

Date: August 19, 2025

To: BUUF Board of Directors
Congregational and Financial Stability Task Force
Rev. Sara LaWall
Social Justice Council

From: Racial Justice Ministry
(Don Stepich, Eileen Oldag, Linda Secretan, Tom Neale, for the Racial Justice Ministry)

Re: A Spiritual Call for Repair and Healing through Reparations

Friends—

Since the inception of the Racial Justice Ministry in 2019, the need for reparations has inhabited our discussions, congregational education, and community work. The call to make amends for historical harm to Native American, Black, and Americans-of-Color has strengthened with time. BUUF is now ready and in a position to commit to this level of social and restorative justice.

The Racial Justice Ministry wishes to bring this call for reparations to the forefront of discussion about BUUF's future. We propose to develop a plan for reparations, and we offer to lead its implementation. We ask that the intention to create a reparations program, including monetary reparations, be incorporated into congregational and financial planning for our future.

The Racial Justice Ministry also offers to develop a statement of intent, lead congregational education about reparations, propose a reparations program for BUUF, and assist with the adoption of the program by the congregation.

At a recent Wake Up Coffee Circle, we broached the idea of a reparations program for BUUF, and it was met with unanimous support. Each person present offered considerations they think are important to the process. The imperative to foster repair and healing is already rooted in our congregation.

Racial Justice Ministry greatly values the experience of the board, task force, and council. We ask for your full support and guidance at each step of this process. We believe a commitment to reparations will distinguish our congregation's spiritual and justice character as we grow into a challenging future.