

Open Letter to Executives of the Christian Reformed Church, including:  
Colin Watson, Executive Director  
Paul De Vries, Chair of the Council of Delegates

We at Creston CRC were heart-broken to learn of the overt acts of racism within the denominational administration, inflicted on staff in their work by individuals with official standing in the church. That there is a history of such acts is even more disturbing. We as a local congregation and as a denomination must lament our compliance in not only the recent acts but in the history that has forced some people from their jobs and caused deep harm.

We are grateful that you are leading publicly in revealing the situation and owning the response to it. It is clear that responses must be public as well. That harassment of women or people of color is present in their workplace is not acceptable and falls short of our duty to love God and to love our brothers and sisters as much as ourselves. We request that:

- 1-That the CRC repent and apologize for past actions and inactions, and re-affirm the Synodical mandates of the Offices of Social Justice and Race Relations.
- 2-That the CRC implements discipline for the harassers and their churches involved leading to repentance and apology, likely including their removal from positions and offices that they hold.
- 3-That the CRC develop, publicize and implement policy and procedures that specify how such harassment will not be tolerated in the future.
- 4-That funding be made available for supporting the mental, emotional and spiritual health of both current and previous staff that have been subjected to the abuse, either formally through the denomination or through crowd-funding; we stand ready to assist in that development.

The abuse issue must be addressed now and publicly. We lament our involvement and having stood silent until now. We are committed to our Faith Promise Ministry Share pledge for 2021 but must consider your progress in making any Faith Promise commitment for 2022. This is an opportunity for the CRC to lead congregations and the world in how organizations can through the Holy Spirit achieve the unity and love that Christ intended for his body, the Church.

We've shared the Banner News links with our congregation in a request for prayers and support, and look forward to being able to forward and post updates soon. We do support your efforts to wholeheartedly work toward the healing of these injuries and bringing about the peace of Christ in the administration and leading by example how our congregation and community can as well.

Yours in Christ,  
Creston CRC Council and Creston CRC Anti-Racism Team (CART)