdom in the way each is uniquely called to serve

**Vital Conversations** call us to engage one another in conversations about racism, cultural diversity and institutional injustice in ways that are candid, respectful, holy and transformational.

- Yearly churchwide book study in Sunday School classes/small groups on a book written by a POC (including sermon series, conversation starters, children's/youth tie-ins)
- Invite POC leaders to your church to speak on issues affecting equity in your community
- Host a dinner conversation around the topic of racial reconciliation using a format like the People's Supper or the Dallas Dinner Club

**Intercultural Competence** calls us to cultivate leaders with the skills and awareness to make disciples across cultures to become more diverse and better reflect our mission field.

- Require all staff and church leadership go through an annual Intercultural Competency/Anti-Racism training
- Develop a mutual relationship with a church that worships people of a different race/ethnicity than your own
- Attend a conference planned and led by POC
- Host a "train the trainer" event for small group leaders on Discipleship Ministry's "How to Have a Courageous Conversations"

**Institutional Equity** calls us to build systems, policies and processes in our church, conference and community that level the playing field for all people.

- Offer a service of racial reconciliation (confession of sin, repentance and commitment to living in a new way)
- Establish policies for equitable hiring practices- Become advocates for racial equality in your local school board/courts/HOA/city council
- Commit to long-term financial support of an organization/person fighting for racial justice in your community.

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### SMARTER GOALS

**Developing goals that are specific, measurable, achievable, relevant, time bound, evaluated/reviewed**

**Specific** – 5 Ws What do I want to accomplish? Why is this goal important?

Who is involved? Where is it located? Which resources or limitations are involved?

Don't be beholden to each of these but consider these questions as ways to narrow your focus toward the purpose of your goal. Specificity allows for more agile response.

**Measurable** – How will I know when the goal is accomplished?

A congregation's journey toward racial justice is not "accomplished" so much as continually unfolded, but small goals that do have measurable outcomes will help move the group forward on the path.

**Achievable** – Does this goal seem plausible in my context?

Though we would often like to move faster from point A to point B, setting ourselves up for failure only leads to disappointment, disillusionment and rigidity. Achievable, realistic goal setting allows for congregations to stretch and grow, without breaking.

**Relevant** – Is this a goal that will positively impact racial reconciliation in my congregation and community?

Your congregation and community have specific gifts and needs around the imperative of racial reconciliation. Setting goals that acknowledge both of those realities will help all participants feel empowered and effective.

**Time bound** – What is the schedule for your goal to be enacted?

Creating calendared expectations brings action to ideas. Make sure to create a realistic, but essential timeline that reflects your team's/congregation's commitment.

**Evaluated/Reviewed** – How will you create a plan that grows with you?

After your goals have been achieved, set a period where you can look back and evaluate their efficacy over time. Were they effective, but need tweaking? Did they have unintended consequences? Do they still have the support of the congregation? Are they still meeting the needs of the community? Goals can be successful for a time, then improved upon or completely rewritten. The continual cycle of plan, enact, evaluate should fuel creativity and renewal.