

Report to the UUA Board of Trustees
Congregational Services
Tracey Robinson-Harris, Director
March 15, 2005

JUUST Change Consultancy Launched and on line at
<http://www.uua.org/programs/justice/antiracism/consultancy.html>

With training and orientation now complete, JUUST Change Consultants are ready to help congregations with a developmental process of congregation based anti-racist, anti-oppressive multicultural transformation and social action. By this ministry to congregations and their professional and lay leadership, JUUST Change consultants can help identify internal leaders; facilitate group processes in developing vision and mission, dialogue, problem-solving, team development, developing capacities for building partnership in the larger community, and goal-setting/action planning;

Our resources encompass a broad range of voices and experiences, grounded in institutional/power analysis of racism, heterosexism/ homophobia, ableism, gender oppression, and classism; the intersection of oppressions; and wisdom about congregational change/ transformation. Engagement in this work will require that we, to paraphrase "Soul Work: Anti-Racist Theologies in Dialogue, "deepen our discourse, and in light of new information, reconsider how we live out our Unitarian Universalist principles."

The UUA is committed to creative partnerships with our congregations, as we pursue living in Beloved Community. Our mutual task is to transform ourselves as congregations, so that we are vibrant, spirited, anti-oppressive, pluralistic communities. Our faith is best manifested through relationships that allow deep and honest sharing with one another about what matters most to us, including justice and standing strong against oppression. Such relationships involve active listening, the willingness to acknowledge mistakes, fears, or uncertainty, faith in one another's' good intentions, and a desire for transformation that is stronger than the desire for safety and comfort.

Congregations accepted into the consultancy are asked to commit to five days of consulting (one-two days on site) and to support the consultancy financially. The cost to the congregation is scaled according to size and Annual Program Fund standing.

More news about our on-going anti-oppression, anti racism, multiculturalism work includes:

Plans for a post GA training for newly elected and appointed UUA leaders include work in systemic understandings of oppression and role/skill focused training that translate those understandings into the work of leadership; the

leadership team for this event will include three of our JUUST Change consultants along with Paula Cole Jones, Taquiena Boston and myself.

All Regional Subcommittees on Candidacy will have completed a basic anti racism, anti oppression, multiculturalism training similar to Beyond Categorical Thinking in this calendar year; follow up plans are being developed as we go – a collaborative effort of Ministry and Professional Leadership, Identity Based Ministries and Congregational Services

Ministers of Color/ and Latino/Latina/Hispanic ministers serving UU congregations have been invited to a mid-April retreat organized by staff from Ministry and Professional Leadership, Identity Based Ministries and Congregational Services

The New Congregation and Growth Resources Office has completed an anti oppression, anti racist, multicultural editing process for the Planning for Growth and Vitality Weekend Workshops, one for Small and one for Smaller Mid-size (151 – 350 members). We successfully piloted the AR/AO/MC Mid-size in St. Lawrence in January, and will pilot the AR/AO/MC Small in Heartland in mid-May.