

Diversity of Ministry Team Initiative

Co-creating Beloved Multiracial / Multicultural Community

Congregational Application

As a religion for the 21st Century and beyond, Unitarian Universalism is being called to lead the way in co-creating beloved multiracial / multicultural congregations. This vision requires that we stretch, that we comfort, that we disrupt, that we ground ourselves in the practice of Excellence.

Our history of risk taking, inclusion, counter-cultural action, and living our commitment to Beloved Community is imperfect and it is not yet complete. It may never be perfect. It may never be complete. In an increasingly multicultural world, we must be willing and able to envision and co-create healthy and sustainable multiracial / multicultural ministries. Fulfilling the promise of our faith depends on our willingness to disrupt racial injustice and cast a vision of embracing a multicultural world.

The Diversity of Ministry Team Initiative is a call to co-create Beloved Community, rooted in the practice of intention, inclusion, and excellence.

Thank you for your commitments to Beloved, Multiracial / Multicultural community, to excellence, and to our faith as a path to creating a more just world. Please have the completed application signed by the Minister(s), Board President/Chair, and the chair of the appropriate committee and return to:

Rev. Alicia Roxanne Forde
Program Coordinator for Multicultural Congregations
Unitarian Universalist Association
25 Beacon Street
Boston, MA 02108

Questions? Contact Alicia at 617-948-4276 or aforde@uua.org

Section I

Date: _____

Name of congregation:

Minister(s):

Contact information (phone and email):

Person responsible for RE:

_____ Title: _____

Congregational President:

Social Action/appropriate committee/taskforce – name of group and chair:

Size of congregation: _____

Average Attendance – Sunday Service: _____ Religious Education: _____

Location: Rural Small town Suburban Urban Downtown

Describe your setting:

Describe the demographics of your congregation and your city/town:

Describe your present and past staff team:

Past and present staff includes or has included ministers, intern ministers or staff members who identified as people of color, Latino/a, Hispanic, and multi-racial:

Past and present staff team includes white allies and/or a Transformation team:

Past and present staff team includes none of the above and we are a congregation actively engaged in the work of racial justice:

None of the above applies and:

1. Please tell us why your congregation is seeking to become a Diversity of Ministry Team Initiative Congregation? Describe immediate reasons/needs and long-term goals.
2. Describe the nature of the ministry that you are interested in: Solo, Senior, or Associate:
3. Describe the areas of ministry that the congregation is actively engaged in with excitement and passion:
4. In rich detail, tell us about a time the congregation experienced a major success. What made this success possible?
5. Imagine that you're talking to someone interested in visiting your congregation. What three things would you be sure to let them know about what it's like to belong to your community?
6. Think of a time the congregation overcame adversity or resolved a communal disagreement. What was the situation? What made resolution possible? What communal learnings or practices grew out of the situation?

7. It's the year 2018; describe congregational life. What enabled you to create this future reality?

8. Describe your vision of the role of the minister in your present/future ministry:

Section II

1. What is the institutional history of the congregation regarding social justice, racial and/or other anti-oppression concerns? Does the congregation have an anti-racism or social justice or other committee or task force that has authority for this work? Describe their history, role, and responsibilities.

2. Has the congregation had opportunities for organized anti-oppression/anti-racism/multicultural/social justice training? If so, which ones, by whom and when (e.g. Beyond Categorical Thinking, Building the World We Dream About, Jubilee I, Jubilee II, JUUST Change Consultancy, using Weaving The Fabric of Diversity; training with National Coalition Building Institute or The People's Institute for Survival and Beyond)?

3. Is your congregation designated as a *Welcoming Congregation* by the UUA? If there are other identity -based groups (e.g. people of color, young adults, parents, men, women) please list them.

4. In what ways are people of color/persons from historically marginalized communities involved in the congregation? How are people who do not reflect the majority identity in your congregation involved in the life of the congregation?

5. What is the biggest issue facing the congregation concerning anti-oppression, anti-racism, multiculturalism?

6. Does your congregation commit time and financial resources to working to end oppression? If so, please provide specific information and/or examples (i.e. budget, copies of programs or orders of service, etc).

7. Does religious education for children, youth and adults and other programs/ministries of your congregation reflect an anti-oppressive, anti-racist, multicultural justice-making perspective?

8. Does your congregational mission reflect an explicit commitment to anti-oppressive, anti-racist, multicultural justice making? Please describe how that aspect of your mission informs the life of your congregation. Include a copy of your congregational mission statement with this application.

16. Do you have specific requests/needs/circumstances that we should be aware of as the Diversity of Ministry Team reviews your application?

Signed: Name

Title

Date

Signed: Name

Title

Date

Signed: Name

Title

Date