



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 2022 – 2023

Strengthening Our Ancestral Kinship



Dear Beloved Coming to the Table Community,

January 2024 marks 18 years (*18 Years!*) since the first small gathering of CTTT on the campus of Eastern Mennonite University. We've grown from a couple dozen folks who met together that weekend, to the large, diverse community we have become. We have experienced a lot of challenges, changes, and successes over the past few years in particular. The Covid Pandemic impacted all of us in unexpected, and sometimes quite difficult ways. The 2020 National Gathering was cancelled. The 2021 NG was completely virtual. Almost all Local Affiliate Groups met via Zoom, and many continue to do so. Some now rotate between virtual and in-person meetings. A few groups shut down completely. A few others started and are going strong.

We are excited to share this report of our Beloved Community's collective work together throughout our most recent Fiscal Year, July 1, 2022 – June 30, 2023, including information about our organization, budget, and our future. We hope this report will help you understand how all of us at CTTT – members, volunteers, and staff – spent time, energy and the money you donated to make a difference and to meet our Vision and 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](#).



Jodie Geddes & Tom DeWolf
Co-Managers, Coming to the Table

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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.*

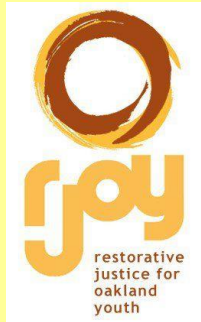


Our **Mission** to achieve this Vision is *to provide leadership, resources, and a supportive environment for all who wish to acknowledge and heal wounds from racism that is rooted in the United States' history of slavery.*

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.

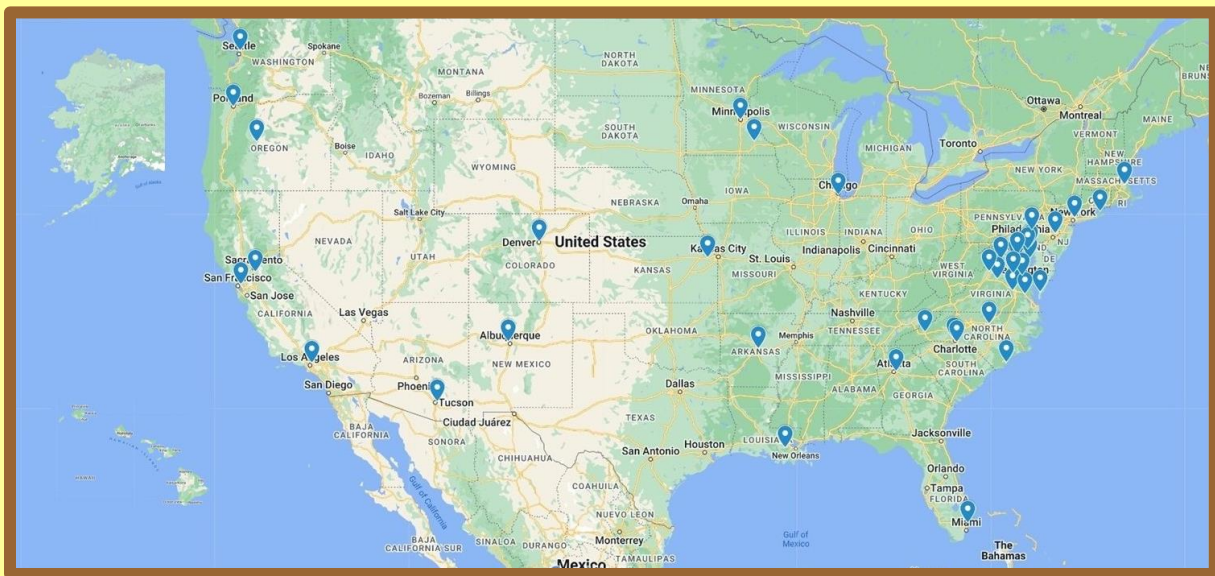
The CTTT Organization:



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.

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](#), [Reparations4Slavery](#), and [The Reparations Project](#). 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 40+ local affiliate groups in 19 states, plus a [National Virtual Affiliate Group](#) that meets monthly. Learn more [here](#).

- **Linked Descendants**: Members of CTTT who are connected by blood or affinity with others who descend from enslaved people and/or enslavers. Linked Descendants created and maintain the blog **BitterSweet: Linked through Slavery**, launched and support **Writing Pods**, support **Genealogy** resources for anyone researching their family history, and support and maintain the downloadable **Reparations Guide**.
- **Mindfulness**: Members of CTTT inviting others to incorporate mindful practices into our healing journeys, with a large set of **Resources** available to all. The Mindfulness group facilitates monthly guided meditation sessions over Zoom and has built up a significant library of **Recorded Meditations** from the past several years that anyone can access at any time for your personal meditation use.
- **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 recently re-launched and re-invigorated Fundraising Committee, and the **National Gathering Planning Team** (already hard at work planning the next NG in 2025)
- **Ubuntu Planning**: Local Affiliate Leaders, Linked Descendants, Reparations, and Mindfulness Leaders and CTTT staff first gathered "in-person" and "virtually" in May 2022 for two days of strategic planning. Those plans led to four focus areas:
 1. Governance
 2. Local Affiliate Support
 3. Communications & Fundraising
 4. Events & Education

These four subgroups have continued to implement ideas and plans for the future of CTTT. Much more to come as these plans evolve into "next steps" to support the ongoing growth and sustenance of Coming to the Table.

- **Co-Managers**: We have two part-time employees working for CTTT. Their combined hours total just under one FTE (full time equivalent). Increased fundraising success will help us add much-needed staffing in the future. 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**.

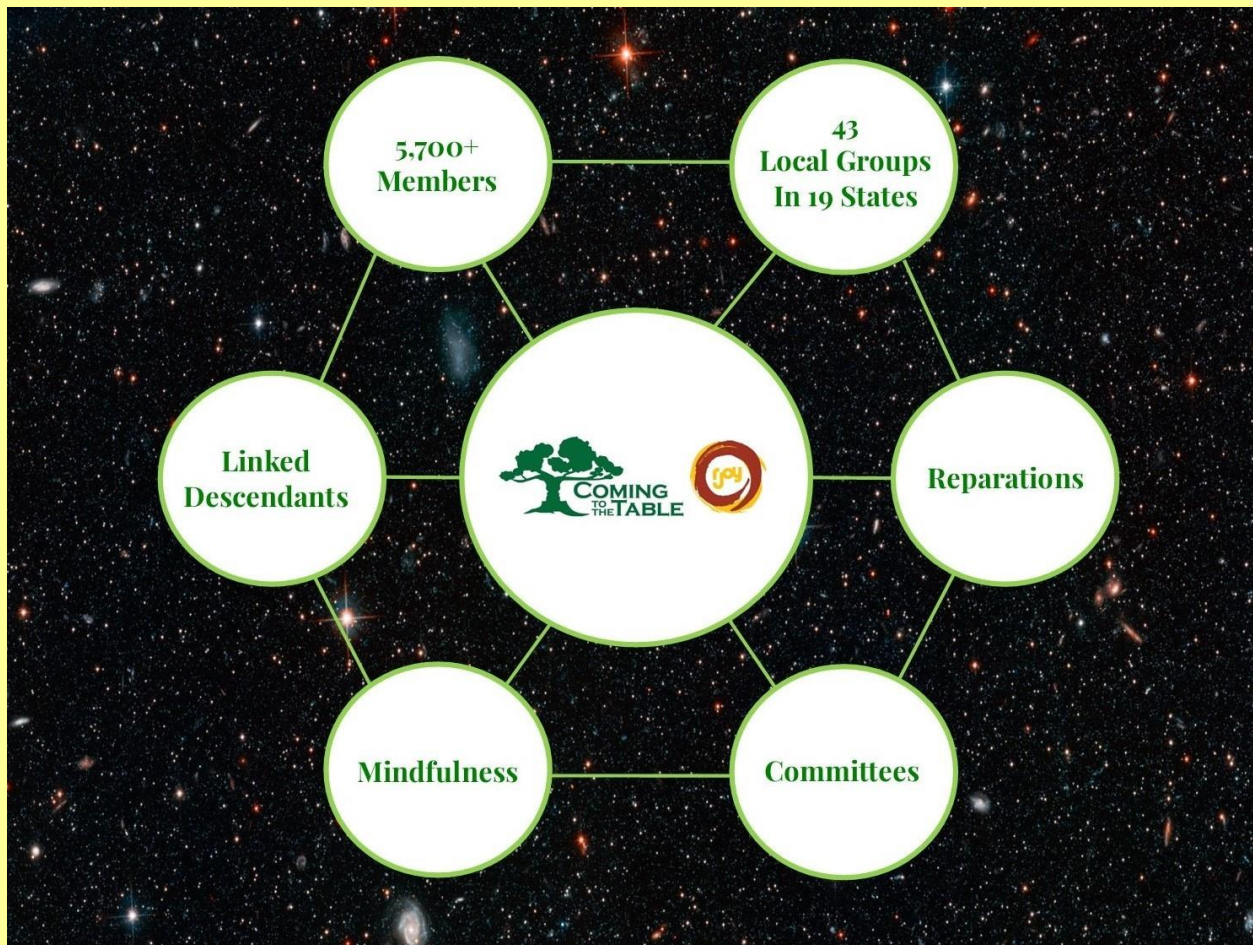


The CTTT Beloved Community

For the past 18 years, people at the Table have gathered together in Local Affiliate Group meetings, National Gatherings, Regional Gatherings, Linked Descendants, 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](#), Committees, and [Groups](#) working on various related activities (Linked Descendants, Mindfulness, and more.)



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](#): More than 5,700 subscribers ([Members](#) are all subscribers & vice versa)
- [Facebook Group](#): 5,500+ members in the private CTTT group
- [Facebook Page](#): 1,800 followers of our “open” page for sharing information/events
- [YouTube](#): 740 subscribers! SO many valuable resources, trainings, conversations here.
- [Instagram](#): 870 followers... join in!

Our Accomplishments Together:

In keeping with our Mission and Approach, here are some highlights from 2022-23:

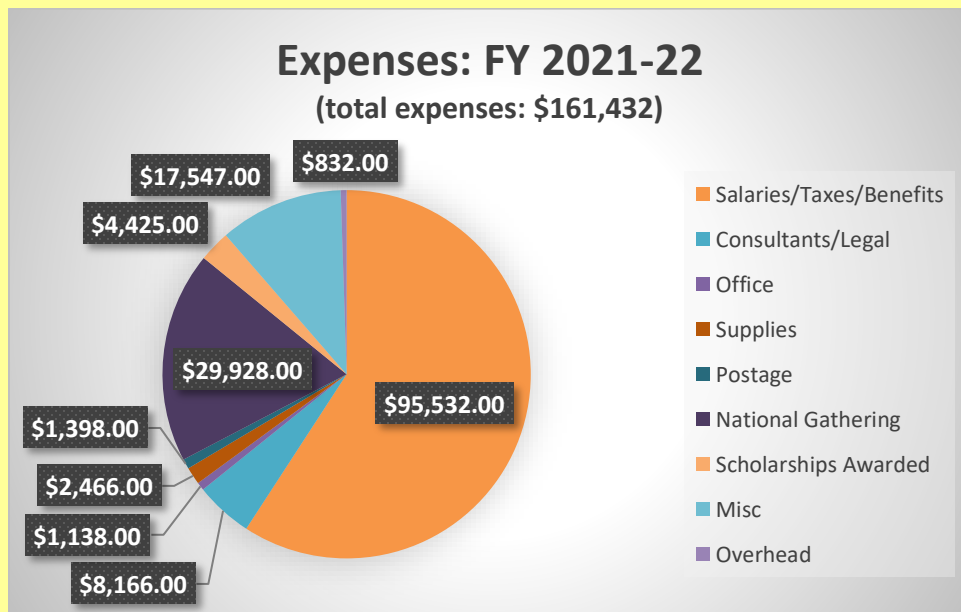
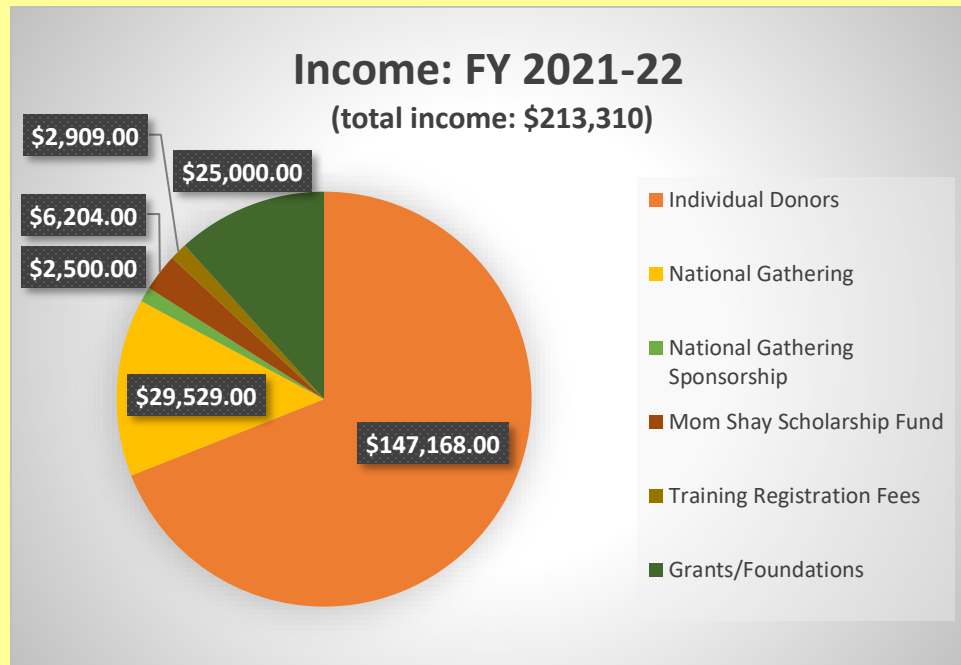
- **National Gathering 2023:** After we were forced to cancel the 2020 CTTT National Gathering due to the Covid Pandemic, 300 members participated in the virtual 2021 NG. This past summer, more than 100 members gathered in Oakland, California for the most recent NG. The planning team is already working on plans for a hybrid gathering (both in-person and virtual) for early summer 2023.



- **Local Affiliate Groups:** Several local affiliate groups closed down due to the pandemic. Some lost several members. Others grew due to meeting via Zoom and having new members join from anywhere. We're working to support groups that have struggled in order to build sustainability. We've received notes of interest from several folks hoping to launch new groups 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 November 2022 and in February and September 2023, all filled to the capacity of 25 participants. (*Watch the monthly newsletters for announcements of more training workshops, with multiple new topics/focus coming up in 2024*)
- **Scholarships:** With the generous support from donors to the [Mom Shav Scholarship Fund](#), as well as anonymous donors, CTTT provided more than thousands of dollars in scholarships to folks in need to attend the workshops above, as well as STAR classes through Eastern Mennonite University, and to attend the 2023 National Gathering. We do our best to ensure no one misses out at the TABLE due to financial constraints. Donor support makes all this possible.
- **Writing Pods:** The [Linked Descendants Working Group](#) introduced [Writing Pods](#) a couple years ago, intended for anyone who is writing about their connection to the legacy of enslavement. They've hosted multiple gatherings for interested writers and the number of participants and "pods" continue to grow.
- **In the News:** CTTT and its members are regularly featured in local, national, and international [News](#) stories.

Coming to the Table Budget Report

The financial information below covers our most recent Fiscal Year (July 2022 – June 2023). There are enough funds on hand to cover normal anticipated operational expenses through June 2024. This was the final year of an anonymous 3-year grant of \$100,000 yearly. We anticipate needing to raise approximately \$100,000 by June 2024 for the following fiscal year. Your financial support will help!



[Click Here to Donate Now!](#)

Coming to the Table depends on YOUR financial support.

Coming NEXT to our Table

National Gathering in 2025: Planning is underway for next National Gathering, to be held in Minneapolis, Minnesota, June 12-15, 2025. After hosting several gatherings in Virginia, our most recent was held in California in June 2023. We anticipate future National Gathering in various locations around the United States. The Ubuntu Planning Team, and Linked Descendants, are also discussing planning/supporting smaller, regional gatherings in the future. Watch the monthly newsletter for details!

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 [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.

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...



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