

Unitarian Universalist Church of Spokane Beyond Categorical Thinking Workshop

On October 23, 2010, approximately 50 members of the Unitarian Universalist Church of Spokane (UUCS), including all members of the Search Team, participated in a very successful “Beyond Categorical Thinking” workshop led by UUA’s Transitions Director, Rev. Keith Kron. During the workshop, the congregation explored the institutional culture of UUCS and explored in depth ways we can be more inclusive in our consideration of ministerial candidates. After the workshop with congregation members, Rev. Kron met over lunch with our Search Team to answer questions and offer suggestions relative to moving forward in our search process.

Submitted by UUCS Search Team

Unitarian Universalist Church of Spokane Beyond Categorical Thinking Application

Request for a Beyond Categorical Thinking Visit

Please complete the below form and send it as an email attachment to kkron@uaa.org.

**required to submit*

Basic Information

*Required fields are marked with an asterisk

*Congregation	<i>Unitarian Universalist Church of Spokane</i>
*City	<i>Spokane</i>
*State/Province	<i>Washington</i>
*Contact Person	<i>Cindy Phillips</i>
*E-Mail	<i>cindyphillips@centurytel.net</i>
*Best Phone to Contact	<i>(509) 235-6455</i>
Alternate Phone	<i>(509) 991-9669</i>
Address	<i>15604 S. Cheney-Spokane Road</i>
State/Province	<i>Cheney WA</i>
Zip/Postal Code	<i>99004-9074</i>

Preferred Dates for visit:

*1st Choice ***October 23/24 –***
*2nd Choice
*3rd Choice

If you wish for workshop to not follow the Sunday service, please indicate that below.
Other choices/Additional information:

We are planning on holding the workshop on Saturday, October 23.

Congregational Information

*Interim minister (if applicable) ***Rev. Hollis Bredeweg (June 30, 2010 -)***

Other ministers serving congregation at present (if applicable, also list length of settlement to date)

*Previous minister(s) (if applicable)

Rev. Linda Bunyard (Interim) July 1, 2008 – June 30, 2009
Rev. Richard Erhardt (Settled) Fall 2003 – April 2008
Rev. Margaret Keip (Interim) 2001-2003
Rev. Linda Hart (Settled) 1996 - 2000
Rev. David Parke (Interim) 1995-1996
Rev. Linda Whittenberg (Settled) 1989 - 1995

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Rev. Fern Stanley (Interim) 1988 - 1989

Rev. Bill Houff (settled) 1973 - 1988

Rev. Rudy Gilbert (Settled) 1957 - 1972

*Hoping to have new minister begin (month/year): **July 1, 2011**

*Size of congregation: **approximately 375**

*Number of services: **2** Time(s): **9:15/11:00 a.m.**

*Average worship service attendance (if more than one service, feel free to list estimates for each service): **245 (both combined and including one weekly summer service)**

The following information will be extremely valuable to the facilitators and will have benefit for the search committee and congregation. Some of this requested information might be available in the congregational survey and easy to find. In some cases it may not be, and you are free to estimate (preferred) or leave blank. Please note, if possible, where the information is from (survey, best estimate, other). If there are items you cannot answer, you may leave them blank.

Size of search committee: **7** (Search committee make-up: Does the search committee include any people who identify as people of color; Latino/Latina/Hispanic; gay, lesbian, bisexual, transgender; people with a disability? Which one (s)? **No**)

How many people in your congregation identify as people of color and/or Latino/Latina/Hispanic? (These figures may be given in a lump sum or broken down by different identities. Please note if the figures are for adults or for adults, youth, and children.)

We currently do not have a formal method for identifying/self-identifying persons or color or Latino/Latina/Hispanic. A very informal assessment would identify fewer than 10 persons total in these categories combined.

How many people in the congregation identify as bisexual, gay, lesbian, and/or transgender? (These figures may be given in a lump sum or broken down by identity. Of particular use here if the figures are given in a lump sum is a notation of how many of these folks identify as transgender—transgender, transsexual, intersexual, cross-dressers, third gender.)

30

How many people in the congregation live with disabilities?

15-20, including developmentally disabled, hearing disabled, visually disabled, physically disabled.

Are the above numbers from the congregational survey or an estimate?

Definitely an estimate.

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History of congregation

The following questions may affect the way the congregation thinks in terms of calling a minister in both positive and negative ways. Taking a moment to answer these questions may offer invaluable information to the training team.

Have any of your previous or current ministers (settled, interim, intern) identified as people of color; Latina/Latino/Hispanic; bisexual, gay, lesbian, transgender; and/or having some disability? Please list.

Rev. Linda Bunyard interim, 2008-2009 gay

Are you officially recognized as a Welcoming Congregation? *Yes*

Is there an active Interweave or b/g/l/t group in the congregation? *No*

What work around anti-racism has the congregation done? *Jubilee 1*

Is there a group for people of color/Latina/Latino/Hispanic concerns? *No*

What work around disability issues has the congregation addressed?

ADA approved building and grounds

What disability issues are currently being addressed?

Physically and hearing impaired accommodations are available.

What disability issues has the congregation said it needs to address but has not?

We have never discussed addressing disability issues, although it has been voiced as a concern by several members.

Is there a group(s) for disability issues/concerns?

No

Is there other anti-oppression/multicultural work that the congregation is doing that is not covered in the above questions?

No

The Wider Community

These questions may give some important context to the facilitators who may know little about the wider community you serve.

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Where do the majority of your members live? (For example, they may all come from the suburbs to downtown or be primarily located between the town your congregation is in and a neighboring town or you may serve people in a 50-mile radius around your congregation.)

We are the largest congregation in Eastern Washington, and serve the greater Spokane area. Our members live predominantly in Spokane County. Our goal in building our church 14 years ago was to assure that it is located no more than 20 minutes from any member. For the most part, that is true. There is a small fellowship that meets in Coeur d'Alene, Idaho, which is 30 minutes from Spokane.

What are the racial/ethnic communities that are in the area served/close to your congregation?

The predominant racial/ethnic communities close to our congregation are Russian, Ukrainian and Native American. We have a loose relationship with the AME African American congregation in downtown Spokane – trading speakers, visiting each other occasionally. There is a Japanese women's college campus quite close to our church building and the women visit once or twice a year.

How does the congregation interact with these communities/groups?

We don't have any interactions that are regular or intentional.

How do issues of race and ethnicity surface in the wider community?

There are issues around Russian/Ukrainian gangs in some of our neighborhoods, although this is subtle. Distrust of police and law enforcement by minority communities is problematic.

What activities and services in your community are there for bisexual, gay, lesbian, and transgender people/concerns?

The list at this link is representational of the resources in the Spokane area:

<http://www.outspokane.com/resources.html>

Do you have people who are out in the congregation but not able to be out in the wider community?

Yes

How does the congregation interact with the local bisexual, gay, lesbian, and transgender community (ies)? *Yes. We have several members in the Big Ass Drum Corp, which perform regularly for the congregation. We also support the Odyssey Youth Center for BGLTQ youth. The Pride Foundation is supported by the congregation, and we support the Pride Week celebrations financially and with volunteers.*

How accessible to people with disabilities is the wider community of which you are a part?

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Unknown.

Has your wider community undertaken any work to make your community more accessible to people with disabilities that you are aware of?

No

Is there a disability rights group in your community?

The ARC of Spokane lists many groups that support persons with disabilities in Spokane, including employment opportunities, housing and more. The only rights group listed is an international disability rights news service.

How has the congregation engaged in this issue in the wider community?

No

Does the congregation have a relationship with another congregation that serves primarily people of color or b/g/l/t people?

Nothing formal.

In some congregations, issues of gender, age, and class would warrant some time as part of the BCT training. For example, one congregation that was several hundred years old had never had a female minister. Another example is calling a minister from a working class background in a congregation of primarily upper class congregants and there being strife over many issues. If there is a reason why you feel that part of the BCT time should be spent addressing one of these areas due to congregational history, please give a short history of why that should happen below.

We are unaware of any congregational history around class issues, but we suspect that could be an issue.

What else should we know about you that we haven't asked?

We can be less than tolerant of Christians. And Republicans. For many years, we had a dozen or more children of color, mostly adopted internationally. This group remained "invisible" and little/no effort was made to engage as a congregation to educate or celebrate the different racial/cultural backgrounds.

If we need clarification on any part of this form, should we direct questions to the contact person or to someone else (please list name and contact)? ***Contact person.***