

# **Toward Right Relationship (TRR) Project Description and Work Plan 2015**

## **Project Background and Development**

*“What really is needed is greater awareness by the broader American public...of the continuity of Indigenous Peoples within the American social political fabric...and reconciliation for the historical and ongoing wrongs that have occurred....The consequences of these wrongs are manifested in the socio-economic disadvantages that Indigenous peoples face....With greater awareness, people can take actions that are appropriate to their local circumstances.”*

-- James Anaya, the UN Special Rapporteur for Indigenous Peoples Rights

In response to such calls from Indigenous leaders, the Toward Right Relationship Project is working to raise awareness about historical and ongoing injustices committed against Native Peoples and seeking ways to build right relationship with them in accord with the UN Declaration on the Rights of Indigenous Peoples.

Quakers have a long history of seeking right relationship with Native Peoples, but we might ask ourselves the question Lucretia Mott posed to the Abington Peace Meeting in 1869: *“I wonder if, with the profession we Friends have made of care for the Indians, we have been active enough in our labor?”*

At the Inter-Mountain Yearly Meeting (IMYM) Gathering in June 2012, Boulder Meeting’s Indigenous Peoples Concerns committee agreed to develop a draft Minute for consideration by monthly meetings, and eventually by IMYM itself, that would state our repudiation of the Doctrine of Christian Discovery and our commitment to work toward implementation of the UN Declaration on the Rights of Indigenous Peoples. The committee resolved to develop educational programs that would inform and motivate Friends and other faith communities to consider approving such a Minute.

Under a clear and strong leading, in the fall of 2012 Paula Palmer began devoting full time to researching, consulting with Native American educators and other advisors, and working with them to design a participatory educational workshop that she eventually titled, *“Roots of Injustice, Seeds of Change: Toward Right Relationship with America’s Native Peoples.”* Workshop participants enact a script which tells the story of European colonization of the land that became the United States, and then they reflect on and share their responses in a worship-sharing format. A Resource Kit helps them pursue further study of the issues and consider how they might take steps toward

building “right relationship” in their own communities. Paula began presenting the workshop in January 2013. Since then, the workshop design has continually evolved, benefitting from feedback from workshop participants and guidance from Native American advisors and IPC committee members.

In April 2013, Paula met with a Clearness Committee, and in May the Meeting approved the Clearness Committee’s report, recognizing Paula’s work as a spiritual leading. The Meeting also established a restricted Toward Right Relationship Fund, where people can give tax-deductible donations to support this work. In August 2013, the Boulder Meeting approved a Minute of unity and support for Paula Palmer’s outreach and ministry through the Toward Right Relationship project. The Meeting also established an Oversight Committee that oversees the TRR fund and Paula’s work on behalf of the Meeting, and a Spiritual Care Committee that provides spiritual support to Paula as she carries out her ministry. In October 2013, Paula and the Meeting signed a one-year renewable contract for her compensation as director of the Toward Right Relationship project.

### **Minute of Unity, approved by Boulder Friends Meeting on August 11, 2013**

*Boulder Meeting of Friends is in unity in supporting the work of Paula Palmer to act on our behalf and in our name, and with our grateful support; to pursue*

- *Right relationship, in place of continuing oppression against the native peoples of this land, which we all now call home*
- *Healing, in the place of grievous suffering, aggression and the enduring wounds of genocide among ourselves and our neighbors; and*
- *Justice, in the place of inequality.*

*We do this with faith in the power of an active love to heal wounds of the past, and to create a more just future; and in recognition of Paula’s leading and capacity to act in this power of love.*

### **Toward Right Relationship Project Mission:**

- To publicize, promote, and present the “Toward Right Relationship” workshops as educational tools; create opportunities to present the programs throughout the country; and train religious, civic, and educational groups to conduct the workshops for educational purposes.
- To coordinate with Native Americans and other organizations to create and/or support meaningful processes for social change, healing, and right relationship among all the peoples of this land.

## **Overall Framework of the Toward Right Relationship Project: The Need for Healing**

When terrible injustices have occurred in a society, the wounds continue to fester. We may not see them for what they are. We may see them as violence, despair, substance abuse, poverty, unemployment, wretchedness. We may try to treat these symptoms and fail because we are not addressing the causes, the original wounds.

In his book, *In the Light of Justice*, the Pawnee attorney Walter Echo-Hawk describes the ways both Native people and people of European descent continue to suffer (in different ways) the wounds of the colonization of this country, and how we all stand to benefit from undertaking a healing process together. He lays out five steps for healing, drawing them from many spiritual wisdom traditions. The first step in this process is: *Recognize the harm that has been done*. This is the truth-telling part of any truth and reconciliation process. This is the work we begin in the Toward Right Relationship project and our workshops. Our goal is to engage Americans in the first step of a five-step healing process, bringing them to recognize the harm that has been done during the colonization of this land, and preparing them to take the next steps in the healing process. From there, we can set our sights on the next steps, which are: (2) Make a complete and sincere apology and ask for forgiveness; (3) Accept the apology and forgive; (4) Decide what needs to be done to make things right; and (5) Do those things and experience the benefits of healing.

Echo-Hawk says he drew on all the world's spiritual/wisdom traditions to define these 5 steps, and that faith communities have key roles to play in the healing processes at all levels – local, state, and national. AFSC recently brought Echo-Hawk to Maine as a consultant, and they are implementing his Five Steps to Healing in their truth and reconciliation work with the Wabanaki people and the state's child welfare division. They are using it also in their healing work in Burundi and other countries fractured by racial and ethnic violence. Both AFSC and the Toward Right Relationship project are being guided by Echo-Hawk's wisdom.

Can Friends and Native people share our understandings of healing processes and undertake this work together? This is the question that we are exploring in the TRR project. It is echoed by both Friends and Native people, and this feels very hopeful.

### **Project Accomplishments, First Year (Oct 1, 2013 – Sept. 30, 2014)**

(Note: A complete annual report is posted at [www.boulderfriendsmeeting.org/ipc-right-relationship](http://www.boulderfriendsmeeting.org/ipc-right-relationship))

**Brief Summary:** During this year, Paula presented the workshop 36 times at the invitation of meetings, churches, organizations, schools, and universities in 10 states. She trained facilitators in three states to present the workshop on their own. She gave presentations in collaboration with many national Quaker organizations (Friends

Committee on National Legislation, American Friends Service Committee, Quaker Earthcare Witness, Pendle Hill, Quaker Institute for the Future, Friends General Conference, Friends Association on Higher Education, Friends Council on Education, Western Friend). In the spring of 2014, in collaboration with the Ojibwe educator Jerilyn DeCoteau, Paula developed a version of the workshop appropriate for use in middle schools and high schools. She trained teachers and YWCA volunteers to present this program, which is called, *“Re-Discovering America: Understanding Colonization.”*

## **2015 Toward Right Relationship Project Work Plan** **October 1, 2014 – September 30, 2015 (Second Project Year)**

### **Objectives**

1. Develop and implement a fund raising plan to support this work through grants, honorariums, crowdsourcing, and individual and group donations to the Meeting’s TRR Fund.
2. Present the two TRR workshops -- *“Roots of Injustice, Seeds of Change: Toward Right Relationship with America’s Native Peoples”* (for adults), and *“Re-Discovering America: Understanding Colonization”* (for middle schools, high schools, and religious education programs)-- 20 times, hosted by faith communities, middle and high schools, colleges, and civic organizations around the country.
3. Provide assistance so that Native American colleagues can make at least four presentations of the TRR workshops in Native schools and communities.
4. Train and coach at least 10 people to present the *“Roots of Injustice, Seeds of Change”* workshop on their own.
5. Introduce the *“Re-Discovering America”* workshop to 5 schools or school districts.
6. Develop a new (Part 2) workshop to follow on *“Roots of Injustice, Seeds of Change,”* that will guide local groups in taking next steps toward right relationship with Native people in their communities.
7. Publish 2 articles in magazines, journals, or websites about this work
8. Engage with Quaker meetings, organizations, schools, and colleges about Indigenous peoples’ concerns generally, and specifically about the Doctrine of Christian Discovery, the UN Declaration on the Rights of Indigenous Peoples, the impacts of the Indian Boarding Schools, as well as the roles Friends have played in these issues and ways that Friends can contribute to genuine healing processes.
9. Develop partnerships with other faith communities to carry the TRR work into wider faith community circles.

10. Continue to conduct and promote research and reflection on the role the Religious Society of Friends played in the Indian Boarding School era, and develop ways to disseminate this research and broaden the reflection.
11. Maintain the TRR website ([www.boulderfriendsmeeting.org/ipc-right-relationship](http://www.boulderfriendsmeeting.org/ipc-right-relationship)) and develop a TRR project presence on Facebook and perhaps other social media.
12. Undertake new project initiatives as guided by the IPC committee, Native American advisors, Quaker organizations, and the Inner Light.
13. In consultation with Boulder Meeting and other organizations, consider whether it may be beneficial (in terms of grant funding opportunities) to move the TRR project to a different organizational home.
14. Meet monthly with the IPC committee and the Spiritual Care Committee, and quarterly with the Oversight Committee. Submit quarterly program/financial reports and post them on the TRR website. Give verbal reports to Boulder Meeting at the invitation of the clerk.

**Proposed 2015 Toward Right Relationship Project Budget  
October 1, 2014-Sept. 30, 2015 (Second Project Year)**

**Income sources:**

Toward Right Relationship Fund (carry-over balance)	\$ 4,700.
Workshops (honorariums, expense reimbursement, participant donations)	9,500.
Individuals	17,000.
Boulder Friends Meeting, IPC Committee	500.
Crowdsourcing	8,300.
Grants (Waskey Fund and others TBD)	10,000.

**Total project income** **\$50,000.**

(Note: If any funds are given to the project director personally, she signs them over to the Toward Right Relationship Fund so that the Boulder Meeting can manage all project finances.)

**Project Expenses (for one-year project period)**

Contractor, Director of Toward Right Relationship project*	\$42,000.
Consultants for Crowdsourcing, Video, Social Media	3,000.
Travel (5 trips @ \$500/ea)**	2,500.
Conferences (IMYM, FGC, QEW, Other)	1,500.
Office supplies and printing	<u>1,000.</u>
<b>Total expenses</b>	<b>\$50,000.</b>

\*Personnel costs are greatly reduced by the labor of many volunteers. An Ojibwe educator, Jerilyn DeCoteau, and an Episcopalian volunteer, Ann Cairns, contribute their professional skills in program development, communications, and outreach. Bob Bernthal volunteers data entry. IPC committee members and dozens of additional Friends facilitate and participate in workshop presentations. The

meeting's treasurer and bookkeeper and members of the Oversight committee contribute their skills in program management. The project director (contractor) is compensated at a fraction of a professional salary, amounting to a significant financial contribution from her to the project.

\*\*Cost of travel is reduced by in-kind donations. Local workshop organizers arrange for some ground transportation, some meals, and all lodging. Gifts of frequent flyer miles and travel vouchers can also cut travel costs.

<b>Project Director's Time Allocation</b>	<b>2014</b>	<b>2015</b>
<b>Administration</b>	5%	5%
Compose written and verbal financial and program reports		
Keep workshop participation and evaluations records		
Meet with IPC, Oversight Committee, Spiritual Care Committee		
<b>Fund Raising</b>	10%	30%
Research and write grant proposals		
Solicit individual donations		
Develop and carry out crowdsourcing		
Develop and carry out social media		
Networking		
<b>The Workshops</b>	75%	55%
Create and circulate publicity and correspondence		
Rehearsals, presentations, and follow-up correspondence		
Travel		
New workshop development		
<b>Program Development</b>	10%	10%
Meet with Native American and other program advisors		
Reading and research		
Explore and develop partnerships		