



The Interwoven Congregations Pledge

The congregation of _____
in [city/state] _____ commits to becoming an agent of
racial justice and healing. As such, we pledge as a congregation and as individuals to:

- ✓ deepen our understanding of the nature, history and continuing impacts of racism;
- ✓ build relationships across the barrier of race;
- ✓ take concrete steps to disrupt and uproot systemic racism and white supremacy;
- ✓ and ground all the above actions in the meaning of our faith.

Can Interwoven Congregations list you as a partner on the Interwoven Congregations website and include a link back to your own congregation? Yes No

Date the Pledge is Adopted: _____

Signatories from the Congregation:

(We invite you to share your signed pledge back with us. Feel free to attach an additional page(s) as needed.)

Commitments Behind the Pledge

From Interwoven Congregations

Interwoven Congregations pledges to support your congregation's commitment to being an agent for racial justice and healing. We will work to encourage, guide, help congregations remain accountable for their goals, help connect you with other congregations doing this work, and then continue to learn ourselves as we journey alongside you. We underscore that this must be an initiative that the congregation – clergy and laity – owns.

Interwoven Congregations understands that white supremacy and racial oppression in the United States are long-standing ills that have developed over four centuries, and that dismantling these will require steadfast commitment, leadership and courage from people of faith for many years to come. So we're in this for the long haul.

From the Congregations

Congregations signing this pledge commit to making antiracism a priority in the life of the congregation, from the clergy to the laity. They recognize that this change will take time, and that this work will be challenging.

Congregations signing the pledge are invited to make an annual financial contribution to Interwoven Congregations to help enable Interwoven to support your congregation and other faith communities in this anti-racism work. The amount of your donation is up to you. Interwoven suggests an annual donation equal to 0.1% of your congregation's annual operating budget (i.e., \$100 for every \$100,000 of budget). Congregations may donate a lesser amount (or not at all) depending upon their circumstances. Congregations that have the capacity to do so are invited to donate a greater amount to underwrite the participation of other congregations with less resources.

Congregations may discontinue their participation as an Interwoven Congregation at any time, but we're prayerful that each congregation will remain in this effort over the long term.

The following page provides an overview
of some of the actions that may be involved
in living into this pledge for racial justice and healing.

Some Suggested Steps to Live into the Interwoven Congregations Pledge*

Lay the Foundation

- Complete the **Congregational Antiracism Quotient Survey** to initially gauge where your congregation is in its antiracism journey and what might be some possible next steps.
- Conduct an in-depth **Antiracism Audit** of the congregation to more fully assess where you've been as a congregation and opportunities for future action.
- **Interview** people in the congregation to **hear their stories** of racism and privilege, how their faith shapes their commitment to antiracism, and what their hopes and concerns are as they consider engaging this work of racial justice and healing.

Deepen Understanding of Racism

- Participate in **group** (as well as individual) **study** of selected texts, podcasts, films.
- Regularly listen/watch/read **media produced by people of color**.
- Visit **historical sites and museums** that examine the racial history of the United States.
- Seek out **antiracism conferences/trainings/webinars** (in person or online).
- **Attend worship** at a faith community with a **different racial makeup** than your own.

Build Relationships Across the Barrier of Race

- Have **coffee / lunch** with acquaintances of a different racial background.
- As a congregation, explore **partnerships with organizations led by people of color** (i.e., local NAACP chapter).
- Explore developing a **partnership with another faith community** of a different racial composition.

Take Action to Uproot Systemic Racism and White Supremacy

- Shop, eat out, or otherwise **patronize establishments owned by people of color**.
- **As a congregation, utilize Black-owned businesses**. (Where do you bank?)
- **Select a racial equity issue** (i.e., education, criminal justice system, the wealth gap, voting rights, etc.) and develop an action plan to boost equity in that area locally. Another approach could be to identify a local justice-focused organization that is led by people of color and get behind their priorities.
- Develop **mission projects** that promote greater racial equity.
- Consider ways your congregation can participate in **reparations** (they're happening!)

Ground all these Actions in Your Faith

- **Pray regularly** about your efforts to promote racial justice and healing.
- Engage in studies of your **religious texts** with an emphasis on racial justice and healing.
- Incorporate racial justice regularly as a theme in **worship**.
- Read texts, follow media that address **antiracism through a faith lens**.
- Support **actions against Christian nationalism**.

**This is about adopting an anti-racism lifestyle, not just checking a few items off a list, but some suggestions can help us get going or deepen our engagement. We'd love to hear about other ways YOU'RE living into promoting racial justice and healing! Interwoven Congregation would welcome dialoguing with you as you take these steps.*