

Journey Toward Wholeness Transformation Committee
Conference Call Meeting Notes
December 15, 2009

Present Members: José Ballester, *Board Liaison*; Janice Marie Johnson, *Co-chair*; Michael Sallwasser, *Co-chair*; Arthur Tackman; Wendy von Zirpolo; Tracy Ahlquist, *Staff Support*

Not Present: Helen Boxwill; Taquiena Boston, *President's Representative*; Connie Brown; Natalie Fenimore; Scott McNeill

Start Time: 12:00 PM Eastern Time

End Time: 1:43 PM Eastern Time

Topic	Discussion	Decisions/Actions
Opening Words – José	José offered opening words from Patrick Green.	
Reading from Our Covenant – Michael and Arthur	<ul style="list-style-type: none"> respond, give input, assist, clarify, offer a break or give support – Michael continue to learn more about the diverse perspectives of those who experience discrimination in our community – Arthur 	
Check-in – Janice	The committee members checked in.	
Approve Minutes (November conference call)/Agenda Review – Michael	Minutes and agenda were approved.	
Report Back: Meeting w/Elizabeth Greene – Janice, Wendy, Michael	<p>Michael reported that they're still in this conversation with Elizabeth Greene. They asked Elizabeth to meet with them a week later to reflect on the conversation—this was the beginning of the conversation. Wendy said they spoke for an hour, and that the conversation was rich and will continue on Saturday. Since Janice isn't on the call yet, all members on the call agreed to hold off on discussing further details. Part of the rest of the conversation will entail how to report back to the JTWTC. It's been difficult for the four of them to find time to meet, and they don't know whether it's possible to have a full reporting in written format; they may have to report back verbally. Arthur expresses concern at the length of time between this call and the next call—it's a long time for committee members to wait to hear back. Janice joined the call and agreed with what had been said—she's glad that the conversation is ongoing.</p>	<p>Wendy will have a conversation with Susan to communicate the committee's preference for a written report, with the option of one or two facilitated conversations afterward.</p> <p>Michael and Janice approve the consulting agreement for an additional \$1000 for Susan Gore.</p> <p>Tracy will send the consulting agreement to Wendy, with details as to what needs to change.</p> <p>Arthur will start an email discussion re: the focal issues of the report.</p> <p>Tracy will send out a MeetingWizard request to all members, asking for meeting dates in the first week of January. The request will specify that all members need to be present. Noon,</p>

		3pm, 7pm EST.
<p>Status: Current Assessment</p> <p>Interviews – Wendy</p> <p>Documentation – Arthur</p> <p>On-Line Survey – Michael</p>	<p>Wendy spoke with Susan Gore based on the conversation feedback from the last meeting—hoping to get a better sense of some of the stories. She’s agreed to go back to specific people and ask for permissions to share those stories. Susan feels that the first round of interviews & the report fulfilled the terms of her contract with the JTWTC; she’s willing to go back and do a second round/phase for an additional \$1000 (the committee had paid her \$4000). That would entail her going forth to be back in conversation with folks, with express intent to get permission from folks to obtain permission. Would there be value in her facilitating conversations between individuals and the JTWTC re: where NomCom & ComCom are on the journey? Wendy and Helen are going to talk about that question. Wendy also isn’t sure whether Susan was offering those conversations instead of the written report. Michael and José agree that they trust Susan’s instincts and they’re willing to pay her an additional \$1000. Arthur asks whether capturing the conversation is an either/or (conversations versus written versions of the stories); Wendy thinks that it’s important to capture them in a written report. Wendy thinks Susan would be willing to get permission for stories that make sense to flesh out the current report (written form). The committee would love to have the option to have a conversation with a couple of those folks if members feel that it would enrich their understanding of the report. Arthur asks whether this would be a conversation with the entire JTWTC, or just one or two people from the committee. To Wendy, it sounded like it would be a conversation with the entire committee—in retrospect, she thinks this might be in place of the written report. The committee agrees that the written report is the most important piece, but would like to include the possibility of a one- or two-time facilitated conversation following the written report. Arthur notes the difficulty of pulling together all parties for a conversation. Michael says that it could be a meeting of all members who could make it. Tracy suggests using a free conference call service to record the call so that others can play it back afterward. Wendy will ask if she and Helen can have a conversation with Susan to hear some of the stories to determine whether they’ll sufficiently flesh out the report. Janice wants to make sure there is lots of clarity around the confidentiality of</p>	

these stories—what that means to Susan and to the people who shared the stories. **Wendy** asks whether **Janice** thinks that a person of color should be present on the call with Susan to hear the stories—should **Janice** be a part of that call? As this is her last JTWTC meeting, she may be invited in as a consultant.

Arthur sent a suggested outline to the committee on November 27th; the committee needs to make some decisions as to whether that format will work. He's suggested a slightly different format than in past reports: he would like to define the issues that the committee wants to focus on, and then address each issue individually—backing it up with data from various sources. He wrote a mission statement and **Michael** and **Wendy** commented with amendments. **Arthur** is disappointed that the call is missing so many people, because he was hoping to have a discussion about the format. He wants to create a report that focuses on analysis of issues, rather than letting the data run the report. If folks want to read all of the supporting data, there will be an appendix. He also thinks it's too early to do the Introduction or the Executive Summary. He doesn't have the demographic data from the Committee on Committees yet, but he's waiting to receive it—Nancy Lawrence is working on updating it. All other committee members agree that the new direction/approach is refreshing and a good change. **Arthur** says that in that case, they need to figure out which issues to focus on; he suggests recruitment/selection, and training/orientation. **Wendy** asks what the purview of NomCom & ComCom is, vis-à-vis continuing to check in with appointed or nominated members. **Arthur** suggests that there be an email discussion to determine what the main issues of focus should be. He'll take the lead. We're going to have to assign different sections to different people. **Wendy** asks whether the March meeting is a working meeting, or if folks show up with more material written. **Michael** and **Janice** recount that it has been both—they'd prefer that folks show up with more in-hand, rather than depending on that time to do all of the writing. **Michael** asks if it makes more sense to meet more than once a month; **Arthur** concurs and says that the meetings need to be allocated to assessment issues. **Wendy** asks whether these should be meetings of the full committee, or whether sub-groups should be meeting separately. **Arthur** says we can't answer that until assignments have been made. **Wendy** asks if it makes sense to

	<p>make assignments at the January meeting, and ask folks to have drafts back by the February and March calls. Arthur says it makes sense to move the call up. Committee members think that it might make sense to have a call during the first week of January, and to schedule a second call in February.</p> <p>Michael hasn't cranked out any new charts—too many other things going on—but he'll be working on it over the next couple of weeks. He's going to try to dome slicing based on identity groups, and also when folks joined their various committees.</p>	
Status: New Member Guide – Scott	Michael reports that Scott sent out some suggestions, and received feedback from other members. This will be a useful document not just for new members, but for current members as well.	“Woohooooo,” say members.
Status: Meeting w/BoT – José	The request will go in next week.	José will submit the request next week.
GA Program – Janice	<p>Janice perceives that the conversation has moved toward a workshop about the past, present, and future of the committee. We need a title and a description. Michael & Arthur were struck by Helen's comment that folks need to get something out of the workshop that they couldn't get by reading the report. Wendy wants people to get there—have we explored the possibility of doing something in Plenary instead of a workshop? The Council on Cross-Cultural Engagement got a lot of response to its worship at GA. Is that possible? Is that a different conversation? Maybe we're talking about the following year if it's not possible for this year. Michael suggests that at the March meeting, the committee start a conversation about being in the Plenary hall & having a larger presence at GA in 2011. What the committee needs now is a 50-word description and an 8-word title. Someone needs to take on drafting the 50-word description. Wendy makes the point that specific invitations matter—expecting folks to be there. Michael hopes to have a conversation around inviting people. Janice suggests that there be a plan for who's taking on which elements—can that be scheduled during the next conference call?</p>	<p>Wendy will draft a 50-word description today and send it off to the group. Michael is willing to take it from there. Someone who's not on the call may be willing to work with him on it. This description needs to be submitted by Friday.</p> <p>Michael will fill out the application form, and Tracy will be the contact person for the GA Office.</p> <p>Janice will make, as her parting gift to the committee, a list of what needs to be done for the GA workshop.</p>
Review of Action Items – Michael and Tracy	The committee reviewed the action items generated on the call.	

Covenant Observation – Michael and Arthur	Michael and Arthur gave covenant observations.	
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Respectfully submitted,
Tracy Ahlquist
December 15, 2009