

UUA Action Steps for Welcoming Congregations
 UUCT status as of April 2009

STEP #	Action	Category	
1	Offer religious education that incorporates bisexual, gay, lesbian, and transgender life issues, including the workshop series from the Welcoming Congregation Program.	Education	Please see note below on Education.
2	Promote participation by the congregation's minister, religious education minister or director, president, and/or moderator in the Welcoming Congregation Program.	Education	Minister is supportive, helpful and participatory. One of the leaders of the open and affirming congregations' worship service at Tallahassee 2008 and 2009 PrideFests.
3	Offer a congregation-wide workshop program(s), with follow-up opportunities for study and reflection.	Education	Please see note below on Education.
4	Use the Unitarian Universalist sexuality education program, <u>Our Whole Lives</u> .	Education	OWL is used in the UUCT.
5	Form a broad-based Welcoming Congregation committee to offer programs and monitor progress.	Congregational Life	Formed in 2007; meets monthly.
6	Adjust congregational bylaws and other relevant documents to include an affirmative nondiscrimination clause concerning membership, hiring practices, and the calling of religious professionals.	Congregational Life	Included; no adjustment necessary.
7	Use inclusive language and content as a regular part of worship services, and provide worship coordinators and speakers with guidelines on inclusive language.	Congregational Life	This is routinely done.
8	Provide main worship space and ministerial services for bisexual, gay, lesbian, and transgender rites of passage, such as services of union and dedications of children.	Congregational Life, Community Outreach	Available as requested. We plan to advertise the availability of space and service to the Tallahassee community.

4/15/2009

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9	Welcome bisexual, gay, lesbian, and/or transgender persons in the congregation's brochure.	Congregational Life	UUA brochures prominently included in visitor and membership information available.
10	Ensure that publications, public information, and programming reflect the requested status of any individual as s/he sees appropriate, recognize same-gender couples in directories and other publications as they desire.	Congregational Life	Done.
11	Celebrate and affirm bisexual, gay, lesbian and transgender issues and history during the church year (possibly including Gay Pride Week in June or National Coming Out Day.	Community Outreach	Tallahassee PrideFest - sponsor as one of Tallahassee's open and affirming congregations in 2008 and 2009.
12	Participate in and/or support efforts to create justice, freedom, and equality for bisexual, gay, lesbian, and/or transgender people in the larger society.	Community Outreach	ENDA, Amendment #2, affirmative congregational vote on public statement for equal rights. Committee members are active in efforts to overturn current marriage laws.
13	Establish and maintain contact with local bisexual, gay, lesbian and/or transgender groups to offer support and promote dialogue and interaction.	Community Outreach	We've established an ongoing relationship with the Family Tree, a community GLBT center.
14	Advertise in the local press and/or other media that reaches the bisexual, gay, lesbian, and transgender communities.	Community Outreach	We have ads, articles and calendar items in Branching Out, the monthly publication of the Family Tree.
15	Provide use of building space on an equivalent basis with other Unitarian Universalist organizations when requested by members for programs and meetings of an Interweave chapter.	Community Outreach	Available. We are investigating starting an Interweave Chapter.

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1, 3	Note on Education:		<p>The UUCT completed the workshop series from the Welcoming Congregation handbook about 10 years ago. We recently offered a panel on bisexuality and transgender issues as part of our Potluck with a purpose series. We had planned to include a GLBT session as part of the "isms" explored in Adult RE, which has been delayed. We continue to explore opportunities to educate congregational members and provide opportunities for discussion through focused programs (such as those ongoing for Welcoming Congregations), and ongoing congregational activities (such as congregational discussions). As time, resources, and interest permits, we may redo some of the Welcoming Congregation handbook workshops.</p>