

**Reflections on our B-4 Workshop Experience held November 1, 2025**  
**Unitarian Church of Lincoln**  
**Lincoln, Nebraska**

Our B4 experience was meaningful for the Unitarian Church of Lincoln. We've been reflecting on how we're becoming more aware of and taking responsibility for our own biases, through programs like this one, *Beloved Conversations*, and book clubs. We've noticed microaggressions showing up in meeting notes, newsletters, jokes, and in the tendency to listen to the loudest voices. However, we are working to normalize calling out biases and encouraging quieter voices to be heard. We are committed to continuing our education, and we've already started planning ways to identify and address biases moving forward.

Building and strengthening relationships is important to us. While we've made progress, we recognize there's still more work to do.

Rev. Curtis was pleased with the turnout of 40 attendees and felt that people were engaged. However, there was some body language that suggested discomfort with the topic, and some participants got off-topic—indicating areas where we still have room to grow. We're continuing to build on the skills we've developed over the past few years.

The Ministerial Search Committee is working on creative ways to involve the congregation in discussions about the potential new minister, in order to minimize biases that might arise. Even if our next minister is a disco ball, we want to be open to what they bring, not just their shiny outside.