

Equity Advisory Task Force

Shepherd of the Valley 8/2020

Foundations

As a Christian congregation of the ELCA we proclaim the Good News of grace in Jesus Christ, of God's love for the whole world, of all people created in God's image, of Jesus' command to love our neighbor, and of our call to seek justice for all people.

- *John 3:16 "God so loves the world..."*
- *John 13:34 "I give you a new commandment, that you love one another. Just as I have loved you, you also should love one another."*
- *Micah 6:8 "God has told you, O mortal, what is good; and what does the LORD require of you, but to do justice, and to love kindness, and to walk humbly with your God."*
- *We are to "...proclaim the good news of God in Christ through word and deed; serve all people following the example of Jesus; and strive for justice and peace in all the earth." (ELCA baptism and confirmation liturgies)*

Our Mission

Support SOTV's desire to be a diverse and equitable congregation by examining its leadership, staffing, and programmatic structures and practices, identifying issues that need attention or opportunities for enhancement.

As part of the ELCA, we seek ways for SOTV to live into their posted goals and priorities, becoming:

- A thriving church spreading the gospel and deepening faith for all people
- A church equipping people for their baptismal vocations in the world and this church
- An inviting and welcoming church that reflects and embraces the diversity in our communities and the gifts and opportunities that diversity brings
- A visible church deeply committed to working ecumenically and with other people of faith for justice, peace and reconciliation in our communities and around the world.
- A well-governed, connected and sustainable church

Structure

Include member(s) and/or perspectives from:

- Racial Truth and Justice Steering Team
- Staff
- Council
- Church perspectives (pastors, leaders, synod, and other denominations)
- People that have faced societal discrimination
- Learning from partnership with the Riverside Innovation Hub
- People outside our congregation that have faced societal discrimination

Activities

- Identify resources to help us evaluate SOTV structures and practices
- Determine criteria for consistent evaluation
- List the structures and practices that will be evaluated
- Regularly seek and incorporate feedback from external resources and partnerships
- Evaluate and document any discriminatory findings
- Propose strategies and solutions to remediate issues, grow diversity, or improve equity
- Regularly update Council, staff, and/or congregation as appropriate

Tentative Task Force Duration: 12 months