

Journey Toward Wholeness Transformation Committee
Spring Meeting
March 10-13, 2005
Chicago, IL
Minutes

Present: Carolyn Cartland; Sofia Craethnenn, Chair; Monica Cummings; Sean Parker Dennison; Bob Gross; Matt Moore; Julio Noboa; Charlie Ortman, Board Liaison; Taquiena Boston, President's Representative; Simona Munson, Staff Support.

Topic	Discussion	Decisions/Actions
<u>Thursday, March 10</u> Charlie did an Opening after which the Committee did an extended check-in – Sharing Our Stories.	What calls you to this work? What moves you in this work? What challenges you in this work?	
Overview of Agenda and Overview discussion of meeting with Meadville Lombard	<p>After dinner, the Committee plans on having a discussion, with attention and intention, continuing the earlier conversation about the purpose of this Committee; this could also be the basis of the covenant discussion.</p> <p>Discussion of background and preparation for Meadville-Lombard meeting. M-L is looking for counsel re: next steps. Lee Barker wants to build relationship w/JTWTC. JTWTC reviewed document describing the sequence of events that M-L has undertaken. M-L documents represent answers to questions posed by JTWTC through Kim Varney.</p> <p>It was the congregations that said that they will transform themselves. Wisdom of engaging substantively around its institutional goals, etc. So much needs to happen to get the work done in the congregation. How can M-L be preparing its students to serve congregations in ways that incorporate the vision of the Association?</p>	<p><u>Decision:</u> Amendments were made to the Agenda for Friday:</p> <p>9:30am – Discussion on disability and its inclusion in the A-O/A-R/MC mission of the Committee</p> <p>11:00am – GA Planning</p>

	<p>Also important to build a relationship between the Committee and M-L.</p> <p>The conference call where the decision to meet in Chicago was made was about connecting with theological schools so as to connect with seminarians.</p> <p>Perhaps a goal of the meeting is to facilitate forward movement for M-L. The two goals of the Committee are to build relationships and monitor and assess, not serve as consultants.</p> <p>How does having a member with a disability affect the work of the Committee? What is Carolyn's role; what can she teach the Committee; what can the Committee teach her?</p>	
Approval of Fall 2004 Minutes	Minutes were approved with one abstention.	
Report from UUA staff	<p>JUUST Change Consultancy Orientation is happening at the UUA in Boston this weekend. The Consultancy has evolved to bring in even more diverse expertise and experience – 12 individuals have been brought in. Consultants will be going into the congregations either to introduce them to A-O work, help them get un-stuck, or help them plan next steps. Deborah Greenstein and Keith Kron are part of the group. Susan Leslie around Social Justice and Empowerment Organizing. Part of the understanding of justice work comes from the congregations and what they're doing. There is a hope that the congregations that previously have not been involved will take another look and want to get involved. Hopeful that this will help the A-O work continue. Agreement of consultants is to work with two congregations for</p>	<p><u>Action:</u> Taquiena will ask Tracey if new JTWTC members should attend the post-GA training and let the Committee know.</p>

	<p>ten days each – this concept might have to shift because once the work is started it could shift.</p> <p>How will the congregations know that something different is being done in terms of JTW and A-O work? Consultants were present and visible at last year’s GA; two of the consultants were in the Congregational Services booth to talk with people.</p> <p>How is this distinguished from the Social Justice Empowerment Program that Bill Gardiner was heading? These workshops will be revitalized and offered as part of the program that congregations can do.</p> <p>Criteria: Any congregation can apply; have to have the support of the minister and the Board. They can be just beginning or have experience doing the work. Keith and Taquiena are working on a position paper focusing on how to enhance the Beyond Categorical Thinking training. How to move beyond the “drive-by training” model. BCT could be seen as the beginning piece; helping congregations see the work that they need to do to support the work of ministers of varying identities. Be able to offer resources to follow-up with; the point would be to not just abandon the congregation after the BCT workshop is done.</p> <p>Part of this process will look at how to “re-train” BCT trainers and expand the pool of trainers.</p> <p>Is there anything in the works to do the same with the Jubilee trainings?</p> <p>Tracey Robinson-Harris is</p>	
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	<p>looking at the trainings and how to create more synergy between the first two trainings and to unite the trainers of the two programs so that they feel a part of the whole program. There seem to be more “next steps” available to congregations after Jubilee trainings are done. Looking at Jubilee III to improve the organizing piece.</p> <p>What were people’s reactions to the JUUST Change Consultancy at GA last year?</p> <p>Congregations seem to call the UUA for help looking for resources and programs when they are having a problem.</p> <p>2006 budget is tight and every staff group has made reductions. For instance, the UU World will not be published as often.</p> <p>2007 budget for IDBM - Accessibility Program Associate position will be funded full-time.</p> <p>Several IDBM staff attended the 4th Annual Georgia Southern Conference on Cross-Cultural Issues in Counseling. Focus was on privilege and included speakers such as Peggy McIntosh, Victor Lewis, Hugh Vasquez and Bill Cross.</p> <p>IDBM is looking for a Program Coordinator for Racial and Ethnic Concerns. Only position that has as its focus issues pertaining to people of color, Latina/o and Hispanic concerns and anti-racism.</p> <p>Suggestion was made to share rooms at meetings as a way of saving money. Discussion ensued about sharing rooms.</p>	
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	<p>Further discussion needs to happen around the usefulness of meeting on-site with various organizations vs. in Boston.</p> <p>The day after GA, there will be an A-O/A-R/MC training for newly elected and appointed leaders as was a directive of the Board. Taquiena, Tracey Robinson-Harris, Paula Cole Jones and Susan Gore will be part of the groups of trainers.</p> <p>The question was asked if new JTWTC members will need to attend this training.</p> <p>There are youth and young adult A-R trainings that happen and that members of this committee could attend and are encouraged to attend.</p> <p>A listing of trainings would be helpful to committee members.</p>	
Updates on Action Items from Fall Meeting		<p><u>Action:</u> Julio will contact Starr King re: the follow-up on the letter that was sent to them.</p> <p><u>Action:</u> Simona still needs to send Bob the document that was originally sent to congregations requesting stories.</p> <p><u>Action:</u> Simona still needs to create a calendar of events/deadlines for the JTWTC.</p> <p><u>Action:</u> Simona will buy a steady supply of tea lights for Committee meetings.</p>
Internship Manual Review	<p>Sean gave a brief update about reviewing the Internship Manual.</p> <p>It is not nearly as extensive as reviewing the ministerial credentialing process. Slight changes will be recommended</p>	<p><u>Action:</u> Sean will review comments and send to Carolyn and then to the entire Committee for review.</p> <p><u>Action:</u> Sean will check with David Pettee and Kim Wilson</p>

	<p>such as not using dichotomized gender language – he/she. Most major recommendation will be on the section on Supervision; it is not mentioned anywhere that it is important for the intern and the supervisor to discuss how the intern’s identity will play a role/could affect their internship.</p> <p>Training needs to be done for ministerial supervisors.</p> <p>The manual is available on-line through the Internship Clearinghouse.</p>	<p>about the deadline for when they want the recommendations and the possibility of reviewing the updated text in order to make recommendations. Sean will let Carolyn know if she can do anything to help.</p>
<p>Monica gave Process Observations based on the process document that the BOT uses.</p> <p>The Committee adjourned for the day.</p>		
<p><u>Friday, March 11</u></p> <p>The Committee checked in after Julio did an Opening.</p>		
<p>Conversation on Ableism and Disability</p>	<p>Carolyn started the conversation by talking about an article she recommends the Committee read about the history of disability in the United States.</p> <p>What was missing from the Committee was lived experience of at least one disability. Many of the Committee members have some knowledge of ableism and disability.</p> <p>Carolyn shared her experience of what it took to come to this meeting in Chicago. She started by talking about what it entails to fly on an airplane.</p> <p>Carolyn graciously did some educating for committee members by sharing her personal experience which then led to a broader conversation about her</p>	

	<p>role on the Committee.</p> <p>Sofia asked the Committee two questions:</p> <p>1) In the monitoring and assessing and general mission of the Committee, how do we address the compartmentalization of ableism and disability within the overall scope of anti-oppression?</p> <p>2) Within our Committee, how do we want to build on our preliminary training?</p> <p>Taquiena asked Carolyn and the Committee - How do you want to use your presence and your voice to build the consciousness of the organizations/people/etc. with which the Committee interacts so that things can begin to happen and change?</p> <p>How can we bring the issue of ableism to the meeting with Meadville Lombard?</p> <p>Weaving the Fabric of Diversity is a good resource that brings attention to various issues of diversity and not just race.</p> <p>It is important that Carolyn not just be the one who educates committee members about disability and that she is not viewed solely as the Committee member with a disability. There is a balance between Committee members bringing their individual gifts and the way the Committee uses those gifts in a way that is respectful.</p>	
Preliminary GA Meeting with Congregational Presidents Planning	<p>Sofia informed the Committee that when she spoke with Gini Courter about planning for this meeting, Gini felt the Committee was in a good place. She asked</p>	

	<p>Sofia to get back to her after the Spring meeting so that they could check in and do further planning.</p> <p>The Committee gave feedback to Bob and Monica about the letter they drafted to Bill re: the GA meeting.</p> <p><u>Pre-GA</u> --gather information prior to GA; send email with 3-5 questions for congregational presidents to answer; give a deadline --Committee members could also call individual congregational presidents</p> <p><u>Components of the meeting:</u> --prior assessment --notes from GA 2004 workshop --powerful beginning piece could be reading back quotes that the Committee had previously gathered from congregations --Ask congregational presidents (CP) what their congregation might look like in ten years</p> <p>Five Questions: 1) Does your congregation identify itself as an anti-oppressive agency? 2) In what ways is consciousness of oppression raised in your congregation? 3) What UUA/District programs have you used? To what effect? 4) What do you want the UUA to know you need to assist with this transformation? 5) What is the next step?</p> <p>What is the thing that you are most concerned about in life? What are you passionate about? What are your values? What do you hold on to and why? What do you have faith in? What brings you comfort? What</p>	
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	<p>motivates you?</p> <p>In using the word “oppression,” does everyone have the same definition? How will congregational presidents know what the Committee means and all that oppression includes? How does the JTWTC keep all of the various oppressions on the table?</p> <p>How does this meeting with the congregational presidents further the goals of the Journey Toward Wholeness initiative and the goals of the Committee?</p> <p>How does the JTWTC achieve their goal of monitoring and assessing, as well as guide the process of visioning that Bill asked them to do?</p> <p>The visioning piece could hopefully be addressed in the fifth and last question – What is the next step?</p> <p>Tension between practicality and vision.</p> <ul style="list-style-type: none"> ❖ What would wholeness look like for individuals, for families, for congregations? ❖ How would your congregation define wholeness? <p>Different committees within congregations might define it differently, but if they could come up with one definition, perhaps addressing what the congregation might look like in ten years, that will help the Committee know where to go and how to envision.</p>	
Meadville Lombard Meeting Preparation	Charlie proposed a plan for discussion by the Committee. It	

	<p>was later turned into an agenda (Attachment #1).</p> <p>A. Lead Voice for the Group and a designated second (not Charlie).</p> <p>Julio noted that Meadville-Lombard may ask why the JTWTC is focusing on M-L and not Starr King. He cited two documents that were most useful to the conversation: Fall 2003 Recommendations and June 2003 documents.</p> <p>Julio suggested that JTWTC say what they gleaned from the documents.</p> <p>Taquiena recommended that the questions be stated in terms of the present tense, i.e., What are you learning from what you are doing? How is it taking M-L towards its goals re: ministerial preparation? Where are the successes? (Carolyn's contribution) What are the points of contention/disagreement/stuckness?</p> <p>Bob emphasized that the JTWTC get M-L to talk about outcomes.</p> <p>Sofia talked about the Committee modeling a different way of being – does the Committee want only one voice leading this dialogue?</p> <p>Carolyn suggested that Sofia take lead of the meeting. Julio seconded that by also adding that all members should partake in the discussion but that at times it is really useful to have a lead voice.</p> <p>The Committee gets information that is really useful to seminarians. Mid-size congregations have always been</p>	
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	<p>more comfortable and welcoming places for people of color rather than small or large congregations. In preparing ministers, how could this information be useful to seminaries?</p> <p>Need to address the issue of follow-up at the meeting. M-L needs to be in communication with the various organizations that serve the various historically marginalized groups/ stakeholders, such as DRUUMM, LUUNA, A/PIC, Accessibility Committee, Interweave, etc.</p> <p>Carolyn will be the timekeeper.</p>	
Training from Council on American-Islamic Relations (CAIR)	<p>The Council trains people on how to respond to the media about misinformation given about Islam and Muslims. They also do voter registration.</p> <p>80% of what they do is respond to crimes committed against Muslims – advocacy and focus on civil rights. Their focus is not on Islam as a religion but on the civil rights of Muslims.</p> <p>Hate crimes, violence and arson all have increased in the past year – rate of these types of crime have just about doubled.</p> <p>Good documentary by Frontline – <i>Al Qaeda's New Front</i>.</p> <p>CAIR has done work with the Elder Hostel in Chicago. Also worked with the ACLU and different Jewish organizations. They provide pamphlets/ handouts with basic information about Islam that UU congregations could request.</p>	<p>Action: Julio will write a thank you note to Noshewan Yasim and include a financial contribution from the Committee.</p>
Planning Session for Meeting with GA Congregational Presidents	Committee brainstormed ideas that were captured on newsprint.	<p>Decision: Sean will facilitate a discussion of visioning.</p>

	<p>The Committee needs to be clear that the focus of the work is not just anti-racism but anti-oppression and includes ableism, ageism, racism, heterosexism, genderism, sexism, classism, etc.</p> <p>Monica raised the issue of the name of the Committee; the importance of reframing and renaming and claiming the name of the Committee.</p> <p>Emphasis on multiculturalism – within the Committee, within our congregations, within this country.</p> <p>Find a way of making these concepts clear and making the connection between conceptual and concrete.</p> <p>Matt raised the fact that several times today the role of the Committee came up in discussion. The Committee still does not have a strong sense of what their role is.</p> <p>Discussion of language and reclaiming vs. not claiming the name JTWTC.</p> <p>It is important to let the congregations know that the Journey Toward Wholeness is not what it was and will not be that anymore.</p> <p>With whom do we have a bad reputation? It is not so much the Committee that has a bad reputation but the Journey Toward Wholeness. There were members of the Committee who were part of the JTW program and congregants/ministers/etc. confused the two and made the two the same.</p> <p>There is a perception that Bill</p>	
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	<p>was not saying that the Committee had to keep the name JTWTC but that it was important that it be laid to rest with honor. There needed to be a process whereby public relations work is done letting people know that changes are taking place.</p> <p>Suggestion was made that the Committee might write an article for an upcoming issue of the UU World as a way to begin some of the healing that seems necessary.</p> <p>Does the Committee need to meet with the Board before doing their own visioning?</p>	
<p>Carolyn gave her Process Observations.</p> <p>The Committee adjourned for the day.</p>	<p>Important to explain past discussions (instead of assuming we're all on the same page and thus skimming over them) of which new members might not have been a part.</p>	
<p><u>Saturday, March 12</u></p> <p>Charlie gave an update from the Board of Trustees January meeting.</p>	<p>Charlie read the report that he wrote as the UUA Trustee for the Metro New York District; it can be found in full on the District website at www.uumetronycbo.blogspot.com. Charlie made a special note of how much the Board makes an effort to do all of their work through an A-R/A-O/MC lens.</p>	
<p>Liaison Assignments and Updates</p>	<p>Sean passed around the updated Stakeholder list for members to look at and fill in the empty stakeholder spots.</p>	<p><u>Action:</u> Sean will leave current assignments as they are and assign OPEN assignments to members so that each has seven total.</p>
<p>Visioning Discussion</p>	<p>Sean recommended that the Committee create a vision of wholeness through words that were put on newsprint (Attachment #2).</p>	
<p>GA Logistics (Registration, Housing, Booth, Professional Days, A-R/A-O Training)</p>	<p>Committee members filled out their registration forms for Simona to submit.</p>	<p><u>Action:</u> Simona will submit GA registration forms for Committee members.</p> <p>Simona will keep on top of housing arrangements, which</p>

		<p>Committee members have made themselves.</p> <p>Simona will email Charlie, Monica, Julio and Matt the JTWTC tri-fold pamphlet.</p> <p>Simona will email Charlie and Monica any other former yet relevant JTWTC materials that may be useful in the booth.</p> <p>Charlie will take care of getting a sign made for the booth.</p> <p>Charlie, Monica, Matt and Julio are the GA Booth sub-group.</p>
Finalizing Preparations for Meeting with M-L	<p>If M-L is successful, what will M-L look like? JTWTC refined questions, noting qualitative differences between asking what are successes/learnings and what are strengths of M-L. The focus was on Section Three (Exploration) and how to bring in strengths and successes.</p> <p>Modifications: What have you learned? How is it moving toward our goal? What strengths have you gained?</p> <p>PROCESS: Have individuals write a response to each question for themselves before having a discussion in a group. For Section 4 (Summary) the JTWTC decided that the M-L groups will report what they identified in their group.</p> <p>Important to “normalize the stuckness.”</p> <p>Taquiena emphasized the importance of creating a vision and helping M-L form a vision.</p>	
The Committee broke for lunch and then to meet with Meadville Lombard.		
Debrief of meeting with Meadville Lombard	<p>Charlie voiced that he felt the Committee worked together well. The time spent struggling was</p>	<p>Action: Simona will type up the newsprint and notes from the meeting and email them to the</p>

	<p>time well-spent and it produced a good meeting.</p> <p>Perhaps in doing this work with M-L, the Committee has modeled a different way of monitoring and assessing.</p> <p>Look at different ways of opening and setting the stage for the meeting to create a more energetic atmosphere.</p> <p>Taquiena wondered if the Committee might consider this model for the meeting with congregational presidents at GA.</p>	<p>Committee.</p> <p>New quote for the Committee:</p> <p>“Ain’t what we wanna be, ain’t what we gonna be, but thank god ain’t what we was.”</p>
Scheduling of regular conference calls		<p>Decision: The Committee will meet via conference call every 4th Friday of the month at 12:30pm Eastern, 11:30am Central, 10:30am Mountain and 9:30am Pacific.</p>
Charlie gave Process Observations.		
<p>Future Meeting Dates</p> <p>The Committee adjourned for the day.</p>	<p>Currently, the Committee is scheduled to meet on November 11, 12 and 13 in Boston for the Fall meeting, flying in on the 10th.</p>	<p>Action: The Committee will confirm Fall Meeting dates and decide on location and date for the Spring Meeting 2006 on the next conference call, March 25.</p>
<p><u>Sunday, March 13</u></p> <p>Final Discussion of Meeting with GA Congregational Presidents</p>	<p>One thing the meeting could be is an invitation into a discussion of various things, such as the idea of the Journey Toward Wholeness, etc. One accomplishment of the meeting could be for these leaders, the congregational presidents, to engage in this discussion.</p> <p>Discussion of whether the Committee should get responses to the questions before GA or at GA. Opinions were expressed in support of both.</p> <p>Three pieces to figure out: 1) Preparation – Does the Committee request responses before GA, etc.?</p>	<p>Action: Carolyn is reworking the five questions for the congregational presidents to be emailed to Sofia. The five questions are:</p> <ol style="list-style-type: none"> 1) Does your congregation identify itself as an anti-oppressive agency? 2) In what ways are consciousness of oppression raised in your congregation? 3) What UUA/District programs have you used? To what effect? 4) What do you want the UUA to know you need to assist with this transformation? 5) What might the look and feel of your congregation be in 10 years?

	<p>2) The meat of the meeting – what takes place, who does what, etc?</p> <p>3) What happens post GA? What does the Committee suggest happens post GA?</p> <p>Matt suggested a format of State of the Congregation similar to the format of the State of the Black Union.</p> <p>There is an expected 500 or so congregational presidents that will be at the meeting.</p> <p>“I will be whole when...” – good piece of visioning.</p> <p>How can the Committee engage the congregational presidents in a joint conversation of visioning?</p> <p>Fifth question is changed from “What is the next step?” to “What might the look and feel of your congregation be in 10 years?”</p> <p>Some things to consider:</p> <ul style="list-style-type: none"> --Prior assessment --Possibility of using notes from “Congregations on the Journey” – GA 2004 --Start not by telling but by listening – possibly using collected comments --What is Plan B is instrument does not generate any responses? – each member have phone conversation with 1-2 presidents 	<p>Carolyn will draft a cover letter to go with the questions and email both the questions and the cover letter to Sofia by March 21.</p> <p>The letter and questions will come from the JTWTC in partnership with Bill Sinkford and Gini Courter.</p> <p>Carolyn will also email the five questions to Matt so that he can create an electronic form that congregations can submit on-line answering the five questions.</p> <p>Sofia will email the questions and cover letter to Kay by March 22 (assuming there is a link to an electronic form that Matt has created). Sofia will also call Bill and Gini and give them a heads-up about the questions and cover letter.</p> <p>Sofia will ask Kay to send the email to the congregational presidents by April 2.</p> <p>The deadline for congregations to send back information will be April 21.</p> <p>April 22 a reminder email will be sent requesting the information again, except more urgently.</p> <p>Monica, Charlie and Bob are having a conference call on Wednesday, April 6 at 2pm Eastern.</p> <p>Simona will send them conference call information, including the moderator code.</p>
Representation of the Committee at the April Board Meeting	Sofia, Sean and Matt showed interest in attending the Board meeting.	<u>Action:</u> Sofia will call Gini to request that she, Sean and Matt come to the April Board Meeting.

	<p>The Committee needs clarification about how much time the Committee will have at the meeting and with whom exactly they will be meeting. Will they be meeting with the Living Our Faith working group again or the entire Board?</p> <p>Request was made that in the future, for the Board Report from Charlie, more background information be given so that the Committee has more information to go on.</p>	
Parking Lot Issues	<ul style="list-style-type: none"> • How does the Committee build on their preliminary disability training? • Consensus Conversation • Processing conversations with Jim Hobart and Yasim • Groups to meet with at GA • When the Committee will meet at GA • Paying for ministers to go to Professional Days • Payment for before/after GA events <p>The Committee brainstormed groups to meet with:</p> <ul style="list-style-type: none"> • Accessibility Committee • LUUNA/HMC • Youth of color • Youth & Young Adults on UUA Committee • Senior Large Church Ministers <p>The suggestion was made that the entire Committee not meet with each group.</p> <p>Suggestion was made that if members are at GA the day before then some committee members could meet with youth</p>	<p><u>Decision:</u> The Committee will process the two conversations on a future conference call.</p> <p><u>Action:</u> Simona will look for covenant on newsprint, type it up and send it to Sofia.</p> <p><u>Action:</u> Julio will contact LUUNA and HMC about meeting with them at GA.</p> <p><u>Action:</u> Monica will contact DRUUMM about meeting with youth of color.</p> <p><u>Action:</u> Sean will contact the Accessibility Committee about meeting with them.</p> <p><u>Decision:</u> GA logistical planning will also be a part of the March 25 conference call, as well as Future Meeting Dates.</p>

	<p>of color who are meeting at GA. It was expressed strongly that the Committee needs to be extremely intentional in meeting with each other to make it worthwhile for everyone to be there.</p> <p>Question was raised for reflection: How does the Committee want to feel after they've understood the vision? And how do they want to relate to it?</p>	
<p>Julio gave Process Observations. The Committee adjourned the meeting at 11:32am.</p>	<p>Matt raised the issue that the Committee needs to develop their own questions to guide the Process Observation process in order to be more self-reflective and challenge themselves to look critically at how they function together.</p> <p>Would it make sense to assign someone the role of Process Intervener during the meeting? This can be done by the facilitator of individual sections.</p> <p>Time should be built in to the end of the meeting for processing the entire meeting, not just the last part of it.</p> <p>Facilitation could be more intentional and present.</p>	<p>Action: The Committee will look at www.consensus.net for a future conversation on consensus.</p>

Respectfully submitted,
Taquienna Boston and Simona Munson