

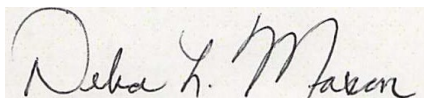
Dear District Superintendents,

Thank you for taking the leadership on this very important program for Cross Racial/Cross Cultural Appointments. I have provided for you an outline the “Onboarding” process.

- Spiritual Preparation
- Onboarding with SPRC
- Onboarding with Congregation
- Module/Discussion-“Multicultural Differences” - September/ October timeframe- facilitated by CORR and DDI
- Every church will have 3 additional modules/discussions-CORR will facilitate those modules/discussions. The modules/discussions are Implicit Bias, Microaggressions and Reconciliation – October, November, December timetable.
- Our new pastor will be invited to attend a monthly support group consisting of all clergy that are serving in Cross Racial/Cross Cultural appointments.

Please keep in mind that I am always available to consult with you or answer any questions

Blessings,

A handwritten signature in black ink on a light-colored rectangular background. The signature reads "Debra L. Mason" in a cursive script.

Debra L. Mason
Diversity Development and Inclusion