

## UUFCM Welcoming Congregation Initiative Timeline and Data

|                          |   |
|--------------------------|---|
| <b>9/13/09</b>           | UUFCM Board decided to devote the January 2010 all-congregation UUFCM retreat to initiate the Welcoming Congregation process.   |
| <b>Oct/Nov 2009</b>      | Ad hoc committee meets to plan January 2010 WC Retreat  |
| <b>1/23/10</b>           | "Living Our Faith" All-Congregation Retreat held at UUFCM. 47 people attended the day long retreat. Welcoming Congregation Committee (WCC) formation.                                 |
| <b>2/10-3/10</b>         | Initial meetings of the newly-formed WCC held at the home of Glenn Lewandos.  |
| <b>4/3/10</b>            | WCC Planning Retreat held on CMU campus. (9am-3pm) 11 people in attendance<br>Established WC E-mail list  |
| <b>5/9/10</b>            | First WCC meeting held at 8:15 a.m. at UU Center – 10 members in attendance   |
| <b>6/11/10</b>           | Marched in annual MI Pride Parade in Lansing, MI - w/UUFCM banner - 4 people  |
| <b>6/10-7/10</b>         | Began initial work ensuring UUFCM policies are inclusive  |
| <b>7/11/10</b>           | WCC Meeting 8:15 a.m. – 7 members in attendance   |
| <b>8/10</b>              | Gisela & Norma met w/ Father Wayne Nicholson of St. John's Episcopal Church to discuss workshop collaboration + plus possible formation of new more inclusive ministerial association |
| <b>7/10-8/10</b>         | Purchased Standing on the Side of Love (SOTSOL) campaign material flash drive   |
| <b>8/15/10</b>           | WCC Meeting 8:15 a.m. – 6 members in attendance   |
| <b>9/12/10</b>           | WCC Meeting 8:15 a.m. – 7 members in attendance   |
| <b>Fall 2010</b>         | UUFCM Lavatory facilities changed to unisex   |
| <b>9/12/10 – 12/5/10</b> | 11-session Welcoming Congregation Workshop Series – 20 participants completed program   |
| <b>10/3/10</b>           | WCC Meeting 8:15 a.m. – 6 members in attendance   |
| <b>10/7/10</b>           | "Ouch! That Stereotype Hurts" Workshop sponsored by UUFCM & St. John's Episcopal Church, held at St. John's. 22 total in attendance; 9 people from UUFCM                              |
| <b>10/10/10</b>          | "Coming Out" Day observed in worship service - "Welcoming All. Yes, This Means You!" was the sermon presented by Rev. Dr. Nana' Kratochvil.   |
| <b>10/22-10/23 2010</b>  | UUFCM Mini Film Series at the UU Center<br>"Milk" – 5 "Something About Jane" – 9 "Transamerica" – 16  |
| <b>11/9/10</b>           | Norma & Dawn meet w/ Father Wayne Nicholson to begin process of establishing a new and inclusive Mt. Pleasant-area ministerial association. Invitation letter drafted.                |
| <b>11/14/10</b>          | WCC Meeting 8:15 a.m. – 6 members in attendance   |

- 11/20/10** Standing on the Side of Love Conference, Southfield, MI – attended by Mary A., Dawn & Norma
- 12/12/10** WCC Meeting 8:15 a.m. – 8 members in attendance. \*Began work on anti-discrimination ordinance for Mt. Pleasant
- Jan-Mar 2011** OWL Curriculum taught – ten (10) teens participated
- Jan-Apr 2011** Networking/participation in MI UU Social Justice Network (MUUSJN) conference calls
- 1/12/11** First meeting of the Mid-Michigan Interfaith Coalition – 10:30 a.m. at the UU Center – 5 different faith communities represented
- 1/15/11** WCC Meeting 5:30 p.m. – 7 members in attendance
- 1/30/11** Worship Service “Coming Out as Allies” presented by Welcoming Congregation Workshop facilitators & participants
- 2/8/11** Mid-MI Interfaith Coalition meeting 10:30 a.m. @ UU Center – 8 in attendance
- 2/12/11** 2<sup>nd</sup> All-Congregation Retreat w/focus on Welcoming Congregation education  
23 people attended all day – 6 people attended a ½ day session.
- 2/13/11** “Standing on the Side of Love” – marriage equality is the worship service theme
- 2/2011** UUFCM Board purchases a SOTSOL banner and rainbow flag in early February. Displays the rainbow flag in the worship space for the retreat and 2/13 worship service.
- 2/18/11** WC Film Series presentation 7:00 p.m. – “*Torch Song Trilogy*” – 9 in attendance
- 2/25/11** WC Film Series presentation 7:00 p.m. – “*If These Walls Could Talk 2*” – 11 in attendance
- 3/3/11** “Ouch! That Stereotype Hurts” Workshop at the UU Center 7:00 p.m. – 11 in attendance
- 3/8/11** Mid-MI Interfaith Coalition meeting 10:30 a.m. @ UU Center – 11 in attendance
- 3/13/11** UUFCM Board Meeting – unanimous vote regarding display of rainbow flag. Excerpt from the board minutes: “It was moved and seconded that the rainbow flag be displayed on the exterior of the building every Sunday and on other times deemed appropriate by the Board. The motion passed unanimously.”
- 3/18/11** WC Film Series presentation 7:00 p.m. – “*The Celluloid Closet*” – 9 in attendance
- 3/19/11** WCC Meeting 5:30 p.m. – 7 members in attendance
- 3/25/11** WC Film Series presentation 7:00 p.m. – “*Serving in Silence*” – 6 in attendance
- 4/2/11** WCC Meeting 10:00 a.m. – 5 members in attendance
- 4/12/11** Mid-MI Interfaith Coalition meeting 10:30 a.m. @ UU Center – 7 in attendance
- 4/17/11** Pride Week worship service – “Love in the Open”

- 4/17/11** "Laramie Project" presented by Readers' Theater cast of 17 – 35 in attendance
- 4/25/11** Meeting with Equality Michigan to begin the process of enacting a human rights ordinance in Mt. Pleasant inclusive of GLBT people – 43 in attendance from the community, of which 19 were UUFCM members and friends
- 5/1/11** Rainbow flag flown on flag pole on front of building for the first time!
- 5/10/11** Mid-MI Interfaith Coalition meeting at 10:30 a.m. at UU Center
- 5/12/11** First meeting of the coordinating committee to enact the human rights ordinance
- 5/14/11** "Together in Faith" Inclusive Justice Conference, Lansing, MI – attended by Mary A., Laura F & Norma
- 5/25/11** Meeting of the coordinating committee to enact the human rights ordinance
- 6/7/11** Meeting of the coordinating committee to enact the human rights ordinance (met with Roland Leggett, Field Director of Equality Michigan)
- 6/14/11** Mid-MI Interfaith Coalition meeting at 10:30 a.m. at UU Center
- 6/14/11** Meeting of the coordinating committee to enact the human rights ordinance
- 7/12/11** Mid-MI Interfaith Coalition meeting at 10:30 a.m. at UU Center
- 7/21/11** Meeting of the coordinating committee to enact the human rights ordinance (met with two of the current city commissioners and Roland Leggett, Field Director of Equality Michigan)
- 8/2011** Collection of data and creation of WC Initiative summary report to the UUA!

Sat. 4-3-10

Welcoming Congregation Planning Retreat

**In Attendance:**

Norma Bailey, Glenn Lewandos, Carol Burdell, Annette Pratt, Linda Spyke, Carole Richardson, Mary Irvine, Carol Messick, Gisela Moffit, Dawn Daniels, Amy Voege

Review of compiled report and results of Welcoming Congregation 1/23/10 Congregational retreat process. Brainstorming and extensive discussion of the following areas:

- Actions to Educate Ourselves
- Actions Related to Our Congregational Life
- Actions for Community Outreach

Carole Richardson presented results of congregational survey that was done at the congregational retreat. She documented results of 'discomfort' that scored below 4.7 on the survey. In general the group of 47 attendees were fairly open and welcoming, comfortable w/LGBT issues. Lowest scores were noted on questions about reactions to learning that your spouse was interested in another person – of same or other gender.

- Synopsis of survey to be crafted for inclusion in the UUFCM newsletter, May 2010 (*Carole R.*).

**Spring 2010:**

- Check church bylaws, language, etc. (policies) –\**link to summer policy goal (Gisela & Norma)*
- Make plans for communicating w/ various groups for ongoing events – book group (*Amy*), movie night (*Glenn*), Reader's Theatre (*Annette*), other groups' events, story for all ages (*Dawn*), email communications Re: issues. (*Norma & Carole*)
- **Pride Week April 19-23, 2010** – at minimum announce (*Dawn*)
- Create subpart for Welcoming Congregation on our UUFCM Website. Include a well-developed FAQ section. (*Carol B. & Carole –content; Dawn & Lynn, technology*)- by May 2010

## **Summer 2010**

- Pride Parade in Lansing June 2010 – march & have a table (*Annette to contact Liz Busch*)
- Develop policies for building usage, safety/insurance issues, publicity, church calendar, and brochure that are inclusive (*Norma & Gisela*) (\**Dawn to collect info from “Welcoming Congregation” narratives used on other UU church websites*)
- Provide leadership to faith groups – call meeting re: LGBT issues (*Norma & Gisela/Mary A., by early August; possibly late May*)
- Work to change Ministerial Alliance document
- Political activism in the name of the church
- Investigate “Standing on the Side of Love” UUSC campaign (*Amy V.*)

## **Fall 2010**

- Adult RE Welcoming Congregation Workshop series – 11 sessions (*Norma & Guy*)
- Offer “Safe Zone” training to our congregation and for Mt. Pleasant faith community  
-Shannon Joliff &/or “Ouch that Stereotype Hurts” – Ulana Klymyshyn (*Carole R.*)
- Celebrate next “Coming Out Day” – October 11, 2010 (*Dawn prepare service*)
- OWL offerings K-1 & 7-9 (*RE Committee; Niki & Justin trained*)
- Mini-film festival w/ Welcoming Congregation (*Annette*)

## **Winter/Spring 2011**

- Pride Week events – April 2011 (*Dawn prepare service*)
- Film Festival – co-sponsor w/ MPAD in Feb. 2011 (*Annette*)
- Culminating survey re: Welcoming Congregation – knowledge, attitudes, behaviors, demographics (*All*)
- Complete Welcoming Congregation process & documentation by May 2011 (*All*)
- Publicize designation to media

## **Future**

- Explore adult OWL w/ Midland (*Laura McBride*)
- Have computer stations at the church (*Board*)

- Co-sponsor traveling exhibits (e.g., That's a Family; AIDS quilt) (*Annette & Carole M.*)
- Work w/MPADG and Isabella County Human Rights committee to pass local policies of non-discrimination (*Carole*)

### Ongoing

- Book group
- Movie night
- Story for All Ages
- Reader's Theatre
- Email communication of issues
- Communicate events/activities of other groups (Brian & Ruth Baker – connected w/ PFLAG)
- Newsletter explanation of LGBT info – regular column (*Norma to give info to Dawn to write*)
- LGBT bibliography – online (annotated) (*Norma to give materials to Carol B. & Carole R.*)
- Make hard copies available of whatever
- Co-sponsor events w/ other groups – (*Carole & Norma*)
  - MPADG – Mt. Pleasant Area Diversity Group
  - OGLP – Office of Gay & Lesbian Programs
  - Multicultural Education Center
  - Human Rights Committee (Isabella County Govt.)
  - floats/banner/marching in area parades (Mardi Gras; homecoming)
- Publicize services (funerals, commitment ceremonies, weddings) available to all (*Board*)
- Standing on the Side of Love campaign – UUSC – on Facebook

**Welcoming Congregation Committee will meet monthly.** We will meet the 2<sup>nd</sup> Sunday of the month at 8:15 a.m. at Art Reach (Nana's Sunday, so she may attend). Linda Spyke will provide breakfast nosh. **Next meeting scheduled for Sunday 5/9/10 at 8:15 a.m.**

Discussion of fears noted by survey respondents during retreat process.

To Whom It May Concern:

The Unitarian Universalist Fellowship of Central Michigan ((UUF<sup>CM</sup>) has been working for over a year to become a Welcoming Congregation, an official designation granted by the Unitarian Universalist Association to those UU congregations who have through various actions, both internally and in the community, worked to educate themselves and become an explicitly welcoming congregation for GLBT people. As part of our process, we have become aware that Mt. Pleasant does not have any anti-discrimination ordinance at all, and even its Policy on Civil Rights and Employment Practices (1975), is limited to only public employees.

We are interested in changing this, and to that end we have invited Equality Michigan (a state organization that works to achieve full equality and respect for all people in Michigan regardless of sexual orientation, gender identity and gender expression) to come to Mt. Pleasant to present an informational meeting that would provide direction for this effort.

Our goal is to have the City Commission pass an anti-discrimination ordinance for the city of Mt. Pleasant and assure that it is also inclusive of sexual orientation, gender identity and gender expression. With the expertise that Equality Michigan brings, they would help us develop appropriate language for such an ordinance, help us develop a plan to propose this ordinance, and help us to guide our efforts to successful completion.

We have invited a number of groups who have been working to make Mt. Pleasant a more inclusive community to join in this important effort. At this point, they are: Mt. Pleasant Area Diversity Group, the Human Rights Commission of Isabella County, the Office of Gay and Lesbian Programs at CMU, SPECTRUM (the student Gay/Straight Alliance at CMU), PFLAG, the Mid-Michigan Interfaith Coalition, the Office of Institutional Diversity at CMU, and the Michigan Roundtable.

We are inviting you – any and all members of your group – to come to this meeting with Equality Michigan on Monday, April 25, at 7:00 pm at the Unitarian Universalist Fellowship of Central Michigan at 319 S University Avenue (corner of University and Wisconsin).

Looking forward to working with you on this most important effort!

Sincerely,

The Welcoming Congregation Steering Committee of the UUF<sup>CM</sup>

**Results of Welcoming Congregation Workshop “What’s Next?” (December 5, 2010)**  
**(Bottom Line – EDUCATE!!!)**

**Individual**

- Wear buttons
- Wear Standing on the Side of Love buttons and t-shirts
- Talk with family and friends about the workshop
- Speak up to homophobic comments
- Support PFLAG and other organizations with money, etc.
- Attend future available workshops (ex., Ouch!)
- Continue self-education – read, etc.
- Write about workshop in holiday letter to friends and family
- If a teacher, include this topic in lessons
- Go to the UUA web site and research more about the GLBT information available
- Do public relations for our UUFCM regarding GLBT issues
- Provide information about GLBT organizations
- Speak to city council persons, etc.

**Congregational**

- Provide the Ouch! Workshop again for our congregation
- Continue e-mails regarding GLBT issues
- Order UUA GLBT brochures
- Provide a bigger movie fest – perhaps a Friday night series
- \*Do a lay church service presented by this workshop group – January 30
- \*Do a congregational mini-retreat of this workshop series – February
- Do a church service regarding coming out
- Buy a Standing on the Side of Love banner
- Have a book group read books about GLBT topics
- Provide a reading list to the congregation
- Have a rainbow flag at the UU Center
- Have “Ask me” pins for people to wear
- Provide articles in the newsletter, including with possible actions
- Have “Welcoming Moments” in services
- Have the Readers’ Theater group present “The Laramie Project”
- Put on a speakers’ program regarding GLBT issues
- Establish an Interweave group at the UUFCM

**Community**

- Provide the Ouch! Workshop again
- Put on a speakers’ program regarding GLBT issues
- Provide a bigger movie fest – perhaps a Friday night series
- Display a Standing on the Side of Love banner
- Display a rainbow flag
- Propose an anti-discrimination ordinance for Mt. Pleasant
  - Check to see how other cities did it
- Network with Michigan Round Table, HRC, MPADG, Isabella County HRC
- Network with Spectrum on CMU’s campus
- Support teacher training in schools
- Support the proposed interfaith group, as well as CRLA
- Provide a public forum on GLBT issues