

Journey Toward Wholeness Transformation Committee
Spring Meeting Minutes
March 13-15, 2008
Eliot & Pickett Houses - Boston, MA

Present: Rev. José Ballester, Board Liaison; Carolyn Cartland, Co-chair; Rev. Monica Cummings, Co-chair; Catie Chi Olson; Bob Gross; CJ McGregor; Julio Noboa; Michael Sallwasser; Arthur Tackman; Simon Codianni, Personal Assistant/Read for Arthur Tackman

Not Present: Janice Marie Johnson

Staff: Taquiena Boston, President's Representative; Rev. Dr. Devorah Greenstein, Program Coordinator for the Office of Accessibility Concerns; Simona Munson, Staff Support

Topic	Discussion	Decisions/Actions
<p><u>Thursday, March 13</u></p> <p>Monica Cummings opened the meeting with worship.</p> <p>Committee members checked in.</p>		
Housekeeping details/Review the agenda/Approve Minutes	<p>Changes in the Process Observations made by Simona Munson were approved for use in this meeting. This is an ongoing process and any recommendations for additions/ changes will be made and incorporated.</p> <p>Carolyn reviewed the agenda.</p> <p>Assignments/roles (as Process Observer, Worship leader, etc.) throughout the meeting were confirmed.</p> <p>The Fall 2007 Meeting Minutes were approved with a unanimous vote.</p>	<p><u>Decision:</u> From 4:00-4:15pm, Catie Chi Olson will share an experience she had with the report at the Ministers and Religious Educators of Color conference.</p> <p>Bob Gross will lead Process Observations in the morning <u>and</u> afternoon on Thursday since Janice Marie Johnson is not present.</p> <p>CJ McGregor will lead opening worship since Janice Marie Johnson may not be present to do so.</p> <p>Bob Gross will be the back-up person leading the "Next Area of Study" discussion in case Janice Marie Johnson is not present.</p>
Plans/Assignments/Next Steps for General Assembly – GA Worship Service and Program Ad	<p><u>GA Worship Service</u> Bob Gross shared with the committee the discussion he had with Janice Marie Johnson around plans for GA. They would like to present, in a worship</p>	<p><u>Decision:</u> Two handheld microphones will be ordered, along with the included podium and microphone.</p>

	<p>service format, what it is the committee means by cultural competence.</p> <p>There are many understandings of cultural competence, and Bob suggested that the committee model their understanding of cultural competence through poetry, stories, and honoring folks we think are models of what it means to be culturally competent.</p> <p>Cultural competence can also be discussed in terms of “being open” and “having a beginner’s mind.”</p> <p>It was suggested that the committee be in communication with the Cultural Misappropriation Task Force and involve them in the process and/or worship service.</p> <p>Decorations, music, space created should reflect cultural competency in its openness and variety.</p> <p>The importance of white allies being included in the worship service was recommended and discussed.</p> <p>It was recommended that the language of multiculturalism be used.</p> <p>It is important that the GA program description include multicultural language, especially since the JTWTC’s charge covers many areas – disability, race and ethnicity, and bisexual, gay, lesbian, and transgender issues.</p> <p>The issue of size and “fat phobia” was raised and the importance of including this form of</p>	<p>The worship service will be on Thursday, June 26 from 11:00am - 12:15pm in Rms. 222 and 223.</p> <p><u>Decision:</u> More time will be spent on Friday discussing the program description that Bob creates before then.</p>
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	<p>discrimination and oppression in the committee's conversations and monitoring and assessing. Important to recognize the role of the media and its impact on beauty standards in this culture.</p> <p>The definition of cultural competency used in the report will be used for the worship service to maintain continuity.</p> <p>There are ways of including people other than inviting them to be physically present – calling out their names, writing their names down and posting them around the room or putting them in some vessel/container, etc. – importance of ritual.</p> <p><u>GA Program Ad</u> The same design/artwork that was used in last year's ad will be used again this year – branding.</p>	
Budget Update	It is projected that the committee will go over budget by around \$1,000.	<p><u>Action:</u> Carolyn Cartland and Monica Cummings will email Kay to inform her that the committee will be going over budget by around \$1,000 and explaining the reasons why.</p> <p>They will also request a more realistic budget based on the committee's actual needs and especially in light of their expanded portfolio to include accessibility issues.</p>
Process Observations	Bob Gross made process observations.	
Training: Disability Issues as A-O/A-R/MC Work – Arthur Tackman, CJ McGregor, Carolyn Cartland, Devorah Greenstein	<p>Arthur Tackman, Carolyn Cartland, and CJ McGregor gave a presentation on disability issues, illustrated with a PowerPoint presentation.</p> <p>The presentation focused on the history of how people with disabilities have been regarded and treated in society; how disability is a social construct,</p>	

	<p>not a personal tragedy; and how disability activism has its foundation in civil rights and other social justice work. By understanding the issues of “linked oppression”, we will understand how ableism oppresses people with disabilities.</p> <p>The committee discussed and processed the training presentation, agreeing that they will now assess and monitor ableism in the UUA as they monitor and assess other forms of oppression as part of their charge from the Board. The committee noted that disability activism within congregations needs to incorporate the issue of safety; that people with disabilities need to feel safe enough to speak up and ask for what they need if something is not accessible.</p>	
Conference call with members of the former Accessibilities Committee	<p>This call was initiated in order for the JTWTC and the members of the former Accessibilities Committee to have a conversation about how the JTWTC can move forward and be successful in incorporating accessibility issues into their portfolio.</p> <p>Gene Burr spoke about his focus on the creation of the video, “A Call to Action,” and how it came to be made.</p> <p>Rev. Barbara Meyers spoke about her involvement with the committee and her focus on mental health issues. She created a proposal, “Proposed UUA Mental Health Accessibility Policy,” and it was brought to a Board of Trustees working group for review and possible implementation. It received informal approval at the January</p>	

	<p>2007 Board meeting, but nothing has been done with it beyond that.</p> <p>Phyllis Daniel commented that Equal Access, along with the Office of Accessibility Concerns, will most likely carry on some of the charge of the former Accessibilities Committee, specifically in the area of helping congregations find resources addressing accessibility and disability issues.</p> <p>It was remarked that accessibility resources for congregations from the UUA are lacking. The Office of Accessibility Concerns produces great resources, and there are not enough. How has the Accessibilities Committee been an advocate for accessibility issues within the UUA?</p> <p>The charge did not send Accessibilities Committee members into the congregations to do educational programming.</p> <p>Barbara offered her help to the JTWTC in the area of mental health issues.</p> <p>Gene expressed his hope and expectation that another video will be made similar to “A Call to Action” and serve as a resource for congregations. He believes that it is an effective tool, using real-life experiences within UU congregation, for educating UU congregations.</p>	
Processing the Training and Conference Call/Next Steps	<p>Members of the committee expressed that they learned a lot from the presentation. Also were able to see many parallels with other social justice struggles.</p> <p>The committee went on to</p>	<p><u>Decision:</u> The committee would like to invite Helen Bishop to have a conversation with them and share her knowledge of the history of accessibility work in the UUA.</p>

	<p>discuss and process the training presentation, agreeing that they will now assess and monitor ableism in the UUA as they monitor and assess other forms of oppression as part of their charge from the Board.</p> <p>The question was raised of how members are appointed to committees and what kind of training/knowledge they need.</p> <p>In the past, it has been groups outside of the institution who were doing programmatic work and it took those groups doing that kind of work for the institution to realize that the programming needed to be done from within the institution. It was then that the work began to become more institutionalized in the UUA.</p> <p>If an institution wants the culture to change, then it needs to change the structure so that the new culture can be supported.</p> <p>Committee members expressed a desire to talk to Helen Bishop and hear her story as it relates to the history of accessibility at the UUA.</p> <p>The original charge and work of the Accessibilities Committee was focused on advocacy and programming.</p> <p>The Office of Accessibility Concerns was created out of the Accessibilities Committee.</p> <p>Is accessibility as a “theological imperative” something that we should advocate for with the Board?</p> <p>The committee can identify the</p>	
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	<p>gaps within itself around accessibility and work it is and is not doing, and it can include these within the section of the report on Observations from the Committee.</p> <p>Equal Access is really the body who can serve in an advocacy role, and it can pick up much of the Accessibilities Committee's role.</p>	
Status of the Report	Michael Sallwasser led the committee through the report as it is now and highlighted areas that still need to be written, as well as answered questions about it.	
Process Observations	Bob Gross made process observations.	
The committee adjourned for the day.		
<p><u>Friday, March 14</u></p> <p>CJ McGregor led the committee in opening worship.</p> <p>Committee members checked in briefly.</p>		
Work on Report	<p>Feedback from the committee was given on the drafted Executive Summary.</p> <p>Suggestions were given for writing the "Observations from the Committee" section.</p>	
Process Observations	<p>Julio Noboa made process observations.</p> <p>The committee separated to do individual writing and revisions on the report assessing cultural competence in ministerial formation.</p>	
Work on Report	Committee members continued working on the report.	
<p><u>Saturday, March 15</u></p> <p>Catie Chi Olson led the morning worship.</p>		

Julio Noboa opened the check-in.		
Report Review	Julio Noboa led the JTWTC in a review of the assessment report writing processes and discussed improvements for the future.	<p><u>Recommendations On Report Process:</u></p> <p>(1) Executive Summary and Observations sections need to be written in the meeting, and should be done last. (2) Hold firmly to deadlines for writing assignments and feedback in respect of members' time and energy. (3) Engage a consultant with survey design question expertise.</p> <p><u>Action:</u> Include another discussion about lessons learned and process improvements on the next JTWTC conference call.</p>
Process Observation	It was noted that Friday afternoon's process observation was missed, and that when the work intensifies, Process Observation gets dropped. José Ballester gave Friday's process observations at the agreement of the JTWTC.	
Executive Summary Review	JTWTC completed the final edits of the Executive Summary.	
Leadership Transition	<p>JTWTC discussed options for transitioning to new co-chairs. The JTWTC has co-chairs to model collaborative leadership and diversity of leadership, and to share the work load. This model worked well to prevent burn-out and overload.</p> <p>The discussion included a history of past leadership selection, and requirements for leading the JTWTC in its work, including personal and professional stability, the capacity to maintain healthy boundaries, and the willingness to say "the hard stuff." The current co-chairs informed the group about the</p>	<p><u>Action:</u> Notify Committee on Committees (CoC) that Monica Cummings is leaving the JTWTC in June 2008 and Carolyn Cartland is leaving the JTWTC in December 2008.</p> <p><u>Decision:</u> The conversation will be continued on the April 4 conference call.</p>

	<p>work that is required between meetings and monthly conference calls to keep the JTWTC work going.</p> <p>Note: Julio Noboa announced that he would stay to complete his third term in 2009.</p>	
Appreciations	<p>The JTWTC acknowledged Michael Sallwasser for his “Herculean efforts” in producing last year’s and this year’s assessment reports.</p> <p>JTWTC thanked Monica Cummings for her service as co-chair.</p>	
General Assembly	<p>Julio and Elsa Noboa will present a GA workshop on <i>Latinos in America: Issues of Social Justice</i>, and invited all JTWTC members to attend on Thursday, 6/29, from 1:30 to 2:45 PM.</p>	
Process Observation	<p>CJ McGregor provided the process observations. He recommended that members check out before the meeting starts at 9 AM to help use time more efficiently. He suggested using technology to facilitate the writing/edits of the report, and asked Arthur Tackman how technology might facilitate his participation. Note: the way the JTWTC does its work models the values of A-O/A-R/MC.</p>	
Future Assessment Topic	<p>Bob Gross distributed suggested criteria in the consideration of the next assessment topic.</p> <p>The JTWTC discussed potential areas for examination. JTWTC acknowledged the high quality of the report and the work/ contributions of JTWTC. Janice Marie Johnson’s presence was missed.</p>	<p><u>Future Assessment Topics:</u></p> <ul style="list-style-type: none"> -- CoC and Nominating Committee process -- What does it mean to be an ally? -- Impact of policy governance on goals of cultural competence and A-O/A-R/MC -- Accountability groups work
Next Steps	<p>The JTWTC reviewed work that needs to happen by General Assembly.</p>	<p><u>Action:</u> General Assembly Report (Carolyn and Monica)</p>

	Note: JTWTC expressed desire for BOT feedback on past (and present report).	
The Committee adjourned the meeting at 12:07pm.		

Respectfully submitted by Taquiena Boston, President's Representative, and Simona Munson,
Staff Support