

Journey Toward Wholeness Transformation Committee
Fall Meeting Minutes
November 30 – December 2, 2006
Boston, MA

Present Members: Carolyn Cartland (Co-Chair), Monica Cummings (Co-Chair), Bob Gross, Janice Marie Johnson, Julio Noboa, Catie Chi Olson, Charles Ortman (Board Liaison), Michael Sallwasser

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

Topic	Discussion	Decisions/Actions
<u>Thursday, November 30</u> Monica led the opening worship		
Minutes	A major concern is the commitment of members to attend meetings for the entire dates and times designated.	Minutes were approved 1. Discuss meeting time commitment during "Rules of Engagement" 2. PARKING LOT: Speak with Board re: Committee on Committees (CoC) selection process for Board-appointed committees, particularly related to identity representation on JTWTC.
Prepare for Meeting w/UUA President Bill Sinkford (Monica Cummings)	The JTWTC reviewed the topic areas for the meeting with Bill Sinkford. The Committee was especially interested in knowing how congregational work relative to the 2006 Business Resolution (congregations committing to doing a program on race or class) is being monitored, and who is in charge of collecting congregational stories.	
Meeting with Bill Sinkford (Monica Cummings) 1. GA 2007/Anniversaries (JTW and Accessibility)	<u>JTW and Accessibility Anniversaries:</u> Bill Sinkford reported that he and Moderator Gini Courter are working together to provide the framing for the recognition anniversaries, where they will emphasize the theme of "right relationship." Bill is focusing on race in spring leading up to GA, reclaiming a pastoral voice, focusing on Latina/o/Hispanic and People of Color	

<p>2. GA 2006 Resolution</p> <p>3. Settlements for Ministers of Color and Latina/o/Hispanic Ministers</p> <p>4. District A-R/A-O/MC Monitoring and Assessment</p>	<p>ministers, and what needs to be done to prepare congregations to receive these ministers.</p> <p><u>Congregational Monitoring:</u> UUA is gathering information and collecting congregational stories. As was the hope, some congregations are re-engaging as a result of the Resolution. Janice suggested checking in with districts with anti-racism committees for stories.</p> <p><u>Ministerial Settlements</u> Bill stated that the UUA has an unsuccessful track record in congregational settlements for ministers of color and Latina/o/ and Hispanic ministers. Steps are being taken both to understand the reasons and to identify and prepare congregations to receive these ministers. A number of ideas are being developed that include fund raising for initiatives to make progress in this area. More candid conversation with ministers and seminarians about solutions is necessary.</p> <p><u>District Monitoring and Assessment</u> Carolyn summarized the JTWTC process for data gathering, identifying and interviewing specific districts for more in-depth information, and sharing the data. Committee members described their experiences with individual districts. Bill noted that JTWTC's experience mirrors that Districts are in vastly different places in this work. Carolyn noted that Accessibility work is a generation behind other anti-oppression work.</p>	
<p>Debrief meeting with Bill Sinkford</p>	<p>Cmte members felt this meeting with Bill Sinkford was a more focused discussion than past meetings. There was a sense of shared vision, common approach.</p> <p>QUESTIONS FOR THE PARKING LOT: Who's looking at the website? How do you break through the clutter</p>	<p>PROPOSAL FOR MARCH MEETING: Think about JTWTC's next monitoring and assessment agenda, specifically settlement of ministers of color and Latina/o and Hispanic ministers, BGLT ministers, and ministers with disabilities.</p>

	and exhausting even given the accessibility of Ft. Worth and St. Louis, and she is concerned about the challenges of long flights, distances between event sites, and fewer accessible hotel rooms in Portland. She is not sure that she will attend the 2007 GA. JTWTC asked that Carolyn not make a final decision until after conversation with the Cmte.	the month) for the JTWTC telephone calls to all members. PARKING LOT: JTWTC wants to address the accessibility issues associated with selecting Portland and other sites that present challenges to people with disabilities.
<u>Friday, December 1</u> 1. Morning Worship (Catie Chi Olson) 2. Check-in and Agenda Review (Carolyn Cartland) 3. Budget Update (Simona and Taquiena)		
Process Review from 11/30/2006 (Michael Sallwasser)	Michael provided the process observation for the previous day. It was noted that it might have been unfair to expect a new Cmte member to do a process observation, particularly since a new form was being used by the JTWTC. QUESTION: What is the purpose of the process observation?	PARKING LOT: Discuss the JTWTC “system” to bring new group together.
Budget Report (Simona Munson)	Simona reviewed budget projections for FY 2007. The question remains as to whether or not the budget for the report is enough.	QUESTION: How will the JTWTC’s FY 2008 work affect the budget request?

<p>GA 2007 (Janice Marie Johnson)</p>	<p>Simona informed the JTWTC that she and Carolyn came up with a “place holder” application for a GA 2007 workshop since 11/30 was the deadline for selecting preferences for dates and times. Carolyn described the 2006 JTWTC panels.</p> <p>JTWTC brainstormed options for how to use their GA workshop slot.</p> <p>Exhibit Booth: Will JTWTC have a booth this year? If so, who will staff it?</p> <p>Publicity: What are the opportunities to publicize the event to ensure greater attendance?</p> <p>PURPOSE: Inspire, See JTW as part of identity, invitation to transformation, lift up accomplishments – altar call/involve participants, model A-R/A-O/M-C accountability in worship.</p>	<p>ACTION: Address GAPC and JTW and Accessibility resolutions in January Board Report.</p> <p>NOTE: Pay attention to deadlines for program book edits, A/V equipment, etc.</p> <p>DECISION: The workshop title is “Let’s Worship! Celebrating Ten Years on the Journey”</p> <p><u>WORSHIP</u> <u>SUBCOMMITTEE:</u></p> <ul style="list-style-type: none"> ▪ Monica Cummings ▪ Catie Chi Olson ▪ Charlie Ortman
<p>Prepare for Meeting w/Susan Leslie and Audra Friend (Michael Salwasser)</p>	<p>Background (Monica): JTWTC was invited to participate in bimonthly JTW stakeholders telephone conference call. JTWTC agreed to not participate on the call but will receive minutes from the stakeholder calls. The next proposal was to speak with Susan Leslie and Audra Friend about what can be learned from the JTW stakeholder conference calls.</p>	<p><u>DECISION (Meeting Format):</u></p> <ul style="list-style-type: none"> ▪ Introductions ▪ Remind of JTWTC current charge ▪ Update on work of CA&W ▪ 2006 Resolution Update ▪ Thank Susan Leslie for her work with past work with JTWTC
<p>Process Review (Catie Chi Olson)</p>	<p>JTWTC did not stay on topic but still accomplished much. Suggestion is to have an official time keeper. How the JTWTC discussed/managed conflict was good learning. JTWTC held A-R/A-O/M-C and shared the “watchdog” role. Handouts in the packet were well prepared. The belief is that decisions are being made to move the work forward.</p>	<p>DECISION: Plan for a training/continuing education opportunity at spring meeting.</p> <p>ACTION: JTWTC will look at the language around communication (“conflict and dissent” for example).</p>

<p>Meeting with Susan Leslie and Audra Friend, Office of Congregational Advocacy & Witness (Michael Sallwasser)</p>	<p>JTWTC thanked Susan Leslie for 15 years dedicated to A-R/A-O/M-C work at UUA. The Committee noted the focus of its charge, that it is being conscious about lifting up multiculturalism as well as anti-racism and anti-oppression, and that its focus is monitoring and assessment with a current focus on districts.</p> <p>Susan Leslie briefed the JTWTC on the history and current work of OCAW. Audra Friend brought a sample of the information that OCAW tracks.</p> <p>Dialogue focused on how the A-R/A-O/M-C work is evolving, the communication among groups, and how impact and change is being assessed and documented. It was noted that only one Social Justice Empowerment Workshop trainer is a person of color, and there's no trainer with a disability.</p> <p>2006 Resolution: Congregational Services is gathering information about congregational activity on race and class coming out of the 2006 GA resolution.</p> <p>JTWTC invited questions from OCAW. There was interest in criteria for assessment. Bob Gross summarized the survey work to date with UUA districts. Julio Noboa listed criteria used to select five districts for in depth interviews and follow-up.</p>	
<p>Meeting Debriefing (Julio Noboa)</p>	<p>The meeting was informative. OCAW has data that would be useful to JTWTC assessment and monitoring. The attitude was friendly, warm and accepting.</p>	
<p>District Survey and Reporting (Bob Gross)</p>	<p>Bob Gross guided the JTWTC in a process of outlining the report that will come from the assessment and monitoring of district anti-oppression/anti-racism/multiculturalism work. The process included a listing of outcomes, an</p>	<p>DECISION: Include in the report to the BOT how the five districts were selected for in depth follow up.</p> <p>RECOMMENDATION: That JTWTC meet with the "Living</p>

	<p>overview of the methods and sources for data gathering and analysis, and the nature of data gathered from district surveys. JTWTC members who interviewed districts reported their process and the experience with the districts, and they distributed copies of documents that they received from districts. Bob presented options for reporting survey information:</p> <p><u>QUESTIONS:</u></p> <p>How do recommendations move JTWTC beyond assessment and monitoring?</p> <p>Is there a model that can provide consistency in analyzing and reporting the district information?</p> <p>Based on the data being gathered re: what congregations and districts are doing, what are the implications around expectations of congregations in A-R/A-O/M-C work remembering that congregations are volunteer structures.</p> <p>How does the identity of the respondent (race, ethnicity, age, ability, etc.) influence responses?</p> <p>Does it make a difference that congregants have more born UUs/long-time UUs re: A-R/A-O/M-C work?</p> <p>What did interviewers promise the district respondents?</p>	<p>Our Faith” Working Group before the January meeting w/the Board of Trustees</p> <p>NEXT STEPS: Assign sections for writing.</p> <p><u>ACTION:</u> Address the questions at left in analysis and report.</p> <p><u>PARKING LOT:</u> Examine role of district executives and job descriptions, particularly differences in perception about leadership role versus service/resource provider.</p> <p><u>ACTION:</u> Lift up in the report the assumption that the people who carry a particular identity have to be present for congregations and districts to do A-R/A-O/M-C work. For example, you have to wait until there are people of color to do anti-racism work; there have to be people with disabilities in order to do accessibility/anti-ableism work.</p> <p><u>ACTION:</u> Specify the limitations of the study and sources in the report. Interview specific constituents re: their knowledge of work in the districts. Include data that is available from the UUA on activity in the district. Describe design of study.</p> <p><u>DECISION:</u> JTWTC focus for the future will be ministerial development and settlement.</p> <p>Areas include ministerial</p>
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		development and settlement: (1) RSCC and MFC, (2) mentorship for ministers of color and/or Latina/o/Hispanic ministers; (3) preparing congregations for calling and settling ministers (BCT – effectiveness); (4) UUMA relationship; (5) identity-based ministerial groups; (6) perspectives of affiliate organizations on ministerial development and settlement.
Report to the Board of Trustees (Carolyn Cartland) DUE DATE: December 19, 2006	<p>JTWTC reviewed the January 2006 report to the BOT in preparation for the 2007 report. The Cmte agreed to identify the next focus (monitoring and assessment) area prior to meeting with BOT. They also agreed to list monitoring and assessment activities to date, including “Finding Common Ground” meetings, UUA staff report, and district assessment. They were asked to consider ministerial settlement as the next priority area, following the lead of President Sinkford.</p> <p><u>Report Information:</u></p> <ul style="list-style-type: none"> ▪ Exec Summary of District Work ▪ Idea for next area of Monitoring and Assessment ▪ Accomplishments from the last 12 months ▪ Appreciation to CoC for bringing JTWTC to full complement ▪ Appreciation who have come before 	<p><u>WRITING ASSIGNMENTS:</u></p> <ul style="list-style-type: none"> ▪ Carolyn – will pull together the report pieces ▪ Catie – District Results ▪ Charlie – Accomplishments and Focus of Future Assessment ▪ Michael – Appreciation to CoC <p><u>DEADLINE FOR DRAFTS:</u> Monday, December 11 to Carolyn Cartland</p> <p><u>DECISION:</u> Carolyn and Monica will meet with the “Living Our Faith” Working group in January 2007.</p>
Process Observation (Charlie Ortman)	Cmte. did not stay on task but stayed on vision. A-R/A-O/M-C was addressed consistently and systemically. The ways that the JTWTC looked at accomplishments and future work included discussion of policy implications of decisions.	

<p><u>Saturday, December 2, 2006</u></p> <p>Opening Worship (Monica Cummings and Bob Gross)</p> <p>Agenda Review (Carolyn Cartland)</p>	<p>Opening worship was dedicated to Marjorie Bowens-Wheatley.</p>	
<p>District Report (Continued)</p>	<p>Bob reviewed the outline for the report and asked for content ideas. The Cmte. decided to include an executive summary, introduction (with JTWTC “charge”), summary of themes and a summary of implications, and an appendix.</p>	<p>QUANTITATIVE DATA from OCAW: BCT, Jubilee I and II, Welcoming Congregation and Living the Welcoming Congregation, Transformation Teams, Immigration Rights, BGLT advocacy, women’s rights, racial justice; # of congregations; dates/time periods since 1997.</p> <p><u>DECISION:</u> Dedication to “Marjorie Bowens-Wheatley” and “Thanks” to previous JTWTC members.</p> <p><u>ACTION:</u> Bob will draft responses to survey and introduction. Monica will draft “Summary of Themes” Catie will write “Summary of Implications.” Carolyn will assist. Michael will edit the report.</p> <p><u>ACTION:</u> Request Raiser’s Edge Data from OCAW and Id-BM. Subcommittee (Carolyn, Catie, Michael) will review, synthesize, and distribute data). NOTE: Think about the intent of the data gathering and reporting.</p> <p><u>ACTION:</u> Send the data from the interviews with districts to entire JTWTC (including mission statements, vision statements).</p> <p><u>DEADLINES:</u></p> <ul style="list-style-type: none"> ▪ Summary done by

		<p>12/30/2007</p> <ul style="list-style-type: none"> ▪ First Draft (Themes and Implications) by 1/15/2007 ▪ Report Draft done by 3/2/2007 <p>Report to BOT: 3/15/2007</p> <p><u>DECISION</u>: Subcomte needs to develop a timeline for completing task.</p>
<p>PARKING LOT</p> <p>Covenant</p> <p>FY 2008 Budget Wishes</p> <p>General Assembly</p> <p>JTWTC Leadership Criteria</p>	<p>Email Responsibility: A subcommittee will discuss the criteria for “reply” or “reply all” on jtwtcgooglegroups.</p> <p>FY 2008 Budget: Committee needs to discuss with Bill the budgetary implications of the next monitoring and assessment focus area.</p> <p><u>GA Portland and Accessibility</u>: Carolyn reported on her conversation with Jan Sneegas who is investigating, with her consultation, onsite and electronic communications options for Carolyn’s participation.</p> <p><u>JTWTC Worship at GA</u> The Cmte. discussed language re: description of GA workshops (and worship), and how to communicate the expansiveness of the JTW work.</p> <p>Worship considerations will include:</p> <ul style="list-style-type: none"> ▪ Large print orders of service and hymns ▪ Assistive Listening ▪ Multicultural worship elements 	<p><u>ACTION</u>: JTWTC will request increase to \$30,000 through Taquiena at 12/6/2006 Leadership Council budget meeting.</p> <p><u>DECISION</u>: categorize GA worship celebration as accessibility, anti-racism, and multiculturalism.</p> <p><u>ACTION</u>: Janice Marie Johnson volunteered to participate on the worship subcommittee</p> <p><u>ACTION</u>: Talk to Committee on Committees re: how A-R/A-O/MC and identity criteria relate to CoC process</p>

