

Strategic Plan of the First Church of Hopkinton Racial Justice Team

Central Values

Our values are grounded in our faith in Jesus Christ, in the Mission of First Church, and in our Racial Justice Covenant.

At its core, our values are:

- We will be Learners, about all manifestations of racism
- We will be Witnesses and Interrupters of racism
- We will be Allies with People of Color, challenging racism

Vision for 2024

- Our new pastor has taken the time to learn about our racial justice covenant, to engage with the team, and stands ready to advance the Racial Justice initiative.
- Our congregation continues to learn actively about racial injustice and to integrate this awareness into our church practices, commitments, and actions.
- First Church is active in our support for antiracism, evidenced by our commitment to where we spend our time, how we spend our time, how we spend our money.
- We are a joyful and vibrant church that learns about, celebrates, gives thanks for, and appreciates many cultures.
- We are a community that strives for radical hospitality.

Goals

1. Build the Racial Justice Initiative into the fabric of the church.
2. Find ways to connect with all members of our church community as we act to keep our Racial Justice Church Covenant.
3. Seek advice, guidance, and input from people of color.
4. Network with other organizations and spiritual communities to strengthen the UCC mission of Racial Justice.

Action steps we will take in 2022

1. Secure a seat on the church council.
2. Solidify the structure of the Racial Justice team to give us representation in church decision making.
 - Participate in the Settled Pastor Search Committee
 - Meet with Diaconate leaders to discuss our continuation as an ad hoc diaconate committee.
3. Develop an annual budget for Racial Justice initiatives and secure annual funding.
4. Meet with Rev. Small to share our covenant and to clarify her role.
5. Communicate with the church community, in church services and through the newsletter, for example.
6. Look at the ways our policies and facilities are white centric and suggest changes.
7. Offer action-focused training in how to be Interrupters and Allies.
8. Give congregants access to Black perspectives.
 - Start to lay the groundwork for partnering with a Black church.
 - Offer education about the Black church
 - Explore in a deliberate way how this can be done and what this can mean
 - Publicize Black Heritage Trail offerings
9. Partner with other churches on a Racial Justice journey.
10. Present a workshop in the Conference's Prepare to Serve training event.