

## **Journey Toward Wholeness Transformation Committee:** January 2008-09 Report to the UUA Board of Trustees

**Current Members:** Carolyn Cartland (co-chair), Catie Chi Olson, Rev. Kelly Flood, Bob Gross, Janice Marie Johnson, Julio Noboa, Michael Sallwasser (co-chair), Arthur Tackman; Rev. Jose Ballester (Board Liaison) Taquiena Boston (President's Representative), Rev. Devorah Greenstein (Staff Liaison ), Tracy Ahlquist (Staff Support)

### **Our Charge**

Since 1997 when it was established by the General Assembly, and then reaffirmed by the UUA Board of Trustees in 2004, the charge of the Journey Toward Wholeness Transformation Committee is to “strategically plan, coordinate, monitor, assess and guide the transformation of the UUA into an authentic anti-racist, anti-oppressive, multicultural faith community.” In January 2004, the BOT charged the committee to focus on assessing and monitoring. The Board explicitly added responsibility for assessing and monitoring accessibility issues to our portfolio in 2007.

### **Executive Summary**

We are proud of our accomplishments over the last twelve months, believing that our focused approach to assessing and monitoring Association entities has reflected our charge to help guide the transformation of the UUA into the “beloved community” we seek. Following our 2006-07 assessment of five districts, ten years after the passage of the Journey Toward Wholeness and Accessibilities resolutions at the 1997 General Assembly, we directed our gaze toward the ministerial formation process.

We surveyed and interviewed members of the Ministerial Fellowship Committee and the four Regional Subcommittees on Candidacy through the lens of anti-oppression, anti-racism and multiculturalism. Based on their survey responses, we focused on the cultural competence of committee members and their (self-reported) ability to assess the cultural competence of Aspirants and Candidates, as well as the anti-oppression, anti-racism and multicultural (AO/AR/MC) policies and procedures embedded in those committees.

The surveys and interviews provided a “snapshot” from members of the MFC and RSCCs about committee policies, procedures, mission statements, trainings, etc. that have influenced their understanding of AO/AR/MC issues and how they use that understanding to evaluate the AO/AR/MC competencies of ministerial Aspirants and Candidates. We were also interested in learning how they identify ways in which Aspirants and Candidates can enhance their cultural competence and how that is monitored as part of the fabric of our structure of ministerial formation. We acknowledge and thank them for their time, dedication, and perspective.

### **Our Year in Review**

The highlights of our year include the following:

- January 2008 – Committee officially includes accessibility concerns in its portfolio with the addition of two new members as the Accessibilities Committee is disbanded.
- March 2008 – Committee held Spring meeting in Boston.
- March 2008 – Submitted “Snapshots on the Journey: Assessing Cultural Competence in Ministerial Formation” to the Board of Trustees.
- June 2008 – Conducted worship service at General Assembly celebrating and honoring allies on the journey: Jyaphia Christos-Rodgers, Paula Cole-Jones, Gini Courter, Rev. Bill Gardiner, Rev. Charles Ortman, and Sally Patton.
- June 2008 – Formally presented and discussed JTWTC report with the Board at General Assembly. Began discussions of future areas of focus.
- June-October 2008 – Committee determined that next area to assess and monitor will be leadership development, i.e. how the UUA identifies and develops our leaders, using an Anti-Oppression, Anti-Racism and Multicultural lens, with specific attention to the processes and procedures employed by the Nominating Committee and Committee on Committees. Determined that current project will require a two-year effort due to complexity of issues and sophistication of survey instruments needed.
- November 2008 – Committee held Fall meeting in Boston to further define current project. Met with the Nominating Committee, Gini Courter, and Kay Montgomery and received excellent input.

### **Our Upcoming Year:**

January – March 2009

- Define survey questions and instruments. Assess need for UUA and outside consultants in design and analysis.
- Hold Spring Meeting in Boston.

April– December 2009

- Sponsor GA event focusing on the journey to the Beloved Community.
- Conduct surveys and interviews.
- Tabulate data. Begin drafting report.

### **An Appreciation**

Over the last two years, the membership of our committee has evolved and grown. With the expansion of our portfolio to include accessibility issues, we welcomed Arthur Tackman and C. J. McGregor. We have said “farewell” to Rev. Monica L. Cummings as co-chair and Rev. Charlie Ortman as Board Liaison. Additions to our committee have included Rev. Jose Ballester, as our new Board Liaison, and Rev. Kelly Flood. As the year ends, we say “goodbye” to C.J. McGregor and co-chair Carolyn Cartland. The JTWTC wishes to acknowledge its deep appreciation to each of them for their commitment, maturity, energy, and vision, both in the past and in anticipation of the future. Finally, without the support of the Committee on Committees and the Board, we would not be able to continue this important work. Thank you all.

