

Parish/Ministry Connections by CTROR Commitment

Rexamine histories	Critical discourse	DEI standards, policies, procedures	Invest in local POC business	Validate POC experience, stories, feelings	Intersectional approach to oppression	Financially support HBCU	Dismantle school to prison pipeline and institutional oppression	Speak out against micro/macro aggressions
All Saints, Indianapolis Diocesan Ministry - Executive Council Good Samaritan, Brownsburg Grace, Muncie Holy Family, Fishers St Andrew's, Greencastle St. Johns, Bedford St. Paul's, Indianapolis St. Philip's, Indianapolis St. Stephen's, New Harmony St. Timothy's, Indianapolis Trinity, Indianapolis	All Saints, Indianapolis Good Samaritan, Brownsburg Holy Family, Fishers St Andrew's, Greencastle St. Johns, Bedford St. Paul's, Indianapolis St. Philip's, Indianapolis St. Timothy's, Indianapolis Trinity, Indianapolis Campus Ministry - Canterbury House, ECM-IU St. David's, Bean Blossom St. James, Vincennes St. Michael's, Noblesville	Good Samaritan, Brownsburg Holy Family, Fishers St Andrew's, Greencastle St. Johns, Bedford St. Timothy's, Indianapolis Church of the Nativity, Indianapolis Church of the Nativity, Indianapolis Diocesan Ministry - Commission on Ministry Diocesan Ministry – Investment and Finance St. Christopher's, Carmel Trinity, Bloomington	Good Samaritan, Brownsburg Holy Family, Fishers St. Johns, Bedford St. Timothy's, Indianapolis Church of the Nativity, Indianapolis St. Philip's, Indianapolis Diocesan Ministry - Executive Council Diocesan Ministry – Investment and Finance Grace, Muncie St. Mark's, Plainfield Trinity, Anderson	Good Samaritan, Brownsburg Holy Family, Fishers St. Johns, Bedford St. Timothy's, Indianapolis All Saints, Indianapolis Campus Ministry - Canterbury House, ECM-IU St. James, Vincennes St. Stephen's, New Harmony Christ, Madison St. John's, Speedway	Good Samaritan, Brownsburg Holy Family, Fishers St. Timothy's, Indianapolis St. Augustine, Danville St. Matthew's, Indianapolis	Good Samaritan, Brownsburg Holy Family, Fishers St. Timothy's, Indianapolis St. John's, Speedway	Good Samaritan, Brownsburg Holy Family, Fishers St. Timothy's, Indianapolis St. Johns, Bedford Diocesan Ministry - Commission on Ministry St. Paul's, New Albany	

Speak out against civil liberty/ voter suppression	Educate on places of privilege and blindness	Call out bigotry and hate speech	Ask the hard questions, whose voice not at the table	Intentionally cultivate welcome/hospitality/participation for all peoples	Faith community to reflect and seek better understanding of racism	Join with local community orgs working for justice	Preach and pray together for an end to racism and white supremacy
Good Samaritan, Brownsburg Holy Family, Fishers St. Timothy's, Indianapolis St. Stephen's, New Harmony Campus Ministry - Chapel of the Good Shepherd, Perdue	Good Samaritan, Brownsburg Holy Family, Fishers St. Timothy's, Indianapolis St. Stephen's, New Harmony Campus Ministry - Chapel of the Good Shepherd, Perdue St. Johns, Bedford St. Paul's, New Albany All Saints, Indianapolis Campus Ministry - Canterbury House, ECM-IU Church of the Nativity, Indianapolis Grace, Muncie St. Michael's, Noblesville	Good Samaritan, Brownsburg Holy Family, Fishers St. Timothy's, Indianapolis St. Johns, Bedford St. Paul's, New Albany Campus Ministry - Canterbury House, ECM-IU St. Michael's, Noblesville St Andrew's, Greencastle	Good Samaritan, Brownsburg Holy Family, Fishers St. Timothy's, Indianapolis St. Mark's, Plainfield St. Paul's, Indianapolis	Good Samaritan, Brownsburg Holy Family, Fishers St. Timothy's, Indianapolis St. Paul's, New Albany Campus Ministry - Canterbury House, ECM-IU St Andrew's, Greencastle Church of the Nativity, Indianapolis St. Matthew's, Indianapolis Trinity, Anderson St. Christopher's, Carmel Trinity, Bloomington St. Paul's, Evansville	Good Samaritan, Brownsburg Holy Family, Fishers St. Timothy's, Indianapolis St. Paul's, New Albany Campus Ministry - Canterbury House, ECM-IU Church of the Nativity, Indianapolis St. Matthew's, Indianapolis St. Christopher's, Carmel St. Paul's, Evansville St. Johns, Bedford St. Stephen's, New Harmony Christ, Madison St. David's, Bean Blossom St. Paul's, Richmond	Good Samaritan, Brownsburg Holy Family, Fishers St. Timothy's, Indianapolis Campus Ministry - Canterbury House, ECM-IU St. Paul's, Evansville St. Johns, Bedford Christ, Madison St. Paul's, Richmond St Andrew's, Greencastle Grace, Muncie St. John's, Speedway St. James, Vincennes Trinity, Indianapolis	Good Samaritan, Brownsburg Holy Family, Fishers St. Timothy's, Indianapolis Campus Ministry - Canterbury House, ECM-IU St. Paul's, Evansville St. Johns, Bedford St Andrew's, Greencastle Grace, Muncie Trinity, Indianapolis St. David's, Bean Blossom Trinity, Anderson St. Mark's, Plainfield Campus Ministry - Chapel of the Good Shepherd, Perdue All Saints, Indianapolis St. Augustine, Danville St Paul's, Columbus

Additional/Unique Commitments made	
Executive Council	<p>the diocese will engage in on-going, future critical discourse</p> <p>the diocese validates the stories, feelings, and experiences of people of color within our diocese, considering them as sacred</p>
Investment and Finance	<p>The Committee approved the motion: to adopt the Covenant to Root Out Racism as a working draft. There was concern that we are simply duplicating what the Diocese of Missouri said without adapting it to our own local history and conditions. Unique covenant specifically appropriate to this committee: "We covenant to stand with the vulnerable and marginalized to transform systems of injustice by investing in firms that recognize the dignity of human labor." We already have worked to implement the first two; the task is to document what we have done. The rationale for the third covenant is as follows. The Diocese worked to establish, and has long supported, the Dayspring Center, which houses families who are homeless. If you ask the director why families are homeless, she cites bad jobs: jobs that have low wages, do not provide benefits, are temporary, do not provide enough hours of work, have irregular hours, and so on. As investors, we own companies. If we direct our investments towards companies that provide good jobs --- that is, companies that recognize the dignity of human labor --- and away from companies that provide bad jobs, then we will be working to transform systems of injustice. This is a long-term promise. Identifying what is a good or a bad job is not hard: there is plenty of social and economic research on the topic. Identifying companies that provide good jobs or bad jobs is a large spiritual and intellectual challenge. There are a few metrics for such things, so we will have to work with others over the long term to figure out how we can keep this promise. Our work on this topic will be useful to others.</p>
St. Augustine, Danville	<p>We covenant to listen to and to validate the stories, experiences, and feelings of all people as companions along the journey, valuing those experiences as being sacred by adding diverse iconography to our worship space. While our stained-glass windows are beautiful representations of the saints, they are all male. We will seek to augment them with more modern iconography and hagiography that better represent all people and all creation.</p>
St. John's, Lafayette	<p>Established a Committee of the Vestry to bring formation, worship, and action items to the parish's attention</p>
St. Matthew's, Indianapolis	<p>We will regularly track our progress and report our progress regarding these covenants as called for in the resolution.</p>
St Paul's Columbus	<p>We are going to use Ibram X. Kendi's "How to be an anti-racist" literature to begin the conversation.</p>
St Thomas, Franklin	<p>Several members of St Thomas have committed to participating in the Sacred Ground program meeting once a month since March under the guidance of our Deacon, Karen Sullivan.</p>
Trinity Bloomington	<p>We covenant to take inventory of the harms that Trinity church has committed in its past against Black, Indigenous, and other People of Color (BIPOC), to form and grow new relationships with BIPOC leaders and groups in our community who can help to guide us in taking reparative action to atone for the sins of those who came before us. Knowing that we do not yet know the full extent of what this will entail, we further commit to taking as much time as we need to do these things with honesty, humility and authenticity.</p>