

TO POST

# CATALYST

## HIGHLIGHTS FROM THE OFFICE OF RACIAL AND ETHNIC CONCERNS

*Engaged in recognizing and “re-storying” ourselves for a multicultural Unitarian Universalist future*

**The Diversity of Ministry Initiative (DOMI)** celebrates a full season! August 2009 marked the beginning of two new settlements for the **First Unitarian Church of Pittsburgh with the Rev. Alma Crawford** and the **UU Church of Annapolis with the Rev. John Crestwell**. Read more about these ministries at <http://www.uua.org/news/newssubmissions/151377.shtml>

### Upcoming Events:

**Third Annual Religious Professionals of Color Retreat: Finding Our Way Home.** Plans are underway for our March 3– 6, 2010 gathering in San Francisco, CA. This year, we expect a record number of participants (60+). UU President Peter Morales will join us, as he always does.

### Ministries to Youth and Young Adults of Color

**Rev. Monica Cummings**, Program Associate for Ministry to Youth and Young Adults of Color (YaYAOc) in the Office of Youth and Young Adult Ministries, is coordinating the YaYAOc Leadership Conference. It takes place in Boston August 13–17, 2010. In addition to teaching leadership skills to youth, it teaches youth advisor/youth coordinator skills and strategies to young adults. Our office will be assisting with curriculum design and delivery. Monica maintains an inspiring blog, UU Living Mosaic: <http://uuyayaoc.blogs.uua.org/>.

### More information on the Diversity of Ministry Initiative:

**The Diversity of Ministry Team (DOMT)** held productive meetings in October and December, 2009. We reviewed our history, recommitted to our vision, and articulated concrete steps to enhance the future of the DOMT team, the future of diversity of ministry for ministers of color, and multiculturalism in Unitarian Universalism. Upcoming meetings are in February, April, and June.

**JUUST Change Consultants.** Recent start-up activity took place at the First Unitarian Church of Pittsburgh, Senior Minister David Herndon and Rev. Alma Crawford, the UU Church in Cherry Hill, MA, Rev. Manish Mishra and the UU Church of Annapolis, Senior Minister Fred Muir and Rev. John Crestwell. The UU Church of Long Beach is in dialogue with JUUST Change Consultant Dr. Mark Hicks.

**The Unitarian Universalist Church of Miami** continues to work very closely with JUUST Change Consultant Rev. Tracey Robinson-Harris as a part of its DOM Initiative search.

The Congregational Record from the **First Parish in Cambridge** has been posted. This congregation is accepting ministerial packets for those ministers interested in their DOM Initiative position. They continue to work closely with JUUST Change Consultant Tracey Robinson-Harris in shaping their vision for multicultural ministry.

### Exciting New Resources:

**The Mentorship Program** has begun. Our Mentors are ministers of color in final fellowship, and their Mentees are Seminarians of color. Congratulations to our first group of Mentor/Mentee pairs:

**Rev. Mel Hoover/James Brian-Byer, Rev, Jose Ballester/Carlos Martinez, and Rev. John Crestwell/Andy Phillips.** Congratulations to them as they journey into mentorship!

**Seminarians of Color.** Coordinators **Walter LeFlore** and **Angela Henderson** host monthly phone meetings. They also have a brand-new Facebook group, "Unitarian Universalist Seminarians of Color."

### **Multiracial Families**

Our congregations attract multiracial families and families of color, many of whom are vibrant contributors to our communities. Yet these families have particular needs which are often not addressed by the mainstream culture of our congregations. Under the leadership of the **Rev. Leslie Takahashi-Morris** co-minister, Mt. Diablo Unitarian Universalist Church, we are currently compiling a resource guide for districts and congregations to help provide special ministries to these families that will help them bring their whole selves to Unitarian Universalism.

## **Updates from Constituent Organizations:**

### **DRUUMM**

Under the leadership of President Rev. Danielle DiBona and an active steering committee, the Diverse and Revolutionary Unitarian Universalist Multicultural Ministries is actively working on expanding opportunities for DRUUMM members to meet and be together at the regional level. A Philadelphia-area meeting took place in December, and meetings are planned on the east and west coasts for the spring of 2010. Other priorities include building a more effective membership system and working on programming and gathering for people of color at this year's General Assembly.

### **UUMA**

We are in active dialogue with the **Unitarian Universalist Ministers Association (UUMA)** and will meet with them in April. The UUMA is committed to serving our ministers of color. On their executive committee, **Rev. Hope Johnson** holds the portfolio for anti-racism, anti-oppression, and multiculturalism.

### **LREDA**

**The UU Religious Educators of Color Network** is being created. Our plan is to bond, articulate our mission, and foster professionalism plus self-care. In the near future we hope to work collaboratively with LREDA, particularly with the LREDA Integrity Team.

We are excited about our contributions—as a team—to the vision of multicultural Unitarian Universalist ministries and communities. Dream with us. Strategize with us. Build community with us. Support us...Join us in this is holy work.

Living our faith,



Janice Marie Johnson  
Director,  
Racial and Ethnic Concerns  
Identity-Based Ministries  
jmjohnson@uua.org



Rev. Alicia Forde  
Program Coordinator,  
Multicultural Congregations  
Identity-Based Ministries  
aforde@uua.org