

## Congregational Application for JUUST Change Consultancy

JUUST Change consultants are able 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, dialoguing, problem-solving, and team development; and help congregations develop capacities for building partnership in the larger community, as well as goal-setting and 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 (costs to be discussed upon receipt of the completed application).

Thank you for your commitments to a more just world, to our faith as a path to making that world real.

Thanks for taking the time to complete this application. Please have the completed application signed by the Minister(s), Board President/Chair, and the chair of the appropriate committee and return to:

Alex Kapitan, Multicultural Growth & Witness: [araomc@uua.org](mailto:araomc@uua.org) or [akapitan@uua.org](mailto:akapitan@uua.org)

Questions? Contact Alex at 617-948-6461 or [akapitan@uua.org](mailto:akapitan@uua.org)

## Congregational Application for JUUST Change Consultancy

Date:

Name of congregation:

Person completing this form:

Role in congregation:

Contact information (phone and email):

Minister(s):

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:

What else can you tell us that will help us get to know your congregation?

## Congregational Application for JUUST Change Consultancy

1. Please tell us why your congregation is seeking assistance from the JUUST Change Consultancy? Describe immediate reasons/needs and long-term goals.
2. What is the institutional history (both positive and negative) of the congregation regarding social justice, racial and/or other anti-oppression concerns?
3. Does the congregation have an anti-racism or social justice or other committee or task force that has authority for this work? Describe their role and responsibilities.
4. Has the congregation had opportunities for organized anti-oppression/anti-oppression/multicultural/social justice training? If so, which ones, by whom and when? (e.g., *Beyond Categorical Thinking*, Jubilee 1, Jubilee 2; using *Weaving The Fabric of Diversity*, training with NCBI or The People's Institute for Survival and Beyond)
5. 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.
6. How does the congregation understand its social justice ministry? Its work on race and oppression?

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7. 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?
  
8. What is the biggest issue facing the congregation concerning anti-oppression / anti-racism / multiculturalism work?
  
9. Does your congregation differentiate among the following: anti-racism, racial justice, diversity, multiculturalism, justice, justice making? If so, please describe.
  
10. 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)
  
11. 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?

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12. 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.

13. Does the worship life of the congregation reflect a commitment to anti-oppressive, anti-racist, multicultural, justice making?

14. Do you have specific requests/needs/circumstances that we should be aware of as we review your application?

Signed:

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Name	Title	Date
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Name	Title	Date
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