

**Journey Toward Wholeness Transformation Committee**  
**Spring Meeting Minutes**  
**March 15-17, 2007**  
**Boston, MA**

**Present Members:** Carolyn Cartland (Co-chair), Monica Cummings (Co-chair), Bob Gross, Janice Marie Johnson, Julio Noboa, Catie Chi Olson, Michael Sallwasser

**Not Present:** Charles Ortman (Board Liaison)

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

<b>Topic</b>	<b>Discussion</b>	<b>Decisions/Actions</b>
<b><u>Thursday, March 15</u></b>	Monica led worship.  Committee members checked in.	
<b>Approval of Minutes and Agenda Review</b>		Minutes were unanimously approved with one amendment: including Janice Marie Johnson in the GA worship committee.
<b>District Assessment Report</b>	Information should be presented so that it encourages rather than discourages districts from engaging anti-oppression/anti-racism/multiculturalism work. The emphasis is on how the Districts reflected back to the JTWTC the work that is going on in their locations. The report should avoid a judgmental tone.	JTWTC reviewed and edited the District Report.  Draft the "Gaps" section – <b>Monica Cummings</b>  Draft Executive Summary – <b>Bob Gross</b>  Draft cover letter to report for BOT – <b>Janice Marie Johnson</b>
<b><u>Friday, March 16</u></b>	Julio led the opening worship which centered around the war in Iraq.  Julio facilitated a brief check-in.	
<b>Review Agenda</b>	The agenda was revised. GA issues, including the worship service and 2007-2008 meeting dates will be moved to later in the day.  The one unmovable agenda item is the telephone meeting with Phyllis Daniel.  The morning will be focused on the district report.	<b>Action:</b> <b>Julio</b> will take responsibility for revising the JTWTC pamphlet for GA.  <b>Simona</b> will send Julio an electronic version of the pamphlet so that he can begin revision work on it.
<b>Status of the district report</b>	The committee reviewed the status of the report based on work that was done during the meeting yesterday.	<b>Actions:</b>  Cover letter – <b>Janice</b>

	<p>JTWTC discussed efficacy of including listings of congregational practices with district practices in “Successful and Effective Practices.” In the process of monitoring and assessing, there are standards used in the process. Several questions about expectations re: district roles and leadership point to gaps in the A-O/A-R/MC work at the district level. Should districts lead/initiate or only support congregations doing A-O/A-R/MC work? If district role and responsibility is not clear, perhaps JTWTC needs to suggest to the BOT that this needs to be made clear (Executive Summary and/or Gaps). It’s important to emphasize that this is an evolving/developing process. There are assumptions even in the questions re: expectations of behaviors/practices. This raises questions of sustainability of work so that it is not dependent on particular leadership or sabotaged by leadership turnover. The JTWTC will create a section called “Observations” that provides a more global perspective that incorporates responses to the survey questions.</p> <p>Assessment of the districts – some sense of where the districts are on the journey</p> <p>What is the purpose of the report?</p> <p>And which way best achieves that purpose?</p>	<p>Observations section – <b>Janice and Julio</b></p> <p>Executive Summary – what should be repeated, what “sizzles” – <b>Bob</b></p>
<p><b>Prepare for telephone meeting with Phyllis Daniel, Chair of the Accessibilities Committee</b></p>	<p>After a brief background on Phyllis Daniel, the JTWTC prepared for a conference call.</p> <ul style="list-style-type: none"> <li>▪ Introductions</li> <li>▪ Accessibility Committee (AC) General Assembly Plans</li> <li>▪ Update on Accessibility Committee (AC)</li> <li>▪ Current Accessibility Issues</li> <li>▪ Plans for the Future</li> <li>▪ Accessibility (Access-l) email</li> </ul>	<p><b>Action:</b> JTWTC worship group will collaborate with AC on JTWTC GA worship – <b>Janice</b> will initiate</p> <p><b>Action:</b> Distribute “A Mental Health Accessibility Statement for the UUA,” and other AC materials at JTWTC worship.</p>

	<p>list – participants’ GA concerns</p> <ul style="list-style-type: none"> <li>▪ Accessibility Committee’s Expectations of JTWTC</li> </ul> <p>Carolyn encouraged JTWTC to be on Access-1 email list, and brought forward UUs with disabilities concerns re: General Assembly (registration form, hotel reservations, other GA arrangements)</p>	
<b>Meeting with Phyllis Daniel</b>	<p><u>AC GA workshop:</u>  “The Real Lives of People w/Disabilities” is planned for Friday, June 22 from 1:00 – 2:15 PM. It will feature AC members who identify as people with disabilities. Their focus will be the curricula they’ve developed. AC will hang out at Id-BM booth, and plan to have tenth anniversary activities. AC plans to come to JTWTC worship.</p> <p>Question: Does the new CMS/UUA website have input from people with disabilities?</p> <p><u>AC Update/Current Issues/Plans for the Future:</u> AC surveyed UUA districts re: accessibility work. The report is on the website. Survey work will continue. Some board committees are having to re-imagine their work, which is part of board transition to a policy governance type operation. AC has redesigned its charge, which is in the hands of the Committee on Committees. JTWTC similarly has been navigating the questions of charge, role, and scope. AC anticipates change in balance of leadership/ members who are people with disabilities and allies/advocates. How AC supports congregations in their efforts to become more accessible is still under discussion.</p> <p><u>Access-1 Email List &amp; GA Concerns:</u>  AC wants Board to address issues like more (“handicapped”) accessible rooms. People with disabilities don’t</p>	

	<p>get their housing information until closer to GA. This issue was referred to GAPO (staff). People w/disabilities need assurance re: housing to know if they are going to attend GA.</p> <p>Registration form for people with visible disabilities doesn't work on everyone's computer. Persons who need a companion to accompany them are charged a companion registration fee and can't attend any GA events. If companions are UU, they have to pay full registration. Outcome: GAPO Administrator has subscribed to the list to field some concerns. There's discussion about introducing a GA resolution re accessibility and people with disabilities. AC will support. One suggestion is to publicize stories of UUs with disabilities at GA, including distributing materials at JTWTC worship.</p> <p>Note that in a district that adopted policy governance the accessibility committee was eliminated. The AC may consider youth member with disabilities.</p> <p><u>AC Expectations of JTWTC</u>: The AC hasn't articulated clear expectations. Hopefully two groups are singing the same song in harmony, and it makes sense to communicate regularly. Phyllis Daniel will communicate content of JTWTC conference call and ask about expectations of AC for JTWTC.</p>	
<b>Process meeting with Phyllis Daniel</b>	<p>The committee briefly processed the telephone meeting with Phyllis Daniel.</p> <p>The committee specifically discussed the AC GA workshop.</p> <p>It was stated that it was a good conversation to have between the JTWTC and the AC and that it was a "good bridge" to create.</p> <p>It's important to do A-O/A-R/MC work in conjunction with the visioning</p>	

	<p>process instead of “stuffing it in” after the structure is already in place.</p> <p>Issue of policy governance was discussed.</p> <p>It might be a good idea to look at the survey the AC did of the districts to see if there’s any correlation between their results and the results of the JTWTC district survey.</p> <p>Important to look at formal and informal structures of governance.</p>	
<b>GA 2007 Issues</b>	<p><u>GA worship service</u>: What A/V equipment is needed? 3 lavalier microphones?</p> <p><u>JTWTC presence at GA</u>: The issue was raised of what presence the JTWTC will have at GA and specifically in the exhibit hall. Would it be possible to have a presence in the Board of Trustees’ booth? This would make the most sense considering that the JTWTC is a Board-appointed committee.</p> <p>Carolyn announced that she will not be attending GA this year due to travel difficulties and the lack of accessibility at this year’s GA.</p>	<p><b><u>Decision</u></b>: The GA worship will be planned via teleconference – <b>Janice Marie Johnson</b></p> <p><b><u>Action</u></b>: <b>Janice and Simona</b> will work on the GA worship service logistics, such as A/V needs.</p> <p><b><u>Action</u></b>: <b>Catie</b> will design a button for the GA worship service and <b>Simona</b> will order them.</p> <p><b><u>Action</u></b>: <b>Janice</b> will contact Nancy Lawrence to find out who is responsible for coordinating the BOT booth and then communicate with that person re: JTWTC exhibiting materials there.</p>
<b>2007-2008 Meeting Dates</b>	<p>The fall 2007 and spring 2008 meeting dates were chosen.</p>	<p><b><u>Decision</u></b>: The fall meeting will begin on <b>Thursday, November 29 at noon</b> and end on <b>Saturday, December 1 at noon</b>. As many committee members as possible will arrive on Wednesday afternoon/ evening.</p> <p>The spring meeting will begin on <b>Thursday, March 13 at noon</b> and end on <b>Saturday, March 15 at noon</b>. As many committee members as possible will arrive on</p>

		Wednesday afternoon/ evening.
<b>Work on the district report (continued)</b>	<p>The Committee discussed the “Gaps” section of the report, as well other sections that need to be revised/written.</p> <p>The “Gaps” section will be divided into Structure, Methodology, and Leadership, as will the “Observations” section. The raw data is going to be observations from the districts.</p>	<p><b><u>Sections of the report to write:</u></b></p> <p>Observations from the districts and developing successful and effective practices – <b>Catie and Carolyn</b></p> <p>Italicized Introduction of the Questions – <b>Catie and Carolyn</b></p>
<p><b><u>Saturday, March 17, 2007</u></b></p> <ul style="list-style-type: none"> <li>▪ <b>Process Observation</b></li> <li>▪ <b>Catch-up</b></li> <li>▪ <b>District Report completion</b></li> <li>▪ <b>Cover letter</b></li> </ul>	Janice conducted worship and check-in; <b>Everybody Needs A Rock</b> by Byrd Baylor with pictures by Peter Parnall (Aladdin Picture Books).	
<p><b>Bob led the agenda review.</b></p> <p><b>Catie did the process observation for Friday morning.</b></p> <p><b>Michael conducted the process observation for Friday afternoon.</b></p>	Time could have been more efficiently used. There isn’t enough time to take care of all the agenda items of the day. Some business is difficult to address on conference calls.	<p>ITEMS FOR JTWTC April Conference Call:</p> <ul style="list-style-type: none"> <li>▪ JTWTC Covenant</li> <li>▪ GA worship</li> <li>▪ GA meeting</li> <li>▪ Process report writing</li> <li>▪ What’s Next for JTWTC (assessment)</li> </ul> <p><b>The April Conference Call will be Friday, April 6 at 2:00 PM ET/1:00 PM CT/12:00 PM MT/11:00 AM PT. It will include a discussion of the conference calling date and time.</b></p>
<b>District Report completion</b>	The JTWTC reviewed the report for edits and corrections, and completed the cover letter. There needs to be a plan for producing and distributing the report for General Assembly.	<p><b><u>Action:</u></b> Taquiena will talk to <b>Simona</b> about producing the report.</p> <p><b><u>Action:</u></b> JTWTC co-chairs will email the District Report to Nancy Lawrence on 3/20/2007 – <b>Monica and Carolyn</b></p>
<b>Next Area of Work</b>	The JTWTC reviewed their January report to the BOT that identified the next area for assessment as “ministry,” which included RSCC process, ministerial preparation, support for ministers and seminarians who identify as people of color and/or	<p><b><u>Action:</u></b> To prepare to study the area, JTWTC will request a packet on candidacy from MPL (David Pettee).</p> <p><b><u>Actions:</u></b> Schedule a conversation for</p>

<p><b>The Meeting adjourned at 12:35pm.</b></p>	<p>Latina/o/Hispanic.</p> <p>One of the challenges of candidates being evaluated for A-O/A-R/MC competencies is that people doing the evaluating may not have competency in this area of evaluation.</p> <p>JTWTC heard a review of the candidacy process for UU ministers/seminarians. There's a lot to examine. JTWTC needs to be clear about areas to address.</p> <p>One suggestion is to look at disability and moving beyond the "Black/White paradigm" in anti-racism. What are the performance standards and the outcome of the performance standards? How do resources measure the standards?</p> <p>Having done a district report using a lens of Leadership, Structure and Methodology, the JTWTC may want to continue to use this lens re: ministry.</p> <p>Another approach is to examine the candidacy process. What role do the gatekeepers play, including seminaries? Is there something the JTWTC can examine to suggest some possible action that can be made real by the BOT? Is the something "doable" or just interesting? If it's only interesting, it's a waste of time.</p> <p>The universe includes ministerial preparation, candidacy process, call process, settlement process, and leadership roles for ministers who have achieved final fellowship.</p>	<p>JTWTC that focuses solely on this issue.</p> <p>Do a telephone conversation with stakeholders to get their input.</p>
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Respectfully submitted by Taquiena Boston, President's Representative and Simona Munson, Program Coordinator