

Journey Toward Wholeness/Jubilee Update

We continue to provide and promote Jubilee workshops and trainings to our congregations and respond to requests as they come to us.

In early February most of our Jubilee 2 trainers met for a weekend to formally acknowledge and celebrate the transition from apprentice to trainer with Pat Collair and Melanie Morel Ensminger. Though a snow storm cut our time together short, and we gave priority to the transition celebration, we did make tentative plans for General Assembly. With details to be worked out by conference call, we agreed to invite representatives of congregations with active Transformation Teams and representatives of congregations that had taken part in a Jubilee 2 in the past two years to meet with trainers to explore how we might offer additional support to these congregations in their ARAO MC work and ministry. We also discussed possible roles for AR training in the recovery and rebuilding in New Orleans.

Congregational and District Transformation Teams continue to receive tailored consultation and support from Bill Gardiner with other Jubilee 2 trainers.

Conversations have begun about adding one or two new apprentices to our Jubilee 2 trainers collective. We currently have two apprentices on leave; and several of our staff trainers have increasingly limited availability for training assignments. One idea on the table is that of partnering with two of our districts that have Transformation Teams to support an apprentice who would be available to the UUA and give priority to the District's Team and congregations in those Districts.

JUUST Change Consultancy Report

Prepared by Paula Cole Jones

Consultations

- Two of nine new consultations are complete. They are San Diego, conducted by Mitra Rahnama and Phyllis Daniel and Houston Bay Area, conducted by Rev. Nancy Palmer Jones.
- JUUST Change Consultants participate in monthly conference calls to share summaries of this first year experience and to glean the lessons learned. We are building a group identity and institutional knowledge and looking for lessons learned so that all consultants are better resourced for year two.
- JUUST Change is giving priority to congregations that call ministers of color and currently consultation and support are being provided for First UU Church of New Orleans, Rev. Marta Valentine-Chase and Davies Memorial UU Church, Rev. John Crestwell.

Outreach

The JUUST Change Consultancy is entering more UU venues to encourage people who are interested in ARAOMC transformation to provide leadership in their congregations and districts. A recent commitment was made for JUUST Change to give priority to working with districts and regional groups as a way of leveraging our resources. We are working to make JUUST Change a household word among Unitarian Universalists. The opportunities for collaboration will grow through word of mouth as congregations, boards and UU leaders experience the consultancy and as JUUST Change gets on agendas in meetings and conferences. Follow up communications will be conducted where people indicated an interest and provided contact information.

- An official call for applications was included in the recent congregational mailing.
- Workshops on JUUST Change were provided at the Mid-size Congregation Conference and application announcements were distributed.
- JUUST Change was promoted through the Baltimore Washington Growth Committee. Of the 27 congregations in that region, is it possible to encourage at least thirty percent of the congregations to engage with JUUST Change to see if inter-congregational and district

ARAOMC engagement will create a “tipping point” and have a positive effect on growth strategies and diversity?

- The JUUST Change Consultancy is being promoted in the Thomas Jefferson District and there is interest in training for their Board of Directors and Committee Leaders in August as they develop a vision for multiculturalism in the district. In addition, the new District Executive, Annette Marquis, is among the first group of JUUST Change Consultants.
- JUUST Change is on the agenda for the Pacific Southwest District board meeting. The presentation will be made by a JUUST Change Consultant and a lay leader from the San Diego Congregation.
- The Prairie Star District has made a preliminary inquiry about the JUUST Change Consultancy.

General Assembly

- To promote JUUST Change, consultants will participate in workshops at General Assembly and provide on-site consultations in the exhibit hall. This will give people a chance to ask questions and be supported by people with experience in institutional change and community organizing through an ARAOMC lens. It gives JUUST Change a chance to promote the consultations and provide follow up with specific congregations.
- Summaries of the current consultations will be compiled and distributed during the General Assembly.
- New applications for JUUST Change will be reviewed and consultants will be matched with congregations and districts, prior to GA, to help us get started with face to face meetings where possible as the new fiscal/program year begins.

Wrap Up 2006

- At the completion of the first year of a year end evaluation and report will be done.
- JUUST Change is participating with other justice program efforts in Congregational Services to see if we can apply an evaluation tool to collect uniform information across program areas. A summary of this information will be part of our learnings for the first year of consultations.
- The Consultants will capture lessons learned and integrate them into the consultancy and into future orientations.

Looking Ahead 2007

- In the first year of JUUST Change, consultants often worked in pairs to facilitate the learning process of meeting congregations where they are. In year two, experienced consultants will work solo, which will allow us to meet the growing demand for services. We expect to provide up to twenty consultations in year two.
- Planning is underway to fill vacancies within our consultant group and to add additional consultants. Recruitment will begin this summer and orientation will be conducted in spring 2007. We anticipate that with a larger group of consultants we will give us the capacity to conduct thirty consultations in 2008. New consultants will have the opportunity to work in teams in their first year as they become a part of the JUUST Change ministry. In 2009, they will be able to double the number of congregations and districts that they serve. We will have the capacity for forty consultations in 2009.

In addition – more on ARAOMC

The Congregational Services staff devoted our March day long staff meeting to an anti racism power analysis workshop led by the Rev. Josh Pawelek with the goal of helping us better understand and integrate anti racism into our work and ministries.

A priority for spring of this year is to review and revise our online resources and information.

The Annual Program Fund Committee through chair Barbara Brown and Board liaison Joan Lund began planning with us for ARAOMC training for the committee. A brief introductory and information gathering session is planned for October with a longer and more in depth training to follow.

With the leadership of Sofia Craethnenn and David Pettee, an anti racism training for ministerial candidates will be offered just prior to General Assembly. This is viewed as an interim solution to assist candidates in meeting the requirement of the Ministerial Fellowship Committee for all candidates to have experience in this area.