

# **Journey Toward Wholeness Transformation Committee**

## **New Member Guide**



**Revised October 2011**

Welcome to the Unitarian Universalist Association's Journey Toward Wholeness Transformation Committee. This committee, a direct result of action at the 1992 and 1997 General Assemblies, exists to monitor and assess the Unitarian Universalist Association regarding Anti-Racism, Anti-Oppression, and Multiculturalism.

Your presence on this committee has been recommended by leaders of this faith and affirmed by the UUA's Board of Trustees (by virtue of their Committee on Committees). We welcome your insights, experience, and feedback.

Thank you for your dedication to this faith.

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## **Charge of the Committee**

The charge of the committee (according to the UUA Board charge to the committee, found on the UUA website) is to “monitor and assess the work of the Association toward becoming a genuinely anti-racist, anti-oppressive, multicultural institution.” This work has taken the form of three completed reports, as well as several workshops and reports to the General Assembly of the Unitarian Universalist Association of Congregations.

## **History of the Committee**

The Journey Toward Wholeness Transformation Committee began as a result of the 1997 General Assembly resolution, which called on the association to evaluate and transform itself, regarding racism and oppression. Through its work at regular meetings and conference calls, the JTWTC has completed “Snapshots of Five Districts on the Journey”, “Snapshots on the Journey: Assessing Cultural Competence in Ministerial Formation”, “Snapshots on the Journey: Assessing Leadership Development.” The first two reports studied different parts of the Unitarian Universalist Association and people’s lived experiences in cultural competence, anti-racism, anti-oppression and multi-culturalism.

The most recent report (2010) focused on the UUA Board’s Committee on Committees as well as the Association’s Nominating Committee. This allowed the JTWTC to begin to systematically understand how people with different identities were serving in our movement, how leadership selected people generally, and what competencies leadership had in addressing issues relating to privilege and oppression. In 2011, the JTWTC released their report to the UUA Board, Nominating Committee and the General Assembly.

In past years, the JTWTC has presented workshops at the General Assembly. Here are the descriptions of those workshops for several past years:

### **2010**

#### *Speed Bumps, Stalling & Roadside Assistance on the Journey*

The road to Beloved Community is bumpy. Obstacles often leave us stranded on the road. Faith calls us onward. The Journey Toward Wholeness Transformation Committee invites you to hear how we’ve overcome past

obstacles, take a look at speed bumps in our road today, and receive tools to keep you moving forward.

## **2009**

### *#4067 Touchstones on the Journey*

Our association of congregations has been traveling toward becoming an authentic anti-oppressive, anti-racist and multi-cultural faith community for many years. We pause to celebrate and reflect upon the milestones and touchstones of our journey and to envision where we are headed. Join us in a spirit-filled, justice-centered celebration.

## **2008**

### *#2015 Celebrating UU Multicultural Ministry*

Celebrate UU religious professionals who embody inclusive excellence in ministry to all who yearn for a liberal, religious home. Using stories, music, poetry, and art, we will highlight the best our Association offers to all who seek authentic beloved community. Come, worship with us!

## **2007**

### *4013 Let's Worship! Celebrating Ten Years on the Journey*

The Journey Toward Wholeness Transformation Committee (JTWTC) invites you to our worship and celebration of our first decade through the difficult work of transforming oppression into Beloved Community. Come to celebrate, to explore, and to speak truth to power. Come, worship with us.

## **2004**

### *#3047 Congregations on the Journey*

The Transformation Committee invites you to a networking opportunity for all congregational leaders committed to UUA anti-racism, anti-oppression, and multi-culturalism. We will be sharing stories, engaging with issues of accountability, and identifying best practices to share with the larger movement. Program is also offered on Sunday at 2:00 p.m.

## How the Committee Works

The JTWTC operates with a co-chair model, asking two members to chair the meetings and organize the committee. Each member of the committee completes tasks at each meeting. For instance, at our face-to-face meetings in Boston, one member a day is asked to present a process observation of the day's work. Another member or two would create a small worship ritual for the morning. Still yet, other members are asked to lead us in our conversations with ourselves or invited guests. This committee functions on a model that encourages and requires participation.

### Meetings

Historically, the JTWTC has two or three (2-3) face-to-face meetings each year and seven to nine (7-9) teleconference meetings. The face-to-face meetings take place in Boston, MA and sometimes at the UUA's annual General Assembly. The teleconference meetings occur every month, usually on the same day of the month (for instance, the fourth Monday). These meetings are being scheduled in late 2011, however, expectations will be made clear as soon as possible and shared with all members.

### Face-to-Face Meetings

In the spring (February-April) and fall (September-November) of each year, the JTWTC usually meets in **Boston, MA**. The meetings take place at [Eliot & Pickett Houses](#), the two bed and breakfast-like houses owned and managed by the UUA. Members of the committee stay here and committee meetings (and meals) are housed in the same building.

Historically, these two meetings often span Thursday (all day), Friday (all day) and Saturday (until noon). We are also looking at scheduling one of our meetings over the weekends, as well, so that the impact on weekdays is lessened. Members of the committee travel to Boston the day before the meeting begins (or morning of the meetings) and leave after noon on the last day of the meetings. Travel can either be arranged with the UUA's Travel coordinator, Ron Rajewski ([Email](#)), or you can arrange your own travel and be reimbursed.

Meals (starting with Wednesday dinner and ending with Saturday lunch) are included and dietary restrictions should be shared with Alex Kapitan ([Email](#)), the staff support for JTWTC. Light breakfast is provided by the Eliot & Pickett Houses. Members on the committee often try to align cab rides to the airport from the meeting (and incoming, if at all possible) which can be reimbursed by the committee's budget. Others take the Boston train system.

At the Boston meetings, the structure often centers on discussing work that needs to be finished (for a report), conversation about our own accountability to the UUA, a

look at our own structure and history of inclusivity and exclusivity, and a chance to listen to an elder share their religious history. Depending on what is happening for the committee, the larger faith, or the world, there may be changes in the schedule.

In the summer (late June), the JTWTC meets at the [General Assembly](#) of Unitarian Universalist congregations held in locations around the country. Members of the committee stay in their own lodging (partially paid for by the committee's budget) and meetings are held in rooms picked closer to the dates of GA, based on availability. Our meetings at General Assembly are often tied to a workshop or report that is being released at the GA. The structure for these meetings is quite different than for our longer meetings in Boston, MA.

Expenses covered for General Assembly include committee member's GA registration and one-half of their housing expenses. Though expenses are covered for GA or for our face-to-face meetings in Boston, you can elect to pay for your own expenses and consider them an "in-kind" donation which would be tax-deductible. Contact Alex Kapitan for more information. Also, all accessibility information for travel and housing should be given to Alex as soon as possible to ensure acceptable accommodations. In alternating years (the last was 2011), there is an anti-racism/anti-oppression/multiculturalism training held for UUA appointed members to committees and elected members to committees. It is mandatory for members to attend one of these meetings; expenses are paid by the UUA Board or the JTWTC and the training takes place on the Monday after GA for a few hours (into the evening). Folks are encouraged to leave on Tuesday.

At our meetings, we expect people to prepare by reading agendas and minutes, as well as other documents. We often encourage the reading of our covenant, either in full or part, at each meeting. (All meeting dates and minutes, as well as the covenant, are available online at [www.uua.org/uuagovernance/committees/jtwtc](http://www.uua.org/uuagovernance/committees/jtwtc)). We ask that people verbalize or demonstrate their consent, dissent or neutrality rather than stay silent. We attempt to work in breaks for people to stretch and take care of their needs.

### Phone Meetings

Generally, once every two months, the JTWTC speaks via teleconference to discuss our ongoing work, make plans for General Assembly/our upcoming meetings, etc. These calls start with a check-in and proceed through an agenda completed by the co-chairs and emailed in advance of the meeting. The contact number and password are also sent and as of May 2010, the calls were recorded in order to take accurate minutes. These calls last up to 90 minutes and are facilitated by our one or both of our co-chairs with members addressing their individual areas. Again, we ask for participation and spoken or communicated consent, dissent or neutrality rather than silence.



## Expectations

Expectations for membership in this committee include:

1. Full participation at our face-to-face meetings. Full participation means no other meetings are scheduled during this time and members arrive prepared. Agendas and pre-reading will be provided one month in advance of the meeting.
2. Participation in bi-monthly phone calls that will last up to 90 minutes. Participation means prompt arrival and missing no more than one call each year. Meeting times for the remainder of the year will be determined at the October 2011 gathering and through our discussion with new members.
3. Participation in subcommittee work that is likely to involve phone calls and communication with other subcommittee members on off-months for full committee calls.
4. Maintaining communication with Committee members within 48 hours of email or phone requests and notifying board chairs when this is not possible.

In addition to these expectations, it is the collective wisdom of the group that we come to clear agreements at the close of each of our sessions (phone or face to face). Those agreements require each of us be realistic in our commitments but also accountable to those commitments. We further agree to select a point person for any subcommittees we might form as a means to ensure clear communication and more effective progress.

Your appointment to this committee was based on your knowledge and experience in anti-racism, anti-oppression, and multiculturalism. The Board saw this in your work and application and therefore appoints people who are “Unconsciously Competent” in this work, characterized by unconsciously perceiving systemic racism and oppression, having broad based skills, being patient with themselves and others, and having the ability to apply those skills in many others (UUA Board, Page 84, [Assessing Leadership Development](#)).

## **Current Members**

Rev. Dr. Jonipher Kwong, Honolulu, HI

Rev. Scott McNeill, Omaha, NE

Michael Sallwasser, co-chair, Long Beach, CA

Arthur Tackman, Albuquerque, NM

Rev. Wendy von Zirpolo, co-chair, Marblehead, MA

Note: Arthur and Michael are leaving the committee at the end of 2011.

## **Staff Support**

Taquiena Boston, Washington, DC – Taquiena serves our faith as the Director of Multicultural Growth and Witness and is the Liaison to our Committee on behalf of the UUA President.

Alex Kapitan, Boston, MA – Alex serves as our wonderful staff support, someone who helps us with logistical arrangements, takes minutes, manages our budget, and assists us as part of Alex's professional responsibilities as understood by Alex and the staff at the UUA and in coordination with the chairs of the committee.

## **UUA Board Connection**

In the past, the JTWTC had a liaison to the UUA Board of Trustees, who was an active member of the committee. In 2011, the connection to the Board changed as the Board transitioned its structure. Currently, the Chair of the UUA Board's [Right Relations Monitoring Committee](#) is our connection to the UUA, but they will not be an active participant in the committee's work.

## Covenant

We, the members of the Journey Toward Wholeness Transformation Committee, covenant to:

- recognize we are each and collectively “works in progress,” and that there is no one “right answer”;
- speak our truth in constructive and civil ways;
- recognize and affirm that we learn, process, and articulate in unique communication styles, considering how our communication style affects others;
- promote dialogue by listening to understand with an open heart and mind;
- speak directly with persons with whom we have a concern or question;
- clearly state our needs for a response, input, assistance, clarification, break, and support to each other as soon as possible;
- respond, give input, assist, clarify, offer a break or give support;
- continue to learn more about the diverse perspectives of those who experience discrimination in our community;
- assume the best of intentions from all committee members as we share in this work together;
- commit to sharing responsibilities, attending meetings, honoring deadlines, and communicating /negotiating changes to the best of our ability;
- model anti-oppressive behavior by participating in succinct and timely process observations;
- maintain confidentiality—on developing reports, processing discussions and researching results;
- recognize that the work we do together is sometimes difficult, and that our overall goal is to stay 'at the table' together; and
- acknowledge that this is a living document, reflecting our evolution and changes as a committee.

*We recognize, affirm and honor the privilege of serving the Unitarian Universalist Association of Congregations as members of the Journey Toward Wholeness Transformation Committee.*

Last revised November 2008.

## **Glossary and Abbreviations**

Below are abbreviations, their explanation and other words that are used often. Members of the committee are advised to unpack abbreviations or acronyms as a model of being inclusive. This list is by no means exhaustive or 100% accurate, but instead hopes to translate some of the language barriers that can exclude others. Some information is pulled from the UUA's [website](#) on abbreviations or from the individual group's website (indicated with a \*); other information is shared from history and knowledge by members of the committee.

“25”: Refers to 25 Beacon Street, Boston, MA – the physical headquarters of the Unitarian Universalist Association. Often meant to refer to the administration or workings of the UUA.

A/PIC (Asian/Pacific Islander Caucus): A caucus within the Diverse & Revolutionary Unitarian Universalist Multicultural Ministries (DRUUMM)

AR/AO/M or AR/AO/MC (Anti-racism/Anti-oppression/Multiculturalism): The Unitarian Universalist Association (UUA) staff works to promote such programs and presentations and to incorporate AR/AO/MC behavior and sensitivity in all activities and initiatives.

ARE (Allies for Racial Equity): A member organization within Unitarian Universalism that serves as a home for white anti-racist allies, which was founded after Diverse and Revolutionary Unitarian Universalist Multicultural Ministries (DRUUMM) asked for an accountable organization for white Unitarian Universalists.

DRUUMM (Diverse & Revolutionary Unitarian Universalist Multicultural Ministries): An organization within Unitarian Universalism that serves as a “welcoming spiritual and cultural home for People of Color” (from the DRUUMM website).

E&P (or P&E): The bed and breakfast lodging called Eliot & Pickett Houses, owned by the Unitarian Universalist Association (UUA) and located right behind Beacon St on Mt Vernon Place.

Equal Access\*: Equal Access promotes equality and access for Unitarian Universalists with disabilities. Membership is open to people with disabilities and their allies.

GA (General Assembly)\*: The annual business meeting of the Unitarian Universalist Association (UUA), to which Unitarian Universalist member congregations send

delegates. The youth participants form a Youth Caucus every year to plan, strategize, and conduct other business.

Interweave\*: Unitarian Universalists (UUs) for Lesbian, Gay, Bisexual, and Transgender (LGBT) Concerns. The community/organization of LGBT UUs. “Interweave Continental is a membership organization actively working to end oppression based on sexual orientation and gender identity, recognizing that we will not be free until all oppression is a thing of the past.”

LGBT (Lesbian, gay, bisexual, and transgender)\*: Refers to individuals who identify as gay, lesbian, bisexual, pansexual, transgender, queer, questioning, and/or intersex. Often grouped under the identity of “Queer” – meaning people whose sexual orientation or gender identity doesn’t conform to hetero-normative (heterosexual – male/female) norms.

LREDA (Liberal Religious Educators Association)\*: A professional organization of the Unitarian Universalist Association (UUA), LREDA furthers the interest of liberal religious education by advocating for high professional standards for lay and ordained religious educators.

LUUNA (Latina/o UU Networking Association)\*: LUUNA is the multicultural continental association of Unitarian Universalists dedicated to attracting more Latina/os to our Unitarian Universalist tradition and for enhancing their participation within it by providing support, guidance, fellowship and advocacy.

MGW (Multicultural Growth and Witness)\*: The staff group at the Unitarian Universalist Association (UUA) that seeks to increase Unitarian Universalist congregations’ capacity to minister effectively in a multicultural world and make Unitarian Universalism a welcoming, inclusive, empowering, and just faith for Unitarian Universalists who identify as lesbian, gay, bisexual, and/or transgender; economically oppressed; Latina/Latino and/or Hispanic; multiracial families; and/or people of color.

TRUUsT (Transgender Religious professional UUs Together): TRUUsT is an emerging organization that advocates for the gifts, safety, liberation, and leadership of transgender religious professionals in Unitarian Universalist ministries and institutions.

UUMA (Unitarian Universalist Minister’s Association): This group is a membership organization for UU ministers.

UUMN (Unitarian Universalist Musician’s Network): This group is a membership organization for UU professional musicians.

## Links

Below are links to the Committee's website and its reports. Also listed on the website is our covenant, a list of members, past and future reports, all of our minutes, and other documents.

Website: [www.uua.org/uuagovernance/committees/jtwtc](http://www.uua.org/uuagovernance/committees/jtwtc)

Report on Districts: [http://www.uua.org/documents/jtwtc/070320\\_distassess.pdf](http://www.uua.org/documents/jtwtc/070320_distassess.pdf)

Report on Ministerial Formation:

[http://www.uua.org/documents/jtwtc/snapshots\\_journey.pdf](http://www.uua.org/documents/jtwtc/snapshots_journey.pdf)

Report on Leadership Development:

[http://www.uua.org/documents/jtwtc/1010\\_board\\_report.pdf](http://www.uua.org/documents/jtwtc/1010_board_report.pdf)