

Key:

Important Items

Tasks

Proposals

Minutes: January 2019 GAPC Meeting

Attending: Jolanda Walter, Stephanie Samson, Nancy Avery, Denise Rhimes, Tuli Patel, Debra Gray Boyd, Jan Sneegas, Rev. Jenn Gracen, Rev. Marta I. Valentin, Ila Klion, Cecelia Hayes

Time and Location: This meeting was held January 11, 2019 and January 12, 2019 from 12pm-6pm via Zoom. .

Agenda

Friday, January 11, 2019

Items to be covered during our convening (either Friday or Saturday)

- *Grid Review (Emma's Revolution?)*
- *Conversation with the Moderators/Board Liaison including*
 - *GA programming*
 - *Board related issues*
- *Local Event Coordinator Report including Service Project update*
- **Scholarship Process**
- *Poster Presentations*
- **WAT**
- **Update**
- **Budget**
 - *PDG Report*
 - *Safety Teams*
 - *GACS Report including*
 - *2020 preliminary budget*
 - *April site visit to Portland, Oregon for GA 2022*
 - *GA 2020 LATF Chair*
- **Task Review**

Covenanting, Vision/Mission Review Check-In

https://docs.google.com/document/d/15gtP_yY-svrt9X0vZRpGjr198HAksxk9w4csif4xTYY/edit?usp=sharing

- 1:00 p.m. Marta Valentin – *White Fragility* (AR/AO/MC work)

12:00 p.m. EST Convene – Chalice Lighting, Opening Reading,

12:45: **General Assembly Conference Services Report - Jan**

- The staff is doing well.

Spokane GA

- Don will be in charge of marketing for General Assembly.
 - He will be in charge of materials to be distributed to the congregation.
- Housing will open Feb 1st for Staff and the Planning Committee.
- Housing locations:
 - Davenport
 - The Double Tree
 - The hotel that used to be the Red Lion has been purchased by the Davenport. It is across a park.
 - Accessibility: The Davenport or the Doubletree are best for people using scooters.
- This is a Campus GA we will be using several buildings.
- Staff traveled to Spokane in November. There is a team working on the witness.

Other General Assemblies

- 2020 Providence
 - All the contracts are signed for Providence.
 - We will be doing the site survey in September.
 - We are still looking for a Local Area Coordinator (LAC).
 - Jan sent a letter to 10 congregations and their ministers asking for suggestions.
- 2021 is Milwaukee
 - We have some contracts but haven't signed the center yet.
- 2022
 - We need volunteers to go with Jan to the Portland site Survey in April. It would mean flying in on April 21-24th.
- Future GAs
 - There is a discussion about the possibility of going to every other year GA or possibly GA one year and General Conference (GC) the next. There are budgetary concerns related to this. We have to reserve these sites several years ahead and if we don't have GA we will be responsible for the contracts. We are small enough that we are not able to wait until one year out to find something. We have to be 3-5 years out to nail down space.

GRID Discussion:

Business -

- The amount of time for business is dramatically different.
 - The Commission on Social Witness has concerns about where their piece will take place.

Programs -

- The Program Development Group is going to make decisions about what happens in role based tracks.

The GA Dance -

- Emma's Revolution is interested in doing some kind of event.
 - They will be staying with a member of the Spokane congregation.
 - We haven't clarified with them if we have the budget to pay them what they expect.
 - We need to know that before we add them to the grid.

Proposal: Ila Proposes that we offer Emma's Revolution the opportunity to have a concert on Wed night (9pm-11pm) depending on the cost and restricted by the budget we have for evening entertainment. Debra Seconds. Friendly amendment: They should be allowed to sell their materials at the concert. Friendly amendment - the concert would not happen in plenary hall. Friendly amendments approved.

- Discussion -
 - Prioritize this after previously booked items.
 - Do we want to allow them to sell their CDs at the concert on Wed?
 - We have allowed this in the past with others.
 - Concerns about how we handle this. If we have allowed it in the past we don't have to in the future.
 - We are not willing to allow them free exhibit hall space.
 - Desire to just be clear with them about what we can offer.

TASK: Stephanie will take this on. She will talk with them regarding cost.

General Grid Discussion -

Suggestion - In the future add a legend to the book about why there are different colors and what they mean.

Role Based Track Programing - What is this?

- This is the nuts and bolts programing. It relates to congregational role based programing.
- Possibly identity gatherings as well.

Is this group comfortable with this GRID? Passes

Break: 1:35-1:50

1:50pm - Questions for Carey and Susan

- Update on WARE
- Major speakers
- role/identity track
- Questions about structure in the future
- Witness
- Marta is the Sunday AM worship leader
- Who is the SLT?
- Ask them for help they may have for getting an LAC

• 2:00 p.m. Conversation w/Carey McDonald, UUA Executive Vice-President and Susan Fredrick-Gray, UUA President

- Introductions around the table
- WARE - (Susan) - We had a speaker that we were excited about. A big public relations issue arose. We didn't sign the contract. We are looking for other options, possibly a Beacon Press author.
- We are trying to do more of the planning for opening and closing ceremony. That is another opportunity to have major speakers.
- SLT - Rev. Lindi Ramsden
- Witness - There isn't one yet. There is a plan to do some kind of event. A team is working on this.
- Programs
 - The proposal deadline is next week.
 - The Program Development Group will be selecting what goes in particular blocks and in the poster sessions.
 - Role/Identity Track - Clarification Questions -
 - There has been a desire for people to have things they can take back to their congregations.
 - We named it role rather than identity based because we don't want people to choose between two identities.
 - People should be able to self select their role.
 - You can then return to the same group on Saturday to process and continue in conversation.
 - Hopes that it will help people build networks.
 - There will be space for members that are not in leadership and for people who are UU but not a part of a congregation.
 - One of the tracks will be streamed to offsite delegates.
 - You will be able to find yourself in these roles.
- Theme:
 - We are looking at how to use the theme for GA in marketing for the rest of the year.
- Scholarships:

- Scholarship money from the administration this year?
 - The Planning Committee cut scholarship money to 25,000\$ this year based on the budget concerns.
 - Question response: We would need to know by April.

- General Conference and General Assemblies
 - This year's GA is going to be a GA/GC hybrid.
 - Conversations about GA 2020 will start in the spring.
 - This is a GA where we are exploring a lot of different ways of being together and about where we want to go. - Marketing Pitch.
 - In our theme "The Power of We" we thought of a graphic that could have multiple words in there to take the place of power. "The Struggle of We." The _____ of We.
 - The Commission will have a big section and will invite people into groups to talk.
 - Limited Business Time: The business at this GA will be more limited than in the past.
 - Fewer or shorter reports.
 - Adjusted Action of Immediate Witness (AIW) Process
 - The board will make decisions about how many bylaw changes to put forward.

Debrief of the Conversation with Susan and Carey:

- Some excitement about the possibilities of what GA could become. Some sense of reassurance. Still some confusion about what is going to happen at GA.
- Carey and Susan offered a very ministerial presence.
- The goal is to make a GA that is more grounded in our theological beliefs and directions. We will spend our time together and as a community to become better UUs.

- Concerns remain about what to tell people about why to come to GA.
 - For friends, fellowship and transformation

Decentering Whiteness - Rev. Marta - Notes were not taken during this session, as is the general practice of the group.

Program Development Group - PDG -

- 3 Video calls
 - 1/18/19 3pm-4:30pm est
 - 1/31/19 3pm-4:30pm est
 - 2/6/19 3-4pm est
 - We need one more PC person. Send Debra an email if you are interested. We need someone who will be on the committee next year.

Moderator Report - Mr. Barb Greve -

- The Board:
 - They are doing well. There is some shifting going on after the resignation of Christina Rivera. We are working to figure out how to fulfill the duties of the secretary. We hope to fill the position during our board meeting in Jan which begins two weeks from tonight.
- Moderator Election -
 - The board put out a statement requesting no one run by petition. The hope is that Barb and Elandria will continue by appointment.
- General Assembly -
 - We want to talk about the themes.
 - Wednesday we will focus on being at home in our UU faith and belonging to it.
 - Thursday we will be going deeper into what it means to be a UU.
 - Friday - We will be imagining what I and we can do.
 - Saturday - What are we empowered to do?

- Sunday - What are we ready to do?

Encouragement toward being non-anxious for our people. Perhaps with permission to be anxious if we need to while we are together.

Process Observation - Jolanda

Check Out

Saturday, January 12, 2019: 12pm - 6pm

Local Area Coordinator (LAC) Check in - Stephanie Samson and Nancy Avery

****Note:** there should not be live plants on stage due to severe allergies

- Social Justice Report: We are working on gathering possible agencies. The report is going to be given in February.
- Evening Entertainment: Stephanie and Nancy will be working to manage the evening entertainment.
- Exhibit Hall: Spokane is considering getting a table in the exhibit hall. In the past churches have had a table to sell things.
- Volunteers:
 - The Atmosphere position has been hard to fill.
 - Responsibility for
 - Banner parade
 - Evening entertainment
 - Hearing loop

- Setting the stage
 - On call for worship arts and the planning team.
 - Requires a lot of time and talent.
- Local Area notes of concern: There is a big alt-right movement in Spokane. The Spokane Alliance group and a group on hate studies are getting together to meet about this.
 - We don't know if they have a meeting planned for June.
 - We don't know if the safety team knows about this yet.

- Volunteers:

- Is it possible to get volunteers at half time?
- Jan will check.

Safety Team Discussion - (side discussion)

- SFG said that we had to fund the safety team.
- The Safety Team was re added to the budget.
- Concerns that the safety team wasn't particularly well formulated. It seems like things were getting unnecessarily escalated.
- We agreed to fund the 3000\$ because we were told that we didn't have a choice. Barb was going to look into that.

Local Area Coordinator (LAC) for Providence:

- We have reached out to local ministers and New England Regional Staff but haven't gotten a response.
- Tuli has led phone conferences and walked through everything.
- It remains a function of finding the right person.
 - We are working to be transparent.
 - This can be co-led but you can't assign people to work together.

Covenant Work (internal workshop - minutes taken):

Voting results for the covenant list from September

Ambiguity

Trying new things - surprise and delight about how well this meeting has gone

Anxiety/Worry

Candar - very prominent

Anti-Racism - This has been a very strong theme the last 18 months.

Is there anything to take off the lists of things that had 3 votes or higher? No responses

What is missing?

- There isn't anything about learning.
- The struggle is that we are a group that has to work closely together at GA. But we don't talk to each other much outside of our meetings. There is an expectation we will have a sense of immense trust.
- We don't have the luxury of building trust.
- We don't have anything here to covenant with one another that we are going to show up. You have to show up to be present.
- 3 things we may add
 - Ongoing learning
 - Building trust
 - Attending meetings
- Let's talk about the top vote getters-
 - Authenticity - bringing your full self to the work
 - Being present for the entire meeting

- How do we feel about these two?
- Are they in the top 10?
 - The authenticity is important for relationship but not necessarily for the detail of the work.
 - I'm not sure you have to be your authentic self to deal with a budget or poster presentations.
 - It is a wonderful aspiration, but I'm not sure that everyone is willing to be authentic with each other or themselves.
 - I hear you say you don't have to bring your authentic self to make sure a budget balances but a budget is a moral document. You have to have authentic conversations to make decisions about the budget and about these values. In order to be values driven you do have to bring your authentic self.
 - Being Present
 - Means body, mind and spirit but sometimes people get pushed to capacity. Sometimes the ability that we have to be present to the discussions and processes is limited.
 - That is where the trust of relationship and relationship building comes in.
- Both of these ranked high for a reason, this is particularly important for a new person.
 - We can't build trust or relationships if people are not present and if people are not showing up. When we have implicit understandings of people being present for the whole time then we get in trouble.
- Covenants are always aspirational.
 - What does covenant mean to us?

- The expectations that we have of GAPC members is not covenant.
- You have to be there to be in covenant. You have to be present to be in covenant. That is how we relate to each other.
- A struggle is that we are doing a paid job as volunteers. We are working with a job description and a covenant. It is about finding a way for those two things who interact.
- How does a board member get responded to when they do not follow the job description but they don't break the covenant?
 - The board has really struggled with conflict of interest.
- Be Aware of Conflicts of Interest
 - It is in the covenant because it is beyond the money piece. It is in the covenant because we are committing to prioritize the GA needs above any particular subset of our community.
 - Does it belong only in the job description?
- Continue to exercise the commitment to understand how dominant assumptions impact the process
 - New folks are always playing catch up and they don't have the background information that is needed.
 - How do we address history?
 - The internal culture of GA is a dominant culture of people who have walked through several GAs and who have developed trust. You can't just walk in and know everything.
- Speak the Truth Gently and With Love
- Be able to offer Grace for Passion
- Allow for Mistakes

- This is a candid group. We tend to say what we are feeling if we feel strongly about it.
- We have worked hard on making space.
- Are they in the same category about how you speak and how you hear.
- If you don't know, ask
 - Don't think it belongs in the covenant. It belongs in the packet for orientation.
 - The phrasing can be gone. It's kind of included in the other behavior related ones.
 - It is included in be authentic
 - Except when it is not... not everyone comes to the group with the same ingrained set of social assumptions. I'm not sure it is bad to be invited to ask explicit questions.
 - Explaining the acronyms has been helpful.
 - Having the invitation to ask relieves those of us who are new of the psychological burden of deciding to ask.
 - My role is not to assimilate, my role is to transform
 - Maybe we could create a newcomer orientation or a mentorship program but not including this on the covenant.
- This was a good conversation and we ironed out a few things that were hidden in the

NOTE: Come back to a discussion of how we on-board folks

Scholarship Process

Background: In an effort to get congregational buy in 8-10 years ago the PC had a policy that anyone who applied for a scholarship needed to have a matching grant

and you could get up to 250\$ from the PC and from your congregation.

- Anyone with congregational or UU organizational relationship are encouraged to apply for scholarships. This was a decision for GA 2018. We need to revisit the committees wishes for this year. Do we want to have the same standards without requiring a congregational match? And do you want to allow anyone who has any kind of covenantal relationship in UUism to apply.
- Last year we said that priority will be given to applicants who severe as delegates, who are members of historically marginalized communities, have financial hardship, are leaders in their congregations, represent congregations that haven't recently been represented, receive a pledge of support
- Scholarships
 - Scholarships won't be distributed until April
 - Any person coming to GA has potentially a variety of sources to ask for funding.
 - It doesn't seem like the board will be able to include scholarships.
 - The youth and young adult program will have grant money
 - There is the Katie Tyson fund for Youth and Young Adult ministry. It includes registration and 500\$ in travel.
 - The Denny and Jerry Davidoff fund for Lay Leadership
 - We are asking, on our registration page that people donate funds for youth. That could raise between 5,000 and 11,000.

It doesn't sound like the board will be able to include scholarships

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There is the Katie Tyson fund for Youth and Young Adult ministry it is registration and 500\$ in travel

The Denny and Jerry Davidoff fund for Lay leadership

On our registration page we ask people to donate funds for the youth. That could

raise between 5000-11000.

Proposal- Jenn proposes that anyone is welcome to apply for a scholarship for General Assembly with priority given to people with a with congregational or UU organizational relationships. The scholarship will not require a congregational match. Jolanda seconds AMENDED

- Passes

- Discussion regarding proposal
 - Covenantal relationships.
 - Discussion of I Am UU on Facebook
 - Is this a community?
 - Discussion of BLUU
- Discussion of what free range UUs means. People who don't have any sort of congregational or organizational relationship.
 - This conversation could go deeper.
 - We need to be in relationship with one another. Scholarships encourage attendance of those who are in relationship.
 - There is tension around how we encourage people to attend.
 - Opening up gives us a chance to bring in someone who has been in the circle.
 - Last year the avg award we gave out was full registration and 600\$
 - Anyone can apply. We just prioritize people who are in relationship.
 - We seem to be on the same page that we are not going to require a match for our scholarship funds.
 - Anyone who feels they are UU are welcome to attend GA.

Current Scholarship Criteria:

- People who are members of historical marginalized congregations and share that on their applications
- Have financial hardships
- Are leaders in their congregations

Proposal: We add “or communities” to Are leaders in their congregations. Jolanda
Seconds - passes

Discussion:

- Why do we have leaders if we don't have delegates
- Leaders does not necessarily mean delegates
- Broadening the definition of who a leader is can be key
-

Priority will be given to applicants that represent congregations

Proposal: Chelsea - Represent congregations/communities that have not previously
be represented at General Assembly. Jolanda Seconds PASSES

Current Scholarship Criteria: Priority will be given to applicants who receive a
pledge as a specified amount of support from a congregation.

Proposal: We do not list a match in our priorities but we would encourage people
in other scholarship areas to seek a congregational support. Jolanda seconds.
Passes

- Discussion:
 - We need to list this somewhere else. It is important for the idea of seeking congregational support to stay on people's radar.
 - Discussion of how the fund requirement impacts smaller and larger congregations.
 - Discussion of limitations and opportunities such a requirement offers.
-

Proposal: We add in a priority for first time attendees at GA. Ila Seconds - tabled

- This isn't the GA to prioritize first time attendees.
- Providence could go a good place to make this a priority.
- First time attendees help UU grow.
 - This is exactly the GA to do it because we are going to talk

theology.

- Straw poll indicates we are nearly split on this.
- We are going to come back to this in future General Assemblies.

Poster Presentations: We need to have more guidelines. There were some hiccups last year.

- We are going to revisit this in April

WAT Update: (Ila)

- There isn't a great deal to share. We have the covenant to revise.
- Emily (Music person) doesn't want to be the co-chair of WAT.
 - We can't decide this based on a person. UUMN wants the music director to be the co-chair.
- Emily and Patrice are getting along well.
- The next step is to put the charge together and present it back to this group.
- The committee has a sense of what belongs in the WAT bucket.
- We could write a high level charge and let them figure out the details.
 - Concern about WAT being on stage.

Safety Team Discussion - *(this information is copied, in part, from a side discussion that arose during the LAC report.)*

- The PC supports the safety team.
- We want to figure out how to improve it.
- Debra is going to circle back with folks to figure out how to do better.
- SFG said that we had to fund the safety team.
- The Safety Team was re added to the budget.
- Concerns that the safety team wasn't particularly well formulated . It seems like things were getting unnecessarily escalated.
- We agreed to fund the 3000\$ because we were told that we didn't have a choice. Barb was going to look into that.

- Debra will follow up with Barb about this.

Preliminary Budget for 2020:

- We don't have anything in the income line for AV equipment or labor.
 - 2020 is remaining blank on this issue until we see what happens this year.
- Royalties/Rebate - We don't have any listed because it is usually a pernight rebate that is paid by the city. This year they are paying it directly to the convention center. We will get a rebate in Providence.
- Expenses:
 - The election money is increased for Providence because we will likely have a moderator election.
 - The legal expense is low.
 - Salaries -
 - Jan will go to 60% for 2020
 - There will be a full time person as well. It is unknown what their pay and benefits will be.
 - Travel -
 - It will be reduced on Jan and the staff line because Providence is so close to Boston.
 - Registration
 - This is the last year that we will be paying for the new registration system.
 - Consultant
 - We are not sure what Rev. Marta's contract will look like in 2020.
 - Scholarships
 - This number will be at 25,000\$ but we can up it depending on our September meeting.
 - Building Cost
 - Providence is very expensive because we are paying for two

buildings.

- Audio Visual
 - This is the most expensive part of our budget after salaries.
- Environmental Stewardship -
 - We put the offset back in for 2020. We will look at how the opt out we are using this year goes.
- Programs -
 - We moved it back up to 20,000\$
- Day Camp and Child Care
 - We increased this again. We don't know if we will continue to support one less day.
- PDG and Worship Arts - Stayed at this year's level
- WARE - it will be at \$20,000 next year.

Attendance: We need 3,842 people in Providence for this amount

- Last time we were in Providence we had 4,700 people.

Ila moves we pass the 2020 preliminary budget. Debra seconds. **PASSES**

Report: Middle School Camp

Middle School Camp -

- The two co-chairs from last year who worked with Katie Covey - Katie has opted not to do it again. Matthew has stated he is willing to do it.
- We are moving ahead with Kiddie Corp Contracting
- Amber does not want to be co-chair with Matthew she is planning to be an assistant director but does not want the responsibility of being a full on director but Matthew does want that responsibility.

Bike Rack:

Returned to Tabled Proposal: **Proposal: We add in a priority for first time attendees**

at GA.IIa Seconds - PASSES

- Prioritize people with financial need, still in favor of it.
- Still in favor of it, it makes sense given where the event is located
- Willing to revisit it next year or the year after. I aspire for the association to put forth a scholarship option in the future.

Decided - this should be a consideration for the September meeting. But being that most people were willing to step aside at this point we don't have a strong sense of this being a priority.

Proposal: Debra, Chelsea seconds: We keep the priorities as they are. Fails

- Prioritize people with financial need
- Based on where we are going we need to prioritize folks who are marginalized
- Broaden that to include LGBTQIA and EQUUAL Access folks. I think this is the number one priority.
- The UU website doesn't list the priorities, it just lists items.

Task List

Debra - registration on Feb 1st

Follow up about safety team with Barb and Safety Team

Stephanie -

Gather social justice report

Prepare regular report

Jenn -

Register on Feb 1st

Check in with groups

Follow up on email

Ila -

Register on housing on Feb 1st

Emailing Deb to send the original WAT charge again

Get back to WAT

Email Bart related to Youth and Young Adult

I will be answering doodles

Cecelia -

Register for housing on Feb 1st

Reach out to BLUU again

Reach out to ARE

Chelsea -

Housing and Feb 1st

Schedule flights for April and June

I will check in with TRUUST and figure out the room

I will remind Jan about the location of Kiddy Korp and Middle School

I will will do my homework from Rev. Marta

Jolanda

I will contact and meet with DRUUM and EQUUAL Access

I will communicate thoughts around community at GA with both groups

I will contact Debra with details about PDG

I'm going to register for housing

I'm going to push links about GA

I'm going to schedule flights for the April meeting

I'll do my homework

I'm going to speak to Jan about accessibility scripts

Tuli

Membership professionals and administrators

Check Out.