Proposal for a Joint Reorganization of APRRE and REA
(Revision Date: March 17, 2003)

Overview of Revisions to the September 18, 2002 Draft
This version of the reorganization proposal incorporates several revisions to the prior proposal dated September 18, 2002. The September 2002 draft was distributed to members of the REA and APRRE. Comments were received via email and these informed the discussion of the proposal by the REA Board, APRRE Executive Committee, and members at their respective business meetings during the annual meeting in November 2003. The revisions in this draft seek to address the issues raised thus far in the process.

There are various clarifying and editorial revisions throughout the proposal, which warrants reviewing the entire document. The following generally summarizes the nature of revisions.

1. Introduction
Shortened and various editorial revisions.

2. Historical Background
Updated to include annual meeting and balance the description of each organization's contribution in the field.

3. Rationale for Reorganization
Revised the statement of benefits for the field of religious education.

4. Name, Vision and Mission of the Organization
Added a section providing a name for the organization, "The Religious Education Association: An Association of Professors, Practitioners, and Researchers in Religious Education." Several clarification revisions made.

5. Membership
Relating membership to forums has been removed. Forums are now only an issue relating to program planning and structure. A sliding scale for membership dues based on salary will be phased in rather than be implemented immediately. The membership cycle will move to a calendar year basis (January to December).

6. Programming
The function and leadership of Forums as a basis for programming are more fully developed. The Harper Project and Committee are clarified and additional historical information added. More description of the annual meeting and the role of the Forums have been added. Two potential annual meeting schedules are in the Appendix solely for purposes of illustration.

7. Organizational Details
A listing of all committees and a nominations process has been added.

8. Initial Budget Estimate
No revisions made.

9. Implementation and Transition Plan
More detail has been added and the timeline extended to the November 2004 meeting.

10. Evaluation Plan
This is a new section providing for evaluation of, and adjustments in, the reorganization.

Appendix
This is a new section containing Harper Award recipients and illustrative meeting schedules.

1. Introduction

This second draft of the reorganization proposal is presented to the memberships of APRRE and REA to facilitate an informed discussion of the intent to merge. The joint committee recommends reorganization as described in this proposal. The joint committee seeks discussion and discernment from the members of both organizations. Feedback on this draft of the proposal will inform the final draft that will be voted upon by mail ballot in May 2003.

2. Historical Background

2.1 The Road to the Reorganization Proposal

At the November 2001 meeting of the Board of Directors of the Religious Education Association, a motion was proposed to create a committee to enter into conversations with the Association of Professors and Researchers in Religious Education regarding a more formal relationship that advances our mutual benefit and to create a formal motion for action by the 2002 annual meeting. REA members approved this motion via a mail ballot. Two preliminary teleconferences took place. In this process it was determined that 50% of APRRE members are also REA members and that APRRE members constitute approximately 29% of REA membership.

On June 8th, 2002, the joint committee held a five-hour meeting in Chicago discussing issues of vision, mission, membership, programming, finances, and administration for a shared organization. Representing APRRE were: Anne Streaty Wimberly, Jack Seymour, Tom Walters, and Randy Litchfield. Representing the REA were: Ronald H. Cram, Lorna Bowman, Barbara Anne Keely and Ted Brelsford.

Participants sought to move beyond just costs and benefits of reorganization for each constituency to how reorganization might position the associations for the opportunities and challenges of the coming decades. A constant concern was to honor the core purposes and passions of each association, in particular the concerns for advancing scholarship about the practice of religious education, about the contribution of religious education in our common public life, about the interplay of religious traditions and practices, and about enhancing teaching in religious education. Ways to embody these concerns in organizational structures were identified. At the end of the day, the group reached consensus that much was to be gained by moving forward with presenting a detailed proposal to the membership of both organizations.

A proposal dated September 18, 2002 was distributed to members of the REA and APRRE. Comments were received via email and these informed the discussion of the proposal by the REA Board, APRRE Executive Committee, and members at their respective business meetings during the annual meeting in November 2003. The revisions in this draft seek to address the issues raised thus far in the process.

2.2 The Continuity of the Reorganization with the Histories of the REA and APRRE

For a century, membership in the Religious Education Association has meant attention to diverse cultural identities, inter-faith collegiality, and scholarly reflection on practices of religious education. Through its conventions, regional meetings, special programs, research projects, and journal the Religious Education Association has sustained and inspired rigorous reflection and research on religious education. This has been a distinctive difference from many other religious educational organizations, where programming focuses only on the "how-to."

At the same time, the membership in the Association of Professors and Researchers in Religious Education has sought to contribute critical and constructive scholarship in religious education in order to expand and deepen knowledge in this arena; advance intellectual discourse across disciplines and faith traditions; and enhance reflective practice by providing the best ecumenical resources available to the reflective practice of teaching in university, college, seminary, and denominational offices.

Half of the membership of the Association of Professors and Researchers in Religious Education belong already to the Religious Education Association. The journal is viewed by both memberships as a medium for research related to scholarship and practices of religious education.

3. Rationale for Reorganization

3.1 Benefits for the Field of Religious Education

In terms of visions, the reorganization strengthens efforts to foster the interplay of scholarly reflection and reflective practice in religious education, with attention to religious education research, practices of religious education in diverse contexts, interdisciplinary analysis, and theoretical construction.

3.2 Member Benefits

- Broadening of scholarly and financial resources that contribute to the Association's programming and reflection
- Broader membership base and consequently stronger financial base
- Increased organizational stability
- Unified administrative action, with a better overall approach to stewardship of funds
- Assurance for both groups of the continued publication of the journal
- Current APRRE members would automatically receive the journal with membership
- Current REA members would be part of annual meetings (compared to biennial)
- People who are currently members of both APRRE and REA will pay one membership fee rather than two, which is anticipated to save members money
- Increased funding of initiatives within and beyond annual meetings

4. Name, Vision and Mission of the Organization

4.1 Name

The committee recommends that the organization's name be ***The Religious Education Association: An Association of Professors, Practitioners, and Researchers in Religious Education***. This name adequately describes the nature of the organization plus its use maintains historical identity, provides contemporary recognition, and minimizes legal and financial burdens of the reorganization.

4.2 Vision

The Association is a community of vision and reflective conversation, composed of peoples from diverse faiths and cultures, focused on scholarship, research, teaching and leadership in religious education.

4.3 Mission

The mission of the Association is to create opportunities for exploring and advancing the interconnected practices of scholarship, research, teaching, and leadership in faith communities, academic institutions, and the wider world community.
The Association accomplishes its mission in four ways:

4.3.1 Through sharing, critiquing and encouraging publication of creative research, scholarly activities and practical approaches to religious education (particularly through its journal *Religious Education*)*;*

4.3.2 Through ecumenical, inter-religious, and cross-cultural, interdisciplinary and inter-professional dialogue that stimulates participants to recall and examine historic traditions and explore fresh visions of religious education for the diverse and ever-changing human family in our complex world community;

4.3.3 Through the creation of international networks of communication, cooperation and support in order to strengthen the participants in a variety of religious education endeavors as professionals, and religious education as a distinctive and vital field; and

4.3.4 Through interpreting the nature, purposes, and value of the field of religious education to the wider society and those preparing to become professors, researchers, or other leaders in religious education.

5. Membership

5.1 Potential Member Groups

The membership of the Association is composed of individuals with diverse interests and goals working in diverse contexts. The membership includes persons such as:

- teachers, professors, and researchers in religious education
- professionals giving religious education leadership in local faith communities or central offices or agencies of denominational/religious bodies
- administrators in religiously affiliated schools, colleges, universities, and seminaries
- graduate students and others preparing for and engaged in research, teaching, administration or other kinds of leadership in religious education

5.2 Membership Dues

Membership dues initially will maintain current categories and scales. Data will be collected from members to allow movement to a sliding scale based upon income. Consideration will also be given to how location (e.g. countries beyond the U.S. or developing countries) influences one's ability to be a member. The membership year will move to a calendar year basis (January to December).

6. Programming

Programming for the organization involves three related areas: Forums, the Harper Committee, and the annual meeting. Programming also is connected to the ongoing functions of the journal, website, newsletters and other modes of communication.

6.1 Forums

Religious education takes place through multiple practices of scholarship, research, teaching and administration in a variety of contexts. The Association responds to and nurtures attentiveness to this variety through three standing forums.

6.1.1 "Religious Education in Faith Communities"—This forum focuses on religious education in local faith communities, and within and by denominational/religious bodies on regional, national, and international levels.

6.1.2 "Religious Education in Public Life and the Global Community"—This forum focuses on the role of religious education beyond religious and academic contexts in the interest of the common good as well as on inter-religious education and conversation.

6.1.3 "Religious Education in Academic Disciplines and Institutions"—This forum focuses on the engagement in and advancement of religious education in academic disciplines and in schools, colleges, universities, and graduate schools of religion and theology.

6.1.4 Forum Coordination Teams—The activities of each forum will be coordinated by three representatives, who are nominated and elected by the membership during the annual meeting. One of these persons will be designated as a chairperson. The task of the coordination team will be to promote the effective functioning of the forums through their input in Association programming matters as outlined in the programming section. The representatives will be elected to three staggered overlapping classes so that the coordinating team members across the three forums do not rotate off at the same time and are enabled to carry out their task on behalf of the forums. The selection process should assure representation that is diverse and reflective of the broad Association constituency.

6.1.5 Forums and programming—The three representatives of each forum help to facilitate programming related to their forum within the overall theme of the annual meeting. The forum chairperson will serve on the Annual Conference Program Planning Committee. One forum representative will serve on the Papers/Workshops Selection Committee of the Association. One representative will be part of the Editorial Board of the Journal. Forums may also organize national or regional events apart from the annual meeting. The forum representatives (Coordination Teams) are responsible for any special activities of the forum occurring beyond scheduled Research Interest Groups, Resourcing Groups, and Colloquia at the annual meeting and for activities beyond the annual meeting. Funding for forum programming at the annual meeting will be included in the annual budget. Events outside the annual meeting may be funded through the annual budget at the discretion of the Executive Committee, or funding may be sought from Harper funds or other sources.

6.2 The Harper Committee

The Association will set aside funds for honoring the legacy of the REA in the new organization through the William Rainey Harper Award and the Harper Project. The Harper Committee, a permanent standing committee, will seek to promote the values of inter-faith and ecumenical collegiality and religious education in the public arena through the Harper Award and the Harper Project.

The Harper Committee will be composed of four members from among the Association's membership, appointed to three staggered or overlapping classes by the Board, based on nominations from the Nominating Committee, pending ratification by the Membership. At least one member of the Harper Committee should have a primary vocational identity in the public arena, and/or one should be from a religious tradition other than Christian. Attention should be given to ethnic, gender, and religious diversity in constituting the Committee.

6.2.1 "William Rainey Harper Award"—William Rainey Harper was the first president of the University of Chicago and the first chair of the board of directors of the Religious

Education Association. Through the years, the REA has given the William Rainey Harper Award on occasion to leaders in the field of religious education and others who have made significant contributions to public understandings of religion and education (see Appendix for complete list of past recipients). Continuing in this tradition, The William Rainey Harper Award will be given occasionally, as the Committee deems appropriate (but no more than once per year). The initial committee shall develop fuller guidelines, to be approved by the Executive Committee. Nominations for the Award will be considered on a rolling basis.

6.2.2 Harper Project—The Harper Committee will use the Harper Project to promote the values of inter-faith collegiality and religious education in the public arena through constructive programming, research, and regional networking. A projected sum of $6,000 will be available every two years to fund the Harper Project. Projects may be part of the annual meeting or independent from it. The Committee may decide to plan and execute such special projects under its own initiative or award grants from the Harper Project Fund to individuals or groups from within the Association's membership. Applications may be reviewed at the Annual Meeting for proposed future projects.

6.3 Annual Meetings

Annual meetings of the Association have both thematic and non-thematic elements. A theme (selected by the President-Elect) focuses the Association's attention on an issue of importance to the field and provides a common point of interaction. Non-thematic elements provide opportunities for the pursuit of unique member interests. The meeting theme is addressed in plenary sessions and some interest group sessions. Non-thematic issues are addressed in interest group sessions, task-forces, and meetings of particular and contextual religious traditions. Two program schedules are in the appendix as illustrations of how meetings may be organized.

6.3.1 Plenaries (common sessions)— Plenary sessions bring together all meeting registrants at one time to focus upon the meeting theme. Each forum has the option of offering one plenary event that addresses the meeting theme from the perspective of the forum focus. Plenaries may utilize a variety of formats and methods.

6.3.2 Interest Groups, Resourcing Workshops, and Colloquia Sessions—These sessions are types of "break-out" meetings that allow attention to specific topics related to the theme. Interest Group sessions are presentations of developed research and presented in formal papers that are within one revision of being of publishable quality. Resourcing Workshops are presentations of scholarly and practical resources or approaches supporting the multiple practices of religious education. Colloquia are less formal than Interest Groups and involve presentations of religious education research, planning, and programming in their beginning stages. Typical meetings may have four (4) blocks of these types of break-outs. Each block would include a mix of IGs, RWs, and Colloquia with a total of five (5) to six (6) sessions per block.

6.3.3 Task Forces—Task Forces are groups who agree to stay together and to continue to work on certain issues over a period of several years. Presenters are chosen by each task force or by conveners. Existing Task Forces will be continued and new ones may be initiated by request of members.

6.3.4 Harper Project Programming—This programming promotes the values of inter-faith collegiality and religious education in the public arena through constructive programming, research, and regional networking (see section 6.2).

6.3.5 Non-program Sessions—Certain groups may choose to organize their own sessions before or after the annual meeting for specific needs. Examples of these sessions include, but are not limited to, meetings of religious traditions and denominational groups, professors at certain schools, and shared grant work. Their inclusion will be negotiated with the Executive Secretary and the group's convener will identify participants.

6.3.6 The theme for the Annual Conference is selected by the President-Elect, who also chairs the Annual Conference Program Planning Committee.

6.3.7 Annual Conference Program Planning Committee—This committee is constituted by the President-Elect (chair), the Vice-President, the three Forum Chairs, the Papers/Workshops Selection Committee Chair, the Harper Project Chair, and the Executive Secretary. Association members from the vicinity of the meeting should be invited to the committee as well.

6.3.8 Papers/Workshop Selection—Research Interest Group Papers, Resourcing Workshops, and Colloquia to be offered under the aegis of the forums will be selected by the Association's Papers Selection Committee and scheduled by the Association's Planning Committee. Proposals for Research Interest Groups, Resourcing Groups, or Colloquia are to be directed to the Papers/Workshops Selection Committee with or without specification of a preferred forum under which the paper or presentation would be offered. The Selection Committee is free to designate papers and presentations for particular forums as it deems appropriate.

7. Organizational Details

7.1 Incorporation and Tax Status
The Association will remain a non-profit organization and utilize a revised version of the REA's legal papers of incorporation.

7.2 Office Staffing
The Association will utilize a single Executive Secretary whose job description is based upon APRRE's Executive Secretary. Funding is provided for general secretarial and book keeping services. All staffing is on a "contract" rather than an "employee" basis.

7.3 *Religious Education* Journal and Taylor & Francis Relationship
All members of the Association receive a subscription to *Religious Education*. The current editorial and publishing arrangements for the journal would remain unchanged. The Association appoints and pays an editor and managing editor and utilizes a partnership with publishers Taylor & Francis.

Taylor & Francis has been advised of the reorganization proposal and sees no reason to substantively amend the agreement. Taylor & Francis:
- Maintains membership and subscription lists, handles renewals, and markets the journal
- Oversees copyright and reprint permissions

- Copyedits, sends proofs to authors, prints and distributes the journal
- Pays to the Association royalties on subscriptions, royalties from copyright use and reprints, an agreed upon portion of membership dues collected, and a contribution to maintaining the editorial office

7.4 Integrated Website
The Association will maintain a website combining functions and services currently provided on the REA and APRRE websites.

7.5 Executive Committee (15 members)
7.5.1 Governance functions (6):
- President: Public representative and conducts meetings
- President-Elect/Program Chair: Responsible for current year's programming and meetings in absence of President
- Vice-President/Program Chair-Elect: Responsible for next year's programming
- Treasurer: Oversees budget, audits, taxes and endowment
- Executive Secretary: Responsible for daily operations, implementing policies, membership, finances, and support of programming
- Recording Secretary: Keeps official minutes

7.5.2 Publication/Networking functions (2):
- Editor of *Religious Education* journal
- Networking Coordinator: Responsible for structures, particularly electronic, that network members together. The website content and design are central responsibilities.

7.5.3 Program functions (3):
- Religious Education in Faith Communities Forum Chair
- Religious Education in Public Life and the Global Community Forum Chair
- Religious Education in Academic Disciplines and Institutions Forum Chair

7.5.4 General Representative functions (4):
- At-Large members (3)
- Doctoral Student Representative (1)

Board membership will be of diverse perspectives including multi-cultural, inter-faith, and multi-context.

7.6 Various Committees and Teams
7.6.1 Forum Coordination Teams (see section 6.1.4)

7.6.2 Annual Conference Program Planning Committee (see section 6.3.6)

7.6.3 Papers/Workshops Selection Committee—This four-person committee is composed of one representative from each of the three Forum Coordination Teams and a chair elected by the Association's membership. (See section 6.3.7)

7.6.4 Harper Committee (see section 6.2)

7.6.5 Nominations Committee—This committee is constituted annually by the outgoing members of the Executive Committee. This committee is responsible for submitting a slate of nominees for ratification to the Executive Committee and to the membership at the annual business meeting. Nominations are to be made for officers, the Executive Committee, Forum Coordination Teams, Chair of the Papers/Workshops Selection Committee, and the Harper Committee. The selection process should assure representation that is diverse and reflective of the broad Association constituency. The process should ensure balance in representation so that the organization does not become the arm of any one of its constituent groups.

7.7 Institutional Memberships and Relationships
The Association will maintain its membership within the North American Interfaith Network (NAIN) and the Council of Societies for the Study of Religion (CSSR).
Allowance will be made for representatives from related associations to participate as "observers" in Board meetings (e.g. National American Professors of Christian Education and Liberal Religious Educators Association).

8. Initial Budget Estimate
A budget estimate for the Association is found in an attached spreadsheet. This estimate suggests that the Association should be financially solid even if there is membership attrition. Cash flow should allow annual transfers to the principals of endowment funds—potentially $2,500 to the Travel Grant principal inherited from APPRE and $3,500 to the general endowment principal inherited from the REA. The combined cash reserves also provide financial stability.

8.1 Assumptions and notes regarding the estimate
8.1.1 Membership levels
550 members in the Association come from 530 current REA members less potential 25% attrition in light of reorganization plus 150 APRRE members who were not previously REA members. Hopefully the process will not result in such attrition but this was assumed to create a conservative budget projection.

8.1.2 Taylor & Francis income
Taylor & Francis retains $14 from individual membership dues for cost of the journal and overhead. This is subtracted from the dues received amount for each membership type income line.

8.1.3 Sliding scale membership dues
A sliding scale will be phased in for membership dues dependent on one's income. Prior to that time dues will be consistent with the categories used by the REA and APRRE at the time of reorganization.

8.1.4 Staffing
All personnel are on a contract basis. One Executive Secretary serves the new Association. A book keeper position has been added.

8.1.5 Harper Project and Forums
The Harper Project is funded at $6,000 for a biennial event. $3,000 per year is set aside for the project. Each forum is funded for $2,000 per year, which may be used as honoraria for non-member speakers and resources.

8.2 Projected account balances

REA endowment	**$31,000.00**
APRRE travel fund	**$12,700.00**

Reserves

REA operating reserves	$17,000.00	
APRRE operating reserves	10,000.00	
Combined initial reserves		**$27,000.00**

9. Implementation and Transition Plan

November 1-3, 2002
- Discussed proposal at APRRE and REA meetings
- Both associations voted to move forward with intent to merge
- Joint Committee commissioned to revise proposal leading to a mail ballot

December 2002-March 2003
- Joint Committee revises proposal in light of APRRE and REA membership responses

March 2003
- Revised proposal circulates to members of both associations for comment

April 2003
- Joint Committee makes final revisions to proposal

May 2003
- Proposal and ballot are mailed to members of both organizations

June 2003
- Ballots are due from members of both organizations

If the proposal is approved…

July 2003
- **Renewals**—Implementing the dues structure based on salary is deferred to following year in order to gather data on membership demographics. REA and APRRE members renew as usual for July 2003-June 2004. In January offer half price memberships in the new organization to existing members of each organization for the 2004 calendar year, thus moving everyone to a calendar year membership cycle. **NO DOUBLE PAYMENT OF DUES WILL BE INVOLVED.** The half price membership covers income needs for the July-December 2004 period. People must join the new organization in order to receive the journal.
- **Fiscal Year**—Start of the APRRE fiscal year. APRRE will operate on a 6 month budget approved by Executive Committee in June, 2003. Then APRRE will move to a calendar year budget, as REA currently is. Propose 2004 budget at the November 2003 meeting.
- Begin work with legal counsel on "Articles of Merger"

- Form and activate Nomination Committee (representatives from REA Board and APRRE Executive Committee?).
- Form By-Laws Committee and revise REA's existing By-Laws to match proposal

August 2003
- Site visit to select meeting hotel for 2004 meeting in Denver/Boulder, CO
- File APRRE 02-03 taxes
- Merge the websites

September 2003
- Distribute Articles of Merger, By-Laws, Nominations
- Pull together Program Committee for 2004 meeting

November 2003
- Approve By-Laws and elect officers of new Association
- Adopt budget for 2004 calendar year
- Ratify selection of new Executive Secretary
- Announcement of 2004 meeting theme

January 2004
- Begin operations as one organization
- Bank accounts relocated (and merged?)
- Financial audits
- Files relocated
- First common newsletter
- Half-price 2004 membership offer for new organization
- Automatic Journal subscriptions to all joining the new organization
- Letters to Deans regarding new organization
- Other PR to educate others about new organization
- Overlap of Randy Litchfield and new Executive Secretary

June 2004
- End of Randy Litchfield's term as Executive Secretary, he continues in consultative capacity
- Restructure REA and APRRE archives at Yale?
- Membership campaign (renewals and new members)
- Site visit to select meeting hotel for 2005 meeting in Toronto or Atlanta

November 2004
- First meeting with new format

10. Evaluation Plan
Because the reorganization of two assoications into one involves unforeseeable issues and the complexities of two organizational cultures, an evaluation plan is included for addressing future issues and adjustments. The Executive Committee will form a review committee at the end of the second (2006), fifth (2009) and tenth (2014) years of the new organization. This review committee will assess the functioning of the organization, make recommendations for any modifications, and report these to the Executive Committee and the membership. Members of the review committee will be representative of constituencies from REA and APRRE.

Appendix

Past Recipients of the William Rainey Harper Award

1973 (Toronto)
    Marshall McLuhan, Centre for Culture and Technology, Toronto, Canada

1975 (Philadelphia)
    Elie Wiesel, City College of New York, NYC

1977 (St. Louis)
    Margaret Mead, American Museum of Natural History, NYC

1978 (Chicago)
    Randolph Crump Miller, Yale University Divinity School, New Haven CT

1981 (East Lansing, MI)
    Johannes Hofinger, S.J., Archdiocese of New Orleans

1983 (Anaheim, CA)
    Paulo and Elza Freire, World Council of Churches

1992 (Indianapolis)
    John M. Hull, University of Birmingham, England

1994 (Chicago)
    Martin E. Marty, University of Chicago

Meeting Schedule Illustration One

Thursday

Available for Harper Project programming

Available for various special meetings and religious tradition/denominational meetings arranged by members

Friday

8:30-12:00	Executive Committee, pre-meeting meetings, continuation of Harper Project
9:00- 2:00	Registration
1:00- 2:00	Opening Hospitality
2:00- 3:30	Plenary (common session planned by one of forums or jointly by Program Planning Committee)
3:45- 5:00	Break-outs: Interest Groups (IG), Resourcing Workshops (RW), and Colloquia A mix of IGs, RWs, and Colloquia with a total of five (5) to six (6) sessions
5:30	Time for focusing on one religious tradition (rotating annually) grounded in ritual
6:30	Banquet with program (address by Pres. Elect/Program Chair or Guest Speaker and any awards)

Saturday

8:30- 10:00	Break-outs: Interest Groups (IG), Resourcing Workshops (RW), and Colloquia A mix of IGs, RWs, and Colloquia with a total of five (5) to six (6) sessions
10:15-11:45	Plenary (common session planned by one of forums or jointly by Program Planning Committee)
12:00- 1:30	Women's, Men's and other special focus luncheons
1:45- 3:15	Break-outs: Interest Groups (IG), Resourcing Workshops (RW), and Colloquia A mix of IGs, RWs, and Colloquia with a total of five (5) to six (6) sessions
3:30- 5:00	Task Forces
	Open evening

Sunday

8:15- 9:30	Break-outs: Interest Groups (IG), Resourcing Workshops (RW), and Colloquia A mix of IGs, RWs, and Colloquia with a total of five (5) to six (6) sessions
9:45-10:45	Plenary (common session planned by one of forums or jointly by Program Planning Committee)
11:00-12:00	Business Meeting
12:00-???	Available for various special meetings and religious tradition/denominational meetings arranged by members

Meeting Schedule Illustration Two

Thursday

Available for various special meetings and religious tradition/denominational meetings arranged by members

Evening meeting of Executive Committee

Friday

8:30-10:30	Executive Committee, pre-meeting meetings, religious tradition/denominational meetings
9:00- 2:00	Registration
1:00- 5:00	Harper Project Programming
5:30	Time for focusing on one religious tradition (rotating annually) grounded in ritual
6:30	Banquet with program (address by Pres. Elect/Program Chair or Guest Speaker continuing Harper Project)

Saturday

8:15- 9:45	Break-outs: Interest Groups (IG), Resourcing Workshops (RW), and Colloquia A mix of IGs, RWs, and Colloquia with a total of five (5) to six (6) sessions
10:00-11:30	Break-outs: Interest Groups (IG), Resourcing Workshops (RW), and Colloquia A mix of IGs, RWs, and Colloquia with a total of five (5) to six (6) sessions
11:45- 1:00	Women's, Men's and other special focus luncheons
1:15- 2:45	Break-outs: Interest Groups (IG), Resourcing Workshops (RW), and Colloquia A mix of IGs, RWs, and Colloquia with a total of five (5) to six (6) sessions
3:00- 4:15	Plenary (common session planned by one of forums or jointly by Program Planning Committee)
4:30- 5:45	Task Forces
	Open evening

Sunday

8:15- 9:30	Break-outs: Interest Groups (IG), Resourcing Workshops (RW), and Colloquia A mix of IGs, RWs, and Colloquia with a total of five (5) to six (6) sessions
9:45-10:45	Plenary (common session planned by one of forums or jointly by Program Planning Committee)
11:00-12:00	Business Meeting