

MONITORING REPORT: 2.15

POLICY 2.15 Arizona Immigration Ministry

Policy 2.15 The President shall not fail to implement in a timely manner those Business Resolutions of the General Assembly that direct the work of the staff. Further, without limiting the scope of the foregoing by this enumeration, the President shall not:

2.15.1 Fail to work with leaders of the Arizona UU congregations to establish and fund an Arizona immigration ministry.

Operational Definition:

We understand “fail to work with leaders of the Arizona UU congregations” to mean it will not be just UUA staff who be involved in the preparation for a Justice General Assembly in Phoenix, but that UUA staff will work with – among others - local lay and professional leaders of UU congregations. Furthermore, UUA staff and local lay and professional leaders of UU congregations will together create an “Arizona Immigration Ministry” (AZIM). We understand an “Arizona Immigration Ministry” to be the shared ministry of a team of people with specific responsibilities to create activities and events with the purpose of informing, educating, and inspiring individuals and groups to take religiously grounded actions to address human needs arising out of the cruel and heartless Arizona immigration laws, as well as the U.S. immigration laws, and the ways both are being enforced in Arizona and other parts of the U.S.

Additionally we interpret this policy to mean UUA staff members will have dedicated funds in the budget to support the work of an immigration ministry and that use of the funds will determined in partnership with the leaders of Arizona congregations and used in mutually understood and agreed upon ways.

Compliance with this policy will be demonstrated when descriptions of specific activities and actions can be cited which support the contention that the staff has worked with lay and professional leaders of UU congregations, key leaders in the community, and others who are involved in and committed to matters of immigration justice. These descriptions would include meetings that have taken place, relationships that have developed, and people involved (including members of the national and district UUA staff, Arizona congregational leaders, and non-UU local partners).

Compliance with the funding requirements of the policy will be demonstrated by referencing the budget account number in the officially approved UUA operating budget so that any board member can look at the budget and say “there it is”.

Rationale (which might also be called a “justification of the reasonableness of the operational definition” according to page 7 of an article by Eric Craymer in Partners in Policy Governance” recommended to staff by Linda Laskowski):

There are no external sources or standards to judge whether, for example, what it means to “work with leaders of UU congregations.” Internal research in the form of collecting facts and

figures that provide specific examples of UUA staff doing “work with leaders of UU congregations” and what has been accomplished must suffice. The supporting evidence below provides that evidence.

Supporting Evidence:

Below is a small but representative sampling of the examples that have been provided by district and national UUA staff as well as reports provided by the Rev. Susan Frederick-Gray and Sandra Weir, leaders of the Arizona Immigration Ministry team.

For additional examples of activities and results from the countless efforts made by those committed to this ministry refer to the addendum that is part of this monitoring report.

- Rev. Craig C. Roshaven, the Witness Ministries Director has convened monthly meetings (via teleconference and WebEx) to coordinate service and witness projects at GA 2012. Regular participants have included Rev. Susan Frederick-Gray and Sandy Weir of the Arizona Immigration Ministry; Rev. Ken Brown, Pacific Southwest District Executive; Jan Sneegas, UUA Director of General Assembly and Conference Services; Rev. Walt Wieder, Chair of GA Planning Committee; Taquiena Boston, Director of Multicultural Growth and Witness; Rev. Paul Langston-Daley representing the GA 2012 Accountability Group; and Susan Leslie, UUA Congregational Advocacy & Witness Director.
 - The purpose of the group is to assist AZIM and the GA Planning Committee in planning, creating, and implementing service and witness events at GA 2012.
 - In addition, the group serves as an advisory group to AZIM on witness events and issues, one of the requirements of AZIM’s agreement with the UUA. These continuing monthly meetings have helped AZIM plan a comprehensive and realistic plan for up to five witness events at GA 2012 and at least one service project.
- Furthermore, Susan Leslie, UUA Congregational Advocacy & Witness Director, has frequently consulted with Rev. Susan Frederic-Gray and Sandy Weir of AZIM in relation to GA Service and Witness Issues.
- The Rev. Dr. Ken Brown, district executive for the Pacific Southwest district, is one of the participants in the PDG – the Program Development Group - that selected over 100 workshops appropriate for the Justice GA. Furthermore, he has worked with the opening celebration planning team, the staff team working with the planning for witness and service, and the UUMA planning team. His specific role, in addition to working with local UU congregational leaders, has been to ensure that a broad spectrum of local partners are represented in all aspects of GA programming and the closing celebration.
- As a result of his efforts and others, local partners will be taking part in several UUMA workshops, the opening celebration, a dozen plus GA programs (workshops) and the closing celebration. Furthermore, staff and members from PSWD congregations will be presenting a number of programs at GA focused on their work on justice issues.

- Ken continues to work with Somos America and the Boycott Committee. With the help of the Boycott Committee he plans to provide updated information on boycott actions for those attending GA. He also consults regularly with Sandy Weir and Susan Frederick-Gray in support of the Arizona Immigration Ministry.
- Four of our 19 districts have specifically organized taskforces or committees to prepare for the justice GA. Virtually all districts are leading multiple workshops or trainings on issues of immigration and other justice GA related topics. 10 of the 19 districts have led or organized webinars, nine of the 19 districts have been engaged in conversations with their local UUMA chapter, and most everyone is using their district Facebook page to heavily promote participation in the justice GA.
- Other examples, far from complete, include the Rev. Susan Frederick-Gray participating in a regional annual meeting of the Central East region that included nine social justice-related workshops.

With regard to the “funding” of the Arizona Immigration Ministry note that the UUA budget has a line item called “Immigration Ministry (account #440-16908) with \$140,535. Monthly payments totaling this amount have been made to the UU Congregation of Phoenix to support the AZIM.

We report compliance.

2.15.1 (B) The President shall not fail to establish, in a timely manner, an Arizona immigration ministry that provides adequate time for partner groups to participate in the work for General Assembly 2012. This policy will sunset in October, 2012, and the Board will review at that time whether any ongoing policy is needed.

Operational Definition:

We understand that the phrase “in a timely manner” points to the desire of the UUA Board for the administration to take steps to ensure that staff have successfully fulfilled the letter and spirit of the Business Resolution and all sections of Policy 2.15, long before the arrival of thousands of UUs at our Justice GA. Furthermore we understand “partner groups” to mean primarily local non-UU organizations but also UU congregations and the congregations’ leaders. Additionally, we understand that whatever work is done with the partner groups will have occurred in plenty of time for a successful Justice GA to occur and that part of what defines a successful GA is having service and witness events during the week.

We understand “sunset” to mean that this policy will no longer be in effect after October 2012 unless the UUA Board chooses to reinstate the policy in its current form or adapt it in some way and take a formal vote to make it official.

Compliance with this policy will be demonstrated when specific examples are shown of collaboration between the administration and leaders of UU congregations in Arizona. Furthermore, compliance will be demonstrated when descriptions of specific activities and

actions can be cited that indicate relationships have been in existence for a significant amount of time before the Justice GA.

Rationale:

There are no external sources or standards to judge what a “timely manner” would mean as it relates to a national assembly of a liberal religious association. Internal research in the form of collecting actions by UUA staff in partnership with others will illustrate what has been done to prepare for the Justice GA. Additionally, descriptions of events that are being planned will serve as evidence that the preparation work is being performed effectively.

Supporting Evidence:

- Rev. Craig C. Roshaven, the Witness Ministries Director has convened five monthly meetings (via teleconference and WebEx) to coordinate service and witness projects at GA 2012. Participants have included Rev. Susan Frederick-Gray and Sandy Weir of AZIM; Rev. Ken Brown, Pacific Southwest District Executive; Dr. Jan Sneegas, UUA Director of General Assembly and Conference Services; Rev. Walt Wieder, Chair of GA Planning Committee; Taquiena Boston, Director of Multicultural Growth and Witness; Rev. Paul Langston-Daley representing the GA 2012 Accountability Group; and Susan Leslie, UUA Congregational Advocacy & Witness Director.
 - The purpose of the group is to assist AZIM in planning, creating, and implementing service and witness events at GA 2012.
 - In addition, the group serves as an advisory group to AZIM on Witness events and issues which is one of the requirements of AZIM’s agreement with the UUA.
 - These continuing monthly meetings have helped AZIM plan a comprehensive and realistic plan for up to five witness events at GA 2012 and at least one service project.
- In addition, Susan Leslie, UUA Congregational Advocacy & Witness Director, has frequently consulted with Rev. Susan Frederic-Gray and Sandy Weir of AZIM in relation to GA Service and Witness Issues.
- Sandra Weir, one of the leaders of the Arizona immigration ministry, has been attending the weekly witness ministry team conference calls. The Arizona immigration ministry in preparations for the justice GA is almost always the first thing on the agenda and typically involves a good portion of the entire meeting.
- Through the AZIM, partners have been offered free table space for Sunday's public Exhibit Hall time, to describe their work and/or to sell items. When the first 25

invitations went to partners, 8 "yeses" came back very soon (and several more since). Zero "no's" have come back. Examples: Asian Pacific Community in Action, Isaac Amaya Foundation, Humane Borders, Arizona Hispanic Community Forum, Arizona Dream Act Coalition, Casa Mariposa / The Restoration Project, The Florence Project, Border Action Network. Sample emails back:

"I'm sure we would love to have a table for the Restoration Project. I am forwarding this email as well to the folks in Tucson who coordinate the Restoration Project there, as well as Casa Mariposa and the Rainbow Defense Project"

- "Thank you so much for your invitation. We would be happy to attend. Please let us know if there is anything else we can do to support your event (Humane Borders)"
- In addition to continuing involvement with most of the groups listed on p. 2 of the June, 2011 Policy 2.15 report, AZIM has had contact with the following groups in the past few months:
 - Asian Pacific Community in Action
 - Arizona Hispanic community Forum
 - Casa Mariposa / The Restoration Project
 - The Florence Project
 - Green Valley/Sahuarita Samaritans
 - Los Samaritanos
 - Black Alliance for Just Immigration (BAJI)
 - Arizona Worker Rights Center (AZ Interfaith Alliance for Worker Justice)
 - Coalición de Derechos Humanos
 - Los Angeles del Desierto Arizona
 - Tierra Y Libertad Organization

More importantly, several of these groups already had longstanding connections to southern Arizona congregations, including UUC Tucson, UUC Green Valley, and others. Going forward, we are keeping records on all of the partnerships, available to all of the UUs involved in AZIM's work in the state.

- Three trials occurred in June and July, 2011 for the civil disobedience that occurred July 29, 2010, the Day of Non-compliance Against SB 1070. UUs were in the gallery for both UUs and human rights partners who were on trial. Of note, UUs attended the second trial although no UUs were defendants at that trial; defendants expressed gratitude for our presence--Nic de la Fuente, of the Arizona Worker Rights Center, remarked "you're here even though no SSL shirts were on the stand today!"
- On January 20, 2012 a letter with 17 signatories went to John Morton, Director of Immigration and Customs Enforcement, Department of Homeland Security, calling for the termination of ICE detention contracts with the Pinal County Jail. Standing on the Side of Love Team, Valley Unitarian Universalist Congregation, Unitarian Universalist Association of Congregations, and the Unitarian Universalist Congregation of Phoenix were the only communities of faith to sign-on previous to the January 20 press

conference. AZIM is able to have a quick response to such requests because of its continuing partnership with ACLU-Arizona, whose report “In their Own Words” detailed the substandard conditions in the detention center.

- AZIM Organizer Sandy Weir attends the UUA Witness Team teleconference nearly every Monday. The call permits coordination among Boston, Washington, and Phoenix, and provides much-appreciated support to Arizona UUs. While Sandy has received varied, timely assistance on the part of each member of the UUA Witness Team, here is but one example: The quick sign-on by the UUA to the letter to John Morton happened (see 4.) because of Kat Liu’s mentoring of Sandy regarding sign-on procedures. Then, when ACLU-AZ indicated they would receive sign-ons after January 20, Sandy and Kat worked together and a request to sign on to the John Morton letter went to those interfaith partners who had signed on to Pres. Morales’ December 12 letter to Secretary Napolitano demanding government investigation into the human rights abuses carried out by Maricopa County, Ariz., Sheriff Joe Arpaio. In a related outreach effort, Puente Arizona had been informed by AZIM in advance of the December 12 letter.
- One of the major service events of Justice GA, the Citizenship/Naturalization Workshop on June 23, is a partnership among the UUA, UURISE, and the vital Arizona partner Mi Familia Vota. Mi Familia Vota’s ongoing citizenship fairs and voter registration drives have included at least 20 UU volunteers from at least 4 congregations, several of whom are planning to volunteer on June 23. Because of the growing statewide UU immigration network and AZIM’s visits to UU congregations, UUs in Flagstaff and Tucson have contacted AZIM in the past two weeks to inquire about becoming involved in Mi Familia Vota on June 23 or on an ongoing basis.
- Partners appreciate the ongoing presence of allies. People are more likely to see each other as whole persons if we are together often, in a variety of settings. We create bonds as we work on everyday challenges, and then we know our partners well when we stand together to witness in public. AZIM (3 or more UUs in each case) has participated in free health clinics, the late November “Day of Truth-giving” feast with the Jornaleros, and craft markets/festivals at Tonatierra.
- Kat Liu, Witness Ministries Program Associate in the Multicultural Growth and Witness staff group meets regularly with the Environmental Justice Working group of the Washington Inter-religious Staff Community (WISC). Kat also meets regularly with the Interfaith Immigration Coalition Steering Committee as does the Rev. Craig Roshaven, Witness Ministries Director. They track state issues related to immigration justice in order to help UU congregations and leaders take more effective action. We inform Congregational leaders via the monthly immigration news which Audra Friend, Congregational Advocacy and Witness Program Coordinator, compiles and sends out.
- Jessica Halperin, Women’s Issues Program Associate in the same staff group, meets regularly with the Domestic Human Needs Working Group (DHN).
- Rev. Roshaven meets regularly with the other WISC Heads of Washington Office of Advocacy (HOWA). This is the group that is responsible for the Faithful Budget

campaign. He was part of the team that wrote the preamble for the Faithful Budget Document which we will release to the press and the public on March 22nd.

- Rev. Roshaven is part of a six member core team for a national campaign we are calling "Restoring Trust: Breaking ICE's Hold on our Community." He initiated this campaign in consultation with Sarahi Uribe, the National Campaign Director of the National Day Laborers Organizing Network (NDLON). He has assembled a number of resources including an Advocacy toolkit, a webinar (which was converted to video and posted to YouTube), and a national map showing location of active campaigns and campaigns in formation. This campaign is sponsored by the Interfaith Immigration Coalition (IIC) and NDLON. The purpose of the campaign is to create and equip interfaith teams across the country to meet with and persuade their local officials to change their policy on respond to ICE hold requests.

We report compliance.

Policy 2.15.2. Fail to have an active, viable and funded program to help our congregations build the capacity to stand in opposition to systemic racism in our congregations, local communities and in our own lives.

Operational Definition:

We understand "active" to mean a lively and functioning assortment of programs and activities in service to the cause of standing in opposition to systemic racism in our congregations, local communities and in the lives of individuals. We understand "viable" to mean practical and workable. Additionally we understand "funded" to mean that the UUA staff does not merely allow work to be performed by volunteers but that budget dollars are devoted to the effort. We understand that building the capacity to stand in opposition to systemic racism means providing workshop, programs, and activities which educate, inform, and inspire individuals to work against racism in their own lives, in their congregations, in their work places, and in their local communities.

Compliance with this policy will be demonstrated through a description of the many programs created, led, inspired by, or otherwise supported by UUA staff and funded through the UUA budget. Where the number of events and activities can be quantified, we will do so.

Rationale:

There are no external sources or standards to judge what "active, viable and funded" programs are and how such programs might help build capacity to "stand in opposition to systemic racism in our congregations, local communities and in our own lives." Therefore, internal research to capture what programs have been created will help to illustrate compliance.

Supporting Evidence:

- One of many activities – this one recent (March 2012)— is the Mosaic Makers: Leading Vital Multicultural Congregations Conference. It is a Multicultural Leadership Institute conference

for UU congregations doing intentional multiracial/multicultural ministry with a focus on Justice (including anti-racism/anti-oppression) as a core ministry of multicultural congregations along with Worship, Community Life, and Leadership.

100 leaders representing 11 UU congregations committed to intentional multicultural ministry participated.

We expect this conference will energize and connect congregational leaders and encourage them to share their learning in their home congregations, develop strategies for incorporating their learning, and engage in accountable relationships with communities of color as part of their multicultural ministry. We are following up with additional resources and are asking congregations to send information about how they plan to use what they are learning and any sermons or other materials they may develop from the conference. Note: an example of evidence of impact could be Karin Lin's Facebook page reporting back from the Mosaic Makers Conference, the photographs of UUs in the All Souls/Tulsa worship waving their hands, photos of UUs in conversation groups, emails from UUs who attended the conference giving feedback, and Catalyst newsletter.

- A three-day event, a "**JusticeCON**", was held in Ann Arbor, MI ,where 75 attendees from 12 congregations had a full immersion into opportunities for taking part in the National Day of Witness; Immigration reform efforts throughout MidAmerica, and with statewide advocacy leaders taking part (from Michigan) in local and regional opportunities to partner with community based groups around immigration reform. Also, GA Planning Committee member, Tim Murphy, co-led a workshop on Justice GA and the National Day of Witness.
- Two workshops on immigration issues: One was a co-sponsored workshop with MassAction at which the documentary "Lost in Detention" was shown and representatives of immigrant organizations talked about immigrant rights and worker issues with time to strategize about doing immigrant justice issues at the home congregation. The second, to be held March 31, will provide an opportunity for participants to hear from representatives of several immigrant communities centered in the greater Brockton, MA area about immigrant life and challenges they are currently facing.
- The UUFPP (at request of the Multicultural Growth & Witness staff team and Standing on the Side of Love) provides matching grants of up to \$1,500 to congregations to support congregational partnerships with organizations led by people of color. UUA staff encourages congregations to apply for the grant during their usual coaching to congregational leaders.

For other examples, please refer to the addendum.

We report compliance.

Addendum to Policy 2.15 – Arizona Immigration Ministry
3-20-2012

From Congregational Life

A three-day event was held in March – a “JusticeCON” - in Ann Arbor, MI where 75 attendees from 12 congregations had full immersion into opportunities for taking part in the National Day of Witness. Immigration reform efforts are occurring throughout MidAmerica, with statewide advocacy leaders taking part (from Michigan) in local and regional opportunities to partner with community based groups around immigration reform. Also, GA Planning Committee member, Tim Murphy, co-lead a workshop on Justice GA and the National Day of Witness.

Common Read (The Death of Josseline) is promoted both nationally and in all of our 19 districts and five regions.

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Our BCD Justice GA Notes bulletins have many articles about immigrant justice with a focus on Massachusetts and New England. The bulletin goes to over 500 current and past congregation leaders in the district.

Also in the BCD:

- We produced 4 short videos that have been posted on YouTube, using a John Stewart, "Daily Show" type of format, to talk about immigration, the BCD Justice GA Task Force's work, and attending General Assembly
- Created a separate page on the district website devoted to Justice GA that includes access to back issues of the BCD Justice GA Notes, the GA videos, and information about registration and scholarship
- Created a special electronic bulletin focusing on GA and immigration, Justice GA Notes, which comes out semi-monthly. It is relatively short to encourage quick reading. Each issue includes links to UUA website pages about immigration and General Assembly information.
- Established a scholarship fund - Bring Justice Home Fund - to grant scholarships to young adults and first time attendees to cover registration. Initiated a campaign via letters and promotion in district newsletters to raise \$6500 to give 20 scholarships. The BCD Board of Directors reallocated \$1300, budgeted initially to go to congregation presidents, to this Fund. Additionally, the districts religious educators organization opened their application process for the GA scholarship money (given to them by the district) to all youth individually, not just by nomination through the religious educator as has been done in the past.
- There are plans to provide testimonials about the value of going to General Assembly at the District's Spring Conference.

- Mailed packets that included the UUA GA brochure, a district-produced brochure, fliers about the two workshops and information about BCD and UUA financial aid to all district congregations

The BCD and the CBD co-sponsored six workshops with UU Mass Action, the Massachusetts UU legislative advocacy group. The workshops, which include educational pieces, presentations by local immigration advocacy groups and some reflection, have been pretty well attended so far. Here's [a link](#) to a more complete event description if it's helpful:

<http://www.cbd-mbd-uua.org/content/immigration-rights-cambridge>

Also made preparing for justice GA the focus of our February newsletter, an effort I'm especially proud of. See [this link](#):

<http://archive.constantcontact.com/fs046/1102593057446/archive/1109238178787.html>

Two ninety minute webinars sponsored by CERG and the Joseph Priestley District in March featured Greg Boyd, a member of the GA Planning Committee. Greg did a PowerPoint presentation and fielded questions and answers. A total of 13 people attended the first webinar on March 1st and 19 individuals attended the second on March 12th. Feedback from participants was positive. They felt it dispelled many of the myths around GA 2012 and gave them specific information on which to make an informed decision about whether or not to attend. The webinars included people both from within and outside the region.

Our General Assembly is filled with justice-themed programming including Friday evening, with Susan Frederick-Gray, and 9 social justice workshops:

- Justice GA: What to Expect and Q&A
As the Lead of the Arizona Immigration Ministry, Susan Frederick-Gray, has been working closely with the General Assembly Planning Committee, the UUA Staff, the UUA Board and the Accountability Group on the planning of Justice GA. Hear what is planned and what is new, and have an opportunity to ask questions about the event. Facilitator: Rev. Susan Frederick-Gray, Minister, UU Congregation of Phoenix
- The UUA and the Doctrine of Discovery
The Doctrine of Discovery, a 15th century papal doctrine, is still with us today – legally, theologically, and socially. Learn more about it, how it informs racism in 21st century America, and why we have been asked by the UUA Board to repudiate it at General Assembly 2012. Whether or not you will be at the General Assembly, this is a fascinating study in how oppression is institutionalized and rationalized. Facilitator: Rev. Dr. Michael Tino, District UUA Trust and Minister, UU Fellowship of Northern Westchester (Mount Kisco NY)
- Migrant Stories: Searching for Fairness
The Immigration Task Force of the UU Legislative Ministry of New Jersey will present a video called "Why I Am Here," documenting the life of an immigrant worker. The videographer, Juan Pablo Morales Estrada, and the subject of the video, Elias Garcia, will be present. The video is produced by the Community of Friends in Action in Bergen County NJ. Facilitators: Ted Fetter, District President and UU Legislative Ministry of New Jersey Immigration Task Force chair, and Margaret White, UU Legislative Ministry of New Jersey Immigration Task Force member
- Writing Justice Songs

This workshop will produce a new justice song through group collaboration. We'll start by brainstorming a justice topic or theme we'd like to address, generate some imagery to go with the theme, go from there to a musical feeling, and then agree on the melody and lyrics. Facilitator: John Hawkins, Music Committee Chair and choir member, First Unitarian Society of Plainfield (NJ)

- **Religious Education Programs About Immigration**
Bring your stories of working with the local immigrant population. Hear what Mount Kisco has been doing with the local immigrant center, Neighbor's Link, and how/if our Mystery Friends outreach worked this spring! Facilitators: Donna Renfro, Director of Religious Education, UU Fellowship of Northern Westchester (Mount Kisco NY), and Gayle Hudson, member, UU Fellowship of Northern Westchester and Neighbor's Link Volunteer Coordinator
- **Keeping it Green: Immigration and Environmental Justice**
Debunking false accusations that immigration is bad for the planet and highlighting critical Environmental J issues regarding water and food systems, this workshop will bring both environmental justice and immigration together and to our local area. Facilitators: Dr. Frances Sink, District Right Relations Consultant, and Minister Intern, Unitarian Universalist Fellowship of Northern Westchester (Mount Kisco NY), and Rev. Peggy Clark, District Acting Racial and Social Justice Consultant, and Minister, First Unitarian Society of Westchester (Hastings-on-Hudson NY)
- **Naturalization/Citizenship Training**
Participants will be trained on naturalization, eligibility requirements for US citizenship, and how to assist immigrants complete the application. Facilitator: Daniel Stracka, President, UU Refugee and Immigrant Services and Education
- **"56 Hours in Phoenix: A National Day of Non-Compliance" (a film)**
On July 28-30, 2010, UUs from around the country gathered in Phoenix to stand with activists, labor leaders, concerned citizens, and faith leaders -- including UUA President Peter Morales, UUA Moderator Gini Courter, and six members of the UU Congregation at Shelter Rock -- protesting Arizona's anti-immigrant, anti-family law. Participants in the workshop will view a film produced by Bobby and Debbie Perina of the Shelter Rock congregation documenting the extra-ordinary events of this action. Facilitator: Claire DeRoche, Social Justice Coordinator, UU Congregation at Shelter Rock (Manhasset NY)

Phoenix Witness Project – by the OMD Board – The task is to educate UUs about Justice GA and solicit donations for scholarships to enable more folk to attend. A major presentation was given at our OMD early February Innovations in Social Justice Conference and there will be a workshop and plenary presentation at District Assembly at the end of March.

- Several members of the OMD UUMA chapter went to Phoenix 2 years ago and were arrested. Others from the district were there as support. We held several teach-ins in different clusters sponsored by the chapter and the congregations.

Mid-South District activities: A cluster workshop was led the Rev. Fred L. Hammond, Tuscaloosa, and District Consultant for Mid-South. The District Assembly was devoted to "Crossing Boundaries - Creating a Ministry of Inclusion," featuring guest presentations by Rev's. Susan Frederick-Gray, and Jose Ballester & Patricia Jimenez.

DRUUMM showed an immigration-related film at the ARE Conference in Ft. Worth. Several congregations have participated in the group read of *The Death of Josseline*. Juana Bordas is the theme speaker for the Annual Meeting. That event is being held at Emerson in Houston, a cluster that is actively involved in recruiting participation in GA.

Our MDD Justice Ministries/Building Beloved Community program has included immigrant justice workshops for two years now sparked by the experience of the Gonzales/Cardenas family, members of First Universalist Denver. Their story was a regular SSL feature and many UU congregations and religious leaders have been actively involved in advocacy efforts on their behalf these past two years. In April 2011, nineteen UU ministers attended his deportation hearing positively impacting the decision of the judge and that shared experience led to the formation of the interfaith Clergy Immigrant Witness Network. Last fall, UU ministers and district staff were instrumental in forming the Interfaith Clergy Witness Network on the Front Range. We respond to solidarity requests from our allied coalition members and work closely with the Colorado Council of Churches, Interfaith Alliance, CO Immigrant Rights Coalition, AFSC, and Interfaith Worker Justice.

- Our 2011 Beloved Community program, organized by Debra Holder, District Consultant for the Mountain Desert District, was focused on building multi-racial/cross class coalitions and included Janice Marie Johnson from MGW along with local coalition leaders facilitating a workshop on how to be a good ally. Our October 2011 Annual Meeting included two workshops - Small Group Social Change Ministries (featuring UU Church of Boulder's Small Group Immigration Ministry) and another introducing delegates/participants to our immigrant led coalition allies and ways to get involved.
- Our January 2012 Beloved Community program "The Resilient Power of Stories," included UUs sharing their moving experiences of participating in coalition activities (vigils, rallies, public prayer) supported by their small group immigration ministry in their congregations. Our Clergy Immigrant Witness Network has lent its experience and support to other newly forming faith-based efforts in the district. Leaders from our allies coalitions (Rights for All People, Interfaith Alliance, Interfaith Worker Justice) are/have been frequent guest speakers in MDD congregations.
- Our district intern is currently facilitating a workshop series on immigration for the local Denver interfaith community inclusive of several UU congregations. In April, she's leading a group of UU adults and youth to Arizona for a Borderlinks immersion experience.
- Nancy Bowen has also been an active participant in Gail's Immigrant Justice blog, *Cooking Together*, and is a member of her "Justice GA Brain trust" sharing in the deeply rewarding project of creating faith development resources leading up to Justice GA.
- Our 2011 annual district leadership school, Russell Lockwood, also included five sessions on Building Beloved Community.
- The MDD has a district Facebook page, along with one for Building Beloved Community. Nancy Bowen (DE) and Debra Holder (Minister for Beloved Community Formation) along

with Jennica Davis, (MDD Youth Ministry coordinator) are actively promoting Justice GA in our district travels. We always have strong GA attendance when it's in the west.

As part of the Pacific Western Region (PWR) staff, Debra Holder, District Consultant for MDD presented a workshop on Small Group Social Change ministry last year and another is coming up this month on Justice GA facilitated by Ken Brown.

- We co-sponsored an Immigration Conference with the Mt. Diablo Congregation and the UU Legislative Ministry of CA
- The PCD Racial and Diversity Task Force will be conducting a workshop at District Assembly in April. There will be a table staffed at DA to answer questions, pass out literature and to assist in coordinating GA travel and connections.
- Our PCD UUA Board of Trustee, Linda Laskowski will offer webinars prior to GA.

As educational information has been available from the UUA it has been posted to newsletter articles, special edition GA/Immigration newsletters and various emails to ministers, religious education professionals and congregational board presidents.

PCD Youth Council has sponsored a separate Social Justice study group on immigration and related justice issues. The youth are hosting gatherings at congregations around the District to engage more youth. The youth are raising money to attend GA and are in the process of investigating taking a bus to GA together. Funds for youth to attend GA were raised at the Immigration Conference and will be the focus of a worship offering at District Assembly

- May's District Assembly will include a GA prep workshop by Ken Brown
- Tandi Rogers, UUA Growth Strategies Specialist, is coaching two cluster efforts for multi-generational day-long trainings planned 4/21 & 4/28 on Immigration in preparation of Justice GA. Sent materials out for congregations to use in their individual preparation.
- We offered a GA Prep webinar series for the Pacific Western Region:
 - 10/5 – GA Prep Series, with Ken Brown
 - 11/1 – GA Prep Series, with Susan Leslie
 - 12/1 – GA Prep Series, with Cathy Rion
(special focus on Youth & Young Adult prep)
 - 3/29 – GA Prep Series, with Ken Brown
 - 3/1 – Justice GA brochure available
 - 2/27 – Beacon Press Books on Immigration Justice
 - 11/21 – Justice Workshops sought for GA 2012
 - 11/18 – promotion for 12/1 GA Prep webinar
 - 10/26 – promotion for 11/1 GA Prep webinar
 - 10/21 – GA workshop proposal deadline extended
 - 10/12 – National Immigration Integration Conference in Seattle
 - 9/20 – Promoting webinars, including GA Prep series
 - 9/29 – promotion for 10/5 GA Prep webinar
 - 8/14 – Immigration Issues resources (PSWD & UUA)
 - 7/16 – Front page article reporting on GA 2011 and promoting GA 2012

We have often linked or re-posted UUA and related news/FB items, too.

We are working with the PDG, the opening celebration planning team, the staff team working with the planning for witness and service and the UUMA planning team.

In the Pacific Southwestern District Ken Brown, District Executive, has a specific role to make sure a broad spectrum of local partners are presented in all aspects of GA. Local partners will be taking part in several UUMA workshops, the opening celebration, a dozen plus GA programs (workshops) and the closing celebration. In addition staff and members from PSWD congregations will be presenting a number of programs at GA focused on their work on justice issues.

- Continuing to work with Somos America and the Boycott Committee. With the help of the Boycott Committee the District Staff plan to provide updated information on boycott actions for those attending GA. Ken Brown also consults regularly with Sandy Weir and Susan Frederick-Gray in support of the Arizona Immigration Ministry.
- Human Rights on the Border Trips. SCUUT has sponsored cluster workshops on immigration. Our District Assembly theme is Beyond Borders with a focus on immigration (though not exclusively that)

Multicultural Growth & Witness Team

The work of Multicultural Growth & Witness—as a staff group and in partnership with other UUA staff groups, UU congregations, and UU leaders—involves supporting congregations and individual UUs in developing their capacity for leadership, ally-ship, and partnership as they minister in a multicultural world. We are empowering leaders to lead cultural and social change in their congregations and the larger communities of which they are a part, and practice anti-racist multiculturalism.

In fiscal year 2012 the Multicultural Growth team (composed of Janice Marie Johnson, Rev. Alicia Forde, Tracy Ahlquist, and Alex Kapitan) contributed significantly to helping our congregations build the capacity to stand in opposition to systemic racism, by working directly with UU congregations and UU leaders and religious professionals and providing resources, programming, and opportunities for skill-building, community-building, and collective visioning around anti-racism, anti-oppression, and multiculturalism. Among other things, Multicultural Growth:

- Delivered the first *Mosaic Makers: Leading Vital Multicultural Congregations* conference
- Brought Building the World We Dream About programming to congregations, conferences, and camps
- Piloted a new district model for Jubilee Anti-Racism Trainings
- Helped to deliver start-up weekends for three newly settled ministers of color
- Provided leadership and keynote participation in district conferences focused on racial justice and multicultural ministry
- Worked with Skinner House on a forthcoming book titled *Mosaic Makers: Keys to Leading Vital Multicultural Ministries*

- Cross-staff resource development with “Cooking Together,” an immigration resources blog
- About to take place: Finding Our Way Home, our annual retreat for religious professionals of color

Mosaic Makers: Leading Vital Multicultural Congregations

This brand new conference in March 2012 brought almost 100 people together, representing 11 UU congregations committed to intentional multicultural ministry, for a Multicultural Leadership Institute conference to engage with four core ministries of multicultural congregations: community life, worship, leadership, and justice ministry. The conference was followed by a day for ministers, devoted to engaging with what it means to do anti-racist, multicultural ministry.

This conference energized and connected congregational leaders to share their learning in their home congregations, develop strategies for incorporating their learning, and engage in accountable relationships with communities of color as part of their multicultural ministry. We are following up with additional resources and are asking congregations to send information about how they plan to use what they are learning and any sermons or other materials they may develop from the conference. We will be using diverse ways of following up and promoting the message from the conference, including videos, photos, a special issue of our newsletter Catalyst, and the use of social media. We have already received requests for congregational Jubilee Anti-Racism Trainings and introductory Building the World We Dream About workshops from participants eager to take next steps. Best of all, the success of this first conference means that we have committed to doing it again within 18 months.

Building the World We Dream About programming

In fiscal year 2012 Multicultural Growth staff have delivered Building the World We Dream About programming to congregations, conferences, and camps, to energize and empower UUs to build skills to form relationships across racial and ethnic lines and dismantle racism in their lives and congregations. We also provided support to congregations utilizing the Building the World We Dream About series of workshops.

Targeted programming was delivered by Janice Marie Johnson in three forms so far this fiscal year: A 5-day workshop track at Star Island’s Lifespan Religious Education Conference in July 2011, a weekend-long retreat at First UU Church of Nashville, TN, in January 2012, and a 3.5-hour-long training and consultation with congregational leadership at the UU Church of Silver Spring, MD, earlier this month.

At Star Island, a dozen participants were able to experience some of the Building the World We Dream About workshop series through a 5-day workshop track and left the conference energized and excited to take next steps toward anti-racist multiculturalism in their congregations. In Nashville, Janice led a consultation with congregational leaders and strategic planning for an anti-racist multicultural future, an experiential half-day Building the World We Dream About intro workshop for 45 participants, and a worship service on the theme of Building the World We Dream About. In Silver Spring, 30 congregational leaders got to experience an interactive introduction of Building the World We Dream About and left with an understanding of the philosophy undergirding the program.

Building the World We Dream About programming such as these three examples grounds cross-cultural engagement in faith and spirituality, offers an experiential and healing taste of how to explore one's own story and build relationships across cultural lines, practices envisioning multicultural community life, worship, leadership, and justice ministry, and leaves participants energized and deeply connected around the work of anti-racist multiculturalism.

Several participants in the Star Island track committed to bringing Building the World We Dream About to their home congregations, and another participant took his learning's back to the Southeast District Board, of which he is a member, and took responsibility for multiculturalism in his role on the Board. Both Nashville and Silver Spring are starting Building the World We Dream About in fall 2012 and both are now doing strategic planning for anti-racist multiculturalism in community life, worship, leadership, and justice ministry in their congregations.

New district model for Jubilee Anti-Racism Trainings

In October 2011 Multicultural Growth piloted a new model for Jubilee Anti-Racism Trainings. In collaboration with Joseph Priestley District staff, the first district Jubilee training was delivered at the Unitarian Society of Germantown in Philadelphia, PA, facilitated by Dr. Leon Spencer and Jyaphia Christos-Rodgers. It was attended by a district-level team and two congregational teams. This powerful 3.5-day training offers participants an analysis of the individual, institutional, and cultural manifestations of racism. It gives them a common language and a context for doing anti-racism work at the congregational and district level.

Due to this first district Jubilee training, the Joseph Priestley District made a goal of hosting at least two district Jubilee trainings every year to build the district's capacity and cadre of leaders doing anti-racism work in their congregations and communities. It also resulted in two more district anti-racism teams expressing preliminary interest in using this model—the Clara Barton District team and the Southeast District team.

In addition to this first district Jubilee training, Multicultural Growth also brought a congregational Jubilee Anti-Racism Training to First UU Church of Richmond, VA, in February 2012. This is the second Jubilee training that Richmond has hosted in the last year, and now the majority of their congregational leadership has gone through the training. It also solidified their relationship with the district's anti-racism team and they will be collaborating on next steps in Richmond's anti-racism work.

Start-up weekends for newly settled ministers of color

In the fall of 2011, Multicultural Growth helped to provide start-up weekends for three newly settled ministers of color. JUUST Change consultant Rev. Hope Johnson worked with district executive Andrea Lerner to provide a start-up weekend for the UU Fellowship of Poughkeepsie (Rev. Walter LeFlore), JUUST Change consultant Rev. Sofia Betancourt worked with district executive Kenn Hurto to provide a start-up weekend for the UU Congregation of Miami (Rev. Wendy Pantoja), and Multicultural Growth & Witness provided funding to bring Rev. Bill Sinkford to speak at First Unitarian Church of Honolulu (Rev. Jonipher Kwong).

These start-up weekends offered congregational leaders and stakeholders a workshop and a chance to establish healthy norms between their congregation and their new minister, with a

particular eye for how their congregation can move forward with an anti-racist consciousness and in right relationship with their minister of color.

Leadership and keynote participation in district conferences

At the Mountain Desert District's Russell Lockwood Leadership School in August 2011, Rev. Alicia Forde co-facilitated a week-long, 15-hour experiential learning community for 40 leaders in the Mountain Desert District. This "school" prepares congregants for transformational leadership in their congregations. The focus of the track was Building Multicultural Beloved Community, using a mix of Building the World We Dream About exercises and other anti-racism tools through multimedia, storytelling, and small group ministry to give participants tools and practice exploring issues of race and class.

Also in August 2011, Janice Marie Johnson brought the lens of Transformative Multicultural Sensibility to the UU Team Leadership Institute of the Central East Regional Group at UULTI by the Sea, a 3-day holistic and experiential learning environment for leadership formation and development for approximately 50 participants. Transformative Multicultural Sensibility was one of the specific leadership elements and perspectives that was woven into each track.

At the Southeast District's Racial Justice Conference in September 2011 Rev. Alicia Forde provided a keynote and also led a workshop, using Building the World We Dream About as a framework for both. Not only were there 75-80 attendees but the conference was also live streamed and a video recording was made available afterwards. Alicia then did a day-long consultation with the district's newly forming anti-racism team (the Dream Team) as they clarified their goals, purpose, and vision.

The Racial Justice Conference led to another conference in February 2012 at Eno River UU Fellowship, Durham, NC, led by Rev. Alicia Forde: "Transformations: Building a Multicultural Beloved Community", in February 2012. Her interactive keynote for over 100 attendees used the concept of Cycles of Socialization/Liberation as a framework, and her afternoon breakout group for 40 attendees continued the conversation using Building the World We Dream About as a framework. The conference led the congregation to make a list of goals that included staff diversification.

Thanks in part to the support of Multicultural Growth and the success of the fall Racial Justice Conference, the Southeast District now has a high functioning Dream Team whose vision *"is of a Southeast District where every congregation is committed to eliminating racism, where all people, regardless of race, ethnicity, class, abilities, or sexual or gender orientation, are treated with respect and dignity, where people in our congregations are in covenantal relationship with one another and with other congregations, and where anyone who wants be Unitarian Universalist is faithfully welcomed."* The team has six working groups.

Forthcoming Skinner House book: *Mosaic Makers: Keys to Leading Vital Multicultural Ministries*

In fiscal year 2012 Multicultural Growth staff began work on collaborating with Skinner House to publish a book for congregations seeking to deepen their multicultural ministry. The book will offer stories of those who are successfully doing the work of creating anti-racist, multicultural communities and ministries and will offer the inspiration, vision, and modeling necessary to help expand congregations' capacity to do this work.

Cross-staff resource development with “Cooking Together”

Multicultural Growth staff have helped in the formation and in the content of the UUA’s immigration blog “Cooking Together.” Janice Marie Johnson is part of the “brain trust” planning team for the blog. Rev. Alicia Forde contributed a post that called on readers to consider concepts of hospitality and restitution around immigration issues. And Janice is contributing a post about spiritual practice of being in partnership, which will be posted within the next few weeks.

Finding Our Way Home, the annual retreat for religious professionals of color

In March 2012 Multicultural Growth staff will host the fifth annual retreat for UU religious professionals of color. This year the retreat will be held in New Orleans. Along with the usual activities of community building, workshops, and supporting each other in the work, this year will also include a direct service component with the support of the Center for Ethical Living and Social Justice Renewal and also a Peoples’ Institute for Survival and Beyond interactive anti-racism workshop for people of color. Last year’s retreat was the biggest yet, with more than 60 ministers, religious educators, and seminarians in attendance. This year will also include two directors of music, for the first time.

Each year, attendees express their gratitude and say that the retreat is vital for enhancing their commitment to and comfort in the UU community. During a 2011 survey of religious professionals of color, respondents listed this retreat as the single most valuable and effective support offered to them by the UUA.

Other related work

In addition to the contributions detailed above, in fiscal year 2012 Multicultural Growth staff also:

- Co-facilitated the second annual Multicultural Leadership School for Youth and Young Adults of Color in August 2011, a three and a half day institute that focuses on leadership development for UUs of color ages 15-30 to prepare them to lead the way in supporting a multicultural, anti-racist, anti-oppressive UU faith community.
- Published monthly issues of *Catalyst* (8 thus far this year), Multicultural Growth’s newsletter highlighting resources, events, and best practices around anti-racist, multicultural ministry. *Catalyst* is included in the monthly congregational bulletin and also gets sent out to a mailing list of UUs with an interest in racial and ethnic concerns.
- Provided leadership at the Metro NY District’s annual anti-racism conclave in October 2011.
- Sat on the Council for Cross-Cultural Engagement, a moderator-appointed task force.
- Led the Diversity of Ministry Team, which had its annual meeting in October 2011. As part of the leadership of this team, Multicultural Growth staff also conducted a survey of religious professionals of color and members of DRUUMM, A/PIC, LUUNA, and the Hispanic Ministers Association (40 people filled out the survey) to assess how the UUA

can improve its support to this population.

- Hosted the second annual Multicultural Gratitude Dinner Gathering in November 2011 for UUA staff of color.
- Created new resources such as “Keep Talking, Start Doing: 10 Ways to Deepen Your Congregation’s Multiculturalism Journey.”
- Created new resources, a new web presence, consulted with congregations, and delivered workshops to empower congregations to deepen their LGBT welcome and inclusion work. As part of Multicultural Growth, the work of LGBT Ministries includes anti-racism work as LGBT Ministries strives to help congregations engage with how to welcome and include all LGBT people, including those who are also people of color.

Finally, the work of Multicultural Growth is a narrative arc. All of the work reported on above builds from the work done by this staff group (under different names) in years past. Below please find an narrative by Janice Marie Johnson that offers insight into how our current work builds on work that has come before.

Reflections on How Our Impact Builds Over Time

by Janice Marie Johnson

I offer a short narrative that reflects the linkages, within my portfolio, between the past and future directions of our Association based on our efforts around race, ethnicity, and culture. I experience the UUA as a microcosm of our larger social context. As the society at large continues to wrestle with issues of racial equity, so too does our Association.

The Multicultural Learning Community was established in February 2010 to offer our ministers (about 24 of them) who are invested in leading multicultural change in their congregations, a place to find support, network, share resources, and think and dream together.

The Multicultural Growth Consultation was born out of the Multicultural Learning Community (March 2012) and is based on Appreciative Inquiry. The Consultation took as its starting point the idea that healthy change and positive growth come from asking the “right” questions and reflecting on and studying what we want to see more of. We engaged congregations in what is working well in their context, what they wanted to see more of, and how they learned and actually grew, through the more challenging places.

The success of the Multicultural Learning Community afforded us an opportunity to create avenues for networking, support, and the exchange of ideas and experiences that broaden and deepen our collective anti-racist/multicultural practices. It also afforded us a Skinner House title that is in the works.

A key impact of this consultation was the dramatic shift of the narrative of “Anti-racist/Anti-oppressive/Multicultural Ministries” from a place of “expected failure along racialized lines” to a place of “how must and will we learn and grow together as we continue to lead this critical work?”

Out of the success of the consultation came a plethora of connections: person-to-person, congregation-to-congregation, district-to-district, and more. The net result was the Mosaic Makers Conference—an extraordinary collaboration with All Souls, DC. We hand-picked appropriate keynote presenters who could lead us to new level of engagement: Rev. Gordon Dragt, Minister Emeritus at Middle Collegiate Church, NY; Dr. Mark Hicks, Angus MacLane Professor, Meadville Lombard, and Rev. Eric Law, Director of the Kaleidoscope Institute, CA.

This conference will inform the shape of our newest project. I am pleased to share good news of the Multicultural Leadership Institute. It brings the goal of cultivating leaders committed to a multicultural future. It will be big enough, bold enough, and courageous enough to lead us into an ever-expansive, multicultural future.

Adaptive change works best within a framework of “long-haul work”—relational, forgiving and centered in optimism. The work of the Multicultural Growth team is by its very nature centered on adaptive leadership. Our work is not for the conflict-avoidant!

Today, we are building on the foundation laid by Faith in Action and Identity-Based Ministries, knowing that these two staff groups, and other entities before them, worked diligently to establish positive change that we are now able to capitalize on. The Multicultural Growth team is committed to carry forth the mission and vision of those who came before.

Each and every point of connection with our congregations—as well as with groups beyond our congregations—really does matter.

From Multicultural Growth & Witness

Social Justice Empowerment Workshops: This program helps congregations build and join accountable partnerships and coalitions that address systemic racism and oppression in their local communities, regions, and states. The workshop is informed throughout and includes explicit sessions on accountability to marginalized communities. A power analysis of the congregation’s own local community as well as an understanding of the congregation’s own ‘social location’ as articulated by Rev. Rebecca Parker in *Soul Work* is developed through the program. Basics in organizing are introduced and practiced in breakout sessions. The program includes a congregational assessment and consultation with congregational leaders, a workshop design and delivery, and follow-up consultation. The four main categories addressed by the program are religious, theological grounding (including congregational history and current passion); accountability; partnerships and coalitions; working strategically.

UU Involvement: Four congregational workshops were held in the Fall of 2011 at the UU Church of Bloomington IN, Mattatuck UU Society in Woodbury CT, UU Church of Rockville MD, and UU Church of the Palouse in Moscow ID. The leadership of each the congregations (clergy, religious educators, board, social justice and anti-racism/transformation committees) attended and each congregation had at least 20% of their membership at the workshop as well. (Woodbury had over half their members.) The Bloomington IN workshop also included leaders from other area UU congregations. In total 150 UUs attended the workshops.

Sessions from the Social Justice Empowerment workshops were also part of the UU Legislative Ministry of California Leadership Summit offerings (at their request) in November 2011 on

storytelling as an organizing tool and social justice structures and models for small and medium to large congregations.

UUA staff and a Social Justice Empowerment trainer shared the model in November 2011 with leaders from the Unitarian Union of North East India (at their request) to help their congregations develop partnerships for justice. A story telling session and cross cultural exchange were part of the day-long training.

Some impacts from the program include:

All congregations choose one to three focus areas depending on their size and analysis of appropriate 'fit' for their congregation and community. This includes retiring lots of unconnected diffuse projects. Congregational focus is determined through a process that uses the 'lens' of grounding, accountability, fit, and opportunity. It harnesses congregational passion and directs it toward effective local and state partnerships. Additionally Witness Ministries is able to involve these congregations in national organizing opportunities where UUA public witness and congregational priorities are in alignment.

Mattatuck UU Society in Woodbury CT is now actively exploring membership with the CBCO (congregation-based community organization) in their area--Naugatuck Valley Project.

Rockville MD chose a congregation wide focus on hunger that will involve five kinds of justice activities (concept from the program) – service, education, advocacy, organizing, and witness – that will be done in partnership with local organizations and coalitions led by and involving marginalized communities. This is very much the kind of outcome the program seeks to help create.

Bloomington IN is organizing an advocacy program to include several other area congregations with a plan for possible development of a statewide UU network that works with partners.

UU Church of the Palouse in Moscow ID asked for a workshop that specifically included programming and breakout sessions for children and youth. Several new exercises were piloted with them and the congregation's social justice focus areas now all involve multigenerational activities with local partners.

The six month follow-up evaluation for all of these workshops is coming up soon and will provide more information regarding impact.

Congregation-Based Community Organizing Training

Witness ministries staff and the UU CBCO Ministers Council are working with the Interreligious Organizing Initiative (IOI) and five faith-based organizing national and regional networks to engage UUs in local, state, and national organizing. Training includes power analysis, one to one and campaign organizing, storytelling, and the cycle of organizing change.

UU Involvement: Congregational Advocacy & Witness staff partnered with the InterValley Project (IVP) and the UU Church of Nashua to host a one day CBCO training in September 2011. It was attended by over 40 UUs from 14 congregations from five New England states and included clergy, DREs, board members, social justice and anti-racism/transformation teams, a UU State Network leader, and a district social justice staff person.

In addition to this specially organized training, which was a pilot model for providing CBCO training, Witness Ministries is partnering with the larger national networks to engage UUs in training for faith-based organizing.

In November, the PICO Network held a clergy training focused on immigrant rights and racial and economic justice. Speakers/trainers included Michelle Alexander, author of *The New Jim Crow*, Dr. John Powell from the Kirwan Institute on Race and Ethnicity, Heather McGhee of Demos, and Auburn Seminary. Witness Ministries staff and the CBCO Ministers Council attended and met with UU clergy from fifteen congregations at the event for a strategy session. At that strategy meeting a plan was created to more proactively recruit clergy and lay leaders, where included, in network trainings for engagement with organizing. A plan for a series of CBCO topics to be addressed in UUA webinars was also initiated, with best practices, 'how to' topics, and clergy and lay leader presenters identified.

In April, Witness Ministries staff and UU CBCO Ministers Council members will be attending the Gamaliel training which will also have a focus on immigrant rights, economic and racial justice and congregational vitality. Rev. Dr. Herbert Nelson of the NAACP and Gamaliel and Exec. Dir. Ana Garcia Ashley are among the speakers and trainers. We have invited all UU clergy and lay leaders in Gamaliel affiliates as well as those who are not currently participating but are located near an organization. We have highlighted the UUFPP matching grants and the benefits and success of addressing racism and oppression through this interfaith, cross-class, multiracial model in our outreach.

UU congregational participation in CBCO is now at 150. Witness Ministries has a goal of increasing this to 200 in 2013.

The six month evaluation for the training with IVP will be coming up at the end of this month. Since the training two congregations in Maine, two congregations in Vermont, and two congregations in Massachusetts have begun exploring membership in IVP organizations. UU Church of Nashua reports invigorated participation at their congregation and new involvement from other UU congregations in New Hampshire in the Granite State Organizing Project (a member organization of IVP). GSOP is reporting successes in immigrant rights (community opt-out of Secure Communities), negotiating with banks to stop foreclosures, and advocacy for safety net programs. All of these issues impact immigrants and communities of color. The organization is building power as it brings in more congregations and partners and leads successful campaigns.

PICO and Gamaliel, as well as IAF, IVP and DART (the other networks) have been important partners for immigrant rights, playing a major role in the successful effort to discredit the 287g program and now to stop the ICE Secure Communities program. They are also key partners for passing the DREAM Act and humane immigration reform. PICO has recently created a detention center ministry for inside ministry and outside witness. They are partnering with Grassroots Leadership in this effort. Their approach creates partnership and coalitions on the ground level that build power for change and create effective multiracial partnerships that have a

transformative impact on our congregations, including raising the level of multicultural competence and effectiveness in bringing our values to the public square to dismantle institutional racism and oppression and create just public policy.

The networks are also developing campaigns to stop mass incarceration of people of color, particularly African Americans. In MA, the UU Mass Action state network has joined this effort and is mobilizing to stop proposed '3 strikes' legislation. Witness Ministries is providing support for that campaign through advocacy efforts involving UUA President Rev. Peter Morales and through the contribution of some of the Advocacy & Witness intern's time.

The number of UU congregations participating in CBCO is now at 150. Witness Ministries and the CBCO Ministers Council have a goal of increasing this to 200 in 2013.

Funding: For the IVP training, while participants paid a modest fee, and the UU Church of Nashua provided space and beverages, a grant from the UU Funding Program for CBCO training and additional funds from the UUA Congregational Advocacy & Witness covered training fees and lunch. The UU Funding Program provides matching grants for training and first year dues for CBCO training and membership. Witness Ministries provides staff and support, including webinars, resources, communications, funds for Ministers Council participation in IOI, and CBCO gatherings at GA and elsewhere.

Activity: Providing Congregational Best Practices, 'How to' Training & Resources, and Opportunities for Engagement in State and National Campaigns to Stop Oppression

Survey/Feedback: Congregational Advocacy & Witness surveyed 303 congregations over the spring and summer of 2011. The top two resources from the UUA that congregational leaders requested were for best practices from other congregations and training (16% for each category).

To meet this request Witness Ministries staff have created webinars that are organized through Standing on the Side of Love, along with written case studies of best practices of congregational justice ministries, including how to replicate them, that are posted on the justice website and shared on our Witness Ministries monthly Justice lists—Immigration News and Just Act--and of course, Standing on the Side of Love, along with other resources.

Webinars

In September 2011, Advocacy and Witness staff created and hosted a webinar on best practices of UU congregational and state network immigrant justice ministries. In addition to speakers from the PA and MA UU State Networks and from No More Deaths, a speaker from the New Sanctuary Movement (NSM) explained what the new Department of Homeland guidelines do and don't mean and shared the NSM interfaith organizing model. The webinar was organized through Standing on the Side of Love and UUA justice lists.

In November, 2011, Congregational Advocacy & Witness staff developed and delivered an immigrant justice ministry webinar for leaders from several congregations in the Pacific Northwest District, UULM of CA, an emerging state network in Oregon, and a young adult anti-racism leader from Seize the Moment that incorporated core elements from the Social Justice Empowerment program and information on immigrant justice legislation and campaigns in the PNW District – where there are opportunities to pass pro-immigrant policies. The webinar was organized and promoted by PNW District staff.

In November 2011, Congregational Advocacy & Witness helped organize a Faith Advocates for Jobs (FAFJ) webinar in January 2012 that featured nationally known Rev. James Forbes and UU minister Rev. Abhi Janamanchi. FAFJ (an interfaith coalition of which UUA is a member) and Witness Ministries' economic justice advocacy and resources includes a focus on the disproportionate impact of the unemployment and foreclosure crisis on African Americans and people of color. Our webpage have resources for UUs that reflect this focus as do our Just Act monthly newsletters.

In December 2011, Advocacy and Witness staff created and hosted a webinar on congregational best practices for involving broad congregational participation in justice ministries and Standing on the Side of Love. The webinar featured clergy and leaders from the First UU Church of Rochester MN (UUA 2011 Congregational Social Justice Award winner) and Valley UU Congregation in Chandler AZ. Rochester highlights included their partnership with African American leaders for racial justice, partnership with a local Catholic Church and immigrant rights partners, their SSL Rapid Response Team, and membership in their regional CBCO – ISAI AH. Leaders at the Chandler congregation explained how their Standing on the Side of Love Ministry Team is organized and what they've been accomplishing as they partner with Puente and SOMOS in Phoenix, Arizona.

In January 2012, Advocacy and Witness staff organized a webinar with our partners at Spirit in Action on Collective Visioning. Spirit in Action has conducted visioning sessions with Occupy leaders in twenty cities over the fall and winter. The webinar was designed to share how this process can be engaged in by congregations and how to ensure multiracial participation from both the congregation and partners from the community. The webinar was offered as a resource as part of the 30 Days of Love Campaign to broaden and deepen Standing on the Side of Love congregational ministries.

In February 2012 (and also in Dec. 2011), Witness Ministries Director coordinated a webinar with the Interfaith Immigration Coalition, National Day Laborer Organizing Network, and the New Sanctuary Movement on how to opt out from the ICE S-Comm Program. UUs were mobilized through the Standing on the Side of Love Campaign and Witness Justice lists.

Written Case Studies: A Harvard Divinity School intern joined the Advocacy & Witness staff to develop a case study template and document best practices. Two case studies are now on uua.org/justice featuring the Oakland UU congregation and their partnership with the Ella Baker Center, and the three New Orleans congregations and their partnership with Interfaith Worker Justice and ND LON. More are in progress. The case studies lift up congregational justice-making through developing multicultural/multiracial partnerships and coalitions.

A wide range of Resources, Information & Action Opportunities are provided on the UUA/justice and Standing on the Side of Love websites and communications, including education resources, policy information, congregational stories, and action opportunities.

UU Involvement:

- The September immigrant justice webinar had 147 people and from the sign up form we were able to identify 75 congregations, two district staff people, several state network leaders, and about a dozen non-UU congregations from NSM partner churches.

- The PNW District webinar in November was for a small group of a dozen leaders listed above.
- The FAFJ webinar in November identified approximately 50 UU sign-ups.
- The December webinar on congregational SSL ministries had 165 people on line before the server crashed (the webinar continued as an audio teleconference) from approximately 100 congregations (and a dozen non-UU congregations) and leaders from state networks.
- The Collective Visioning webinar in January had approximately 75 participants.
- The Dec. & Feb. webinars on stopping the ICE S-Comm program had over 200 leaders combined.

75 Congregations participated in the interfaith DREAM Sabbath campaign organized by Witness Ministries and promoted through Standing on the Side of Love. Standing on the Side of Love has statistics on stopping deportation actions and the Washington Office has information on participation in the webinars on stopping participation in S-Comm and follow-up actions.

Congregational Advocacy & Witness now has data on 300 congregations that are studying the issue to actively building partnerships with immigrant rights organizations or in coalitions for immigrant justice advocacy.

Our e-newsletter, Immigration News, has 1,300 subscribers that are all immigrant justice leaders. The open rate is very good – sometimes as high as 40% with an average of 36%. Just Act has approximately 5000 subscribers (it fluctuates each month) with an average open rate of 22% and a high of 25% - so we are reaching over 1,000 dedicated leaders. And of course Standing on the Side of Love has a list of over 25,000 subscribers. (The Campaign has metrics on open rates and responses to actions.)

UUA web staff can provide metrics on visitors to our web pages. When we last checked the 'hits' on the Immigration as a Moral Issue Curriculum were among the most visited on uua.org. Followed by uua.org/immigration policy pages.

While it is very difficult to assess a direct impact, the list of congregations that are engaged with immigrant justice, economic and racial justice, Standing on the Side of Love, and developing their justice ministries, steadily grows.

The webinars were followed up with resources and action opportunities posted on uua.org/immigration and SSL along with advocacy opportunities for the DREAM Act, stopping Secure Communities, and preventing individual deportations.

Over 850 UUs (including 250 clergy) have signed on to IWJ/FAFJ action alerts and our coalition played a major role in securing the extension of unemployment insurance. The coalition is working with Rep. John Conyers of Michigan on a job creation bill that would make investment in communities of color a priority.

Furthermore, regarding impact, we can clearly see a coalition emerging of congregations engaged with CBCO (150), UU State Networks (congregations in 15 states), and Standing on the

Side of Love that are leading efforts to stop 'Arizonification' type legislation in their states and build powerful organizations to address immigrant rights and racial and economic justice.

All of this is done in partnership with National Day Laborer Organizing Network, Interfaith Immigration Coalition, Interfaith Worker Justice and other national partners who have affiliates and congregations around the country. This provides both a model and lots of on the ground organizing opportunities.

Justice General Assembly Programming & Witness

Multicultural Growth and Witness staff worked with AZIM, CBCO Ministers Council, State Networks, UUSC, UUA religious education, district, and communications staff, Seize the Moment UU Younger Organizers, and partners – NDLO, Puente, Spirit in Action, Interfaith Worker Justice, Grassroots Leadership—to develop a slate of workshops for Justice GA. Three major categories were identified – theology/grounding, education/analysis, skill building/action. With adjustments and combinations, all the workshops were accepted.

A wide range of workshops on how to partner successfully with immigrant rights and other people of color-led community organizations to create multicultural/multiracial partnership and community, along with workshops on how to work in coalitions and engage in effective anti-racist advocacy and organizing, are being offered and developed. They will include CBCO, state networks, congregational, and anti-racism leaders, and partners.

Some highlights include:

- Michelle Alexander, author of *The New Jim Crow: Mass Incarceration in the Age of Colorblindness* and a study guide developed by JTWTC member Prof. David Slavin.
- A workshop on reclaiming democracy that will include Randy Parraz, organizer of the Russell Pearce recall campaign, and focus on stopping voter suppression of marginalized communities
- Kim Bobo, Executive Director, Interfaith Worker Justice along with the Phoenix Workers Center and undocumented workers.
- Donna Redwing of Grassroots Leadership and Carlos Garcia of Puente.
- NDLO leaders including Pablo Alvarado, B Loewe, and Sarahi Uribe along with other immigrant rights leaders from around the country
- Isabel Garcia, leader of Derechos Humanos, and public defender in PIMA County
- Catalyst anti-racism trainers
- Auburn Seminary Communications Media trainers
- And much more!!

A proposal for Take It Home Sessions for UUs from all 50 states (and/or by region) has been offered to the GA Planning Committee that will provide information on legislation (pro and anti), campaigns, educational and theological resources, anti-racism training, partners, and UU congregational activities, and serve as infrastructure for post-GA organizing efforts.

Witness Ministries and Congregational Advocacy & Witness staff regularly consult with AZIM and provide coaching and technical assistance to their Justice GA witness planning. They are

developing powerful witness events with their partners that will provide meaningful experiences (learning and transformation for participants) and build capacity for local organizing efforts.

Justice GA Follow-Up

Plans include:

- A webinar on stopping mass incarceration – resources and campaigns
- Regional gatherings to further build immigrant rights coalition, stopping S-Comm, and legislative campaigns
- Resources and campaigns for voter registration, mobilization, and resistance to voter suppression efforts

Supporting AZIM

The organizer for AZIM joins the weekly Witness Ministries call and is part of planning immigrant justice outreach and resources. They in turn help mobilize AZ congregations. Witness Ministries features best practices of AZ congregations through webinars, web pages, justice lists, Standing on the Side of Love etc.

Congregational Advocacy & Witness staff regularly consult with AZIM and provide coaching and technical assistance to their Justice GA and immigrant justice ministries.