

**Acknowledgement:**

To create beloved community, rooted in justice and inspired by love, we break past silences and honestly name our congregation's entanglement with the institution of slavery since its inception in 1739. More than half of our congregation's sixteen original pew owners enslaved Black people, and our initial congregation was founded in part on the uncompensated labor, resources, skills, and talents of enslaved people.

Commitment:

Naming it is not enough; we are compelled to act. We must mitigate, to the best of our ability, the harm caused to enslaved people and their descendants by our forebears. We commit to a process of reparations led by people of African descent and the broader reparations movement, and we will work within and beyond our congregation's walls to bring about holistic repair. Reparations are central to the struggle to build a world based on justice, care, and uplift, and we commit ourselves to this work.

The Reckoning & Repair working group is committed to building relationships with local, Black-led organizations to better understand what meaningful reparations might look like. Our acts of reparation as a congregation could include, but are not limited to:

- Directing no less than a quarter of all *Giving First* contributions to Black-led organizations
- Designating an annual holiday offering to an organization that addresses racial injustice and inequity.
- Using investment filters to reduce harm and/or inequities in our endowment.
- Donating a percentage of the interest generated from our endowed funds to Black-led organizations.
- Creating a special fund through donations and fundraisers that would be donated to Black-led organizations or initiatives in Arlington.
- Ensuring our policy of providing free rental space to groups run by or serving people of color is well-known in the community.

Hand in hand, we will find a way. In tandem with seeking out and forming relationships with Black-led organizations, the R&R working group will continue gathering congregational feedback about a plan for reparations. All final financial decisions will be made by congregational vote.

The R&R working group welcomes all comments, questions, and suggestions.

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