

Parish Committee Meeting Minutes
First Parish Unitarian Universalist of Arlington
December 19, 2023

Attendees: Sara Galantowicz, Joanna Pushee, Carolyn Hodges, Jeff Keffer, Celia Wcislo, John Stutz, and John Anderson. With Al Tosti joining around 8pm. Ministers: Rev. Marta Flanagan, Rev. Erica Richmond, and Minister of Religious Education Stevie Carmody.

Racial Justice Coordinating Committee: Mary-Glenn Vincens, Lois Fine, and Maggie

Carey. **Finance Committee:** Lissa McBurney and Sid Slobodkin

Stewardship Committee: Marie Meteer, Amy Speare

7:01 PM – Call to order (Sara G.)

Chalice (Marta) and Reading (Sara G.)

Monthly gratitude (Al T. arrived late; Sara G. conveyed his recommendation) Kate

Tranquada of the ushers to receive this month's Rose of Recognition.

Sara G. to coordinate with Al T. to update the e-bulletin. Joanna to update *The Spire*.

7:08 PM - Racial Justice Coordinating Committee - letter of support for bill S. 1053 (Maggie Carey)

The Racial Justice Coordinating Committee requested the Parish Committee's support for Massachusetts legislation (bill S. 1053). This is State Senator Liz Miranda's bill regarding setting up a statewide commission to study reparations. The judiciary heard the proposed bill the week of December 11. The legislation would not be a commitment to take on reparations; showing support for the bill would be supporting the study of reparations. New York has just passed a similar bill to study reparations to descendants of enslaved people [update: New York Gov. Kathy Hochul signed their reparations bill on 12/19/23]. California has done this already [update: in 2020]. The Massachusetts bill comes out of committee in early February 2024.

The Parish Committee expressed support.

MOTION 1: I move that we support in favor of the letter. (Jeff) Seconded (Celia). 7 of 7 in favor. Unanimous. 2 members were not present.

Discussion: it should be signed by Sara G. as chair of the Parish Committee. Gratitude was expressed by the Parish Committee to the three members representing the Racial Justice Coordinating Committee.

7:13 PM – Requests for a Special Congregational Meeting

1. Reckoning and Repair Working Group: Affirmation

The Reckoning and Repair Working Group requested that the Parish Committee review updated language for the Affirmation, then provide guidance on the timing for a congregational meeting to vote on the Affirmation in the spring (whether at the Annual Meeting in May, or earlier, for example, March 24th, in a separate meeting).

2. Jim Hall, First Parish member, on retaining the Seven Principles

Jim plans to collect 30 signatures for a petition, and once that petition is presented to the clerk, there would be 30 days to hold a congregational meeting. First Parish members who would sign the petition would be supporting putting the two motions that Jim presents to a congregational vote. At this time, the Parish Committee is being asked to provide guidance on timing.

Discussion:

The Parish Committee discussed whether to treat each of the above requests together or separately. As both Jim Hall and the Racial Justice Coordinating Committee are open to timing, it is the business before the Parish Committee to provide guidance on timing.

The Racial Justice Coordinating Committee and Reckoning and Repair Working Group are open to other dates besides March 24 for putting the Affirmation before the congregation.

A member of the Parish Committee recommended the Committee take a position on the proposal suggested by Jim Hall. A discussion regarding issues and concerns developed around the proposal submitted by Jim Hall regarding the Seven Principles petition.

Discussion Highlights:

- There have not been opportunities for congregational input on Jim Hall's Seven Principles proposal. Jim stated that members of First Parish are welcome to discuss or amend his proposals at the time of a congregational meeting, but no opportunities to educate or discuss the issues have been offered to date.
- Concerns from the Parish Committee include sending mixed messages to the congregation and community.
- It was brought up that FP UU Arlington has not officially adopted the Seven Principles in its bylaws. To adopt the Seven Principles at this time

when Article II is being discussed by the Unitarian Universalist Association, could result in surprise and confusion as to why First Parish Arlington was adopting a position different than the UUA.

- Members also questioned the need for this vote. It was noted that the 7 Principles are not going away. They are part of our historical record. They could be set as a responsive reading, like other affirmations and covenants. Article II is a restatement in a more inclusive way. First Parish has the Seven Principles in its RE program.

- Revisions in Article II were driven by a much more diverse group of people. It would look like we in Arlington were taking a stand against diversity.

- Rev. Stevie spoke to the following: As a recent hire and as someone with work experience at the Unitarian Universalist Association, Rev. Stevie mentioned that the Seven Principles have been a stand-in for countering against institutional change around racism. Among religious professionals, there is conflict between the Seven Principles on one hand and the Eighth Principle along with Article II on the other hand. To show where one stands with firmly connecting to anti-racism, one would align with the Eighth Principle and Article II. If a new candidate considering joining First Parish UU Arlington as a new hire saw that First Parish was aligning with the Seven Principles, it might lead them to ask questions around racial justice at First Parish.

- Parish Committee Members agreed that Article II is very accessible and lovely.

- There was discussion around whether the Parish Committee should take a formal position on the proposal set forth by Jim Hall.

- The Social Justice Coordinating Committee was previously approached about endorsing the proposal and decided not to endorse.

- Rev. Erica added that the discussion around the Seven Principles, the Eighth Principle, and Article II does not mean that we would take the Principles off the wall; it means that there is new energy and new perspectives with the Eighth Principle and Article II.

Motion 2: I vote that the Parish Committee vote not to support the Seven Principles proposal (Carolyn). Seconded. (Celia). All those in favor of not supporting: 7 of 7 in favor. None opposed. 2 absent members.

Affirmation request and timing (Reckoning and Repair Working Group: Maggie Carey, Lois Fine, Mary-Glenn Vincens)

- Maggie shared that the Reckoning and Repair Working Group revised the language today 12/19 and shared the new language of the Affirmation with

the Parish Committee.

- The acknowledgement includes First Parish's history with enslavement and adds the language.
- "The Reckoning and Repair group will continue gathering congregational feedback on a plan for reparations that the congregation can fully embrace. This work will be done by Spring of 2026.

Discussion;

- Is there something specific about spring 2026? No – just to put a clear end goal/time; give considerable amount of time to consult with outside entities. One humbling observation is that it takes time.

- What is so important having this congregational meeting right now; if follow up actions will not be clarified until later?

- o Educational process the Reckoning and Repair group together with the First Parish congregations are engaged in – schedule through March is set.

- o Get everyone engaged in the congregation.

- o A commitment to do something. We have some ideas; people are sharing these ideas.

- o Attendees highlighted that the whole congregation is needed to commit to the work. It is a big process; it's a congregational process and commitment; it is not a committee or task force commitment.

- o Naming strategies for reparations will be done together with outside entities: what First Parish does internally is up to us as a congregation. We really need input from people who have been impacted, generationally.

- What might sound good to the committee, such as funding a scholarship, might sound good to the congregation, but what about People of Color in the community? Another example might be a screen on the trust funds, or designating a Giving First month to something related to Racial Justice.

- o Recommendation to name the institutional commitments that we might make in this language, which would not necessarily have to designate recipients. Theoretically, those organizations would change over time. First Parish might make an internal component or mechanism to institutionalize the process.

- There was a suggestion to include language to accomplish and define X by

such-and-such date, for example Spring 2026.

[Parish Committee member Al T. entered; with Marie Meteer, Amy Speare, and Sid Slobodkin of the Finance Committee.]

- RJCC is looking at a two-step process. Acknowledge/endorse is the first step. Second step would be actions around what First Parish is going to do.

- Given all that the Reckoning and Repair Working Group has done, the Parish Committee would like this effort to be successful. When the Affirmation was presented at the last Parish Committee meeting, there was uncertainty in terms of the congregational commitment. The community involvement and engagement have increased, but there was concern about supporting a commitment to reparations that is so open-ended.

- Reckoning and Repair attendees noted the hesitation to name specific recipients of any reparations at this point. Examples of institutional channels could include putting a screen on First Parish investments but exactly which social screen may be to be determined. There could also be at least a month a calendar year or church year to target Giving First to a to-be-determined cause.

- The Reckoning and Repair Group could identify some of these channels and language and send revised language the Parish Committee by the January meeting, including several avenues for institutional support as a menu of options.

- A Parish Committee member reminded all attendees that the source of funding would be us, the First Parish congregation.

- A Parish Committee member suggested wordsmithing and the congregation can not only fully embrace but vote on which resources to use, for example by 2026.

- The Parish Committee extended deep appreciation for all the wonderful work the Reckoning and Repair group has been doing: setting the intention, making the commitment, having congregational input.

- For having congregational input, the impact is that the Reckoning in Repair Group thinks they have touched at least one third of the congregation. The Reckoning and Repair group encourages the members of the Parish Committee to attend the events and meetings.

The Reckoning and Repair group will come back with an amended document.

- Gratitude and excitement were expressed, along with applause.

Break: 8:00 for sweet treats. Lissa McBurney has arrived as part of the guests from the Finance Committee.

State of the Parish was eclipsed in the interest of time.

8:12 PM - Review of Financial report & Dashboard (Carolyn)

- Pledges are improving.
- Looking at the report, First Parish revenue is showing behind in general and expenses are lagging; however, we are in a good financial position now. The caveat is that if all budgeted expenses were to be spent, we would end up in a deficit position.
- A Parish Committee member had asked a question offline regarding whether or when to advise committees not to spend money. The Treasurer reported we are not at that point yet.
- The Treasurer will do a reforecast to present by the January 2024 Parish Committee meeting. The salaries and benefits are running favorable: we budgeted less last year than we did in prior years. The Treasurer will sit with the First Parish Office Manager to review.

The Treasurer stated that there is a continued struggle to recruit volunteers, in particular folks to count the plate. Either Carolyn Hodges or Shay Crawford has been counting the plate. The procedure is not being followed (having two people count), and the Treasurer shared a revised policy to the Parish Committee. When the volunteer auditor reviews counting, the Parish Committee is noted as having been made aware.

Consent agenda: Minutes, Financials, Ministers' reports

Motion 3: I move to adopt the consent agenda. (Celia). Seconded (Jeff.) 8 of 8 in favor. None opposed. One member absent.

8:17 PM Finance Committee presents the Budget for church fiscal year 2024-2025 (Lissa)

The Finance Committee includes Lissa McBurney, Sid Slobodkin, Eric Segal, and Cathy Dove; Marie Meteer and Amy Speare joined from the Stewardship Committee .

Lissa drew attention to the wishlist, presented in written form on a flipchart in the Parlor, which she will review after going over the budget.

Budget Overview:

- Includes FY23 budget (2022-2023 estimate or projection) and the 2023 actual ending June 30, 2023, as well as what was budgeted for the current year. The golden highlight is the projection for start of next July 1, 2024.
- The largest increase for 2024-2025, as usual, is COLA, which represents 3.5% across the board. There is also an increase to healthcare costs.

- There was a question regarding whether each year is compounded; The COLA rate is not "compounded" annually - rather the updated COLA rate is applied to the current annual salary of the staff position.
- A question about the percent for COLA was asked: 3.5% is the Social Security amount; the CPI is more around 4-4.5%.
- The Finance Committee used the Unitarian Universalist Association's COLA recommendation.
- A question about the benefits side was asked by the Treasurer: Are you budgeting for known staff members only? Yes: the budget only included known staff and not potential future hires. The budget assumes staffing and benefit plans are maintained in the same current pattern.
- Regarding IT costs: the increased cost will continue. Changes to IT support were not a one-time cost. The Finance Committee spoke with the Parish Committee Executive the previous week: The cost of IT and website maintenance has caught up to First Parish. There is a proposed line item (that does not have an account yet) for website/infrastructure/database that is currently being paid through the Parish Committee funds.
- The Parish Committee chair acknowledged that Stewardship Committee members Marie Mateer and Amy Speare were in attendance and recommended Stewardship messaging should celebrate that our hybrid worship model has been successful and make a financial commitment to cover it.
- Line 5810 shows that the Parish Committee overspent last year (The \$10,700 budgeted did not cover, since about \$19,000 was spent using surplus funds for a variety of one-time costs, such as website updates). The Financial Committee is keeping that \$10,000 placeholder again. The Financial Committee is planning to reallocate costs to new or appropriate line items.
- There were some increases for the honoraria for guest speakers and others to whom First Parish paid a fee for service of some kind.
 - The Parish Committee Executive and the Finance Committee spoke regarding examples of First Parish paying a fee (speakers, musicians, etc.). A question of whether it is important to have a policy on that arose (review, cost of living, establishing standards) like we do for staff positions.
 - The draft budget numbers reflect increased remuneration for the same level of service, for example, guest speakers for worship.
 - Music is another example where there is an increase: the driver is that First Parish was not paying a commensurate rate for musicians.
 - Not only is First Parish trying to keep our staff at a competitive rate, but First Parish is also trying to pay all other services at a competitive rate (a recommended stewardship point).
- There is some explanation regarding the cost of electricity and factoring in the solar power contribution for First Parish. Specifically, there is not a \$6,000 budget change: rather the budget is intended to reflect the income from solar power as well as

spending from electricity using various accounts (4511, 5513, 5541C). Overall, net costs are expected to remain flat. There is not a volunteer at First Parish who remains familiar with the solar company agreements and projected revenue. The Treasurer will work with Lori Kenschaft, who just started on the Property Committee as the First Parish volunteer energy manager to improve the understanding of this activity. There was a suggestion to create documentation so that First Parish was not relying on one person's knowledge for issues such as heating costs.

- Heating and maintenance: There was a question as to why the heating and maintenance were going up so much. Lissa responded that First Parish has two annual contracts and \$1,500 worth of repair costs are represented in the total. The Finance committee will consider possibly budgeting \$1,000 for one contract and \$4,450 for another, with \$1,500 for repairs; it could be that repairs were under the infrastructure maintenance previously. [See lines Property expense lines, 5530 and 5535 - noting these lines provide for appropriate categorization expenses type (maintenance vs capital).

- The Finance Committee reviewed information again regarding the Music Committee (the increase is just to maintain the current level of service) and the Social Justice Committee.

- There is a \$26,000 operating expenses increase.

Total: \$43,778 more than this current 22-23 year's budget is projected.

Income: There is a placeholder for a 3% increase.

- A 13% revenue/pledge increase would "balance" the budget, (as a benchmark). - Plate offerings are trending positive. The Treasurer will continue to watch the actuals.
- Housing and Trustees - There was a question on whether the basis is on the 3% or not. It looks like it is based on 2.5%. The Treasurer, Carolyn Hodges, is trying to contact the Trustees on this point.
- Regarding the plate: Current plate is below budget YTD for December 2023; A Parish Committee member asked if the plate has been trending up. The Treasurer responded in the affirmative, and she reiterated that when the budget for the plate and pledges is made, there is seasonalization based on the prior year's trend.
- The current year 2023: Harvest Moon Fair (Lissa): The gross was over \$20,000. Not all expenses have been submitted. We will be favorable. Income should be about \$18,500.
- Recommendation for First Parish to have a spring fundraiser, which is being discussed and will require volunteers and a champion to organize.

There was additional discussion about revenue, including fundraising:

At the Finance Summit (Lissa) - There was discussion around the many different ways

First Parish could be raising money. Planned Giving could be a more intentional program. There could be a dinner/club related to planned giving. Given the fact that Volunteerism is such a challenge right now, looking at options regarding the payoff for staff versus volunteers could be beneficial.

There could be two smaller fundraisers: A model like a raffle could be one. Think about the success of a quilt. The duration could be three or four weeks with an April timeline (Marta).

There could be a silent auction. It could be made bite-sized: a silent auction, a concert, music and art benefit, or an art gallery with artists selling their work. An auction for Youth Group services (which would not so bite-sized). There are lots of requests on the FP Connection board for things like removal or installation of A/Cs and yard work.

- The primary tenant income is not trending as planned. The budget is forecast more modestly.

- The tenant is not fully enrolled yet. Arlington Children House of Montessori has a waiting list for toddlers programming. When the toddlers become pre-schoolers, the school estimates that enrollment will go up. The tenant is operating only two classrooms currently. They are thinking of adding a third room.

- The user fees from other rentals show projected increases. Based on Office Manager Sara Hidalgo's forecast, for example, last year the forecast was about \$28,000 and the actual came in around \$30,000).

- Next year will be the final year of the Second Minister fund. First Parish initially raised funding for the Second Minister to transition operating costs gradually over a 5 year period. Once the final year is complete, the remaining balance will be higher than anticipated, as some budgeted funds were not used, such as all relocation dollars. The Parish Committee will consider the disposition of the excess separately; the Treasurer will confirm the projected amount.

- The one-time gift: there was a question about whether First Parish would be receiving the generous one-time gift from a donor. There was no new information per the Treasurer, but she will look into this query.

- Some questions were asked around the surplus from the fiscal year ending last June, and then around the Property, Parish Committee funds, and the Trustees. Highlights included:

- Confirmation that First Parish did not need to use the designated surplus for the year that just ended in June 2023. First Parish repaid the contingency last year. This trend is continuing, There is a true surplus for First Parish.

- Regarding the Property Committee and the Parish Committee: Carolyn met with Steve McMullin, and the Property Committee is to send an inquiry to the Trustees regarding \$40,000 in prior year obligations that were not disbursed to the operating

budget. Plans for a three-way conversation among Property, the Trustees, and the Treasurer are in process. Julie Dunn is the new chair of the Trustees.

- Items to be researched/takeaways: (1) the percentage contribution of what the Trustees are providing based on common practice of 2.8% versus 3% versus 4%; (2) disposition of funds: how much is outstanding to the Property Committee?

Wishlist for Fiscal Year 2024-2025:

1. **UU Mass Action Partnership \$2,500.** The Social Justice Coordinating Committee had set aside \$350. There is also Giving First with \$2,000 however Giving First will not happen the year being planned: UU Mass Action is not eligible for Giving First.

Rev Erica reported that a vote in the Racial Justice Coordinating Committee was held and that the committee voted favorably in support of the UU Mass Action Partnership.

Discussion held: Is it political work? Clarification that this is issue-based, not partisan.

2. **Harvest Moon Fair (HMF)** income sharing - is a question mark. (Marie M.)

Just like First Parish shares the plate, we raise money at HMF and we could have a mission around it. For example, "25% goes to World Central Kitchen" or another cause. There was a lot of reluctance to share the plate back when it was suggested for Giving First. First Parish is not just trying to raise money for ourselves. If not "25%" or otherwise, the amount could be kept vague, for example, anything that comes above a certain marker or level.

The Giving First model had no decline in income to the congregation. Some people were inspired to give more. Think carefully for what people could give more or purchase more (people are not going to buy two lunches, but they would buy more raffle tickets).

3. **Music Committee: two services First Parish does not have now are on the wishlist.**

- a. Organist \$1,500 (that is a \$300 fee per service)
- b. Children's Choir \$8,000 (requires 3 additional hours per week of Music Director; and \$2,000 for accompanist)

Music Wish List Total: approximately \$12,000 request from Music, which is doing a survey in January to find out what the congregation wants in terms of music offerings.

Health Insurance - (Lissa)

- To be discussed at the January Parish Committee meeting: increased contribution for family health insurance There are several different scenarios: with costs

ranging between \$5,000 and \$21,000.

- First Parish pays 80% of the health insurance for staff. First Parish pays 50% of additional cost for one family type only (parent and children). For other family configurations, First Parish does not subsidize.

General Discussion and questions regarding the budget:

- A Parish Committee member asked about the number of columns and how information is presented in the budget for FY 24. It was clarified that a six-month look might be confusing since two months are summer ones and a number of the items are lumpy (such as equipment, snow removal, committee expenses as made/expensed: hard to get information to further the understanding)
- Historically, the purpose of the December meeting is for the Finance Committee to present the budget and a wishlist, and then the Stewardship Committee gets a sense of the Parish Committee's priorities.
- If First Parish members pledge and give more, wishlist items can be considered. The base budget as presented is about \$95,000 over the current budget. It would require an increase of 13% in pledging to cover that amount.
- Last year, the pledge goal was \$710,000 and the actual was about \$750,000 at the time the campaign ended (with Realm showing \$763,593 total). The actual pledges were a 7.5% increase over the target.
- First Parish offers an amazing array of activities and actions, a fabulous staff, and the Parish Committee's commitment is to pursue a balanced budget. We are seriously committed to maintaining what we have.
- First Parish has surplus, some of which could be used for the upcoming year and enable some of the things on the wishlist.
- First Parish did well last year, and even increased the account for the operating balance. The trend is up; and First Parish still has money for a rainy day. Right now, there is about \$72,000 in excess of the two-month rainy day. (Are we thriving? Yes. We as the Parish Committee can send that message to the congregation.) First Parish relies on consistent gifts, open our congregation in a welcoming way. We are lucky.

Stewardship (Amy Speare): (1) First Parish will send a thank you card, without an ask, as a New Year's card. The cards will be sent out the first week of January 2024. (2) With

the Visioning exercise in the fall, and coming back after the COVID-19 pandemic, the theme of Stewardship for 2024 will be "Investing in Vibrant Community"; Let's keep doing what we are doing and do it even better.

The Stewardship Committee will be conveying that First Parish is firming up the infrastructure including make hybrid permanent. Our building is kept up. Our staff are great. Crafting a message around: we are going to keep doing this.

Rev. Marta will be doing a Stewardship sermon, in this time of a

Presidential election in 2024; staking our values for ourselves and our children.

Gratitude for the Financial Committee for pulling everything together, for the Stewardship Committee, which is just embarking on the process for this cycle.

Logistics / Upcoming Parish Committee Meetings:

- Al volunteered to do the February meeting host/reading. Carolyn volunteered for the March meeting host role. Jeff can do April.

Notes on the State of the Parish:

John Anderson acknowledged that the reports from the ministers are really excellent. The photographs are really useful.

Motion to adjourn: I move that we adjourn the meeting. (Celia) Seconded (Joanna) 8 of 8 in favor. None opposed.

MOTIONS:

MOTION 1: I move that we support in favor of the letter. (Jeff) Seconded (Celia). 7 of 7 in favor. Unanimous. Two members were not present.

MOTION 2: I vote that the Parish Committee vote not to support the Seven Principles proposal (Carolyn). Seconded. (Celia). All those in favor of not supporting: 7 of 7 in favor. None opposed. Two members were not present.

MOTION 3: I move to adopt the consent agenda. (Celia). Seconded (Jeff.) 8 of 8 in favor. None opposed. One member was absent.

MOTION 4: Motion to adjourn: I move that we adjourn the meeting. (Celia) Seconded (Joanna) 8 of 8 in favor. None opposed. One member was absent.
Meeting minutes prepared by volunteer clerk, Joanna Pushee.

Addendum: Letter in support of Massachusetts State Senate bill S. 1053. The letter is signed by Parish Committee chair Sara Galantowicz.

January 12, 2024

Sen. James B. Eldridge, Chair
Joint Committee on the Judiciary
24 Beacon Street, Room 511-C
Boston, MA 02133
James.Eldridge@massenate.gov

Rep. Michael S. Day, Chair
Joint Committee on the Judiciary
24 Beacon Street, Room 136
Boston, MA 02133
Michael.Day@mahouse.gov
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RE: S:1053: An Act Establishing a Commission to Study Reparations in Massachusetts.

As members of First Parish Unitarian Universalist of Arlington (MA), we are writing today to express our support for the establishment of a Commission to Study Reparations in Massachusetts. We believe that it is our moral duty, as people of faith, to advocate for justice, truth, and reconciliation for all individuals and communities affected by historical racial injustices.

We recognize that we come from a privileged position as members of a predominantly white community, and we are committed to using our privilege to address the racial inequities that continue to persist. Through our work with the Reparations Interfaith Coalition (RIC) we have had the opportunity to listen, learn, and engage in thoughtful conversations that have heightened our awareness of the historical injustices inflicted upon African Americans.

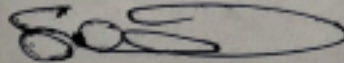
The establishment of a Commission to study Reparations in Massachusetts would provide a crucial opportunity for our commonwealth to confront the deeply entrenched legacy of slavery, segregation, discrimination, and systemic racism. It's an essential step towards seeking truth, restorative justice, and the healing of historical wounds. By supporting the establishment of this Commission, you would be providing a platform for diverse voices to be heard, stories to be acknowledged, and solutions to be explored. The Commission would allow for an extensive examination of our history, the present day impact of racial injustice, and the formulation of equitable reparative measures.

We are fully aware that we have a responsibility to confront the implicit biases and systems of oppression ingrained in our society. By studying reparations, we are taking meaningful steps toward rectifying these past wrongs and fostering accountability. We believe that considering this issue is not just a legal or political matter, but a moral imperative that aligns with the teachings of justice, compassion, and love that resonate within our faith communities.

We kindly request your support in establishing the Commission to Study Reparations in Massachusetts. We encourage you to continue to engage in meaningful dialogue, listen to community voices, and consider the profound impact reparations can have on the lives of those who have borne the weight of historical injustices. Let us join hands in acknowledging the past, seeking reconciliation, and working together towards a future based on equality, dignity and justice for all.

We trust in your commitment to justice and fairness and we sincerely hope that you will support the establishment of the Commission to Study Reparations in Massachusetts.

Sincerely,

A handwritten signature in dark ink, appearing to be "SOS" followed by a large, stylized flourish or loop.

The Parish Committee of First Parish Unitarian Universalist of Arlington