

Dear New Pastor,

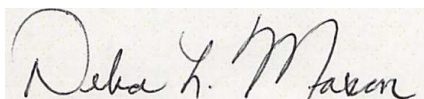
Congratulations on your new appointment. As the Diversity Development and Inclusion Coordinator for our conference, I would like to introduce you to programming that has been designed to support you going forward.

First, there will be an information session held with the District Superintendent, and myself-your Diversity Development and Inclusion Coordinator and you. We call this session ‘Onboarding’. It is a time for you to get to know your new congregation better and understand the support that the conference center will provide for you on an ongoing basis.

Second, the congregation will have the wonderful opportunity to explore the glory of God through God’s creation. This will be done through several discussion sessions that are not often mentioned in church. Those topics are multicultural differences, implicit bias, microaggressions, and reconciliation. These discussions will be arranged for the church through you and your church leadership and will begin in the September-October timeframe. The point of this all is to make sure that your congregation/charge understands that communication is the best method for understanding and that understanding leads to paving a road to success.

Third, you will attend a monthly support group of clergy that have a Cross Racial/Cross Cultural appointment. Please know that through this all you may reach out to me at any time for consultation or questions. We are all in this together.

Blessings,

A handwritten signature in cursive script that reads "Debra L. Mason". The signature is written in black ink on a light-colored, slightly textured background.

Debra L. Mason
Diversity Development & Inclusion

