



The Presbytery of
DONEGAL

2025-2026 Antiracism Policy

Introduction

Each and every human being is a cherished creation of God, uniquely and lovingly made in God's own image. God desires that people "from every nation, from all tribes and peoples and languages"¹ live and worship in unity and love, glorifying their Creator together. Yet, as sinful people in a fallen world, we often fail to see the image of God in others, fail to treat all people as equally precious in God's sight, and fail to have compassion for the pain and oppression experienced by our neighbors. Just as the Biblical prophets persistently called God's people to repent of their idolatry and injustice and to live in right relationships with one another and God, we, too, must continually turn away from patterns of thought, action, and relationship that are contrary to God's will.

One of these unjust and idolatrous patterns from which we must repent is the sin of racism. Racism hurts beloved children of God, dishonors the One in whose image all people are created, damages our life together in the Body of Christ, and harms the church's witness to the world. While racism is sometimes flagrant, like most types of sin, it often manifests in more insidious ways. We are steeped in a culture where racism and white supremacy are powerful forces. Despite our best intentions, we are influenced by white supremacist ideology in both obvious and subtle ways. Learning to identify and oppose racism is an important part of loving our neighbors and growing in Christlikeness.

The Apostle Paul instructs believers striving to resist cultural forces at odds with the Gospel: "Do not conform to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is."² This Antiracism Policy is a tool to help us do just that.

Process

By God's grace, growing in holiness is a lifelong process—both for individuals and communities. This includes our formation as people equipped to do the holy work of antiracism.

¹ Revelation 7:9

² Romans 12:2a

Since adopting an Antiracism Policy is a recent requirement for councils of the PC(USA), we are still learning how such a policy can most effectively be used to promote growth in antiracism. This policy, therefore, is a provisional document, outlining the steps the Presbytery of Donegal commits to take from October 2025 through the end of 2026. In early 2027, we will evaluate our progress and adopt an updated Antiracism Policy, which will guide the next phase of our journey toward becoming a more antiracist presbytery and living into the Gospel more fully.

2025-2026 Commitments

This policy reflects the commitment of the Presbytery of Donegal to be an antiracist presbytery and to equip and support the congregations of Donegal Presbytery in the work of antiracism. Over the next 15 months, we will strive to deepen and expand the ways we currently live out our antiracist values, and we will also begin several new initiatives.

1. **Supporting the Congregations of Color in Donegal Presbytery** remains a key Mission Priority.
 - The 2026 budget reflects the Presbytery's ongoing commitment to maintaining significant financial support for our Congregations of Color.
 - Throughout 2026, we will intentionally seek ways to deepen relationships between congregational leaders and Presbytery leadership.
 - In 2026, Presbytery leaders will meet with the Session/other congregational leadership of each Congregation of Color, for conversation about how the Presbytery can best support the ministry of the congregation and its leaders, as well as exploring whether God might be calling any of them to leadership roles in the Presbytery.
2. Donegal Presbytery remains committed to **supporting the work of the Racial Justice Task Group**. In 2026, we will strive to make the Racial Justice Task Group's work more visible within the Presbytery and more deeply incorporated into the broader work of the Presbytery leadership. This includes:
 - Robustly promoting RJTG events, activities, and initiatives
 - Facilitating the development of a racial justice focused mailing list
 - Ensuring regular monthly reports to the Leader Team
3. To clarify and guide the presbytery's antiracist efforts, the Leader Team and Racial Justice Task Group will develop and articulate working **definitions of racism and antiracism** for Donegal Presbytery by the end of 2026.
4. With leadership from the Racial Justice Task Group, Donegal Presbytery is committed to expanding the **antiracist spiritual formation opportunities** offered by the Presbytery and

ensuring that antiracist spiritual formation opportunities happen on a regular basis. From 2026 onward, this will include:

- Learning Community time at one Presbytery Gathering every other year
 - At least one group/cohort per year
 - At least one experiential learning opportunity per year
 - Monthly bulletin inserts/newsletter articles for congregational use
5. Following our initial Antiracism Training at the September 2025 Presbytery Gathering, we will develop and implement a plan to **offer ongoing Antiracism Training** for Donegal Presbytery staff and committee/commission members, members of the Presbytery, and others in congregational leadership roles, on a regular basis.
 - By the end of 2026, in consultation with the Racial Justice Task Group and the Connecting Our Ministry Commission (COM), the Leader Team will determine a schedule for Antiracism Training and clarify the scope of attendance requirements/recommendations.
 - In 2026 we will seek ways to weave our commitment to antiracism into Leader Development Training, Healthy Boundary Training, and other presbytery-sponsored leadership formation events.
 6. Throughout late 2025 and 2026, the newly-formed Congregational Antiracism Policy Support (CAPS) Team **will equip and support sessions and pastors in developing their congregations' required Antiracism Policies**. This team will lead workshops for pastors and elders, be available to consult with individual sessions, and create and distribute resources.
 7. In the coming year, the Presbytery's **financial planning process will emphasize intentional consideration of our antiracist commitments**. Considering uses of the Presbytery's current and projected future assets in light of our commitment to racial justice will be a focus of the December 2025 Presbytery Leadership Summit, as well as an ongoing topic of discussion between Leader Team, Administration Committee, and Racial Justice Task Group representatives throughout 2026.
 8. By the end of 2026, the Leader Team will complete an **audit of the racial diversity reflected in the leadership of Presbytery Gatherings** (speakers, worship leaders, etc.) over the last five years. This data will be made available to the Presbytery.
 9. By the end of 2026, **each Committee and Commission of the Presbytery will conduct an internal review of its operations and identify goals** for growing in antiracist practice. The Presbytery staff will provide resources to assist Committees and Commissions in conducting

this review, in consultation with representatives from the Leader Team and Racial Justice Task Group.

Addressing Racist Incidents Within the Presbytery

Making mistakes is an inevitable part of learning. Even as we strive to grow in our awareness of racism, we may unintentionally say or do something racist that hurts our sibling in Christ, perhaps without even realizing it.

If an incident of racism arises in the Presbytery or in one of our congregations, direct conversation is encouraged, when possible, as a first step. Such conversations are often challenging. But, when approached in a spirit of love, they can be valuable opportunities to learn and grow, to deepen relationships, and to experience God's grace. Both parties should strive to follow the Biblical principles outlined in "Seeking to Be Faithful Together: Guidelines for Presbyterians in Times of Disagreement."

If direct conversation is inadvisable, or if it did not lead to a resolution, the affected individual or group **should contact one of the following Presbytery leaders to discuss the concern:** any member of the Presbytery Staff, the Moderator of the Presbytery, the Moderator of the Leader Team, or a Co-Chair of the Racial Justice Task Group. Presbytery leaders will work with the affected person(s) to discern an appropriate response. Depending on the situation, this could include facilitated conversation, a formal mediation process, or, as a last resort, initiating the process of Church Discipline described in Part D of the *Book of Order*.

Review & Update

This policy will be reviewed by the Presbytery of Donegal Leader Team and Racial Justice Task Group in January 2027 and updated as needed. An updated Antiracism Policy will be presented for consideration at the February 2027 Presbytery Gathering.