



Taking America (USA) Beyond the Legacy of Enslavement

COMING TO THE TABLE

CTTT is a Program of RJOY (Restorative Justice for Oakland Youth)



Annual Report

Fiscal Year 2021 – 2022

We're Better Together



“Alice Walker wrote, ‘The world is not healed in the abstract. The healing begins where the wound was made.’ The wound of racism was made in American slavery. Healing will not happen until we tell the truth about slavery. Coming to the Table is one of the very few organizations that begins its work where the wound was made.”

Jodie Geddes and Tom DeWolf, co-managers of Coming to the Table are excited to share this report of our Beloved Community's collective work together throughout our most recent Fiscal Year, July 1, 2021 – June 30, 2022, including information about our organization, budget, and our future. We hope this report will help readers understand how all of us at CTTT – members, volunteers, and staff – spent time, energy and money to make a difference and to meet our Mission. Among the many Values CTTT espouses is transparency, which is a key motivation for sharing this information. Learn more about CTTT Values [here](#). And if you have questions about anything in this report, please contact us [here](#).



Coming to the Table's **Vision** for the United States is of *a just and truthful society that acknowledges and seeks to heal from the racial wounds of the past—from slavery and the many forms of racism it spawned*. Our **Mission** to achieve this Vision is *to provide leadership, resources, and a supportive environment for all who wish to acknowledge and heal wounds from racism that is rooted in the United States' history of slavery*.

The CTTT Approach to achieving our vision and mission involves four interrelated practices:

- **Uncovering History:** researching, acknowledging, and sharing personal, family and community histories of race with openness and honesty,
- **Making Connections:** connecting to others within and across racial lines in order to develop and deepen relationships,
- **Working Toward Healing:** exploring how we can heal together through dialogue, reunion, ritual, ceremony, the arts, apology and other methods, and,
- **Taking Action:** actively seeking to heal the wounds of racial inequality and injustice and to support racial reconciliation between individuals, within families, and in communities.

The CTTT Organization:



Coming to the Table was founded in 2006 on the campus of, and with strong support from, Eastern Mennonite University. The foundational elements of the CTTT Approach are grounded in the teachings of the Center for Justice & Peacebuilding at EMU: Trauma Awareness & Resilience, Restorative Justice principles, Circle Process, and more. In 2019, CTTT & EMU recognized we'd reached the capacity for what an educational institution could do to support CTTT. After much work and contemplation, CTTT transitioned to become a program of RJOY (Restorative Justice for Oakland Youth). RJOY provides support to CTTT with oversight, payroll, accounting, fundraising, HR, and other benefits. [Click Here](#) to learn more about RJOY.

“The chasm has seemingly widened because of the recent political climate that has driven a wedge rather than built a bridge between the races. And yet, many are actively seeking to improve relations by applying the values of CTTT. There there is hope, there can be healing.”

True to our roots, CTTT remains largely a volunteer-run organization throughout the United States with members in multiple countries around the globe. This Beloved Community is blessed with the strong commitment of time & effort so many people contribute to this important work:

- **Members:** Across the United States, individual members are making a difference in their communities, churches, workplaces, and schools. Many author-members have written a wide variety of [Books](#) relevant to the Vision of CTTT. Others have launched reparations efforts, such as [The Kilby Scholarship Fund](#) and [Reparations4Slavery](#). So many are speaking up and make a difference in our communities, businesses, churches, etc.
- **Local Affiliate Groups:** One of the highest priorities for CTTT is the establishment of [Local Affiliate Groups](#) where CTTT Community members can meet regularly to participate together in the four practices of the CTTT Approach outlined above. The Covid pandemic led all groups to meet virtually, rather than in person. As of this report, almost all groups continue to meet virtually, with some beginning to offer occasional in-person gatherings. There are currently 50+ local affiliate groups in 18 states, plus a [National Virtual Affiliate Group](#) that meets monthly. Learn more [here](#).
- **Working Groups:** Formed by people associated with CTTT with a shared interest in a particular issue or activity related to the CTTT Mission, Vision, Values, and Approach. Working Groups include [Linked Descendants](#) (creators and maintainers of the blog [BitterSweet: Linked through Slavery](#)), [Reparations](#) (writers of the downloadable [Reparations Guide](#), [Mindfulness](#), and [Writers](#)).
- **Committees:** Several committees of volunteers help carry out the goals and activities of CTTT nationally on long-term, short-term and on an ad hoc basis, including the National Gathering Planning Team, the National Virtual Group Planning Team, and the Ubuntu Planning Team (more on this below). We plan to re-launch and re-invigorate a Fundraising Committee in 2023 as well.
- **Co-Managers:** There are two part-time employees working for CTTT. Job responsibilities include support for local groups and working groups, managing and updating the website, creating the monthly newsletter, supporting and/or leading training workshops, supporting our social media presence, communications, membership, and overall administration. Learn more about Jodie Geddes and Tom DeWolf [here](#).



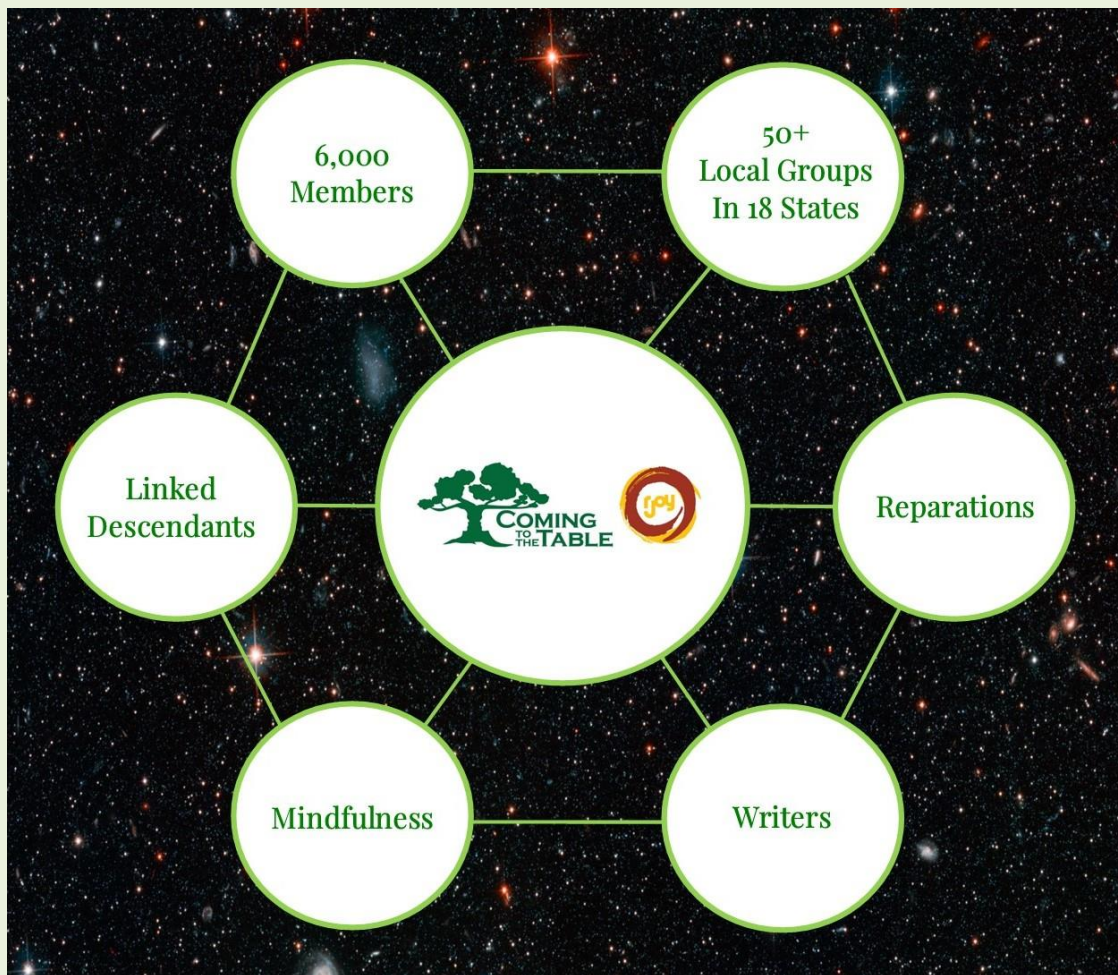
*“How can we heal relationships if we don't know one another?
How can we know one another unless we Come to the Table together?”*

The CTTT Beloved Community

For more than 15 years, people at the Table have gathered together in Local Affiliate Group meetings, National Gatherings, Regional Gatherings, Working Groups, monthly Guided Meditation calls, Topical Conference Calls, Trainings and more.



Below is an image of the interconnected circles of the overall CTTT “Universe” - the national organization at the center, and our growing and interconnected community of [Members](#), [Local Groups](#), and [Working Groups](#).



In addition to all the opportunities for members and groups to meet and work together as shown above, CTTT offers multiple additional ways for people to communicate with each other, and to receive information about CTTT activities:

- [Newsletter](#): almost 6,000 subscribers ([Members](#) are subscribers)
- [Facebook Group](#): 5,500+ members in the private CTTT group
- [Facebook Page](#): 1,700 followers of our “open” page for sharing information/events
- [YouTube](#): 688 subscribers! SO many valuable resources, trainings, conversations here.
- [Instagram](#): 775 followers... join in!

Our Accomplishments Together:

In keeping with our Mission and Approach, here are some highlights from 2021-22:

- **National Gathering 2021:** Originally scheduled for 2020, the CTTT National Gathering was postponed one year until June 2021 and was entirely virtual due to the pandemic. 300 members participated, the largest turnout to date. We are planning for an in-person National Gathering in early summer 2023.
- **New Local Affiliate Groups:** Several new local affiliate groups launched over the past year or so, including in Tucson, Arizona, Lawrence, Kansas, and Long Island, New York. Several others are planning to launch over the coming year. [Learn more here.](#)
- **Workshops:** Led by Crixell Shell (Executive Director of the [Minneapolis Peacebuilding Leadership Institute](#)) and Tom DeWolf, 2-day [Leadership Training Workshops](#) were held in July, August, and October 2021, and February, May, and November 2022, all filled to the capacity of 25 participants. In September 2021, David Campt led a filled-to-capacity *Transforming Divisive Debates on Critical Race Theory into Useful Dialogues* workshop. In August 2022, Jodie Geddes and Malachi Scott (from RJOY) led a filled-to-capacity, 2-day *Restorative Justice & Circle Process* workshop, which will be repeated in early 2023. (*Watch the monthly newsletters for announcements of more training workshops, with multiple new topics/focus coming up in 2023*)
- **Scholarships:** With the generous support from donors to the [Mom Shay Scholarship Fund](#), as well as anonymous donors, CTTT provided more than \$11,000 in scholarships to folks in need to attend the workshops above, as well as STAR and Summer Peacebuilding Institute classes through Eastern Mennonite University. CTTT will provide scholarship support for those in need to attend the 2023 National Gathering as well. We do our best to ensure no one misses out at the TABLE due to financial constraints. Donor support makes all this possible.
- **Community Calls:** CTTT supports members in reaching a wide audience with their stories and research. The following are all available to watch on the CTTT YouTube channel. [James Meredith's Black & White Families Forge a New Frontier Together: Overcoming White Supremacy](#) featured James Meredith, the first African American to integrate the University of Mississippi in 1962. It was hosted by CTTT and organized by the Linked Descendants Working Group. Harold Fields, who participated in the very first CTTT gathering in 2006, presented [Healing the Soul of Racism](#). The Linked Descendants working group presented [In Support of African American Family History Research: What Can Enslaver Descendants Do?](#) And, in a Zoom Presentation for the Village Network of Petaluma, CA, CTTT member Sarah Fleming shared [Exploring Enslavers in the Family](#).
- **Writing Pods:** The [Linked Descendants Working Group](#) introduced Writing Pods, intended for anyone who is writing about their connection to the legacy of enslavement. They've hosted multiple gatherings for interested writers. Most recently, they explored the use of historical context, "perhapsing," and other techniques of speculative nonfiction to bring genealogical records, historical documents and family trees to life through a writing exercise and discussion in small groups. More to come in 2023!
- **In the News:** CTTT and its members are regularly featured in local, national, and international [News](#) stories. Betty Kilby Baldwin and Phoebe Kilby and their book *Cousins* (in [Guideposts](#) and South Africa's [Womanocity](#), and even on [Netflix!](#)), plus stories on [NPR](#), [TEDx](#), [Family Business Magazine](#), [The Guardian](#), and [more!](#)

- Ubuntu Planning Retreat:** For the first time in six years, members of National Gathering Planning Team, four Working Groups (Local Affiliate Support, Linked Descendants, Reparations, and Mindfulness), and CTTT staff gathered "in-person" and "virtually" in early May for two days of strategic planning. The in-person folks gathered at RJOY's Ubuntu¹ Farm and Healing Center² in California, and others joined via Zoom.



Health and safety protocols were followed successfully. No one contracted Covid (yay!). There was strong support from RJOY for transportation to and from airports, food shopping and prep of meals, and, of course, providing the space for CTTT at Ubuntu.

By the end of the weekend, the future focus centered on four areas:

1. Governance
2. Local Affiliate Support
3. Communications & Fundraising
4. Events & Education

These four subgroups continue to meet to create ideas and plans for the future of CTTT. Much more info to come in future months as these plans evolve into "next steps" to support the ongoing growth and sustenance of Coming to the Table.

¹ Celebration of humanity in each person

² The Center provides a safe and healing refuge for young people and other community members, and a space for staff planning and reflection retreats.

Introducing CTTT to a Wider Audience

Members of Local Affiliate Groups and Working Groups spread the word about Coming to the Table every time any of us presents at conferences, are interviewed for local news stories, write Op-Eds, create podcasts, and post information on blogs, websites and social media. One example: CTTT's co-managers joined RJOY staff and youth at the NACRJ Conference in Chicago in July. More than 1,700 Restorative Justice practitioners and supporters attended. They were introduced to Coming to the Table and RJOY through workshops (Racial Healing, Transformation, and Repair, A Black Men's Circle & Healing Conversation, and Coming to America: Truth, Reparations, Re-imagining & Reconciliation) and the distribution of CTTT postcards. Teiahsha Bankhead, Exec Director of RJOY, was elected President of the NACRJ Board of Directors. Jodie Geddes, CTTT Co-Manager, now serves on the NACRJ Board as well.



The RJOY/CTTT Team arrives in Chicago!



RJOY Exec Director Teiahsha Bankhead, CTTT co-managers Tom DeWolf and Jodie Geddes, and five youth apprentices from Oakland present the CTTT Approach to approximately 100 attendees.



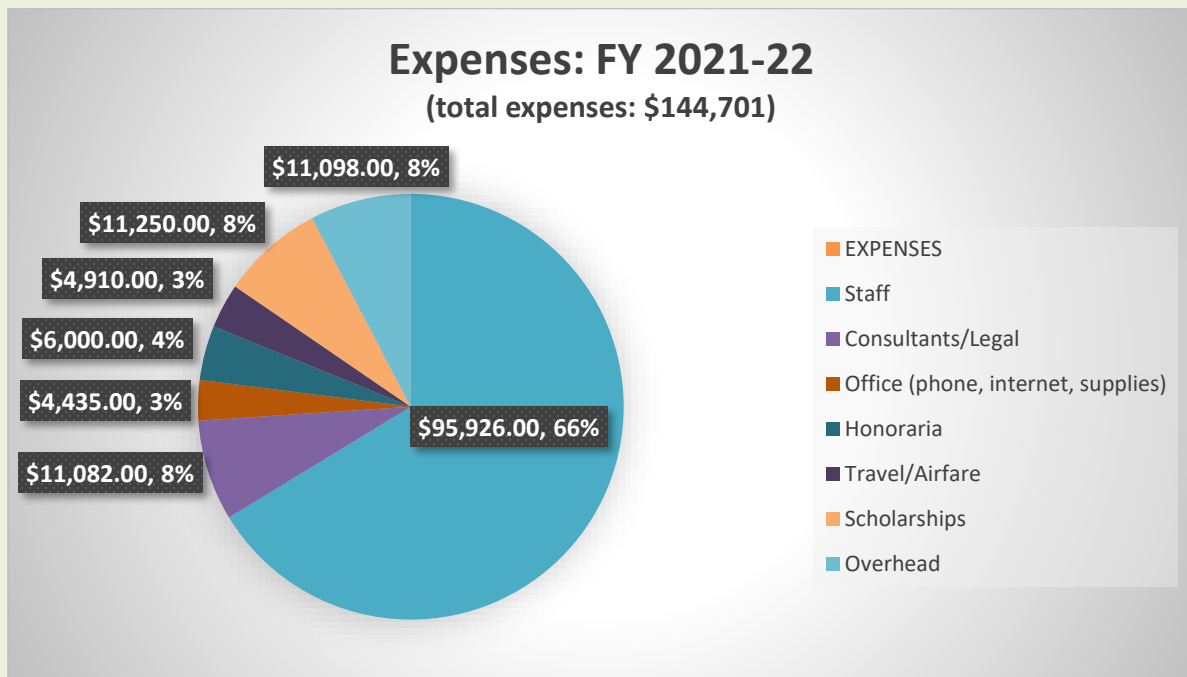
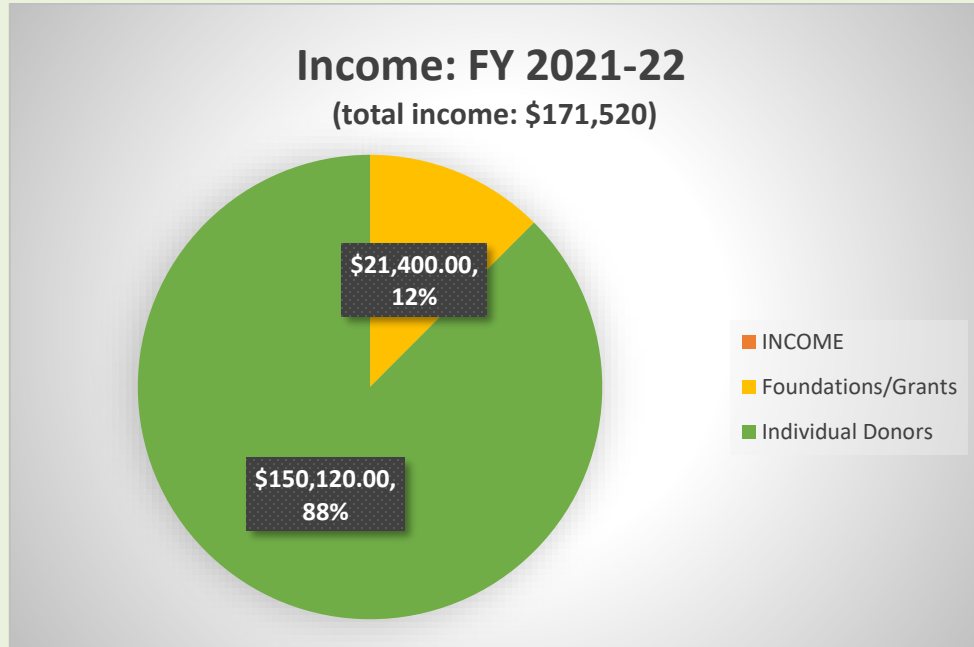
More than 1,700 RJ practitioners gathered in Chicago



CTTT co-manager Tom DeWolf & CTTT Chicago Local Group founder Marianne Geula.

Coming to the Table Budget Report

The charts below cover our most recent Fiscal Year (July 2021 – June 2022). CTTT had roughly \$85,000 on hand to begin the current fiscal year (2022-23). There are enough funds on hand to cover normal anticipated operational expenses through June 2023. We anticipate needing to raise approximately \$100,000 by June 2023 for the following fiscal year.



[Click Here to Donate Now!](#)

Coming to the Table depends on YOUR financial support.

Coming NEXT to our Table

National Gathering in 2023: Planning is underway for our first in-person National Gathering since 2018. The Covid Pandemic forced us to cancel in 2020. We gathered for a very successful “virtual” Gathering in 2021. Next summer’s Gathering is being planned to be held in California, the first one outside of Virginia. We anticipate future National Gathering in various locations around the United States. The Ubuntu Planning Team is also discussing planning/supporting smaller, regional gatherings in the future. More information about next summer’s National Gathering will be available in early 2023. Watch the monthly newsletter for details!

Expanded Training Opportunities: In addition to more offerings like the trainings CTTT has offered over the past year or so (CTTT Approach, Leadership, Circle Process, Trauma Awareness, Restorative Justice, etc.), CTTT plans to offer multiple additional workshops on a wider variety of CTTT-related topics. Watch the monthly newsletter for details!



Growing the Table: With more than 6,000 people now connected to CTTT, through Local Affiliate Groups, Working Groups, Committees, Social Media, and many individuals committed to the work of Coming to the Table, we continue to expand our ability to provide leadership, resources and a supportive environment for all who wish to acknowledge and heal wounds from racism that is rooted in the United States’ history of slavery. CTTT will continue to grow in size and impact with your involvement and support, and with good planning and appropriate funding.

Resources: CTTT continues to enhance and expand **Resources** available through the [Website](#), including Guides and Case Studies, Genealogy Support, Videos, Recommended Books and Films, Stories, and related projects of CTTT members. The CTTT website is a living, changing resource library that we are regularly updating and doing our best to make it easy to navigate and find what you’re looking for.

- Check out the new [Quick Links](#) page for the most sought-after resources.

Funding: To meet financial needs, Coming to the Table will pursue additional sources of income such as project grants, corporate donations, and fees for consulting and training/educational services.

Outreach & Education: As noted above, one important way we share the CTTT Approach with a wider audience is by presenting at, attending, or sponsoring relevant conferences and events. In 2023, CTTT will help sponsor the [Ohio Genealogical Society](#)’s conference in April, where one of the sessions will introduce the CTTT Approach and all attendees will receive printed information about CTTT in their conference bags.

Thank You!



Coming to the Table thanks everyone who donates your valuable time to serve with your local affiliate groups, working groups, committees, and in your communities in the spirit of CTTT. And a huge **THANK YOU** to everyone who has made [financial contributions](#) to the work of Coming to the Table! CTTT would not exist without all of you around this large and growing Table. If you have questions, comments, or suggestions, please contact us [here](#).

Click this “Donate Now” button to make a tax-deductible contribution...



“I’m African American. Coming to the Table has given me a way to mitigate some of my anger, provided a powerful way to fight racism, and gain a more optimistic view of a future America where all people live without the trauma caused by bigotry.”



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