Journey Toward Wholeness

Journey Toward Wholeness is a Special Committee of the Board of Trustees of First Unitarian Universalist Church of San Diego (FUUSD)

The mission of Journey Toward Wholeness is to proactively promote the commitment of First Church toward the elimination of oppression based on race, ethnicity, gender identity, ability, sexual or affectional orientation, age, social class, educational level, family structure and other identities in all aspects of church life and in the wider community.

We are a collective of members and friends working together to transform our UU community into an actively embracing, intentionally diverse, ethnically multicultural movement. This collective is made up of people who recognize the larger societal problems of racism and oppression, and agree to band together in the struggle to understand and minimize these conditions, beginning here in our church community.

For more information: http://www.firstuusandiego.org/journey-toward-wholeness

There's room for you!
GLOSSARY OF TERMS AND ACRONYMS

Allies: People who explore issues of anti-racism, anti-oppression and White privilege and, through recognizing that oppressions are linked, seek ways to be effective allies to marginalized groups, including people of color and gay, lesbian, bisexual and transgender people.

AR/AO/M (Anti-racist Anti-oppression Multicultural): The UUA staff and others in member congregations work to promote such programs and presentations and to incorporate ARAOM behavior and sensitivity in all activities and initiatives.

ARE (Allies for Racial Equity): a group of white allies accountable to people of color in building a movement among white UUs committed to unlearning white privilege and to confronting racism in all of its forms.

BGLT (Bisexual, Gay, Lesbian and Transgender): see GLBPTQQI

DRIUUMM (Diverse Revolutionary Unitarian Universalist Multicultural Ministries): A UU organization for self-identifying People of Color.

DRIUUMM YaYA (Diverse Revolutionary Unitarian Universalist Multicultural Ministries Youth and Young Adults): A UU organization for self-identifying Youth and Young Adults of Color.

GA (General Assembly): The annual business meeting of the UUA, to which UU member congregations send delegates. The youth participants form a Youth Caucus every year to plan, strategize, and conduct other business.

GLBPTQQI (Gay, Lesbian, Bisexual, Transgender, Queer, Questioning, Intersex): Refers to individuals who identify as gay, lesbian, bisexual, pansexual, transgender, queer, questioning, and intersex. Often grouped under the identity of "Queer" – meaning people whose sexual orientation or gender identity doesn't conform to hetero-normative (heterosexual – male/female) norms.

IDBM (Identity-Based Ministries): The staff group at the UUA that focuses its work on serving gay, lesbian, bisexual, transgender, and intersex communities and concerns; accessibility issues and interests; and Latino/Latino and Hispanic concerns.

Interweave: Unitarian Universalists for Lesbian-Gay-Bisexual-Transgender (LGBT) Concerns. The community/organization of LGBT UUs. "Interweave Continental is a membership organization actively working to end oppression based on sexual orientation and gender identity, recognizing that we will not be free until all oppression is a thing of the past."

JTW (Journey Toward Wholeness): the Unitarian Universalist Association's anti-racism/anti-oppression initiative. Implements the congregation's anti-racism, anti-oppression commitment on a church-wide basis. This group focuses on dismantling racism, eradicating other oppressions, and on bringing about transformation through increased awareness.

JTW Sunday (Journey Toward Wholeness Sunday): This program lifts up an anti-racism worship, education, stewardship, and action Sunday, providing resources to support congregations on the path to dismantle racism and oppression as we move closer to the wholeness we yearn for. Ministers and lay leaders provide congregations with an outstanding opportunity to learn, to grow, and to transform into inclusively excellent faith communities. The congregation, through one annual Generosity Offering, provides the funds for materials and special opportunities related to JTW's church-wide mission.

Justice Resource Teams: These teams engage First Unitarian Universalist Church San Diego (FUUSD) in an intentional deliberative process toward its goal to become an anti-racist, anti-oppressive multicultural congregation. The justice work we do is grounded in the lived experience of people who are members of a particular group. For example, we hold ourselves accountable to an analysis of racism used by community-based people of color organizations. The life of FUUSD may seem far removed from the lived experience of many people of color. Therefore our actions must be directed at bridging that gap and doing our part to create empathy and understanding. These basic principles hold true across all oppressed, marginalized groups. As Justice Resource Teams are developed, we hope that our Ministry Teams will engage them in a mutually supportive and collaborative process, which we refer to as an accountable relationship.

POC (People of Color): People of Color in the U.S. share the common experience of being targeted and oppressed by racism. This is not a term that refers to a real biological or scientific distinction between people.

PSWD (Pacific Southwest District): The UUA district covering Arizona, southern California, and southern Nevada.

Rainbow Action Group: Part of FUUSD's Social Justice Ministry Team, facilitates activities dealing with topics of interest to lesbian, gay, transgender, and bisexual persons, as well as to heterosexual and celibate persons and AIDS awareness.

RE (Religious Education): The group focused on lifespan religious education, now known as Lifespan Faith Development.

Social Justice Ministry Team: The Social Justice Ministry Team actively supports First Church in becoming an increasingly diverse community where all ages learn and grow together in working for compassionate justice in our society and on our planet.

UUA (Unitarian Universalist Association): The association of all member Unitarian Universalist congregations, predominantly located in the United States. The work of the Unitarian Universalist Association (UUA) staff is not the same as the work of the UUA, given that the UUA is an association of congregations.

UUism (Unitarian Universalism): A theologically liberal religious belief system characterized by some as a "new religious movement" and by others as a Protestant denomination. Formed by the consolidation of the Unitarian and Universalist denominations in 1961, Unitarian Universalism has ties to and honors many religious practices, as discussed in the Principles and Purposes which ground ourbelief system. Congregations are self-governing with authority and responsibility vested in the membership of the congregation.

UUYAN (Unitarian Universalist Young Adult Network): A continental network of young adults aged eighteen to thirty-five.

Welcoming Congregation: A congregation that has taken part in the UUA Welcoming Congregation Program to become more inclusive towards bisexual, gay, lesbian, and/or transgender people.

YOC (Youth of Color): Youth aged fourteen to twenty who identify as People of Color.

YRUU (Young Religious Unitarian Universalists): A UUA-sponsored organization for UU youth aged fourteen to twenty. YRUU is charged with serving and including all youth in North America for the purposes of fostering spiritual depth and developing leadership skills.

09-29-10
Covenant of Good Relations for
First Unitarian Universalist Church of San Diego

Preamble:
We members, friends, staff, and ministers of First Unitarian Universalist Church of San Diego covenant to treat ourselves and one another with respect. We vow to live our values, to learn, and to serve in ways that are fulfilling and responsible.

We respect and honor ourselves and others when we:
++ listen, speak, and act with integrity and compassion;
++ communicate openly without anonymous criticism; and
++ express gratitude and appreciation.

We value ourselves and others when we:
++ invite and welcome into our church the diverse populations and cultures of the wider community;
++ enjoy each other with playfulness and good humor;
++ act with awareness of ecological issues.

We learn when we:
++ educate ourselves about church structure and governance, and the responsibilities of ministers, staff, and volunteers;
++ appreciate our own limitations as well as those of others; and
++ practice the established process of resolving differences.

We serve when we:
++ contribute our financial resources, time and skills according to our ability, whenever possible;
++ model Unitarian Universalist beliefs and values; and
++ strive to reflect more accurately the demographics of the wider community in our Church.

Covenant of Good Relations Approved by the Congregation on June 8, 2008
Toward a Covenant of Right Relationship

There are differing needs within our community. For most who choose to join us, there is a need to wrestle with the difficult issues around racism, classism, sexism, ageism, ableism, and other forms of oppression of marginalized people, as well as privilege and its repercussions. For many people, the effort needed to build a bridge of community over 400+ years of hate, violence, hurt and misconceptions seems like an insurmountable and terrifying job. Yet we recognize that grappling with these issues honestly will help us broaden ourselves emotionally, intellectually, and spiritually. Addressing the “isms” through cross-training and coalition-building allows us to develop a deeper appreciation for one another and widen our community.

Each meeting is led by a facilitator. We begin with these commitments:

- We strive to live up to our church’s commitment to “radical hospitality” and we promise to be visitor-friendly.
- We respect and care for the thoughts and feelings of others.
- We meet each time anew as individuals with open minds, recognizing that each person has his or her own story, journey, pain, joy, etc. that we may or may not need to share.
- We recognize and value the need for a supportive community; to develop this, we spend time in relationship with one another.
- We approach our time together in terms of “spiritual work” or “soul work”; we are less about “business” and more about loving and helping when others are hurting.
- We act beyond mere toleration and passive acceptance; we embrace one another’s worth as unique and diverse individuals.
- We come with no assumptions.
- We have a willingness to listen and learn a new way of being in right relationship.

The issues and topics discussed can be very difficult for everyone involved. Visitors who express their repressed feelings about these issues at their first meeting can inadvertently disrupt the flow and the work that is in progress. This may cause deep hurt to others. Newcomers can help keep the process moving forward by taking time in advance to become familiar with the analysis of racism and oppression and the work this group has been doing. Newcomers may also wish to express thoughts or feelings they may not have shared before by meeting individually with members of the Journey Toward Wholeness Core Team. Arranging mutually agreed times will facilitate listening and one-on-one discussion.

Please join us on the journey as we transform our community and ourselves.