

SEASON *of* ENCOUNTER

Sacred Conversations
on Race & Faith



Congregation Toolkit

A collection of tools to support your congregation
to conduct sacred conversations about race, faith, and power

Table of Contents

| | |
|--|----------|
| <i>Families First Campaign Plan, 2020-21</i> | 2 |
| How Can My Congregation or Organization Get Involved?..... | 3 |
| Strategy & Formation: Key Dates | 4 |
| Phase 1: ‘In-Reach’ – Sample Timeline..... | 5 |
| Congregation ‘In-reach’ Worksheet | 6 |
| Team Captain/Chair Worksheet..... | 7 |
| <i>House Meeting & Congregational Event Tools</i> | 8 |
| Sample Agenda: House Meeting..... | 9 |
| Team Member: House Meeting Planning Sheet | 11 |
| House Meeting Report Form..... | 12 |
| Faith in Indiana’s Story..... | 13 |
| Families First Policy Agenda | 14 |
| Bilingual Sign-in Form..... | 15 |
| Pledge Form | 16 |

Download this toolkit at faithinindiana.org/news/reports-resources/#convos.



Families First Campaign Plan, 2020-21

THE CURRENT MOMENT

No matter where we come from or what our color, most of us work hard for our families. But today, certain politicians exploit racial anxiety to divide working people and undermine faith in government for all, and rig the rules to benefit the wealthy few. Decades of voter suppression, gerrymandering, and voter-alienation have left regular people in Indiana marginalized from political power.

For Indiana’s families—Black, White, and Latino—the consequences are devastating. While corporate profits are at an all-time high, 70% of Indiana jobs don’t pay enough to live on. The leading cause of death for young black males in our state is homicide. Incarceration rates are at an all-time high—rising 32% in just two years—the largest increase of any state in the last two decades. The opioid crisis ravages our state.

Our religious traditions remind us that it doesn’t have to be that way. By joining together with people from all walks of life, as our religious traditions have done in the past, we can create a just and inclusive Indiana where everyone belongs and every family thrives.

Families First Agenda

- ◆ Restorative Justice & Gun Safety
- ◆ Immigrant Inclusion
- ◆ Healthcare for All
- ◆ A Caring Economy
- ◆ Fair Democracy

THE PATH FORWARD

Together we are building a faith movement to reshape Indiana’s priorities and advance a moral budget in 2021 that divest from incarceration and invests in families. We encourage our faith and community partners to shape this agenda and grow our collective power to enact our values. In 2020 we will:

- **Invite 10,000 people** to weigh-in on priorities for a moral budget for 2021
- **Engage 52,000 voters** of color, women, and youth to vote
- **Meet with 50 elected officials** and candidates on our Families First Agenda and bring home change in our counties

TIMELINE 2020-21



HOW CAN MY CONGREGATION OR ORGANIZATION GET INVOLVED?

Join a Faith in Indiana Chapter in Marion, Hamilton, Allen, Lake, St. Joseph, or Elkhart County, and consider engaging in these ways:

- Form a team** of 10-15 who will meet at least monthly to coordinate the congregation's efforts, with each team member taking on a unique role
- Identify a Team Chair or Co-Chairs** to support the team to reach their goals. Chairpersons will represent your team on the county-wide strategy council to guide overall effort
- In-Reach: Set House Meeting & Pledged Volunteer Goal (Jan-Apr):** House meetings are a powerful way to build community, surface priorities, and invite participation to act on our faith. For example, a medium size team of 10 might host 10 house meetings reaching 100 people who pledge to vote, pray, and act on our vision. You might incorporate congregational events, a simple survey, or host a justice sabbath.
- Faith Voters.** Starting in June, we will host four weekly community canvasses to talk to neighbors about their priorities and encourage them to vote. We'd invite each congregation to identify 10 volunteer each week.
- Meet with Legislators. (Aug-Oct).** Host a meeting with a key legislator or candidates running for office to share with them the Families First Priorities that we identified earlier in the year. County Chapters will identify key legislators at the local, state, and national levels who have decision-making authority on policy priorities. Together, we'll be asking state legislators to act on our Families First Agenda during the 2021 legislative session.
- Public Actions on our Issues. (Jan-Apr 2021).** Big decision will be made in the 2021 legislative session; set Indiana's 2-year budget, draw the legislative districts for the next decade and more. We will take action thru: Public actions at the statehouse, in-district meetings with legislators, and moments of mobilization like sending letters, emails, phone calls to urge action on our agenda.
- Make a financial contribution from your institution.

STRATEGY & FORMATION: KEY DATES

Each 'Season of Engagement' will kick-off with a state-wide training to prepare top leaders and teams for collective action. County chapters host quarterly Leaders Assemblies for team leaders that include a mix of training, strategizing, and making plans to take-action. And Counties host regular 'Clergy Council' to bring together faith leaders guiding the strategy. Check for updates and details on our website;

faithindiana.org/events

Faith in Action - National

| | |
|-----------|---|
| JUL 12-17 | Week-Long Community Organizing Retreat |
| MAY 1-2 | Black Church Justice Revival (Indianapolis) |

Faith in Indiana: Statewide Trainings & Formation

| | |
|-----------|--|
| FEB 21-22 | Leaders Bootcamp: Season of In-reach Kick-off |
| MAY 7 | Concurrent Leaders Assemblies: Chapters report backs on 'In-reachseason' |
| MAY 23 | Leaders Bootcamp: Community Canvass Training |
| AUG 7-8 | Leaders Bootcamp: Engaging Legislators on the Families First Agenda |
| NOV 16-17 | Leaders Bootcamp: Legislative Action Launch (<i>General Assembly Organization Day</i>) |
| JAN 21 | Legislative Launch: Season of Action (2021) |

Faith Leaders- Clergy Training

| | |
|-----------|--|
| May 1-2 | Black Church Justice Revival (Indianapolis) |
| NOV 16-17 | Statewide Clergy Retreat: Prophetic Action (In Indianapolis) |

State Strategy Meeting

| | |
|--------------|---|
| MAY 7 | County Leaders Assemblies: State-wide In-Reach Report Backs |
| MAR 20, 2021 | State Assembly: Mid-Session Mobilization Meeting |
| May 15, 2021 | State Assembly: Debrief Legislative Season |

Faith Voters

| | |
|-------------|--|
| JUNE | June 11, 18, 25 & July 9 th , 5PM – 9PM- Community Canvass Days |
| SEP 12-14 | Faith Voter Sabbath (congregations pledge to vote) |
| SEP 19-20 | Faith Voter Sabbath (congregations pledge to vote) |
| Oct 5-8 | Get out the Vote Phone Banks |
| OCT 5 | <i>Deadline to Register to Vote & Early Voting Begins</i> |
| OCT 16-17 | Souls to the Polls (Early Vote Caravans) |
| OCT 24-25 | Souls to the Polls (Early Vote Caravans) |
| OCT 30-NOV3 | Get out the Vote Weekend (phones, text, preaching) |
| NOV 3 | <i>ELECTION DAY</i> |

Faith in Indiana: County Chapters

Faith in Marion County (Indianapolis)

Leaders Assemblies: March 12, May 7, May 25, Aug 27, Oct 15, Dec 3rd

Faith in St. Joseph County

Leaders Assemblies: March 5, May 7, Aug 25, Oct 20, Dec 7

Faith in Allen County

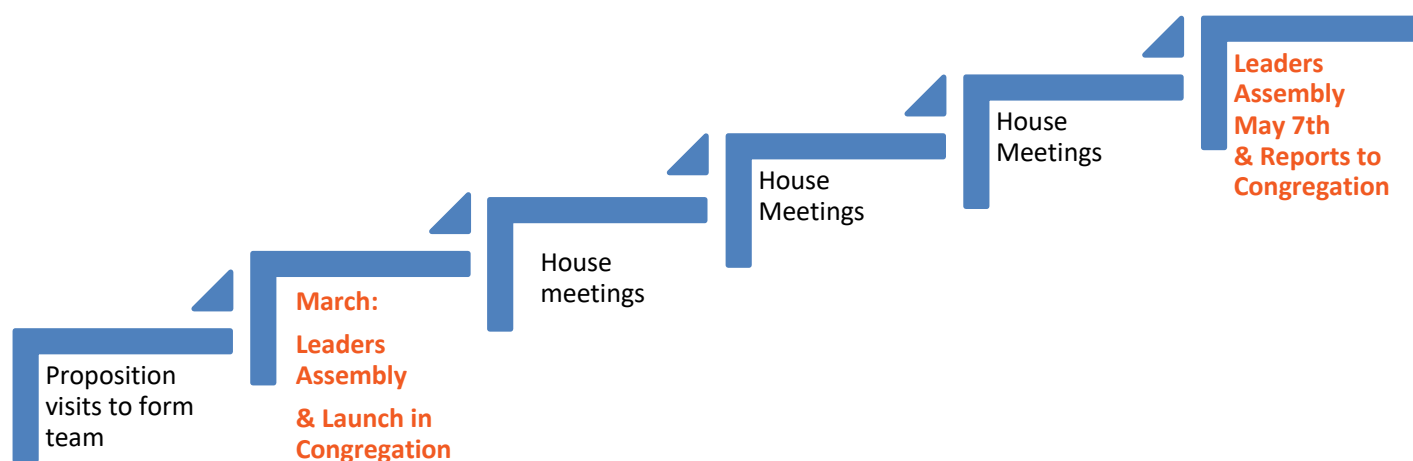
Leaders Assemblies: March 19, May 7, May 28, Aug 20, Oct, 15, Dec 3

Faith in Hamilton County:

Organizing team: Third Wednesday of each month at Our Lady of Grace Catholic Church

Phase I: 'In-Reach' – Sample Timeline

| Week | Activity | Purpose |
|-----------------------------------|---|--|
| Week 1 (Feb 21-22) | Leaders Bootcamp: Relational Power | Develop Plan |
| Weeks 2 & 3 | Proposition Visits and hold first House meeting (to practice) | Build relationships and proposition into your team |
| Week 4 (March 5) | Leaders Assembly in Chapter | House Meeting Training – all 10 team members are present and make plans for house meetings |
| Week 5 | First Team Meeting & Launch in Services | Announce Season of Encounter at services, invite congregation to sign a pledgedcard or attend a house meeting |
| Weeks 6 & 7 | Hold House Meetings | |
| Week 8 | Second Team Meeting | Report back on what your learning, practice, accountability |
| Weeks 9 & 10 | Hold House Meetings | |
| Week 11 (May 7 th) | Leaders Assembly May 7 th – Simultaneous across the state in each chapter | Share themes from House meetings, strategy team reports on opportunities, vote on our Families First Vision for 2021, launch community canvasses |
| Week 12 | Report Back to Congregation & Third Team Meeting | At services, share top themes, highlight personal stories, invite to community canvasses |



Congregation 'In-reach' Worksheet

Our Power Purpose: Our team is working to ensure our legislative representative acts to support the Families First Policy Agenda during the 2021 legislative session:

- Legislator (s) _____
- Congregation/team: _____
- Chair/co-chairs: _____

STEP 1: SET TEAM GOALS

| | Sample Goals (Medium-size congregation) | Our Goal |
|--|--|----------|
| House Meetings (How many?) <i>Each team member is encouraged to host a house meeting with around 10-15 people about the Families First Agenda</i> | 15 | |
| Pledged Supporters <i>Number of people who attend a House meeting or congregational event (Feb – May).</i> | 150 | |
| Leaders Assembly May 7th <i>Number of supporters who attend statewide assembly to hear back Families First Priorities and kick off the season of Voter Engagement</i> | 30 | |
| Community Canvass (Weekly in June) <i>Each Chapter will pick a weekly canvass day for 4 weeks in June. During the house meetings we encourage our supporters to commit attend the weekly canvass. Example: 20 people attend weekly = 80 shifts</i> | 80 | |

STEP 2: KEY DATES

| | Sample Dates | Our Dates |
|---------------------------------|---------------------------|-----------|
| First Congregation Team Meeting | Thurs. March 12 at 7pm | |
| Set Monthly Meeting | Every third Thurs. at 7pm | |

STEP 3: Team Roles & Responsibilities

| Team Role | Responsibilities | Name/Contact |
|----------------------------|--|--------------|
| Chair (co-chairs) | Manages the entire team. Coaches team members to reach their goals. Represents team at county-wide strategy meetings | |
| Team Member | Builds relationships with 10 or so people, who you are accountable to and who take action with Faith in Indiana. Specifically, this year team members will: host a house meeting, organize a canvass team, and work with their congregation to hold a legislator accountable to our agenda | |
| House Meeting Coach | This person coaches team members having house meeting. They attend house meetings as a supporter to keep consistency. | |
| Membership Captain | Follow up with attendees from house meeting that pledged to be a sustaining member by giving monthly. Thank them. Make sure all the people who sign-up are entered into the database. | |

Team Captain/Chair Worksheet

MY TEAM: SUMMARY

| | Sample Goals | My Goal |
|---|-----------------------------|---------|
| People on my team/# house meetings | 15 | |
| Delegates to Chapter Assembly/House Meeting Training | 15 | |
| Legislator(s) we will shepherd (this will likely get finalized by strategy team) | Indiana House District 5 | |
| Chair of Team | ME! | |
| My Congregation/team: | St. Joseph Church | |

Propositions List: People I will proposition onto my team (these should be people you already know):

| | |
|--|--|
| | |
| | |
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| | |

New Relationships List: People in my congregation that I want to build relationships with. (Could be people you know, or people you want to know better, such as heads of other ministries, people with followings, people with leadership potential)

| | |
|--|--|
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Our Base-Building Timeline

| Example | Our Team Timeline |
|--|-------------------|
| <ul style="list-style-type: none"> First Team meeting, March 1 House meeting Training, March 10 Launch House meetings at Service, Mid March Team Conducts House meetings (team meets to check in on progress) Congregation Report Backs, Mid May (share back top themes, highlight impactful stories, share next steps) | |

SEASON *of* ENCOUNTER

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House Meeting & Congregational Event Tools

Sample Agenda: House Meeting

Key Goals

- To be and make disciples
- To call out the Story of Division and Fear that is killing our communities and replace it with Our Story of Inclusion, Abundance, Interconnection

Guidelines

- Vulnerability and an exploration of our pain is the only way to fully see one another—to see our entire body.
- Everyone is doing their best. Control gut reactions to really listen and understand. Every story should be valued, and everyone has a story.
- We will not shy away from difficult/complex/painful conversations, but will do so out of generosity, curiosity and an acknowledgment of the divine in each of us.
- We will take risks and honor risks taken.

| Key Moves | Main questions/ things to land | Digging Deeper (optional with time) |
|--|---|--|
| 1) Our Individual Stories (15 min) | <ul style="list-style-type: none"> - Begin with prayer or faith reflection - Leader shares story (How have you or a loved one been hurt by Story of Division and Fear?) - Question: Tell a story of someone in your life who is hurting right now? (Share in large group or with partners) | <ul style="list-style-type: none"> - What are the themes in these stories? |
| 2) The Story of Division and Fear (Naming) (15 min) | <ul style="list-style-type: none"> - Question: (pull from stories above) What issues are on our hearts today? (health care, immigration, criminal justice reform) - Question: What is the story(ies) that get told about why this is the way it is? - After eliciting the story from the group, test what we have below. <ul style="list-style-type: none"> ○ Hierarchy of Human Value. We are divided. some people are deserving and others are undeserving; some people are disposable ○ Scarcity. There is not enough, there is a zero-sum game and we are against one another for resources, power, wealth, dignity; if you get some, I lose some ○ Hyper-Individualism. Our problems are <i>only</i> due to individual choices or character rather than systemic | <ul style="list-style-type: none"> - What are the stories we tell about the “undeserving”? - Who do we picture to be in the “undeserving group”? - Have you ever been in the “Undeserving” group? - What stories do we tell about the deserving? Are these true? |
| 3) The Story of Division and Fear (Consequences) (15 min) | <ul style="list-style-type: none"> - Question: When do you find yourself caught in the story above? - Question: What are the costs to the story above for you/your loved ones/your community? - Question: Who benefits from this story? How? - Question: what are the implications of this story for how we view government, public institutions and our economy? | <ul style="list-style-type: none"> - Who are we told to blame for our problems? Who is really to blame? |

| | | |
|---|---|--|
| <p>4) Our Story Belonging Abundance, Interconnection (20 mins)</p> | <ul style="list-style-type: none"> - What does our faith say about the above? What does our faith say about our relationship to one another? - After eliciting the story from the group, test what we have below. <ul style="list-style-type: none"> ○ Belonging. Everyone is invited to belong, every life made in Gld's image. ○ Abundance. When we come together there is enough for everyone. ○ Inter-Connection. Our fates are linked; we are a part of same body; no one is outside of the circle of human concern. - Question: What would be different for your loved one you mentioned earlier if these statements were widely accepted as truth? - Question: What would our government, our criminal justice system, our economy look like if we all believed these two statements to be true? | <ul style="list-style-type: none"> - What would you have to let go of to fully live out of this vision? |
| <p>5) Our Choice as Faith Leaders (5 min)</p> | <p>Question: What is uniquely required of us as people of faith to advance the story above?</p> <ul style="list-style-type: none"> ○ Casting a vision of what is possible. ○ Unveiling the Story of Division and Fear when we see it. ○ Discipleship. Making more disciples. <p>Will you act with Faith in Indiana this year?</p> <ul style="list-style-type: none"> • We can enact our vision of abundance, inclusion, and connection, and it starts in the 2021 State budget. We can invest in treatment not jails, proven strategies to reduce gun violence, freedom to drive, healthcare for all. <p>On May 7th, we will finalize our vision, then congregations across the state will do 2 things; engage voters in June & engage legislators to build support for our vision in the fall.</p> | <p>Leader should be prepared with testimony of why they are a part of this movement.</p> <p>If people are concerned about faith and politics ask them: who will call out the costs of the Story of Division and Fear and spread Our Story if not us? If not people of faith?</p> |
| <p>6) Acting Together to Put Families First (10 min)</p> | <ul style="list-style-type: none"> - Join the Families First Faith Movement in Indiana! <ul style="list-style-type: none"> ○ Sign a pledge card and become a member ○ Host a conversation in your home ○ Attend our Community Canvasses every Thursday in June to talk to voters about our vision ○ Join our Faith in Indiana team and help us plan a meeting with our local and state legislators this fall ○ Come to the Leaders Assembly on May 7th at 7pm ○ Attend a public action - Evaluation (Ask everyone to share one word of how they are feeling. Ask a couple people to expand) - Close with prayer or faith reflection | <p>Ask: what will hold people back from taking action? How will they overcome this? What are the costs of not acting?</p> <p>What other ideas for action do people have?</p> |

Team Member: House Meeting Planning Sheet

| DATE | LOCATION | HOST | CO-HOST |
|----------------|----------|------|---------|
| INVITED GUESTS | | | |
| 1. | | 11. | |
| 2. | | 12. | |
| 3. | | 13. | |
| 4. | | 14. | |
| 5. | | 15. | |
| 6. | | 16. | |
| 7. | | 17. | |
| 8. | | 18. | |
| 9. | | 19. | |
| 10. | | 20. | |

| DATE | LOCATION | HOST | CO-HOST |
|----------------|----------|------|---------|
| INVITED GUESTS | | | |
| 1. | | 11. | |
| 2. | | 12. | |
| 3. | | 13. | |
| 4. | | 14. | |
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| 8. | | 18. | |
| 9. | | 19. | |
| 10. | | 20. | |

House Meeting Report Form

Alternatively, you may fill out this report form online by following this link:

<http://bit.ly/HouseMtgReport>

Host name _____

Congregation _____

How many people attended the house meeting? _____

What was the highlight of the meeting for you?

What were the most powerful stories shared?

What were the top concerns raised by people in the community?

(Healthcare, Criminal Justice Reform, Immigrant Rights, Democracy, Good Jobs, Other)

What changes would you make if you facilitated a future house meeting?

What actions did people commit to take?

(Attend a community canvass, plan a team meeting with a legislator, sign a pledge card)

Faith in Indiana's Story

Faith in Indiana is vehicle for faith communities and people of good will to work together for racial and economic equity in Indiana.

Our diverse religious traditions are called to enact abundance, dignity, and inclusion in all public decisions. To stop gun violence. To shift resources from the criminalization and incarceration of people of color and strengthen the social safety net for the state's most vulnerable residents.

To make our democracy more fair, representative and inclusive. And to develop the leadership of those who have been excluded from civil society, particularly people of color, women, youth, immigrants, returning citizens, and people in poverty.

Faith in Indiana has grown from a single city, Indianapolis, to six county chapters that make up 40% of Indiana's electorate; Marion, Hamilton, St. Joseph, Allen, and Lake. Over 132 diverse congregations lead our county chapters, in partnership with Indiana's seventeen largest denominations.

We have won a set of critical policy changes to improve everyday life for the Hoosiers who need it most;

- With our partners, we moved Governor Holcomb to suspend the Medicaid work requirement, restoring healthcare security for 88,000 Hoosiers
- Incarceration in the Marion County jail has fallen 30% over three years. There are 700 fewer people in jail each day because we persuaded Mayor Hogsett to adopt our criminal justice reform plan, and we're leading efforts in multiple counties to do the same.
- With many partners, we blocked two private prisons from being built in Indiana, both of which would have been detention facilities to expand the ICE deportation machine. In Elkhart and Newton Counties, we generated noisy, visible community opposition to denounce and reject the proposed private prison facilities. We passed multiple county policies to end ICE detainers, the unconstitutional practice of holding immigrants without a warrant for ICE.
- Our Families First voting bloc of 52,300 people engaged over multiple election cycles and boosted voting among our voters; 21% among African-Americans and women, 13% among Latinos, and 7%, changing whose voice matters.

Together, we can build a just and inclusive Indiana where everyone belongs and everyone thrives.

Learn more at: faithindiana.org

Families First Policy Agenda

Faith in Indiana is building an Indiana where everyone belongs and every family thrives.

The following are some examples of how Faith in Indiana and Act Indiana leaders propose to achieve the 'Families First' Agenda. These examples are not exhaustive. They are a work in progress and are subject to change based on our engagement with the issues; our creativity in imagining, designing and implementing innovative solutions; and the extent of our collective power to make these ideas manifest.

Restorative Justice

We work towards a criminal justice system that promotes healing and redemption, and shifts resources away from the mass criminalization of Black people, immigrants, and poor families. We support;

- **End the cash bail system**, so people's freedom doesn't depend on ability to pay.
- **Jail Diversion Programs**. We want people who are mentally ill or suffering from addiction to receive treatment, not jail.
- **Reform law enforcement** to be accountable to the wellbeing of our communities.
- **Proven strategies to reduce gun violence** that offer a genuine path out of street life to the small number of people responsible for shootings; like Group Violence Intervention and Peacemaker Fellowships
- **Gun safety measures** like universal background checks, a ban on civilian access to military assault rifles, and responsible gun sales.

Immigrant Inclusion

- Restore access to **driver's licenses** regardless of immigration status
- Restore access to **higher education to all** Hoosier High School graduates, regardless of immigration status
- **End ICE Holds** – Sheriff Departments pass directives to end the unconstitutional practice of holding immigrants without a warrant at the request of ICE
- Institute **Municipal ID programs** and legal services

Healthcare for All

- **Expand Medicaid** and the Affordable Care Act
- Lower the cost of life saving **prescription drugs**, like insulin
- Invest in **mental health, addiction, and crisis intervention** centers

A Caring Economy

- Create statewide **Paid Family & Medical Leave** Insurance program, so people can take time off to be with a new baby or sick family member without fear of losing their job
- **Protect pregnant workers and new mothers**
- Fully fund **quality preschool** for every child in Indiana

Fair Democracy

- A fair and inclusive democracy puts people at the center of politics. We support **fair redistricting, automatic voter registration, ending voter ID**, and other reforms that make it easier to vote.



EVENT:

Organizer:

Date:

Time:

County:

| | Name Nombre | Street Address Dirección | Zip Code Código Postal | Cell Phone Celular | Land Line Phone Línea Fija | Email Correo Electronico | Congregation Congregación |
|----|-----------------------|------------------------------------|----------------------------------|------------------------------|--------------------------------------|------------------------------------|-------------------------------------|
| 1 | | | | | | | |
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I PLEDGE

to Vote, Act and GIVE with Faith in Indiana to advance the Families First Agenda:

- Restorative Justice
- Caring Economy
- Fair Democracy
- Healthcare for All – No Exceptions
- Welcome All, Especially Immigrants



Name _____

Email _____

Mobile Phone _____

Congregation/Organization _____

Street Address _____

City _____

State, Zip _____

Please complete this column, even if you do not donate.

ME COMPROMETO

para votar, actuar y DAR con Fe en Indiana para promover la Primera Agenda de las Familias:

- La Justicia Restaurativa
- Cuidando la Economía
- Democracia Justa
- Cuidado de la Salud Para Todos - Sin Excepciones
- Bienvenidos Todos, Especialmente a los Inmigrantes.



Nombre _____

Email _____

Teléfono móvil _____

Congregación / Organización _____

Dirección _____

Ciudad _____

Código Postal _____

Por favor completar esta columna, incluso si no está haciendo una donación.

Contribute: Our Families, Our Future

Join us to build a roadmap to liberation for ALL our brothers and sisters in Indiana to thrive. Become a **SUSTAINING MEMBER** today.

Choose a Membership

I Will Donate \$10 \$25 \$50 Other _____

Donation Frequency One-time Monthly*

Donate by Credit Card

Credit Card Type Visa MC AmEx Discover

Name on Card _____

Credit Card Number _____

Expiration Date _____ Security Code _____

Signature _____

By my signature above, I authorize Faith in Indiana to charge the credit card or bank account listed above in the amount indicated for membership dues. I am the legal cardholder for this credit card or owner of this bank account. I am legally authorized to enter into this agreement with Faith in Indiana.
*By checking the MONTHLY box above, I authorize Faith in Indiana to make a recurring charge every month or year as noted, for membership dues on the credit card listed. I understand that this charge will continue until I cancel this authorization in writing by mail to Faith in Indiana, 212 W. 10th St., Suite F175, Indianapolis, IN 46202, or email to info@faithindiana.org. Rev. 08/2019

Contribuir • Nuestras Familias, Nuestro Futuro

Únase a nosotros para construir una hoja de ruta hacia la liberación para que TODOS nuestros hermanos y hermanas de Indiana prosperen. Conviértete en **UN MIEMBRO DE APOYO** hoy.

Elija una membresía

Yo Donaré \$10 \$25 \$50 Otro _____

Frecuencia de donación Una vez Mensual*

Donar con tarjeta de crédito

Tipo de tarjeta de crédito Visa MC AmEx Discover

Nombre en la Tarjeta _____

Número de Tarjeta _____

Fecha de Caducidad _____ Código de Seguridad _____

Firma _____

Con mi firma arriba, autorizo a Faith en Indiana a cargar la tarjeta de crédito o la cuenta bancaria mencionada anteriormente en la cantidad indicada para las cuotas de membresía. Soy el titular legal de la tarjeta de crédito o propietario de esta cuenta bancaria. Estoy legalmente autorizado para celebrar este acuerdo con Faith en Indiana.
** Al marcar la casilla MENSUAL arriba, autorizo a Faith en Indiana a realizar un cargo recurrente, todos los meses o años, según se indique, por las cuotas de membresía en la tarjeta de crédito indicada. Entiendo que este cargo continuará hasta que cancele esta autorización por escrito por correo a Faith en Indiana, 212 W. 10th St., Suite F175, Indianapolis, IN 46202, o correo electrónico a info@faithindiana.org.