



**Journey Toward Wholeness Transformation Committee
Spring Meeting Minutes
March 16-18, 2006
Boston, MA**

Present Members: Carolyn Cartland; Rev. Monica Cummings; Rev. Sean Parker Dennison, Chair; Bob Gross; Rev. Charles Ortman, Board Liaison; Not Present: Julio Noboa


Staff: Taquiena Boston, President’s Representative; Jean McKenney; Simona Munson

Topic	Discussion	Decisions/Actions
<u>Thursday, March 16</u>	Worship Reading: Howard Thurman, The Inward Journey	
Agenda Review		<ol style="list-style-type: none"> 1. The meeting will start at 9:00 AM 2. Meet with Kay Montgomery on Friday (3/17) 3. Response and report to SRC Rpt on 3/17 4. Include JTW 10th anniversary in conversation with John Hurley
 New JTWTC members	<p>JTWTC reviewed and prioritized desired characteristics and competencies for new members. Top priorities include female, African American male, experience with anti-racism/anti-oppression work, under the age of 30, collaborative. The goal is to have balanced perspectives and gender balance on the JTWTC. Desired traits include respect for different ways of knowing, self-awareness, open to different ways of learning and viewing the world, openness to a variety of ways of accomplishing the JTWTC’s goals. Are the criteria too narrow? There was concern about geographic representation.</p>	<p>Monica will write a sentence explaining what the JTWTC means by “emotional intelligence.”</p> <p>Provide the Committee on Committees (CoC) a statement about the JTWTC’s goal: “Our (JTWTC) hope is that we can work together to provide a balance of the pastoral and the prophetic as the UUA continues on the Journey Toward Wholeness.”</p> <p>Provide CoC a list of desired traits and a separate list of people (without identifiers) so that CoC can get to know candidates.</p>



		<p><u>Names for Submission:</u></p> <ol style="list-style-type: none"> 1. George Brown 2. Jyaphia Christos Rogers 3. Karen Eng 4. Natalie Fenimore 5. Rev. John Gilmore 6. Vivien Hao 7. Marta Valentin 8. Elandria Williams <p>Action: Bob will forward the names and criteria to Sue Stukey, CoC.</p> <p>Tell the CoC that the JTWTC wants consideration of geographic diversity.</p>
<p> JTWTC Work with Districts (Brainstorm)</p>	<p>The JTWTC identified some goals, audiences, and questions for monitoring and assessing AR-AO-MC work in districts. Questions may concern what work has been done (AR-AO-MC) trainings, numbers of “historically marginalized persons” in districts and what their experience is, questions about class. There’s opportunity for districts to provide leadership. The question is does the district provide that leadership. Asking the question communicates that leadership is a goal of JTW/A-O, A-R, MC work. The JTWTC wants to know if there are structures in place at the district level and in congregations for JTWTC. Indicators are committees (JTW, Accessibility, AR-AO-MC programs). Lead with the JTW charge in communication with districts. It’s important to figure out who to talk to in the district (roles and identities – district execs, district presidents, district boards, committee leaders, identity groups). When the report comes out, send it with a letter to every district. Confer with district staff and boards. A</p>	<p>See Carolyn’s document: <i>Outline of JTWTC Actions to Survey Districts Regarding District Transitions Creating A-R/A-O/MC Faith Communities</i>.</p> <p>Audiences:</p> <ol style="list-style-type: none"> 1. District presidents 2. District boards 3. District staffs (execs and program consultants) 4. Identity groups/traditionally marginalized 5. District reps to UUA BOT 6. Congregational presidents


	<p>balance is needed between District perceptions and what congregations think is happening. Given the identity dynamics of UUism, it is probably difficult to gather information from individual persons. The congregation conversations are more another tier.</p>	
<p>✚ Strategic Communication: John Hurley, Meg Riley, Susan Leslie</p>	<p>John Hurley presented a methodology for developing a strategic communication plan. The JTWTTC presented John with the various challenges such as the emphasis on journey rather than wholeness, the shift to emphasis on the monitoring and assessing part of the mission, the broadening of the mission to include more areas of oppression. There are people who view such shifts as abandoning anti-racism.</p> <p><u>Key Criteria for UUA public witness work</u> is grounding, fit and opportunity, which are used to decide issues on which UUA will be proactive and issues on which the UUA will be reactive. Note: grounding and fit are internally focused, opportunity is externally focused. NOTE: the areas for the UUA to be proactive are Family Matters, the Role of Religion in Society, and Racial Justice. One of the challenges is that statements of conscience (SoC) don't always mirror the public witness priorities of the UUA. JTWTTC can be effective in helping to reform the CSW process to allow UUs to be more effective by devoting a longer time to SoCs.</p> <p><u>Goals:</u></p> <ul style="list-style-type: none"> ▪ To communicate the new direction of the JTWTTC and why ▪ How does JTWTTC manage communicating 	<p>See John Hurley attachment <i>“Communications Workshop with John Hurley”</i> for description of process and methodology</p>

	<p>these different messages (wholeness, new direction)? How does JTWTC communicate the shift in definition and scope – the broadening of anti-oppression and multiculturalism work?</p> <p><u>Objectives:</u> JTWTC wants UUs to:</p> <ul style="list-style-type: none"> ▪ Feel JTW is the work of all UUs ▪ Know work has broadened to include other areas of oppression ▪ Feel that all people, especially those who are oppressed/marginalized, feel included <p><u>Re-imagination of what JTW means:</u></p> <p>Shift the emphasis from journey (process) to wholeness (process not end, not perfectibility).</p> <p>Pain needs to be faced and not swept under the carpet. How JTWTC acknowledges pain/failings is important.</p> <p>Give chronological focus to the story, for example,</p> <ol style="list-style-type: none"> 1. Thomas Jefferson Ball 2. This is what we did (success stories and failures) 3. This is what we've learned and where we're going (benefits and possible future) <p><u>Audiences:</u></p> <ul style="list-style-type: none"> ▪ For those people who think we are backing away (UUA is moving forward) ▪ For those people who want us to back off (the 	
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	<p>work will continue, get on board)</p> <ul style="list-style-type: none"> ▪ For those people who are indifferent (we want you to get engaged) <p>How can the JTWTC harness the power of narrative to achieve (its) communications objectives?</p> <p>The JTW needs to be reframed. The JTWTC became identified with (staff) programs. The emphasis has been on the journey (long, hard, “mountains in our way”). There hasn’t been much focus on wholeness. What would it mean for UUism to be whole, for UUism to celebrate the differences?</p>	
<p> JTWTC Leadership Conversation</p>	<p><u>Hoped for Outcomes:</u> Have a shared mind about leadership, have a positive outcome to the conversation, eliminate the elephant in the room re: leadership, reconcile relationship and trust so that Committee can work together.</p> <p><u>Process:</u> Each person present described the feelings they were bringing to the conversation. Each person shared their vision for the leadership of the JTWTC. Models included co-chairs that include racial/ethnic and gender diversity (male, female, transgender); team leadership where each person is a “chair” for something they feel committed to and feel passionate about. There would be a public face of the JTWTC, and chair/s would not make decisions/commitments without the input of the JTWTC. Co-chairs need to have strength and courage to sit in a room with power and authority to say “no.” Vision also includes having a minister/lay leader co-chairpersons. Possible</p>	<p>Action: Charlie will report the JTWTC’s leadership conversation and decision to the UUA BOT (done 3/16/2007).</p> <p>Decision: (1) During covenant, JTWTC will create in its structure a “buddy system” so that any member who feels disconnected will have someone to call on, (2) Whenever a JTWTC member senses a dynamic or undercurrent, they agree to name it.</p>


	<p>co-chairs were named.</p> <p>A question is how involved can the board liaison be in setting the direction of the JTWTC? What if there's tension with the BOT role and the JTWTC role? Is this relationship negotiable depending on who the board liaison is?</p> <p>NOTE: Julio Noboa communicated that he will consent to the decisions of the JTWTC regarding leadership.</p> <p>Thanks to Sean, Monica, and Bob for the leadership they showed through this period. Thanks to Charlie for being the glue and facilitating the difficult conversation.</p>	<p>Decision: Carolyn Cartland and Monica Cummings will serve as JTWTC co-chairs.</p>
<p>Covenanting continued...</p>	<p><u>Meeting Dates:</u> Meeting time needed is based on the amount of work. What gets sacrificed is building relationship time and training time. The narrowing of the JTWTC work's focus is responsible for some of the shortened meeting time. Scheduling meetings far in advance helps with planning schedule.</p> <p>FUTURE MEETING DATES: November 29 – December 3, 2006 and March 14 – 18, 2007</p> <p>Some of the work on the meeting agenda could be accomplished via conference call and email. The first phase of work seems to be accomplished better face-to-face.</p> <p>It's important for JTWTC to feel empowered to move forward with Committee business even when all JTWTC members cannot be present.</p> <p>NOTE: Sean will bring his son</p>	<p>Covenant Additions: "JTWTC shall not fail to send more than one representative to an Associational activity, program or event." "Each JTWTC member is responsible for developing a relationship with a "buddy" to whom they will turn whenever they feel isolated or marginalized from Committee members or processes." "The work of the Committee will continue even with less than full attendance of its members." Decision: Thursday evening after dinner will be a worship service and check-in. Action: Carolyn will revise and distribute the Rules of Engagement. The Rules of Engagement will be revisited at the General Assembly and at each meeting.</p>


	to General Assembly for the first time.	
<p> JTWTC Meeting at General Assembly (St. Louis, MO)</p>	<p>Carolyn would like some guidance re: what workshops and meetings to attend. Jamison Greene will address RSCC on transgender ministry issues; there’s a possibility that he could meet with the JTWTC.</p> <p>NOTE: If new JTWTC members are at General Assembly, a dinner meeting is imperative.</p>	<p>Decision: Thursday AM 6/22 will be time to finalize JTWTC workshop. The JTWTC will meet for dinner on Thursday evening.</p> <p>Action: Sean will find out from David Petee when Jamison Greene’s workshop occurs.</p>
<p> Training and Continuing Education</p>	<p>JTWTC discussed options for training:</p> <ol style="list-style-type: none"> 1. Georgia Southern Cross-Cultural Counseling and Education Conference first weekend of February 2007 (Thur- Sat or Fri – Sun). 2. JUUST Change consultant – contact Tracey Robinson Harris 3. Have a member/s or former member/s from Commission on Appraisal share their process with the JTWTC as a hands-on skills training (Fall 2006). 4. Discuss assigned readings at JTWTC meetings: for example Paul Rasor’s book “Faith Without Certainty.” 5. See UUA website “How to Become a Journey Toward Wholeness Congregation” 6. See Board Packets online <p><u>Other resources:</u> Allen G. Johnson’s revised edition of “Privilege, Power and</p>	<p>Action: Contact District Services for district annual meeting schedules (Taquienna).</p> <p>Action: Charlie will notify the JTWTC of important information on the BOT.</p>

	Difference” incorporates disability. “Covering: The Hidden Assault on Our Civil Rights” by Kenji Yoshino	
Worship	Sean read from writings by Paul Beattie (adapted) Song: When I Was a Boy (Dar Williams) Song: Thank You (Judy Fjell)	
Friday, March 17	Worship: Charlie read the story of Jonah. He asked each JTWTC member to reflect on their calling to the work, and to understand that call as influencing the work for the day.	
 Work with Districts	<p>Summarized the discussion about UU districts and the list of audiences for survey of district work. Listed objectives, audiences, and messages. In next steps JTWTC brainstormed tactics to achieve strategies.</p> <p>The JTWTC realized that they were moving away from monitoring and assessing to creating programs. Notes from the brainstorm will be passed on to Kay Montgomery to advise re: appropriate points for implementation. This assessment has been going on with congregations through “Common Ground” gatherings. The monitoring and assessment of the districts is a continuation of the work of past several years. The objectives are useful in framing the work of the JTWTC. It was noted that many tactics are listed on the “Outline of JTWTC Actions to Survey Districts.”</p> <p>NOTE: There is a need to be specific in defining anti-racism, anti-oppression, anti-ableism, etc. in approaching the districts about their work. Ask for areas of anti-oppression work that JTWTC may not have included in query. Acknowledgement by Committee</p>	<p>NOTES FOR KAY MONTGOMERY Objectives (Woyaya):</p> <ol style="list-style-type: none"> 1. (UUA/JTWTC) have a vision of wholeness. <ul style="list-style-type: none"> • What was, is now and hereafter 2. Moving towards this vision 3. Are all in it together (audiences) <ul style="list-style-type: none"> ▪ “Back off” ▪ Afraid we’re backing off ▪ Indifferent <p>Objective: We’re all in this together</p> <p><i>Strategy: Call UUs back to our principles, history, and institutional commitment --- Remind people of the theological principles</i></p> <p><u>Tactics:</u> Call folks back to our point and history of our institutional commitment by all <ul style="list-style-type: none"> ▪ Create a narrative of the JTW (movement): TJ Ball; Leslie/Leon/Chip (Journey from Calgary); Et al. ▪ Sermon “competition” ▪ Music ▪ Testimonials </p>

	<p>that JTWTC is encouraging proactive leadership in A-R/A-O/MC. Note that the question may be perceived as an attack.</p> <p>Objective: Find out what is or is not happening in A-R/A-O/MC in UUA in reference to GA 1997 resolution in selected districts (2006–2007).</p> <p>Strategy: Identify districts to be sampled to provide a broad picture of the current state of A-R/A-O/MC.</p> <p>Tactic: Determine number of districts to be studied.</p> <p>Tactic: Determine criteria for selection: geographic location, population density</p> <p>Tactic: district surveys, annual reports/meetings, interviews, gathering materials publications (newsletters), organizational chart (included related committee work), meeting agendas, websites, committee responsibilities, minutes of meetings, analysis of how things are different in the district now versus 1997 (interviews), mission statements, list of programs and events that have occurred since 1997 to promote A-R/A-O/MC in the district</p> <p>Tactic: Report how district’s vision of its work and district’s life have changed since 1997 (interviews with 3 to 5 key players).</p> <p>Strategy: Identify key players – leaders, committees in those districts chosen (who have accountability for making things happen or knowing what’s happening).</p>	<ul style="list-style-type: none"> ▪ JTWTC worship service at GA ▪ 1997 business resolutions and narrative <p>Strategy: <i>Demonstrate to folks that brokenness/incompleteness affects us all</i></p> <p>Tactics:</p> <ul style="list-style-type: none"> ▪ Use language of the resolutions ▪ Tell narratives and stories ▪ Personal stories and connections: Special Commission on Race; 2005 GA incidents (Fort Worth) ▪ Commission on Appraisal (Quebec) ▪ Support of ministers of color by congregations ▪ Singing the blues (theological brokenness) together <p>Strategy: <i>Broadcast that identity diversity is our community dream (per capital campaign survey)</i></p>
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 Response to Special Commission on Race	Sean distributed notes that summarized the JTWTC’s	

	<p>message to the Special Committee on Race (SCR). The JTWTC amended the letter to express appreciation and gratitude to the SCR for the time, energy, and effort they committed to this task. The JTWTC will look for evidence on the recommendation that all GA attendees know where they can find pastoral/chaplain/crisis support.</p>	
<p> Meeting with Kay Montgomery</p>	<p><u>Agenda:</u></p> <ol style="list-style-type: none"> 1. How Best to Work with District Services + UUA support for surveying districts 2. 2007 General Assembly - JTW Tenth Anniversary theme 3. Pre-Opening Ceremony dinner space at General Assembly 4. Gap stuff <p>Kay sent Bill Sinkford's regards and regrets.</p> <p><u>District Monitoring and Assessment:</u> Kay noted that district staff get tired of getting surveys. She noted that a number of districts will also have new staff who won't know the history of the district. The JTWTC described the outcomes they will have for the monitoring and assessment of the districts. Kay noted that districts are engaged in different areas, and that engagement in one area can lead to engagement in other areas of anti-oppression.</p> <p><u>JTW 10th Anniversary:</u> Proposal to focus all GA worship on JTW. It was noted that both JTW and Accessibilities Committee were created out of a the 1997 General Assembly. Also, the original</p>	<p>Action: Approach GA Planning Committee (Lynn Friedman, Chair; Jan Sneegas, GAPO). Send email to entire Committee and follow up with conversation. Copy Bill Sinkford, Kay</p>

	<p>JTW charge did not include anti-oppression, it focused on anti-racism and multiculturalism.</p> <p><u>Gaps in the JTW:</u> Bill Sinkford communicated to JTWTC that there are areas of the JTW work that represent gaps such as best practices in A-R/A-O work, large system study of where gaps are and where capacities exist, insufficient theological grounding for the JTW. These are areas proposed for the post-district monitoring and assessment. JTWTC is only here to name the gaps, not to plug them. The question arises “if not us, then who?” Kay noted that some of the program ideas brainstormed by JTWTC are being done by other areas of the Association. Worship web provides opportunity to develop worship resources. The Journey from Calgary is another opportunity. The Youth Consultation will show how youth have and haven’t been involved. Meet with new Ministry & Professional Leadership Director.</p>	<p>Montgomery and Gini Courter and add this to April conference call.</p> <p>Action: Simona will talk to Nancy about reserving suite space for the JTWTC dinner prior to the Opening Ceremony on Wednesday, June 21.</p> <p>Action: Draft memo/letter to GA Planning Committee (Bob, Carolyn, Monica)</p> <p>Kay Actions:</p> <ol style="list-style-type: none"> 1. Update Bill Sinkford on conversation with JTWTC 2. Give Harlan Limpert a heads-up about District Services 3. Get IT to assist the JTWTC with the survey.
<p> Meeting Debrief</p>	<p>JTWTC realized that they needed to clarify the purpose, process and persons to engage in the district monitoring and assessment work.</p> <p>The kind of data solicited (qualitative or quantitative) and data itself may determine how the information is interpreted. Have survey respondents identify their role and length of time in position. Recognize that there are variations in district structures, as in all districts don’t have committees but have service areas.</p>	

<p>Old Business</p>	<p>GA Presidents Meeting</p> <p>Meadville-Lombard consultation</p> <p>Liaison Relationships</p>	<p><u>Decision:</u> Hang onto information for future use.</p> <p><u>Decision:</u> Send a brief summary to Lee Barker (Monica) 3/18/2006</p> <p><u>Decision:</u> Let groups know that JTWTC is no longer having liaison relationships. Invite liaison groups to attend workshop to learn about work of Cmte.</p>
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Respectfully submitted,
Taquiena Boston and Simona Munson