



## THE EPISCOPAL DIOCESE OF NORTH CAROLINA

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December 19, 2023

Beloved in Christ:

At Convention in November, we announced an invitation and expectation for the congregations of the Diocese of North Carolina to engage in the work of racial reparations and restitution, beginning with an intentional process of truth-telling and reckoning. This engagement is an essential expression of our commitment to Christ and to his call for justice and love, and thus to the mission, health, and well-being of each congregation.

A committee of folks, from across our diocese and our governing bodies, has been studying and researching reparations and restitution for the past three years. We agree with the committee's conclusion, that to fruitfully engage this work, each congregation must have structured conversations about race that include hard questions and answers about both the past and present. Each must then decide how to respond to what they learn. Only then can we make wise decisions that will help bring about a brighter, better future.

To that end, Lindsey Ardrey and the Reparations and Restitution Committee have prepared a curriculum and accompanying resources to assist our congregations in this exploration and journey.

Because our congregations are in different places and stages in this ongoing effort, and one size will not fit all, the curriculum features three different starting points. One is for congregations just beginning this work, another for churches who have done some historic research and want to take the next step, and a third for congregations who have done the historical work, have wrestled with options in response, and are ready to take action.

The curriculum and resources can be found here: <https://www.episdionc.org/reparations-and-restitution/>

We ask you to read this pastoral letter to your congregation on a Sunday in January. We suggest Martin Luther King Sunday (Jan 14), but we trust you to choose the best Sunday for your people.

In this season of new beginnings, we invite your congregation to review the curriculum, to pray and discern, and then to commit and engage in this life-giving work. One of Jesus' gospel promises to his followers is that we will know the truth, and the truth will set us free.

A member of the Reparations and Restitution Committee will call you the second week of January to assist you as you prepare to share this letter

Walk with us; pray with us; listen and learn with us how God is calling each congregation of our Diocese to respond to its particular history and our commitment to justice, to truth-telling, to liberation and to life.

May the promise of hope and joy that came to us, in human form, in Jesus, be our guide, our light, our truth.

In God's grace,

A handwritten signature in cursive script, starting with a cross symbol and reading "Samuel S. Rodman".

The Rt. Rev. Samuel S. Rodman  
Bishop

A handwritten signature in cursive script, starting with a cross symbol and reading "Jennifer Brooke-Davidson".

The Rt. Rev. Jennifer Brooke-Davidson  
Assistant Bishop