



## Sunday Services \*\* August 2020

### Sunday Service at 10 am

Zoom Meeting ID: 832 129 662

<https://uuma.zoom.us/j/832129662>

### After Worship: Coffee Hour!

(Bring Your Own Coffee)

Zoom Meeting ID: 118 751 781

<https://zoom.us/j/118751781>

Once worship has ended, you will leave the webinar and re-enter the "Coffee Hour" meeting, which allows us to see and hear each other. We will be sorted into small groups for casual conversation.

#### **August 2 Rev. Sharon Wylie online service**

##### **"Tending to Mental Health"**

We are all of us living through an era of inordinate anxiety and stress. It is time for all of us to tend to our own mental health and to help friends and family tend to theirs. Today we'll talk about what symptoms to be mindful of, how to care for ourselves, and when to ask for help.

#### **August 9 Rev. Sharon Wylie online service**

##### **"What We're Giving Up"**

Learning about the history of white supremacy in the United States can be overwhelming and distressing. It is not always easy to let go of long-held illusions. This morning we'll reflect on the challenges of letting go.

#### **August 16 Rev. Sharon Wylie online service**

##### **"Blessing of the Animals"**

This morning we will use the wonders of zoom technology to celebrate the animals in our lives. If you would like your pet to be blessed, please be prepared to be visible during the service. Please email photos of your deceased animal pets (one photo per pet) with your pet's name to Rev. Sharon by 5 pm on August 14 for inclusion in a memorial montage.

#### **August 23 Rev. Sharon Wylie online service**

##### **"Rooted, Inspired, and Ready!"**

Join Chalice congregants as they share learning and reflections from this year's General Assembly of the Unitarian Universalist Association of Congregations.

#### **August 30 Rev. Sharon Wylie online service**

##### **"A Crowd, A Mob, A Troupe"**

American culture—and Unitarian Universalism—emphasizes and celebrates individualism. The challenges of our times are requiring us to think more as a collective. Let's think about thinking differently!



## “Not Sunday Worship” Worship 2<sup>nd</sup> and 4<sup>th</sup> Wednesdays at 5 p.m. (for right now) August 12 and 26

This is a collaborative and participatory worship experience that is evolving and in process. Our theme for the first gathering on August 12 is “What does worship look like to you?” This gathering will use zoom meeting format, and we are invited to be visible to each other. You will be invited to speak and share. This service will not be recorded and posted.

If this interests you but the time doesn't work, please let us know. Contact Tim H for the zoom meeting info - *[No personal info in public version]*.

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### Green Sanctuary Team

The UU Association Green Sanctuary (GS) program was created in 1989 to provide a path for congregational study, reflection, and action in response to environmental challenges. 254 (25% of UU congregations) have achieved GS accreditation, plus 70 more, including Chalice, that are in the process. With the increasingly urgent need for action to reverse climate change and to prevent the environmental and human injustices that it causes (climate justice), Green Sanctuary now requires a new level of congregational engagement. If you want to open a whole new world, go to [createclimatejustice.net](https://createclimatejustice.net) After signing up, you can search “Chalice” to find our group and join it. Your Green Team looks forward to seeing you there. If you have questions or problems, e-mail Victoria T at *[No personal info in public version]*.



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### *Family Ministry - August 2020*



Chris O'Connor,  
Director of Family  
Ministries

The Family Ministries Team is hosting a Mental Health First Aid training for adults who regularly interact with youth ages 12-18 who may be experiencing a mental health challenge. Mental Health America of San Diego County leads this public education program that introduces participants to risk factors and warning signs of mental illness and builds understanding of their impact. This 8 hour virtual training will be held on two Saturdays in September. Please contact Chris O'Connor ([dfm.chaliceuuc@gmail.com](mailto:dfm.chaliceuuc@gmail.com)) if you would like more details.

The Summer Session classes will continue through August for children and youth. Connection with friends is always important and these Zoom meetings are a great way to stay in touch with friends and supportive adult leaders.

If you have a child or youth involved in the Chalice RE program please go to the Chalice website ([ChaliceUUCongregation.org](http://ChaliceUUCongregation.org)) and fill out the registration form for the new school year. It is important that we have updated information since we are holding virtual meetings and these registration forms will streamline communication with families.



## Music Ministry for August 2020



Tim McKnight

### Looking Ahead:

Concert At Home With Tom Carlstrom (Zoom!)	Saturday, Aug. 1 @7p
An Evening Of Song With Tom Carlstrom - full concert experience	TBA
Tim and Friends Concert	TBA
Keyboard Kaleidoscope #6 Concert	TBA

### Tom Carlstrom's "Concert At Home" on Saturday, August 1 @ 7p

Join Tom Carlstrom via Zoom on the first Saturday of each month at 7pm for 40 minutes of song followed by visiting with fellow concert attendees. Every month is something new! Watch the weekly ENUUS prior to the first Saturday of the month for Zoom connection details. Donations to Chalice are gratefully accepted.



### President's Message for August 2020 - Dean Goddette

Yet another month of the virus and our ongoing struggles for social justice!

**Today:** If there's one thing I would ask you is to participate in UU the Vote. This intersects with every social justice activity at Chalice and within the UUA nationally. UU the Vote at Chalice is aimed at increasing voter turnout for the upcoming election. It's a simple, easy way for you to contribute to making this a better world. Contact Paul Courtright (pcourtright@kcco.net) for more information.

**Tomorrow:** The Board's role is to focus on the long term for Chalice. Over the next few months, the Board will be embarking on a process to better define our vision and mission. How do you understand the reasons Chalice has for existing? What does it mean to feel held by community when we're not in the same space? What brings us together when we physically can't be together?

Long term thinking turns out to be harder than you might imagine! When everything feels like a crisis, it's difficult to put it aside and think about next year.

First, I remind myself to trust all of you, that the Coordinating Team, groups, committees, and various task forces at Chalice are doing their work and focusing on the immediate issues. If anything, our current social and medical predicament has energized the congregation and there is a lot of great work happening in all corners of Chalice.

And, I've found that it can actually be a relief to NOT think about our current situation but imagine a congregation fired up about its future, with a plan to get there, radiating the passion and purpose that invites and inspires new partnerships and where creative cooperation can be sustained.

Here's to our exciting future!

Dean Goddette  
Chalice Board President



Dean Goddette



## *Music Ministry for August 2020 - continued*



### **Tribute To Steve Withers**

On May 2, our dear friend, Steve Withers, died of a heart attack. Since 2016, Steve had served Chalice as a Sunday morning worship musician. In his honor we reprint a "Music Spotlight" newsletter article from April 2016. Steve, thank you for bringing your light to Chalice – you are missed.

### **Brief Biography**

I grew up in the Point Loma area of San Diego. When I was 5 I heard our neighbor playing her piano and I ran into her house standing at the end of the keyboard transfixed by the image of her fingers manipulating the keys making the magic of music fill the air. I was hooked and begged my parents for lessons. No one else in my family was musical beyond my grandparents playing old songs from the 40's on their Wurlitzer organ, but my parents got a piano for the house and I started lessons.

I was in no way a natural musician, and had to work very hard to learn how to play. My arms would ache at night from the effort, and I remember soaking them in hot water to ease the pain in elementary school. But by 4th grade I played my first solo at school (Anchor's Aweigh!), by 9th I was playing for my school's musicals, and by the end of high school I was writing my own music, and arranging jazz band parts for Pt. Loma High's yearly cabaret show.

I received a full honor scholarship to the University of Cincinnati's College/Conservatory of Music where I studied composition and performance. I was part of a rock band in San Diego in the 80's, and by the 90's had joined the musician's union, playing professional theatre shows. This led to touring with Michael Crawford, the original Phantom of the Opera, playing with him at Radio City Music Hall, the Hollywood Bowl, and on ABC's The View, finally moving to NYC in 2000 to play Broadway shows and experience life in that incredible city.

I moved back to San Diego in 2004 to be with Marc, my partner of 11 years (now 23!) again, after living on opposite coasts for 4 years. Since then, I have been music directing shows for local companies, playing musicals at the Globe and La Jolla Playhouse, and for 5 years was the staff accompanist at SDSU in their theatre department. For one of their shows I hired a keyboardist I heard about named Tim McKnight, who turned out to be an extraordinary all-around musician and superb human being as well. He has now returned the favor by bringing me onboard at Chalice, for which I'm very grateful!

Currently I am the Associate Artistic Director of the San Diego Gay Men's Chorus, 180 voices strong, and celebrating our 31st year.

### **What does music mean in your life?**

Music has carried me through so much in my life, from coming out as gay in the 80's, becoming HIV+ in 1988 and losing so many friends to AIDS, recovering from drug addiction and living clean since 1992, and living in NYC in the aftermath of 9/11/01 which occurred at the end of my first year there. I love the universal emotional power and spiritual depth music contains, and it is truly an honor to be a musician.

### **Fun Fact**

I graduated from the same high school both my parents did, and even had a couple of the same (by then quite old) teachers!



## Strengthen our democracy! Help get out the vote from the comfort of your home!

The 2020 election is a little over four months away and this year we **must** get out the vote. COVID-19 is challenging our ability to register new voters or canvass. But we can still act — and a new Spirit Level grant, VOTE UU, will support us in this effort! Through an organization called *Vote Forward* ([www.votefwd.org](http://www.votefwd.org)) we will reach out to people, all over the US, who are registered as either Democratic or Independent but who did not vote in the last election.

This is a major letter writing campaign, encouraging people to vote in the November election. *Vote Forward* set a target of 10 million letters and Chalice aims to contribute 7200 of these between now and the end of October.

This isn't hard work. You will download (or we'll give you) a list of 20 names and addresses each week, print a letter, write in one or two lines about why YOU vote, and address the envelope. We will organize a training (Zoom) to answer all questions. Having a printer at home will help but it is not necessary. We can drop off and pick up letters, supply envelopes and stationery, and take care of mailing.

We want to make this as easy as possible and get as many Chalice members as possible to contribute to the effort. Would you help us get out the vote? If so, please email Paul C [*No personal info in public version*]. or Susan L [*No personal info in public version*].

We look forward to hearing from you.

Thank you from the coordinating group:

Paul Courtright & Susan Lewallen, Marshall & Julia Fogel, and Chris O'Conner.



## THE TRANSFORMATION TEAM Helping Chalice Respond to White Supremacy and Support the Black Lives Matter Movement



Mission Statement: Through education, self-reflection, and social action, the Transformation Team will assist the congregation to identify and dismantle white supremacy culture and racism at Chalice and the world.

During July 19th Worship Service, Reverend Sharon and the Team urged congregants to take the Implicit Association Test at [implicit.harvard.edu](http://implicit.harvard.edu). It is a clever and validated way to measure the strength of associations between concepts (e.g., Black or White folks) and evaluations (e.g., good or bad). The test promotes self-awareness and understanding, as implicit preferences for majority groups (e.g., White folks) are common because of strong negative associations with Black people in American society.

We also recommend:

[The Air We Breathe: Implicit Bias And Police Shootings : Hidden Brain](#)



## Chalice Groups & Activities offered on Zoom

During normal times, Chalice offers an abundance of activities on our beautiful campus. However, at this time it would be irresponsible to encourage groups to meet in person. Fortunately, many groups are able to gather on-line. For now, this is the safe way to participate! It is easy—

**Not Sunday Worship:** Second & Fourth Wednesdays at 5 pm, starting August 12. Contact Tim H for the zoom meeting info. *[No personal info in public version]*. See page 2 for more information.

**Haven House:** Our next dinner, scheduled for August 25, will be paid for by Chalice from our reimbursement fund. We're all disappointed that we can't safely provide one of our delicious meals prepared with love in the Haven House kitchen at this time.

**Gentle Yoga:** Tuesday evenings at 6:00. Zoom Meeting ID is 748 550 408, and the Password is 064171. We open the room at 5:45 pm for a few minutes of visiting and to deal with any technical difficulties.

**Lunch with Chalice:** Noon until 1:00 pm - Tuesday through Thursday, Lunch with the Minister at Zoom Meeting ID 358 579 869.

**Cracker Barrel:** Each Wednesday at 9:00 am. - Liberal thinkers & friendly, supportive men. New friends are welcome. Open to all men of Chalice to meet life-long friends with a sense of humor.  
Contact: Richard K *[No personal info in public version]* for the Zoom contact information

**Women's Support Group:** First and Third Wednesday evenings at 6:30 pm. - Safe, supportive group to share friendship. Contact: [chalicewomensgroup@gmail.com](mailto:chalicewomensgroup@gmail.com) to be put on the contact list for Zoom info.

**Poetry Group:** Second Monday at 1:00 on Zoom. Contact Bonnie P *[No personal info in public version]*. to be added to the email list for announcements and meeting info.

**Memoir Writers:** Second Thursday of each month at 10:00 am on Zoom. This is a great way of getting your thoughts and memories on paper. Contact Alice at *[No personal info in public version]* for Zoom information.

**Women's Book Group:** Third Tuesday at 7:00 pm on Zoom. This month's selection is *Unsheltered* by Barbara Kingsolver. Please contact Mary B *[No personal info in public version]*. to receive zoom notices.

**Prayer Circle:** Fourth Wednesday of each month at 7:00 pm on Zoom. Join Rev. Sharon for a Unitarian Universalist prayer circle. Please come prepared to request prayer and to offer prayer to others. All are welcome. Contact: Rev Sharon Wylie at [RevSharonWylie@gmail.com](mailto:RevSharonWylie@gmail.com).

**Green Sanctuary Team:** Fourth Wednesday of each month at 6:00 pm on Zoom. Upholding the 7th UU Principle: Interdependent Web of Life. Contact: Victoria T *[No personal info in public version]*.

**Women's Meditation & Study:** Every Thursday morning at 10:30 am on Zoom. Women's Buddhist Meditation. Mutual support and the practical implementation of Buddhism in order to enrich our daily lives. Contact: Carol B *[No personal info in public version]*.

**Family Meditation:** Every Monday at 4:00 pm on Zoom. A meditation class for all. Becky *[No personal info in public version]*.

**Readers' Theater:** Our gathering this month will be on Monday, August 24th at 6:30 p.m. via Zoom. We'll be reading aloud the classic comedy *The Importance of Being Earnest*, by Oscar Wilde — known as Wilde's "most enduringly popular play," due to its high farce and witty dialogue. It's a satire of Victorian attitudes toward marriage and social obligation that has delighted audiences since it was first performed in 1895. **Please join us (virtually) — newcomers and listeners are always welcome at our gatherings!** Please contact Deb C *[No personal info in public version]* so she can send you an invitation to the Zoom meeting.



## August 2020 Chalice PrevUUs Magazine Section

Newsletter of the Chalice Unitarian Universalist Congregation of Escondido, California  
2324 Miller Avenue, Escondido, CA 92029 Phone: 760-737-0393  
Website: ChaliceUUCongregation.org

Vol. 21 # 8

### *Minister's Message for August*

*The following is an excerpt from Rev. Sharon Wylie's sermon "Comfortable with Discomfort" offered on July 19, 2020. You can listen to the complete sermon, and the rest of the service, on Chalice's YouTube channel.*

In January 2018, we had a white supremacy teach-in at our congregation. We had a facilitator from outside the congregation come in, and instead of our more usual worship experience on Sunday morning, we engaged in collective learning and small group discussion about white supremacy culture. The encouragement to disrupt our Sunday morning routine and to learn about white supremacy came from an organization called the Black Lives of UU Organizing Collective, BLUU.

I told those who gathered that morning, that we were all "invited to join...[in] an uncomfortable adventure. We who are Unitarian Universalists often choose to make ourselves uncomfortable in the service of our meaning-making. We recognize our discomfort as evidence that we're growing. Today, if you feel discomfort arise within you—especially if you're white—we invite you to practice being curious, and to allow your discomfort to lead you to new learning."

We were learning, that day, about white supremacy culture and a specific list of characteristics of white supremacy culture as identified by authors Kenneth Jones and Tema Okun in their book *Dismantling Racism: A Workbook for Social Change Groups*.

At that time, for most of us, this was our first exposure to the idea that there is a culture of white supremacy that we are all part of. We're not talking about marching in the streets with white nationalists holding torches. White supremacy CULTURE is essentially the dominant culture of the United States, a culture with norms and standards that are damaging and harmful to all of us, white people AND

people of color. But they are norms and standards that most of us uphold without thinking about it because we are mostly unaware of them, like not knowing that we breathe air until we learn that we breathe air.

The characteristics of white supremacy culture are perfectionism, sense of urgency, defensive-ness, quantity over quality, worship of the written word, paternalism, either/or thinking, power hoarding, fear of open conflict, individualism, the idea that progress means bigger and more, objectivity, and the right to comfort.

Now, all that was meant to be a reminder, not the purpose of today's sermon, so if that information is new to you, or you don't remember it, know that all those characteristics with more details about them are online, and I'll have the link to them posted on Chalice's Facebook page after the service.

We participated in the teach-in and followed that up with our monthly racial justice film series. We had hoped to have a book discussion group, but that didn't quite get off the ground. And then it was time for our construction project, and our learning together about racial justice was set aside.

And it was set aside because racial justice work has never been that important to us as a community. I'm not saying that to shame us, me or you, but I am saying it in the spirit of "let's be honest." If more of us in the congregation feared for our lives when the police stopped us for expired car tags or broken taillights...well, let's be honest. I drove around with expired car tags for five months and was never stopped by the police once. White ladies driving Toyota Priuses don't get stopped by the police for car problems.



Rev. Sharon Wylie

- message continues on next page



## Minister's Message for August - continued

But if more of us WERE stopped by the police, or if more of us feared for our children's lives when they have interactions with the police, then of course we would have been more involved with racial justice issues.

The majority of our congregation is white, and white people get to choose if we care about racial justice issues or not. Let's be honest.

It's two and a half years later now, two and a half years after the white supremacy teach-in. And a lot has happened in those two and a half years; actually, a lot has happened since 2012, when Trayvon Martin was murdered in Florida and the Black Lives Matter movement formed. Books have come out, like *White Fragility* by Robin DiAngelo and *How to be an Antiracist* by Ibram X. Kendi and *So You Want to Talk About Race* by Ijeoma Oluo and *The Color of Law* by Richard Rothstein and more, so many more. And documentaries like "13<sup>th</sup>" by director Ava DuVernay and "I Am Not Your Negro" by director Raoul Peck, and more, so many more.

So when we saw, as a country, saw George Floyd murdered before our eyes, murdered by a police officer while other people just stood around and watched, when we finally, collectively woke up, suddenly heard everything Black people have been saying for so long, suddenly couldn't ignore it anymore, there is a blessing of learning available, an abundance of learning available. Books and documentaries, antiracism trainings, and even the pandemic is a strange blessing this way because everything is available to us online, we can take antiracism training from the very authors we're reading, we can sit in on Black Lives Matter meetings happening live and open to the public, we can share resources with each other in a way that we weren't doing before.

And two and a half years ago, we Unitarian Universalists might have felt that we were on the cutting edge of learning by having our white supremacy teach-in, and it's not a

competition, but I need you to know that we are not ahead anymore, if we ever were. The language of white supremacy culture and white fragility is everywhere now, not just in little pockets of progressivism.

In fact, I will suggest that we are behind. By that I mean we are out of step with what progressive organizations know and are doing, and we are out of step with the population of people we might expect to find a spiritual home with us.

Because we thought we got to choose if we care about racial justice or not. And we don't get to choose anymore. We are either all in for dismantling white supremacy culture in our congregation and in the world, or we might as well start planning for the closing of the congregation because we are making ourselves irrelevant.

We thought we got to choose if we care about racial justice or not when if we are to live our principles, the principles we claim to affirm and promote, the principles around which our entire community gathers, then we are called to work tirelessly, joyfully, determinedly, and relentlessly for racial justice in our country and for liberation for everyone.

I wouldn't tell you this if I didn't think we were ready to do this work. I love you, and I think we're ready for this moment and how we're called to change and grow.

Blessings and love to each of you,  
Sharon

To schedule an appointment  
with Rev. Sharon:  
Online: <https://calendly.com/revsharonwylie/>  
Text or call: 619.871.9959  
Email: [revsharonwylie@gmail.com](mailto:revsharonwylie@gmail.com)



**A Path Forward, An Evening(Online)  
Sponsored by the National Conflict  
Resolution Center  
August 20 7-8:15pm PDST (Recommendation  
from the Transformation Team)**



Join the conversation with leading scholars and #1 Best Sellers, **Robin DiAngelo (White Fragility)** and **Ibram X. Kendi (How to Be An Anti-Racist)**, facilitated by Pulitzer Prize-winning journalist **Wesley Lowery**, as we address the question: **How do we talk about race in a way that unites and strengthens us as a community?**

Go to <https://events.handbid.com/auctions/a-path-forward> to register.

**Recommended Congregational Reads by the Transformation Team  
“White Fragility” by Robin DeAngelo and “How to be an Antiracist” by Ibram X. Kendi.**

One way to begin our work to dismantle White Supremacy is to read two informative and challenging books on White Supremacy and Racism. We will begin with “White Fragility,” written by a white professor Robin DeAngelo for white people. She challenges us to see how white supremacy permeates our lives and how we may very well be perpetuating it.

We will follow that with “How to be an Antiracist” by Ibram X. Kendi. “The only way to undo racism is to consistently identify and describe it — and then dismantle it,” writes professor Kendi. In his book he identifies 17 areas where racism shows up in our society. In each area he defines what a racist is and what an antiracist is. And he contends there is no middle ground.

Debi S [*No personal info in public version*].has copies of each book to loan. Contact her if you would like a copy.

We will hold small group discussions on “White Fragility” beginning the week of August 24. To help us plan these discussions, please email us at [chalicetransformation@gmail.com](mailto:chalicetransformation@gmail.com) and let us know you are going to join the congregational read.

Although we, your Transformation Team, feel strongly we will learn a great deal from reading “White Fragility,” we do want you to be aware that there are a number of academics and activists who have offered criticisms of the book. But this is not universal. Prof Kendi for example is a strong supporter of Ms DeAngelo’s work. Here are some examples:

Money earned by this book goes to a white author when there are lots of black voices doing this work (*In addition to Prof Kendi, we will be recommending other black authors as well*)

"The intersecting forms of violence that shorten Black lives do not come from a social, economic, or political position of 'fragility.' - *Dr. Rhea Boyd*

"White Fragility caters to readers who want controlled self-flagellation for their complicity and participation in systems that deeply harm folks of color and Black folks in particular." - *Dr. Rhea Boyd*

DiAngelo doesn’t really consider black studies a disciplining force in the direction of her work. “The voice that’s missing for most white people is looking at what it means to be white,” she said. “I see whiteness studies as white scholars responding to [scholars of color] saying ‘Stop looking at us, because, in fact, you are our problem.’ ” But I am hard-pressed to imagine an accurate account of our world that doesn’t include the rigor of those who analyze blackness as dutifully as DiAngelo attends to whiteness. If DiAngelo willfully permits an absence here, it is one her core audience permits as well. *Lauren Michelle Jackson*

On July 15, the Atlantic Monthly published "How White Fragility Talks Down to Black People" by Prof John McWhorter, Columbia University. He is clear though that this is entirely unintentional.



## A MESSAGE FROM THE TRANSFORMATION TEAM

Excerpted from Widening the Circle of Concern, the Report of the UUA Commission on Institutional Change, presented at the 2020 General Assembly and available to order at <https://www.uuabookstore.org/>

After a woman of color was denied a position in the UUA in 2017, it became clear she was a victim of systemic white supremacy culture unconsciously operating within our faith. In response the UUA Board appointed a Commission on Institutional Change (COIC) and charged the eight members with:

Conducting an audit of the power structures and analyzing systemic racism and white supremacy within the UUA (and its congregations) and supporting long-term cultural and institutional change that redeems the essential promise and ideals of Unitarian Universalism.

After three years of hard work including interviews and testimony from over 1100 participants, the COIC presented their final report at this year's General Assembly. They made recommendations in 10 categories which we will present in a later article. Here are some of their important findings.

Many of our congregations are in trouble, with dwindling membership, participation, and financial contributions. A factor that contributes to this decline is **our inability to address issues of inclusion, equity, and diversity.**

As one of its first actions, the Commission on Institutional Change requested an analysis of the decline of the number of congregations over the past decades. **This analysis served to underscore the importance of large-scale systemic change to ensure the survival of our faith tradition.** An annual report of these numbers and the trends they mask [towards growth in certain regions or in congregations of a certain size] can help Unitarian Universalist leaders prevent us from going through the devolution experienced by mainstream and evangelical communities.

Reports continue to indicate that **multicultural congregations are on the rise** and that progressive-minded working-age adults expect the basic practices of equity, inclusion, and diversity that many of our congregation currently lack.

Our Association needs to develop and support leadership that brings needed change, but more often than not, it is not easy for congregational leaders who wish to participate in efforts to make our congregations more diverse, inclusive, and equitable. Not only are these leaders asked to take on change - never popular among established groups - around one of the trickiest subjects in the United States culture, race tensions, but we have also asked them to do it without the consistent support of our Association. This is important because of the way our expectations are changing, as this focus group participant shared:

"We have gone from focusing on diversity, just trying to get diverse people into our congregation, to inclusion, which is to find ways, you know, welcome and include diverse people in our congregation, to a greater understanding: that **it's not enough to welcome people into our playgrounds, our congregation.** We need to focus on racial equity and really, really seek out the voices of those who have not been present in our congregation, people from marginalized groups, especially in terms of race, and really begin to co-create with people from those marginalized groups, a new kind of culture."

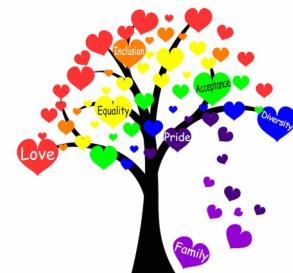
**The culture of many congregations is not in keeping pace with the expectations of new generations for anti-oppression practices.** We believe that Unitarian Universalism to survive as a faith movement, we must have reform at the congregational level. This will be



some of our hardest work. Those who have long been entrenched in our congregations believe that this kind of work is not useful, is simply a form of political correctness, or is not of value for them. Longtime congregational leaders may not see the patterns of white privilege, institutional racism, and other oppressions that can be present in our congregations - and they may not see the ways that a changing world is asking that Unitarian Universalism be accountable to all the diversity of people in our congregations and communities.

Because of the historical expansion of UU religious expression, followed by the eventual neglect of theological work within the UUA in the twentieth century, our congregations often have the characteristics of elite social clubs rather than religious institutions. As a religious institution - and not a social club - we are bound in covenant to a set of beliefs and aspirations. Our inclusive, pluralist Principles allow individuals to find their own paths to truth within our Unitarian Universalist frame, yet often individuals do not see that our faith community is held together by a set of common, communal values. **When individualism is not in balance with communal good, individualism can become toxic to our religious community.** If we wish to preserve Unitarian, Universalist, and Unitarian Universalist traditions, our conversations and research suggest that our congregations must center themselves in the communal and covenantal and not primarily the comfort and familiarity of the social club. This change must be accomplished with some speed and agility.

In conclusion, conversations and inputs from more than a thousand UUs suggest that the Unitarian Universalist Association must address systemic racism within its system. **The vast majority of respondents wanted a commitment to multicultural and anti-bias practices now common in most corporate, governmental and nonprofit workplaces.** This is in accordance with the First Principle which affirms the inherent worth and dignity of all people. Oppressive systems and practices limits everyone, though the burden is borne disproportionately by those seen as less capable or important to the system because of bias impressions. Unitarian Universalism will be free from this burden if we can welcome the questions, gifts and talents of all that are attracted to this faith. We need to learn about racism through all avenues available to us in order to evolve.



Chalice teen group in January, we had just started using the new building — before the pandemic, social distancing. The good old days.



## Chalice Board of Trustees Report for August Newsletter

The Chalice Board of Trustees met for the regular monthly meeting on Tuesday, July 14, 2020 at 7 pm. by Zoom. The Board heard a report from guest speaker Paul C about the UUA project, "UU the Vote", and the Vote Forward letter writing campaign. Board members were encouraged to participate in the letter writing campaign. It was pointed out that the Fiscal Year 2019-2020 budget ended with money left over, which was put into the reserve fund. Board Goals for this year and the Open Question process were discussed. The Board was asked to support the new Transformation Team in their work on anti-racism and institutional change. It was reported that a task force will be needed to start work on updating the Chalice by-laws and policies. There was discussion on how to better greet and connect newcomers into the Chalice community while we are not able to meet for services in person. Finally, there was reporting on various fund raising ideas being planned for the present fiscal year.

**New member: Amber Vlasnik**

## Coordinating Team (CT) Report for July Board meeting

Goal: Strengthen the ways in which congregants offer care and support to each other.

- We are planning an online all-congregation celebration on September 26 for Chalice's 20-year anniversary.

Goal: Increase financial support for Chalice's operating budget, including pledging, congregation-wide fun(d)raising activities, and funding from outside the congregation.

- CT has completed the Chalice Lighters Grant and submitted it.

Oversight of Chalice programs and committees:

- Chris O'Connor (chair) is forming the Courtyard Cover Task Force.
- Council of Chairs meeting is July 11 to encourage teams and committees to think creatively about the year ahead.
- Susan Spoto researched recommendations from Church Mutual (our insurance company), CDC, and the California Department of Public Health. CT determined that small group activities are not practicable for the foreseeable future and created signs to hang on the Chalice campus reminding congregants that Chalice is a public space and anyone on campus needs to observe the appropriate safety precautions.
- We plan to have Chalice's 2019-20 Annual Report finalized in time for the Board's September 8 meeting.
- Reminder: The Board will receive a monitoring report on all Chalice programs before the November 10 Council of Chairs meeting.

**Chalice Web Site:** [ChaliceUUCongregation.org](http://ChaliceUUCongregation.org)

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