



UNITARIAN  
UNIVERSALIST  
ASSOCIATION

JUNE 2022

# Widening the Circle of Concern

## 2022 UUA Implementation Plan

Submitted by UUA Staff

# A Roadmap for Unitarian Universalism - *Widening the Circle of Concern*

In June 2020, the Unitarian Universalist Association's (UUA) Commission on Institutional Change presented its final report *Widening the Circle of Concern*. Its sweeping final report touched every aspect of our faith community: from theology to governance and accountability, from learning and education to leadership and professional credentialing, from organizing and mobilizing to investing in reparations and innovative ministries. Grounded deeply in UU theology, the report declares that anti-racism and anti-oppression are at the heart of our faith.

Our shared commitment to racial justice is the foundation for how Unitarian Universalism thrives in the years to come. As an association of covenantal faith communities, we have committed ourselves again and again to the work of dismantling racism and white supremacy culture within our institutions. Unitarian Universalism has repeatedly made this commitment, most recently when the 2021 General Assembly overwhelmingly approved the Statement of Conscience “Undoing Systemic White Supremacy.” The *Widening the Circle of Concern* (WCC) report has recommendations for every UU organization and congregation, providing an historic chance to live out these commitments.

## THE FOUNDATION FOR OUR FAITH TO THRIVE

Our Unitarian Universalist faith calls us to this anti-racist work because we believe that all people are fundamentally interdependent and interconnected. We continue to be in a watershed and historic time where there is a reckoning about systemic racism and injustice—both within the UUA and the wider world. We have a generational opportunity to build the kind of just and anti-oppressive world we imagine. Dismantling white supremacy and hierarchies of privilege removes the barriers that have kept the prophetic message of our faith from reaching more people. Making this change steadily and systematically is the best way to ensure it is lasting, preparing our faith community to thrive in the years to come rather than shrink from our potential.

We are committed to centering the voices and needs of UUs who are Black, Indigenous and People of Color (BIPOC); who are transgender, nonbinary and queer; who are disabled; and all who experience marginalization and oppression in this transformational work. This is essential to broaden the range of people for whom our faith communities are life-giving. We recognize that culture change work is hard and joyful at the same time. Yet, it is the deepest expression of the values we claim as Unitarian Universalists.

## HOW THE UUA IS IMPLEMENTING THE WCC REPORT

For the UUA, implementing the recommendations from *Widening the Circle of Concern* means embedding them in every aspect of our mission and operations. Starting in the fall of 2020, the UUA created a cross-staff Commission on Institutional Change Implementation and Mission Alignment Team (CIMAT) to coordinate our implementation across staff teams. In the first year, the team engaged all staff in a deep review of the report, surveyed all staff projects related to implementation, and published the 2021 Implementation Plan. In this second year, the CIMAT reviewed the gaps identified by the 2021 Plan, created working groups to address Data & Metrics and Anti-Racism Programs & Frameworks, and published this 2022 Implementation plan.

*Five-stage implementation framework* - Engaging the recommendations amid the uncertainty and urgency of a global COVID-19 pandemic, the UUA created a responsive and flexible framework for implementation. This five-stage process makes it easy to understand the different stages of different projects during the multi-year implementation plan. It also allows the UUA to revisit project plans and timelines as needed so that they are most impactful and relevant.

The UUA will continue to publish annually updated WCC implementation plans for the first five years, as recommended in the WCC report. Rather than setting a single plan for five years of work, an annually updated plan allows the UUA to be flexible and responsive. The plan is organized by UUA mission area, with additional sections on theology and governance. Each area describes 1) overall values and goals for the work, 2) descriptions of current projects and initiatives (those with an \*asterisk work across multiple areas), 3) a story about a featured project, and 4) gap areas where plans will be developed in coming years. The chart at the end of this plan maps each of the UUA's projects and initiatives onto the 36 recommendations from WCC.



## Engaging the report – UU congregations and communities

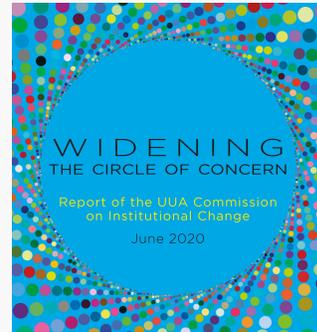
The WCC recommendations include work at every level of Unitarian Universalism, from local congregations to UU organizations and theological schools, to the UUA and its five regions. A core part of the UUA's work to implement the WCC recommendations is to help its member congregations and UU communities engage with the report and help them discern their path forward.

Visit [uua.org/widening](http://uua.org/widening) to download the **Study/Action Guide** which is available to all UU communities to aid their review of the report.

### CREATING COMMUNITIES OF LEARNING AND PRACTICE

The UUA has created virtual Learning & Practice Communities focused on supporting congregations' long-term commitment and mutual support to engage the Study/Action Guide and carry out the recommendations from the COIC report. In 2021, these communities:

- Built supportive peer relationships to sustain anti-racist cultural transformation
- Modeled multicultural spaces as transformative ways of being Beloved Community
- Resourced, supported and connected those using the Study/Action Guide
- Created multiple on-ramps to engage based in role, identity, congregational need, etc.
- Provided skill building and educational opportunities to feed learning and practice over time.



**Get the report:** The *Widening the Circle of Concern* report is available for all Unitarian Universalists to read. It is available for purchase as a [book](#), [e-book](#), or for [free on uua.org](#). Visit [uua.org/coic-report](http://uua.org/coic-report) to get your copy.



## Equip Congregations and Communities

The UUA equips congregations and communities for vital ministry to create an ever-widening sense of belonging where no one is outside the circle of love. This means congregations that are:

- **Grounded** in their theological commitments to anti-racism and in covenantal relationships for accountability;
- **Embodied**, practicing anti-racist ministry and leadership, in worship and faith development as well as in the workplace, committees and administration; and
- **Inclusive**, welcoming and meaningful for people of all races, genders and abilities, and through all stages of life, from childhood through older adulthood. This also means supporting communities across our congregations, such as regional and national youth communities, or identity-based groups like DRUUMM and EqUUal Access.

### THE MOSAIC HUB

The multi-faceted Mosaic project is being actively developed by UUA staff through 2022-2023 in collaboration with identity and professional groups working toward collective liberation. The Mosaic is a cross-departmental effort of UUA staff which incorporates learning from diverse staff teams about their needs and expertise to integrate ideas that work well without having to reinvent the wheel.

This hub of connection, resources, and support for dismantling racism and oppression is being designed to foster belonging, inspiration, and liberation in UU congregations and communities. The Mosaic commitment is to carefully heed the call of the Commission on Institutional Change by actively honoring their recommendations.

The Mosaic is open to all. It will serve leaders and organizers looking for resources and encouragement in their efforts to dismantle white supremacy and increase diversity. It is focused on congregational lay leaders (BIPOC and White); on religious professionals (BIPOC and White); on UU Congregations and Communities; on Disability Justice; and on Trans Ministries.

Incorporating adaptable lifespan curricula, and a library of annotated resources, The Mosaic Hub will offer exciting new ways of collaboratively and actively working towards our collective liberation. And the Mosaic team recognizes that resources and trainings are not enough on their own to get us free. This work requires relationship and trust-building to practice accountability with each other and in our communities. The UUA's goal is to create virtual Learning & Practice Communities with entry points and assessments that will resonate with and help guide people at different points in their journeys and learnings.

The first iteration of the Mosaic was The Mosaic Makers: Leading Vital Multicultural Congregations. Housed in the former Multicultural Growth and Witness staff group, it was initially designed to bring together congregations committed to building racially and culturally diverse communities. Elements from the original Mosaic Makers that will be integrated into the new hub include Worship, Congregational Culture, Leadership, Justice, and Faith Development/Religious Education. These pillars will form the backbone of the Learning & Practice Communities which will accompany congregational leaders working in these various areas of Congregational Life.

<b>EQUIP CONGREGATIONS AND COMMUNITIES - AREAS OF IMPLEMENTATION</b>
<b>Lay Leadership Development</b> - Widening the Welcome: Multicultural Welcome Workshop
<b>Common Read</b> - 2021-22 Common Read: Defund Fear
<b>Voices of Marginalized UUs</b> - WorshipWeb Collections
<b>Welcoming Congregations</b> - Engaging congregations through annual renewals of the Welcoming Congregations program, with a focus on trans/non-binary welcoming
<b>Helping Small Congregations Chart Their Future</b> - Emerging Congregation Status Project, Small and Mighty Event Series
<b>Young Adult Ministry Programs</b> - Pacific Western Region Emerging Adult Ministry, Supporting the emerging Young Adult Revival Network
<b>Resources for Deepening Covenant</b> - Spiritual Leadership for Culture Change

<b>EQUIP CONGREGATIONS AND COMMUNITIES - AREAS OF IMPLEMENTATION (CONT'D)</b>
<b>Hope for Us Conflict Engagement Team</b> - Team of regular and adjunct staff to help congregations normalize and work through deep conflicts, and to spread promising practices
<b>Ministerial Transitions and Beyond Categorical Thinking</b> - AR/AO/MC search committee support groups, Beyond Categorical Thinking / Bias in Ministry, Congregation Life staff support, Transitions Transformation Project
<b>Anti-Racism Resources and Framework</b> - Cultural Change Teams in Congregations, Knotty Conversations on Dismantling White Supremacy (JULI course), Learning & Practice Communities, Mosaic Lifespan Anti-racism Curriculum Series, National Virtual Conference, Reparations Praxis Group, The Mosaic Hub, Congregational Life Staff AR/AO/MC Resourcing
<b>Publications &amp; Media</b> - Beyond Welcome: Building Communities of Love (Nelson)
<b>National and Regional Youth Programs</b> - Deeper Joy , GA Youth and YA@GA, PWR Youth Ministry, Thrive Youth, Young Unitarian Universalist Project
<b>Data Systems for Identity Information on Religious Professionals</b> - Employee Census of Employers on UU Retirement Plan
<b>Wealth and Reparations</b> - Compensation and Staffing Survey
<b>Resources, workshops and trainings</b> - Congregational Compensation Program Evolution, Congregational Staffing for Diversity Resources, Congregations as Employers: Proactive Support, Intentionally Anti-Racist Our Whole Lives Sexuality Education, Reimagining the MidAmerica Large Church Conference, Tapestry of Faith curricula review, WorshipCraft online worship class, WorshipWeb Library & Collections
<b>Innovative Ministry</b> - New Communities Fund
<b>Identity Based Community Support</b> - DRUUMM Support and Collaboration, EqUUal Access support and relationship, Incantations for Rest: Poems, Meditations and Other Magic (book), MidAmerica Regional Support for BLUU Havens & Harbors, Taproot: National BIPOC UU Space , Trans/Nonbinary Monthly Gathering; UU Latinx History Project

*Many categories span more than one mission area. Review the chart at the end of this report for the status of these projects, and the WCC recommendations to which each project is related.*

### **GAPS - AREAS TO PLAN FOR IN THE COMING YEARS**

- Highlight best practices, consider award and recognition programs, in ways that support the ethos of commitment and accountability



## Support and Train Leaders

The UUA supports and trains leaders, both lay and professional, for ministry that is:

- **Relational** - affirming the wholeness of the people they serve, across cultures and experiences, including engaging in productive conflict;
- **Adaptive** - leading in inclusive and innovative ways, able to navigate challenges our communities face; and
- **Equitable and sustainable** - especially for leaders from the margins, with a pathway for the next generation.

### Spotlight

#### TAPROOT: A NATIONAL SPACE FOR BIPOC CONGREGATIONAL LEADERS

The work of the spiritual community is complicated in the 21st century. From busy schedules to the ever-pressing tension brought on by systemic injustice, the need for faithful leadership that is grounded and resilient is imperative. This is all the more truer for leaders within our communities and congregations who are Black, Indigenous, and People of Color (BIPOC). Taproot is a national program to support BIPOC congregational leaders in these emergent challenges. The organizing pillars of this collective are 1) Rest & Renewal, 2) Analysis Building, and 3) Leadership Development.

BIPOC Leaders rooted in the Unitarian Universalist congregations are invited to take part in this monthly, virtual gathering as we explore these pillars in creating a means by which to ground ourselves in resilient communities of care. The term “leader” is broadly defined in Taproot. While religious professionals are welcome, this space is primarily for volunteer and lay leaders who serve in a variety of ways within their congregations.

Some highlights include speakers leading us in a chocolate tasting, a fishbowl conversation on how we navigate UU culture as BIPOC folks, a lecto divina conversation on reframing how we think about using language pertaining to darkness and light and a virtual picnic where we bought our favorite foods/drinks and shared blessings for each other. Our Taproot community members have described Taproot as helping them feel “empowered to go out into the world and not be swayed or pressured by the white-centric culture”, giving them a sense of community, belonging, unity and solidarity. Other recent responses in our end of year feedback survey when we asked what participants are taking away from Taproot:

*“I am not alone. There are resources out there I can take advantage of and should. I am valued and matter because the UUA is spending resources for me to have this space....”*

*“It felt like being in Beloved Community, it felt like being in “church....”*

*“Consciously working with ancestors, which I've been doing for many decades, is so acceptable--it's great! I feel like I can bring more of my authentic self.”*

*“Connection with other UUs and growth as a UU”*

SUPPORT AND TRAIN LEADERS - AREAS OF IMPLEMENTATION
<b>Voices of Marginalized UUs</b> - UU Theology Renaissance Module Update
<b>Shared Ethics Panel</b> - The UUA is collaborating with the UU professional organizations to develop a shared ethics commitment and a panel to help resolve conflicts among religious professionals
<b>Direct Support and Start-ups for BIPOC, Trans/NB and Disabled UU Religious Professionals</b> - BIPOC Senior Ministers Summit, Finding Our Way Home, First Year Ministers Seminar, Regional support and start-up workshops for new ministries of religious professionals of color, RECC Program Assessment for Barriers, UUA Health Plan - identity-based health impacts
<b>Lay Leadership Development</b> - Central East Region Drop In Calls for BIPOC UUs, Comprehensive Leadership Development Series for congregational leaders, Extended Leadership Experience -- MidWest Leadership School
<b>Community Ministry Support</b> - Endorsement for Lay Chaplains seeking Board Certification, UU Military Ministry. Community Ministers In-Person Gathering
<b>Anti-Racism Resources and Framework</b> - DEI style guide
<b>National and Regional Youth Programs</b> - Ships Ahoy: A Youth Leadership Experience, SOWING Seeds: Youth Justice Workshop
<b>A Wider Path to Ministry (MFC)</b> - Exploring ways to make the path to fellowshipped ministry accessible to people with different experiences, led by the Ministerial Fellowship Committee
<b>Scholarship Programs</b> - Fundraising Campaign for Ministries, LFE's Youth and Young Adult Scholarship Committee, Scholarship for BIPOC seminarians, PhD scholars
<b>Resources, workshops and trainings</b> - Braveheart Leadership Experience, Claiming Our Spiritual Leadership (UUI course), Journey to Jubilee: Stories of Anti-Racism Efforts at the UUA, Music Leadership Certification Program Course Development, PF Flyers (Preliminary Fellowshipped), Practices of Spiritual Leadership,

Staffing/Compensation/Benefits Webinar for MFC, Tending Covenant: Training for Right Relationship Teams, Sociocracy (Dynamic Governance) for Congregational Leaders
<b>Innovative Ministry</b> - UU Funding Program
<b>Data Systems for Identity Information on Religious Professionals</b> - Identity and Consent Data System, Integrated data system across programs for religious professionals and leaders (MFD CRM),
<b>Updating Credentialing Materials</b> - RECC Reading List Revision 2021, Refreshing Religious Institute courses with AR/AO/MC lens.

*Many categories span more than one mission area. Review the chart at the end of this report for the status of these projects, and the WCC recommendations to which each project is related.*

### GAPS - AREAS TO PLAN FOR IN THE COMING YEARS

- Further reducing barriers and creating alternative pathways to ministry
- Deeper investment in shared ministry and collaborative leadership



## Advance UU Values

The UUA advances UU values in the world in service of justice and liberation, where UUs are:

- **Rooted** in the spiritual and political grounding for our justice work, growing the skills needed for organizing and partnership;
- **Taking Action** – mobilizing in solidarity with and leadership by those impacted by injustice; and
- **Prophetic** – Amplifying the prophetic message and voices of our faith.

### Spotlight

#### 30 DAYS OF LOVE 2022

Thirty Days of Love is Side With Love's annual nationwide celebration and shared practice that runs approximately from Martin Luther King, Jr. Day in January through Valentine's Day in February. People of all ages can engage online with weekly themes and activities. It is an opportunity to lift up the ways Unitarian Universalists and many of our partner organizations are building and organizing by taking bold, courageous action for intersectional racial justice. 30 Days of Love 2022 focused on four weekly themes of the UUA's four intersectional priorities: Reproductive, Gender & LGBTQIA+ Justice; Democracy & Voting Rights; Decriminalization & Racial Justice; and Climate Justice.

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<b>ADVANCE UU VALUES IN THE WORLD - AREAS OF IMPLEMENTATION</b>
<b>Resources, workshops and trainings</b> - WorshipWeb webinars & blog posts, other items in development
<b>Anti-Racism Resources and Framework</b> - On-Demand Worship Resources
<b>UU World Editorial Redesign</b> - Refocusing UU World magazine to amplify the UUA commitments to mission and implementing the WCC recommendations
<b>International Engagement</b> - Study Guide with an International Lens: Widening the Circle of Concern, Unitarian Universalist Curricula on U/U Imperial Legacies, UU@UN Intergenerational Spring Seminar
<b>Climate Justice</b> - Green Sanctuary Program, Grounded and Resilient Organizer Workshop (G.R.O.W.)
<b>Publications &amp; Media</b> - Building a New Way: Moving from Tokenism to Authentic and Diverse Religious Leadership (book), Desmond Gets Free (book), Fire at the Center (book), JUUST Breathe Live Podcast, Unlearning White Ways of Seeing (book), UU World Spring 2021: theme issue (Re)Building Democracy
<b>Side With Love and Organizing Strategy</b> - 30 Days of Love 2021, 30 Days of Love 2022, Deep Canvass of the UU Justice Universe, Side With Love Action Center, Side With Love Organizing School 2.0, Side With Love Sunday, UU the Vote 2022
<b>Skinner House Books Equity and Accountability Panel</b> – A stage of the review process for all new Skinner House titles, a diverse and skilled outside panel gives feedback and coaching to help each book best embody the UUA’s AR/AO/MC commitments
<b>Voices of Marginalized UUs</b> - BLUU Notes: An Anthology of Love, Justice, and Liberation (book), Incantations for Rest: Poems, Meditations and Other Magic (book), The Darkness Divine: A Loving Challenge to My Faith (book), The Rough Side of the Mountain: Black Women’s Ministries in Unitarian Universalism (book); other publications are under development

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#### **GAPS – AREAS TO PLAN FOR IN THE COMING YEARS**

- Establish a strong internal communications strategy for the UUA to connect directly with congregational leaders



## Governance

To manage our faithful institutions, we strive for a system of governance that is grounded in our commitment to democratic process, reflective of our faithful covenant, and effective at guiding the UUA in its mission and impact. Our institutions must fully embody an anti-racist, anti-oppressive and multicultural approach to leadership to achieve these goals. Just as the UUA trains and supports congregational leaders, leadership at the Association level should also be:

- **Relational** – affirming the wholeness of the people they serve, across cultures and experiences, including engaging in productive conflict; accountable to directly impacted communities within and beyond the UUA
- **Adaptive** – leading in inclusive and innovative ways, able to navigate challenges our communities face; and
- **Equitable and Sustainable** – especially for leaders from the margins, with a pathway for the next generation.

### AUDIT & RISK COMMITTEE JEDI COMMITMENTS

The Audit & Risk Committee has evolved its assessment of risks to the UUA as an organization to account for justice, equity diversity and inclusion (JEDI) considerations, fulfilling its governance role to manage risk on behalf of the Board of Trustees. This includes evaluating impact on organizational relationships and operational continuity (including key programs) for each risk scenario, as well as using a JEDI lens to develop all risk scenarios. New scenarios include failure to implement COIC recommendations and inequitable workplace or hiring concerns. The A&R Committee will coordinate with the new accountability group once it is in place about its appropriate role.

GOVERNANCE – AREAS OF IMPLEMENTATION
<b>Resources for Deepening Covenant</b> - Annual Program Fund Engagement
<b>Audit &amp; Risk Committee</b> - Monitoring organizational and workplace justice, equity, diversity and inclusion (JEDI) work, policies and metrics
<b>Regional Connections and Integration</b> - Integrating MidAmerica staff into one team, Regional Assemblies Planning
<b>Reimagining General Assembly</b>
<b>Streamline and Rethink UUA Governance Structures</b> - Renewing UUA Bylaws
<b>UUA Culture Change/JEDI</b> - JEDI Team, UUA Hiring Practices
<b>Wealth and Reparations</b> - Decolonizing Philanthropy Initiative, Unitarian Universalist Common Endowment Fund
<b>Accountability Launch Group</b> - The UUA Board is preparing with key UU identity groups and stakeholders to launch an ongoing, iterative accountability group to help ensure the UUA follows through in its long-term AR/AO/MC commitments

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#### GAPS - AREAS TO PLAN FOR IN THE COMING YEARS

- Build shared commitments to anti-racism and full inclusion with UU related organizations and UU partner groups
- Develop practices and frameworks for reparations within the UUA
- Expand understanding about congregational polity



## Theology

As a covenantal religious community, we are a living faith tradition. Rooted in our religious history of reason, compassion and imagination, we know wisdom comes from many sources, including our own experiences. What unites us is our theologically rooted aspiration to create the “beloved community” inside and outside our congregations. We recognize the ways our UU faith communities have failed to live up to these aspirations in the past. We need spiritual and theological grounding to provide the foundation for culture change. We continue to nurture broad understandings and practices that are rooted in the liberatory theology of Unitarian Universalism. Through our covenant, we work together to respond to what our faith calls us to do in the moment in which we live, to advance the causes of justice, equity, compassion and liberation within and beyond our Association.

The UUA supports theology and theological development in many areas: Publishing books, resources, faith development curriculum and hymnals; Creating leadership development courses and trainings; Creating credentialing pathways for religious professionals; Investment in theological education and collaboration with UU seminaries; Convening theological conversations, Amplifying UU theological voices and scholarship; and Stewarding the UUA bylaws where the core principles and sources of our faith are articulated.

UUA has been reorienting our Leadership Development offerings with focus on equity, inclusion and belonging; highlighting the role of BIPOC history in our movement; liberating theology; and the practice of covenant. Discussions of our UU values, principles, and the meaning of covenant are often the first offerings in any program. The UUA is continually finding new ways to invite theological exploration, especially those which are accessible to lay members and leaders.

THEOLOGY – AREAS OF IMPLEMENTATION
<b>Publications &amp; Media</b> - Embracing the Power of Covenant (book)
<b>Article II Study Commission</b> - Charged with reviewing the principles, purposes and sources of the UUA, including considering the proposed 8 <sup>th</sup> Principle, and recommending changes to the UUA bylaws
<b>Compass: Navigating the Paths to Liberation Together</b> - a weekend-long virtual event in December 2021 that centered faith development for a liberating theology, attended by over 400 attendees and featuring work by Rising Appalachia and Dr. Alexis Pauline Gumbs.
<b>Worship Music Digital Resource</b> - Exploring a new digital library of music for congregations and communities, in lieu of planning for a new print hymnal

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**GAPS - AREAS TO PLAN FOR IN THE COMING YEARS**

- Clearly articulate a UU theological core that grounds UU commitments to anti-racism, anti-oppression, multiculturalism and full inclusion.

Projects and Initiatives (by mission-related area)	Status	Theology	Governance	Congregations & Communities	Hospitality & Inclusion	Living Our Values in the World	Religious Professionals	Educating for Liberation	Innovations & Risk	Restoration & Reparatons	Accountability & Resources
<b>Equip Congregations and Communities</b>											
<b>Anti-Racism Resources and Framework</b> - Cultural Change Teams in Congregations, Knotty Conversations on Dismantling White Supremacy (UUI course), Learning & Practice Communities, Mosaic Lifespan Anti-racism Curriculum Series, National Conferences, Reparations Praxis Group, The Mosaic Hub, Congregational Life Staff ARAO/MC Resourcing	DV, IM, CP	1		1	1		1	1	1	1	1
<b>Common Read</b> - 2021-22 Common Read: Defund Fear	CP	1				1					
<b>Data Systems for Identity Information on Religious Professionals</b> - Employee Census of Plan Employees on UU Retirement Plan	DV						1				1
<b>Helping Small Congregations Chart Their Future</b> - Emerging Congregation Status Project, Small and Mighty Event Series	OC			1	1				1	1	
<b>Hope for Us Conflict Engagement Team</b>	IM				1					1	1
<b>Identity Based Community Support</b> - DRUUMM Support and Collaboration, EquiJal Access support and relationship, Incantations for Rest: Poems, Meditations and Other Magic (book), MidAmerica Regional Support for BLUU Havens & Harbors, Taproot: National BIPOC UU Space , Trans/Nonbinary Monthly Gathering, UU Latinx History Project	DV, IM, OC			1	1	1	1	1	1	1	
<b>Innovative Ministry</b> - New Communities Fund	DV								1		
<b>Lay Leadership Development</b> - Widening the Welcome: Multicultural Welcome Workshop	OC	1									
<b>Ministerial Transitions and Beyond Categorical Thinking</b> - ARAO/MC search committee support groups, Beyond Categorical Thinking / Bias in Ministry, Congregation Life staff support, Transitions Transformation Project	DV, IM, OC		1		1		1	1			1
<b>National and Regional Youth Programs</b> - Deeper Joy , GA Youth and YA@GA, PWR Youth Ministry, Thrive Youth, Young Unitarian Universalist Project	DS, OC									1	
<b>Publications &amp; Media</b> - Beyond Welcome: Building Communities of Love (Nelson)	CP				1						
<b>Resources for Deepening Covenant</b> - Spiritual Leadership for Culture Change	IM			1		1					
<b>Resources, workshops and trainings</b> - Congregational Compensation Program Evolution, Congregational Staffing for Diversity Resources, Congregations as Employers: Proactive Support, Intentionally Anti-Racist Our Whole Lives Sexuality Education, Reimagining the MidAmerica Large Church Conference, Tapestry of Faith review, WorshipCraft online worship class, WorshipWeb Library & Collections	DS, DV, IM, CP, OC	1		1		1	1	1	1	1	1
<b>Wealth and Reparations</b> - Compensation and Staffing Survey	IM						1				
<b>Welcoming Congregations</b>	OC		1					1			
<b>Young Adult Ministry Programs</b> - Pacific Western Region Emerging Adult Ministry, Supporting the emerging Young Adult Revival Network	DV, OC			1		1		1	1	1	

**Status of projects and initiatives, per five stage framework:**  
DS = 1. Discernment  
DV = 2. Development  
IM = 3. Implementation  
CP = 4a. Completed Project  
OC = 4b. Ongoing Commitment

Projects and Initiatives (by mission-related area)	Status	Theology	Governance	Congregations & Communities	Hospitality & Inclusion	Living Our Values in the World	Professionals	Educating for Liberation	Innovations & Risk	Restoration & Reparatons	Accountability & Resources
<b>Support and train leaders</b>											
<b>A Wider Path to Ministry (MFC)</b>	DV						1	1			
<b>Anti-Racism Resources and Framework</b> - DEI style guide	DS				1						
<b>Community Ministry Support</b> - Endorsement for Lay Chaplains seeking Board Certification, UU Military Ministry, Community Ministers In-Person Gathering	DV, IM			1			1		1		
<b>Data Systems for Identity Information on Religious Professionals</b> - Identity and Consent Data System, Integrated data system across programs for religious professionals and leaders (MFD CRM).	DV, IM, OC		1							1	1
<b>Direct Support and Start-ups for BIPOC, Trans/NB and Disabled UU Religious Professionals</b> - BIPOC Senior Ministers Summit, Finding Our Way Home, First Year Ministers Seminar, Regional support for new ministries of religious professionals of color, RECC Program Assessment for Barriers, Start Up Workshop for Dan Miyake and Clark Lake MI, UUA Health Plan - identity-based health impacts	DV, CP, OC	1	1	1			1	1	1	1	1
<b>Innovative Ministry</b> - UU Funding Program	OC								1	1	
<b>Lay Leadership Development</b> - Central East Region Drop In Calls for BIPOC UUs, Comprehensive Leadership Development Series for congregational leaders, Extended Leadership Experience - Midwest Leadership School	DS, DV, OC	1	1	1	1		1				1
<b>National and Regional Youth Programs</b> - Ships Ahoy: A Youth Leadership Experience, SOWING Seeds: Youth Justice Workshop	DV, OC					1				1	
<b>Resources, workshops and trainings</b> - Braveheart Leadership Experience, Claiming Our Spiritual Leadership (UU course), Journey to Jubilee: Stories of Anti-Racism Efforts at the UUA, Music Leadership Certification Program Course Development, PF Flyers (Preliminary Fellowship), Practices of Spiritual Leadership, Staffing/Compensation/Benefits Webinar for MFC, Tending Covenant: Training for Right Relationship Teams, Sociocracy (Dynamic Governance) for Congregational Leaders	DS, DV, IM, CP, OC	1	1	1	1		1	1	1	1	
<b>Scholarship Programs</b> - Fundraising Campaign for Ministries, LFE's Youth and Young Adult Scholarship Committee, Scholarship for BIPOC seminarians, PhD scholars	DV, IM, OC						1		1		
<b>Shared Ethics Panel</b>	DV	1			1						
<b>Updating Credentialing Materials</b> - RECC Reading List Revision 2021, Refreshing Religious Institute courses with AR/AO/MC lens.	DV, IM										
<b>Voices of Marginalized UUs</b> - UU Theology Renaissance Module Update	CP	1	1	1		1					
<b>Advance UU values in the world</b>											
<b>Anti-Racism Resources and Framework</b> - Utilited On-Demand Video Worship Service (2021-2022)	DV	1	1			1					
<b>Climate Justice</b> - Green Sanctuary Program, Grounded and Resilient Organizer Workshop (G.R.O.W.)	OC			1							1
<b>International Engagement</b> - Study Guide with an International Lens: Widening the Circle of Concern, Unitarian Universalist Curricula on UU Imperial Legacies, UU@UN Intergenerational Spring Seminar	DV, OC	1	1					1			1

**Status of projects and initiatives, per five stage framework:**  
DS = 1. Discernment  
DV = 2. Development  
IM = 3. Implementation  
CP = 4a. Completed Project  
OC = 4b. Ongoing Commitment

Projects and Initiatives (by mission-related area)	Status	Theology	Governance	Congregations & Communities	Hospitality & Inclusion	Living Our Values in the World	Religious Professionals	Educating for Liberation	Innovations & Risk	Restoration & Reparatons	Accountability & Resources
<b>Publications &amp; Media</b> - Building a New Way: Moving from Tokenism to Authentic and Diverse Religious Leadership (book), Desmond Gets Free (book), Fire at the Center (book), JUUST Breathe Live Podcast and Videostream, Unlearning White Ways of Seeing (book), UU World Spring 2021: theme issue (Re)Building Democracy	DV, CP, OC	1	-	1	1	-	1	1	1	1	-
<b>Resources, workshops and trainings</b> - WorshipWeb webinars & blog posts	OC	1	-	-	-	1	-	-	-	-	-
<b>Side With Love and Organizing Strategy</b> - 30 Days of Love 2021, 30 Days of Love 2022, Deep Canvass of the UU Justice Universe, Side With Love Action Center, Side With Love Organizing School 2.0, Side With Love Sunday, UU the Vote 2022	IM, CP, OC	-	1	1	1	1	1	1	-	-	-
<b>Skinner House Books Equity and Accountability Panel</b>	OC	-	-	-	-	1	-	1	-	-	1
<b>UU World Editorial Redesign</b>	OC	-	1	-	-	1	-	-	-	-	1
<b>Voices of Marginalized UUs</b> - BUUU Notes: An Anthology of Love, Justice, and Liberation (book), Incantations for Rest: Poems, Meditations and Other Magic (book), The Darkness Divine: A Loving Challenge to My Faith (book), The Rough Side of the Mountain: Black Women's Ministries in Unitarian Universalism (book)	DV, CP	-	1	-	-	1	-	1	1	-	-
<b>Governance</b>											
<b>Accountability Launch Group</b>	DV	-	-	-	-	-	-	-	-	-	1
<b>Audit &amp; Risk Committee - JEDI Commitments</b>	IM	-	1	-	-	-	-	-	-	-	1
<b>Regional Connections and Integration</b> - Integrating MidAmerica staff into one team, Regional Assemblies Planning	CP, OC	-	1	1	1	-	-	1	-	-	1
<b>Reimagining General Assembly</b>	DV	-	-	1	-	-	-	-	1	-	-
<b>Resources for Deepening Covenant</b> - Annual Program Fund Engagement	OC	-	1	1	-	-	-	-	-	-	-
<b>Streamline and Rethink UUA Governance Structures</b> - Renewing UUA Bylaws	DV	-	-	1	-	-	-	-	-	-	1
<b>UUA Culture Change/JEDI</b> - JEDI Team, UUA Hiring Practices	OC	-	-	-	-	-	-	-	1	-	1
<b>UUA Implementation of WCC</b> - COIC Implementation and Mission Alignment Team, Data & Metrics Development	DV, OC	-	1	-	-	-	-	-	-	-	1
<b>Wealth and Reparatons</b> - Decolonizing Philanthropy Initiative, UU Common Endowment Fund	IM, OC	-	-	-	-	1	-	-	1	1	-
<b>Theology</b>											
<b>Article II Study Commission</b>	IM	-	-	1	-	-	-	-	-	-	-
<b>Publications &amp; Media</b> - Embracing the Power of Covenant (book)	CP	1	-	1	-	-	-	-	-	-	-
<b>Regional Connections and Integration</b> - Compass: Navigating the Paths to Liberation Together (virtual event)	CP	-	-	1	-	1	-	-	-	-	-
<b>Worship Music Digital Resource</b>	DV	-	1	-	-	-	-	-	-	-	-