

## Journey Toward Wholeness Transformation Committee: January 2007 Report to the UUA Board of Trustees

**Current Members:** Carolyn Cartland (co-chair), Rev. Monica L. Cummings (co-chair), Bob Gross, Janice Marie Johnson, Julio Noboa, Catie Chi Olson, Rev. Charles B. Ortman (Board Liaison), Michael Sallwasser, Taquiena Boston (President's Representative), Simona Munson (staff support)

### **Our Charge**

Since 1997 when it was established by the General Assembly, and most recently reaffirmed by the UUA Board of Trustees in 2004, the charge of the Journey Toward Wholeness Transformation Committee is to “strategically plan, coordinate, monitor, assess and guide the transformation of the UUA into an authentic anti-racist, anti-oppressive, multicultural faith community.” In January 2004, the BOT charged the committee to focus on assessment and monitoring for two years.

### **Executive Summary**

We are very excited about our accomplishments over the last twelve months, particularly the results of our new focused approach to assessment and monitoring responsibilities. In keeping with the agreement made between the JTWTC and the Board last April, we continue our work in monitoring and assessing the anti-oppression and multi-cultural efforts at the district level nearly ten years after the passage of the Journey Toward Wholeness and Accessibilities resolutions at the 1997 General Assembly. We began our work by sending an online survey to all districts in May, then selecting five districts to study in depth, purposefully choosing districts diverse in geography, size and history in AO/AR/MC work. We have conducted many interviews with district leaders and staff, our inquiries aimed at gathering a “snapshot” of where each is on the journey toward wholeness. Our conversations and analysis have addressed quantitative and qualitative systemic, process, and leadership issues: vision and mission statements, anti-oppression workshops and trainings given and received, district documents (by-laws, annual meeting notes, etc), accessibility issues, Welcoming Congregations, stories of what is working well within their member congregations, and more. Our next task is compiling the data, identifying emerging trends, assessing the implications for our Association's continuing journey, and presenting our report to the Board at the April 2007 meeting.

### **Our Year in Review**

. The highlights of our year include the following:

- January 2006— Facilitated (Monica Cummings and Bob Gross) a workshop at a conference at Meadville Lombard with the school's People of Color Caucus and Undoing Racism and Catalyst for Change Committees to assess their work over the past year.
- March 2006 - Provided assessment and feedback to the Committee on Committees' process of selecting chairs and members for committees.
- March 2006 - Concluded assessment work with Starr King School for the Ministry's Educating to Counter Oppression and Create Just and Sustainable Communities Steering Committee.

- March 2006 - Began the new focused approach for the committee's work, assessment of transformation process in the lives of the districts; defined margins of study, consulted with various technical, district and other staff on process design, assigned areas of review and scheduled assessment process.
- June 2006—GA: Conducted two workshops with stakeholders and interested persons:
  - Part I: A review of anti-racism, anti-oppression and multicultural efforts on every level of the association;
  - Part II: A presentation of the re-envisioned work of the committee and solicitation of input on potential future focus areas within the Association's life.

### **Our Upcoming Year:**

January – March 2007

- The Transformation Committee will provide assessment feedback to the Committee on Committees' process of selecting chairs and members for committees.
- Tabulation and assessment of raw data from District Study. Final report will be submitted to the UUA Board of Trustees for presentation at the April BOT meeting and made available to GA delegates in Portland this summer

March – December 2007

- Our area of focus for assessment and monitoring for the next year will be in the area of Ministerial Development and Settlement. Areas include:
  - RSCC and MFC,
  - Mentorship for ministers of color and/or Latina/o/Hispanic ministers;
  - Preparing congregations for calling and settling ministers (BCT – effectiveness);
  - UUMA relationship;
  - Identity-based ministerial groups;
  - Perspectives of affiliate organizations on ministerial development and settlement.
- June 2006 - Conduct GA worship service in place of our workshop. On the 10<sup>th</sup> Anniversary of JTWTC our GA worship will be a celebration of ten years on the journey of accessibility, anti-racism, and multiculturalism in the Association.

### **An Appreciation**

Over the last two years, the membership of our committee has changed several times. We have benefited from the leadership and contributions of Sophia Craethnenn, Sean Parker Dennison, and Matt Moore. We have now welcomed Catie Chi Olson, Janice Marie Johnson, and Michael Sallwasser. The JTWTC wishes to acknowledge its deep appreciation to each of them for their commitment, energy, and vision, both in the past and in anticipation of the future. Finally, without the support of the Committee on Committees and the Board, we would not be able to continue this important work. Thank you all.