



How to use this document

Green Sanctuary 2030: Mobilizing for Climate Justice Materials

How to use this document

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Navigating the Document

This document is organized into **Document Tabs**, which you can access on the left side of the screen. Tabs in Google docs provide a way to break long documents into manageable sections so you can easily navigate to the pieces you most need.

When you open the document, the left panel opens automatically to show the document tabs.

To find the document tabs:

1. On a document, at the top left corner below the page margins, click  Show tabs & outlines.
2. Select the tab that you want, ex. Introduction or Grounding in Our Context

To find the outline of each tab:

1. Click Tab options  then Show outline 
2. To hide outline, click Tab options  then Hide outline 

Tip: You can click on a tab to show and hide the outline.

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A full [Table of Contents](#) can be found in the Introduction.

Editing this document

The document is View Only. You cannot make changes to this document. However, if you want to make a copy of the document to be able to take notes or add your team's answers to questions, go to: File >> Make a Copy or click on this link:

 2025 Final GS2030 Materials

Download a PDF or .DOCX of this document

You can download this document as a PDF or Microsoft Word document. Go to File >> Download >> and select the format you want, including .docx or .pdf. You'll need to download each section separately.

Here are pdfs of each section. Click on the link to save or print each section.

[1 - Introduction - GS2030.pdf](#)

[2 - Questions for Exploration - GS2030.pdf](#)

[3 - Sharing Progress - GS2030.pdf](#)

[4 - Nourishing Our Team - GS2030.pdf](#)

[5 - Grounding in Our Context - GS2030.pdf](#)

[6 - Reimagining Our Community Thriving - GS2030.pdf](#)

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[7b - Exploring Community Resilience - GS2030.pdf](#)

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[7d - Exploring Mitigation GS2030.pdf](#)

[8 - Mobilizing for Action Overview GS2030.pdf](#)

[8a - Mobilizing - 5 year goals - GS2030.pdf](#)

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Sharing Progress

Sharing your progress is the only requirement for annual Recognition. Once your team has completed one meaningful action per Essential, you can apply for recognition. You can share your team's progress using the following links:

- [Action Report Green Sanctuary 2030](#)
- Team Report Green Sanctuary 2030 (available June 2025)



Introduction

Green Sanctuary 2030 (GS2030)

Welcome to the Green Sanctuary 2030 handbook! [Green Sanctuary 2030](#) supports UUs to transform our congregations through climate justice. In 2025, the program was updated to be more flexible and manageable for all UU congregations.

This introductory section will orient you to the process and these materials. Remember, the UUA is here to help! The GS2030 community [meets](#) on the third Wednesday of most months for shared learning and mutual support.

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Overview

The Green Sanctuary 2030 Process includes:

- **Four Essentials** of Climate Action
- **Five Approaches** to Support Your Congregation
- **One Requirement for Yearly Recognition**

Your team will engage in intersectional actions on each of the **Four Essentials** of Climate Action.

- **Congregational Transformation:** working together to improve the ways we organize and collaborate
- **Community Resilience:** cultivating communities of care to prepare for and respond to climate disruption.
- **Justice:** partnering with those most harmed by climate change to cultivate thriving communities
- **Mitigation:** reducing emissions from energy usage, transportation, waste, & consumption

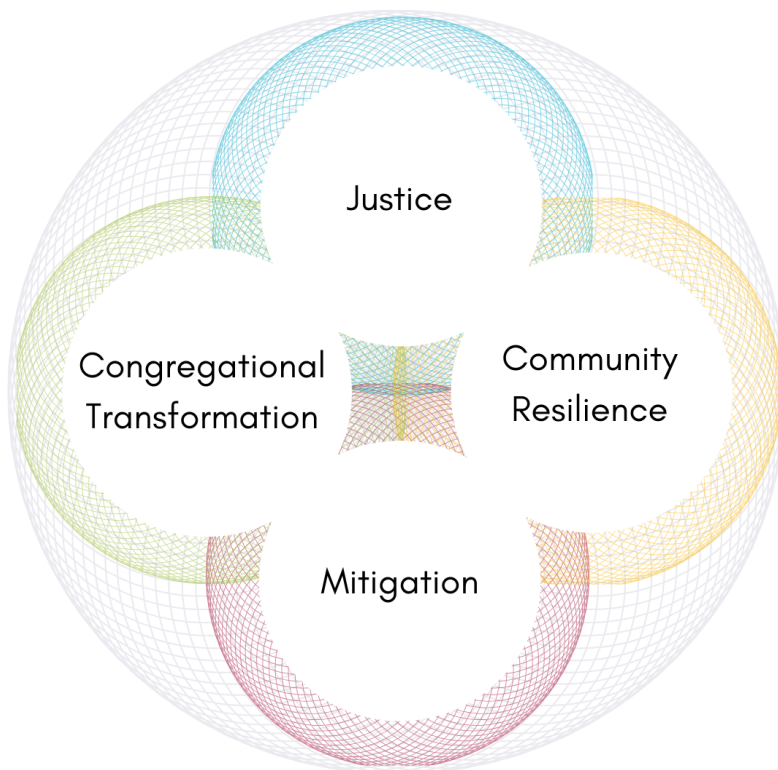


Image description: An image depicting the Four Essentials for Climate Action in four overlapping circles of blue, yellow, red, and green inside a light gray cross hatched sphere. At the center of each circle is one of the four essentials: “Justice, Community Resilience, Mitigation, and Congregational Transformation.”

The five **Approaches** support your congregation in taking action on the Four Essentials.

- Nourishing Our Team
- Grounding in Our Context
- Reimagining Our Community Thriving
- Exploring the Possibilities (includes specific content for each of the Essentials)
- Mobilizing for Action
 - Five-year Goals
 - This Year's Actions



Image description: An image depicting the five Approaches with “Approaches” in the center of a web with five orange, yellow, purple, turquoise, and blue circles that form a hexagon, connected by short arrows pointing clockwise. Inside each circle is one of the approaches with an illustrated green icon: “Reimagining Our Community Thriving” with a thought bubble containing stars, “Exploring Opportunities” with a magnifying glass displaying a star, “Mobilizing for Action” with a group of small stars around a large star, “Nourishing Our Team” with a pair of hands holding a heart containing a star, and “Grounding in Our Context” with a circle of interlocking hands around a star.

Sharing your progress is the only requirement for Recognition. When your team has completed at least one action per Essential with plans for ongoing action, you can apply for yearly Recognition. You do not need to share your responses to all the questions and wait for feedback from the UUA. [The Action Report](#) tracks your congregation’s actions; there is no need for a final report. To receive annual Recognition:

- Complete at least one meaningful action per Essential WITH plans for ongoing actions
- Share your progress (Action and Team Reports)

Four Essentials for Climate Action

The Four Essentials for Climate Action present unique, but interconnected, areas that are critical to advancing climate justice. While each represents a particular area of climate action, they are deeply intertwined.

Congregational Transformation

Working together to improve the ways we organize and collaborate

- Understand the dynamics in your congregation.
- Collaborate with other justice teams and ministries.
- Embrace systemic change.
- Cultivate organizing skills
- Organize for the long haul.

Community Resilience

Cultivating communities of care to prepare for and respond to climate disruption

- Understand how climate change harms your community—who, how, and where.
- Understand the strengths and challenges for the ecosystem in your area.
- Cultivate spiritual, relational, and infrastructural strength to prepare for and respond to climate disasters.
- Create spaces to nourish your spirits by connecting with nature, art, and each other.
- Collaborate with community partners to strengthen community resilience and care.

Justice

Partnering with those most harmed by climate change to build thriving communities

- Understand how climate disruption, environmental injustice, and energy injustice impact some worse than others.
- Follow frontline leadership and advance their priorities.
- Collaborate with curiosity and humility.
- Organize for collective liberation, embracing solidarity, not charity.

Mitigation

Reducing emissions from energy usage, transportation, waste, & consumption

- Understand the systems of extraction and consumption that cause climate change.
- Reduce resource usage in congregational buildings and grounds and individual homes and businesses.
- Consider energy, water, transportation, waste, food choices and more.
- Advocate for fair utility rates and access.

Your team will reflect on and plan actions that advance the four Essentials. You may have four discrete actions, one for each Essential. You may have one action that covers all four Essentials, or some combination. That's great! Do what works for your congregation and your community.

Approaches to Support Your Congregation

As your team goes through the Green Sanctuary 2030 process, you'll have resources and activities to help you:

- Develop and nourish your team
- Ground your actions in the realities of oppression and harm in your community
- Create a shared reimagining of your community thriving
- Explore possible actions for each Essential
- Agree on short-term actions and long-term goals

You can work through each approach or focus on the ones that are most useful for your team. Do what works! For each Approach, the UUA designed a **90-minute session** to guide your team through the process. The sessions are designed to spark connection and conversation and open the way for deeper explorations. Each session is organized in the same way, with text that participants can read aloud and timing information for each part of the meeting. If you would rather not use the sample agendas, you can reflect on the Questions for Exploration in whatever way works best for your team.

Nourishing Our Team

Creating, nourishing, and sustaining your team is an important and ongoing process. Mapping out your people to strategize how you prioritize recruitment, relationships and leadership development ensures a nourishing team culture, cohesion, and shared leadership.

- ☐ Map our people (aka, our Base)
- ☐ Explore team culture and how to nourish and strengthen your team

Grounding in Our Context

Understanding how different injustices are connected helps us more effectively identify the specific conditions we want to change. Together, you will explore the historical and current realities of oppression in your area and how those challenges will shape your Green Sanctuary Goals and Actions.

- ☐ Identify and map out the Challenging Realities in your community
- ☐ Deepen your understanding of how oppression historically and currently harms members of your community in different ways

Reimagining Our Community Thriving

We must challenge ourselves to not just imagine baseline survival but also a flourishing, nourishing, and joyful future where everyone thrives. Together, you will identify Faithful

Commitments that will guide our shared work.

- ☐ Draw both individual and collective “Rich Pictures” to ground ourselves in what you imagine as the Beloved Community
- ☐ Adopt a “2050 Thriving Community Promise” that serves as a faithful reminder to continue a practice of imagining our community thriving.

Exploring the Possibilities for the Four Essentials

Collaboratively reflect on each Essential for Climate Action and brainstorm possible actions for this year and within the next five years.

Congregational Transformation

Working together to improve the ways we organize and collaborate

- ☐ Draft a systems map to understand your congregation better while identifying opportunities for collaboration
- ☐ Explore questions that will inform your possible actions for Congregational Transformation
- ☐ Brainstorm possible actions for this year and Five-Year Goals for Congregational Transformation

Community Resilience

Cultivating communities of care to prepare for and respond to climate disruption.

- ☐ Use a spiral scan to identify the people and ecosystems in your community that are most at risk of climate disruption
- ☐ Explore questions that will inform your possible actions for our Community Resilience Essential
- ☐ Brainstorm possible actions for this year and Five-Year Goals for Community Resilience

Justice

Partnering with those most harmed by climate change to build thriving communities

- ☐ Draft a Community Care map to identify ways to faithfully respond to the challenges in your community
- ☐ Explore questions that will inform your understanding of the Justice Essential
- ☐ Brainstorm possible actions for this year and Five-Year Goals for Justice

Mitigation

Reducing emissions from energy usage, transportation, waste, & consumption

- ☐ Engage in the future mapping process to ground your ideas for future work in past and present actions
- ☐ Explore questions to help you better understand Mitigation
- ☐ Brainstorm possible actions for this year and Five-Year Goals for Mitigation

Team Accountability Check-In

As your team works through each Essential, you will determine if your team is Learning, Resourcing, Building Relationships, Collaborating, Acting, and/or Reflecting. These categories are interdependent. One is not better or more important than the other.

Using the Team Accountability Check-In, mark an “X” in the appropriate category or categories (ex. Learning, Resourcing) for each Essential. Select as many categories per Essential as you feel are appropriate. There is also a space to indicate that you need feedback, guidance, or support. Your congregation will update your Team Report (available June 2025) with this Check-In.

The Team Accountability Check-In provides a structure for your congregation to easily track your work on each Essential over time.

This reflection can help you note growth over time. For example, if your 2025 Team Accountability Check-In says you’re “Learning” about the Justice Essential, and you need guidance or support, 2026 says “Building Relationships,” 2027 says “Collaborating,” and 2028 says “Resourcing” and “Acting,” that’s a pretty good indication that your team is progressing towards your goals.

On the other hand, if your Team Accountability Check-In reflects Learning for 2025, 2026, 2027, 2028, etc., it’s probably a sign that you may need feedback, guidance, or support to move toward action.

The Team Accountability Check-In is below.

Congregation Name Team Accountability Check-In					
		Congregational Transformation	Community Resilience	Justice	Mitigation
Learning	We are learning and exploring this topic in our congregation.				
Resourcing	We are identifying the resources (people, money, time, materials, etc.) that we need to carry out our actions.				
Building Relationships	We are building relationships to support this work.				
Collaborating	We are collaborating with community members or national campaigns on existing or emerging initiatives.				
Acting	We are leading meaningful, impactful, and relevant actions.				
Reflecting	We are reflecting on our actions, evaluating impacts, and considering next steps.				
We need feedback, guidance, or support.					

Mobilizing for Action

Drawing on your exploration of opportunities, work together to agree on long-term goals and short-term actions that build toward a thriving community.

Five Year Goals

- ☐ Review the 2050 Thriving Community Promise you created in Reimagining Our Community Thriving
- ☐ Adopt Goals to achieve within the next five years that work towards your Promise

This Year's Actions

- ☐ Agree on Actions to work on this year

How to use these materials

Green Sanctuary 2030 Materials are here to support your congregation. The materials are designed to build congregational comfort, understanding, confidence, and effectiveness. You do not need to complete each Approach to receive Green Sanctuary recognition. You don't have to get approval from the UUA at every step like in previous versions. Do what works for your team!

You can use the materials in two ways:

1. **Use the prepared Team Meeting agendas and systems-based activities as designed.**

Each Approach (ex. Nourishing Our Team, Grounding in Our Context) has a corresponding agenda that you can use as is or adapt to your needs. Exploring the Possibilities includes four parts, one for each Essential. The agendas are designed for 90-minute meetings. Read more about the Team Sessions below.

2. **Work through the [Questions for Exploration](#) in whatever way works best for your team.**

Questions for Exploration pulls questions from each of the prepared agendas but does not include the systems-based activities, prompts, or timings.

Team Meeting Agendas

For each Approach, there is one **90-minute session** to guide your team through the process. The sessions are designed to spark connection and conversation and open the way for deeper explorations. Each session is organized in the same way with text that participants can read aloud and timings for each part of the meeting.

These sessions are designed for your team to work through together. For each session, you'll also find recommendations for additional people within the congregation that you might want to invite.

Each session includes:

- Preparation
- Chalice Lighting and Check-In
- Overview

- Practice
- Exploration
- Moving Forward
- Closing

It's helpful to identify roles for each meeting:

- Facilitator(s)
 - Team Care
 - Timekeeper
 - Note taker
- (More on these roles is in the [Nourishing Our Team Section](#))

You do not have to use the draft agendas.

Engage with the materials in whatever way works for your team.

If you prefer, you can review the [Questions for Exploration](#) with your team in whatever way works for you.

The sessions are in this recommended order:

1. Nourishing Our Team
2. Grounding in Our Context
3. Reimagining our Community Thriving
4. Exploring the Possibilities:
 - a. Congregational Transformation
 - b. Community Resilience
 - c. Justice
 - d. Mitigation
5. Mobilizing for Action:
 - a. Five-Year Goals
 - b. This Year's Actions

Receiving Green Sanctuary 2030 Recognition

Celebration is a key part of the work! Recognition is motivating. And – recognition is not the only thing that matters! It's also important for congregations to come into community with other UUs transforming our congregations through climate justice. Sharing Progress helps to both celebrate congregational work and build community among all UUs.



Sharing your team's progress is how we learn from each other and create mutual supports in the Green Sanctuary 2030 community. You share progress using the Action Report and Team Report (available June 2025).

- **[Action Report Link](#)**: Report your actions as they happen!
 - As you share your actions, the UUA will create a searchable database so you can easily find out what others are doing.
 - The UUA will track your actions through Action Report form. **You do not need to file a “final” report**, as the work is ongoing.
 - Once you have completed at least one action per Essential with plans for ongoing actions, you can request Recognition. See Actions and Essentials below for more info.
- **Team Report Link (available June 2025)**: Learn from each other and grow community!
 - The Team Report is a primary way teams can learn from each other and build community.
 - It's also a great way to share your progress with your congregation!
 - You build out your team report as you move through the process. Questions on the Team Report are built into each of the sections, indicated with a star ★.

Actions and Essentials

The four Essentials are interconnected. Your team may decide to do one major action that covers all four Essentials, one action per Essential, or a few actions that cover multiple Essentials. Actions need to be:

- meaningful to your congregation's context, resources, abilities, partnerships, etc.
- build towards your long-term goals

Applying for Annual Recognition

Your congregation can apply for Annual Recognition after you have engaged in at least one meaningful action for each Essential with plans for ongoing actions. You can apply for Recognition using a very short form.

Important Links

Ready to join the Green Sanctuary Community? Fill out this short form:

<https://bit.ly/JoinGS2030>

Action Reporting Form: <https://bit.ly/GS-ACTIONS>

All of the Action Report questions are available in this [google doc](#).

Recognition Request: <https://bit.ly/GS2030Recognition>

All of the Recognition Request questions are available in this [google doc](#).

Some teams have said it is helpful to review the questions and prepare your responses, then simply copy and paste them into the forms.



Questions for Exploration

Questions for Exploration

Each of the Approaches include several Questions for Exploration. The questions are designed to:

- strengthen your team,
- understand the historical and current pressures that impact your community and your climate work,
- imagine a thriving future for your community,
- explore possible actions for each of the four Essentials,
- determine which actions your team will focus on this year (short-term) and in the coming years (long-term), and
- share progress through the Action and Team Reports.

Your team can explore the questions using the meeting plans provided or by reflecting on the questions as a team in whatever way works best for you.

This document includes all of the questions that are in the sample meeting plans. You do not need to submit the answers to these questions to the UUA. The questions marked with a star ★ are also on the [Sharing Our Progress Team Report](#). Once your team agrees on an answer to the starred questions, you can update your Team Report.

If you have suggestions for additional questions, please send them to Environment@UUA.org.

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Nourishing Our Team

1. How does it feel when our team gathers or we host an event?
2. What practices do we use to ground in our UU faith, including celebration, rest, and reflection?
3. What do our answers to 1 and 2 tell us about our team's culture, values, and approach to conflict?
4. ★ **How might we nourish and strengthen our team and our Green Sanctuary 2030 Universe as a whole?**

Grounding in Our Context of Oppression

1. How has oppression shaped our community?

Go as far back as you can and scan up to modern times. Here are a few questions to help you start the conversation. Other questions will probably come up during your discussions, too.

- Who has been discriminated against in our community historically?
- How have people of color been prevented from thriving?
- How have working class people been prevented from thriving?
- How have white people and people with class privilege benefited from and maintained systems of harm?
- Was ours a sundown town or county? Which neighborhoods were redlined?
- Whose land are we on? What treaties with Indigenous people were broken in our area?

2. How does oppression impact our community (ex. city, county, region) now?

- Who is currently discriminated against in our community?
- How are these populations kept from thriving?
 - Immigrants?
 - Unhoused neighbors?
 - People with disabilities?
 - Currently and previously incarcerated people?
 - LGBTQ+ people?
- What racial injustices exist?
- Are trans people safe in our community?

3. ★ Reflecting on the ways oppression impacts our community, how will this inform our Green Sanctuary 2030 activities?

Reimagining Our Community Thriving

1. How does our Congregation's mission, vision, goals, or covenant statement call us to the work of climate justice?
2. What is motivating us to commit to meaningful, impactful, and ongoing actions on climate justice?
3. If we fully lived out our values, how would our relationships and our community transform?

2050 Thriving Community Promise

Holding our faith reflections and rich pictures, draft a short statement reflecting what we hope our community will be like in 2050 if everything goes well.

Here is a helpful framework to use: (drawn from [here](#))

1. How would it **feel** if all of our climate justice goals were achieved and our community thrived? What emotions arise in you and where do you feel them in your body?
2. What is our **primary goal** for our community thriving by 2050?
3. **Why** is that important?
4. What are our biggest **challenges**?
5. What would it mean to **realize** our goal?

Example Statement:

Our team [insert name/group] wants to [insert feeling 1] by [insert your goal 2] because [insert your why 3].

This is hard because [insert challenges 4]. But if we find a way to do this, we know that [insert what realizing our goal would mean 5].

★ **Our 2050 Thriving Community Promise**
Write out your 2050 Thriving Community Promise!

Remember, the ★ means add this promise to your [Sharing Our Progress Team Report](#).

Exploring the Possibilities

Congregational Transformation

1. If love is at the center of our UU faith, how does that shape the ways we show up for each other, our congregation, and our community as we adapt to our changing world?
2. How do we integrate climate justice understanding in worship, lifespan faith formation, and congregational life?

Consider: How we do it now and how we might deepen our commitments.

3. How are we now and how could we better collaborate with other teams and ministries in our congregation?

Consider: Conflict and collaboration, competition, and shared resources in relationships and across teams and within the congregation.

4. What do we need to do to shift from transactional and extractive practices to interpersonal and relational ones both within our team and across the congregation?

Consider your answers from [Nourishing Our Team](#) as you work on this question.

5. What spiritual practices encourage the kind of transformation we hope to cultivate in our congregation?

6. ★ **Brainstorm three or more actions we could consider for congregational transformation**
 - in the next year
 - in the next five years

These ideas will be narrowed down to actions that can be completed within one year or intentionally spread over multiple years in our action plan.

7. What's our current approach to congregational transformation? Reflect briefly as a team and check which boxes in the table below feel like the best fit for our current status.

★ CONGREGATIONAL TRANSFORMATION ★		
	Learning	We are learning and exploring this topic in our congregation.
	Resourcing	We are identifying the resources (people, money, time, materials, etc.) that we need to carry out our actions.
	Building Relationships	We are building relationships to support this work.
	Acting	We are leading meaningful, impactful, and relevant actions.
	Collaborating	We are collaborating with community members or national campaigns on existing or emerging initiatives.
	Reflecting	We are reflecting on our actions, evaluating impacts, and considering next steps.
	We need feedback, guidance, or support in this area.	

Community Resilience

1. How does our Unitarian Universalist faith prioritize care for those most harmed by an uncertain future?

It might be helpful to watch [UU Theological Grounding for Climate Justice](#), review the section on [theology](#) from *Widening the Circle of Concern*, or [shared spiritual practices](#).

2. How do climate disruption and injustice affect our community? Specifically who is most impacted, how, and where?
3. How are we working with existing community resilience efforts? How might our UU faith encourage a deeper commitment to justice in these efforts?
4. If we prioritize the needs of those most harmed, how does that call us to share resources to build community resilience?

Consider: Spiritual, relational, and infrastructural opportunities, including redistribution of wealth, reparations, use of facilities and grounds, expertise, funds, spiritual nourishment, relationships, etc.

5. How can we care for people experiencing grief, anxiety, distress related to climate disruption?
6. ★ **Brainstorm three or more actions we could consider for Community Resilience**
 - in the next year
 - in the next five years

These ideas will be narrowed down to actions that can be completed within one year or intentionally spread over multiple years in our action plan.

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7. What's our current approach to community resilience? Reflect briefly as a team and check which boxes in the table below feel like the best fit for our current status.

★ COMMUNITY RESILIENCE ★		
	Learning	We are learning and exploring this topic in our congregation.
	Resourcing	We are identifying the resources (people, money, time, materials, etc.) that we need to carry out our actions.
	Building Relationships	We are building relationships to support this work.
	Acting	We are leading meaningful, impactful, and relevant actions.
	Collaborating	We are collaborating with community members or national campaigns on existing or emerging initiatives.
	Reflecting	We are reflecting on our actions, evaluating impacts, and considering next steps.
	We need feedback, guidance, or support in this area.	

Justice

1. How does our faith call us to transform our climate work to center those most harmed so that all can flourish with dignity, love, and compassion?

Consider: Reflect back on [Grounding in Our Context](#) and the systems of oppression, power, and privilege that shape our community. How does climate injustice impact BIPOC, trans, low-income, unhoused neighbors, and ecosystems?

2. What does the Beloved Community* call us to do, to be accountable to those most harmed?

Consider: Understanding the messiness of relationship, conflict, and covenant. What barriers or challenges exist for our team to shift from charity to solidarity or to take direction from those most harmed?

Note: Dr. Martin Luther King's "Beloved Community is a global vision, in which all people can share in the wealth of the earth." It is also a way of being and organizing. Unitarian Universalists often draw on King's concept as a way of talking about the world we dream of living in. [Read text here](#) or [use this visual slideshow](#)

3. Which of our neighbors are most impacted by injustice and systems of harm, including environmental injustice, energy inequity, climate injustice, pollution, working conditions, access to food, and more? Reflect back on your Spiral Scan for this conversation. It can also be helpful to use the [EJScreen Tool](#) to identify environmental and climate justice concerns.

Consider: Unsafe drinking water, contaminated soil, poor air quality, inadequate transportation, high energy burdens, exposure to pesticides for agricultural workers, extreme heat and cold in warehouses or for road or construction workers, etc.

4. Who is organizing around the most pressing issues in our community? Who are we in relationship with? Who do we want to build relationships with?

Consider: Think broadly (beyond "just" environment) to include water, energy, food systems, racial justice, transportation, land, immigration, air quality, health, wildlife, human trafficking, housing, education, labor, LGBTQIA+, and more.

5. What are our practices to cultivate curiosity and humility as we show up for justice? What helps us stay in the discomfort and uncertainty of cross-cultural relationships?

Consider: differences across race, gender identity, class, ability, language, vulnerability to criminalization, deportation, and state violence, family structure, rural/urban/suburban location, and more.

6. ★ **Brainstorm three or more actions we could consider for Justice:**

- in the next year

- in the next five years

These ideas will be narrowed down to actions that can be completed within one year or intentionally spread over multiple years in our action plan.

7. What's our current approach to justice? Reflect briefly as a team and check which boxes in the table below feel like the best fit for our current status.

Justice		
	Learning	We are learning and exploring this topic in our congregation.
	Building Relationships	We are building relationships to support this work.
	Acting	We are leading meaningful, impactful, and relevant actions.
	Collaborating	We are collaborating with community members or national campaigns on existing or emerging initiatives.
	Reflecting	We are reflecting on our actions, evaluating impacts, and considering next steps.
	We need feedback, guidance, or support in this area.	

Mitigation

1. How does our UU faith call us to relate to our resources so those most harmed can thrive, not just survive? How can we shed our scarcity mindsets to grow into shared abundance? How can our actions be informed by what it means to relate to the elements, and each other, in a more reverent way?

Consider: the difference between solidarity and charity; lived experiences of those most harmed as sacred truth; creating space for transformation; leaning into generosity and abundance, not scarcity; different ways of knowing and being; etc.

2. How do energy systems, transportation choices, land use, and other polluting systems harm our community in ways that go against our faith?

Consider: rate structures, transportation inequities, poisonous infrastructure, placement of energy infrastructure, etc.

3. How are we in relationship with existing mitigation efforts in our area? How might our UU faith encourage a deeper commitment to justice in these initiatives?

Consider: energy justice and energy democracy, climate action planning, frontline partnerships, and advocacy, etc.

4. What is our congregation's long-term goal for reducing consumption and increasing renewable resources?

Consider: community decarbonization; water and energy usage; waste reduction; land (re)allocation; community gardens; etc. at the individual, congregational, and community levels.

5. What spiritual practices encourage us to be more courageously collaborative and imaginative while also practicing imperfection and change over time?

6. ★ **Brainstorm three or more actions we could consider for mitigation?**

- in the next year

- in the next five years

These ideas will be narrowed down to actions that can be completed within one year or intentionally spread over multiple years in our action plan.

7. What's our current approach to mitigation? Reflect briefly as a team and check which boxes in the table below feel like the best fit for our current status.

★ Mitigation ★		
	Learning	We are learning and exploring this topic in our congregation.
	Building Relationships	We are building relationships to support this work.
	Acting	We are leading meaningful, impactful, and relevant actions.
	Collaborating	We are collaborating with community members or national campaigns on existing or emerging initiatives.
	Reflecting	We are reflecting on our actions, evaluating impacts, and considering next steps.
	We need feedback, guidance, or support in this area.	

Mobilizing for Action

You may notice that the format for this section is not like the others. That's intentional! As you bring together the faithful work you have done to nourish, ground, reimagine, and explore, you need a process that will clarify your shared goals and the concrete actions you can take to achieve them. The questions for each of the “Mobilizing for Action” processes—identifying your **Five-Year Goals** and **This Year's Actions**—are meant to help you synthesize all you have brainstormed across the Four Essentials into impactful and intersectional actions.

Note: It may be helpful to review the full content of the [Mobilizing for Action](#) sessions before you answer these questions.

Five-Year Goals

These questions are intended to help us agree on our **shared goals for five years from now**. To identify these “Five-Year Goals,” we will return to the actions we brainstormed in “[Exploring the Possibilities](#).” For each Essential, we brainstormed three or more actions that we could focus on:

- in the next year
- in the next five years

We will specifically review and transform our brainstormed “**Actions in the Next Five Years**” into our Five-Year Goals.

Questions for Individual Reflection:

Reflecting on the brainstormed possible actions **in the next five years**:

1. Which ones should be our Top Three “Five-Year Goals?”
2. Why are those goals important?
3. What would it mean to meet these goals in five years?

Proposed Prompts for Group Reflection:

- What do you notice about the goals we chose?
 - Are there some that many of us chose?
 - Are there some that one or two people chose for reasons that may make them a priority for all of us?

- Are there some that are repeated across the Essentials (this is a potential indication of importance)?
- Which of these goals meet our criteria to:
 - Move us toward our 2050 Promise
 - Be grounded in our context
 - Nourish and build our team
 - Recognize our current abilities and build our capacity
 - Align with the goals of our core partners
 - Align with the needs of communities who are most impacted
 - Include all four of the Essentials (Remember, this can be in any combination)

As we agree on our top goals we will consider how they:

- Move us towards **our 2050 promise**
- **Reflect our commitments** to “Nourishing our Team,” “Grounding in Our Context,” and “Reimagining Our Community Thriving”
- **Together address all of our Four Essentials** (Congregational Transformation, Community Resilience, Justice, Mitigation) for Climate Action, which can be done individually or by combining essentials in any combination

★ **Our Five-Year Goals and the Essentials they address are:**

Ex: “[Goal Description]. This goal addresses the _____ Essential/s.”

This Year’s Actions

These questions are intended to help us agree on our **actions for the next year**. To identify these actions, we will return to the actions we brainstormed in “[Exploring the Possibilities](#).” For each Essential, we brainstormed three or more actions that we could focus on:

- in the next year
- in the next five years

We will specifically review our brainstormed “**Actions in the Year**” and assess which ones we will mobilize towards achieving our Five-Year Goals.

Questions for Individual Reflection:

Among what we brainstormed as opportunities for possible actions for this year:

1. What are our Top Three Actions for this year?
2. Why are those our Actions for this year?
3. What would it mean to achieve these actions this year?

Proposed Prompts for Group Reflection:

- What do you notice about the actions we chose?
 - Are there some that many of us chose?
 - Are there some that one or two people chose for reasons that may make them a priority for all of us?
 - Are there some actions that are repeated across Essentials (this is a potential indication of importance)
- Which of these actions meet our criteria to:
 - Move us toward our Five-Year Goals
 - Be grounded in our context
 - Nourish and build our team
 - Recognize our current abilities and build our capacity
 - Align with the goals of our core partners
 - Align with the needs of communities who are most impacted
 - Include all four of the Essentials (Remember, this can be in any combination)

As we reflect and prioritize, we will consider how our actions:

- Fit with our **prioritized Five-Year Goals**
- **Reflect our commitments** to “Nourishing our Team,” “Grounding in Our Context,” and “Reimagining Our Community Thriving”
- **Together address all of our Four Essentials** (Congregational Transformation, Community Resilience, Justice, Mitigation) for Climate Action, which can be done individually or by combining essentials in any combination.
- Are in any way repeated across essentials as a potential indication of importance

★ Our Actions For This Year and the Essentials they address are:

Ex: “[Action Description]. This action addresses the _____ Essential/s.”



Sharing Our Progress



fSharing team progress is how we learn from each other and grow our Green Sanctuary community. When teams share their experiences and the lessons they learn in GS2030 projects and climate justice ministries it leads to shared learning and mutual supports among UUs transforming our congregations through climate justice.

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Sharing Our Progress

Teams share progress in two ways. Both are required for Recognition.

Action Report

Reporting actions is a requirement for annual Recognition. When you complete an action (benchmark or facilities, advocate for energy justice, etc.), you share that action in the [Action Report Form](#). The UUA is creating a searchable database for UUs to be able to get inspiration from each other and connect to other congregations doing similar work.

The Action Report removes the need for a final report. The Action Report form is here: <https://bit.ly/GS-ACTIONS>. You can review the questions [here](#). If it's helpful, you can make a copy of that document and use it to write your responses, then copy and paste those responses into the online form. You don't need to write lengthy answers to these questions. Just the basics! If we have questions, we'll reach out for clarification.

Team Report

With one question from each Essential and Approach, the Team Report provides a quick overview of your climate justice commitments and actions. It's a great way to easily share your work with your congregation. It's also a primary way that teams can learn from each other and build community. Teams add to the Report as they move through the Green Sanctuary 2030 process. Questions on the Team Report are built into each of the sections (ex. "Grounding in Our Context"), indicated with a star ★. Teams take the answers to those starred questions and paste them into the Team Report.

- 1) As your team moves through the process, update your Team Report with the answers to the starred questions using the Team Report form



- 2) You can also download the Team Report into a word doc and update it for your own records. The Team Report document is also a great overview of your Green Sanctuary 2030 work that you can share with your congregation!

If you need alternatives to either Report or prefer submitting a video, presentation, or other method of sharing your progress, that's fine! Simply email

Environment@UUA.org and let us know.



Team Report

Download an editable copy of this report [here](#).

Congregation Name

Nourishing Our Team

★ How might we nourish and strengthen our team and our Green Sanctuary 2030 Universe as a whole?

Grounding in Our Context

★ How will the realities of oppression in our community inform our Green Sanctuary 2030 activities?

Reimagining Our Community Thriving

★ Our 2050 Thriving Community Promise:



Exploring the Opportunities

★ Brainstorm three or more actions to consider for each Essential

- in the next year:
- in the next five years:

Congregational Transformation

- in the next year:
- in the next five years:

Community Resilience

- in the next year:
- in the next five years:

Justice

- in the next year:
- in the next five years:

Mitigation

- in the next year:
- in the next five years:



Using the table below, indicate with an X where your congregation is for each Essential

Team Accountability Check-In					
		Congregational Transformation	Community Resilience	Justice	Mitigation
Learning	We are learning and exploring this topic in our congregation.				
Resourcing	We are identifying the resources (people, money, time, materials, etc.) that we need to carry out our actions.				
Building Relationships	We are building relationships to support this work.				
Collaborating	We are collaborating with community members or national campaigns on existing or emerging initiatives.				
Acting	We are leading meaningful, impactful, and relevant actions.				
Reflecting	We are reflecting on our actions, evaluating impacts, and considering next steps.				
We need feedback, guidance, or support.					



Mobilizing for Action

★ Our Five-Year GOALS:

Tip: Add more if you like, but we recommend no more than five.

Goal 1: (type name of goal)

This goal addresses (select all that apply):

- | | |
|--|-------------------------------------|
| ☐ Congregational Transformation | ☐ Justice |
| ☐ Community Resilience | ☐ Mitigation |

This goal is important to us because:

Goal 2: (type name of goal)

This goal addresses (select all that apply):

- | | |
|--|-------------------------------------|
| ☐ Congregational Transformation | ☐ Justice |
| ☐ Community Resilience | ☐ Mitigation |

This goal is important to us because:

Goal 3: (type name of goal)

This goal addresses (select all that apply):

- | | |
|--|-------------------------------------|
| ☐ Congregational Transformation | ☐ Justice |
| ☐ Community Resilience | ☐ Mitigation |

This goal is important to us because:

Goal 4: (type name of goal)

This goal addresses (select all that apply):

- | | |
|--|-------------------------------------|
| ☐ Congregational Transformation | ☐ Justice |
| ☐ Community Resilience | ☐ Mitigation |

This goal is important to us because:



★ Our congregation's **ACTIONS** for the next year:

Tip: Add more if you like, but we recommend no more than six. You can always add more later if you finish all of these before the year is up!

Action 1: (type name of action)

This action addresses (select all that apply):

- | | |
|--|-------------------------------------|
| ☐ Congregational Transformation | ☐ Justice |
| ☐ Community Resilience | ☐ Mitigation |

- a) Description of action:
- b) This action will help us achieve the following goal(s):
- c) What resources do we need to implement this action?

Action 2: (type name of action)

This action addresses (select all that apply):

- | | |
|--|-------------------------------------|
| ☐ Congregational Transformation | ☐ Justice |
| ☐ Community Resilience | ☐ Mitigation |

- a) Description of action:
- b) This action will help us achieve the following goal(s):
- c) What resources do we need to implement this action?

Action 3: (type name of action)

This action addresses (select all that apply):

- | | |
|--|-------------------------------------|
| ☐ Congregational Transformation | ☐ Justice |
| ☐ Community Resilience | ☐ Mitigation |

- a) Description of action:
- b) This action will help us achieve the following goal(s):
- c) What resources do we need to implement this action?

Action 4: (type name of action)

This action addresses (select all that apply):

- | | |
|--|-------------------------------------|
| ☐ Congregational Transformation | ☐ Justice |
| ☐ Community Resilience | ☐ Mitigation |



- a) Description of action:
- b) This action will help us achieve the following goal(s):
- c) What resources do we need to implement this action?



Nourishing Our Team



Nourishing Our Team

Creating, nourishing, and sustaining your team is an important and ongoing process. Mapping out your people to strategize how we prioritize recruitment, relationships, and leadership development ensures a nourishing team culture, cohesion, and shared leadership. In this session, you will make a map of the people in your work and brainstorm ways to strengthen your map. You will also review the Green Sanctuary 2030 process as a whole.

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When you are done, be sure to add the ★ question to your [Sharing Our Progress Team Report](#).

Preparation

Materials and Roles

- ☐ Send everyone who is coming the [Exploration](#) questions and the [Introduction section](#) (e.g., via email) a week before you gather.
- ☐ Print copies of this [Mapping Your Base Handout](#) and the [Introduction section](#) for everyone.
 - For virtual gatherings/participants, download and/or make a digital copy of the “[Mapping Your Base](#)” handout and [Introduction section](#) to share during the session.
- ☐ If you are meeting online or have a way to share slides, have these [Slides](#) ready.
- ☐ Find and bring a large poster board or butcher paper and markers.
 - For virtual gatherings, prepare an online whiteboard space where attendees can contribute their ideas as you Map Your Base.



- For hybrid gatherings, designate an in-person participant to serve as a liaison to capture suggestions from virtual participants.

☐ Decide on [Roles](#):

- ☐ Facilitator
- ☐ Team Care
- ☐ Note taker
- ☐ Timekeeper

Congregational Engagement

Multiple perspectives move the process forward more effectively! Consider inviting others to help Nourish our Team, such as:

- | | |
|--|---|
| ☐ Membership Committee | ☐ Our minister(s) |
| ☐ Leadership Development or
Nominating Committee | ☐ Our Religious Educator/s |
| ☐ Board member/s | |

Chalice Lighting and Check-In

15 minutes

Chalice Lighting

[The Ember of Hope, and Love Set Ablaze](#) by Rev. [Lisa Doege](#)

What if

sometimes it's not about a light in the darkness?

What if

sometimes it's about sparking potential into possibility, and possibility into existence?

What if

sometimes the flame that burns in the chalice of our faith is nothing less than the ember of hope and nothing more than love set ablaze?

What if

sometimes all we need do is follow this flame—one among scores, hundreds,



thousands of steadily flickering flames across the land and among so many peoples—on the way to justice and into the land of peace?

What if
we dare to kindle that chalice?

Check-In

We gather, daring to kindle that chalice, daring to embrace the work of climate justice yet again. Now let's do a go-around to check in with the question: How are you arriving as we dare to begin this Green Sanctuary 2030 process?

Overview

10 minutes

Read out loud

Welcome to the first session of our Green Sanctuary 2030 process! Each session of this process follows a similar agenda:

- Chalice Lighting and Check-In
- Overview of today's focus
- Practice or Exercise we do together
- Exploration of questions related to today's focus (one of which we put on our [Sharing Our Progress Team Report](#))
- Moving Forward with next steps
- Closing

In this session, we will follow this agenda to make a map of the people in our work and brainstorm ways to strengthen our map. Then we'll review the GS2030 process as a whole and close with concrete next steps.

Roles:

First, let's check in about our roles. Sharing the roles to make our meetings run smoothly spreads out the work and allows people to try on and learn different skills and participate in different ways. We recommend rotating roles regularly and encourage each person to try a role they don't typically take on!



Here are some recommended roles:

- **Facilitator/s** - Guides the group through the activities and supports full participation in group process
- **Team Care** - Tracks the joy, tension, and energy in the room and notes it for the group and encourages a pause, body break, and/or movement when energy is especially low, tense, or shifting. Also: bring snacks and fidget toys! Meetings are always better with snacks and fidgets!
- **Timekeeper** - tracks time and offer reminders as needed when time is approaching to shift conversation
- **Note taker** - takes notes AND shares them with the team after

Tip: We recommend that you take a few minutes in this session to talk about how you want to rotate roles through this Green Sanctuary 2030 process, if you don't already have your own system in place.

Now let's dig into our focus area for today! It is important to continually nourish, recruit, and sustain the people involved in our Green Sanctuary 2030 work. It's easy to be absorbed by the activities of our justice work like setting up the table for coffee hour, trying to understand policy, or planning our next event. When we center people over tasks, we embody what it means to be a covenantal faith and we build capacity for our work. That means intentionally building our core team as well as relationships with people throughout the congregation.

Many UUs don't prioritize this work of recruitment and relationships because we don't know how, we feel the urgency of action, we're spread thin, we're shy, and so many other reasons. That's ok! Nourishing and building our team takes focus, time and skills. The first step (and one to come back to again and again) is to map out who are the people involved right now and how people cycle through different kinds of participation. Then we can move towards strengthening our universe of involved people (also called our base).

Practice: Mapping Our Base

20 minutes

This is a framework for mapping our universe and expanding our base. “Base” is an organizing term that means the people who are supportive and will (occasionally or regularly) do something related to our Green Sanctuary 2030 work.

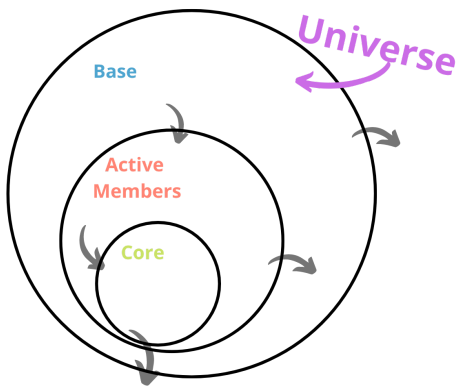


Image description: Three small, medium, and large concentric, nesting circles labeled “Core, Active Members, and Base,” with Core at the foundation. Arrows pointing in and out of each circle indicate fluid movement between the Core, Active Members, and Base. The space outside the circle is labeled “Universe,” with arrows showing movement between the Universe and the circles.

1. Review the framework together using one of these three options:
 - a. These [Slides: bit.ly/BaseSlides](https://bit.ly/BaseSlides)
 - b. Page one of  Mapping Your Base Handout
 - c. Ten minutes of this video: <https://vimeo.com/936772903#t=10m25s> (if you copy and paste the link rather than click it, it should start at the 10-minute mark.)
2. Map our Green Sanctuary 2030 base on posterboard, butcher paper, using this [interactive slide](#), or on an online whiteboard using the  Mapping Your Base Handout .
3. Answer the reflection questions on the handout (also on [Slide #15](#)) - first with individual reflection, then together.

Optional:

- ☐ For more help understanding this framework, watch the full workshop [Video Presentation](#) together!



Exploration

20 minutes

Tip: Please share this section with participants in advance so folks have time to process and reflect on their responses before you gather.

The following questions are designed to help us deepen our reflection about our universe. These questions are to help us explore how our team functions and how we want it to function. Take some time to talk as a group about these questions.

If you don't know the answer to a question, that's ok! Note that and identify a way to learn more. Draw on the wisdom of everyone in the room, making space for people who are quick to respond and those who need more time to process. We do not have to have fully formed and polished answers for these questions, and we do not need to share our responses with the UUA or the Green Sanctuary 2030 Community (unless we really want to!).

1. How does it feel when our team gathers or we host an event?
2. What practices do we use to ground in our UU faith, including celebration, rest, and reflection?
3. What do our answers to 1 and 2 tell us about our team's culture, values, and approach to conflict?
4. ★ **How might we nourish and strengthen our team and our Green Sanctuary 2030 Universe as a whole?**

Tip: Remember, the ★ means add this question to your [Sharing Our Progress Team Report](#).



Green Sanctuary 2030 Process Review

10 minutes

Before we close out today, we're going to review the Green Sanctuary 2030 process as a whole.

Review the [Introduction Section](#) together - perhaps reading aloud some or all.

Tip: if you have questions, are stuck, confused, or want to be in wider community, our Green Sanctuary 2030 [Monthly Gatherings](#) are the 3rd Wednesday of every month. You might even make sure someone from your team attends each one!

Moving Forward

15 minutes

What's next?

- What do we need to do to finish this section?
- How will we share notes from today?
- What is our plan and schedule to work through this Green Sanctuary 2030 process?
- Anything else?

When is our next meeting?

Time:

Place:

Focus area:

Facilitator:

Closing

For our closing ritual, each participant will share one word that they hope will bless our work to Nourish Our Team going forward. After each person's offering, the group offers an enthusiastic "May it be so!"

Suggested Language for Each Participant:

May we and our work to Nourish Our Team be blessed with _____



Suggested Response from Group:
May it be so!

Grounding in Our Context



Grounding in Our Context

Understanding how different injustices are connected helps to more effectively identify the specific conditions we want to change. Together, your team will explore the historical and current realities of oppression in your area and how those challenges will shape your Green Sanctuary 2030 Goals and Actions.

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When you are done, be sure to add the ★ question to your [Sharing Our Progress Team Report](#).

Preparation

Materials and Roles

- ☐ Large poster board or butcher paper
 - *For virtual gatherings*, prepare an online whiteboard space where attendees can contribute their ideas as you Map the Challenging Realities.
 - *For hybrid gatherings*, designate an in-person participant to serve as a liaison to capture suggestions from virtual participants.
- ☐ Markers, colored pens or pencils enough for everyone
- ☐ **Decide on [Roles](#):**
 - ☐ Facilitator
 - ☐ Team Care
 - ☐ Note taker
 - ☐ Timekeeper

Congregational and Community Engagement

Multiple perspectives move the process forward more effectively! Consider inviting others to participate in this session, such as:

- ☐ Other social justice teams, especially your racial justice team(s)



☐ Our local historian or town elders

Chalice Lighting and Check-In

15 minutes

Chalice Lighting:

In their text *Let This Radicalize You*, Kelly Hayes and Mariame Kaba invite us to “Think Like a Geographer” as we work for justice. They remind us that

“To think of freedom as a **place** we create, share, and inhabit is instructive. We live on a planet in the throes of climate chaos, where powerful actors will use borders and captivity to maintain the norms of capitalism for as long as possible. To think of our organizing efforts as the work of **making place** helps ground us in the larger reality of what we are fighting for: not mere words or ideas, but transformed lives in transformed places. In working towards liberation, we are **making place** in opposition to those who would rob us of time, space, togetherness, and possibility itself.”

As we light our chalice to begin our sacred time together, may its flame remind us that we are part of a community with the people and power to transform all our lives in love.

Check-In Question:

What is one place or space in our community that reminds you of our ability to care for one another in times of chaos?

Overview

5 minutes

Our faith calls us to anti-oppression and collective liberation. Our Green Sanctuary 2030 Teams explore the historical and current realities of oppression in our area and how those challenges shape our work. The intentional reflection process we will engage in this session will further our understanding of systemic racism in our community. It can also help us identify a future justice project and potential partners for collaboration. Let's embrace an attitude of curiosity and humility as we approach this transformative work!

In this session, we'll explore the challenging realities affecting our community, then we'll reflect on how oppression has shaped and continues to shape your community. We'll close with concrete next steps.



Practice: Mapping Challenging Realities

20 minutes

Tip: If you did the Climate Justice Revival dialogs and have your maps already, you can review those maps and/or create new maps with another group of people.

When we Map the Connections across different challenges, we note all of the complexity we observe without judgment. We simply map out the concerns, the realities, the challenges, the resources, the partners, the climate impacts, the threats to ecosystems, which neighborhoods are most harmed, the injustices. Using a systems thinking tool called the “systems map” or “mind map,” we will plot out everything we can think of to Make the Connections on the Challenging Realities in our community.

Instructions:

1. In-person: Take out a large piece of paper or poster board, or butcher paper. A whiteboard or chalkboard is fine, too, we just need to make sure we take pictures of what we did so we don't lose it! This paper/board will be what the group uses to map the challenging realities together.

Virtual/Hybrid: Designate someone to take out a large piece of paper to capture what people share. Or, use an online whiteboard (i.e., on Zoom or Miro) where folks can contribute their ideas.

Note: If you have a large group of people participating (more than eight), consider breaking out into small groups of 4–5 people, each with their own paper/board.

2. In-person: Everyone needs to have something to write with. If folks are not able to physically write, buddy up so that everyone can participate.

Virtual/Hybrid: Everyone needs to have some way to contribute. If folks are not able to physically write (i.e., have a disability, are attending virtually, etc), buddy up so that they have a designated “scribe” and everyone can participate.

Instructions are the same for in-person and virtual for the remaining steps

3. Write “**Challenging Realities**” in the center of your paper/board.
4. Everyone will write out all of the things challenging our community, including the threats to ecosystems and neighborhoods and injustices that hold us back from building a community where everyone thrives.



5. Once an idea has been written down, draw connecting lines from that idea to the congregation and anything else it connects to. Drawing circles or boxes around the ideas or using different colors can help if we want to distinguish between things, for example, a square means a community partner we're in relationship with, a circle is an internal ministry or team. We'll do what works for us!
6. Keep going until it feels like everything is on the paper, but don't let "getting everything" stop the progress. But DO make sure to create enough space in your conversation to allow everyone to contribute their ideas.
7. Start to identify areas of connection or points of opportunity. Don't overthink it! We can (and should!) come back to our congregational systems map over time.
8. Take a moment for group reflection and sharing over what insights or questions emerged in this process. *(If you have broken up into smaller groups for this process, consider ringing a bell or [playing some music](#) to bring folks back to the larger group for this discussion)*
9. Make sure to save and/or photograph your map(s) for future sessions.

Optional:

- ☐ Use this [Script and Video instructions](#) or work from this [overview](#) (From the Climate Revival Dialogs Playbook)
- ☐ Take a picture of your map(s) and include them when you share your reflections with the Green Sanctuary 2030 Community

Exploration

20 minutes

The following questions* are designed to help deepen our reflection about our local context(s). Take some time to talk as a group about these questions. If you don't know the answer to a question, that's ok! Note that and identify a way to learn more. Draw on the wisdom of everyone in the room, making space for people who are quick to respond and those who need more time to process. We do not have to have fully formed and polished answers for these questions, and we do not need to share our responses with the UUA or the Green Sanctuary Community (unless we really want to!). These questions are to help us explore how ground all we do in our community context.

Note: It can be helpful to share these questions with participants in advance so folks have time to process and reflect on their responses before the meeting.



1. How has oppression shaped our community?

Go as far back as you can and scan up to modern times. Here are a few questions to help you start the conversation. Other questions will probably come up during your discussions, too.

- Who has been discriminated against in our community historically?
- How have people of color been prevented from thriving?
- How have working class people been prevented from thriving?
- How have white people and people with class privilege benefited from and maintained systems of harm?
- Was ours a sundown town or county? Which neighborhoods were redlined?
- Whose land are we on? What treaties with Indigenous people were broken in our area?

2. How does oppression impact our community (ex. city, county, region) now?

- Who is currently discriminated against in our community?
- How are these populations kept from thriving?
 - Immigrants?
 - Unhoused neighbors?
 - People with disabilities?
 - Currently and previously incarcerated people?
 - LGBTQ+ people?
- What racial injustices exist?
- Are trans people safe in our community?

3. ★ **Reflecting on the ways oppression impacts our community, how will this inform our Green Sanctuary 2030 activities?**

**These questions are not intended to be a comprehensive or universal list. They are designed to spark conversation among your group as you deepen your understanding of your community.*

Remember, the ★ means add this question to your [Sharing Our Progress Team Report](#).



Moving Forward

15 minutes

What's next?

- What do we need to do to finish this section?
- How will we share notes from today?
- Anything else?

When is our next meeting?

Time:

Place:

Focus:

Facilitator:

Closing

For our closing ritual, each participant will share one word that they hope will shape our collective work going forward. After each person's offering, the group offers an enthusiastic "May it be so!"

Suggested Language for Each Participant:

May we and our work to Ground in Our Context be blessed with _____

Suggested Response from Group:

May it be so!

Reimagining Our Community Thriving



Reimagining Our Community Thriving

It is necessary to challenge ourselves to not just imagine baseline survival, but also a flourishing, nourishing, and joyful future where everyone thrives. Together, your team will Faithful Commitments to guide your shared work.

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When you are done, be sure to add the ★ question to your [Sharing Our Progress Team Report](#).

Preparation

Materials and Roles

- ☐ Blank pieces of paper (regular printer paper is fine) for each participant
- ☐ Large poster board or butcher paper
- ☐ Markers, colored pens, or colored pencils
- ☐ **Decide on [Roles](#):**
 - ☐ Facilitator
 - ☐ Team Care
 - ☐ Note taker
 - ☐ Timekeeper

Congregational Engagement

Consider inviting others from your congregation to Reimagine Our Community Thriving

- ☐ Our minister(s)
- ☐ Our Religious Educators
- ☐ Folks of different age groups

☐ Artists

Chalice Lighting and Check-In

15 minutes

Chalice Lighting:

We start our time together today with the words of Toni Morrison, who said,

“It’s not possible to constantly hold on to crisis. You have to have the love. You have to have the magic. That’s also life.”

Our sacred holy work begins with the breath of fire. So let’s light our chalice, the flame of our heritage. May it ignite for us love and magic!

Check-In Question:

Where is one place in our community that inspires childlike wonder in you?

Agenda Review

5 minutes

Grounding ourselves in the reality that we need to make significant changes by 2030 and realize [Real Zero](#) by 2050 to ensure a livable planet, we are going to challenge ourselves to not just imagine baseline survival, but an absolutely thriving, flourishing, nourishing, joyful future where everyone—plants, birds, insects, humans, ecosystems, watersheds—everyone thrives. As we Reimagine Our Community Thriving, we will work together to:

- ☐ Identify Faithful Commitments that will guide our shared work
- ☐ Adopt a 2050 Thriving Community Promise to serve as a faithful invitation to each and every one of us to imagine our community thriving

In this session, we will each contribute to drawing a rich picture of our community thriving. We’ll then reflect on our faithful commitments and work together to create our 2050 Thriving Community Promise. We’ll close with concrete next steps.

Practice: Rich Picture

20 minutes

Read out loud



Reimagining Our Community Thriving

We're going to embrace a foundational systems thinking tool called a Rich Picture. A Rich Picture is a radically simple and powerfully transformative exercise, and it's exactly what it sounds like! You draw a picture that reflects your thoughts. Together, we'll imagine a future where our community is thriving, resilient to climate disruption, just, and flourishing—a future we can hold as a North star to work towards. Without that North star, it is easy to get distracted by short-term gains that unintentionally advance injustice. Consider: How would our community change if love was at the center, defined by justice, where all have what they need to thrive? Imagine it's 2050 and everything we've ever hoped for in the future came true. Every policy, every plan, every action created collective liberation. How would our community change? What would be there that isn't there now? What would be missing? Holding this thriving future will prepare us to craft a bold and faithfully grounded 2050 Commitment to guide our work.

Don't worry, you don't have to draw well! You just need to express your thoughts in pictures and be able to tell someone else what the images mean. There's just one rule in a rich picture—no words!

Instructions:

- 1) Individually draw a Rich Picture of Our Community Thriving. (10 minutes)

In-person: Pass out blank pieces of paper to each participant. Pass out pens, markers, colored pencils, etc.

If folks are not able to physically draw, buddy up so that everyone can participate.

Virtual: Ask everyone to get out a piece of paper and pens, markers, colored pencils, etc.

If folks are not able to physically draw, buddy up and put them into a breakout room so that everyone can participate.

- 2) Track 10 minutes and give people a time check at 8 minutes and 9 minutes. Call folks back to the group after 10 minutes.
- 3) The group will now come back together to create a collective drawing.



Reimagining Our Community Thriving

In-person: Using a large poster board or butcher paper, take turns adding elements of your Rich Pictures to the collective picture.

Virtual: Ask for a volunteer to draw out your collective picture based on what elements each group member wants to add.

- 4) Take a few minutes to reflect: What's missing? How does this thriving future feel?

Optional:

- ☐ Take a picture of your Rich Picture and include them when you share your reflections with the Green Sanctuary 2030 Community.

Exploration

20 minutes

There is plenty of secular climate justice organizing out there, but we are here today because we choose to root our climate justice work in our Unitarian Universalist faith communities. Our theology centers love, while we revere our interdependence with and among all people and the earth. We collectively work towards beloved community, with our practice of covenant, our UU ancestors' belief in universal salvation, and our embodiment of generosity in our relationships within our community. When we anchor our climate work in our values and practices ([Article II, UUA Purposes and Covenant](#)), we are more faithful UUs AND our work is more sustainable and effective.

We invite you now to reflect as a group on the ways in which your congregation and faith motivate and call you to this work. If you don't know the answer to a question, that's ok! Note that and identify a way to explore this question. Draw on the wisdom of everyone in the room, making space for people who are quick to respond and those who need more time to process. We do not have to have fully formed and polished answers for these questions.

Tip: It can be helpful to share these questions with participants in advance so folks have time to process and reflect on their responses before the meeting.



Reflect on the following as a group:

1. How does our Congregation's mission, vision, goals, or covenant statement call us to the work of climate justice?
2. What is motivating us to commit to meaningful, impactful, and ongoing actions on climate justice?
3. If we fully lived out our values, how would our relationships and our community transform?

2050 Thriving Community Promise

20 minutes

Holding our faith reflections and rich pictures, draft a short statement reflecting what we hope our community will be like in 2050 if everything goes well.

Here is a helpful framework to use: (drawn from [here](#))

1. How would it **feel** if all of our climate justice goals were achieved and our community thrived? What emotions arise in you and where do you feel them in your body?
2. What is our **primary goal** for our community thriving by 2050?
3. **Why** is that important?
4. What are our biggest **challenges**?
5. What would it mean to **realize** our goal?

Example Statement:

Our team [insert name/group] wants to [insert feeling 1] by [insert your goal 2] because [insert your why 3].

This is hard because [insert challenges 4]. But if we find a way to do this, we know that [insert what realizing our goal would mean 5].



Reimagining Our Community Thriving

We will return periodically to our Thriving Community Promise as we go through the stages in the Green Sanctuary 2030 process to nourish our spirits and make sure it reflects our ongoing commitments.

★ Our 2050 Thriving Community Promise

Write out your 2050 Thriving Community Promise!

Remember, the ★ means add this promise to your [Sharing Our Progress Team Report](#).



Reimagining Our Community Thriving

Moving Forward

15 minutes

What's next?

- What do we need to do to finish this section?
- How will we share notes from today?
- Anything else?

When is our next meeting?

Time:

Place:

Focus:

Facilitator:



Closing

For our closing ritual, each participant will share one word that they hope will shape our collective work on this Essential going forward. After each person's offering, the group offers an enthusiastic "May it be so!"

Suggested Language for Each Participant:

May we and our work to Reimagine Our Community Thriving be blessed with

Suggested Response from Group:

May it be so!

? Exploring the Possibilities



Exploring the Possibilities Overview

The Exploring the Possibilities Approach provides activities and questions to help your team collaboratively reflect on each Essential for Climate Action and brainstorm possible actions for this year and within the next five years.

- **Congregational Transformation**
- **Community Resilience**
- **Justice**
- **Mitigation**

This process will help your team understand your current climate actions and the opportunities and challenges to moving climate justice forward.

In Exploring the Possibilities, each Essential has a unique agenda with activities and questions to support your team. As you explore each Essential, you will engage in a systems thinking exercise to get your team into the mindset and heartspace to address each Essential with humility, curiosity, and creativity. Each section includes:

- Preparation
- Chalice Lighting and Check-In
- Agenda and Process Review
- Practice
- Exploration
- Moving Forward
- Team Accountability Check-In
- Next Steps and Closing

Team Accountability Check-In

As your team works through each Essential, you will determine if your team is Learning, Resourcing, Building Relationships, Collaborating, Acting, and/or Reflecting. These categories are interdependent. One is not better or more important than the other.

Using the Team Accountability Check-In, mark an “X” in the appropriate category or categories (ex. Learning, Resourcing) for each Essential. Select as many categories per Essential as you feel are appropriate. There is also a space to indicate that you need feedback, guidance, or support. Your congregation will update your Team Report with this Check-In.



The Team Accountability Check-In provides a structure for your congregation to easily track your work on each Essential over time. This reflection can help you note growth over time. For example, if your 2025 Team Accountability Check-In says you're "Learning" about the Justice Essential and you need guidance or support, 2026 says "Building Relationships," 2027 says "Collaborating," and 2028 says "Resourcing" and "Acting," that's a pretty good indication that your team is progressing towards your goals. On the other hand, if your Team Accountability Check reflects Learning for 2025, 2026, 2027, 2028, etc. it's probably a sign that you may need feedback, guidance, or support to move towards action.

Below is an example of a fictitious congregation's Check-In Table.

UU Congregation of Springfield Team Accountability Check-In					
		Congregational Transformation	Community Resilience	Justice	Mitigation
Learning	We are learning and exploring this topic in our congregation.	X		X	
Resourcing	We are identifying the resources (people, money, time, materials, etc.) that we need to carry out our actions.	X			
Building Relationships	We are building relationships to support this work.			X	
Collaborating	We are collaborating with community members or national campaigns on existing or emerging initiatives.		X		
Acting	We are leading meaningful, impactful, and relevant actions.		X		X
Reflecting	We are reflecting on our actions, evaluating impacts, and considering next steps.				X
We need feedback, guidance, or support.		X		X	



Congregational Transformation



Exploring the Possibilities: Congregational Transformation

Working together to improve the ways we organize and collaborate

We will collaboratively reflect on this Essential and brainstorm possible actions for this year and within the next five years.

Session Overview

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Practice: Systems Map of the Congregation	3
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When you are done, be sure to add the ★ question to your [Sharing Our Progress Team Report](#).

Preparation

Materials and Roles

- ☐ Send your group the [Exploration](#) questions by email a week before you gather. Encourage everyone to reflect on the questions prior to the meeting.
- ☐ Gather all materials
 - ☐ Poster Board or large pieces of paper
 - ☐ Pens for all participants
 - ☐ It can be helpful to have your congregation's organizational chart or annual report to make sure you don't miss any of these groups.
- ☐ Decide on [Roles](#):
 - ☐ Facilitator
 - ☐ Team Care
 - ☐ Note taker
 - ☐ Timekeeper



Congregational Engagement

Multiple perspectives move the process forward more effectively! Consider inviting others to help like your minister, board members, anti-racism team, nominating committee members, and other leaders from different aspects of congregational life.

Chalice Lighting and Check-In

15 minutes

Chalice Lighting:

[Light of Our Creative Spirits](#) by [Tracy Johnson](#)

We light our chalice this afternoon (morning, evening)

- light of our Creative Spirits
- light of our Wise Souls
- light of our Wondering and Curious Minds
- light of Love for this place, this people, this work

Illuminate our hearts and the spaces between them in this Sacred Time of unfolding.

Blessed be.

Check-In Question:

As we prepare to expand and explore today, share something that helps you stay curious and wondering.

Overview

5 minutes

Read out loud

Congregational Transformation is how we work together to improve the ways we organize and collaborate.

- Understand the dynamics in your congregation.
- Collaborate with other justice teams and ministries.
- Embrace systemic change.
- Cultivate organizing skills
- Organize for the long haul.



In this session, we will work together to create a systems map representing the congregational teams and ministries so we can understand the interconnectedness of our ministries and the opportunities for collaboration within our congregation. We'll explore questions that will inform our actions on our Congregational Transformation Essential. Both the practice of developing the systems map and the exploration questions will help us brainstorm several possible actions to take

- 1) in the next year and
- 2) in the next five years

We can then decide which of these actions we want to pursue when we move to [Mobilizing for Action](#).

Practice: Systems Map of the Congregation

20 minutes

Read out loud

Systems maps are a powerful and easy way to get all of the options on the table so we can look at points of connection, gaps, and opportunities. Sometimes called mind maps, cluster maps, or even brain dumps, the process of writing things out and drawing the connection points can be illuminating and transformative.

When we think of our congregation, I may think that I know everything that's happening, but that may not be true for everyone on the team, especially folks new to the congregation. At the same time, a system is constantly evolving, so even if I've been at the congregation forever, I'm not in the meeting across the hall where a new group is forming, as an example. Mapping out our congregation gets everything onto one messy map and then provides a jumping off point for us to identify ways we can better collaborate across ministries as we continue to transform our congregation through climate justice.

Instructions:

- 1) In-person: Take out a large piece of paper or poster board. A whiteboard or chalkboard is fine, too, just take pictures!
- Virtual: Take out a large piece of paper.



- 2) In-person: Everyone needs to have something to write with. If folks are not able to physically write, buddy up so that everyone can participate.

Virtual: Everyone needs to have something to write with. If folks are not able to physically write, buddy up so that everyone can participate. We'll put you in a breakout room together for this exercise.

Instructions are the same for in-person and virtual for the remaining steps.

- 3) Write the name of the congregation in the center of the paper.
- 4) Write out the ministries, teams, and congregational players.
- 5) Once an idea has been written down, draw connecting lines from that idea to the congregation and anything else it connects to. Drawing circles or boxes around the ideas or using different colors can help if we want to distinguish between things, for example, a square means a community partner we're in relationship with, a circle is an internal ministry or team. Do what works!
- 6) Keep going until it feels like everything is on the paper, but don't let "getting everything" stop the progress. For example, if someone knows that the racial justice team has a community partner on the west side of town, simply write "west side community partner?" and maybe draw the circle around it in red to remind us to ask the racial justice team for more information.
- 7) Start to identify areas of connection or points of opportunity. Don't overthink it! The team can (and should!) come back to our congregational systems map over time.
- 8) Take a moment for group reflection and sharing over what insights or questions emerged in this process.



Exploration

35 minutes

Read out loud

The following questions are designed to explore Congregational Transformation and identify possible opportunities for action. We'll take some time to talk as a group about these questions. If we don't know the answer to a question, that's ok! Note that and identify a way to learn more. We want full group conversation, so we'll want to make space for both those who need more time to process as well as the people who are quick to respond. We do not need fully formed and polished answers for these questions—they're designed to spark conversation and creative ideas to bring this Essential to life. We do not need to share our responses with the UUA. However, we want to take good notes for this section to inform our decisions on which actions to pursue when we move to the Mobilizing for Action section.

Questions for Exploring the Congregational Transformation Essential

TAKE NOTES!

1. If love is at the center of our UU faith, how does that shape the ways we show up for each other, our congregation, and our community as we adapt to our changing world?
2. How do we integrate climate justice understanding in worship, lifespan faith formation, and congregational life?

Consider: How we do it now and how we might deepen our commitments.

3. How are we now and how could we be in right-relationship and mutual support with other teams and ministries in our congregation?

Consider: Conflict and collaboration, competition, and shared resources in relationships and across teams and within the congregation.

4. What do we need to do to shift from transactional and extractive practices to interpersonal and relational ones both within our team and across the congregation?

Consider your answers from [Nourishing Our Team](#) as you work on this question.



5. What spiritual practices encourage the kind of transformation we hope to cultivate in our congregation?
6. ★ **Brainstorm three or more actions we could consider for congregational transformation**
 - **in the next year**
 - **in the next five years**

These ideas will be narrowed down to actions that can be completed within one year or intentionally spread over multiple years in our action plan.

7. What's our current approach to congregational transformation? Reflect briefly as a team and check which boxes in the table below feel like the best fit for our current status.

★ CONGREGATIONAL TRANSFORMATION ★		
	Learning	We are learning and exploring this topic in our congregation.
	Resourcing	We are identifying the resources (people, money, time, materials, etc.) that we need to carry out our actions.
	Building Relationships	We are building relationships to support this work.
	Acting	We are leading meaningful, impactful, and relevant actions.
	Collaborating	We are collaborating with community members or national campaigns on existing or emerging initiatives.
	Reflecting	We are reflecting on our actions, evaluating impacts, and considering next steps.
	We need feedback, guidance, or support in this area.	

Remember, the ★ means add this to your [Sharing Our Progress Team Report](#).



Moving forward

15 minutes

What's next?

- What do we need to do to finish this section?
- How will we share notes from today?
- Anything else?

When is our next meeting?

Time:

Place:

Focus:

Facilitator:



Closing

For our closing ritual, each participant will share one word that they hope will shape our collective work on this Essential going forward. After each person's offering, the group offers an enthusiastic "May it be so!"

Suggested Language for Each Participant:

May we and our work on Congregational Transformation be blessed with

Suggested Response from Group:

May it be so!



Community Resilience



Exploring the Possibilities: Community Resilience

Cultivating communities of care to prepare for and respond to climate disruption

We will collaboratively reflect on this Essential and brainstorm possible actions for this year and within the next five years.

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When you are done, be sure to add the ★ question to your [Sharing Our Progress Team Report](#).

Preparation

Materials and Roles

- ☐ Send everyone who is coming the [Exploration](#) questions by email a week before you gather. Encourage everyone to reflect on the questions prior to the meeting.
- ☐ Gather your materials
 - ☐ Map of your city, county, or region—your community!
- ☐ **Decide on Roles:**
 - ☐ Facilitator
 - ☐ Team Care
 - ☐ Note taker
 - ☐ Timekeeper



Congregational Engagement

Multiple perspectives move the process forward more effectively! Consider inviting others to help like your minister, board members, pastoral care team, and other leaders from different aspects of congregational life.

Chalice Lighting and Check-In

15 minutes

Chalice Lighting:

We'll start our time together today with a quote from Star Wars: the Last Jedi, when Rose says to Finn:

“That’s how we’re going to win: not by fighting what we hate, but by saving what we love.”

We light our chalice in the spirit of our commitment to creating beloved community with Love always at the center.

Check-In Question:

What is something in our community that you love and most want to save?

Overview

5 minutes

Read out loud

Community resilience is how we prepare for and respond to climate disruption with care.

- Understand how climate change harms our community—who, how, and where
- Explore the strengths and challenges for the ecosystem in our area
- Cultivate spiritual, relational, and infrastructural strength to prepare for and respond to climate disasters
- Create spaces to nourish our spirits by connecting with nature, art, and each other
- Collaborate with community partners to strengthen community resilience and care

In this session, we will identify the people, ecosystems, and locations in our community that are most at risk of climate disruption using a Spiral Scan. We'll then explore



questions that will inform our actions on our Community Resilience. The Spiral Scan paired with the exploration questions will help us brainstorm several possible actions to take

- 1) within the next year and
- 2) in the next five years

We can then decide which of these actions we want to pursue when we move to [Mobilizing for Action](#).

Practice: Spiral Scan

20 minutes

Read out loud

The Spiral Scan exercise can help us take a systematic view of our community resources, environmental justice communities, risk spots, and community gathering spaces. This reflection on our community can be helpful to broaden our scope and understand the ways climate disruption impacts our communities.

Instructions

- 1) Get out a map of our community, city, county, or metropolitan area that is representative of our congregation and the areas where our members and partners live. Make sure the map is large enough that it includes neighborhoods or adjacent communities where oppression has negatively impacted the residents. It can be a map online or a paper map, whatever works, it just needs to be big enough that the whole group can engage!

In-person: Hang the map on the wall or put it on a large table.

Virtual: Share the map on someone's screen.

- 2) Locate the congregation.

In-person: Find the congregation on the map and draw a star at the congregation's location and a circle around it.

Virtual: Use the annotate feature on zoom to make a star at the congregation's location.

- 3) Start moving in an outward spiral from that center.



In-person: Draw the spirals on the map.

Virtual: Use a digital pointer to outline the spirals.

- 4) Consider every point in the spiral and notice what environmental or economic issues might affect each part of our community. Is there a wetland in that neighborhood? A diesel or rail yard? A superfund site? A community garden? A park? Where are the hospitals? Bus stops? Community garden? Grocery store? Farmland? School? Make sure to note areas that are impacted by climate disruption or environmental injustice. For example, what are the areas that always flood or that are at greater risk of fire damage? Where are the cooling or warming centers? Shelters for unhoused people?

Note: You may not know the answers to all of these questions or others that come up in your conversation. That's OK! Ask for volunteers to look into the things you don't know. Resources like [EJScreen](#) or State/County/City Climate Plans can be very helpful.

- 5) Take a few moments to discuss as a group what has emerged from this process.

Exploration

35 minutes

Read out loud

The following questions are designed to explore Mitigation and identify possible opportunities for action. We'll take some time to talk as a group about these questions. If we don't know the answer to a question, that's ok! Note that and identify a way to learn more. We want full group conversation, so we'll want to make space for both those who need more time to process as well as the people who are quick to respond. We do not need fully formed and polished answers for these questions—they're designed to spark conversation and creative ideas to bring this Essential to life. We do not need to share our responses with the UUA. However, we want to take good notes for this section to inform our decisions on which actions to pursue when we move to the Mobilizing for Action section.

Questions for Exploring the Community Resilience Essential

REMEMBER TO TAKE NOTES!

1. How does our Unitarian Universalist faith prioritize care for those most harmed by an uncertain future?



It might be helpful to watch [UU Theological Grounding for Climate Justice](#), review the section on [theology](#) from *Widening the Circle of Concern*, or [shared spiritual practices](#).

2. How do climate disruption and injustice affect our community? Specifically who is most impacted, how, and where?
3. How are we working with existing community resilience efforts? How might our UU faith encourage a deeper commitment to justice in these efforts?
4. If we prioritize the needs of those most harmed, how does that call us to share resources to build community resilience?
Consider: Spiritual, relational, and infrastructural opportunities, including: redistribution of wealth, reparations, use of facilities and grounds, expertise, funds, spiritual nourishment, relationships, etc.
5. How can we care for people experiencing grief, anxiety, distress related to climate disruption?
6. ★ **Brainstorm three or more actions we could consider for Community Resilience**
 - in the next year
 - in the next five years

These ideas will be narrowed down to actions that can be completed within one year or intentionally spread over multiple years in our action plan.

7. What's our current approach to community resilience? Reflect briefly as a team and check which boxes in the table below feel like the best fit for our current status.

★ COMMUNITY RESILIENCE ★		
	Learning	We are learning and exploring this topic in our congregation.
	Resourcing	We are identifying the resources (people, money, time, materials, etc.) that we need to carry out our actions.



	Building Relationships	We are building relationships to support this work.
	Acting	We are leading meaningful, impactful, and relevant actions.
	Collaborating	We are collaborating with community members or national campaigns on existing or emerging initiatives.
	Reflecting	We are reflecting on our actions, evaluating impacts, and considering next steps.
	We need feedback, guidance, or support in this area.	

Remember, the ★ means add this to your [Sharing Our Progress Team Report](#).

Moving forward

15 minutes

What's next?

- What do we need to do to finish this section?
- How will we share notes from today?
- Anything else?

When is our next meeting?

Time:

Place:

Focus:

Facilitator:

Closing

For our closing ritual, each participant will share one word that they hope will shape our collective work on this Essential going forward. After each person's offering, the group offers an enthusiastic "May it be so!"

Suggested Language for Each Participant:

May we and our work on Community Resilience be blessed with _____

Suggested Response from Group:

May it be so!



Justice



Exploring the Possibilities: Justice

Partnering with those most impacted by climate change to cultivate thriving communities

Your team will collaboratively reflect on this Essential and brainstorm possible actions for this year and within the next five years.

Session Overview

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When you are done, be sure to add the ★ question to your [Sharing Our Progress Team Report](#).

Preparation

Materials and Roles

- ☐ Send everyone who is coming the [Exploration](#) questions by email a week before you gather. Encourage everyone to reflect on the questions prior to the meeting.
- ☐ Materials:
 - ☐ Poster board or large piece of paper
 - ☐ Markers, colored pens or pencils enough for everyone
 - ☐ Our Challenging Realities map from [Grounding in Our Context](#) or your Climate Justice Revival Dialogs
- ☐ **Decide on [Roles](#):**
 - ☐ Facilitator
 - ☐ Team Care
 - ☐ Note taker
 - ☐ Timekeeper



Congregational Engagement

Multiple perspectives move the process forward more effectively! Consider inviting others to help like your minister, board members, other justice teams, and leaders from different aspects of congregational life.

Chalice Lighting and Check-In

15 minutes

Chalice Lighting:

We light our chalice tonight with a quote from *Practicing New Worlds: Abolition and Emergent Strategies* by Andrea Ritchie. Ritchie is quoting Grace Lee Boggs when she says,

“Instead of viewing the US people as masses to be mobilized... we must have the courage to challenge ourselves to engage in activities that build a new and better world by improving the physical, psychological, political, and spiritual health of ourselves, our families, our communities, our cities, our world, and our planet.”

Our holy work begins with the fire of justice.

We light our chalice, symbol of possibility and connection.

May this flame ignite in us an unflinching commitment to justice for all.

Check-In Question:

Share about a time when you found the courage to challenge yourself to engage outside of your comfort zone.

Overview

5 minutes

Justice is how we honor the inherent worthiness and right for all to flourish.

- Understand how climate disruption, environmental injustice, and energy injustice impact some worse than others
- Follow frontline leadership and advance their priorities
- Collaborate with curiosity and humility
- Organize for collective liberation, embracing solidarity, not charity

In this session, we will create a Community Care systems map as a counterpart to the Challenging Realities map we created in **Grounding in Our Context**. This Community Care map will help us brainstorm all of the ways we can cultivate care and the beloved



community to overwhelm the challenging realities with love, justice, compassion, and care—through meaningful, ongoing, and faithful actions. We'll then explore questions that will inform our actions on our Justice Essential.

The Community Care Map paired with the exploration questions will help us brainstorm several possible actions to take

- 1) within the next year and
- 2) in the next five years

We can then decide which of these actions we want to pursue when we move to [Mobilizing for Action](#).

Note: Dr. Martin Luther King's "Beloved Community is a global vision, in which all people can share in the wealth of the earth." Unitarian Universalists often draw on King's concept as a way of talking about the world we dream of living in. [Read more](#).

Practice: Mapping Community Care

20 minutes

Note: if you did the Climate Justice Revival Dialogs and have your maps already, use this time to review the maps you created and/or do the practice again with another group of people.

Optional:

- ☐ Use this [Script and Video instructions](#) or work from this [overview](#) (from the Climate Justice Revival Dialogs Playbook)

Read out loud

Reflecting on the map of the Challenging Realities that we made in [Grounding in Our Context](#) or at our Revival, we now get to joyfully and collaboratively draw a similar map to Build Capacity for Community Care. By facing those Challenging Realities with our collective imagining of a flourishing future in our hearts, we can now shift to what is possible with a spirit of gratitude and hope. In the best case scenario, how would those challenges transform if love and justice overpowered the extractive systems of harm?

While it may be tempting to limit brainstorming to what feels doable right now or what feels safe, or to wring our hands with worry about whether or not we have the money or resources to pull the ideas off, stay in the mindset of love and abundance. Elevate as many possible ideas as you can in the time we have, and keep thinking of more after we end our time together! DREAM BIG!



Let's take a few breaths together to shift our hearts and minds into the space of our highest hopes for community care.

Instructions

- 1) In-person: Take out a large piece of paper or poster board. A whiteboard or chalkboard is fine, too. Just take pictures of the final version!

Virtual: Take out a large piece of paper.

- 2) In-person: Everyone needs to have something to write with. If folks are not able to physically write, buddy up so that everyone can participate.

Virtual: Everyone needs to have something to write with. If folks are not able to physically write, buddy up so that everyone can participate. We'll put you in a breakout room together for this exercise.

- 3) In-person: Write Community Care in the center of the large sheet of paper or poster board (it's fine to use multiple poster boards if you have a big team!

Virtual: Write Community Care in the center of your sheet of paper.

Instructions are the same for in-person and virtual for the remaining steps.

- 4) Write out all of the possible ways we could build community care to fight against the injustices and systems of oppression that harm all of us.
 - 5) Once an idea has been written down, draw connecting lines from that idea to Community Care at the center and anything else it connects to. Drawing circles or boxes around the ideas or using different colors can help distinguish between things. For example, a square means a community partner we're in relationship with, a circle is an internal ministry or team.
 - 6) Keep going until it feels like everything is on the paper, but don't let "getting everything" stop the progress. Stay on time!
 - 7) Start to identify areas of connection or points of opportunity. Don't overthink it! The team can (and should!) come back to the congregational systems map over time.
 - 8) Take a few moments to discuss as a group what has emerged from this process.
- ☐ Optional: Take a picture of your map(s) and include them when you share your reflections with the Green Sanctuary 2030 Community.



Exploration

35 minutes

Read out loud

The following questions are designed to explore Mitigation and identify possible opportunities for action. We'll take some time to talk as a group about these questions. If we don't know the answer to a question, that's ok! Note that and identify a way to learn more. We want full group conversation, so we'll want to make space for both those who need more time to process as well as the people who are quick to respond. We do not need fully formed and polished answers for these questions—they're designed to spark conversation and creative ideas to bring this Essential to life. We do not need to share our responses with the UUA. However, we want to take good notes for this section to inform our decisions on which actions to pursue when we move to the Mobilizing for Action section.

Questions for Exploring the Justice Essential

1. How does our faith call us to transform our climate work to center those most harmed so that all can flourish with dignity, love, and compassion?

Consider: Reflect back on [Grounding in Our Context](#) and the systems of oppression, power, and privilege that shape our community. How does climate injustice impact BIPOC, trans, low-income, unhoused neighbors, and ecosystems?

2. What does Beloved Community call us to do to be accountable to those most harmed?

Consider: Understanding the messiness of relationship, conflict, and covenant. What barriers or challenges exist for our team to shift from charity to solidarity or to take direction from those most harmed?

3. Which of our neighbors are most impacted by injustice and systems of harm, including environmental injustice, energy inequity, climate injustice, pollution, working conditions, access to food, and more? Reflect back on your Spiral Scan for this conversation. It can also be helpful to use the [EJScreen Tool](#) to identify environmental and climate justice concerns.



Consider: Unsafe drinking water, contaminated soil, poor air quality, inadequate transportation, high energy burdens, exposure to pesticides for agricultural workers, extreme heat and cold in warehouses or for road or construction workers, etc.



4. Who is organizing around the most pressing issues in our community? Who are we in relationship with? Who do we want to build relationships with?

Consider: Think broadly (beyond “just” environment) to include water, energy, food systems, racial justice, transportation, land, immigration, air quality, health, wildlife, human trafficking, housing, education, labor, LGBTQIA+, and more.

5. What are our practices to cultivate curiosity and humility as we show up for justice? What helps us stay in the discomfort and uncertainty of cross-cultural relationships?

Consider: Differences across race; gender identity; class; ability; language; vulnerability to criminalization, deportation, and state violence; family structure; rural/urban/suburban location; and more.

6. ★ **Brainstorm three or more actions we could consider for Justice:**
- in the next year
- in the next five years

These ideas will be narrowed down to actions that can be completed within one year or intentionally spread over multiple years in our action plan.

7. What's our current approach to justice? Reflect briefly as a team and check which boxes in the table below feel like the best fit for our current status.

★ JUSTICE ★		
	Learning	We are learning and exploring this topic in our congregation.
	Resourcing	We are identifying the resources (people, money, time, materials, etc.) that we need to carry out our actions.
	Building Relationships	We are building relationships to support this work.
	Acting	We are leading meaningful, impactful, and relevant actions.
	Collaborating	We are collaborating with community members or national campaigns on existing or emerging initiatives.
	Reflecting	We are reflecting on our actions, evaluating impacts, and considering next steps.
	We need feedback, guidance, or support in this area.	



Remember, the ★ means add this to your [Sharing Our Progress Team Report](#).

Moving Forward

15 minutes

What's next?

- What do we need to do to finish this section?
- How will we share notes from today?
- Anything else?

When is our next meeting?

Time:

Place:

Focus:

Facilitator:

Closing

For our closing ritual, each participant will share one word that they hope will shape our collective work on this Essential going forward. After each person's offering, the group offers an enthusiastic "May it be so!"

Suggested Language for Each Participant:

May we and our work on Justice be blessed with _____

Suggested Response from Group:

May it be so!

Mitigation



Exploring the Possibilities: Mitigation

Reducing emissions from energy usage, transportation, waste, & consumption

Your team will collaboratively reflect on this Essential and brainstorm possible actions for this year and within the next five years.

Session Overview

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Agenda Review	2
Practice: Future Mapping	3
Exploration	4
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When you are done, be sure to add the ★ question to your [Sharing Our Progress Team Report](#).

Preparation

Materials and Roles

- ☐ Send everyone who is coming the [Exploration](#) questions by email a week before you gather. Encourage everyone to reflect on the questions prior to the meeting.
- ☐ Materials:
 - ☐ Sticky notes of three different colors (if possible)
 - ☐ Enough pens for everyone
- ☐ **Decide on [Roles](#):**
 - ☐ Facilitator
 - ☐ Team Care
 - ☐ Note taker
 - ☐ Timekeeper

Congregational Engagement

Multiple perspectives move the process forward more effectively! Consider inviting others to help like your minister, board members, property or building and grounds, and other leaders from different aspects of congregational life.



Chalice Lighting and Check-In

10 minutes

Chalice Lighting:

We bless our time together today with the words of adrienne maree brown who encourages us to:

“Humble yourself to what is. Accept that this is what has unfolded so far. Notice that you have your whole life to shape what comes next.”

Our sacred work begins with the calm of humility and commitment to shaping a better world.

We light this chalice, symbol of Unitarian Universalism.

May it burn bright to light our way forward, grounded in our faith.

Check-In Question:

How do you imagine yourself building on the work of others before you? How do you imagine future generations continuing what you cannot finish alone?

Agenda Review

5 minutes

The Mitigation Essential frames our efforts to reduce emissions from energy usage, transportation, waste, and consumption in our community

- Congregational buildings and grounds
- Members' and friends' homes and businesses
- Community Decarbonization
- Commitment to Real Zero

Read out loud

In this session, we will be Future Mapping together to recognize the work we've done in the past and contextualize it for the present so that we can move forward grounded in the past and the present, but with new ideas. We'll then explore questions that will inform our actions on our Mitigation. The practice of Future Mapping and the exploration questions will help us brainstorm several possible actions to take

- 1) within the next year and
- 2) in the next five years

We can then decide which of these actions we want to pursue when we move to [Mobilizing for Action](#).



Practice: Future Mapping

25 minutes

Future Mapping is a systems tool that the Futures Centre uses to track and make sense of change in order to create a more just future. We're using it in our Green Sanctuary 2030 work to root in our past, scan the horizon of the present, identify trends or scenarios, and map the future. This practice will help ground us in both our congregation's and our community's approaches to mitigation over time and where we hope to take our mitigation work in the coming years.

Instructions:

- 1) Work together to write down all of the congregation's PAST efforts on mitigation, including energy efficiency, lighting updates, new windows, solar panels, etc. Also write down any policies or community work that influenced those mitigation efforts (ex. a community solar array going online, a statewide policy to advance energy efficiency, or a new coal plant going online. Note both the good and the bad!) (5 minutes)

In-person: Using one color of sticky notes, take about five minutes for each person to. Put all the "past" efforts on a wall in one area of the room or on one of the tables.

Virtual: Using a Zoom Whiteboard, Miro Board, Google Slides, or the Zoom chat, take about five minutes to write down all of the Congregation's PAST efforts on mitigation.

- 2) Then, write down the CURRENT mitigation work, policies, or opportunities that exist. (5 minutes)

In-person: Using another color of sticky notes, write down the CURRENT. Put all of the "current" efforts to the right of the "past" efforts.

Virtual: Using a Zoom Whiteboard, Miro Board, Google Slides, or the Zoom chat, take about five minutes to write down all of the Congregation's CURRENT efforts on mitigation.

- 3) Ask participants what themes they're noticing from past and current work. (5 minutes)
- 4) Building on the past and the present, now write down everything we hope to see with our mitigation efforts in the future. (5 minutes)



In-person: Using a third color of sticky notes, write down all of the FUTURE ideas. Put the FUTURE ideas to the right of the CURRENT efforts.

Virtual: Using a Zoom Whiteboard, Miro Board, Google Slides, or the Zoom chat, take about five minutes to write down all of the ideas for FUTURE efforts on mitigation.

5) Take a few moments to discuss as a group what has emerged from this process.

Exploration

35 minutes

Read out loud

The following questions are designed to explore Mitigation and identify possible opportunities for action. We'll take some time to talk as a group about these questions. If we don't know the answer to a question, that's ok! Note that and identify a way to learn more. We want full group conversation, so we'll want to make space for both those who need more time to process as well as the people who are quick to respond. We do not need fully formed and polished answers for these questions - they're designed to spark conversation and creative ideas to bring this Essential to life. We do not need to share our responses with the UUA. However, we want to take good notes for this section to inform our decisions on which actions to pursue when we move to the Mobilizing for Action section.



Questions for Exploring the Mitigation Essential

1. How does our UU faith call us to relate to our resources so those most harmed can thrive, not just survive? How can we shed our scarcity mindsets to grow into shared abundance? How can our actions be informed by what it means to relate to the elements, and each other, in a more reverent way?

Consider: the difference between solidarity and charity; lived experiences of those most harmed as sacred truth; creating space for transformation; leaning into generosity and abundance, not scarcity; different ways of knowing and being; etc.

2. How do energy systems, transportation choices, land use, and other polluting systems harm our community in ways that go against our faith?

Consider: rate structures, transportation inequities, poisonous infrastructure, placement of energy infrastructure, etc.

3. How are we in relationship with existing mitigation efforts in our area? How might our UU faith encourage a deeper commitment to justice in these initiatives?

Consider: energy justice and energy democracy, climate action planning, frontline partnerships, and advocacy, etc.

4. What is our congregation's long-term goal for reducing consumption and increasing renewable resources?

Consider: community decarbonization; water and energy usage; waste reduction; land (re)allocation; community gardens; etc. at the individual, congregational, and community levels.

5. What spiritual practices encourage us to be more courageously collaborative and imaginative while also practicing imperfection and change over time?

6. ★ **Brainstorm three or more actions we could consider for mitigation?**
 - in the next year
 - in the next five years



These ideas will be narrowed down to actions that can be completed within one year or intentionally spread over multiple years in our action plan.

7. What's our current approach to mitigation? Reflect briefly as a team and check which boxes in the table below feel like the best fit for our current status.

★ MITIGATION ★		
	Learning	We are learning and exploring this topic in our congregation.
	Resourcing	We are identifying the resources (people, money, time, materials, etc.) that we need to carry out our actions.
	Building Relationships	We are building relationships to support this work.
	Acting	We are leading meaningful, impactful, and relevant actions.
	Collaborating	We are collaborating with community members or national campaigns on existing or emerging initiatives.
	Reflecting	We are reflecting on our actions, evaluating impacts, and considering next steps.
	We need feedback, guidance, or support in this area.	

Remember, the ★ means add this to your [Sharing Our Progress Team Report](#).



Moving Forward

15 minutes

What's next?

- What do we need to do to finish this section?
- How will we share notes from today?
- Anything else?

When is our next meeting?

Time:

Place:

Focus:

Facilitator:

Closing

For our closing ritual, each participant will share one word that they hope will shape our collective work on this Essential going forward. After each person's offering, the group offers an enthusiastic "May it be so!"

Suggested Language for Each Participant:

May we and our work on Mitigation be blessed with _____

Suggested Response from Group:

May it be so!

Mobilizing for Action



Mobilizing for Action Overview

Drawing on your exploration of opportunities, we will work together to agree on long-term goals and short-term actions that build toward a thriving community.

This “Mobilizing for Action” section into two sessions so you and your team have enough time to reflect on and talk about concrete goals and next steps. Use and adapt them as best suits your group!

Session 1: Our Five-Year Goals

We will **confirm our 2050 Thriving Community Promise and decide on our shared five-year goals.** We will use our brainstormed opportunities for action* as a starting place for our decisions.

Session 2: This Year's Actions

We will **clarify actions we can do in the next year to move us towards our Five-Year Goals.** We will use our brainstormed opportunities for action* as a starting place for our decisions.

*From our “[Nourishing Our Team](#)” and “[Exploring the Possibilities](#)” sessions for each of the 4 essentials. These are all together on your [Sharing Our Progress Team Report](#).

Five-Year Goals



Session 1: Our Five-Year Goals

Drawing on your exploration of opportunities, we will work together to agree on long-term goals (in this session) and short-term actions (next session) that build toward a thriving community.

Session Overview

Preparation	1
Chalice Lighting and Check-in	2
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Setting Our Five-Year Goals	4
Moving Forward	6

When you are done, be sure to add the ★ question to your [Sharing Our Progress Team Report](#).

Preparation

Materials and Roles

- ☐ Your brainstormed list of “Actions In the Next Five Years” from the “[Exploring the Opportunities](#)” sessions. **Each action should be on its own page or slide.**
 - These are all together on your [Sharing Our Progress Team Report](#).
 - Post all of your brainstormed ideas with blank space for notes where everyone can see it.
 - In-person:* Use individual pieces of paper taped to a wall with one action per page or large butcher paper with one action per page
 - Online:* Use slides with one action per slide, or use a Zoom or Miro whiteboard.
- ☐ Post-it or Sticky Notes if you are in person
- ☐ [Sharing Our Progress Team Report](#) printed out as handouts (or otherwise available) for each person
- ☐ Your “2050 Thriving Community Promise” posted for all on a wall or a slide
- ☐ [Suggested Prompts for Group Conversation](#) posted for all on a wall or a slide



☐ **Decide on [Roles](#):**

- ☐ Facilitator
- ☐ Team Care
- ☐ Note taker
- ☐ Timekeeper

You may also want:

- ☐ Your full notes from prior sessions available for reference.
- ☐ Your Rich Picture(s) from the “[Reimagining Our Community Thriving](#)” Session displayed for the grounding

Congregational Engagement

Multiple perspectives move the process forward more effectively! Consider the folks who have participated in prior sessions and invite them to attend or give input and feedback separately.

Chalice Lighting and Check-in

15 minutes

Chalice Lighting

“I am only one, but I am one. I cannot do everything, but I can do something. And because I cannot do everything, I will not refuse to do the something that I can do.”
— Edward Everett Hale

Today, we light our chalice as the beacon that guides us towards our shared promise of creating thriving community, knowing that each and every action we take is in service to what our faith tells us is possible.

Check-In

Invite one or more participants to read aloud our 2050 Thriving Community Promise.

After reading, invite each person to share how they see glimmers of our Community Promise showing up in their life right now.



Overview

15 minutes

Today we will **decide on our shared goals for five years from now**. When we were [“Exploring the Possibilities,”](#) we brainstormed three or more actions for each Essential that we could focus on:

- in the next year
- in the next five years

We are now going to take this time to review and transform our “brainstormed actions in the next five years” into our Five-Year Goals. Posted around the room/on these slides are each of these “actions-to-goals” where we will engage with them soon.

But before we dig in to setting our Five-Year Goals, let’s take a moment to check in on our 2050 Thriving Community Promise:

1. Read our 2050 Thriving Community Promise aloud once more.
2. Invite one minute of individual reflection:
 - Is our 2050 Thriving Community Promise still inspirational and aspirational?
 - Do our UU values show up in this promise?
 - Now that we have gone through the Exploring the Opportunities sessions, are there things we want to add or change?
3. Share your answers and make changes as necessary.

Tip: Focus on a shared understanding of the broad meaning of your Promise. Don’t get too bogged down in word-smithing here! It’s also fine for a couple folks to tweak it more outside of this meeting.

Now we will work to set goals for the next five years. Our Five-Year Goals will be a milestone between today and our 2050 Promise. As a reminder, we already brainstormed actions for the next five years in our prior sessions. Today we will use those brainstorms as a starting place for our decisions. (As a reminder, we also brainstormed actions for the next year, but we will get to those in our next session!).



(Point to the [Sharing Our Progress Team Report](#) sections on “Nourishing our Team” and “Exploring Opportunities: Congregational Transformation, Community Resilience, Justice, and Mitigation”).

To avoid the worst climate disruption, we need to significantly reduce emissions by 2030 and achieve Real Zero by 2050. As we prioritize, we will work to balance urgency with joy, our hopes with our capacity, and long-term strategies with immediate actions. Our climate actions can’t simply reduce emissions. We need to equally prepare to respond to climate disruption in ways that advance justice, build relationships, and lead to the thriving communities we imagine for the future.

Setting Our Five-Year Goals

40 minutes total

Individual Reflection

10 minutes

Take a moment to imagine how we can best start the journey towards our 2050 Thriving Community. What would a successful journey look and feel like in five years? What concrete goals could get us there? Knowing we cannot do all of the ideas we brainstormed, how will we prioritize our goals for five years from now?

We will take 10 minutes for silent reflection on this question.

Specifically, looking at our brainstormed possible actions in the next five years:

- 1. Which ones should be our Top Three “Five-Year Goals?”**
- 2. Why are those goals important?**
- 3. What would it mean to meet these goals in five years?**

Each of us will answer question #1 in this time of silent reflection, and write our answers to questions #2 and #3 on a (physical or digital) sticky note, which we will then add to the posted page/slide under that action.



Group Discussion

25 minutes

Now we will discuss together where we observe synergy among the goals we each chose. Then we will work towards consensus on the Five-Year Goals we will prioritize and adopt.

As we reflect and prioritize, we will consider how our goals:

- Move us toward our 2050 promise
- Ground us in our context
- Nourish and build our team
- Recognize our current abilities and build our capacity
- Align with the goals of our core partners
- Align with the needs of communities who are most impacted
- Reflect the ideas we brainstormed in "[Exploring the Opportunities](#)" (we don't need to make more work for ourselves!)
- Together address all of our Four Essentials for Climate Action (Congregational Transformation, Community Resilience, Justice, Mitigation)

Now we will work together to come to consensus on 3–5 goals that best align with our answers to the questions below.

Tip: This doesn't have to mean one goal for each essential. We recommend finding goals that combine any combination of the Essentials.

Suggested Prompts for Group Conversation:

- 1) What do you notice about the goals we chose?
 - Are there some that many of us chose?
 - Are there some that one or two people chose for reasons that may make them a priority for all of us?
 - Are there some that are repeated across Essentials (this is a potential indication of importance)
- 2) Which of these goals meet our criteria to:
 - Move us toward our 2050 Promise
 - Be grounded in our context



- Nourish and build our team
- Recognize our current abilities and build our capacity
- Align with the goals of our core partners
- Align with the needs of communities who are most impacted
- Include all four of the Essentials (Remember, this can be in any combination)

Tip: There is no such thing as perfect goals. Seek general alignment together and note in the next section what followup work you need to do to ensure group enthusiasm on clear goals.

Documenting and Reporting Our Five-Year Goals

5 minutes

By putting our goals on our [Sharing Our Progress Team Report](#), we are making sure we have our key notes and decisions in one place for our own shared accountability. By using the Sharing Our Progress Team Report in the Green Sanctuary 2030 Team Report Google Drive, we are also sharing it with the broader Green Sanctuary Community.

For each Goal, we will also need

- a) Description of action
- b) Which of the essential/s does this goal address?
- c) Why this goal is important to us

Who will add our goals to our [Sharing Our Progress Team Report](#)?

★ Our Five-Year Goals and the Essentials they address are:

Ex: “[Goal Description]. This goal addresses the _____ essential/s.”

Tip: Sharing our Team Report with the Green Sanctuary 2030 community is not required, but it is a great way to learn from each other and build community. The Sharing Our Progress Team Report is also a great overview of our Green Sanctuary 2030 work that you can share with your congregation! That said, you are welcome to use another format to track your goals.



Moving Forward

15 minutes

What's next?

- What do we need to do to finish this section?
- How will we share notes from today?
- Anything else?

When is our next meeting?

Time:

Place:

Focus:

Facilitator:

Closing

For our closing ritual, each participant will share one word that they hope will shape our collective work going forward. After each person's offering, the group offers an enthusiastic "May it be so!"

Suggested Language for Each Participant:

May we and our work towards these goals be blessed with _____

Suggested Response from Group:

May it be so!

This Year's Actions



Session 2: This Year's Actions

Drawing on your exploration of opportunities, we will work together to agree on long-term goals (in the previous session) and short-term actions (in this session) that build toward a thriving community.

Session Overview

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When you are done, be sure to add the ★ question to your [Sharing Our Progress Team Report](#).

Preparation

Materials and Roles

- ☐ Your brainstormed list of “Actions In the Next Year” from the “[Exploring the Opportunities](#)” sessions and the “[Nourishing Our Team](#)” section. **Each action should be on its own page or slide.**
 - These are all together on your [Sharing Our Progress Team Report](#).
 - Post all of your brainstormed ideas with blank space for notes where everyone can see it.
 - In-person:* Use individual pieces of paper taped to a wall with one action per page or large butcher paper with one action per page
 - Online:* Use slides with one action per slide, or use a Zoom or Miro whiteboard.
- ☐ Post-it or Sticky Notes if you are in person
- ☐ Your Five-Year Goals from [last session](#) written for all to see
- ☐ [Sharing Our Progress Team Report](#) printed out as handouts (or otherwise available) for each person.



☐ **Decide on [Roles](#):**

- ☐ Facilitator
- ☐ Team Care
- ☐ Note taker
- ☐ Timekeeper

You may also want:

- ☐ A special snack, treat, and/or star stickers to share as you celebrate
- ☐ Your full notes from prior sessions available for reference.
- ☐ Your Rich Picture(s) from the “[Reimagining Our Community Thriving](#)” Session displayed for the grounding

Congregational Engagement

Multiple perspectives move the process forward more effectively! Consider the folks who have participated in prior sessions and invite them to attend or give input and feedback separately.

Chalice Lighting and Check-in

15 minutes

Chalice Lighting:

We light this chalice, kindling the flame of community once again.

May we bask in its glow.

We gather today to reflect on all that we have done in preparation for action.

We bring our own struggles for survival and community.

We bring our passion for climate justice.

We bring all the many actions we have done and those that we have not yet even dreamed of.

Come, let us reflect together on possibility and priority.

Here, may we find wisdom, strength, and community in service of love and justice.

Check-In:

Invite each person to check in with the question: What is an action you have taken (related to climate or not) that



Overview

5 minutes

Today we will **prioritize our actions for the next year**. We have our brainstormed actions for the next year posted where everyone can see and engage with them soon.

The Action Plan is where all of our previous conversations and reflections come together to lead us forward. We bring in the context of oppression in our community to ground our actions. Our commitments to nourishing and sustaining our team informs our capacity to do the work with love at the center. Our 2050 Thriving Community Promise is our North Star, guiding the way forward. Our Five-Year Goals are a point on the journey towards that Promise. Our rich conversations about each of the Four Essentials led us to the brainstormed actions we see here (on the wall or the screen). Our Action Plan should easily flow from these actions we brainstormed in our past sessions.

The Action Plan process allows us to be ambitious AND realistic in what actions we take to engage the Four Essentials and move toward our Five-Year Goals. We may adopt one action per each essential, one primary action that meets all of the Essentials, or two actions that meet several Essentials. The process is not a hard and fast structure to follow, rather it's an offering to help us shape our thoughts

By the end of today's session, we hope to identify a set of **actions that we can reasonably initiate, maintain momentum on, or complete within the next year**.

Tip: To receive Green Sanctuary 2030 Recognition, you must report at least one action for each of our Four Essentials, but this doesn't have to mean exactly one action for each essential! We recommend finding actions that combine any combination of the Essentials moving towards your Five-Year Goals.



This Year's Action Plan

40 minutes total

Individual Reflection

10 minutes

Using the same process we did to agree on our Five-Year Goals, with individual reflection and group discussion, we will identify concrete actions that answer this question:

Based on our Five-Year Goals, what are we going to do this year to bring each of the 4 Essentials to life?

What would a successful journey look and feel like at the end of this year? What concrete actions could get us there? Knowing we cannot do all of the ideas we brainstormed, how will we prioritize what we do this year?

We will take 10 minutes for silent reflection on this question.

Specifically, looking at our Five-Year Goals and our brainstormed possible actions for this year:

- 1. Which ones should be our Top Three Actions for this year?**
- 2. Why are those Actions important?**
- 3. What would it mean to achieve these actions this year?**

Each of us will answer question #1 in this time of silent reflection, and write our answers to questions #2 and #3 on a (physical or digital) sticky note, which we will then add to the posted page/slide under that action.

Group Discussion

25 minutes

Now we will discuss together where we observe synergy among the actions we each chose. Then we will work towards consensus on our action plan for this year.

As we reflect and prioritize, we will consider how our actions:

- Move us toward our Five-Year Goals
- Ground us in our context



- Nourish and build our team
- Recognize our current abilities and build our capacity
- Align with the goals of our core partners
- Align with the needs of communities who are most impacted
- Reflect the ideas we brainstormed in “[Exploring the Opportunities](#)” (we don’t need to make more work for ourselves!)
- Together address all of our Four Essentials for Climate Action (Congregational Transformation, Community Resilience, Justice, Mitigation)

Now we will work together to come to consensus on a set of actions that best align with our answers to the questions below.

Tip: This doesn’t have to mean one action for each Essential. We recommend finding actions that cover any combination of the Essentials.

Suggested Prompts for Group Reflection:

- What do you notice about the actions we chose?
 - Are there some that many of us chose?
 - Are there some that one or two people chose for reasons that may make them a priority for all of us?
 - Are there some actions that are repeated across Essentials (this is a potential indication of importance)
- Which of these actions meet our criteria to:
 - Move us toward our Five-Year Goals
 - Be grounded in our context
 - Nourish and build our team
 - Recognize our current abilities and build our capacity
 - Align with the goals of our core partners
 - Align with the needs of communities who are most impacted
 - Include all four of the Essentials (Remember, this can be in any combination)

Let’s work together to come to a consensus on the actions we will prioritize this year based on these considerations.



Tip: There is no such thing as a perfect plan. Seek general alignment together and remember that you can and will adapt your plans as you go.

Documenting and Reporting Our Actions for the Year

5 minutes

By adding our priority actions to our [Sharing Our Progress Team Report](#), we are making sure we have our key notes and decisions in one place for our own shared accountability.

For each action, we will need:

- a) Description of the action
- b) Which of our goals the action will help us achieve?
- c) What resources do we need to implement this action?

Who will add our actions to our [Sharing Our Progress Team Report](#)?

★ **Based on our Five-Year Goals, this is what we will do this year to bring each of the 4 Essentials to life**

Ex: “[Action Description]. This action addresses the _____ Essential/s.”

Green Sanctuary 2030 Recognition

So how does all this relate to Green Sanctuary 2030 Recognition? **Our actions move us toward our Five-Year Goals.** Sharing progress builds community among UUs transforming our congregations through climate justice. Sharing progress is the only requirement for receiving recognition.

- [Share our progress](#)
 - Report actions - Complete at least one meaningful action per Essential with plans for ongoing actions
 - Update the Team Report - Share ideas and create community with other UUs transforming our congregations through climate justice





Moving Forward

30 minutes

Celebration

10 minutes

Tip: PLEASE don't skip this part! Take some time to celebrate all this work you have done together. You can also use this time to schedule a separate time specifically to celebrate and be together - perhaps sharing a meal, doing something in nature, or having a dance party!

Wow. We made it! We have a plan! Before we get to implementing it, let's take some time to appreciate each other. (And yes, after we do this we'll talk about concrete next steps to move this work forward)

Options:

- Go around and share Genuine Appreciation for someone/s here (ie, a specific and detailed appreciation)
- Put on some music and dance
- Co-create and share [Paper Plate Awards](#)
- Give each other high fives
- Eat cake
- Hand out star stickers

What's next?

10 minutes

Determine specific next steps for your actions. Here are some options:

- Announce your progress (some version of your [Sharing Our Progress Team Report](#)) to your congregation and call for engagement.
- Schedule another meeting to make more specific action plans
- Choose a lead person on your team to work on each action
- Create a timeline or calendar of when you'll focus on each of the actions

Additional Next Steps from today's session:



- What do we need to do to finish this section?
- How will we share notes from today?
- Anything else?

When is our next meeting?

Time:

Place:

Focus:

Closing

30 minutes

For our closing ritual, each participant will share one word that they hope will shape our collective work on this Essential going forward. After each person's offering, the group offers an enthusiastic "May it be so!"

Suggested Language for Each Participant:

May we and our actions be blessed with _____

Suggested Response from Group:

May it be so!