

**Journey Toward Wholeness Transformation Committee**  
**Spring 2009 Meeting Notes**  
**March 5-7, 2009**

**Present:** José Ballester, *Board Liaison*; Bob Gross; Janice Marie Johnson; Catie Chi Olson; Michael Sallwasser, *Co-chair*; Arthur Tackman

**Not Present:** Kelly Flood; Julio Noboa

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

Topic	Discussion	Decision
Worship – <b>Bob</b>	<b>Bob</b> shared two stories and two songs from Cesaria Evora, a woman from Cape Verde who sings and performs all over the world.	
Teambuilding: Check in & Pair Exercise – <b>Janice</b>	<b>Janice</b> shared an exercise related to identity and loss of identity.	
Business: Approve Minutes & Agenda – <b>Michael</b>	Committee approved fall minutes and discussed the need to re-arrange the schedule due to Julio's and Wendy's absence. <b>Janice</b> reminded the group of the need to be flexible.	
Planning: General Assembly workshop – <b>Janice</b> and <b>Catie</b>	<p>Many different possible directions; whom to invite? Past presidents, Bill Sinkford, candidates? Their presence isn't required. Other workshops in the same timeslot are potentially competitive. Should the committee use Plenary time to promote the workshop?</p> <p><b>Catie:</b> ceremonial bowl to collect the changes individuals want to see &amp; are committed to making = changes required for Wholeness to become real, personal connection to that change; something elegiac about Bill's presidency; *What happens to seminarians &amp; ministers of color when Bill leaves and affiliates no longer have a relationship with the Board of Trustees?</p> <p><b>Michael:</b> <b>Arthur</b> and <b>Bob</b> won't be present, which will change the dynamic of the event.</p> <p>What does the committee want folks to take away from the worship? Conciliation/consolation for those who have been hurt by the process of change versus empowerment through change, and what it means to be an agent for change—celebrating the power of change.</p> <p><b>Wendy</b> joined the group.</p> <p>Is the event a workshop or a worship? &amp; What does the committee want people to take away?:</p> <ul style="list-style-type: none"> <li>-sense that others are doing the work &amp; trying to make change;</li> <li>-specific examples of what others are doing;</li> <li>-worshipful experience;</li> <li>-clarify, define &amp; communicate the role of the JTWTTC;</li> </ul>	Tracy will include pictures of <b>Janice</b> and <b>Michael</b> in the ad copy, and will request a Thursday timeslot from Don Plante.

	<p>-understanding of how to engage with the committee;          -“You can do it. We can help”—programmatically, how helpful?/          “You can do it, we can monitor and assess”</p> <p><b>Michael</b> shared his conversations with <b>Kelly</b> regarding her status on the committee.</p>	
Process Observation – <b>Catie</b>	<b>Catie</b> offered process observations and <b>Janice</b> offered reflections as well.	
Discussion: Coalition work – <b>Arthur</b> (Value of and barriers to coalition work; developing multi-dimensional culture competency; discern how this relates to our committee's work)	<p><b>Arthur</b> shared a video from the National Coalition Building Institute, and talked about Equal Access’ coalition-building efforts. What are the needs for this group in terms of coalition-building? Does the UUA have any trainings that have similar methods to those of NCBI or Crossroads? Jubilee II and Building the World We Dream About are the closest.</p> <p>If the JTWTC is monitoring and assessing other groups based on their coalition-building, that needs to be communicated clearly and strongly.</p> <p>Coalition building = right relationship; Meg Riley and Susan Leslie, in Advocacy &amp; Witness, do a lot of that work. What others are out there? Is it the role of the JTWTC to help others find possible groups for coalition building? Some future assessment may include questions about coalition building. Ultimately, BoT will be charged with aiding coalition building.</p>	<b>Arthur</b> and <b>Catie</b> will work on developing the new member orientation packet.
Work on Assessment – <b>Julio</b> and <b>Wendy</b>	<p>What does the committee need to do/discuss during the rest of the meeting in Boston?</p> <p>3 major pieces of work: 1) gathering data, (using SurveyMonkey?)</p> <p>*questions solicited from JTWTC members—will address each phase of NomCom &amp; ComCom’s work</p> <p>--recruitment (formal &amp; informal &amp; lobbying); deliberations; appointments; non-appointments; inclusion; failure</p> <p>2) following up with phone appointments—perhaps include an invitation on the initial survey</p> <p>--collect stories; delve deeper; fill gaps</p> <p>3) gathering documents used by the committees used in their processes, and their own committee practices</p> <p>--internal: recruitment; notification re: openings; interview protocol, etc.</p> <p>--committee covenants; process observation; method for voicing concerns</p> <p>*when is training necessary and is it clear what’s expected of committees?</p> <p>*when does it not work/how do concerns about bias get expressed?</p> <p>*how does the process, and each step of the process, move the</p>	

	<p>committee toward the AR/AO/MC goal?</p> <p>*has this been done before without the AR/AO/MC lens?</p> <p><b>Taquiena</b> suggests a frame for interviews ask committee members to describe a time that they felt they had successfully achieved the task of identifying &amp; placing leadership that advanced the goal of having a diversity of social group identities in UUism and/or the larger world. What were the things that made that success possible?</p> <p>And what was a time when they thought they had failed? And what did that failure entail? What would have helped?</p> <p>One survey might entail finding out the social group identities on the various committees.—can the JTWTC send out an email to all of the chairs of all of the committees?</p>	
Preparation: Conv. with Tracey – <b>Michael</b>	Committee members discussed questions for Tracey, who is the Director of Congregational Services, and administers a variety of AO/AR/MC programs at the UUA.	
Conversation: w/Tracey Robinson-Harris – <b>Janice</b>	<p>Committee members introduced themselves.</p> <p><b>Tracey:</b> discussed JUUST Change:</p> <ul style="list-style-type: none"> <li>-emerged 8 years ago following conversations re: expanding support for AR/AO/MC work in congregations;</li> <li>-meets people where they are, provides many ways to enter work;</li> <li>-first years focused on individual congregations, leaders;</li> <li>-current focus is districts: consultancy is working with 10 of 19;</li> <li>-district work is focusing on energizing existing structures, engaging ministers as a group, (via UUMA), providing congregational support;</li> <li>- Paula Cole-Jones is working with the district team, and has created a tool for self-assessment about readiness to move to the next step in their work. Assessment has two parts: 1) Personal assessment 2) Leading multicultural change in an institution;</li> <li>- Variety of resources: conferences, workshops, trainings, books, staff members &amp; others. Using the resources actually helps;</li> <li>-Last piece of the strategy is a reporting mechanism—district staff &amp; congregations report their goals, progress, etc.;</li> <li>-Cost of consultancy is between \$2,000-\$4,000; UUA pays half &amp; districts to match that amount.</li> </ul> <p>What has surprised <b>Tracey</b>? She's had to change her mindset about how these conversations get started. They're difficult, but the baseline conversation is more informed now, and folks are more willing to talk about moving the work forward. What's still missing? A sense that doing anti-oppression/social justice work is what being a UU is and means—more allies who are Unitarian Universalists. And everyone needs to be on board before the work</p>	<p><b>Tracey</b> will email the PowerPoint presentation</p> <p>Tracy will get the updated Portals of Entry document from Diane Martin and will pass it along to the committee.</p>

	<p>can move forward. <b>Tracey</b> focuses on tipping points—30% or so—in order to make change.</p> <p>Tracey has crafted a PowerPoint that will be part of the post-GA training this year—it’s aimed at elected and appointed leaders and focuses on: Institutional norms, leadership qualities, accountability, and process. Nancy Lawrence keeps a record of who attends these trainings.</p> <p>How can the JTWTC help <b>Tracey</b>? Assessment is helpful—snapshot of work is valuable. Also the fact that the group is attending to the big picture.</p> <p>To what extent has the approach of AO/AR/MC as the purview of everyone, not just a small group, been successful? It started with Bill Sinkford—staff group reorganization, real effort to make sure each staff group was using the AR/AO/MC lenses. Things have changed a lot—program groups are more involved &amp; aware, and there’s more support &amp; consultation with one another. Hardest in Finance and Operations to make the connections about AR/AO/MC as part of their day-to-day work (. Most successful when there are specific goals;. Leadership Council has definitely grown. We still find a concentration of people of color in positions in the mailroom, E&amp;P, etc.—might it be useful to bring those folks together to talk about recruitment, etc. into program areas? Outside of academic institutions, the conversations that are happening at many different levels of the UUA are unique and a higher-level competency than other places.</p> <p>How do all of these paths fit together? <b>Taquiena</b>: I’ve changed my metaphor from paths to portals. A number of congregations that began with Welcoming Congregation are now doing other social justice work. <b>Tracey</b>: the paths fit because we’re on them.</p> <p>There are so many offerings out there that the most well-meaning ally in a congregation can’t possibly comprehend the deep complexity of all of the programs that are out there. <b>Tracey</b>: just because you think you’ve communicated doesn’t mean communication has taken place.</p> <p>Points of Entry document: Jubilee I &amp; II, JUUST Change, WC, BCT, JTW News, people portals, etc.</p> <p>Maybe the JTWTC could have someone talk about how to use electronic technology to make its presence more widely-known.</p> <p>Will groups with an interest in AR/AO/MC work (DRUUMM, Equal Access, ARE, etc.) be invited into relationship with districts down the line, considering that JUUST Change is working on building relationships? No real structured conversation yet, but opportunities will undoubtedly present themselves and they’ll play matchmaker.</p>	
Reflection: Conv. with Tracey – <b>Arthur</b>	<p><b>Arthur</b> and other committee members agreed that it was heartening that <b>Tracey</b> read the JTWTC’s reports and organized around them; work doesn’t operate in a vacuum.</p>	

Process Observation – <b>José</b>	<b>José</b> offered process observations.	
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**Friday, March 6, 2009**

<b>Topic</b>	<b>Discussion</b>	
Worship/Check in – <b>Wendy</b>		
Business: Review Agenda & Housekeeping – <b>Janice</b>	Committee members discussed Thursday versus Friday 12pm EST meeting times. Either works fine for all members of the JTWTC.	Committee will meet the first Thursday of every month at 12pm EST.
Work on Assessment – <b>Julio and Wendy</b>	<p><b>Wendy</b> summarized where the committee stands after Thursday's discussion. Committee discussed the various benefits and drawbacks to asking for professional help in developing the survey—one being funding.</p> <p>How will committee members share the results of these interviews? Might it make sense to tape them—using a service that will tape the phone call and store it for a month or so to let others listen to it if they choose. Will recorded conversations limit what folks would/won't say? Maybe someone like Helen Bishop (former chair of NomCom) would be willing to participate in a taped conversation. In past assessments, JTWTC has assessed based on current members of the groups it was assessing and monitoring—if the committee broadens its focus to include previous years, it makes the assessment more about the institutions and less about the individuals. That adds complications—whom to contact?</p> <p>Will the JTWTC return to groups it has assessed in the past?</p> <p>Importance of giving interviewees the chance to review and change their answers post-interview.</p> <p>What is the JTWTC looking for? How much are the processes in terms of leadership selection, recruitment, and inclusion advancing the goal of transformation of a community—and its leadership—to reflect the diversity of social identities represented within UUism and the larger world? And what is the end result of spending time in these leadership roles?</p> <p>Is the difference making a difference?</p> <p><b>Julio</b> joined via conference call.</p> <p><b>Julio</b> has spoken with Arturo Olivares (at his university) who gave him some ideas:</p> <p>Seven categories of information that the JTWTC is looking to acquire in the survey:</p> <p>--personal background (identity, time on committee, etc.)</p>	

	<p>--how they view/understand the mission of the committee &amp; how it relates to AR/AO/MC work</p> <p>--what process/procedures/policies in place for selecting and orienting members of their committee?</p> <p>--how well have the processes/policies/procedures worked so far—obstacles, etc.</p> <p>--what are their suggestions for solutions/improvements?</p> <p>--what kind of institutional support is required to effect these solutions?</p> <p>--are there any internal or external mechanisms in place for monitoring or assessment?</p> <p>Importance of safety &amp; comfort of interviewees re: disclosure.</p> <p>If we see patterns vis-à-vis the personal backgrounds of interviewees (e.g. if people of color continually have x experience), how much should we share about that? Are there constituencies that individuals feel obligated to be representing on the committee? Prior to their involvement with the committee, how were they invited/brought in? Maybe the JTWTC should know each others' stories, too.</p> <p>The JTWTC is on the outside looking in; committee members are so close to the process that there might be elements that they're not seeing. But the JTWTC also isn't a neutral third observer—members are influenced by their own experiences. NomCom &amp; ComCom members are people who share in this work—allies, colleagues. JTWTC members need to present themselves as such, and as advocates for NomCom and ComCom's work. If the letter of invitation uses ally language, the opening &amp; closing to the interview should do the same.</p> <p>A structure/script will help keep the interview in a place where the interviewee feels safe. Will the committee be mindful of who interviews whom? Might it make sense to begin by interviewing the chairs of the committees? Does the committee need training in interviewing folks? Committee members want to make sure that their phrasing of questions, or preface to the questions, doesn't affect the response in a negative way. And folks might not reveal the same things to one interviewer as to another.</p>	
<p>Preparation: Conversation with Bill Sinkford– <b>Janice</b></p>	<p>Committee members discussed the questions for Bill.</p> <p>-What wishes does he have for the JTWTC's future work?</p> <p>-What impact has the JTWTC's work had on the association?</p> <p>-What were his goals &amp; dreams for the JTWTC at the beginning—what changed, what was realized, and how does he feel about it?</p> <p>-What might he hold up as a disappointment and an inspiration in the JTW? Please comment in his role as President and on a personal level if he's comfortable.</p> <p>Express our gratitude for his bravery, for being a stellar leader, etc.</p>	
<p>Conversation: w/ President Bill Sinkford – <b>Michael</b></p>	<p>What impact has the JTWTC's work had on the UUA?</p> <p>Concentration on assessment has been very well-received, and has generated some conversation out in the movement. From his</p>	

	<p>perspective, it's a successful approach.</p> <p>What were his goals &amp; dreams for the JTWTC at the beginning—what changed, what was realized, and how does he feel about it?</p> <p>He asked how committee members think the work is going—committee members shared reactions: “Prophetic voice,” affirmation of JTWTC’s work &amp; broader impact, inclusion of focus on accessibility, satisfaction with JTWTC’s work, movement from Common Ground conversations 8 years ago to Building the World We Dream About, JUUST Change &amp; others. How does that fit with his impressions?</p> <p>JTW emerged as part of a broader effort to get congregations/movement unstuck around anti-racism work; also to focus on particular areas, including assessment; and to provide easy-to-use and accessible resources like BTWWDA. After he was elected, Common Ground conversations gave info. about what congregants needed and felt.</p> <p>What might he hold up in the association as a disappointment and an inspiration in the journey?</p> <p>We’ve made good progress on a number of fronts, not just on anti-racism. We’re only beginning to craft language to talk about the multicultural world in which we live and understanding our relationship to it. Early work on anti-racism was solid, and the analysis was solid, but that work needs to become a part of our toolkit rather than our objective. We need to be moving toward a time when we can embrace the “multicultural world”—which doesn’t automatically include people with disabilities—and embrace difference and be open to it in our congregations.</p> <p>Disappointment: his expectations were too grandiose. You set the bar high, because that’s the point, but you get to the beloved community by taking a small series of “next steps” rather than one giant leap.</p> <p>Inspiring story? Interesting things happening in our congregations these days that aren’t a result of specific initiatives—ex. All Souls Tulsa congregation inviting Bishop Carlton Pierson, creating a biracial congregation out of what was an almost-entirely white congregation. They say it’s going well.</p> <p>What wishes does he have for the JTWTC’s work in years to come/what should the committee tackle next?</p> <p>He has a lot of energy around the Diversity of Ministry Initiative and the actual placement of ministers of color and other traditionally marginalized groups—as well as the support of successful settlements for them.</p> <p>Re: accountability around accessibilities, what would an assessment of work around accessibilities might look like?</p> <p>Questions from Bill: where might the committee go next?</p> <p><b>Catie:</b> RE programs—kids are getting better AR/AO/MC training than adults.</p>	
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	<p><b>Wendy:</b> disparity on priority of AR/AO/MC versus ability and willingness to commit and engage (Excellence in Ministry Summit). Also from International Women’s Convocation: concern that there’s not an investment institution-wide in terms of BGLT concerns (more investment in MA than in CA).</p> <p><b>Bill:</b> It’s naïve to assume that the conversation about race, class, oppression is over. As UUs, we want to think that we are far more perfect and innocent than we are. Assessment process draws attention to specific areas and gives folks something to focus on.</p> <p><b>Michael:</b> a future assessment in 5-10 years might look at the results of the former assessments. <b>Bill</b> thinks it’s a great idea. Premature for now, but worthwhile for the future.</p> <p>Heartfelt thanks in both directions. <b>Catie</b> thanks <b>Bill</b> for his sermon “The Firsts”—for being the first in so many ways. <b>Janice</b> says 8 years ago he painted a picture of an inspiring, challenging, and compelling future. She thanks him for being a visionary leader, for partnering with other leaders...[too many moving things to capture].</p>	
Process Observation – <b>Bob</b>	<b>Bob</b> offered process observations.	
Reflection: Conversation with Bill – <b>Catie</b>	JTWTC shared individual reflections on the conference call with Bill Sinkford. Members repeated their appreciation for Bill’s courageous, confident, and impressive leadership in anti-oppression/anti-racism/multicultural work, and expressed gratitude for how Bill affirmed the JTWTC’s work and its impact on the Association. What is the future of anti-oppression/anti-racism/multicultural work in the UUA? Members hope that the Association will be strong enough to sustain the work as it transitions to new leadership.	<b>Janice</b> will recreate her gratitude statement to Bill.
Discussion: Evolution of Council for Cross-Cultural Engagement – <b>Wendy</b> and <b>Janice</b>	<p><b>Janice</b> and <b>Wendy</b> gave a report on the transformation of the Cultural Misappropriation Task Force to the Council on Cross-Cultural Engagement. Opened with a short history: Special Commission on Race created by BoT post-Fort Worth GA in ( where youth of color in particular experienced marginalization and discrimination in the UU community and in Dallas/Fort Worth). 2006 General Assembly in St. Louis, MO also included incidents of discriminatory language and inequitable treatment, as well as cultural misappropriation and offense. Cultural Misappropriation Task Force was created to help guide GA planning, to provide a forum to identify, examine, and address issues of cultural mis/appropriation. Also to provide guidance and education to UUs on these issues re: other community gatherings of UUs.</p> <p>Cultural Misappropriation Task Force just became the Council on Cross-Cultural Engagement. Groups involved in the Council include Allies for Racial Equity (ARE), Diverse &amp; Revolutionary UU Multicultural Ministries (DRUUMM), GA Planning Committee, UUA, and UU Musicians Network. LREDA and</p>	



	<p>UUMA presidents will be invited to participate in future meetings, and Council will conduct a workshop at the 2009 UUMA Ministers Convocation in Ottawa, CN. They're in consultation with Erik Wikstrom about developing Worship Web resources using an anti-oppression/anti-racism/multicultural lens. One of their goals is to provide space for conversations re: incorporating multiculturalism into worship/gatherings in a spirit of right relationship, and also to provide guidance for those conversations. Many UUs want a checklist or handbook, but this is not how the work is accomplished—it is about relationship. Worship Web will give all folks access to information, resources, questions, etc.</p> <p><b>Arthur</b> asked about the presence of people with disabilities on the Council—<b>Janice</b> and <b>Wendy</b> have no knowledge of persons with identified disabilities on the Council. <b>Catie's</b> question about A/PIC representation stimulated conversation about the nature of the group and its purpose. The Council does not seek to be representative of all the diverse identities where there are stakeholder communities but instead provides guidance on issues that will impact change &amp; accountability</p> <p>Positive feedback to the name change—acknowledges that we need to engage, and that UUs can be thin-skinned.</p> <p>This is an opportunity to engage UUs in conversation around issues of appropriation and cross-cultural engagement. The council will be offering a workshop at GA.</p> <p><b>Taquiena</b>: if there are GA CDs, get the word out there. Possible part of BTWWDA or a follow-up.</p>	
<p>Observations from the President's liaison – <b>Taquiena</b></p>	<p>One of the major functions this committee performs is of accountability—1997 resolution called for a group to help move the work of AR/MC (AO added later) forward. <b>Taquiena</b> came on at the request of JTWTC in 2002—need for staff and President's liaison. At the time, there was a perception that the JTWTC was staff-driven, guiding/forming programming; great anxiety among the members when AO was added to the mission and that it was caving to other forces. There's been a move toward inviting &amp; finding leaders who hold a broader spectrum of social identity groups.</p> <p>“Nothing about us without us”—Carolyn kept reminding the committee of this.</p> <p>Building the World We Dream About&amp; JUUST Change consultancy emerged from Common Ground conversations (part of JTW).</p> <p>The committee started “walking its talk” when it asked the BoT for clarification on its role, developed/adapted the Process Observation and the Covenant, the questions asked in the assessments, the decision to have co-chairs, and that the committee would choose them; continuing ed.; taking a role in making sure everyone is at the table.</p> <p><b>Bob</b> expresses his thanks for <b>Taquiena's</b> intervention and wisdom</p>	<p><b>Taquiena</b> will write up her observations about the JTWTC &amp; its history.</p>

	<p>at crucial points, and others concur.</p> <p><b>Taquierna</b> wants to make sure that anxiety about change doesn't keep people from seeing the possibilities. She saw that when she began, and it hindered the work rather than helping it.</p>	
<p>Planning: General Assembly plenary presentation – <b>Janice</b></p>	<p>Ideas for Plenary time:</p> <ul style="list-style-type: none"> <li>-flashing photos of absent members on the screen.</li> <li>-note Taquierna's unique role on the committee-Everyone states their name and a quote about change as a means of advertising the worship.</li> <li>- message needs to be focused.</li> <li>- "Who we are, where we can be found, and what we have to offer."</li> <li>- history &amp; core of the committee's work.</li> <li>-in the form of a letter: where you've come from, where you are, and where you're going—"signed" with the names of everyone present and absent.</li> </ul> <p>Members may talk briefly about each assessment, present and past.</p> <p>Brief discussion of UU University and the SoulWork Multicultural Track.</p> <p><b>Taquierna</b> discussed "Touchstones Along the Journey"—possible workshop basis? "UU Stations of the Cross"—touch stones, folks could take pieces of the path with them. Also, <i>Singing the Journey</i> and the Spanish-language hymnal.</p>	<p><b>Wendy, Arthur</b> and <b>Janice</b> will join the task force to discuss the plenary presentation.</p> <p><b>Michael</b> and <b>Catie</b> will work on the workshop.</p> <p>Committee members will finalize event description and title, and ad content, before the March 16<sup>th</sup> and March 15<sup>th</sup> deadlines, respectively.</p>
<p>Work on Assessment – <b>Wendy</b></p>	<p><b>Wendy</b> broaches the topic of having an independent party perform the interviews—biases about expected outcomes might be fewer. Interviewing just current, or both current and past, members—if past, how far back? Committee members as interviewees, or someone else? Are members comfortable not interviewing everyone? Or is it ok to just interview a subset? Committee shouldn't go back 11 years in the interview process, but that it might be worth trying to go back that far in the data-gathering process. Consistency is important</p> <p>Pros and cons to JTWTC members performing interviews:</p> <ul style="list-style-type: none"> <li>-deepened connection to the work</li> <li>-Someone with more refined interview skills might come up with more accurate info.</li> <li>-committee spent a lot of effort on the questions in the last report, but couldn't pre-determine the answers.</li> <li>-conducting the interviews made writing the report deeper/easier.</li> <li>-weightiness to deciding who is interviewing whom.</li> </ul> <p><b>José</b> points out that "I'm probably three of the Hispanic appointments in ComCom's data." Take these data with a grain of salt.</p>	<p><b>Wendy</b> and <b>Julio</b> will work on figuring out the outline and will aim to send it out before the April meeting, and committee members will discuss the outline during the April call.</p> <p>Committee members will review the ComCom data before the April 2 meeting.</p>
<p>Discussion: Spreading our Wings – <b>Michael</b> (while being true</p>	<p>How can JTWTC engage with the Excellence in Ministry team? Need for reports to be roadmaps for folks to follow &amp; be accountable to. The BoT will report responses from the districts and MFC and RSCC at its April meeting.</p>	<p><b>Taquierna</b> will ask Kat Liu about offering info. on JTW News.</p>

to JTWTC mission)	<p>Ideas for publicizing JTWTC efforts: Regular offering of info. in “JTW News”; <i>UU World</i>; creating a DVD/video of GA and uploading it to the website.</p> <p>Publicity angles: Discussing how the JTWTC does AR/AO/MC, lived experiences; <b>Taquienna’s</b> reflections about the history of the committee.</p> <p>Possibility of providing something to LREDA, the UUMA, etc. for their newsletters—what would it look like to develop relationships with those groups?</p>	<b>José</b> will report back to the committee in May.
Presentation: Membership Orientation materials – <b>Catie</b>	<p><b>Catie</b> reviewed the materials that are available at the JTWTC website; the committee asked twice to have co-chairs, and only achieved it the second time. Also, stakeholder relationships: in 2005, the JTWTC was very concerned with those relationships; Do the relationships need to be renewed?</p> <p>There are many older documents about what the journey &amp; institution looked like in 1997—they’re available on the website.</p> <p>What is helpful as initial information for incoming members? It’s important to know that there has been struggle, the history of youth on the committee, does the committee have a relationship with stakeholder groups?</p> <p>Membership orientation packet: most recent reports, bibliography (<i>Privilege, Power, and Difference</i>, Cornel West book etc.) + sign up members for JTW News—possible mentorship relationship? A list of the nuts-and-bolts of what happens at meetings, how frequently they happen, etc. would be helpful.</p> <p>Leading with committee narrative might be useful for new members.</p>	Tracy will ask Diane Martin about changing the JTW info. on the Leader’s Library to indicate whether it’s current or not.
Update: Summit on Excellence in Ministry – <b>Wendy</b>	<p>What would publicity look like? Articles, podcasts, pictures, etc. <b>Taquienna</b> suggests the 5-minute Plenary presentation be recorded and put onto the JTWTC page.</p> <p>BoT holds Administration accountable for assessments provided by JTWTC, then reports back at GA.</p> <p>Committee members agree that it would be beneficial to contribute news pieces to JTW News, with branding (brochure/calling card?). This entails taking responsibility for providing that content.</p> <p>Possible discussion topics: APIC, economic justice and discuss its intersection with the work of the committee; journey in terms of accessibility; Mental health caucus—Barbara Meyers, <b>Catie</b>.</p>	<b>Taquienna</b> will ask Kat Liu about having pieces from the committee.
Process Observation – <b>Arthur</b>	<b>Arthur</b> offered process observations.	

Saturday, March 7, 2009

Topic	Discussion	
Worship – <b>José</b>		
Business: Agenda & Housekeeping – <b>Michael</b>	<b>Michael</b> reviewed the agenda for the day and discussed a few housekeeping items.	
Planning: Finalize Action List for GA workshop – <b>Janice</b>	<p><b>Michael</b> and <b>Catie</b> will be taking the lead on planning the workshop and the action list—touchstones, music, etc.</p> <p>Items to keep in mind:</p> <ul style="list-style-type: none"> <li>-setting and keeping early deadlines</li> <li>-coalition-building, contacting Pres. of UUMN early</li> <li>-Spanish-language hymnal</li> <li>-acknowledge <b>Bob</b>, <b>Arthur</b>, and <b>Taquiena</b> (who won't be there)</li> <li>-“rise in body or in spirit” language</li> </ul> <p><b>Michael</b> called <b>Kelly</b> so she could say goodbye to the committee.</p> <p>Committee members toasted <b>Bob</b>, as this is his last face-to-face meeting with the JTWTC.</p> <p><b>Arthur</b> took his leave.</p>	<b>Michael</b> and <b>Catie</b> will work on the action list, and <b>Michael</b> will ask <b>Julio</b> if he wants to join that
Discussion: What's Next? – <b>Janice</b>	<p>Project/assessment: what's the timeline? Report is due Mid-March 2010; should the committee plan to discuss the interviews vs. survey question on the April or the May call?</p> <p>Reminders:</p> <ul style="list-style-type: none"> <li>-set deadlines by working backwards from due date</li> <li>-everything takes longer than planned</li> <li>-what stands in the way of moving forward?</li> <li>-three new people will join at various stages (can the person who joins in January come to fall meeting, as Arthur did?)</li> </ul> <p>“<b>Spreading Our Wings</b>”: asking folks who've left recently or are in transition to write something.</p> <p><b>Janice</b> says there's a conversation to be had about how to form a community of leaders with very different styles. What does it take to nurture leaders as part of a community, knowing that leadership will take its toll and others will have to go on after you?</p>	The committee will make a point of thanking CJ for his service on the committee.
Process observation – <b>Wendy</b>	<b>Wendy</b> shared process observations, and closed with a reading from Nancy Shaffer. <b>Taquiena</b> and <b>Janice</b> , offered reflections and process observations. <b>Catie</b> offered a reading from the introduction to <i>Leaves of Grass</i> by Walt Whitman.	

Respectfully submitted,  
Tracy Ahlquist  
March 7, 2009