

**Salem Alliance Church**  
Our Commitment to Racial Equity and Biblical Justice  
June 2020

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We'd like to update you on the kinds of conversations that Salem Alliance leadership have been having on the topic of racial equity and biblical justice. This topic is so important to the peace we long for in our city that this must be a sustained conversation for us.

In the last couple of weeks, we have heard many of you asking for clarity about where we are as a church in our response to recent events in our nation. We'd like to share some of the conversations that have been happening and invite you into this ongoing dialogue.

Steve Fowler said a couple of weeks ago--the issue of racial injustice is a human issue that often becomes political. Yet, we cannot forget that it is first and foremost a biblical/Gospel issue. So, we ask - what is God's heart on this human issue? And we know that God's heart beats for the justice of all people. We see that He tells the people of God, thousands of times throughout Scripture to take care of the poor, the immigrant, the widow and the orphan. And when the people of God ignore this mandate, the prophets rise up to express God's anger.

Here's the beauty of what the incarnational Jesus taught us. Over and over again, we see Jesus Christ transcend the political pressures of His day and elevate the conversation. We as Christ-followers must do the same. Instead of caving to the pressure of picking a side, posting our frustrations, judging others with differing perspectives, we get to love, support, pray, and take actions of justice for all people – for oppressed people and for the people who serve to protect the peace.

We want you to hear from us some of the things that staff and leadership are committed to in the days ahead. And, we are asking you to join us.

- We commit to asking Spirit to reveal our personal and corporate sin when it comes to racial injustice. And we will repent, which means changing our ways. We will lead in speaking out against acts of racism and injustice.
- We commit to a listening posture – As we have this conversation, we will listen and honor the stories of those of you who have experienced acts of racial bias and injustice. In the same way, we will honor those who serve our community, remembering that many of you have taken the oath to protect and serve because you are justice bearers.
- We commit to being better at lamenting before jumping to quick solutions and conclusions. We will practice lament for the sins of the past and for the pain of the present.
- We commit to a learning posture – both seeking and sharing resources that will deepen our understanding of the racial inequity that continues to exist in our nation as well as our local community. We have much to learn.
- We commit to the long-term nature of this journey.
- We commit to seeking stronger friendships and partnerships with our black and brown neighbors.
- We commit to improving the diversity of our staff and church leadership, that we would more accurately reflect the diversity that exists in our local community.

We ask you to join us in these commitments as we seek to follow God's heart of justice.