Building the Beloved Community: Unitarian Universalist Involvement in Faith-Based Community Organizing

Richard L. Wood, Brad Fulton, and Kathy Partridge

in collaboration with Interfaith Funders and the UU Veatch Program at Shelter Rock
Outline of Presentation

• Overview of FBCOs in the U.S.
• Religious Affiliations
• Racial/Ethnic Composition
• Organizing Activity

all with focus on UU dimensions
The State of the Field in 1999

(N = 133)
The State of the Field in 2011

(N = 189)
The State of the Field in 2011
By Network
(N = 189)
FBCOs with At Least One UU Congregation

Yes 49%
No 51%
Religious Affiliations
Religious Affiliations

Percentage of Member Congregations that are...

- Mainline Protestant: 37%
- Catholic: 33%
- Black Protestant: 23%
- Jewish: 2.0%
- Evangelical Protestant: 2.8%
- Unitarian Universalist: 2.1%
- Pentecostal / Charismatic: Not measured in 1999
- Muslim: Not measured in 1999
- Other Non-Christian: 0.6%
Religious Affiliations

Percentage of Member Congregations that are...

- **Mainline Protestant**: 32% (-5%)
- **Catholic**: 27% (-6%)
- **Black Protestant**: 24% (+1.5%)
- **Jewish**: 4.8% (+3%)
- **Evangelical Protestant**: 4.4% (+1.5%)
- **Unitarian Universalist**: 3.8% (+2%)
- **Pentecostal / Charismatic**: 2.1% (NA)
- **Muslim**: 1.3% (NA)
- **Other Non-Christian**: <1% (No Change)
FBCO Member Congregations
Compared with All Congregations in the U.S.

Mainline Protestant: 32%
Catholic: 27%
Black Protestant: 24%
Evangelical / Pentecostal: 6.5%
Jewish: 4.8%
Unitarian Universalist: 3.8%
FBCO Member Congregations
Compared with All Congregations in the U.S.

- **Mainline Protestant**: 19% (Member Congregations), 32% (U.S. Congregations)
- **Catholic**: 5% (Member Congregations), 27% (U.S. Congregations)
- **Black Protestant**: 24% (Member Congregations), 24% (U.S. Congregations)
- **Evangelical / Pentecostal**: 6.5% (Member Congregations), 49% (U.S. Congregations)
- **Jewish**: 1% (Member Congregations), 4.8% (U.S. Congregations)
- **Unitarian Universalist**: 0.3% (Member Congregations), 3.8% (U.S. Congregations)

*Source: National Congregations Study 2006-7*
Average Number of Years of Involvement for Member Congregations by Religious Tradition

- Catholic: 10.4 years
- Unitarian Universalist: 8.2 years
- Mainline Protestant: 8.1 years
- Pentecostal / Charismatic: 7.3 years
- Black Protestant: 6.9 years
- Evangelical Protestant: 6.7 years
- Other Non-Christian: 6.6 years
- Jewish: 6.3 years
- Muslim: 5.3 years
Racial/Ethnic Composition
+ a bit on class & linguistic diversity & immigration
## Racial/Ethnic Composition of FBCOs

<table>
<thead>
<tr>
<th>Member Institutions*</th>
<th>White</th>
<th>Black</th>
<th>Hispanic</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>46%</td>
<td>30%</td>
<td>13%</td>
<td>11%</td>
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*Majority Race of Member Institution
### Racial/Ethnic Composition of FBCOs

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<td>32%</td>
<td>14%</td>
<td>6%</td>
</tr>
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*Majority Race of Member Institution

**Key Comparisons:**
- U.S. population in 2010: 64% non-Hispanic White
- For all U.S. non-profits, Board members are 86% White

For all U.S. non-profits, Board members are 86% White.
### Racial/Ethnic Composition of FBCOs

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<td>21%</td>
<td>24%</td>
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*Majority Race of Member Institution

0%  | 25%  | 50%  | 75%  | 100%
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<td>21%</td>
<td>24%</td>
<td>7%</td>
</tr>
<tr>
<td><strong>FBCO Directors</strong></td>
<td>63%</td>
<td>17%</td>
<td>17%</td>
<td>3%</td>
</tr>
</tbody>
</table>

*Majority Race of Member Institution
Income Composition of FBCO Board Members

- Less than $25,000/year
- $25,000 to $49,999/year
- $50,000 to $74,999/year
- $75,000 to $100,000/year
- More than $100,000/year

Household Income
Income Composition of FBCO Board Members

<table>
<thead>
<tr>
<th>Household Income</th>
<th>FBCO Board Members</th>
<th>U.S. Adults*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than $25,000/year</td>
<td>30%</td>
<td>30%</td>
</tr>
<tr>
<td>$25,000 to $49,999/year</td>
<td>40%</td>
<td>40%</td>
</tr>
<tr>
<td>$50,000 to $74,999/year</td>
<td>20%</td>
<td>20%</td>
</tr>
<tr>
<td>$75,000 to $100,000/year</td>
<td>10%</td>
<td>10%</td>
</tr>
<tr>
<td>More than $100,000/year</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Key comparison: Incomes of Board Members for all non-profits??

*Source: General Social Survey 2010
Immigrant Representation

Percentage of Member Institutions whose constituents are predominantly

- U.S. Born: 87%
- Immigrants: 13%
Immigrant Representation

Percentage of Member Institutions whose constituents are predominantly

Types of Immigrant Member Institutions

- Hispanic 68%
- U.S. Born 87%
- Immigrants 13%
- Black 11%
- Asian 7%
- Other or Multiracial 14%
Organizing Languages

Percentage of FBCOs that conduct some activities in...

- Spanish: 74%
- Creole: 5%
- Hmong: 5%
- Arabic: 3%
- French: 2%
- Tagalog: 2%
- Vietnamese: 2%
Primary Issues: highest engagement

Percentage of FBCOs actively addressing:

- Poverty: 70%
- Education: 66%
- Healthcare: 57%
- Immigration: 54%
- Housing: 53%
- Criminal Justice: 53%
- Employment / Wages: 49%
- Banking / Foreclosures: 42%
- Public Finances: 31%
## Primary Issues

**Highest level at which FBCOs are addressing these issues:**

<table>
<thead>
<tr>
<th>Issue</th>
<th>City</th>
<th>State</th>
<th>National</th>
</tr>
</thead>
<tbody>
<tr>
<td>Immigration</td>
<td>16%</td>
<td>19%</td>
<td>65%</td>
</tr>
<tr>
<td>Healthcare</td>
<td>19%</td>
<td>25%</td>
<td>56%</td>
</tr>
<tr>
<td>Banking / Foreclosures</td>
<td>20%</td>
<td>27%</td>
<td>53%</td>
</tr>
<tr>
<td>Employment / Wages</td>
<td>42%</td>
<td>38%</td>
<td>20%</td>
</tr>
<tr>
<td>Poverty</td>
<td>46%</td>
<td>25%</td>
<td>29%</td>
</tr>
<tr>
<td>Racial Justice</td>
<td>47%</td>
<td>22%</td>
<td>30%</td>
</tr>
<tr>
<td>Education</td>
<td>52%</td>
<td>37%</td>
<td>11%</td>
</tr>
<tr>
<td>Housing</td>
<td>61%</td>
<td>22%</td>
<td>17%</td>
</tr>
<tr>
<td>Criminal Justice</td>
<td>73%</td>
<td>18%</td>
<td>9%</td>
</tr>
</tbody>
</table>

0% 20% 40% 60% 80% 100%
Thus, the Unitarian-Universalist movement serves as leaven within an important and dynamic terrain of democracy in America.
The tensions that come with being leaven:

1. Expressive UU culture

   Strategic social change

2. Witness and push forward....

   ...but do not blow up the “reform coalition”

3. All dependent on vibrant UU congregations:
   Externally: faith-based organizing (?)
   Internally: compelling worship & deep spirituality
......all this as part of building
the beloved community of the present & future
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Contact information:

Kathy Partridge
InterfaithFunders@gmail.com
www.interfaithfunders.org
303-594-6434

Brad Fulton
Ph.D. candidate at Duke University
brad.fulton@duke.edu

Richard Wood
University of New Mexico
rlwood@unm.edu
505-277-3945
Bonus Slides
82% of IBCOs have a website
Racial/Ethnic Diversity
Member Institutions

Mean Diversity Scores for:
- IBCOs: 0.47
- Public Schools: 0.33
- U.S. Counties: 0.27
- Congregations: 0.12

Sources for public schools, U.S. counties and congregations are the U.S. Department of Education, U.S. Census, and National Congregations Study.
Geographic Scope

<table>
<thead>
<tr>
<th>Year</th>
<th>Neighborhood</th>
<th>City/County</th>
<th>Multiple Cities / Counties</th>
<th>State</th>
</tr>
</thead>
<tbody>
<tr>
<td>1999</td>
<td>10%</td>
<td>36%</td>
<td>53%</td>
<td></td>
</tr>
<tr>
<td>2011</td>
<td>6%</td>
<td>54%</td>
<td>35%</td>
<td>5%</td>
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</table>