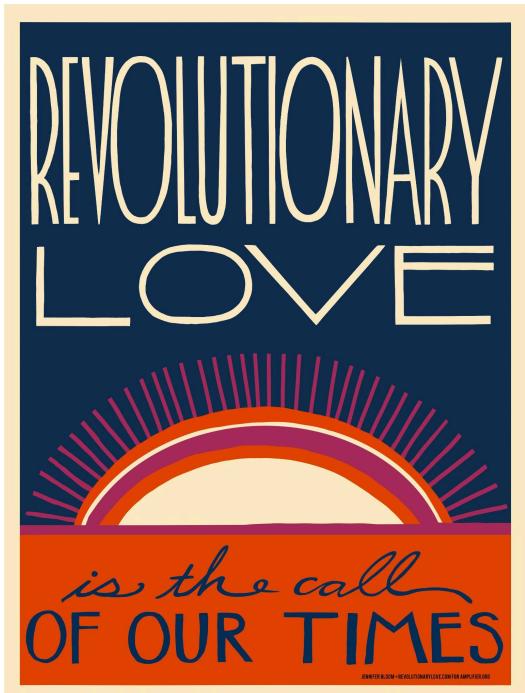


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January 16, 2026

Pre-Workshop Memo

Thank you so much for choosing to journey with us on Saturday, January 24th

We are looking forward to our anti-racism retreat - Collective Liberation: Dreaming into Becoming. We expect our work together will deepen relationships, strengthen skills, and offer tools for building an anti-racist congregation.

This memo outlines our work together, our schedule, and some logistics for moving forward together.

[\[Purpose + Outcomes\]](#)

The purpose of this day-long retreat is to build a shared understanding of collective liberation and anti-racism for RMCC.

Outcomes:

1. Deepen relationships across members.
2. Recognize how power dynamics impact the culture of the church;
3. Reflect on the opportunities and challenges of the current culture related to racial justice and collective liberation;
4. Commit to communication and organizing strategies for centering anti-racism and the value of collective liberation; and
5. Learn and practice skills for direct dealing in service of the collective.

[Logistics]

Saturday, January 24 from 9:00am to 5:00pm Central Time

We will meet in person at RMCC with an option for Zoom (link forthcoming). There will be two breaks in addition to lunch. Meals will be available for purchase for \$5, or you are welcome to bring your own.

[Agenda]

1. Welcome + Centering Prayer
2. Facilitator Intros + Agenda review
3. Learning Community Agreements
4. Sovereign Logic (Sayra Pinto)
5. Margins and Mainstreams
6. Oppression Iceberg
7. Nonviolent Communication
8. Next Steps
9. Appreciations + Closing

[Expectations]

What we expect from you:

- Please make an effort to be present for the entire workshop.
- Consider what you most want from this experience.
- Show up with equal parts curiosity and intention.
- Focus on our time together with minimal distractions from email and phones.
- Have paper and pen ready.
- You will do your best to be on time.

What you can expect from us:

- We will start and end on time.
- The workshop will utilize an engaging design - we will be in our hearts, minds and bodies for the duration.
- We will facilitate you with energy, joy and a commitment to justice.

- We will include the online participants in our work together.

[Pre-Work]

Watch: [A Guide to Receiving the Holy Spirit | Rev. Vickey Gibbs \(1962-2020\)](#)

Journal: In her final sermon, Rev. Vickey offers a radical definition of Pentecost for the United States. What do you think is needed to claim this moment as an antiracism “Pentecost moment” for RMCC?

Thank you so much for your desire to build an anti-racist church together.

Towards Justice,

Evangeline and Nicole

[Our Team]

Evangeline Weiss (she/her)

Evangeline Weiss believes in building systems that reflect shared values. A queer, white, anti-racist social change agent with a twinkle in her eye, Evangeline has over 18 years of community building and organizational development experience. Evangeline facilitates change processes, workshops and retreats to sustain leaders on a path towards intentionality, purpose, and impact. After earning a Masters' degree in educational policy studies, Evangeline has facilitated transformation in public health settings, social justice coalitions and non-profits, as well as schools and institutions of higher education.

As the National LGBTQ Task Force's Leadership Programs Director for 10 years, Evangeline designed and led programs for 100's of staff and volunteer leaders from same sex marriage and anti-discrimination campaigns and LGBTQ organizations across the country. In 2016, Evangeline co-created a workshop for white women to build antiracism into their everyday lives; today, [We Are Finding Freedom](#) is a network of

1200 alumni. Evangeline turned her TV off in 1984 and enjoys making art and walking around.

Nicole Thomas (she/her)

[Nicole Thomas](#) is a dynamic trainer, coach, speaker and facilitator centering racial and gender equity in her work. In 2013, Nicole pursued her interest in LGBTQ political organizing and legislative advocacy as Northeast Coordinator with Equality Ohio. In 2015, she entered the philanthropic sector, managing the General Operating Support portfolio at Cuyahoga Arts & Culture.

Nicole was honored to be a 2015 White House LGBTQ Tech and Innovation Fellow, a founding member of HackCleveland and was a 2017-18 Leadership Now Ohio fellow with the Rockwood Leadership Institute. She has worked with re:power (formerly Wellstone Action), Working Families Party, Planned Parenthood's Black Organizing Program, and the Chan Zuckerberg Initiative. She currently serves as an independent consultant with nonprofit and justice movement leaders on equity-centered strategic planning and embodied organizational growth.