

Highlands United Church has developed the following action plan in relation to our Affirming Ministry:

- Form an ongoing Affirming Committee, accountable to the governing body, to find ways to help our community live out its Affirming Vision Statement and to provide a link to Affirm United and other Affirming Ministries.
- Build a relationship with North Shore Pride Alliance (offer space for meetings, host events).
- Promote and participate in public community events. (eg. Pride at the Pier, Pride Parade, Drag Story Times).
 - Co-sponsor a PFLAG group with Waldorf School.
 - Ensure there is a diversity of people as Welcome Hosts.
- Continue to have visual reminders of our commitment to welcome and inclusivity (eg. rainbow pride hearts on nametags, display of books or other materials in the Welcome Space, the new rainbow bench, on the exterior of the building).
- Change the signage on the single-stall washroom on the main floor to be all-inclusive.
- Engage in fundraising activities such as t-shirt sales, and/or Souper Sundays to help with the costs of Affirm membership, guest speakers, and operation and maintenance items.
- Partner with other small group ministries within HUC to look at ways in which we can further support each other's work in being an Affirming ministry (eg, Truth and Reconciliation Circle, Local Connections, ELL, Saturday Lunch, Shelter to Home).
- Use the Affirm United Logo on our website, other social media, and print materials, once the vote has been approved.
 - Update our website with information about the Affirm Committee and related work. (include Affirm United logo, LGBTQIA2S+ flags, Wheelchair accessible logo).
 - Have an annual celebration on the anniversary of becoming Affirming.