

UU Church of Columbia, MD

JPD Journey Toward Wholeness Annual Report

March 2008

Elements of the Report

1. **Table – Tracking Congregational/Institutional Change (Maintaining – Transforming)—see attached**
2. **Annual plan (Events/ Activities/ Goals/ Strategies)—see attached**
3. **Resources you have accessed (See list below)**
12/05 Social Justice Empowerment Workshop, 2/08 obtained UCC reports for institutional history of past AR work, 3/08 ADORE beginning for combined UCC & Channing Memorial group.
4. **How many people would constitute a tipping point in your congregation or group? 400 members, 1/3 = 132 engaged 65/132=49%**
5. **What percentage of the tipping point have you engaged? 65/132=49%**
6. **What is changing in your congregation? Among leadership (yours/others)?—Board is reviewing end statements about diversity, Minister has challenged congregation in her sermon, ‘Race Matters’, Members and friends involved in Film Series & attending ADORE**
7. **What are you learning?**
8. **Did you hold a Journey Toward Wholeness Sunday? Scheduled for 6/8/07 with Beacon House as recipient.**
9. **Relevant Sunday Services: List titles and dates. – 12/07 Race Matters, 1/08 YRUU Service ‘Are We the Dream?’**

Resources—Included in semi annual report page

UCC JTW SEMI-ANNUAL PLAN 2007-2008

June 2007

John & Kathy Harris attended JPD-JTW Retreat.

July 19, 2007

UCC's JTW TEAM includes Kathy & John Harris, Bill & Maureen Harris, James Harris thus becoming known as the HARRIS TEAM. Our TEAM met together to discuss the next steps in UCC.

UCC goals:

- Look at UCC end statement regarding JTW issues.
- Attend Board's listening post to:
 - A. Report to Board about the JPD/JTW Team, the retreat and our being on the Team.
 - B. Engage Board members to individually complete 'Tracking Institutional Change' form that identifies the 7 levels of readiness for growing an Anti-oppressive, Antiracist, Multicultural Community. (attached)
 - C. Encourage Board members to attend Jubilee meetings. (January 2008)
 - D. Have JTW Sunday on UCC calendar—Denominational Affairs and minister.
 - E. Acquire & provide information about the October 28th Transformation Team Meeting with congregation Boards in Fairfax, VA.

September 19, 2008

TEAM presented at Listening Post at the Board of Trustees Meeting about the JPD-JTW and our goals for UCC. As result of this presentation, the entire Board & Administrative Team decided to attend the October 27th Anti Racism Conference at Fairfax as part of their Retreat week-end plan.

October 27-28, 2008

UCC's conference attendees included our minister, Board Members, Administrative Team, Harris TEAM, Peace Team coordinator.

John & Kathy Harris attended the Sunday JTW TEAM meeting.

December 2008

Meeting and planning with Minister regarding January Film Series.

Team attended meeting in Annapolis with Social Justice Leader. A UCC Young Adult also attended.

January 2,9,16, 2008:

Film Series presentation of RACE: The Power of an Illusion. Ten to 15% of the congregation attended each session. The discussions were meaningful and there is interest in continuing to meet and work on the issues of racism. At the final meeting, information about ADORE was proposed as a next step for our congregation.

1/11-13/08: John & Kathy attended Jubilee Two at All's Souls

1/26/08: John & Kathy represented HARRIS TEAM at JPD TEAM meeting in Philadelphia.

February 20, 2008

HARRIS TEAM Conference call regarding planning for ADORE. James Harris has resigned from TEAM.

February 27, 2008

HARRIS TEAM & Minister meet regarding planning for ADORE. The minister will participate on regular basis through June. Plans for identifying and notifying prospective facilitator trainees by letter were developed. Decision to invite Channing Memorial congregation to participate was made.

March planning & beyond planning:

Initial ADORE is schedule March 19th and monthly through June. Space and arrangements are made.

Publicity about JPD Conference is provided to congregation.

YRUU will present workshop at JPD Conference about their experiences in New Orleans.

UCC by HARRIS TEAM representative will participate in JTW Workshop.

Unitarian Universalist Congregation of Columbia—March 2008

Being Part of a Multicultural Society: Tracking Congregational/Institutional Change

Unexamined Status Quo	Deliberate intervention(s) aimed at putting things back the way they were.	Invitation is issued and there is positive response and engagement	Goal-setting oriented towards new and/or shared values	Learning and practicing new concepts, frameworks, tools, awareness, skills, etc.	Reorganizing processes and collaborating to fulfill the vision and meet the goals. New tools are being used.	Internalization of the changes so that new norms have been created and operate in the life of the church community.
MAINTAINING	REINFORCING	ADAPTING	REVISIONING	RETOOLING	RESTRUCTURING	TRANSFORMING
Board of Trustees			X			
Administrative Team						
Adult Religious Education						
Religious Education Council						
Social Action Council			X			
Leadership Council						
Membership Committee						
Music & Arts Council				X		
I & U Groups						
Karuna Pastoral Caregiving Team						
UUCM Men's Group		X				
OBIC (building & grounds)						
Youth Ministry Council			X			
Endowment Comm.						
Finance Council						
Long Range Planning						
ADORE			X			

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Spaced Out Task Force						
Denominational Affairs						
Nominating Committee						