

# ANTIRACISM DISCIPLESHIP PATHWAYS

## WHAT ARE THEY?

The Antiracism Discipleship Pathways (ADP's) are year-long formational experiences designed with articles, books, films, videos, spiritual practices, and praxis exercises intended to facilitate spiritual growth and deepen your understanding of racial righteousness. These pathways will connect you to the lived experience and *Purposeful Narrative* of your ECC sisters and brothers, offering substance to the 5th "P" of [The Six-fold Test for Multiethnic Ministry](#). Finally, these pathways offer a unique opportunity to build community and a more robust fellowship with your ministerial peers who are also on a journey to love God and neighbor more faithfully.

## WHO ARE THEY FOR?

The pathways are designed for ministers who hold an ECC credential, are pursuing credentialing within the ECC, or hold a clerical position within an ECC institution (i.e. chaplains, campus staff, global personnel, retired ministers, etc.)

## WHAT DO THEY ENTAIL?

The pathways involve reading and viewing content, doing personal assessments, spiritual practices, praxis exercises, and reflection questions. They also involve meeting with your cohort once every three weeks.

## WHAT ARE THE PATHWAY COHORTS?

Participants are placed in a cohort of ministerial peers to walk and process with for one year. Cohorts are composed of 5-9 ECC leaders, and they are guided by a trained ECC facilitator. During meetings you will discuss, process, and reflect on pathway content.

## WHAT IS THE TIME COMMITMENT?

You will meet with your cohort for 75 minutes every three weeks for one year. Pathways have a rhythmic flow. Every section begins with a centering reflection question that prepares you for the content. Generally, you will read a book or a book excerpt one month, and then you will engage online resources (films/videos, and/or a lecture) that connect the content to lived experiences of your neighbor.

## WHAT IS THE COST?

The cost of a one year pathway is \$125. This amount only covers a fraction of what the pathways will offer you, from a number of personal assessments to a day-long retreat. LMDJ, NPTS, and the ECC Ministerium are subsidizing the remaining cost as an investment in your leadership. Beyond this minimal fee, you will also be purchasing a few books and resources for pathway content. If money is still a hinderance, please email [Dominique.Gilliard@covchurch.org](mailto:Dominique.Gilliard@covchurch.org) for scholarship opportunities.

## WHAT ARE PREVIOUS PARTICIPANTS SAYING?

Of the 375 participants in 2020-21, 70% participated in a survey illustrating the pathway's fruitfulness:

- 97% agreed their knowledge about the *Purposeful Narrative* of their sisters and brothers in Christ had increased
- 94% agreed they had a better understanding of how to stand in solidarity with, and advocate for, the multiethnic mosaic
- 95% agreed they learned how to share in the suffering of others and were enabled to more faithfully *Practice Solidarity*
- 98% agreed they had received resources that helped them grow - both ministerially and in their personal pursuit of antiracism
- 97% said they would recommend this pathway to their friends