

WIDENING THE CIRCLE TOP 12 PRIORITY ACTIONS FROM SESSION 11 JULY 9 2023

Question & Rank	Committee/Group Responsible	Timeline for Commitment	Additional resources needed
#1 Provide ongoing educational opportunities: CRT, racism, conflict skills, reparations, UUA, racist history, microaggressions, liberation theology	Religious Education Beloved Community Worship Safe Congregation	Fall 2023-Gather resources and plan. Spring 2024-Begin some programming. Fall 2024-Expanded, ongoing programming	UUA materials Other congregations BLUU Palmer Lecture
#2-Improve publicity/visibility in larger community, offering use of our space/resources for acts of social justice creating equal standing	Work with Communication manager and Social Justice Action teams	Begin work by October 2023	Congregants' suggestions Form a committee/team to create a process
#3-Intentional multicultural community justice partnerships, working alongside marginalized people	Social Justice Committee	September 2023-Analysis of intentions with current partners and consider new partners. January-Decision if will add/replace partners	Beloved Community NOAH Temple Cantor Turtel partnership
#4-Examine church structure for inclusivity, eliminate silos, create transparency, work from an anti-racist view	FUUN Board	August 4 th Program Council Retreat begin discussion. Upcoming 12 month as working out governance structure, policy. Discuss at Board Retreat in August or September	Program and Ministerial Councils Minister Beloved Community UUA

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#5- Greeters at Know FUUN table and welcoming people as they come in, limit church business in social hour, continue to be more welcoming. Have people at door and table, offer more interaction	Membership/greeters (need more volunteers)	Begin discussion at August Retreat	Training for greeters about microaggressions and campus safety Educate congregation about welcoming
#6-Schedule outings to learn about local BIPOC History	Beloved Community Include ALL Fellowship related groups. Ministerial Council	Fall of 2023	Pair up with NOAH churches, to enjoy music, field trips, music, etc. Living Legacy Trust West Nashville Clergy Group
#7-Explore and create a way for “Interest Communities” to exist under the umbrella of our church community	Membership-in new member orientation- introduce the idea and look for people who might need a support group in order to feel comfortable at FUUN	As soon as new website is up and running	New website to capture people’s interest
#8-Create a relations/conflict transformational team using the UUA model	Safe Congregation Lay Ministry (help form team)	First meeting of Safe Congregation	Board By Laws? TBD Other UU churches UUA Sara Green
#9- REPHRASED -Beloved Community and Widening the Circle concerns are integrated in the Search Committee’s focus as they seek a new minister	Board or whoever selects the Search Committee	Search Committee is approved in June 2024	BCC to put forth candidates

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<p>#10-Budget for Anti-oppression education with recurring funds</p>	<p>Finance-Board-congregation CRE, BCC, DLRE to provide info on needs</p>	<p>For June vote-on the agenda by March For January vote-needs to be on Board agenda in October. Needs to be on Finance agenda by September, CRE/BCC/DLRE research complete by end of August</p>	<p>CRE DLRE BCC</p>
<p>#11-Form ongoing Learning Circles-Podcasts, books, WTC topics-including said topics in worship service. The group felt that this item was really a strategy for Goals #1, #7 and #10</p>	<p>Ministry/worship committees Faith Development Beloved community Leadership</p>	<p>One Learning Circle operating by October</p>	<p>Create a Faith Development Committee Use a grant to hire a coordinator for Faith Development</p>
<p>#12-Provide one time volunteer opportunities</p>	<p>Communication Task Force All committees provide lists of opportunities. “Bottom up” ideas for projects from conception. Could do Blast emails for events that arise quickly.</p>	<p>Board will need to approve policy in September/January Regarding a 6-month timeline</p>	<p>See second category</p>

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Brainstorming as to accountability:
 Report quarterly- perhaps report out on three per quarter.
 Community Conversations held to share updates- the action groups responsible could report out to the congregation- the personal exchange is important.
 The first group to report out could form the timeline and share that info.
 Webpage
 Transparency is also important.
 But-who monitors this effort???

Session 11 Suggested Timelines

Fall 2023	#1-Gather resources and begin planning. #2-Begin work by October 2023 #3-September 2023 Analysis of intentions of current partners and consider new partners. #4-Begin discussion at Program Council Retreat and also at Board Retreat in August or September #5-Begin discussion at August retreat #6-Create plan to schedule outings, fellowships. #7-As soon as new website is up and running. #8-First meeting of Safe Congregation #11-One Learning Circle operating by October. #12-Board approval needed for policy changes
Winter 2023	#3-Decision as to adding/deleting partners. #10-Add item to agenda for June
Spring 2024	#1-Begin some planning
Summer 2024	#9-Search committed is voted on
Fall 2024	#1 Expanded ongoing programming