



Tactical Teams-Inclusion/Diversity/Multiculturalism/Affiliation/Immigration Relations

November 10, 2020

Zoom Meeting

Video Playback: <https://youtu.be/Q1I23CAQ26Q>

- Introductions
 - Michelle Beech–Leading a group that is trying to reach the nones and the dones. Gave some background on her group and how it is an Ecumenical group.
 - Natalie Teague–Disciples Immigration Legal Counsel
 - LaTaunya Bynum–Regional Minister for Northern California–Nevada region.
 - Blanca Faasii–New Church Team Member for the North Carolina region.
 - Sharon Stanley–Rea–Disciples Director for Refugee and Immigration Ministries.
- Feedback from New Church Summit
 - Blanca–Liked that everyone had an open mind and nice to be around people who can see and understand different things.
 - Natalie–Really appreciated Mark’s conversation around social enterprise and that is the future for nonprofits. Old fundraising models are going to become obsolete. Appreciated the cultural intelligence part as well. She also really liked Yaw.
 - LaTaunya–Appreciated the diversity and creativity of the group. Talked about how she is a traditionalist and we do need to make room for both traditional folks and the vast creative folks that are going to lead the church, if we are a big tent church we need to be a big tent church. Excited to hear about people doing ministry in new and different ways. Talked about proclamation vs demonstration, not saying, but showing. This to her means living the faith that we claim.
 - Michelle–It was eye opening, the whole Disruption book and his concepts were eye opening. The highlight was the CQ piece though. Would love to dive into that more deeply though. Really exciting to

see so many people scoring so highly. Made her feel warm and fuzzy inside because she is a Disciple from the cradle. Talked about her experience with going to an experience at the United Nations and felt this was very timely.

- Sharon–Was not able to attend the Summit.
- Terrell gave an overview of what will be accomplished in the Tactical Teams.
- Talked about using Design Thinking Methodology. Will focus on insights, then move to SWOT analysis and Gap analysis, then goals and objectives will be formed. Idea formulation will be next and finally try these ideas.
- Why is New Church important?
 - Blanca–It is important because we all need to be the new church. The church how it is now is not what it will be tomorrow, so we need to be open to being what that new church is. Understanding that we need to be in a different new.
 - Sharon–New church is important because old church isn't working for a whole lot of people. The pandemic has shown us the many ways that community is possible beyond a pew. It has intrigued her how the church intersects with the world and how faith is a part of all of our lives and is not place based in a particular style which has most generally been pews in one place. New Church is also important because God keeps calling us and inspiring us.
 - Michelle–God is always creating something new, but human nature is we don't want to change. New Church is important because it fosters those who are willing to go “Yes God” and are willing to try something new. People will follow, but it is harder to find people willing to lead down uncharted territory.
 - LaTaunya–New Church is important because the bible says, “I am making all things new.” Always called into this time of renewal and looking at things differently. We live in this either/or world and the world is much more complicated than that. It is important to hear from other communities.
 - Natalie–Talked about how people keep saying, “When this is over”. This whole experience is going to change us. We are getting to the place where we see others at threats. Our gut response and reactions

- are different. Church is going to have to be redefined, it is all going to be made new. This is the opportunity to reimagine what it could be.
- Terrell-He has dedicated his life to this, it is not just a job to him. This is his everything. He loves churches and new things and church planters. Feels we need more churches and we need new churches because of missing people groups. It is more than the great commandment or great commission. He directs people to first commandment and commission. Be fruitful and multiply. This team is very important and inclusivity is very important across the church.
 - Why did you choose this Tactical Team?
 - Natalie-There is the obvious part. It is not just a job for her, it is a life path. Sees that you can't separate race out of those issues. There are different opportunities for immigrants based on what continent they are from and she believes based on the color of their skin. That is not right and very unfair. Sees issues of race, equity and inclusion being inherently intertwined with immigration issues. Talked about being raised and living in the South and how systemic racism is very prominent there and we are at a time where we may be finally reckoning with it. It is time to do the work and it the white people that need to do the work.
 - Blanca-She is an immigrant. When she was younger, she was involved in immigration, she helped people fill out applications for amnesty. They way they have grown is a little bit different from the way they see it. Trying to give people different views to see things differently.
 - LaTaunya-We are a church that talks about and celebrates it diversity. Part of my reason for wanting to be in this group is to continue to explore what that means and are there voices that are not being heard? If we are going to be the people who we say we are, we need to wrestle with what that means.
 - Michelle-At the time she had a bunch of multi-ethnic, a lot of diversity stories coming my way. She sees God at work and didn't know if she was being prepared for something down the road. She also joined because of the group that she leads and it is something she is drawn to.

- Sharon–Joined because DHM wanted staff to be part of the team, but she also wanted to join because of where she grew up and racism was just something so blatantly obvious. Some much more of God is shown when a group is not made up of people that only look like her and have similar backgrounds. Continuing to seek more of God has always been when she sought relationships across barriers.
- Terrell talked about wanting to write a vision and where do we want to be in the next 5 years specifically relating to this issue.
 - Michelle–Every single new church would be 100% diversified. Looking beyond racial and cultural diversity. It is diversity of thought and creating safe spaces where people can feel like they can be their authentic selves. That covers a gambit of things, so come from a standpoint of listening instead of always talking.
 - Sharon–Concern would be for naming and valuing participants at the table. There would be an encountering and accountability for the intentional ways and intentional pieces of our structure that have kept us from being an inclusive church. Need to go beyond that just because people are represented at the table doesn't mean we are a diverse church. Must do the work to acknowledge the racism that is embedded in the structure.
- Terrell talked about being given the permission to dream.
- Who is missing from the table?
 - 00:58:08 Natalie Teague: Valeria Bejar
 - 00:58:28 Terrell L McTyer: reps from NAPAD
 - 00:58:49 Natalie Teague: April Johnson
 - 00:58:49 LaTaunya Bynum: A few more men. Millennials and younger folks who are not bound by traditional or institutional church.
 - 00:58:53 Sharon Stanley-Rea: Perhaps a couple persons who've wanted to be in Disciples churches, but who've expressed how/why they've not felt included.
 - 00:59:24 Blanca Faasii: Someone from Obra Hispana
 - 01:00:08 Natalie Teague: Some folks who don't think these are issues but still people of faith
- Terrell discussed the Google document that would be a working document and invited people to add their thoughts to continue collaboration.



- Terrell talked about the importance of transparency.

Terrell L. McTyer

Terrell L. McTyer
Minister of New Church Strategies