

FCCW-UCC Racial Justice Implementation Plan
Our Covenant; Our Vision; Our Values

All humankind is created in God's image, and each of us is a beloved child of God. The presence of inequality and racism embedded in our systems harms God's creation. As followers of Jesus, we are called to confront and heal the racial injustices that separate humanity from God's will and God's kingdom.

We, the First Congregational Church of Wilmot, UCC commit to: walking humbly in a continuous journey of learning about past and present racism and inequality; challenging race-based injustice to change cycles of oppression; becoming allies with Black, Indigenous and all People of Color; and reaching out to collaborate with local and distant community partners.

We covenant to allow our deep sorrow about the evil of racism to sustain our passion to work toward justice and equality for all God's people.

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This plan reflects the goals identified in a racial justice planning workshop, "Focus on Action" conducted on May 15, 2022, merged with action steps already adopted by some committees. The short-term plan provides direction for each committee over a span of 1-3 years and will be revisited annually in the May Council meeting.

Over-Arching Goals (For Every Committee)

- Continue our RJ journey as **LEARNERS** in a community of mutual accountability studying the historic and continuing impact of white privilege and slavery on racism; **INTERRUPTERS** of the continued cycle of racism with a focus on current events; **ALLIES** with People of Color in challenging race-based injustice in the areas of criminal justice, environmental degradation, economic deprivation, and exclusion from full participation.
- Integrate and align our values and action steps throughout our church services, programs, committees, and practices.
 - Support our minister regarding the enactment of our covenant.
 - Take action.
- Embrace our local recognition as "The Good Trouble" Church.
 - Continue to partner with community organizations and efforts.

Implementation Steps

Deacons

- Continue to raise our consciousness as Christians through our church services.
- Be intentional with our welcome to worship, visibly demonstrating our deep commitment to inclusion and diversity.
- Reflect our commitment to inclusion and diversity in the sanctuary; for example, post our covenant, include culturally diverse art.

Music Committee

Approved Unanimously by FCCW-UCC Council August 3, 2022

- Reflect cultural diversity interests & message through our music; for example, continue to use a variety of hymns in the service or invite the Dartmouth Gospel Choir.

Justice & Witness

- Partner with FCC Hopkinton for the Sacred Ally Quilt Program fall 2022; collaborate with RE for use of film.
- Deepen commitment to Prison (incarceration) work. For example, continue direct service with CLiF or UCC affiliations.
- Engage with immigration/refugee work. For example, support the Immigration Bond Fund, explore housing support, invite ACLU speaker.
- Explore formal partnership with a Black Church/Manchester Liberian church.
- Connect issues of Racial Justice with our ONA designation.
- Connect the racial justice work of individual church members with the broader church community.
- Revitalize our ties with Eastlea Church and the Ukama project.
- Explore ways to implement actions related to being a sanctuary church.

Outreach & Growth

- Develop consistent protocols and identity for both internal and external promotional efforts: newsletter, website, fliers, ads, articles, Shopper, newspapers etc.
- Promote our Racial Justice recognition.
- Consider cultural diversity when programs involve food.
- Connect with the college community.

Religious Education

- Continue rich and varied youth programming dedicated to inclusion and diversity.
- Explore continued connection with Afro-American artist Richard Haynes and potential for display of art.
- Celebrate Juneteenth annually.
 - Roll out official recognition of FCCW-UCC as a Racial Justice Church.
- Partner with J&W Committee for educational support of program goals. For example, developing an educational aspect for the film that accompanies the Sacred Ally Quilt Program.
- Continue connection with Black Heritage Trail for future programs.
- Facilitate book reading and discussion program (Book Club).

Questions for Council and Committees

- How do we further assess and/or expand topics, partnerships, resources? Survey?
- How might we identify key leaders doing individual work related to racial justice? For example, the intersection of climate control and racial justice, ONA, or providing family support/housing for immigrants? Who is already doing justice work?
- How can we better align our church activities and financial contributions with our racial justice overarching goals? For example, through mini grants, direct service, proceeds.
- How do we monitor our progress? For example, should we revisit our goals semi-annually through Council?