



Racial Equity Self Assessment

August 2025

Covenant Council/ Advisory Board				
Goal	Score	Measure	Details	#
1	1	Our church mission statement, vision and core values speak directly about our commitment to Cultural/Ethnic diversity and justice. Score: Yes=1, No=0	Fourth Ministry Value - Embracing Diversity	1
3	1	A number of committee chairs or sub-team leaders are from non-dominant ethnic or racial groups. Score: Count of leaders meeting criteria.	Church Growth and Outreach	2
1	0	The church is involved in Racial Equity at the conference level (e.g., shares what we are doing, has a representative on a conference team). Score: Yes=1, No=0	We no longer have a representative on CCORR.	3
11	8	For all committees listed below, a RE Advocate is appointed to promote diversity activities within committee and to report on committee diversity activities in the quarterly RE Advocate meetings. Score: Count of committees represented at meetings.	All committees except ASG and Church Care and Hospitality have been at Advocate meetings. No pastor is assigned to attend Advocate meetings.	4
United Women in Faith				
6	6	St. Mark's United Women in Faith offers programs including reading programs and volunteer opportunities that include support of people from non-dominant ethnic or racial groups. Score: Count of all that apply. Also check groups covered: <input checked="" type="checkbox"/> Black <input checked="" type="checkbox"/> AAPI <input type="checkbox"/> Latin descent <input type="checkbox"/> Native <input type="checkbox"/> Middle Eastern <input checked="" type="checkbox"/> Multicultural	Programs: TMM, Frontera/ Wesley, Mission U racial justice display and collected lots of personal hygiene articles, reading program and book reviews on Black and Asian books Volunteered: TMM ReStore, Primavera, Diaper Bank, GAP ministries	5
6	6	St. Mark's United Women in Faith donates money or goods to organizations that include support of people who are members of a non-dominant ethnic or racial groups. Score: Count of all that apply. Also check groups covered: <input type="checkbox"/> Black <input type="checkbox"/> AAPI <input checked="" type="checkbox"/> Latin descent <input type="checkbox"/> Native <input type="checkbox"/> Middle Eastern <input checked="" type="checkbox"/> Multicultural	Tucson Metro Ministries (TMM), Diaper Bank, GAP Ministries, Our Family Services, ICS, Primavera, Nash and Estes Elementary Schools, Youth on their Own, Springboard Home, Marana Clothing Bank, Amphi Clothing Bank	6

Adult Spiritual Growth

Goal	Score	Measure	Details	#
8	8	<p>Adult classes/book studies/programs/experiences are offered with a focus on non-dominant ethnic or racial groups.</p> <p>Score: Count of all that apply. Also check groups covered:</p> <p><input checked="" type="checkbox"/> Black <input type="checkbox"/> AAPI <input type="checkbox"/> Latin descent</p> <p><input checked="" type="checkbox"/> Native <input checked="" type="checkbox"/> Middle Eastern <input checked="" type="checkbox"/> Multicultural</p>	<p>Book Studies: The Nature Fix, Braiding Sweetgrass, The Home Place, Struggle and Survival in Palenstine/Isreal, The Heartbeat of Wounded Knee, MLK at Wednesday Bible study</p> <p>Presentations: Native American, Israel Gaza, and Pascua Yaqui tribe</p>	7

Youth and Children's Ministries

4	4	<p>We offer youth programs/activities with a focus on non-dominant ethnic or racial groups.</p> <p>Score: Count of all that apply. Also check groups covered:</p> <p><input type="checkbox"/> Black <input type="checkbox"/> AAPI <input type="checkbox"/> Latin descent</p> <p><input type="checkbox"/> Native <input type="checkbox"/> Middle Eastern <input checked="" type="checkbox"/> Multicultural</p>	<p>Middle School Missions, Rise Against Hunger, Sierra Service Project, Service Sundays and Service Sleepover</p>	8
4	4	<p>We offer children and family activities with a focus on non-dominant ethnic or racial groups.</p> <p>Score: Count of all that apply. Also check groups covered:</p> <p><input checked="" type="checkbox"/> Black <input type="checkbox"/> AAPI <input checked="" type="checkbox"/> Latin descent</p> <p><input checked="" type="checkbox"/> Native <input checked="" type="checkbox"/> Middle Eastern <input checked="" type="checkbox"/> Multicultural</p>	<p>-Jesus Loves me in Spanish</p> <p>-MLK discussion</p> <p>-Messy Church- Latin, Black, Native</p> <p>-Snacks collected for Nash and Estes elementariness</p> <p>-Watched Arab video</p>	9

Church and Society

1	1	<p>This Racial Equity Self Assessment is conducted annually and reviewed with Covenant Council. Score: Yes=1, No=0</p>	August 12, 2025	10
1	1	<p>C&S chairs a quarterly Racial Equity Advocate meeting and reports results to Covenant Council. Score: Yes=1, No=0</p>	Held in October, January, March and August	11
1	1	<p>The church's RE webpages are updated as needed, at least annually.</p> <p>Score: Yes=1, No=0</p>		12

4	4	For each heritage month, write articles for the Messenger to raise awareness of current concerns or contributions made by members of that race or ethnic group. Also submit quotes and announce events in the weekly eBlasts. Score: Count of heritage months meeting above criteria. Also check groups covered: <input checked="" type="checkbox"/> Black <input checked="" type="checkbox"/> AAPI <input checked="" type="checkbox"/> Latin descent <input checked="" type="checkbox"/> Native <input checked="" type="checkbox"/> Middle Eastern <input type="checkbox"/> Multicultural		13
4	4	Our Church marketing and advertising reaches out to non-dominant ethnic and racial groups using Instagram, Facebook, our Website, electronic sign, and other signs or flyers. Score: Count of each media used to reach out.	Website, electronic sign, Facebook, Instagram, MOM flyer	14
2	2	Sponsor a special RE activity occurs (e.g., field trip, movie, march, legislation) with a focus on non-dominant ethnic and racial groups, especially during Heritage months. Score: Count of activities/events. Also check groups covered: <input type="checkbox"/> Black <input type="checkbox"/> AAPI <input type="checkbox"/> Latin descent <input checked="" type="checkbox"/> Native <input type="checkbox"/> Middle Eastern <input type="checkbox"/> Multicultural	Meditation Garden Tour and pamphlet's with Native American prayers. Two native american soul stations Land Acknowledgement	15
4	4	Provide a prayer and devotion focused on non-dominant ethnic and racial groups especially during heritage months to committee chairs for use during their committee meetings. Score: 1 for every heritage month that a prayer and devotion are distributed. Also check groups covered: <input checked="" type="checkbox"/> Black <input checked="" type="checkbox"/> AAPI <input checked="" type="checkbox"/> Latin descent <input checked="" type="checkbox"/> Native <input checked="" type="checkbox"/> Middle Eastern <input type="checkbox"/> Multicultural		16
1	0	St. Mark's has a connection with a non-dominant congregation (local or otherwise). This connection could facilitate joint mission projects, choir or pulpit swaps, etc.. Score: Yes=1, No=0		17
Missions, HIV/AIDS, Nash Neighbors				
Goal	Score	Measure	Details	
8	8	Our Outreach Programs with volunteers support non-dominant ethnic and racial groups. Score: Count of programs supported that meet criteria. Also check groups benefitting: <input type="checkbox"/> Black <input type="checkbox"/> AAPI <input checked="" type="checkbox"/> Latin descent <input type="checkbox"/> Native <input checked="" type="checkbox"/> Middle Eastern <input checked="" type="checkbox"/> Multicultural	Examples include: Nash and Estes Elementary Schools, Primavera, Tucson Refugee Ministry, Interfaith Community Services, Market on the Move, Missions Fair	18
10	10	Missions giving goes to non-dominant ethnic and racial groups. Score: count of organizations supported that meet criteria. Also check groups benefitting: <input type="checkbox"/> Black <input type="checkbox"/> AAPI <input checked="" type="checkbox"/> Latin descent <input checked="" type="checkbox"/> Native <input type="checkbox"/> Middle Eastern <input checked="" type="checkbox"/> Multicultural	Examples include: Emerge, TIHAN, Stand up for Kids, Youth on Their Own, Tu Nidito, Pascua Yaqui Tribe, UMCOR	19

Worship				
4	4	Altar decorations or banners that are focused on non-dominant ethnic and racial groups are part of worship. Score: count of Sundays meeting above criteria. Also check groups covered: <u> </u> Black <u> </u> AAPI <u> </u> Latin descent <u> </u> Native <u> </u> Middle Eastern <u> </u> Multicultural	All Heritage Sundays	20
Pastors				
Goal	Score	Measure	Details	#
4	4	Concepts, theologies, and ideas from non-dominant racial and ethnic Christian groups are integrated into the worship service (e.g, RE moment, sermon, children's time, bulletins) Score: Count of Sundays with focus on diversity. Also check groups covered: <u> </u> Black <u> </u> AAPI <u> </u> Latin descent <u> </u> Native <u> </u> Middle Eastern <u> </u> Multicultural	Bulletin covers for heritage months, prayers for specific heritage Sundays and general racial equity prayer concerns. Sermon on Civil Rights for Human Relations Sunday	21
4	4	Worship hymns, anthems, or special music from non-dominant ethnic and racial groups are integrated into the main worship with a focus on honoring their heritage. Score: Count of Sundays with diverse music. Also check groups represented: <u> </u> Black <u> </u> AAPI <u> </u> Latin descent <u> </u> Native <u> </u> Middle Eastern <u> </u> Multicultural	Nada Me Falta', 'Cantal al Señor', 'Szymko' (Sioux prayer), Muscogee Creek hymn, 'Heleluyan', African Advent song, 'Every Time I feel the Spirit', 'See What Love' black composer, Bells - Hawaiian Somewhere over the Rainbow	22
6	4	Promote racial equity with the congregation or members of the community. This can be done in a variety of ways, for example Instagram, eBlast, or Messenger articles, personal reading or training that is shared with others, holding a pray vigil or prayer service when victims are from a non-dominant ethnic or racial group, leading a small group study or vital conversation about racial equity issues, promoting the work of the Advocates through announcements and engagement in their activities. Score: Count of activities meeting the above requirement. Also check groups covered: <u> </u> Black <u> </u> AAPI <u> </u> Latin descent <u> </u> Native <u> </u> Middle Eastern <u> </u> Multicultural	Pastor Kim ran Rise with Hunger Pastor Tu'ulauena prayed and sang in Tongan, held birthday luau Pastor Deb on the planning team for Indigenous Season of Learning Pastor Lynn read Native American children's book	23

Staff Parish Relations

1	0	Staff is informed of current ethnic and cultural events and issues. This includes events in our community, nation, and the world and how they might affect St. Mark's and our community. This can be discussed in a staff meeting or sent in an email. Score: Yes=1, No=0		24
1	1	Staff is trained on cultural competence and how to respond effectively and respectfully to people of all cultures. Training includes being sensitive to possible intergenerational trauma from prior ethnic or cultural injustices. Discussed annually. Score: Yes=1, No=0	scheduled 9/17	25
1	1	Staff is trained on countering implicit racial bias. Discussed annually. Score: Yes=1, No=0	scheduled 9/17	26
1	1	We have recruitment, hiring and promotion policies to promote and maintain a diversity of staff. Score: Yes=1, No=0		27
3	3	The staff reflects the demographics of Pima County. Score: Count of staff from non-dominant ethnic or racial groups.	Associate Pastor, Youth Ministry Assistant, Nursery Attendant, Tech Coordinator, Assistant Director of Discipleship.	28
1	1	If given the opportunity, our SPRC has included racial/ethnic diversity as part of the profile for cabinet consideration in pastoral appointments. Score: Yes=1, No=0, NA= No Opportunity		29

Trustees

Goal	Score	Measure	Details	#
NA		All major remodeling includes at least one item of decor that reflects a non-dominant ethnic or racial group. Score: Yes=1, No=0, NA=no remodeling	Wesley house repairs were to bring it back to pre-fire condition.	30
1	1	We requested bids from Minority-owned businesses on at least 50% of our new projects. Score: Yes=1, No=0	Requested bids from Martinez Custom Painting, Pamblanco Painting, Desert Rock Concrete and Masonry	31

Church Growth and Outreach

3	1	Church Growth and Outreach provides opportunities for members to go to community events to show that St. Mark's cares and to answer questions about our ministries. These community events are open to people of all races and ethnic groups. Score: Count of events participated in.	Marana Fall Festival	32
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Church Care and Hospitality				
4	2	Hospitality events such as coffee hour that include decorations, art work, or food to honor a non-dominant ethnic or racial group. Score: Count of events. Also check groups honored: <input checked="" type="checkbox"/> Black <input type="checkbox"/> AAPI <input type="checkbox"/> Latin descent <input type="checkbox"/> Native <input checked="" type="checkbox"/> Middle Eastern <input type="checkbox"/> Multicultural	C&S provided ethic food for Black History Month and Arab American Month	33
Other Activities with a Racial Justice Impact				
2	2	St. Mark's offers community concerts or public events with a focus on non-dominant ethnic and racial groups, especially during Heritage months. Score: Count of activities/events. Also check groups covered: <input checked="" type="checkbox"/> Black <input type="checkbox"/> AAPI <input checked="" type="checkbox"/> Latin descent <input checked="" type="checkbox"/> Native <input type="checkbox"/> Middle Eastern <input type="checkbox"/> Multicultural	King-Doumbya Drumming and Dance Bo Shimmin - Native Tenor Mexican Classical Piano	34
2	2	St. Mark's offers special Racial Equity activities (e.g., field trip, movie, march) with a focus on non-dominant ethnic and racial groups, especially during Heritage months. Score: Count of activities/events. Also check groups covered: <input type="checkbox"/> Black <input type="checkbox"/> AAPI <input checked="" type="checkbox"/> Latin descent <input checked="" type="checkbox"/> Native <input type="checkbox"/> Middle Eastern <input checked="" type="checkbox"/> Multicultural	Mark-a-ritas - San Xavier tour Marksmen - Native American talk Quilters donated quilts Heart Works donated bags	35
118	104	TOTAL		

Count activities/events by heritage - 10 Black 7 AAPI 11 Latin descent 12 Native 8 Middle Eastern

The score for each measure will be the 'actual' value. If the actual value exceeds the goal, the goal will be used in computing the score for that measure, (i.e., 100% met).

0 - 59% St. Mark's is Far From Racial Justice and Compassion Characteristics

60-69% St. Mark's is at the First Stages of Racial Justice and Compassion

70-79% St. Mark's is Actively Moving Toward Racial Justice and Compassion

80-89% St. Mark's is Doing a Good Job Creating Racial Justice and Compassion

90-100% St Mark's is a Beacon of Racial Justice and Compassion (and probably needs some new goals)

Score as a percent of the goal: 88% Self assessment completed on: 8/12/2025

Racial Equity Advocate Chair Signature: Joylee Gathings.