



Beyond Words 2.0 Commitment Card: PASTOR

Prayer

Possibilities for action steps:

- 1) Partner with African American congregations to develop prayer walks and prayer vigils in both communities.
- 2) Share community prayer concerns monthly.
- 3) Invite partnering congregants to special prayer events being held at your church.
- 4) Formulate prayer groups and/or partners that specifically pray for your relationship and the hearts of the congregants.

Building Relationships

Possibilities for action steps:

- 1) Multiple pulpit exchanges with an African American pastor.
- 2) Create an interactive experience for your congregation and an African American congregation.
- 3) Build a committee with African American consultants from an African American church to join the fight to dismantle systemic racism. Pay them for their time.
- 4) Leverage your church systems by offering them to a small African American church to build their infrastructure.

Financial Redistribution

Possibilities for action steps:

- 1) Give a (large) reparations type gift to an African American church with no strings attached.
- 2) Introduce your largest donors and encourage them to give to an African American pastor's ministry.
- 3) Become a financial sponsor of an African American-led nonprofit.
- 4) Create a Justice Fund that will receive ongoing donations. Ask African Americans to serve on this distribution team.
- 5) Recapitalize African American banks by transferring your church's money to an African American-owned bank. (Justice Deposits)

Preach Racial Justice

Possibilities for action steps:

- 1) Use your sermon time for a panel discussion on race (include African Americans).
- 2) Hold a service to lament for complicit participation in racially unjust systems.
- 3) Preach four sermons on systemic racism and the Kingdom of God.

Learn & Get Proximate

Possibilities for action steps:

- 1) Read *The New Jim Crow*, *The Color of Compromise*, *I Bring the Voices of My People*, or *Divided By Faith*.
- 2) Watch "Just Mercy," "13th," "I Am Not Your Negro," or "When They See Us."
- 3) Host movie nights or book clubs around the above selection or others.
- 4) Participate in a local or national virtual JustUS Conversations.
- 5) Participate in and encourage the Race & Grace Monday Prayer Initiative with 24/7 Prayer Network.
- 6) Update your book and video collection regularly to grow your resources and share with others including your children.

Organize & Mobilize

Possibilities for action steps include:

- 1) Actively participate in Urban Education and Housing Reform Initiatives.

2) Seek out Policy Champions in your geographical location seeking systemic and structural institutional transformation. (Ex: Social Change: <https://socialchange.site>)

3) Join organizing meetings of a local community group in the neighborhood of your partner church.

4) Attend community organizing training.

5) JustBusiness: Empowering the Church to generate racial equity in employment by leveraging the social capital within churches and establishing new networks between churches of different races.

Beyond Words 2.0 Commitment Card: ANTI-RACIST ACTION PLAN

Prayer

Possibilities for action steps

1) Participate in prayer walks and prayer vigils in both communities.

2) Pray for the concerns of the African American community regularly.

3) Invite your cross-cultural partner to become a prayer partner.

4) Invite your partner to special prayer events being held at your church.

5) Invite your small group to pray for bridging the racial divide.

Building Relationships

Possibilities for action steps

1) Attend an African American worship service.

2) Have lunch with your partner in their community.

3) Advocate for dual membership with your partnering church.

4) Discuss the learning you've been doing on race with your partner.

5) Introduce and spend quality time with your partner and your family members. Plan an activity together on a regular basis.

Financial Redistribution

Possibilities for action steps:

- 1) Patron African American-owned businesses and restaurants.
- 2) Sponsor and/or support a charity event for an African American nonprofit.
- 3) Become a financial supporter of an African American-led nonprofit.
- 4) Give to a justice fund that will receive ongoing donations.
- 5) Support a teacher financially in an under-resourced school district.

Advocate for Racial Justice

Possibilities for action steps:

- 1) Leverage your small group time for discussions on race and race relations.
- 2) Host a lamenting service for your small group centered on racial complicity in unjust systems.
- 3) Advocate for others to sign the Anti-racism Action Plan.
- 4) Display an Anti-racism poster in your yard.
- 5) Advocate for racial justice on social media platforms.

Learn & Get Proximate

Possibilities for action steps:

- 1) Read *The New Jim Crow*, *The Color of Compromise*, *I Bring the Voices of My People*, or *Divided By Faith*.
- 2) Watch “Just Mercy,” “13th,” “I am Not Your Negro,” or “When They See Us.”
- 3) Host movie nights or book clubs around the above selections or others.
- 4) Participate in a local or national virtual JustUS Conversations.
- 5) Participate in Race & Grace Monday Prayer Initiative with 24/7 Prayer Network.
- 6) Hold a service to lament for complicit participation in radically unjust systems.

Organize & Mobilize

Possibilities for action steps:

- 1) Actively participate in Urban Education and Housing Reform Initiatives.
- 2) Seek out Policy Champions in your community seeking systemic and structural transformation. (Ex: Social Change <https://socialchange.site>.)
- 3) Join and participate in organizing meetings led by community groups in your city.

4) Attend community organizing training.

5) Support JustBUSINESS: Empowering the Church to generate racial equity in employment by leveraging the social capital within churches and establishing new networks of connection between churches and different races.

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