

Journey Toward Wholeness Transformation Committee
Fall 2008 Meeting Notes
November 20, 2008

Present: José Ballester, *Board Liaison*; Kelly Flood; Bob Gross; Julio Noboa; Catie Chi Olson; Michael Sallwasser, *Co-chair*; Arthur Tackman

Not Present: Carolyn Cartland, *Co-chair*; Devorah Greenstein, *Staff Liaison*; Janice Marie Johnson; CJ McGregor*

Staff: Tracy Ahlquist, *Staff Support*; Taquiena Boston, *President's Representative*

***Note:** CJ McGregor resigned, due to time constraints and personal needs, shortly before the committee met in Boston.

Topic	Discussion	Decision
Opening Worship - Michael		
Housekeeping: Approve Spring Minutes and Review Agenda and Process Observation Process - Michael	<p>Michael shared the news from CJ's email of last night—he has resigned due to time constraints and personal needs. Catie suggests that the JTWTC consult with Interweave and/or Id-BM so that we sure to find someone with a B/G/L/T identity. Michael suggested that we ask Gini Courter how much input the JTWTC can give the Committee on Committees (ComCom).</p> <p>Arthur asked to postpone the discussion of accessibility of UU Camps and Accessibility, as Carolyn and Devorah aren't present.</p> <p>Michael reviewed the agenda, and assignments/roles (as Process Observer, Worship leader, etc.) throughout the meeting were confirmed. Several shifts were made to accommodate members who weren't able to be present.</p> <p>2008 Spring meeting minutes accepted.</p>	<p>UU Camps/Accessibility discussion will be deferred to a later meeting.</p> <p>Arthur will lead the Process Observation for Saturday, and Julio will lead Thursday's Process Observation.</p>
Discussion prior to our conversation with Gini Courter	<p>Michael explained why we thought it would be a good idea to speak with Gini Courter, since she serves in two roles: as the Moderator, and as a member of the Committee on Committees. Michael and Carolyn sent her an initial set of questions about the Committee on Committees, which she answered to the larger group. Members discussed various points of clarification they would seek from Gini.</p>	
Time with Gini Courter	<p>Gini shared a PowerPoint presentation about the anti-racism approach for Board-appointed committee members with the JTWTC.</p> <p>In the presentation, she explained the theory of consciousness versus competence in terms of racism and other forms of oppression. There are four stages: 1) unconsciously incompetent 2) consciously incompetent 3) consciously competent 4) unconsciously competent; Gini described the</p>	<p>Gini will send her PowerPoint presentation to Tracy, who will circulate it electronically. Gini says members should feel free to share it within the larger community.</p>

	<p>various stages and their application in the Board's work with different committees.</p> <p>Gini discusses JTWTC's past several reports and their impact on the Board, and suggests that the JTWTC explore the larger picture of ministerial formation: how are we helping ministers and lay leaders, through continuing education, to have access to anti-oppression training?</p> <p>Committee members ask Gini questions & discuss issues related to her role as a member of ComCom:</p> <ul style="list-style-type: none"> *How does the committee reach out to historically marginalized groups? Openings posted & sent to a number of groups; importance of allies. *How does ComCom defines its success? Removing artificial barriers to folks serving—who feels that they couldn't serve on a committee, and why?—if they should be there, what's preventing them, and how can we remove those barriers? *When we're talking about race, we make a specific point of including people; are we making the same effort to include people with disabilities in the same way? Efforts made to include people based on skill set and to make sure they can participate. In terms of "balance," there isn't an effort made there. *What's the biggest challenge? Difficult at times for ComCom to stay on top of sweeping changes that are happening. 	
<p>Educating Ourselves About Our Youth Ministry and Inclusion: How do we Assess and Monitor? – Michael</p>	<p>Committee members discussed the following aspects of youth ministry and inclusion of youth:</p> <ul style="list-style-type: none"> *the difficulty of scheduling meetings; *loss of institutional memory when youth "age out" of participation; *the Mosaic Project (assessment of our ministry to YaYA of color/Latino/a/Hispanic/Multi-racial/Multiethnic and their families); *barriers to youth serving on communities; *generational differences and openness to diversity; *the unique perspective & methods of outreach that youth bring and how much they're needed; *difference of youth experience vis-à-vis growing up UU; *nature of youth culture & its inclusion in our conception of multiculturalism; *attitudes about participatory democracy & bottom-up vs. top-down approaches; *shifting the culture of committees to welcome youth participation; *building relationships and accountability with youth; *youth presence on committees like the JTWTC, and the difficulty of being the only member of a particular identity group; *need for allies in any situation; 	

	<ul style="list-style-type: none"> *degree of respect and responsibility demanded by/given to youth; *need to not “parent” youth who are involved; *need to protect and celebrate together 	
Process Observation – Julio	Julio offered process observations.	
Meeting with Kay Montgomery	<p>Members of the committee and Kay discussed:</p> <ul style="list-style-type: none"> *what the committee is doing now; *various paths to leadership in the UUA; *the committee’s relationship to the administration; *policy governance, authority, and mutual accountability; *how we might contribute more, thoughts on the coming UUA administration, *and the JTWTC’s role as a prophetic voice. 	
Process Observations – Kelly	Kelly offered process observations, and the entire group reflected on the history of the JTWTC; its role as a prophetic voice; and conversations with Gini Courter and Kay Montgomery.	Tracy will send the 1997 resolution link that created the JTWTC to the committee.
Covenant discussion (with Carolyn , via conference call)	The committee checked-in with Carolyn , and read aloud the Covenant draft. Members discussed the proposed text of the covenant, and agreed upon very minor changes.	Tracy will make changes and circulate. All members will sign the covenant.
Housekeeping Details: Monthly Meetings and March Meeting – Michael	<p>Michael says that Wendy von Zirpolo is the chair of Allies for Racial Equity, which is set to meet the same weekend as the JTWTC Spring Meeting.</p> <p>Carolyn’s last meeting with the committee is in December—the committee wants to recognize her work.</p>	<p>Committee members will respond re: moving the Spring Meeting to March 5-7.</p> <p>Conference calls will happen Friday at noon, EST, for 12/5 and 1/9. In February, the committee will re-assess its conference call day & time.</p> <p>Michael will call and invite Wendy to join the December call.</p>
Process observation – José	José offered process observations.	

Friday, November 21, 2008

Topic	Discussion	
Opening Worship and		

Check-in - Kelly		
General Assembly 2009 Part One: What do we do? - Janice	<p>Janice joined via conference call.</p> <p>Committee members discussed:</p> <ul style="list-style-type: none"> *the possibility of getting two workshop slots; *trying to engage the two presidential candidates to engage in a non-debate forum; *worship service focused on anti-oppression, with two candidates; *potential for greater exposure for the committee; *potential risk of unknown territory; *JTWTC's role as prophetic voice; *possibility of asking candidates to prepare short homilies about their visions of AR/AO/MC in the UUA, a call to UUism; *should the committee have a worship or a different workshop?; *importance of monitoring, assessing, and bearing witness to the work of a future president; *this should be JTWTC's worship service, not the candidates'; *need to keep the event non-competitive if candidates are present <p>Michael expresses appreciation for Janice's presence, and Bob expresses support.</p>	Discussion will continue into part deux
Prepare for meeting with Nominating Committee – Michael	<p>Committee members agreed to remind the NomCom that the JTWTC is just trying to get a greater sense of the work that NomCom does. This should definitely be a conversation.</p> <p>Discussion about the role of JTWTC as observing versus making suggestions versus holding up a mirror in which the NomCom can see itself.</p>	
Year-End Board of Trustees Report – Carolyn	<p>Carolyn sent the year-end report from 2007; the committee always keeps the report to two pages, in the same basic format. She will let the BoT know that we'll need to move into a two-year process. Catie would like Michael and Carolyn to make sure to point out the reason why CJ had to resign, as a matter of witness—if he's ok with it.</p> <p>Discussion of what should go into the report: what went on at GA: the worship service; the report; role of JTWTC as prophetic; conversations with committees & individuals from this & the spring meeting; possible topics for future reports.</p> <p>The report will be done by December 15th, in time to make the packet for the January meeting.</p>	
Meeting with Nominating Committee	<p>Committee members introduced themselves by stating their names and home congregations. Michael made a statement about the focus and higher mission of the JTWTC, and emphasized that the JTWTC knows that NomCom has made AR/AO/MC a part of their mission. JTWTC isn't focusing on NomCom or ComCom; it's focusing on the formation of leaders and leadership, which naturally leads into asking who comes into contact with leaders as they are formed. The conversation won't go into the final report; it will help inform the formal survey that will be given to</p>	JTWTC will send definition of cultural competence to NomCom. (Tracy will send to Nancy Lawrence)

	<p>members of NomCOM & ComCom.</p> <p>Dick began by stating that NomCom is a committee that is always becoming, in a state of change, because of who's on the committee. How the committee pursues its goals has varied over the past 5.5 years; when Dick applied for a position on the committee, an important part of its role was in helping the UUA in its journey toward being an AR/AO/MC of faith—he feels that work has continued.</p> <p>Committee members discussed:</p> <ul style="list-style-type: none"> *resources used to identify potential nominees; *most successful methods and resources; *active recruitment of potential leaders; *knowledge base of each member of the committee; *methods of garnering applications; *relationship with ComCom; *outreach at GA and in other venues; *criteria used to identify individuals; *common interpretation of those criteria; *is a written criteria used for evaluation?; *how the committee decides that a candidate isn't appropriate for a post; *in what ways a candidate's identities influence the selection process; *balance in a number of areas; *moving the association forward; *professional experience & skill set of candidates; *organic process of developing selection criteria; *socialization versus shaking things up on committees; *focus on leadership development and AR/AO/MC work at the congregational & association level; *method used to reach decisions about nominees& transparency; *pastoral care and advice for unsuccessful applicants; *difficulty of judging qualities like "plays well with others"; *importance of committee groundwork in working toward consensus; *orientation processes and moving forward in work; *re: cultural competence: is there a common definition? Does NomCom look for it?; *Michael read the JTWTC's definition of cultural competence *importance of continuing education, and owning what we don't know; *Walter LeFlore's concept of learning organizations versus knowing organizations <p>Michael thanked everyone for being at this table, sharing their values and wisdom and sharing of themselves, and for the work for the association.</p>	
Process discussion – Bob	Committee members shared reflections on the conversation with NomCom, and agreed that the dialogue had aided in informing what the assessment would look like.	
Call with Sofia	Committee members introduced themselves. Kelly says one of	Michael will make

<p>Betancourt re: DOMT Initiative</p>	<p>the things that is focusing the JTWTC's work is leadership and how people enter into positions of leadership.</p> <p>Sofia: the idea behind DOMT is to make ministries, seminaries, and candidacy of ministers who identify as People of Color/Latino/a/Hispanic/Multi-racial/Multi-ethnic more successful, but also moving forward on creating multicultural communities. Sofia and Alicia Forde both meet with congregations and constituents, help send in JUUST Change consultants, etc. JUUST Change is out of Congregational Services (Paula Cole Jones is the lead consultant)—their goal is to develop a deep relationship with one congregation at a time, in order to help that congregation move forward in its AR/AO/MC work.</p> <p>Michael: one of the ideals behind JUUST Change is “meeting people where they are.”</p> <p>Taquiena: they're about 4-5 years old—it was one of Bill Sinkford's platforms to increase multiculturalism in congregations, and this was one of the elements of that.</p> <p>Sofia: we ask people to do AR/AO/MC work, history with issues, active anti-racism teams, involvement in the larger community—also, continuing support (a framework, container of support) that's in intimate connection with the congregations not only to make the ministries more successful but to make sure that there's someone else there to help mediate so that the minister can still maintain a pastoral role.</p> <p>Main categories of DOMT: support for seminarians, creation of new ministries, already existing ministries, eventual (future) intentional startup of multicultural congregation in an urban center. Multicultural congregations are ones where one group doesn't comprise more than 80% of the population.</p> <p>Discussion of:</p> <ul style="list-style-type: none"> *recruitment of ministers vs. providing support to those already in the system; *offering services in multiple languages; *addressing issues of disability and gender identity within DOMT (the DOMT team is credentialed to focus on issues of race, but recognizes the importance of support for ministers with disabilities and who identify as transgender); *DOMT came out of the feedback from a report that the JTWTC created; *DOMT team is asking that the JTWTC take a look at the experience of ministers who identify as bisexual or transgender; *the specific preparation congregations go through to become part of the initiative 	<p>sure the creation of DOMT ends up in the Executive Report to the BoT.</p>
<p>Process Discussion –</p>	<p>Arthur offered discussion points related to the call with Sofía and other committee members discussed their reflections on the</p>	

Arthur	conversation.	
Status of Current Project/ Working with a Consultant/ Next Steps- Julio	<p>Julio: In addition to contacting folks who could help in terms of designing surveys, we should 1) review the charges of NomCom & ComCom with the purpose of identifying specific aspects that we could focus on; 2) determine what instruments would be appropriate for us to assess those aspects? 3) develop specific questions/content</p> <p>By December: review charges and materials from NomCom and ComCom, develop ideas about what we can realistically assess (and monitor)</p> <p>By January: review last two reports, focusing on the instruments used (what brought us meaningful data?), what structures and methodology would be successful in this context?</p> <p>By February: clarity of desired content, outline, intent, and expectations of committee members.</p> <p>In March: we can flesh out the specifics in person in March—on butcher-block paper. And end with a specific work plan (with specific assignments and timelines) and specific questions.</p>	Michael will write a letter to the chairs of NomCom and ComCom to request that they send us any application materials; Tracy will email NomCom application link to committee members.
Process Observation – Catie	Catie offered process observations and others chimed in.	

Saturday, November 22, 2008

Topic	Discussion	
Opening Worship & Check-In – Catie	Members checked in.	
What's Next? – Michael	<p>Processing discussion with NomCom (per Bob's suggestion):</p> <p>Discussion of:</p> <ul style="list-style-type: none"> *Cultural competence and ministerial formation; *Excellence in Ministry Summit; *AO/AR/MC should be part of every discussion, and part of everyone's consciousness—it needs to be at the core of the work, not an afterthought; *need for continuing education requirement for our ministers; *have the organizers of the Summit read the JTWTC report on ministerial formation?; *role of committee and promoting reports to other groups 	
General Assembly Discussion Part Deux - Janice	<p>Discussion of:</p> <ul style="list-style-type: none"> *Worship versus workshop; *lifting up the work of the JTWTC, moving the UUA forward, attracting more people; 	Catie, Janice, Michael, Arthur (and they'll ask Kelly) will be part of the GA Bold

	<p>*various ideas of how to be worshipful without making the event a worship service;</p> <p>*Journey Toward Wholeness as the essence of UUism;</p> <p>*possibility of asking for Plenary time & the statement that makes;</p> <p>Catie, Janice, Michael, Arthur (and we'll ask Kelly) will be part of the GA Bold Move Task Force to ask for Plenary time. Janice will be happy to convene that task force. Taquiena offers to participate on the call. José has seen the committee go from being statisticians and scholars to being prophets and advocates.</p>	<p>Move Task Force.</p> <p>Janice will be happy to convene that task force.</p> <p>Taquiena offers to participate on the call. Task force will work on a course of action for the GA service.</p>
<p>What's Next? Budget, NomCom, and Excellence in Ministry Summit – Michael</p>	<p>Committee members discussed a few specifics about the projected budget.</p> <p>NomCom: Committee members discussed possible ways of teasing out further details from certain points in the conversation. There are a few things members would like to clarify, but all agree that it's a good thing that the entire committee is holding the work & vision of AR/AO/MC.</p> <p>*does the JTWTC need to embed cultural competence into more of its thinking?;</p> <p>* if a person is an ally in one area, that doesn't necessarily mean they have competence in other areas.</p> <p>*do all incoming committee members (elected or appointed) receive AO/AR/MC training? Everyone is offered it, but people self-select into that training. One-day trainings are insufficient. If training is at the center of the work, then people would have it before they decide to show up.</p> <p>*Who considers AR/AO/MC training a near-prerequisite for service to their committee?</p> <p>Further discussion of Excellence in Ministry and what it entails.</p> <p>Michael and committee members thanked Janice for her presence.</p>	<p>Michael will write to Gini re: Excellence in Ministry.</p> <p>José will submit his own report to the BoT re: Excellence in Ministry</p>
<p>Process Observation – Arthur</p>	<p>Arthur offered process observations, and other members shared as well.</p>	

Respectfully submitted,
Tracy Ahlquist
November 22, 2008