

For Ministers, Religious Educators, Youth advisors, Board Members

Announcement: The [Mosaic Project Report](#) is now available on the UUA website.

The Mosaic Project asks the question: What are the ministry needs of African, Caribbean, Native/American Indian, Asian and Pacific Islander, Latina/Latino and Hispanic, Middle Eastern/Arab, Multiracial and Multiethnic and trans-racially adopted Unitarian Universalist youth and young adults?

It is said that demographics are destiny and it is well known that within a few decades America will be predominantly non-white. The thoroughness of the Mosaic report is impressive. Its clear steps will enable all congregations and our Association to start now, today, to reach out effectively and embrace youth and young adults of color, providing them with the loving support all young people need to achieve their full agency. By implementing the steps outlined in the Mosaic project, Unitarian Universalism can truly be as Theodore Parker calls us to do to 'have a church for the whole person'.

Rev. Archene Turner, Coordinator of Senior High Ministry,
Cedar Lane UU, Bethesda, Maryland

Many of our Unitarian Universalist congregations, communities, and events, have Youth and Young Adults of Color in the community. However most of these communities are not prepared to fully meet their needs. The report considers the role of congregations, districts, People of Color Communities, and the UUA. These recommendations along with the recommendations of the [Youth Ministry Working Group](#) provide a framework for strengthening and revitalizing our ministry to Youth and to Young Adults of Color.

"Younger UUs feel that the denomination has a responsibility to be intentionally inclusive. I feel particularly let down [by the] lack of interest in anti-oppression work. Perhaps there's a way ... to bring this to the forefront of all UU leaders' minds."

Asian/Pacific Island descent young adult.

This report identifies a quiet crisis in our midst—that in our youth groups, we have already become demographically multicultural while in our programming, we have not yet developed the resources to address this new reality. Just take one fact from the report—that almost 80 percent of our congregations have transracially adopted children and almost 80 percent offer no special programming to address the identity and other issues faced by these precious young people. We have the opportunity of making the investments now that can keep this diverse generation of youth in our midst—this report lays out the stark realities of why we must do this and some practical strategies for how to move forward before it is too late.

Rev. Leslie Takahashi Morris, Co-author, Unitarian Universalists, Anti-Racism and the Journey from Calgary, Co-minister, Mt. Diablo Unitarian Universalist Church, Walnut Creek, CA

The Mosaic Project Report offers recommendations to help congregations, districts, and Association create an environment that is an effective part of the scaffolding that supports Youth and Young Adults of Color both in their development of a healthy identity and through the transition from childhood to adulthood.

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As a religious educator, and a parent of young adult Unitarian Universalists of color, I welcome the Mosaic Project Report as evidence of the commitment of the Unitarian Universalist Association to our ministry to and with youth and young adults of color and Latina/o and Hispanic, and multicultural/multiethnic descent. While this document acknowledges the shortcomings of our congregations and our Association in this ministry, it also lays out a way forward and gives voice to the desire “deep conversations”. The road to the future Unitarian Universalist faith community presented in this report - that is, a community that supports, values and celebrates the diversity of our youth and young adults - is a road that must be taken.

Natalie Fenimore, Director of Religious Exploration
UU Congregation of Fairfax, VA

The Youth Ministry Working Group was established to craft a new imagination and structure for UU Youth Ministry based on the findings of the Youth Ministry Consultation and the 2007 Youth Ministry Summit. Their report just released offers recommendations for youth ministry at all levels of our Association—from the local congregation to the national headquarters staff. This report goes hand-in-hand with the Mosaic Project report.

Implementing the Mosaic Project recommendations along with the Youth Ministry Working Group recommendations can make a difference in our communities. By creating congregations, communities, and institutions that embody the seven Principles, Unitarian Universalists can indeed move closer to building the world we dream about.

More information about both reports is available on the UUA website and on Facebook. For a copy of the Youth Ministry Working Group Report and related resources, visit www.uua.org/youthministry or see the “Unitarian Universalist Youth Ministry” Facebook page. For a copy of the Mosaic Project Report and background about the project, go to www.uua.org/mosaic or visit “Mosaic Project - Unitarian Universalist Association” on Facebook. Contact mosaic@uua.org for more information.