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| Why?   * Purpose * Top 2 or 3 goals | To live UU principles, we are called to build a stronger and broader sense of community among members of the congregation and deepen our connection to one another, and in the larger community.  Goals   1. Become aware of our own class bias and classist behavior so we can be more sensitive and respectful to everyone, to build a deeper sense of community. 2. Create an environment where all classes feel welcome here and comfortable to be their best selves. 3. Motivate and inform our social justice work with a sensitivity to classism in ourselves, our congregation, and our world. |
| Who and How?   * Who needs to be involved? * How will get them involved?   Influencers   * Ministry team * Those with institutional responsibility and resources * People with fewer class advantages, especially in education and income * Long time members and others with informal clout * Key outside constituencies (community partners, UUs, etc.)   Momentum builders   * 1-2 lead organizers * Reps from different influencer groups   Who and Why? *continued* | The Who started with the Board because, as they said, it's a "long game." The minister as values clarifier, story teller from the pulpit, champion of lay efforts. The Council as the key connector and overseer in regular congregational life. Ideally there would be a longtime member or two with informal clout (the Ann Ross type). Especially important to have representation of people with fewer class advantages, especially less (formally) educated (could be by choice -- someone who went directly into running a family farm or being a visual artist after high school for example) and lower income (settled working poor or less by the workshop definitions; could include a retired elder with shaky finances too).  We agreed that recruitment of the latter people should begin with an anonymous survey that would self identify these categories and conclude with a question about whether they would be willing to meet privately with someone from the classism team to discuss participation opportunities -- only then would they be requested to consider being part of the leadership team on this issue. My personal views is that this step could be bypassed in exceptional cases -- Donna, for example, is already very public about her situation and informed about what we are doing; she could be asked even before the anonymous survey. I'm not saying she should be but simply that we should have a clear process without being ridiculous about it. I would apply the process to Shannon though -- no assumptions should be made that a spouse is in the same class situation.  Commitment to continue the discussion   * Governing Board * Margy – Congregational Conversations, December * Donna – Council of Ministry * Mary and Sylvan – Hospitality * SGM – Doug * Marjorie - Membership |
| What?   * List possible organizing activities * List possible programs- films, panel discussions, lectures, book groups, etc.- to introduce class and classism   What? *continued* | * UUA books etc. * From the top- the Board has created this opportunity * Dedicate to learning and to the plan * Incorporate this work into the ministry work (committees) * Connect with people and listen * Social justice projects to “help them.” Must define what we get from it. * Tap into existing programs * Can SGM delve into the topic? |
| When?   * Suggest dates for the first team meeting * Consider your group’s annual meeting * Begin to think about when you might schedule organizing meetings and various programs and activities | * Is it like qualifying to be Green Sanctuary or Welcoming Congregation? * *Ironweed* (film) * *The Glass Castle, Hillbilly Elegy: A Memoir of a Family and Culture in Crisis,* (books) * How do we interest people to attend? * Netflix’s account |