



## A 7-POINT PLAN TO GROW INTO OUR DIVERSE IDENTITY

### SUMMARY

"A new command I give you: Love one another. As I have loved you, so you must love one another. By this everyone will know that you are my disciples, if you love one another." (John 13:34-35)

Aletheia exists to make disciples who bring the truth, grace, and changing power of the gospel for the glory of God and the good of all people. Doing that means loving others with genuine, practical love that crosses racial and other lines. We believe we have both and opportunity and a calling to embody the ministry of reconciliation (2 Cor. 5:18), as a part of our calling to be and make disciples of Jesus. With God's help and strategic focus, we believe we can shine the light of the gospel brightly in a dark world that so desperately needs it. Therefore, we embrace the following action steps:

### ACTIONS

#### 1. PRAYERFUL HUMILITY

Heavenly diversity is a miracle that Hell will oppose with all its might. Therefore, any strategy to grow into our identity as a multi-ethnic spiritual family has to be bathed in prayer and humility. Because racism is a demonic stronghold, it can only be torn down with spiritual weapons (Ephesians 6:10-18). And, because this is a topic of such tender care, and we are bound to get it wrong from time to time, we must practice regular humility with each other, being quick to repent for wrongs done, and quick to offer forgiveness for offenses received.

#### 2. CELEBRATION

Ethnic diversity is a gift from God, therefore we will celebrate it. This will take the form of featuring a variety of voices in as many spaces as possible (e.g., Leaders' Podcast, Sunday gathering roles, etc.), celebrating in-house authors and leaders, and embracing the beautiful tapestry of diverse musical heritages present in our congregation for worship during our Sunday gatherings.

#### 3. FAMILY CONVERSATIONS

Healthy communication is learned art, therefore we will model healthy dialogue over difficult topics. Family Conversations provide a regular space in which topics nascent to the beauty and the challenges of being a multi-ethnic spiritual family will be addressed. And, they will serve a safe space to ask difficult but important questions.

#### 4. RESOURCES FOR RECONCILIATION

We will create spaces and resources to foster healthy education on issues nascent to our diversity (truth), pursue healing

from the pain of racial and social trauma (grace), and empower real personal and social change. In addition, we will create tools to support these goals.

#### 5. PROPHETIC PREACHING

We will preach and teach the truth—the whole counsel of God’s word, and directly address issues nascent to our multi-ethnic identity. When culture presents a problem, we will address it. But more than that, we will preach the Word of God about what it means to be truly human, truly embodied, and truly reconciled to God and each other. We will preach and teach about biblical justice. We will clearly and regularly critique godless ideas masquerading as good news, and regularly show how the gospel of Jesus alone, empowered by the Spirit alone, can truly bring the change we long to see.

#### 6. POSITIONS OF REAL POWER AND RESPONSIBILITY

Aletheia will pursue a strategy to bring diversity of ethnic, social, and cultural backgrounds into the various levels of leadership within our church. From group and team leaders, to section leaders, staff members, elders, directors, and pastors, we will diligently and prayerfully seek out a team of leaders that embodies the church itself, and not merely one culture (white, black, hispanic, etc.).

#### 7. RESPONSE TO TRAGEDY

When tragedy strikes our nation that hits and the core of our radicalized history, we will respond thoughtfully, prayerfully, and clearly. We will not ignore the challenge of our cultural moment, nor will we allow our culture to capture the gospel.