

Minutes for September 2018 GAPC

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Wednesday Afternoon -

Remind everyone that the agenda is fluid. Limited notes were taken on this day by agreement. We focused on orienting new and returning members.

Chalice Lighting and check in – Debra & Tuli

Getting to know you: Jan led a getting to know you exercise

Orientation including Consensus and Decision-Making – Ila and Jenn (decision making)

Ila and Jenn reviewed the consensus and decision making process. Details can be found in the packet.

- Opening – Tuli
- Housekeeping – Jan
- Travel Policies – Jan
- Governance Piece – Ila - walked everyone through how governance works at the UUA and the role of the GAPC.

Getting to know you part 2 – Jan

Dinner!

Thursday Morning–

Process Observer All Day: Tuli, Rev. Marta will also be observing

Facilitator: Jenn

Morning:

Chalice Lighting and Check-In - Jenn

- Do you have anything to bring to the table?
- What is a color that reminds you of yesterday?

Covenanting – Denise

- We are going to lead creating a covenant together. What is a covenant?

Debra - the sacred promises we make one to another knowing full well we will break them and try again.

Ila - Hopefully, it is an agreement among the people around the table in how they wish to be treated and affirm to treat others.

Jan - Promise and agreements made among people as to their aspirations

Tuli - a shared set of promises and agreements as to how we want to be with one another.

Cecelia - a covenant is a sacred container that turns a group of people into a team.

Chelsea - a group agreement

Jolanda - how we hold each other

Rev. Marta - how we hold each other and how we bring each other in when we fall out.

Denise - how we love one another

Stephanie - common ground of all of our differences

What is your experience with Covenant:

Relationship

Sacred

Behavior

Choosing to be together

Why are we even here together

Reaffirm who we are

Anchor

Promise

Religious

Explicit

Belongs to the group

Marriage vows

Denise broke the group up into pairs:

1. Come up with three things together that you want to promise.
2. List the things that are really important for other people to do for you in this group.
 - They are not necessarily the same.
 - After you do your list you are going to combine them.
 - You will come back to the table with 3 things each.

Covenant

1. Listen with an open mind
2. Be forthcoming with your concerns. Don't be conflict avoidant for the sake of being conflict avoidant.
3. Authenticity - bring your full self
4. Treat each other respectfully.
5. I will value and listen to the experiences that each member brings to the table.
6. I will be present for the whole meeting.
7. Allow each person to express their thoughts without interruption.
8. Know my limits and let everyone know when I've done too much
9. Be prepared
10. Make sure to take care of yourself and stay at the table.
11. Speak the truth gently and with love.
12. Balance personal desires with the will of the group
13. Let go of old baggage and heal old wounds as we strive toward healthy self differentiation so that we can collectively explore possibilities and hold ambiguity.
14. Be aware of conflicts of interest.
15. If you don't know, ask. (very often we jump to respond or react and assume that is the group mandate and it isn't.)
16. Be able to offer grace for passion.
17. Honor and assume struggles
18. Allow for mistakes (Oops and Ouch)
19. Continue to exercise the commitment to understand how dominate assumptions color the process.

20. Deeply live our internalized UU values.
21. Move up, Move back.

We each have 8 check marks to vote on things that are of value.

Decentering Whiteness— led by Rev. Marta - *No notes were taken during this session as is common when this group does AR/AO/MC work.*

Lunch

Thursday Afternoon:

Facilitator: Ila

GAMAP and GRID

– Tuli & Debra

Monday was the GAMAP meeting. At the table are reps from the GAPC, Staff, Members of the board and the Commission on Institutional Change. We are trying to imagine what GA can and should be. There has been discussion about moving from a GA to a General Conference. A GC does not make legally binding decisions. It is a gathering of the tribes that will perhaps direct the future of the association in reflective ways rather than legally binding ways. This came out of recommendations from the Task Force on Reimagining the Covenant.

The idea is that in Spokane we will have some elements of a general conference, a GC like feel.

We do have a theme, which was developed at the end of the day and presented to us. It is called “**The Power Of We**”.

- We also talked about the joy of we
- The struggle of we
- The possibility of we.
- Mapped out something about a visual rotating piece.

There was a lot of talk about a frame for this. You can consider that the annual gathering is holding up the system of white supremacy.

Impact

Marketing - We need to think about how we are going to market it and get congregations excited about it.

The Grid - will be an area of significant change. We developed a loose grid to be ready for the differences that will continue to come.

Worship - Rather than traditional worship we will have a worshipful start

Voting - There will be some voting sessions but they will be limited

Essense - It will be more of a gathering of the tribe

WARE- We don't know when WARE will be announced

Workshops - We don't know yet if there won't be workshops or if that is something that will come out in November

The nuts and bolts are still being worked on.

Group reaction: There is concern about the swiftness of the changes and how it will be communicated. Concern has been expressed about how to share this with congregations. There is excitement from other people who express confidence in how this will happen.

Youth and Young Adult Ministries Meeting 130pm

Bart Frost, Sara Green, and Jennica Davis-Hockett

- Introductions:
- Bart - Bart is the director of Youth and Young Adult Ministries. He has served on the planning committee. This will be his 18th GA in a row.
- Jennica - Jennica is the Youth Ministry Associate. She supports the deans for youth caucus. This includes a lot of programing and communicating with sponsors and youth, helping them get engaged and connected to the city.
- Sara - Sara is a Youth and Young Adults of Color Ministry Associate. Her big focus at GA is the Thrive program. This is fairly new, it is in its 3rd yr. We are there to support youth and young adults of color at GA. We also help them to navigate the oops/ouch moments throughout general assembly. How can we build deeper bridges between young people of color and BLUU. Sometimes we do workshops and we do lunches for young people. They are becoming really big touchstones for people of color at GA. Sara is supporting the young adults at GA program as the program's primary lead.
- Introductions around the group - Members and attenders of the PC introduce themselves. At the end of the introductions Jennica and Sara, who were at the meeting Via Zoom left.
- Bart - Why did I bring in my staff team and send them away? This is a change we are creating within the team?
 - Working on a low key rebrand of the Youth at General Assembly program.
 - Changing the language without explaining why.
 - Youth caucus seems to refer just to the business at GA. If we use Youth at GA we are creating a better holding for the entire youth experience.
 - We are considering changing the Business manager's name to Caucus Manager.

- We usually engage 200-300 youth each year. Last year was lower
- We have increased the staff team from 15 to 17
 - This includes two youth of color and a young adult leader of color.
- Young Adult at GA covers people 18-35.
 - Our office focus is on ages 18-25 because they are underserved.
 - Bart will be a liaison to the programs. If the PC chooses a liaison they would work with Bart directly about all three programs.
 - This program has been YA@GA for a number of years. They haven't functioned as a caucus in the same way.
- Thrive
 - Our leadership school brand for youth and young adults of color
- We are currently working on a five year plan related to where we want to move those programs.
- Budget Request:
 - In previous years we have submitted a detailed budget
 - We decided not to do that this year.
 - We are asking for the same budget we received last year.
 - 26,500 for youth at GA
 - 6,000 for YA@GA
 - 6,000 for the Thrive at GA program
 - 38,500 - is the total
- We don't feel like we can ask for less. Our needs don't change depending on who is able to come. It is mostly about staff teams.
 - We try to assist the next co-facilitator with attending
 - We typically have two deans, two youth chaplains, two adult chaplains, two business managers, two Thrive at GA folks, Two worship coordinators and two connections coordinators and 3 adult advisors.
 - Regardless of the size of GA it would be hard to reduce our staff team.
- If we do get less we are likely to cut the pre-site visit. This is a big expense.
- As our funding has decreased we have increasingly asked the planning committee to hold more of the budget.
 - Bart would prefer that the GAPC would fully fund Youth and Young Adults at GA.
- This is the only national gathering of youth. But some regions have regional gatherings.
- In evaluating the mission and goals of our office and our budget we sometimes question the wisdom of going to general assembly.
 - We think that GA leads a lot of folks into leadership.
 - But GA isn't currently meeting the needs of youth and young adults.

- Questions:
 - If the PC can't fully fund the request, what will happen?
 - The youth may not attend the site visit
 - This could harm the relationship between the PC and the Youth.
 - It could impact how youth relate to GA.
 - Getting them onsite is what makes it real.
 - We would likely decrease our staff team.
 - It won't affect scholarships. That comes out of a different pool.
- We are currently working on a 5 year plan as to where we want to move those programs.
- Other notes from Bart.
 - The GA chaplain process - Youth don't tend to use them.
 - Business managers who help them navigate the business of the association.
 - We need two deans.
 - The connections coordinators really do facilitate connections at GA.
 - We could trim a little off of the staff 1-2 staff members and trim about 4,000-6,000.
 - We are having a discussion about how often we ask youth to provide pastoral care to one another and when they need to go to adults.
 - We are working to create communities of care in our work.
 - For the past couple of years we have had a higher number of young adult attendees than youth.
 - I wonder if, as we decenter whiteness and are talking about recentering folks of color within our association and what it would look like to center the experience and young adults.
 - Bart's contact information is Bfrost@uua.org and his phone number is 617-948-4359. He uses it as voicemail.

10 minute break

GRID and GAMAP conversation continued:

- How do we convey that we want as many kinds of voices as possible at the table.
- When we consider this different structure it does impact, in particular, youth caucus.
- The workshop slots are typically when youth caucus has gathered. There are currently no workshop slots on this grid.
- Barb's (Co-Moderator) response - The yellow blocks will be designed to allow youth and young adults to be full participants.

- Ila - Concern stated that this grid and the process of this means that the GAPC doesn't and won't have a place at the table. I've been really excited about the movements that the staff and board have taken for other things. We have come to a place where lay leaders have no voice. I feel like this makes the committee a means committee.
- Cecilia - I'm looking at this and listening with my third eye about Bart's discussion about the lack of voice of youth and young adults in GA. I'm also listening to reservations that Ila has just listed. I'm wondering if there is a way we can fashion these yellow bits in a way that allows the interplay.
- Chelsea - has a lot of experience as a youth. Many of the adults of the older folks of our congregation comes with a different faith. Newer folks can come with baggage and fear.
- Elandria - look at the yellow spaces as an invitational. We made a pledge to be at the GAPC meetings and for you to be at the board meetings so that we are not siloed. I was on boards at 15. Everyone else was grown. I was training adults on anti-racism at 14. My prayer is that some of our young folks get to get what I got. We are not getting our young people to be where we are now. We are not creating continental, multiracial, spaces. We need to figure out how to do it so people know how to do it when they go home. 75 youth were asked about what they hope for the youth movement in the faith. They want to lead with adults. What would it mean for all of these groups to actually work together to find out where we need to go. I honor the fear. I feel it everyday. How do we give people the excitement, we have the ability to do something kind of amazing in order to make it happen. This committee needs to be the through line of where we are going. How do we create with you all in the midst of it all.
- The whole point is the power of we.
- The GAPC knows far better than most board members about what it takes to get GA this done.
- Barb - what the board needs to decide in the context of the grid is how to minimize the business we are doing.
 - This is the container that we are putting around it (Leave this in the notes)
 - Par down business as usual
 - Time for collective discernment
 - Follow the energy around roles and identities
 - Blend of mixing and huddling (meeting and sharing)
 - Arts and creativity
 - Engagement over time. (spring conversations and fall follow ups)
 - How do you take what happens in GA home with you?
- Elandria (Co-Moderator) - We want to look differently at what happens in the General sessions. What does it mean for lay people to have a voice? Does it mean you get debate time at the mic or you get voices heard for real? We have work to do around what it means to widen it out. The board has started modeling this by having more of them speak rather than just one person at the microphone.

- Barb - GA is a culmination of what we hope is engagement of all levels of UU life for the year to come. GA is the faith work that we do all the time.
- Tuli - We are not looking at having business on Sunday. We are open to those things. There will be a grid meeting recalled by Nov 1st.

WAT Charge – Ila and Tuli

WAT Co-Chair -

We want the minister lead and the music director to co-chair WAT. Emily is the co-chair of WAT. We have not been clear about our music director co-chairing WAT.

We are trying to be clear with the accountability relationship between the GAPC and WAT and what the liaisons are supposed to do.

- Do we want to have two liaisons? Our budget is unlikely to support two.
- The liaison will not be in their first year of service with the GAPC.
 - They will attend and participate in all WAT meetings but will not be actively engaged in managing worship.

WAT Members can do two terms and two successive terms.

- Co-chair needs to be in their second term.
- We want people on the team to come from a variety of backgrounds (not just ministry).
- How many members? If we don't allow four or more we are letting the process drive the intent.
 - This may be a budget driven issue.

WAT members will not lead or participate in worship.

WAT Script Review:

- Worship services are scripted.
- Scripts are reviewed with an AR/AO/MC lense and then the feedback is given to the worship leaders.
 - The production manager is not reviewing the scripts.
 - Patrice (co-chair of WAT) is asking for a AR/AO/MC for all of GA and for that to belong to the Planning committee.
 - The only scripts we get are things that happen in the general session space.
 - The co-moderators read the general session scripts.

The co-moderators read the general session scripts.

Note: the discussion of script reviews was revisited during the WAT Check in on Friday morning

Process Observation: Tuli

Friday Morning:

Morning Facilitator – Debra

Process Observer: Chelsea

Chalice Lighting and Check in - Debra

- Name, pronouns, if ____ was missing, GA wouldn't be GA..

WAT Check In

930am - WAT Check in

- Intro - who you are and pronouns if you choose to share
- What are you excited about?
 - Patrice - I haven't thought about it a lot. There are a lot of potentially fairly radical changes. Emily and I are potentially going to have a lot of fun.
 - There are some changes that include new administrative requirements which I find challenging, especially considering the requirements of worship and how far away they are.
- What do you need from us/WAT Charge?
 - Patrice - It would have been more powerful to have music be able to have their own committee. I feel like it works against the music person.
 - Debra - this has been a request from the music folks. There is a real desire to engage in shared leadership. Music folks have wanted to be a part of crafting collaborative experiences at GA.
 - Ila - how can we set up a system that will work well? This is a reflection of a struggle between ministers and musicians.
 - Patrice - You can't legislate people being nice to each other. If the reason for doing it is because of what you just said then that may not help. What really makes a difference is requiring a covenant.
 - Patrice - GAPC has a lot more resources to put together the group that would do the script review. The person coming into the position needs to know in advance that these are new requirements. This is a big change midstream. This was done by the chair last year. In this transitional year I think the PC needs to say that this is what we are going to try to move towards. The PC will pull together a team and all the scripts will go to the team.
 - The moderator has a few people look at scripts.
 - The sense of distrust of what I'm doing is pretty great and it is pretty soul crushing.
 - There has been no feedback from GAPC except for how awful things are. I'm feeling very discouraged about it. I haven't heard anything about the first latinx service.
 - I just want to reflect back to you how it feels on this side.
 - I don't feel you are assuming the best of each other.
 - I'm so glad I heard someone say, maybe we can do this right, or try to do this right.
 - I'm being asked to do a lot more than I thought. It is like changing the job description. I'm hopeful that we can figure something out. Overall the changes you want to put in place are positive. What I don't see if the PC stepping forward and saying, this is what we are going to do to help make this possible.

WAT Conventing

- Ila - I recognize there is a really big tension between traditional governance work where every committee has a charge and relational governance work.
 - When WAT was originally developed script review was in WATs corner.
 - Are all of these expectations better as a covenant or as a charge?
 - In the end it is done specifically so that there is clarity of rolls. Then how do we move on as two groups both working toward fabulous worship at general assembly.
- Patrice - Probably what would have helped that would have been to put down some of the thoughts as to why. The reason we have a comprehensive review is because....

- Jan - we need to put gratitude on the covenant. That is a lesson to the committee. TO start with gratitude and bring that to our attention. We have misstepped in our attempt to legislate and have not expressed our commitment to you. I'm not feeling comfortable as we try to go through this without Emily. Everyone needs to take a breath and say we are sorry and try to start again.

- Patrice - Agreed that Emily needs to be involved. What I can do is begin to move forward even though it isn't final. I hope the language gets in here that reflects what we are trying to accomplish with worship at GA or the people. A paragraph at the beginning

- Patrice - Does Rev. Marta have any perspective.
 - Marta - I can see how this was reactionary. I will look at the next iteration with different eyes. I think this has been a really fantastic conversation. I personally want to thank you for your comment about the worship service. I didn't go to that degree with this group. There is no going back now after this conversation.

- Tuli - Welcoming Emily. We have a tentative grid, which is not to be shared. What are some of the possibilities in a worshipful start.

- Jan - We need to include discussion of a worshipful start on our October phone call.

- Tuli - I'm not looking for anything concrete, just an immediate response. What do you think of worshipful start.
 - Patrice - music. Other than that I'm not going to say anything.
 - Emily - it is about inviting people into a particular way of being. About creating a container. I'm not locked into worshipful start. It might mean considering how these elements can be more unified. It is that everything we do needs to be tied into the best of who we can be.

Covenanting - With Denise

- Speak your truth gently with love
 - Discussion about this topic ranged from concerns about being asked to speak gently to a point being made that there is a difference between speaking gently and softly. A concern was lifted up that if we yell at each other that feels out of covenant. We shared a desire to allow one another to speak truth.
 - Denise - Learning footnote #1 the beauty of covenant is in this discussion not in words that show up on the piece of paper. Keep that in mind. It will help lessen the desire to get the words perfect on the paper.
- Forthcoming with concerns/Authenticity - both got 7 points and both reference speaking truth but not in the same way.
- Intent vs. Impact
 - Discussion - How your words are received matters. This relates to a desire to treat one another gently with love. We put intent vs. impact with ouch/oops yesterday. Understanding how the dominant culture impacts us seems to be a consistent feeling.
- Expression without interruption -
 - Discussion - I took this as a way for the secretary to take notes. It is also a personal need, it is easier for introverts to participate without being talked over.
- Conflicts of Interest -
 - Ila - This is coming from a place of trying to covenant to not be in a spot that we have been in before. Professional groups and children, the PC sometimes works with other groups and when we have a family member involved in that way it can get complicated. As much as we say that we don't want history to guide us.
- Concern we may not finish the covenant.
 - Discussion - the discussion we are having is more important. Our next steps don't have to be this weekend.

Friday Afternoon:

Facilitator: Tuli

Moderator - Barb & Board conversation - Denise

- We recognize that in the midst of change anxiety is going to come. We are aware of that. We are working with groups - AUUMMA, UUMA, LRADA and the like
- The board is working on bylaws changes
- What is happening with the moderator position?
 - In 2018 the board decided to move outside of our bylaws for this position. We decided that we would not announce a nominee Feb 1 as our bylaws require. We are considering if we will hold an election in 2019 or push that to 2020 or later.
 - We would encourage people not to run for moderator, to have someone come forward for election means that we are making a 6 yr commitment for a particular model of governance.

- Commission on Institutional Change - Charged by the board 2 general assemblies ago to do an in depth and comprehensive analysis of our systems and how we might change and break out of our systems.

Budget_– Jan

- Sustainability Report

- Grounding information - GA budget is not on the UUA general ledger. We are not on the UUAs general operating budget. We budget to break even every year. We do account for a reserve, which can be used in the future. GA pays for the Conference Staff salaries. That is a big part of the budget.

Kansas City Review -

- We had a huge deficit in terms of registration. We had a 380 reduction in terms of numbers. We made more money than expected at onsite registration. We no longer close registration.
- This is the first year that off-site delegate registration made a profit.
- We budgeted for 1,374,359 and had an income of 1,021,361.
- We had more income from exhibits than expected. Less than AV.
- Conference Consultation - this is when other groups in the UUA plan something. Our entire budget is financed through GA registrations. PC didn't want to pay for other group's conferences. We charged the other groups. We eventually came to the UUA paying 10,000 for planning for other meetings.
- Royalties - is a rebate system. The hotels will pay you between 5 and 10 dollars per night per room night. They do that to help offset the convention center costs. In Spokane the hotels pay the convention center.
- Total income - 1,549,859 budgeted and we ended up with 1,202,351
- When we were at 25 Beacon the UUA charged our office an occupancy fee. The UUA administrative costs - every other administration aside from the current one has felt like GA was very expensive to send their staff too. Mary Catherine Morn told them how important it was. We, in the past, agreed to a \$50,000 admin fee that helped fund other staff groups going to GA. It was supposed to be a one year thing. It hasn't stopped.
- Printing - we are not printing signs anymore.
- Bank Card Charges are the fees we are assessed by having people register with their credit cards.
- Membership dues - are staff membership dues.
- Equipment purchase is the maintenance fees for our registration system.
- Our Subtotal expenses was less than budgeted 464,359 vs 481,687
- The planning committee travel and staff costs - It was a huge drop because of where we stayed - when we spread out that can sometimes save us money.
- Volunteer Committee line - came in under budget - includes the registrations for our two hundred volunteers that help with everything. It includes support for the local area task force and the team. It includes that national volunteers. It also includes support for the Chalice to travel different places as part of the marketing strategy.
- Advertising was up.
- The convention center ended up being less expensive than what we had planned. It included a lot of things.

- Equipment rental - Most of the extra cost was over labor charges. The convention center didn't let us in until 2pm.
- AV - has to do with sound and visuals, this is extra labor, this has to do with the AV costs of providing AV for the worships.
- Accessibility services is lower
- 10,000 of it was not carryover, 10,000 was support for bluu, almost 1,000 was late turn ins from us.
- Read the sustainability report! - Environmental sustainability is about a 47,000 line item.
- 20,000 was the amount we paid to carbon fund.org to off set all the travel. This is the 3rd year we offset all of the carbon. We are the only religious organizations who do this. (the owner of carbon fund.org is a Unitarian).
- Programs (PDG) only spent 11,604 despite being allocated 20,000.
- Music was a little higher because of the shadows (happens in a transition year).
- Children's program came in under budget because we had much fewer children.
- PDG support was more than what was budgeted but programs were low.

Task/Liaison Conversation – Tuli

- Discussion on what it means to be a liaison
- People will submit their top three
 - You will advocate for your group but not above everything else. Bring a GAPC hat to your liaison role.
 - If my group is wanting this then what about all the other groups
 - You are responsible for relaying to the group what this committee has done. It is your responsibility to transmit our minutes to them as well as letting you know.

Decentering Whiteness – Rev. Marta

- Discuss the need for people to have space to caucus

- Ila proposes that from 10am until 1045am on Saturday morning we together take the time and space for people to be where and with whom they need to be.

- Jolanda second
- Discussion -
 - Do we have the space? - Tuli
 - We do. - Jan
- Proposal Passes

Important Notes for the end of the day -

- We want to acknowledge that Oshara stepped down at the end of our August zoom meeting.

Process Observation

Saturday Morning:

Morning Facilitator – Jenn

Check-in and Chalice Lighting: Jenn

Welcome and check in - last September meetings for Jenn and Ila

Process Observer: Debra

LAC for Spokane report, Stephanie Taylor Mason:

- Housing has been planned for almost a year now; 45 rooms available; goal is to have 25K income for home hospitality; also offering rides to and from the airport for those taking advantage of housing; all have approached Stephanie, she has not had to search
- Two people are doing informational servicers
- SJ person is a member of Spokane Alliance, working with a lot of nonprofits and labor unions around Spoke based issues
- An assistant/backup has been recruited
- Only position not currently filled is ambiance; a person who used to be Board of Trustees President, with engineering in his background might be interested.
- They are making their own T-shirts and want to sell them to members of the churches who are planning to go to GA. There is a connection between the Spokane member T shirts and the larger branding. Do they need to have a table? Could this be in front of the volunteer office? Talk to Mary Mcrae. Portland they sold water bottles. Spokane should have a table; Jan would like to confirm that Portland was not charged for the table to sell water bottles. Issue is not of space, issue is of charge for table; *will be revisited at a future date.*
- In April Stephanie will not be staying at hotel.
 - Will the volunteer committee be meeting in a suite? They will use the board and GAPC room rather than the hotel suite during GA. In April they will meet in the hotel, but not in a suite.
- No volunteer wants to stay at the hotel; all they want is parking and lunch. This is with an eye to the budget.
- Stephanie will forward list and name of volunteers to Jan.
- Mental health person is in mind and will be forwarded to Jan; Stephanie can talk to this person. Chaplains dealt with issues that could have been dealt with by the mental health person.
- Social Justice report needs to be given in January with the person ready to give it. 3-5 options and recommendations. Especially how much local support will they need?

Worship

- Will Spokane be reflected in the worship services? Significant reason we are going is Rev. Todd spoke to the lifting of voices of the marginalized in Spokane. We don't yet know what this will look like; perhaps Witness. Conversations between SFG, Danielle Di Bona and Clyde Grubbs who have native american connections and how to lift up these voices in an appropriate way. Local people might light a chalice or something. Rev. Todd is a

- ventriloquist. He could talk about why Spokane. Could also be multi gen.
- Important for worship to know that Stephanie has connections; would like to see more of a Spokane flair from the big stage. Stephanie is the contact for all our liaison groups. Make sure your groups know who Stephanie is.
- Last year Gaby did a lot for WAT. Stephanie is the local contact and so people will be touch. Gaby did a good job of finding volunteers for hearing loop etc. It gets a little weird when the LAC is called upon to find rocking chairs etc. She is not the volunteer for WAT. A request was for a pie communion and that the LAC would buy 900 pies and distribute them. This is a no no.
- Should Stephanie find a volunteer to support WAT? To be discussed at a later date.
- Priority is to support the tasks as asked for from the GAPC.
- Registrations scholarship fund; all the volunteers are of means and can donate to the scholarship fund. That is excellent. We end up paying registration for all kind of volunteers like the chalice person.
- Feeling uncomfortable that the Volunteer does GAPC grocery shopping. It would make more sense to do your own shopping.
 - Do what is within your capacity and say no when you can't do the grocery shopping for the entire GAPC
 - Jan's staff gets in an uber and gets what they wanted
 - Decide in April after we check out Spokane
- Appreciation for the love and care the congregation is taking; the buy in from the church is fabulous.

Tasks/ Liaison

- Emily is AUUMM liaison
- LGBTQ is not on the list; but there is no such formal grouping; there is a space requested by Annete Marquis after Orlando and we continued that next year. So it was decided to keep the space; it is used by TRUUST and LGBTQI folks. Is there is a need for that space to have liaison? Last year Debra was liaison to TRUUST. Debra checking in with Michael Crumpler last year. Michael talked directly to Jan. It was an UUA staff held space, not a GAPC volunteer task.
- Pay attention to transition
 - Chelsea: Children's and Trust
 - Jolanda: DRUUMM and EQUAL access
 - Cecelia: ARE and BLUU
 - Ila: WAT and YAYA and youth
 - Debra: BoT and RRT and safety
 - Tuli: AUUA and AUUMP
 - Jenn: UUMA, Chaplains and LREDA

GACS Report

- There are four members of GACS- Jan, Don, Stacey, Steve. Stacey and Don started when Jan did. Steve has been here six years; first person

with meeting planning experience. Stacey is now Certified Meeting Planner and works from home which is Lowell. All of them are reasonable well; Steve lost his father this year; UUA sent flowers; GAPC is making a donation to the American Cancer Society

- Spokane
 - We have asked for dorms in Spokane
 - Red lion Hotel was sold, owned by Davenport owners
 - We are in the middle of trying to figure out what it looks like
- Next year 2020 in Providence; we have talked to Region and Woullard to find a LAC.
- After Providence is Milwaukee
- 2022 looking to do site visit this year; looking out West; proposals from Portland, Salt Lake City and from Albuquerque which is small, but might have electric buses shuttling. Room rates in Portland might be too much for us to do the three city consortium - get a \$1/night from each room in each city. 3 city of consortium does not have to be in consecutive years.
- 2023 is in Pittsburgh, Letter of intent is signed but is not legally binding.

Rev. Marta Contract Discussion

- Everyone has the contract in their packet
- We need to look at it and consider what we are asking her to do and what it will cost us.
- Historically we have hired to have people to do ARAOMC work with; then we had CELSSJR because they were were partnered with us to NOLA; thought it was better to have someone work with us consistently rather than drop ins. Originally we had Rev. Marta would do done big piece and then observe our other meetings; what we asked her to do has not become what she is doing. This contract: She will attend each of our meeting except GA; will not be following us around and be a rep of us or with us at GA. She did not find that it was necessary after a year of working with us. It was also very hard for us. And we were trying to work with what she wanted and come up with a negotiated contract.
 - If something arises at GA, can she be helpful? Maybe covered in C - be on hand; but then she might not be in Spokane
 - GA is a one of the few times for sustenance and community
 - Having continuity has been the most meaningful experience of ARAOMC in six years
 - Discussion about the budget and the impact on the budget. What would this mean we don't fund?
 - Reminder to be open to possibilities whether that be in a different way or other ways to do this work; encouraged to be open to the possibilities - don't dig into the budget right now.
 - Should Rev. Marta be in the room when the budget is being discussed?
 - Disagreement. But agreed that we need to decide and let her know before she makes the trip.
 - Elandria made Marta redo her contract; because wanted her to understand how she was devaluing her work; Poc are asked to do real heavy lifting and out of our love for the faith are being devalued.

- It is important to value people's work.
- 800K from the reserves have disappeared in the last several years.
- 3 years ago we had more than 600K in reserve, and now we have 8K.
- We can think expansively, and a budget is a living doc. Competing interests; remind that you don't need to take what you need from any one bucket
- The Board's decision making reduced the cushion which is why Barb and Elandria are here and are committed to being here in a different kind of way.
- We have been stewards in isolation for a long time. Administrations saw GA as an expense and a burden. No connection between the operating budget and the GA budget; hopefully in a more robust collaboration with the BoT. Doing it alone has been hard.
 - We spent a large amount of the reserves in NOLA.
- We did well in Providence and Portland and what is in excess goes to the reserve.
- Board is responsible for all the budgets
 - Being in these spots is hard; BLUU came to Board to ask for 200K for scholarships; BoT took it out of the GAPC reserves for one GA. Next year asked for 80K. Board said no. No money to give. DRUUMM asked and had to say no. Carey and Elandria had to say no. Board decided to give 5Million to a group. Then they asked for 3 people, Board gave for one. But they have given more than they've ever given, it is never good enough. Then it becomes you don't believe in PoC. Just not true. We have no \$\$ left.
- Historically, the moderator and a rep from Board have always sat at this table. After Jim, it got a little inconsistent. Planning committee has not done it alone. Not only been in the consent agenda. There was a budget committee, but its been a while. It's a relationship which has waxed and waned.
- Shifting to policy governance means that the conversation that should happen falls through the cracks. Shifting to staff dependence, means that one of the unintended consequences is that the budget conversation falls through the cracks.
- A big element of white fragility in how this all happened. In October 2016, BLUU asked for 5.3 million \$. The administration was blindsided by the request. The Bot is predominantly white, how could they say no. In the next meetings, Bot said sorry they should have been in conversation. POC on the board why are you saying sorry for supporting POC. Set the tone for the conversation that comes after and gets felt at the GAPC level. It's important

to understand how white supremacy plays into these decisions.

- Proposal - Chelsea: Accept the contract as is and make the budget work; seconded by Jolanda
 - Should honor the monetary commitment
 - The contract in its totality does consider the savings that might be realized if we were not to travel
 - We are closing possibilities; not comfortable deciding to do this without considering the entirety of the demands on our budget., closing off the possibilities
 - Either/or thinking is a false dichotomy and a symptom of white supremacy culture.
 - Already made this decision when we said we wanted accompaniment and not drop in.
 - We have the money. Do we?
 - Encouraging possibilities is not rejecting anti racism work or Rev. Marta.
 - We are not ready to make a decision
-

Lunch

Saturday Afternoon:

Facilitating – Ila
Reading by Emily

- Discussion of Rev. Marta's Contract and AR/AO/MC processes in general - *Discussion details removed*
- Proposal - Chelsea: Accept the contract as is and make the budget work; seconded by Jolanda amended - The contract amount can be amended based on travel and time commitment.
 - Passes with one person stepping aside.

Budgeting Process

Jan asked everyone to make guesses about how many might attend GA. Guesses ranged from 2200 - 3450.

- Last year we charged \$395 for registration? What do we charge this year?
- Possible range is from 395-475\$
 - The registration fees stay pretty stable.
- Presenters will need a mic. This is an accessibility issue.
- Anyone could potentially be a presenter
- The hope is that we will have a lot of small worships. To be really clear about what that small worship package is for people means we are doing a guessing game.
- Discussion about lowering the legal expenses. We are planning to take Tom to 35,000. And we lowered the Parliamentarian.

- Tuli - I so do not understand the \$50,000 UUA Administrative Costs! (let the minutes reflect)
- 13,000-14,000 goes to program books. We budget 20,000. We could require people to register without a program book. Right now we are printing about 75% of our guessed attendance.
 - What if you started requesting sign up for the program book as part of the registration and in 2-4 yrs transition.
 - If we have fewer people, then we will have fewer books.
 - Bringing down the budget 17,500
- Non-staff travel is 55,000 - Let's consider not having an in person Jan meeting and reducing the non-staff travel line.
 - Discussion regarding not having an in person Jan meeting.
 - Concern of not having a relationship piece
 - It would mandate the people around this table committing to next year about going to church in providence and meeting the local area folks before. Usually you would make the connection at the Jan meeting and reconnect in April. For clarity,
 - Proposal - Tuli proposes that the January 2019 meeting occur by zoom and that the site visit which normally happens in Jan be moved to the Sep 2019 meeting.
 - Debra seconds
 - Approved after discussion with one objection who stepped aside.
 - Discussion -
 - Discussion about what would be different, what we would be giving up. One point to keep in mind we could have up to two new people in addition to the new LAC that would normally join us for the Jan meeting.
 - Increased concerns about the relationship development piece.
 - Discussion about how we bring people on board the team, especially when they don't join at once.
 - Suggestion that perhaps we don't bring new people on this year.
 - We will ask the board not to add anyone to our team until June.
 - Discussion about meeting in a less expensive place, or in smaller groups and then zooming with each other.
 - Reminder that we are considering this because of budget issues.

Budget Discussion

- Space rental is what it costs to rent the convention center, to do security, to do the emts, any kind of tables and chairs. Sometimes we will do less than this because sometimes we are not aware
- Equipment rental - is computers and things. Shipping and freight is 8,000
- AV Rental is 240,000 that includes the rental for the workshops and for CMI.
- CMI -

- Accessibility Services - Currently scooters are available for 40\$ a piece. We talked about raising it. We asked people to pay more. Part of the problem with the scooters is that some people wind up coming to GA and finding out they are not mobile. I don't think that 20\$ a day is excessive.
 - Last year we paid 16,000 for scooter rental and what we got in terms of people paying was 2,250\$.

Jenn proposes that we ask for the full cost of the scooter and if you need to pay less enter the amount below with a min of 50\$. Jolanda seconded.

- Further discussion - We ask parents to pay one third.
- Proposal approved.

- Carbon offsets - Discussion - is this an area we want to reduce costs? It is something we have been quite proud of and dedicated to in the past.
-

Jolanda proposes that in this years registration that in order to make our environmental service more conscious for attendees we make the carbon offsets a part of the registration cost with someone to opt out. Friendly amendment - We would spend the money to make up the difference up to 2,000\$. The 2,000 is intended to cover those who intend to opt out. Proposal passes.

- Chaplain and RRT would be flat.
- Safety Teams -
 - We paid a 1/3 - last year and would have to pay the rest of it this year.
 - The total is close to 5,000\$
 - Discussion - disagreement about spending more on safety teams than on RRT. Discussed the importance and value of the safety team. Discussion about the PC being told, several times that they wouldn't have to take something onto their budget the next year. This was the case with the safety team as well. Barb reflects on it being a struggle that the GAPC is being told this.

Jolanda - I propose that we put 3,000\$ in the budget line item for safety teams with the asterisk that we revisit it.

Approved

*Barb (co-moderator will look at this number).

Youth and Young Adult - what they are asking for.

Offsite Delegate support

Within the Worship budget - We pay for SLT copyrights and Is worship and celebration supporting what happens on the stage.

- I know it sounds like not doing big worship means it will be cheaper but if you can imagine doing many different workshops as the same time. At the beginning we have this new thing where we have the spiritual practice quite early.

WARE lecture

Proposal - Jenn proposes \$20,000 be reduced to 15,000\$ for Ware. Does not get a second. Proposal fails.

Proposal - Jolanda proposes that we lower the line item for dances to 1,000.

- No second - passes

Child care is a huge expense where we generally tend to subsidize 400-500 per child. We made a commitment that we would have child care.

- Consider cutting child care from Wednesday and Sunday since we won't be voting. Last year our middle school camp kids numbered 10.
- We really like Kiddy Korp. We have worked with them for a few years. They do background checks.
- We used to pay for the UUMA's child care. Now the UUMA contracts for their own child care.

Proposal: Jenn proposes that we move the Youth Caucus to 15,000\$ and Debra offered a friendly amendment to 18,000. Jenn accepted. Proposal Passes

Keeping WAT support at 10K

Scholarships: GAPC gave 50K; Board gave 50K. Some people did not show, so we spent 35K. Prior to Columbus, our budgeted scholarship amount was 25K.

- The 15,000\$ that we saved from scholarships went into overages.
- Last year we had a very late request from a group for 12 people to be covered to go to GA.
- The scholarship line is when you go to the GA website you will get half of what your congregation supports. We changed it to where it used to be a matching grant and now it isn't.

Budget review

- Would require 410\$ for Registration with 3,374 people -
- Significant cuts were made.
- Canceling the in person meeting.
- Canceling child care on Wednesday and Sunday
- Reducing scholarships by ½
- Reducing support for the youth budget
- We are still at risk of a several hundred thousand dollar deficit if we are off on the numbers.

Chelsea proposes that we table the budget via zoom meeting to be finalized sometime before the board meeting.

Proposal passes.

Calendaring
Future Meetings and Monthly Zoom Calls

Parking Lot/Bike Rack

Scholarships
Phoenix Disruption

History of GAPC
• For newcomers
On Boarding