

## General Assembly Planning Committee

Friday, January 12, 2018 8:30 a.m.

Tuli Patel, Jenn Gracen, Ila Klion, Chelsea Surfus, Oshara Meesha (via Zoom), Debra Boyd, Jan Sneegas, Barb Greve, Elandria Williams, Stephanie Samson, Gaby Kusko, Leon Burke

Opening

Check-in

Process Observer: Jenn Gracen

How was it to come to January without a timed agenda?

- Liked it
- Struggled
- Hard coming in new
- Having the big times would be have been helpful
- Had to build a new structure
- Interesting

Covenant

- Proposed parts:
  - Debra: Engage the work with holy curiosity. Provide the Committee with timely updates about work group processes & decisions.
  - Gaby: Value the challenges of others. Move with flexibility & grace.
  - Jan: Valuing the different needs of others. Commit to work together to address the differing needs of groups. Formulate policy giving consideration to the differing needs of groups.
  - Chelsea: Strive to embrace chaos. Invite & support people to be comfortable as we navigate times of chaos. Value the presence & contribution of children & youth attending GA
  - Leon: Promise to listen deeply and speak my truth when my turn comes
  - Ila: Stay present to the needs of the group. Offer help & provide comfort when individuals are struggling, but allow for group process to proceed.
  - Jenn: Being prepared & attend. Consider the impact of our decisions on a variety of groups. We will ensure the future financial sustainability of GA.
  - Oshara: Engage in personal reflection and growth sharing our learning with the group.
  - Tuli: Value both independence and interdependence.

Planning for the conversation with Carey:

- We would like updates on Regional in-gatherings, Networking times, & UUA Witness

Barb & Elandria about Bylaws:

- There is a Bylaw working group.
- Tuli & Chelsea are on the Bylaw working group.
- This group has met to review the survey results from a survey about groups that are in the current bylaws.
- The preliminary responses have been grouped into categories of 1 (needs conversation), 2 (probably), & 3 (needs a lot more conversation).

GA Bylaws and Rules Memo  
Jan 2018 GA Planning Committee Meeting  
Spokane, WA

Hello members of the GA PC and GA Staff,

Tuli Patel and I worked on two sections for the bylaws in our small subgroup - General Assembly and Rules. We wanted to first make sure that the GA PC saw the changes that were going to the committee. We also have two requests for the GA PC meeting this week: that we talk about the bylaw proposal and also talk about the rules section. Tuli and I did not make recommendations for the rules since the rules directly follow the bylaws. Everyone that provided input for the survey's thoughts are represented here along with the changes that the Commission for Social Witness wanted made.

After this memo is the proposal from me and Tuli and also the survey responses around General Assembly. Here are the general responses around bylaw changes that also relate to this committee.

- General assembly parameters and criteria
- GAPC- the composition
- General assembly criteria and parameters
- Consideration should be given regarding GA that would recognize two types of General Assembly occurring in alternative years. One type being a Business General Assembly and the other being a Social Justice and/or Celebration General Assembly.
- Replace Robert's Rules as the rules of procedure and I don't know what to replace them with.

Thanks,

Elandria

**General Assembly and Rules Bylaws Proposal**  
**General Assembly - Article 4**

Item	Priority
<b>4.2</b> – Definition needs to be looked at	2
<b>4.3</b> - at least once every two years	1
<b>4.4</b> – line 188 – read districts or regions	1
<b>4.7</b> - line 216- CLF static number why?	2
<p><b>4.8 (b) line 245-264</b></p> <p>Religious Professionals- Minister Delegates, Religious Education Director Delegates, Musician Director Delegates, and Administrator Delegates.  Each certified member congregation is also entitled to be represented at each General Assembly by the minister or ministers in ministerial fellowship with the Association, religious educator, musicians and administrators settled in such congregation and who are in good standing with the retrospective professional body (LREDA, UUMN, AUUA, or UUMA).  by the ordained minister or ministers in ministerial fellowship with the Association settled in such congregation. In addition, each certified member congregation is also entitled to be represented at each General Assembly by any minister emeritus or minister emerita of such congregation in ministerial fellowship with the Association and by any director of religious education emeritus or emerita by the member congregation not less than six months prior to the General Assembly, provided that any such minister has been settled previously in such congregation, and any such director of religious education who has been previously employed in such congregation.</p>	1
<b>4.8 c</b> also have emeritus musicians and administrators	2
<p><b>4.11 Agendas for General Assemblies</b></p> <p>The Board of Trustees shall prepare an agenda for each General Assembly. General Assemblies shall adopt rules relating to the agenda.  (a) Tentative Agenda for Regular General Assemblies  Everything stays the same from 4.11. Lines 317 -323 should read- Resolutions submitted under (d), (e)(3) and (f) must be received by the Board of Trustees no later than 110 days before the date set for the opening of that general assembly. everything else stays the same til line 336- 339. The tentative agenda shall be mailed to each member congregation and trustee not less than 9 days before the opening of the General Assembly.  (b) Final Agenda for Regular General Assemblies  everything stays the same in section 4.14 lines 504-531 except for in line 517 strike out Executive Committee  (c) Agenda for Special General Assemblies  Section 4.15 everything stays the same except for lines 541 - with no more than 20 of the 50 congregations from the same district or region and lines 542-543- the agenda shall be mailed to each member congregation and trustee not less than 30 days before the General Assembly  (d) Items Admitted to Special General Assembly Agenda - same</p>	1

<p><b>4.12 - #1 UUA Statements of Conscience</b>  (a)  1- Each member congregation or covenanted community may submit to the Commission on Social Witness on proposed Congregational Study/Action.....  2- gone  3- stays the same  4-5 gone  6- stays the same  (b) - gone  (c )  1- gone  2 and 3 combine - Following the General Assembly, the Commission on Social Witness shall then compose a draft UU A Statement of Conscience. The draft UUA Statement of Conscience congregational comment form, and a ballot to place the draft UUA Statement of Conscience on the Final Agenda shall be included in the Congregational Poll.  4- gone  5 - stays the same  D- stays the same</p>	1
<p><b>4.12 – blow up totally</b></p>	2
<p><b>4.16 Additions to the Agenda of Regular General Assemblies</b>  a- same  b- get rid of #1  c- leave 1, 2, 4, 6, and 7- change working on 6 from adoption to affirmation #1  d- same except change working of 2 from adoption to affirmation #1  take out 5, leave 4, take out 3</p>	1
<p><b>4.16</b> Needs work by commission for new process of affirmation</p>	3
<p><b>General Conference Language-</b> the board can call a special general assembly and that assembly could easily be a general conference in the short term</p>	2

**Article XiV - Rules**

**14.3 Rules of Order -#2**

get rid of Robert's rules and instead create our own UU modified rules of order adapted from Robert's Rules of Order (make it more simple, cut down debate time, etc.)

Consider the concept of a General Conference. If rules of membership change, consider how delegates will be authorized. Is there any value/possibility of shortening all of the logistics regarding social witness and moving the details to the rules? Would give us more flexibility for change.

We know that GA is not democratic. It is attended by those who can afford to participate. We need to finally address this.

Every fiscal year? UUMN and AUUA need to be delegates too, not just RE.

no. except they are really long, and really confusing if you have never attended GA

4.2 In practice, is this an accurate description of the General Assembly. Do they make overall policy? Perhaps change policy to something more along "setting or guiding the mission, direction of the Association."  
4.7 Proxy voting would allow congregations to be fully represented in votes – would this be more democratic?  
4.8 Delegate numbers give more weight to congregations than to numbers of members. Maybe okay, but just to be sure we understand this. 4.8.b Increase voting opportunities for Religious Educators. Expand to Credential Religious Educators serving congregations. Or UU member Religious Educators serving congregations. 4.11e2 – Very low bar for getting things on the national agenda. Increase 15 congregations to 50 or 100. 4.11e3 – Should this number be increased? Or spread out across region? Do overall review for "district" to make sure "region" is present as well. Review bylaws for work "mail" to make sure (or add amendment) that says "mail means any customary and regular mechanism of communication" 4.14.c strike "Executive Committee" 4.16 Strike most – reconsider AIW

4.3 Regular General Assembly: "each fiscal year"? Every other year? C4.7 Voting: What specifically are the "articles of organization"? 4.8 Delegates: CLF has 22 delegates why a static number? ALSO b) only master level DREs seems classist any professional congregational employee seems more in line with our fifth principle C4.9 Accreditation of Delegates: Do these fees serve as a pole tax? 4.11 Tentative Agenda for Regular Assemblies: Way too much detail to be in bylaws move to rules? 4.12 UUA Statements of Conscience: Way too much detail to be in bylaws move most to rules? 4.13 Revision of UUA Statements of Conscience Process Schedule: Move most to rules? 4.14. Final Agenda for Regular General Assemblies: Move most to rules? 4.15. Agenda for Special General Assemblies: Move most to rules? 4.16. Additions to the Agenda of Regular General Assemblies: Move most to rules?

delegates - credentialed level religious educators not just master level credentialed, get rid of AIWs,

lines #187-188 need to be changed

Yes need to define GA duties versus General Conference

We need to rethink what GA is for, how we incorporate the concept of a General Conference dealing with theological and philosophical issues into GA, and we need to come to grips with the 5th Principle TF recommendations on making GA more truly representative. Can we use technology more? Can we use the Mission Table approach recommended by the Re-Imagining Covenant TF? Work with our regions and remaining districts to provide linkage opportunities between the UUA and congregations, and among congregations? Can we shorten the process for SOC's? Can we get rid of AIWs? Given that Repsonsive Resolutions are not binding, can we make the process of receiving/discussing them less time-consuming and subject to weaponized parliamentary procedure? In general, how can we conduct business that avoid parliamentary haggling?

**Rule IV GA**

Do we need all of the detail on congregational polls, or should we simply authorize the CSW to adopt a reasonable process?

Rule 4.18.4 needs to be updated to include regions in addition to districts. Are any rules (or articles) in need of changes to be sure that current off-site voting is clearly permitted and regulated?

Somehow needs to make room for non in person assemblies and doing the work virtually.

Let's remember that not all delegates have access to smart phones/computers. We should make printed (limited) copies of all changes/rules/CSI. etc available for those who need at GA

Update with Carey McDonald:

- Networking Opportunities at GA:
  - A lot of good work came out of Program Development group. For the networking block on the calendar for Friday we'd like to have a process similar to workshops where groups can ask for space.
- Regional In-gatherings:
  - Mid-America Regional Assembly is happening on Wednesday. We'd like to create some current issue groups for people who are attending GA. Get GA started with groups engaging the same issues &/or challenges i.e. congregations in search, congregations engaged with capital campaigns, congregations working on connecting with BLM. People can drop in & drop out. Workshops that address these area will be highlighted.
- **Propose: That we give Networking on Friday evening & opportunities on Wednesday between 4 & 6 in conjunction with GACS to the Administration. Grid changes & cross programming will come back to the Committee before being implemented.**
- Public Witness:
  - We've been in conversation with BLUU about how witness will be organized at GA. Just met with Lena & Leslie. Concern Collaborative Coalition & Jobs Coalition. Direct action & centering gratitude. Green light work will be at the center of the efforts. Working with local partners to determine the structure. Want to be able to reach out to the micro-30 group within BLUU so that there are concurrent events across the country. They continue to agree that this will be off-grid. We need to have further conversation about when witness can be scheduled in opposition to other events.

Dialog with Marta about ARAOMC work:

- Introductions
- Rev. Marta opened with a reading/blessing.

- Called to tell us more about herself & how she is coming into the work because she was confused by the lack of response to her questions.
  - Happy to report that she has responses from everyone as of this morning
  - Listens to her gut a lot
  - If something is happening & we pass by it, it will just come up again
  - I'm aware that this group hasn't been formed for a long period of time
  - I'm not the expert. I believe that there is collective wisdom, but it is based in our relationships.
  - This is both in concrete ways & ways that we won't know until it happens.
  - I see this work as an invitation to work in a different way that balances head & heart. Fun & practical work that is filled with laughter, forgiveness, support one another.
  - The more people who can show up and feel seen & heard & appreciated the deeper we will be with each other as humans & Unitarian Universalists in service of creating a better world.
  - I am discerning if I want to stay with this work with the Committee for an extended period of time.
- What is the goal of our time together:
  - Always use an ARAOMC lens. Having an external person to help us see our opportunities for furthering our work.
  - Want to move forward in our journey & use this opportunity of working in a smaller group to support & be supported as we practice. Improve each of our individual understandings and deeper into relationship.
  - Want to change the culture of the Committee because it strongly influences the culture of the GA. This is beyond whiteness to construct of whiteness including education, class, "the elect".
  - We need to address the hardest aspects of internalization & culture.
  - Want the opportunity to practice new ways with the real feedback
  - We need to know the ramifications that come from decentering whiteness.
  - I want to see what this looks like. I have never seen this work lived into. There are generational differences.
  - A place of welcoming will invite what's inside of us to come forth.
- How uncomfortable are you willing to be with each other & me to move forward with this work?
  - We had a lengthy conversation about the willingness of people to have their answers to the four questions shared with the group anonymously.
- Closing reading for time with Rev. Marta. "The Hardest Blessing"

Lunch

Reconvene 1:30

Reviewed the Reception format for the local reception for later

Went back to Bylaws:

Worship Arts Team:

Patrice Curtis & Michelle Fauveault joined via Zoom:

- What is an “Artistic Coordinator”?
  - Weaving of words/music, managing energy
- Do you have needs that the Local Area Coordinator can help with?
  - One of our themes is fabrics & quilts
- Thoughts & challenges with the Charge?
  - We are most interested in clarifying the liaison role between WAT & GAPC.
- Can you talk about how worship leaders are selected?
  - The services that we are involved with are not the preaching services. So, we have been selecting folks for the devotional services, opening, & closing. This has been an evolving adventure. We’ve invited folks into those services who are going to do a substantial part in other parts of the week.
  - We have focused on inviting in folks from the local community.
  - We are clear that UUA staff should be in facetime roles.
  - We did talk through last year WAT having facetime. Chip negotiated that once in a three year service window that WAT people would be on stage.
  - Adding a youth person to WAT for next year.
  -
- Is WAT doing all the writing?
  - We are doing more of the writing. An example from last year, we had four different speakers, but WAT wrote much of the rest of the service.
- What kind of stage time?
  - This year Kimberly Debus will be part of helping to lead the communion service on Friday.
- Who is handling opening & closing?
  - The entire WAT with special attention from Patrice.
- What is the role for local folks? What local music help do you need?
  - We haven’t talked to those folks yet. We are clear that we are rich with middle aged women with dark hair.
  - The regional staff also have been helping to identify people who have the energy for the large space, but are also collaborative and respectful the time constraints.
- Would local folks from the BLUU revival (April 28 in KC) be helpful?
  - If there are folks interested in GA worship, then put them in touch with Michelle.
- KC has connections with UU & Kwansa (Oshara)

Returned to Bylaw conversation:

Tuli, Chelsea, Oshara, & Debra will look at the Bylaws for other suggestions that GAPC might suggest to the board for changes to 699-711.



Ila: Could we have a hybrid in 2019 of a GA & a General Conference? If we want to do this, the decision has to be made before Kansas City by Board, GAPC, & Administration.

Susan Frederick-Gray

- Ware Lecturer: Brittany Packnett
- The presidency is all the things: Gratitude, joy, challenges, heartbreak.
- Hopes & wishes for GA 2018: Moving worship, spiritually deep experiences of our faith & community. Powerful speakers who stir our hearts & spirits. Hope to have some deep discussions & discernment about our future. Want it to be enlivening. Hope the workshops are skill building & opportunities for education about growing justice. Hope we have fun.

Moderator Update

- Barb:
  - Heartfelt thanks for GAPC
  - We are temporary. We hope to invite us into new ways of doing things. Sometimes that is planned discomfort & some of it is unplanned.
  - We are looking at what it takes to be leaders in our faith.
  - How we engage between GAs.
  - Looking at processes that serve us well & those that need changed always looking through an ARAOMC lens.
  - We are in a creative tension place in wanting to change & wanting to hear from Institutional change
  - We move forward with intention, attention, and reflection. And, aspire to model that for the larger Association
  - We want to do this with humor & passion.
  - We want to model healthy disagreement.
  - Co leadership requires hard work. We don't have to agree all the time, but have to agree about when to agree & not agree.
  - We are creating a new team: The Accountability Team: The RRT does great work for restoring relationship. What is missing is a group of people to name systemic oppression that occurs at GA:
    - Collecting stories
    - Bring into a public conversation
    - Help elected
  - We are in an interim period & a time of change as we always are.
  - We are asked to try new things, be open hearted,

Process observation:

- Were we in Right Relationship? It was mixed. We did & we didn't.
- Did we have an ethos of community care? We looked after one another, but we also harmed.
- Did we stay focused

- Struggled with how to move forward & balance listening to people who had concerns.
- We got sidetracked with trust issues with the shift in reply to
- Tracking of the conversation with the new model was difficult.
- Having to juggle zoom & in-person was difficult
- People did adapt at times.
- Witnessed people checking in with one another.
- This is much happier, healthier space.
- Miss the spirituality that Oshara brings to our meetings.

Debrief of Local Reception:

- Send confirmation email to attendees with the Room of the gathering
- Over all: great group. Engaged. Interested. And, ready to go.

Saturday morning

Opening

Check-in

Mission Statement: Grounded in UUism, the GAPC creates opportunities for intentional, transformative change towards beloved community.

We, the members of the 17-18 GAPC, with Justice, Compassion and Integrity as our guides covenant to:

- Respect interdependence, independence, and group process. We will offer help, but respect a person's need to work alone. Stay present to the needs of the group; offer help and provide comfort when individuals are struggling, but allow for group process to proceed.
- Remember that we are a community of faith by laugh together, sing together, and worship together as we engage our work
- Engage our work with holy curiosity. Strive to embrace chaos, inviting and supporting people to be comfortable as we as do so.
- Provide the committee with updates about work group processes and decisions in a timely manner.
- Value the challenges and different needs of others. We will work to move with flexibility and grace. The policies we formulate will give consideration to, and the impact of, our decisions on the differing needs of various groups.
- Support the presence and contribution of children and youth attending GA.
- Promise to listen deeply and speak our truths when it is our turn by using "I" language. We will engage in personal reflection and growth sharing our learnings with the group.
- Come prepared and attend with our full selves.
- Work to ensure the future financial sustainability of GA.

- Take responsibility when the covenant is broken, to make repairs to relationships, and continue together in faith.
- We will regularly re-read this covenant and revisit it when new members join the committee.

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- Proposed parts:

- Debra: Engage the work with holy curiosity. Timely provide the Committee with updates about work group processes & decisions.
- Gaby: Value the challenges of others. Move with flexibility & grace.
- Jan: Valuing the different needs of others. Commit to work together to address the differing needs of groups. Formulate policy giving consideration to the differing needs of groups.
- Chelsea: Strive to embrace chaos. Invite & support people to be comfortable as we navigate times of chaos. Value the presence & contribution of children & youth attending GA
- Leon: Promise to listen deeply and speak my truth when my turn comes
- Ila: Stay present to the needs of the group. Offer help & provide comfort when individuals are struggling, but allow for group process to proceed.
- Jenn: Being prepared & attend. Consider the impact of our decisions on a variety of groups. We will ensure the future financial sustainability of GA.
- Oshara: Engage in personal reflection and growth sharing our learning with the group.
- Tuli: Value both independence and interdependence.

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### Prior Covenant

We, the members of the General Assembly Planning Committee covenant to:

- Come prepared to do our work, laugh together, sing together, and worship together.
- Honor where we are in our journeys, speak our truths using “I” language to name when we are hurt, and to forgive ourselves and one another as we come back to the table to begin again.
- Remember that we are a community of faith, that we engage in the work together, and we do this work in the service of others.
- Attend to our ongoing development as that community of faith, mindful that many of our decisions require timely action as suggested by our agenda.
- Trust that others are acting from a place of good will.
- Act with the best of intentions while taking responsibility for the impact of our actions that may not match our intentions.
- Care for our bodily, emotional, and spiritual needs while seeking support from each other in helpful ways.
- Communicate with each other directly, accepting responsibility for clarity by producing it and seeking it.
- Actively engage the work we do through an anti-oppressive, multicultural lens.

- Take responsibility when the covenant is broken, to make repairs to relationships, and continue together in faith.

#### Bylaw Conversation Continued

- We like streaming & putting process in a separate document.
- We have been having conversations for a long time, but this is the first time we have pulled all the conversations into a single document.
- There is a lot of confusion in the system.
- There are no names that will be presented before February 1 for Moderator nominations.
- **We the GAPC affirm & support the proposed bylaw changes brought forth by the co-mods with the caveats that the work is done collaboratively & the board take the time to consider unintended consequences.**

#### Moderator Report Continued

- Elandria
  - If there are things we need to know to do better or to have a better relationship or things you need from us,
  - Co-Mods will be writing a letter about scholarships
  - What does GAPC need the Board to do at GA?
    - Board needs not to say to people that GAPC needs to be disbanded.
    - Board needs to be present at the major events of General Assembly.
      - Synergy
      - Morning Worship
      - Witness
    - Identifiable
    - Moderators attend our meeting
    - Transparency & consideration before decisions are made that impact GA
    - Ask questions in both directions
    - If the Board is going to change how another Committee does their work, the Board needs to hold the unintended consequences.
  - How is mission work evolving?
    - We are going to start having some of the conversations around the process next week.
    - The Board & Administration will also have conversation in their April meeting
    - The Regional Leaders Group is on board to help facilitate local & state conversations about mission.
  - The Board now has Board Chaplains. The Board is still processing the challenges of last year.
  - The Board is looking for ways to identify forms of systemic oppression. We are in a Code of Ethics and Conflict of Interest struggle. We are also examining the power of individuals who serve compared to how the body moves. Trying to examine the history of the ghosts from the past.

## Local Event Coordinator Report

### Status of LATF

Information Service is being led by a seasoned GA attendee from All Souls, KCMO, Bob Miller. He studied the position at GA NOLA and has a clear grasp of his duties. He currently has about 14 local volunteers to help him at GA. He will be available to attend meetings in April and is aware of his duties and is collecting information for Ask Me volunteers. He met Janiece and Patty at the recent meeting in KCMO on Nov. 29th. He is well versed in Excel and will be able to schedule volunteers both local and National, giving consideration to their schedules and abilities. Although he will have 22 volunteers working in Information Services, he is aware that some of those positions will be filled with National volunteers. Bob Miller  
[treegnomebob@gmail.com](mailto:treegnomebob@gmail.com)

Social Justice Program Coordinator is led by Ashanti Spears who is from the Topeka Fellowship and has been active in BLUU, MidAmerica regional youth and young adult programming and is also involved in the Poor People's Campaign with Rev. Rose Schwab and other are ministers and congregants. She currently lives near KCMO and works in Johnson County, KS. Ashanti is familiar with her job description and we have been meeting and planning together since October. She attended and spoke at the recent GA Planning Teach-In at All Souls on Nov.4th. She has chosen Gail Robertson from SMUUCH (Shawnee Mission UU church) in Lenexa, KS as her Social Justice volunteer assistant. Her second assistant, is Rose Welch, a UU affiliated with the Topeka Fellowship. Ashanti and I have attended an event by one local area non-profit, CCO (Communities Creating Opportunity) to observe their work. Ashanti met Janiece and staff at the Nov 29, meeting in KCMO. We discussed our interest in conducting a tour surrounding GA based on the Story of Segregation, a driving tour, based on the book, "Some of My Best Friends are Black", by Colby Tanner. We are planning a Common read based on the book at area churches, a session with the author in April which will result in trained tour guides. Ashanti is well aware of the deadlines to present recommendations of a few non profits to benefit from the collection taken at GA and to represent their efforts at GA. She is uniquely qualified to bring in other artists and resources which I will present at the meetings in January in Spokane. Ashanti Spears [ashantispears@gmail.com](mailto:ashantispears@gmail.com)

Ambience/Atmosphere Coordinator will be led by Scott England who is a newcomer to GA but he directed a GA - themed service on Labor Day weekend at All Souls. He attended the Teach

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in on Nov.4th and is aware of how volunteers may be directed to assist him through National. Scott has deep roots in KCMO, in the arts and as a health care provider at children's Mercy Hospital. He will be available in April during the site visit and is aware of his role in training and coordinating volunteers during GA. He will be assisted by Kenna Bassett (Banner Parade) and Kent Johnson and Anna Sajovic in providing décor, hanging banners and distribution of banners. Evening entertainment should be greatly simplified with the decision to hire a DJ for Friday night entertainment geared toward youth and young adult audience. Scott England  
[sengland2kc@gmail.com](mailto:sengland2kc@gmail.com)

Submitted by Gaby Kusko LAC GA 2018

- **Provide registration for the current Chalice Steward, but withhold creating a permanent position until our September meeting.**
- Reviewed the 5 Social Justice Groups put forth.
  - **Request a proposal from the Social Justice Groups (CCO & Operation Breakthrough) about how their organizations would be changed by our people &/or funds to thrive going forward. And, we will have this information & decide in February.**
- Jan & Gaby will have a conversation about how the pre-GA event will be shared with the larger UU community. The local churches will be responsible for all logistic, liability, and funding of any event.

#### Social Media

- Conversation with UU social media folks (Lauren Wallicer & Rachel Waldon) whose email addresses are not on social media. UU is fine with GAPC doing the work as long as we are in dialog.
- Thinking about doing profiles of Committee members & staff
- Thinking about pushing information about GA (greening, deadlines, etc.)
- Started a twitter account.
- The GAPC facebook would address roles & process of creating GA, not addressing GA directly.
- Elandria: The Board is letting the staff handle all social media.
  - Other Standing Committees need to reach into the Association at large.
- **Propose: Chelsea & Jenn be the lead to create & push through twitter & facebook that highlights the locations of GA & any locally sponsored events that UUs might be interested in, as well as reminders about opportunities/deadlines. Generating & peaking interest with facts to increase buzz for upcoming announcements.**
- Jenn & Chelsea will create a proposal for curating comments on the facebook.
- **Chelsea will continuing moderating all social media forum & bring items forward to the entire committee.**

Tour of Conversation Center

Lunch

#### Safety Teams

- Reviewed overviews in packet
- The only reason why the piece on the Accountability Team came up is because the RRT has drifted from the original purpose. So, we still need a group where marginalized communities feel in relationship. We are hoping to have overlap between RRT & the Safety Team.

- The Safety Team organizes support for historically and currently marginalized communities who are actively experiences oppression at GA.
- The number of people on the safety team is in proportion to the number of attendees. Anywhere you have a substantial group of attendees or gatherings where you anticipate conflict.
- Some RRT members might be on the Safety Team.
- The work of Safety Team & RRT are different. Part of the job of Safety Team is de-escalating conflict. Protecting people physically.
- The point of RRT was to identify issues to leaders & the larger Association so that things can be rectified. RRT was a group of people that marginalized communities feel comfortable to report concerns to.
- Having a majority identity membership & leadership wasn't the original goal. The RRT has become a complaint center for everyone instead of a group for marginalized identities to approach.
- The Safety Team doesn't replace any existing group. It is to ensure the physical safety of people, especially people who identify as having marginalized communities.
- Members of the Safety Team will be UUs. Some may have already done this work. This will be some current Board members, some other folks who are known, some local folks, with a broad and inclusive identities. The key skill is the ability to remain calm & de-escalate conflict.
- Need to do training ahead of time. Some with zoom calls. And, a half day onsite before GA. Forty people total would be the about the right size for the Safety Team.
- The Safety Team would belong to the GAPC in partnership with the Board & the Administration.
- This needs to be an ongoing part of GA because we are in a time of increased militarized police states. We must protect our people at all costs.
- Issues need to be brought forward from RRT, Safety Team, & Chaplains to GAPC.
- **Propose: GAPC establishes in collaboration with the Co-Mods a Safety Team (to work collaboratively to ensure the physical safety of attendees at GA.) Must be clarified in the February Zoom meeting**
- The Safety Team will be recruited. GAPC, Administration, & Co-Mods will all work together for this.

#### Scholarship Process:

- Process, Total Amount of Funds for Scholarships, & offering in Sunday Worship
- Every scholarship includes a registration. But, not every registration receives a scholarship.
- Sources of funds: Youth & Young Adult Office; GAPC; Congregations; District/Regional/etc. Other
- Some applicants have no congregation and this group may be growing
- **Propose: For GA 2018, anyone with congregational or UU organizational relationship (covenanted communities) are encouraged to apply for GAPC registrations & scholarships.**

- **And, will actively encourage individuals to seek other funding from congregations and other forms of support.**
- Sunday Worship Offering:
  - Historically, we have tried to look external on Sunday morning.
  - And, some wanted to examine having barriers between external & internal
  - Splitting the offering between scholarship & an external group has unintended consequences because the funds will need to be processed by UUA before going to the external group. Also, if funds go to scholarships, there isn't currently a way to book it for the following year & there is no way to distribute the funds in the current year.
  - There is benefit to starting to build a scholarship reserve.
  - We need a broad representation of UU across the board. We need people from all the congregations & all the communities at GA if we are going to have small "d" democracy.
  - Are there other forums for raising money for scholarships?
  - **Proposal: That the Sunday morning collection be given to the chosen 501(c)3.**
  - We will continue to talk collaboratively about how we raise funds to create accountable, small "d" democracy for GAs.

#### GACS Report

- My sabbatical wasn't what I planned, but was meaningful. Being staff on the Living Legacy Pilgrimage was transformative.
- My staff are fine:
  - Steve is back in Boston
  - Don & Stacey are well
  - We are on track for 2018.
- February 1 is the opening of registration & housing for staff and national volunteers with budget codes. GAPC members needs to register & make housing reservations in February. Marriott is the HQ hotel. Hotel Phillips is a newly renovated historic property, but not accessible. The Crowne is close to the convention center. The Alladin is a Holiday Inn and very close to the convention center.
- We are still mulling around the Rockhouse dorms. They are far by public transit, but 15 minutes by car. Linens cost \$21, but doesn't include a pillow.
- Carbon offset will be with life straws & truck stop electrification & reforestation in Minnesota for 2018.
- The convention center has been very accommodating of our greening efforts.
- 2019 has been dogged about getting contracts signed for hotels & convention center. Three hotels are signed & the convention center is signed. We are still working on dorm space. We are thinking of it as a meeting campus. The worker issues have been resolved.



- 2020 all contracts have been signed. The Hilton & the Renaissance & the downtown Marriott are signed (\$189-\$209).
- 2021: We have proposals from Pittsburg, Milwaukee, Des Moines, and possibly Louisville. If you are interested, let Jan know.
- 2022: Location in the west are challenging.
- The UUA is working on helping to market GA. Two or three meetings have been held. They are looking for ways to assist in promoting GA. The administration is fulfilling their commitment.
- 2018: 3798 is the registration required to break even. 3914 for 2019.
- Jan will send out an email about how to register & do housing for GA 2018.

Poster Presentation:

- **Accept & fund the proposal.**

Pre-GA Training:

- The GAPC elected to not sponsor any pre-GA trainings this year in part because we did not have a detailed proposal including a specific request and budget.

Calls:

- Second Thursday at 4:30 Eastern is the standing time for GAPC zoom calls.

Debrief WAT

- **Propose: A subgroup of GAPC examine the charge to WAT & return with a draft of a new change to discuss at the March Zoom Meeting.**

Debrief Susan

- Absolutely amazing!

What do we need from Rev. Marta?

- We need someone who is outside the system to help us see our systemic concerns and possibly bring an ARAOMC process observation and help us learn these skills for ourselves
- Want to learn how to implement lessons from Salsa Soul & Spirit
- How uncomfortable are you willing to be?
  - Tuli: whatever it takes
  - Debra: whatever it takes
  - Chelsea: let's do it
  - Ila: I am going to be completely uncomfortable
  - Jenn: I struggle with the question

Task Review:

- All:
  - GA Registration & Housing
  - Flights (April & June)

- Connect with Liaison
- Expense Reports
- Tuli:
  - KatieCovey, Middle School Camp
  - Bylaws
  - Work with Oshara, Chelsea, & Debra regarding GAPC in the bylaws
- Chelsea
  - Bylaws
  - Work with Oshara, Chelsea, & Debra regarding GAPC in the bylaws
  - Middle School Coordinator
  - Social Media - creating content & continue scanning all social media for items that need GAPC attention
- Ila
  - Contacting Marta
  - UUMA
  - TRUUST
- Debra
  - Work with Tuli, Oshara, Chelsea, & Debra regarding GAPC in the bylaws
  - Minutes
  - Work with Jenn WAT Charge Review
  - Start Liaison with TRUUST
- Jenn:
  - Touch base with Co-Mods about RRT
  - Meet with Hannah regarding RRT
  - Chaplains (send Jan info)
  - Equal Access (maybe move to someone else)
  - Safety Teams (?)
  - Social Media
  - WAT Charge Review
- Gaby:
  - Sit down with Stephanie & share documents
  - How support will be transform the two social justice groups for Sunday offering
  - Contact Michelle regarding the Kansas City mayor

#### Process Observation:

- We mostly did ok. We did some toe stepping
- We brought ourselves back with we got off track
- There are still overtones of white supremacy culture. And, we're getting better.
- Took the risk to try new process
- Continue the list approach
- Thanks to Elandria & Barb
- Surprised to hear so much cussing
- The committee seems to be relaxing

Check out

Closing

Parking Lot:

- Need to have a conversation about what “collaborative” means to GAPC especially within and between GAPC/Board/Administration.
- Identify & articulate past ghosts so that we can have informative conversations with partners.

Respectfully Submitted,  
Debra Gray Boyd