WELCOME!

VISION TO ACTION
Gathering
October 7, 2017
Opening Scavenger Hunt on Radical Hospitality

IMAGINE you enter this hall or our Sanctuary for the first time …
Can you find … something that affirms who you are if you are a …

- Religious liberal
- Person who affirms the power of humanity to better itself
- Person who is LBGTQIA
- Believer in the power of the human mind
- Person of color
- Parent who wants to raise children to be justice-minded and compassionate
- Person with physical disabilities seeking to be treated with dignity
Mt Diablo Unitarian Universalist Church

Chalice Lighting
IT'S NOT HARD TO MAKE DECISIONS WHEN YOU KNOW WHAT YOUR VALUES ARE

ROY E. DISNEY
PICTUREQUOTES.COM

Make it So: 2020!

Mt Diablo Unitarian Universalist Church
Make it So: 2020!

Seeds of a Vision

Strategic Visioning 2016-2017

Nurtured Into a Shared Vision for MDUUC

And a Plan to Make it So.

Transforming Ourselves and Our World

- Worship
- Spiritual Growth
- Living Our Values
- Multicultural
- Families
- Communications
- Stewardship
Make it So: 2020!

BEFORE THE ELECTION

Be & Become Community
needed in challenging times

Transforming Ourselves
… and Our World
... Sanctuary
Exuberantly MultiCultural

Communications

Stewardship

Mobilize Team

Learn, Grow, Work

Collaborate, Communicate

Establish Shared Vision

Transforming Ourselves and Our World

- Worship
- Spiritual Growth
- Values in Action!
- Communications
- Stewardship
Change Means … Change
Transforming ... Ourselves and Our World

• Choosing to act from a loving part of your personality while you are feeling the painful sensations of a frightened part of your personality, is the moment of traction on the spiritual path.

• Gary Zukav
Board of Trustees: 2017-2018 Strategic Goals

• Develop a plan for the church campus (physical space and technology) in support of our church mission and Make It So Goals – assess current state, future needs, prioritize recommended improvements, identify funding required and potential sources (Stephen Reyes)

• Develop an integrated plan to Become Exuberantly Multicultural by 2020 – charter a work group to lead the effort, audit MDUUC’s current level of multiculturalism to inform strategy, identify resources needed; Board Trustees to model and commit to multi-cultural education and stewardship (Kate Newkirk)

• Define and execute a strategy for keeping our Make It So vision and goals relevant – keeping the process, understanding of trends, strategies part of our living tradition (Steve Hirsch)

• Review and revise Church By-Laws and Board Policies – to ensure alignment to actual church business needs, best practices and better support our Make It So priorities (Leslie Baxter)
What We Will Do—Tools for the Journey

• Review of where we are!
• What Do You Say After You Say Hello—Welcoming!
• New Ways to Think About Volunteers
• Communications As Community Practice
• Living Our Values
• Lunch
• Close
Guidelines

• Try on ideas
• Okay to disagree, not okay to shame, blame or attack
• Use “I” Statements
• Practice both/and thinking
• Be aware of intent and impact
• Notice process and content
• Ask for what you need
• Know that it is okay to be messy
• Step up or step back

Adapted from VISIONS Inc.
Where We Are: Being Mission-Centered

Mt. Diablo Unitarian Universalist Church is a welcoming religious community. We bring to life our Unitarian Universalist values as we:

• seek truth and work for justice;
• nurture compassion and courage;
• reach out to each other and to our larger community of faith;
• bridge the divisions that wound the human family;
• transform ourselves and our world.
Family Trends

Since Make It So 2020 has identified supporting families as one of its 6 priority areas, it’s important to know the different forces influencing family life.

• In Contra Costa county, both parents work in over 60% of the households. By default, Saturday and Sunday become the days to accomplish household chores, attend youth sports, and connect as a family.

• Since 2010, congestion on the main Contra Costa county freeways has increased by 80%. Each year, from 2015 on, the congestion has increased by 9-10%!

• Sports for children and youth take up a significant chunk of the weekend, including Sunday mornings.

• Shared custody arrangements.
Family Trends (cont)

Trends specific to UU Religious Education.

• Attending Sunday Worship / RE isn’t considered to be “family time.”
• The volunteer parent pool for supporting RE programs is shrinking across the country.
Where We Are:
In A Place of Deep Change

• Generational gap of attitudes
• Widely different expectations about cultural competency
• Different expectations around community
• Different language
Where We Are: People Under Stress!

• Increased targeting of people with hate-filled rhetoric and actions
• Seemingly unavoidable gap between
  • Desire to find sanctuary—a place where deep fear for existence can be heard
  • Divisions among those who have been working for a more inclusive world
• Fear among older adults—is all I worked for lost?
• Fear among young adults—how can I live in this world?
• Fear among historically targeted group—am I safe at all?
Where We Are: Confused and Concerned!

• We know we need new ways of being and we don’t know what they are because they have not been mapped before
• We don’t know what we don’t know.
• Old fears about being judged have been raised.
What DO You Say After You Say Hello?

Or how to repel fewer visitors.......
Target Vs. Non-Target Groups

Which historically excluded groups are you or have you been, a member of?

- People of color
- Lesbian, Gay, Bisexual, Transgender
- Poor/working class
- Support staff/supervisees
- Informally educated
- Women
- Jews/Muslims/others
- Elders
- Children
- People with disabilities, deaf
- Vietnam vets
- Immigrants
- People with English as a 2nd language
Micro-Aggressions

• Micro-assaults – direct/blatant - abusive, derogatory language/names/confederate flags/swastikas

• Micro-insults – rude/insensitive – can seem like a compliment while undermining sense of dignity and self-worth. These statements assume that the standard for intelligence or role models is White.

• Microinvalidations – exclude/negate the experiences, feelings reality of the person in the targeted group
Role Playing Scenario

• Basic Scenario:
  • ________________ is playing the role of a person whose life expects them to experience discrimination. ________________ is playing the role of Agitator, a person who pushes an emotionally-charged statement that is offensive to the person of color, but does not understand that the comment is offensive. ________________ is playing the role of Ally, a person who might choose to step in and confront the Agitator.
Roles

• The Aggressed (POC / LGBTQ / Ableism)
• The Agitator
• The Ally
Questions for Small Group Discussion

• Emotions/feelings are you currently experiencing?
• How do you respond to microaggressions in your life?
• (if time) What is it like to do this exercise in your group?
Communicating for Change

Kristen Taylor for the Communications Advisory Committee
Volunteers—New Paths for Involvement

Harry Miller, Leadership Development Task Group
Tips for Encouraging Involvement

• **Reach out!** People are less likely to just join a group if they are not recruited for it.

• **Tie what you do to the mission** of the congregation and put your group in the context of the larger church structure.

• In addition to the work to be done, make sure people make **connections to others** and understand the reason why what your group does matters!

• Break work into **manageable tasks** and create ways to get together that are not just “joining a committee”.

• Use the **JUST IN TIME** site.

• Recruit committee **leadership from people who have done tasks** and worked with your group.
Tips for Encouraging Involvement

• Send informational items by email so time together can be productive.
• Don’t have all daytime meetings if you want people of working age.
• Enjoy a simple meal together or meet at a casual restaurant: Breaking bread together strengthens bonds!
• Arrange childcare so parents with young children can participate.
• Consider using Zoom or other video conferencing to allow people who work or who can’t get back for evening meetings.
• Understand individuals have varying reasons for participating. Do they have any particular goals or growing edges they’d like to exercise?
• Have fun!
Where We Are: Questions

• Are we willing to listen to one another and hear multiple truths?
• Are we willing to try new things to meet new needs?
• Can we extend the loving embrace of the community even deeper and broader?
• Can we open our hearts to be learners and to embrace that we don’t know what we don’t know?
• Are we willing to be first adapters?
Covenant of Right Relations

We speak and write directly, openly, and respectfully with each other.
We support and encourage diversity within our congregation.
We trust each other’s best intentions.
We respect healthy boundaries.
We honor community decisions.
CLOSING
ON THE BRINK

Chalice Lighting
By Leslie Takahashi

All that we have ever loved
And all that we have ever been
Stands with us on the brink
Of all that we aspire to create:
A deeper peace,
A larger love,
A more embracing hope,
A deeper joy in this life we share.