UNIVERSITY CONGREGATIONAL UNITED CHURCH OF CHRIST
IS CALLED TO BE A RACIAL JUSTICE CHURCH

We acknowledge that there are many ways in which we, as a congregation, take part in the systemic racism that exists in our society and our church.

We affirm that as people of faith and followers of Jesus, we are called to work in our understanding of systemic racism, and to work in ways both in and outside the church to change those systems and ourselves.

We acknowledge that while our journey in this work has begun, many steps are still to be taken. We are called to take strides in self-awareness, in community learning, and to be a voice with others in witness to our faith.

We affirm that these steps will include but are not limited to:

- Displaying a Black Lives Matter banner prominently on the exterior of our church building, in recognition that Black lives have been systemically devalued by our society and that we live out the love of God justly by publicly saying #BlackLivesMatter.
- Developing benchmarks within our church programs, worship services, sermons, employment practices and physical structure to eradicate racism and promote more inclusive practices.
- Engaging in direct action to confront and heal racism and its effects in our church and society.
- Continuing our sacred conversations about race through peace circles, trainings, book groups, lectures, and sermons etc.
- Examining, investigating, reporting and displaying the racial history of UCUCC and the United Church of Christ, and its founding institutions, so that these findings will become part of the education for all within and outside this church.
- Continuing our involvement with outside groups, congregations and policies that promote justice for people of color.
- Developing a process of accountability when inevitable racist comments and practices are brought to light.
- Wherever possible coordinating with the other social justice activities in the Church including Sacred Earth, Housing and Homelessness, and Immigrant Rights teams.
- Acknowledging that funding of approx. $1,500 has been identified for current next steps, the church council is directed to include this work in the budgeting process along with other priorities, and to search for other funding to support ongoing work of this commitment.

We make this commitment and continue on this journey knowing that our work will be imperfect and incomplete, yet also knowing that it is crucial that we make bold and courageous steps, call on God's love and grace for ourselves and each other when we fall short, and move forward secure in the knowledge that God is calling us to be on this sacred journey of honesty, commitment, passion and hope.

Passed by congregational vote, August 4, 2019