



## The Interwoven Congregations Pledge

The congregation of \_\_\_\_\_ 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.

Date the Pledge is Adopted: \_\_\_\_\_

Signatories from the Congregation:

*[Please let us know if your congregation adopts / adapts the pledge!  
Forward a copy of your resolution or signed pledge to [patjackson@interwovencongregations.org](mailto:patjackson@interwovencongregations.org).]*

## **Supporting your Anti-racism Journey**

Interwoven Congregations (IwC) can support your congregation's commitment to antiracism through a blend of online resources and live support. We request that congregations make an annual contribution to support this engagement. A suggested donation could be 0.25% of a congregation's annual operating budget (i.e., \$250 for every \$100,000 of budget). If that is beyond what a congregation can contribute, pay what is appropriate for you. If a congregation can contribute more to support the broader work and help sponsor other congregations with less resources, we encourage you to do so! (Individual donations are also welcome.) Congregations can discontinue their participation as an Interwoven Congregation at any time, but we're prayerful that you'll join us in this effort for the long term!

### **Some Specific Steps to Take\***

#### **Lay the Foundation**

- Complete the IwC Congregational Antiracism Quotient Survey to initially gauge where your congregation is in its antiracism journey. (Contact us to receive your custom survey.)
- 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. (see IwC's tools)

#### **Deepen Your Understanding of Racism**

- Participate in group (as well as individual) study of selected texts, podcasts, films
- Regularly listen/watch/read media produced by non-Whites
- Visit historical sites and museums that examine the racial history of the United States
- Seek out antiracism conferences/trainings/ webinars (in person or virtual)
- Listen to people of a different racial background than your own.

#### **Build Relationships across the Barrier of Race**

- Attend worship at a faith community with a different racial makeup than your own
- Shop, eat out, or otherwise support establishments owned by people of color
- Have coffee / lunch with acquaintances of a different racial background.
- As a congregation, explore partnerships with community groups of a different racial composition
- After discernment and preparation, explore establishing a partnership with another faith community of a different racial composition

#### **Take Action to Uproot Systemic Racism and White Supremacy**

- Advocate for legislation that increases racial equity (write/call your representatives, march, show up at hearings)
- Identify a racial equity issue (i.e., education, criminal justice reform, health care access, etc.) and develop an action plan to boost equity in that area locally. For white congregations, consider partnering / supporting an organization led by people of color (i.e., local NAACP branch) and getting behind their racial equity initiatives rather than starting something new yourself.
- Encourage people to vote.

#### **Ground all these Actions in Your Faith**

- Pray (individually and corporately) for God to strengthen, encourage, inspire, comfort and challenge you on your antiracism walk.
- Study the Bible, Torah, Koran or other sacred texts with an emphasis on racial justice.
- Incorporate antiracism in all aspects of congregational life (worship, mission, fellowship, etc.)

***\*Note:** 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 your congregation is living into the call to be an agent for racial justice and healing!*