

**Identity-Based Ministries**  
**Report to the UUA Board of Trustees**  
**April 2009**

**Taquienna Boston**—Director, Identity-Based Ministries

**Tracy Ahlquist**—Program Coordinator for Identity-Based Ministries and the Office of Bisexual, Gay, Lesbian and Transgender Concerns

**Rev. Sofia Betancourt**—Director, Office of Racial & Ethnic Concerns

**Rev. Alicia Forde**—Program Coordinator for Multicultural Congregations/Racial & Ethnic Concerns

**Rev. Dr. Devorah Greenstein**—Program Coordinator for the Office of Accessibility Concerns

**Rev. Keith Kron**—Director, Office of Bisexual, Gay, Lesbian & Transgender Concerns

**Laura Spencer**—Program Associate for Racial and Ethnic Concerns/Racial & Ethnic Concerns

**Office of Accessibility Concerns**

Accessibility and Green Sanctuary Workshops

Rev. Dr. Greenstein has offered two successful congregational workshops blending these accessibility and Green Sanctuary. The two workshops, designed as a pilot project, have shown that accessibility and environmental responsibility share commonalities that can bring the two seemingly disparate issues together in a congregation's social justice activities. Devorah Greenstein will be writing a newsletter article for the spring Green Sanctuary newsletter to elicit additional congregational support for this new idea.

Equal Access organizational assistance

Equal Access, the new affinity organization for Unitarian Universalists with disabilities, their friends and families, has set the goal for having 100 members by its annual meeting in Salt Lake City during General Assembly. Within Equal Access, caucuses are taking shape. The Mobility Caucus is organizing; leadership has emerged for a Hearing Loss Caucus; and the Mental Health Caucus is growing. In addition, congregations' accessibility committees and task-forces are choosing to become affiliated with Equal Access, joining Equal Access as members and changing their names to reflect an alliance.

**Office of Bisexual, Gay, Lesbian & Transgender Concerns**

Welcoming Congregation

There are now 615 officially recognized Welcoming Congregations; this signifies that over 60% of the churches in the UUA have worked through the Welcoming Congregation curriculum and have been officially recognized as Welcoming. Over 140 of these congregations have also either gone through or are currently working on the Living the Welcoming Congregation Program.

Beyond Categorical Thinking (BCT)

39 congregations in search of a minister have hosted, or will host, a Beyond Categorical Thinking workshop as part of their search process this year. Of those workshops, two took place in congregations that have entered, or are in conversation with, the Diversity of Ministry Initiative. Those BCT conversations were facilitated by Rev. Keith Kron, who used a slightly modified workshop format to

open deeper conversations about issues of race and ethnicity, and about ministers holding multiple identities, in the congregations.

### **Office of Racial and Ethnic Concerns**

#### Retreat for Religious Professionals and Seminarians of Color, Latina/o/Hispanic and/or Multiracial:

There were fifty-two participants at the March retreat for seminarians, ministers, and religious educators who identify as People of Color, Latina/o/Hispanic, and/or multiracial. This represents an increase over the 2007 and 2008 attendance.

#### The Mosaic Project

Laura Spencer, Program Associate for Racial and Ethnic Concerns, has completed the report on the assessment of ministry to Youth and Young Adults of Color, also known as **The Mosaic Project**. The report contains recommendations for congregations, districts, religious professionals, and the Association for making ministry to Youth and Young Adults of Color culturally relevant and more effective. The addition of the Program Associate for Ministry to Youth and Young adults of Color in Lifespan Faith Development addresses an early recommendation of the assessment to provide dedicated UUA staff support. Laura was an integral part of the Youth Ministry Working Group. The Mosaic Project recommendations are designed to work in conjunction with the recommendation of the Working Group.

#### Other

Rev. Sofia Betancourt, Director of the Office of Racial and Ethnic Concerns, has been accepted into the doctoral program at Yale University where she will pursue studies in religion and African American studies. Identity-Based Ministries seeks to fill the position vacated by Rev. Betancourt by July 2009.

### **Identity-Based Ministries Director**

#### Building the World We Dream About

The field test for Building the World We Dream About officially ended December 31, 2008. Several congregations will complete the curriculum after the field test deadline. In February, Taquiena Boston, Identity-Based Ministries Director and curriculum developer for BtWWDA, conducted conference calls with curriculum facilitators for additional feedback that will be incorporated into the final curriculum. Tracy Ahlquist, Identity-Based Ministries Program Coordinator, has been tasked with inputting BtWWDA into the template for Tapestry of Faith.

Consultation with CSRI and IC: Taquiena Boston and Tracey Robinson-Harris conducted a joint anti-oppression/anti-racism/multicultural consultation with the Committee on Socially Responsible Investing and the Investment Committee on February 12 in Boston, MA. The meeting included dialogue on how anti-oppression/anti-racism/multicultural values and principles are incorporated in the committees' work and leadership.

Consultants Meeting: Taquiena Boston and Alicia Forde, Program Coordinator for Multicultural Congregations, participated in the continuing education/regional strategy meeting of the JUUST Change consultants. Taquiena Boston talked about the Building the World We Dream About curriculum and presented the JTW Transformation Committee's anti-oppression/anti-racism/multiculturalism process observation. Alicia Forde presented historical information related to the DOMT Initiative and updated participants on current and future trends for this Initiative.

*Staff travel schedules noted below.*

**IdBM Staff Group Travel Schedules  
Spring 2009**

**Tracy Ahquist**

June

24 – 28          Salt Lake City, UT          General Assembly

**Rev. Sofia Betancourt**

April

17                  Jacksonville, FL                  Meeting with retiring ministers about the DOMT Initiative and Legacy

June

2-4                  Boston, MA                  DOMT and other meetings  
5-8                  Oakland, CA                  Participating in the ordination of Chris Long  
22-28                  Salt Lake City, UT                  General Assembly

**Taquienna Boston**

April

1 – 2                  Boston, MA                  Leadership Council and Public Witness Team  
3 – 5                  Tulsa, OK                  Leading Congregations Into a Multiracial/Multicultural Future Conference (UUA)  
24 – 28                  New York, NY                  Worship on the Edge (Multiracial Congregations) Conference at Middle Collegiate Church

May

5 – 6                  Boston, MA                  Leadership Council and Public Witness Team meetings

June

1 – 5                  Boston, MA                  Various UUA and Identity-Based Ministries meetings

**Rev. Alicia Forde**

April

3-5                  Tulsa, OK                  Leading Congregations Into a Multiracial/Multicultural Future Conference  
24-28                  New York, NY                  Worship on the Edge (Multiracial Congregations) Conference at Middle Collegiate Church

June

4 Boston, MA Diversity of Ministry Team Meeting  
24-28 Salt Lake City, UT General Assembly

**Rev. Dr. Devorah Greenstein**

May

12-13 Hartford, CT Meeting with Equal Access Policy Committee

June

1-5 Boston, MA Various UUA and Identity-Based Ministries meetings  
24-28 Salt Lake City, UT General Assembly

**Rev. Keith Kron**

April

1-2 Federal Way, WA UUMA Pacific Northwest District Retreat

**Laura Spencer**

April

3-5 Tulsa, OK Leading Congregations Into a Multiracial/Multicultural Future  
Conference (UUA)  
16 Boston, MA Report to the Living Our Faith Working Group of the UUA Board  
24-28 New York, NY Worship on the Edge (Multiracial Congregations) Conference at  
Middle Collegiate Church

June

24-28 Salt Lake City, UT General Assembly