

**Journey Toward Wholeness Transformation Committee**  
**Meetings at General Assembly 2011**  
**June 23 – June 26, 2011**

**Meeting 1, part A, Thursday June 23, 10:30am–12:30**

**Present Members:** Wendy von Zirpolo, *Co-chair*; Michael Sallwasser, *Co-chair*; Arthur Tackman; Jonipher Kwong; Scott McNeill; Natalie Fenimore; Alex Kapitan, *Staff Support*; David Baca, *Arthur’s reader*

**Not Present:** Connie Brown; Helen Boxwill; José Ballester, *Board Liaison*; Taquiena Boston, *President’s Representative*

| Topic   | Discussion   | Decisions/Actions  |
|---|--|--|
| Reading from our covenant   | <ul style="list-style-type: none"> <li>▪ Model anti-oppressive behavior by participating in succinct and timely process observations.</li> </ul>   |  |
| Check-in  | Committee members checked in.  |  |
| Update from Michael and Wendy on chat with the Board – <b>Wendy</b> | <p><b>Michael</b> and <b>Wendy</b> shared that they discussed a move away from report-based to conversation-based work on the part of the JTWTC. The committee will no longer have a Board liaison.</p> <p><b>Jonipher</b> asked for clarification around the name of the Right Relationship Committee. <b>Wendy</b> shared that there’s a Right Relationship Team at General Assembly, but the subcommittee of the Board is the Right Relations Committee.</p> <p><b>Michael</b> shared that the JTWTC fall report was very well received. <b>Wendy</b> shared that she had opened the chat with the Board with a summary of how the report was written and the three areas of the report. <b>Michael</b> then highlighted a few things, took questions, and named three areas that the JTWTC proposed moving on to.</p> <p>There was an appreciation for the timing of the report, as the UUA is moving to a different structure for the Board and NomCom.</p> <p>ComCom chair Nancy Bartlett said that she saw things that could be done collaboratively with with NomCom thanks to JTWTC’s recommendations.</p> <p><b>Michael</b> received the feedback that the report is taken very seriously and got the message that the JTWTC is urged to “push” the Board.</p> | <b>Alex</b> will add a date to the PDF of the report online. |
| How to best use lunch time with ComCom / NomCom                     | Committee members discussed how to best use the time they were about to have with the ComCom and NomCom.   |  |

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| Why we said “yes” – <b>Wendy</b> | <b>Wendy</b> started the beginning of a go-around inviting JTWTC members to share why they said “yes” to serving on the committee. |  |
| Meeting end                      | JTWTC members went off to lunch with the Committee on Committee and the Nominating Committee.                                      |  |

**Meeting 1, part B, Thursday June 23, 1:30–2:30pm**

**Present Members:** Wendy von Zirpolo, *Co-chair*; Michael Sallwasser, *Co-chair*; Arthur Tackman; Jonipher Kwong; Scott McNeill; Alex Kapitan, *Staff Support*; David Baca, *Arthur’s reader*

**Not Present:** Natalie Fenimore; Connie Brown; Helen Boxwill; José Ballester, *Board Liaison*; Taquiena Boston, *President’s Representative*

| Topic                  | Discussion   | Decisions/Actions  |
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| Discussion of schedule | <p><b>Wendy</b> acknowledged that a major focus of the GA meetings was meant to be team building and there is only a partial group present.</p> <p><b>Jonipher</b> shared that he didn’t like the idea of rewarding those who are absent and also felt a need to debrief. <b>Scott</b> was also in favor of debriefing. <b>Arthur</b> had no strong feelings. <b>Wendy</b> was fine with doing storytelling later.</p> <p>A recommitment moment was proposed for the end of the teambuilding exercise and discussion of expectations and commitment involved in membership on the JTWTC.</p>   | Committee to have a recommitment moment near the end of GA and discuss expectations and commitment involved in being on the committee.   |
| Debrief from lunch     | <p><b>Arthur</b> was surprised by how receptive they were. <b>Scott</b> was glad that lifting up praise for them was present (although holding their feet to the fire is important). <b>Wendy</b> thought it was interesting that everyone in the room participated in some way in the crafting of the report (interviews, etc.). <b>Michael</b> suggested that it might be good in the future to acknowledge their participation.</p> <p><b>Jonipher</b> shared that things feel more collaborative than in the past, and is very excited that the conversation went in multiple ways about next steps. <b>Michael</b> was struck by the lack of resistance and also the even broader thinking that emerged, such as the conversations about driving away our young folks, people of color, and folks of lower economic class.</p> <p><b>Michael</b> asked whether JTWTC should request further engagement from NomCom and ComCom – what are their next steps? Perhaps an additional piece in the follow up is an offer to be involved in their next steps.</p> <p>A discussion ensued about the JTWTC’s charge to “assess and monitor” and whether follow-up is part of it. Positive thoughts were voiced on doing follow up and it fitting with the committee’s charge. <b>Jonipher</b> worried slightly about whether it would reflect on previous reports and lack of follow up. <b>Michael</b> offered that it was important to set some sort of boundaries.</p> | <p>It was decided to send the NomCom and ComCom members a thank you note for the conversation and also a gratitude for their involvement in helping the report come into being.</p> <p>Possible action step: Are there things from the last report that could be pulled out and used as separate resources, e.g. online?</p> |

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|             | Small side-bar discussion of youth and ARAOMC history, based on a comment at lunch. |  |
| Meeting end | Tomorrow we'll talk about <b>what's next</b> .                                      |  |

**Meeting 2, Friday June 24, 2:00–4:00pm**

**Present Members:** Wendy von Zirpolo, *Co-chair*; Michael Sallwasser, *Co-chair*; Arthur Tackman; Jonipher Kwong; Scott McNeill; Natalie Fenimore; Alex Kapitan, *Staff Support*; David Baca, *Arthur's reader*

**Not Present:** Connie Brown; Helen Boxwill; José Ballester, *Board Liaison*; Taquiena Boston, *President's Representative*

| Topic   | Discussion   | Decisions/Actions  |
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| Reading from our covenant                     | <ul style="list-style-type: none"> <li>▪ Acknowledge that this is a living document, reflecting our evolution and changes as a committee.</li> <li>▪ Recognize that the work we do together is sometimes difficult, and that our overall goal is to stay 'at the table' together.</li> </ul>   |  |
| What's next? part 1                           | <p>The committee brainstormed topics of excitement for the JTWTC's next step:</p> <ul style="list-style-type: none"> <li>• JTWTC report effectiveness</li> <li>• Accessibilities</li> <li>• Board processes</li> <li>• Extension of last report / engagement with Board's follow-through</li> </ul> <p><b>Jonipher</b> wondered whether subgroups could work on these issues. <b>Wendy</b> liked the idea and expanded that maybe the subgroups work could be finalized by the committee as a whole.</p> <p><b>Scott</b> offered that at some point there should be a broad assessment of where we're at as a denomination (not necessarily offered by the JTWTC).</p> |  |
| Sidebar conversation about committee turnover | <p>Scott brought up the importance of new members coming into this work with a sense of ownership.</p> <p><b>Arthur</b> and <b>Michael</b> shared that they would be leaving the committee at the end of December.</p> <p><b>José</b> is off the committee, effective immediately, due to Board restructuring.</p>   | Desire was voiced to do a ritual on Sunday for folks leaving/arriving                              |
| What's next? part 2                           | <p><b>Wendy</b> shared that yesterday she started thinking that focusing on the effectiveness of the October report would be much more useful than doing work on the effectiveness of past reports. She also shared that she doesn't think accessibilities should wait, and it also seems like a good moment to focus on Board processes.</p> <p><b>Arthur</b> suggested that the committee could gather stats each year to look at trends with the goal</p>   | <b>Alex</b> will email around a link to the Accessibilities Committee report and all will read it. |

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|                                 | <p>of leadership development and keeping the Board advised of where we're going. <b>Scott</b> brought back the question of whether our next steps need to lead to another report. <b>Natalie</b> asked how much we want to put into faith development and how this is part of it. It might be doable to do one follow-up type project and one report-based project.</p> <p><b>Michael</b> asked <b>Arthur</b> to speak about the accessibilities vision. <b>Arthur</b> shared that many folks on Equal Access feel that the UUA doesn't see accessibility as a social justice issue, but rather limit the issue to the physical access to UU spaces and so on.</p> <p><b>Wendy</b> asked what it might look like to say we want to hold up where we are on the journey at GA 2013? <b>Scott</b> feels more energy around finding something we can present, something that engages people. <b>Jonipher</b> feels a little lost and proposes a straw poll. <b>Scott</b> would love to see a fifth, broader option. <b>Wendy</b> suggested "the Journey." <b>Wendy</b> clarified that the JTWTC wasn't tasked with doing one or more of the three things they brought to the Board as possibilities; rather the JTWTC received excitement and encouragement in general.</p> <p>Small struggle around how to find clarity.</p> <p><b>Wendy</b> asked, aren't all these things related? <b>Natalie</b> offered that they are all about the use of previous stuff → the UUA has done a lot of reports that are under-read and under-promoted. What if we did a survey of what's being done in other areas? <b>Jonipher</b> suggested that another topic be added: "beyond the JTWTC."</p> <p><b>Natalie</b> proposed that there be a more detailed proposal written and sent: "the Journey" needs to be defined and the subtopics also need to be defined, so that all have a common understanding. She further proposed that the co-chairs synthesize things. <b>Wendy</b> proposed that she and <b>Scott</b> do it, and <b>Scott</b> agreed. A movement to get things figured out in terms of the subtopics by the next time the JTWTC meets on the phone was voiced. <b>Scott</b> fears that this won't be a productive conversation over email and phone.</p> <p><b>Michael</b> likes the idea of setting a date (like GA 2013) where we present something. A worship service is appealing. <b>Natalie</b> reminded the group that <b>Jonipher</b> had asked for a straw poll.</p> <p>Did a straw poll.</p> <p><b>Wendy</b> really likes the idea of GA 2013, and is having big thoughts/visions around the Journey being a thread throughout, with a worship series. <b>Scott</b> pointed out that it'll be an election year.</p> |  |
| <p>The flower of next steps</p> | <p>The middle of the flower is <i>The Journey</i>; the four petals are <i>Accessibilities</i>, <i>Extension of leadership development report</i>; <i>JTWTC report effectiveness + Board processes</i>; and <i>Beyond the JTWTC</i>.</p>  | <p>Assignments:</p> <ul style="list-style-type: none"> <li>• Accessibilities: <b>Arthur</b></li> <li>• Extension of leadership development report: <b>Jonipher</b></li> <li>• JTWTC report effectiveness + Board processes: <b>Michael</b></li> <li>• Beyond the JTWTC: <b>Natalie</b></li> <li>• The Journey: <b>Scott + Wendy</b></li> </ul> |

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|             |  | All will write up a piece of the proposal.<br><b>Wendy</b> offered to receive the pieces and do any consistency/editorial work.<br><b>Goal:</b> to define the thing and add next steps. |
| Logistics   | <b>Alex</b> clarified that the committee won't be able to meet three times in FY12; the budget is the same; and GA 2012 is Justice GA and is not business as usual.<br><b>Wendy</b> and <b>Scott</b> voiced that it would make sense to have a meeting in November and one in the spring. Currently fall meeting is scheduled for first week in October. | <b>Alex</b> will check P&E calendar to see if anything is available later in the fall.  |
| Meeting end | <b>Jonipher</b> and <b>Scott</b> offered process observations.   |   |

### Meeting 3, Sunday June 25, 7:30-9am

**Present Members:** Wendy von Zirpolo, *Co-chair*; Michael Sallwasser, *Co-chair*; Arthur Tackman; Jonipher Kwong; Scott McNeill; Natalie Fenimore; Taquiena Boston, *President's Representative*; Alex Kapitan, *Staff Support*; David Baca, *Arthur's reader*

**Not Present:** Connie Brown; Helen Boxwill; José Ballester, *Board Liaison*

| Topic  | Discussion  | Decisions/Actions   |
|--|---|---|
| Check-in   | Committee members checked in.   |   |
| Why we said "yes" – <b>Wendy</b>   | Committee members shared why they said "yes" to serving on the committee.   |   |
| Processing, how we work together, and expectations of being on the JTWTC | <b>Arthur</b> opened by asking how you get folks to make a time commitment, and shared that previous subcommittees seemed confusing in terms of expectations and leadership, with no designated head of subcommittee. <b>Wendy</b> agreed that we need to be clear about what time commitment is and also co-chairs need to give more direction, especially around subcommittee work.<br><b>Scott</b> shared that the JTWTC needs to model more relational time, and that it was really hard for him to try his best to set up meetings at GA and then get the feedback that what he came up with was ageist and ableist. He also feels like more structure is needed for the committee, and there's a need for people to be more present.<br><b>Wendy</b> offered that there's a need to commit further to the preparation part of the committee. It | <b>Wendy</b> and <b>Michael</b> will work at articulating the model of expectations for being on the JTWTC.<br><b>Wendy</b> and <b>Michael</b> will do a meeting wizard for a new conference call time.<br>Expectations model will be given to ComCom so that it can be provided to folks who are invited to join the |

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|                            | <p>has felt like our time isn't a big enough priority at times. Also, we haven't been clear with new members what the expectations are.</p> <p><b>Michael</b> shared that he operates in a task-oriented space with clarity on technical assignments. Email and other communication things are fraught with problems around Michael's own expectations. If we can come up with with any ideas for how info can be communicated best that would be great.</p> <p><b>Natalie</b> would like to find a way to move forward, and lifted up things that she had heard:</p> <ul style="list-style-type: none"> <li>• Clarity of mission</li> <li>• More direction in subcommittees</li> <li>• How do we report back and have accountability to each other</li> <li>• How do we communicate and what are the expectations</li> <li>• How are we in relationship and put our limitations forward at the beginning</li> </ul> <p><b>Jonipher</b> called for members to begin practicing grace with each other, realized we're human, allowing humor, grace, and accountability. <b>Arthur</b> shared that he has been very impressed with folks currently on the JTWTC – diverse in background but also in style. <b>Natalie</b> offered appreciation for the “woo hoo!”</p> <p>A call was made for a commitment to a sharp and clean 1 hour conversation.</p> <p><b>Wendy</b> asked for us to identify someone in each group to lead a subcommittee, and that the co-chairs would be in communication with that person.</p> <p><b>Wendy</b> and <b>Michael</b> will work at articulating this model and will do a meeting wizard for a new conference call time.</p> <p><b>Scott</b> wonders if there could be an articulation of how many meetings/calls one is allowed to miss.</p> <p><b>Wendy</b> would like to see us share the model we come up with with ComCom folks, to be communicated with folks who are invited to join the committee.</p> | JTWTC.  |
| Discussion of fall meeting | <p><b>Alex</b> reported on potential P&amp;E availability, and it was determined that the only dates that work for everyone are the ones currently reserved, the first week in October.</p> <p>The potential of tweaking the timing for the meeting was voiced, possibly starting later on Thursday, and/or going later Thursday or Saturday.</p>  | <b>Alex</b> will look into P&E availability in April. |
| Meeting end                | Goodbye!   |   |

Respectfully submitted,  
Alex Kapitan  
September 29, 2011