

## ***April 7th, 2017***

In attendance: Jan Sneegas (General Assembly and Conference Services), Rev. Chip Roush (Chair), Rev. Jenn Gray, Debra Gray Boyd (Co-vice chair), Ila Klion (Co-vice chair), Katherine Allen (Secretary), Mary Alm, Samuel Prince, Tuli Patel, Leon Burke (GA Music Coordinator), Jolanda Walter (Local Arrangements Chair, 2017), Gaby Kusko (Local Arrangements Chair, 2018), Denise Rimes (Vice-Moderator of the Board of Trustees), Romana Cohen (Meet Green), Rev. Deanna Vandiver and Ruth Idakula (Organizing Managers of CELSJr)

### **Morning:**

#### Conversation with the Moderator and Vice Moderator (Jim Key, Moderator of the Board of Trustees (teleconference), and Denise Rimes, Vice-Moderator of the Board of Trustees)

--Board of Trustees Meeting Last Night (April 6<sup>th</sup>)—approximately 200 people on the call, and things are moving forward.

--Executive committee will be meeting as soon as possible to begin the process of looking at the charge for an interim president and finding a candidate.

--Jan Sneegas: Many of the UU POC are not members of congregations, and GA is centered around delegates and lots of scholarships require congregational matches. Moving forward, how can we attract everyone?

--Jim Key: need to give people a voice. We will need to shift the structure of GA and change the bylaws to start to move towards this. Work with congregations to become more welcoming and shift the paradigm.

--Denise Rimes: Because of our incorporation and bylaws we are legally bound to do certain things. The law and the culture are not working well together right now, but the Board is obligated to also adhere to the laws.

--Election: things are going well in the presidential election. Three forums so far, and tomorrow is the fourth forum. Voting rules and guidelines are on the website, rules are different this year as almost all the votes will be electronic. An outside company that is working closely with the IT department is handling the voting. Many people are a little confused by allowing people to start casting ballots on June 1<sup>st</sup>. Many delegates may have voted prior to GA, and the announcement will be made after the Ware lecture. Many candidates have focused on absentee votes, as historically more than half the votes have been casted absentee. Vote will be ranked, which makes it possible to have an automatic runoff without having a second vote.

--The Board is also still focusing on renewing the covenant.

--The Board is working on naming a commission to reexamine the theological grounding of the Association in our bylaws.

--The Board is working on congregational boundaries, how to protect both victims and people who been accused, but not proven guilty.

- 8<sup>th</sup> principle push is beginning to gain ground. Board hasn't received a request yet to make a motion, and there should be a commission starting after GA. Something could be brought forward as early as Kansas City.
- Groups will be introduced with photographs at GA once again.
- May have another facilitated conversation on the stage.
- Trying to carve out as much time during general session for faithful discernment around where to go from here.
- Scholarships: Board doesn't have scholarship funding this year
  - 90 people of color who do not have congregations have applied for scholarships.
  - Over 300 people have applied for scholarships, twice that of last year.

### 2017 District Coordinator's Report (Jolanda Walter, Local Arrangements Chair 2017)

- Local information is going well. Getting some giant maps so people can see things.
- Service Project Coordinator: Leslie with FLICC (our service project) will come today to talk about what the service project will be.
  - Project is a confusing word, because we also have hands-on projects that are not with FLICC. Organization may be a clearer word to use in the future.
- Atmosphere: Ruby Bridges on Thursday, want to get Brass Band for Friday, but hard to find someone to work a Friday night for an hour and a half. Can we use the same band for the second line earlier that day and the dance? That would be much easier.
- Banner parade: also trying to get a band for that.
- Need some help with the family-friendly area of the convention center. First time we are doing this, so it could be done in many ways.
- Home hospitality: should be a separate job from LAC. Same with chalice steward—this takes lots of time, but a very simple job someone could focus on.
- One of the big jobs is to encourage people to come to GA. Every month Jolanda has a GA social club, sometimes lots of people show, sometimes few. Not everyone in the area is highly engaged, going to take work.
- Heavier advertising could be a very good thing for GA attendance.

### Center for Ethical Living and Social Justice Renewal (Rev. Deanna Vandiver and Ruth Idakula, Organizing Managers of CELSJR)

- Vision of GA is really shaping up to be what was wanted.
- GA is an institution designed to replicate itself wherever we go, and we also want to be in right relationship wherever we go. These two things aren't always easily compatible with one another, and sometimes they really rub against each other.
- Service projects are cultural resistance projects. Learning about how to partner with communities and do social justice work.
- Jan Sneegas: we can change service project language to cultural resistance language if it is done quickly so it can go in the book.

--Pre-GA stuff: hosting Grow Racial Justice for young adults. People's Institute for Survival and Beyond is also hosting an Undoing Racism training, trying to find ways to link it to workshops at GA.

-OWL facilitators training will also happen during that time.

-Ministry Days will also be participating in some of the trainings.

--Opening worship: working to open and welcome the whole community.

--Some ads around the city and ads on the radio would help advertise to the community.

--Debra Boyd: can we get the cultural resistance projects on the GRID so people can see them?

Jan Sneegas: yes, they can go on the GRID as they did in Phoenix.

--Need a big push to get people to sign up for cultural resistance projects. Signups will go until space runs out.

--Days for Girls: creating menstrual kits to help young women not be held back by their periods. Will be in the exhibit hall.

--Red Flame Hunters: youth-focused. Youth will come and talk about their experiences. Talking about keeping culture alive and how to hand culture down. Takes place in local high school.

--Ubuntu Village: advocacy group for children and young adults who have been incarcerated. Want UUs to come and have a conversation about what collective liberation looks like and will be putting kits together for people who have been incarcerated. Also takes place in local high school.

--CLF/FLICC: Make postcards/write notes to send out to people who are incarcerated. FLICC children will be first to get cards, and then CLF prison ministries members will be next to receive cards.

--Questions about Kansas:

-How do you transition after NOLA?

H-ow can we continue this work onto Kansas?

--Thursday afternoon conversation about collective liberation.

Group conversation:

Shared an experience we had with systemic racism and a question about racism.

### **Afternoon:**

Worship Arts Team with Music Coordinator (Michelle Favreault, Worship Arts Team Chair (teleconference) and Leon Burke, GA Music Coordinator)

--Outline of services in packet.

--Lots of moving parts right now. Not enough information about the institutional changes at the moment to think about changing anything right now.

--Saturday morning libations: pouring of libations for veneration of ancestors and acknowledgement of the challenges in our history. It would be a ritual act, and we may need to do some work to inform people about the meaning of libations in a religious context.

- Other non-WAT services are going well, things are getting planned, although changes may need to be made due to the resignation of the president.
- January writing process: mid-year retreat was not able to happen. There were some extended phone calls to work as a collaborative team, and some incremental changes have been made.
- Next year: make more steps towards working collaboratively on the services.
- Building for expected unexpectancies. Ensuring the ability to change things to be appropriate for the moment, whatever that may be.

### Resist and Rejoice with Sustainability (Romana Cohen, Meet Green)

- What does the 7<sup>th</sup> principle mean to you? (miniworkshop)
- What ways can we resist and rejoice and address the 7<sup>th</sup> principle?
- Long term sustainability
  - In September meeting ask what happened sustainability-wise so we can send out a mass mailing.
  - Photos of potential ideas at end of minutes.

### Director of GACS Report (Jan Sneegas, Director of General Assembly and Conference Services)

- Steve will be working offsite in the fall, as his partner will be on sabbatical.
- Jan will be on sabbatical in Oct-Nov, and Don will be the primary contact during this time.
- Site selection for the fall for 2021, looking at returning to the Midwest. A number of cities have shown interest.
- Direct spend in Columbus was \$4.5 million
- Finding room rates that are affordable is always tricky.
- Spokane in 2019, need to lift up voices of color.
- 2018 Kansas City. The conference center gave away some of our space, so we cannot move in until the afternoon on Monday. City will pay OT for our crews to work late.
- Missouri has a pending bathroom bill. We have an anti-discrimination clause allowing us to pull out, but it has not been signed. However, it would be incredibly difficult to move GA in a year.
- In September talk about intentional transition plan from NOLA.
- 2017 registration is on track for over 4000, probably between 4,100-4,300
  - 272 volunteer applications
  - 350 scholarship applications (~150 last year)
  - 41 in children's day camp (more than last year)
  - 109 choir registrants, max of 180
  - 45 people have signed up for service projects, 27 for the rebuild project. 17 for days for girls. 1 for Ubuntu village. Need a major registration push.
- Last three years we've seen strong opening for registration, and then drop offs. Hard to know where we will end up, the model keeps on changing.

--Housing: we block out rooms years in advance, and if we don't fill them, we pay for them.

- Ministers want us to block housing for them, as there are not enough rooms for them.

- There is a huge HR meeting bumping up against us. Hotels have no more rooms to give.

- We did find one overflow property.

- Ordinarily we have 2-4% housing attrition, but last year it was 16%.

- For the first time we have a cancellation policy of \$50.

- Continue to monitor housing and add properties when we can.

-- Feedback survey: want to start over again and create a new one.

- Want to get feedback about things we can change in the future.

- Stacey has found 10 (possible) goals for the new survey.

- Want to make it so short that everyone can do it, incentivize it, and send lots of follow-up emails. Overrepresentation of white women in current surveys, and very few youth fill it out. Get about 18% response rate.

- Improve data for negotiating with caterers.

- Potential question topics:

  - Would people purchase printed program for \$12? (Sustainability)

  - Exhibit hall behavior.

  - Biannual thoughts.

  - Governance and delegates.

  - Youth and young adult questions?

--Scholarships: 380 applied

- Agreed to put in \$36000 in budget to support scholarships from board, board didn't give scholarships.

- BLUU did not give out scholarships.

- Y/YA caucus have \$46,000 in scholarships and about \$20,000 of that was to support youth and young adults of color.

- Congregations give up to \$250, and GAPC will match plus give registration.

- Many people of color do not affiliate with congregations, and therefore do not have access to financial aid.

- Also do not have access to decision-making at GA, and we have historically given scholarships to those in the process. This is very complex, where do we give support?

- Agreed with Jim Key to do deficit budgeting around scholarships.

- Also have significant number of people who got their congregational endorsement who are not POC who we do not have money to fund. Only \$25,000 in scholarships to give out.

- Future years: maybe require an endorsement, not necessarily from congregation (BLUU, CLF, DRUUMM etc.) to ensure \$\$ is going to folks who want to be engaged with the association?

- Moving forward: we should strive to do both breadth and depth. Ask groups to give us the names of a few people who should get full funding, and then try to also spread funding around as much as possible.

-Come back conversation later.

## ***April 8th, 2017***

### **Morning:**

#### Debrief Tour (Jan Sneegas)

--224 will be for Sunday Morning reception and where we will meet for the entirety of GA. The Volunteer reception will probably be somewhere else.

#### Scholarships (pt 2)

*Proposal: use the \$36,000 to fund the 90 registrations for people of color who applied for scholarships without a congregational match and then prioritize people of color with congregational support followed by economic need from the remaining traditional scholarship funds.*

*APPROVED*

#### Liaison Reports/Proposal for Building Future Relationships (Debra Boyd)

- Liaising is about trying to create connections.
- Folks from many different groups really appreciated the accountability groups.
- What about a hybrid model with liaisons to group plus 2-3 times a year we had a Zoom meeting where we invited all the identity groups (and either with or separately professional groups)
- Opens up a conversation about building GA together.
- Would like to try a new model, we are still struggling with this work.
- Would still have liaisons, this would be supplementary.
- Want to make sure the phone calls are about connections as much as possible.
- Part of liaising is meant to try to make GA as welcoming and open to as many people as possible.
- Don't want to tokenize people.
- Different between Identity groups and Professional groups. Identity groups are usually volunteers and we want to make it worth their time.
- Jan will be on sabbatical in the fall, seems like starting this while she is away might be less successful.
- How does liaising tie back to the mission of the GAPC? What is the best way to achieve that connection to the mission?

#### Mission of the GAPC (Denise Rimes)

- All programs should reflect filling the mission statement.
- All of the versions talk about relationship.
- Beloved community was left out of all of the written draft statements, but it was in our communal notes.
- Explicit statement about AR/AO/MC
- Given the current events, our feelings about our mission may have changed.
- The committee will also have new membership in September

### Right Relationship Team (Mary Alm and Katherine Allen)

- No report yet to give, as they have not finished settling their team.
- Lots of anxieties around GA, will probably have extended workload.
- Can we do anything else to support them? Provide them with a Chaplain?
- Chaplains are also going to be massively overworked most likely.
- Can we ask ministers to also help support folks a GA if they see someone who needs chaplaincy?  
Rev. Chip Roush will send an email tomorrow.
- Rev. Jenn Gray will send an email to see if there were more applications for chaplains, if we are interested in increasing chaplains.
- Rev. Deanna Vandiver will give RRT and Chaplains list of free and low-cost resources around the city.
- Katherine Allen will ask RRT about how they are doing and what resources they would appreciate.

### **Afternoon**

#### PC Schedule at GA (Jan Sneegas)

- PC room is 224 at the convention center.
- There will not be a suite.

#### Monday June 19<sup>th</sup>

- Just meet for dinner, no meeting before.
  - Meet for dinner in the lobby of the Hilton (1<sup>st</sup> floor) at 5:45 CT
- Tuesday the 20<sup>th</sup>
- 8:30 a.m. – 11:30 a.m. breakfast and meeting
  - 4:30 p.m. – 6:00 p.m. reception in Dauphine room of Hampton Inn

#### Wednesday 21<sup>st</sup>

- 9:00 a.m. meeting, need to work around volunteer committee
- 2:00 – 3:15 GA Orientation (Tuli and Chip)

#### Thursday 22<sup>nd</sup>

- Wear your blue shirt to GA, introduction during General Session on the screen

- 12:15 – 1:15 feedback
- 12:15 – 1:15 meeting (bring lunch)

#### Friday 23<sup>rd</sup>

- 12:15-1:15 feedback and meeting (bring lunch)

#### Saturday 24<sup>th</sup>

- 12:15 – 1:15 feedback meeting (bring lunch)

#### Sunday 25<sup>th</sup>

- 7:00 Breakfast at the Hilton
- 10:45 – 12:00 MidAmerica Region Reception

#### Monday 26<sup>th</sup>

- 8:30 – 10:30 GAPC breakfast, at 9:30 New members join, retiring members leave.

#### Review and Assign Tasks for General Assembly

- Reviewed tasks for each liaison.
- Everyone send names and contact information for invitations for reception

#### March Meeting Minutes

*Proposal to Approve the March Meeting Minutes.*  
*APPROVED*

#### Promotion of GA, pre-GA workshops, and Cultural Resistance Projects

- Can we get some of the identity groups to pass on information?
- How do we get the social media ball rolling?
- Rev. Jenn Gray and Ruth Idakula will create some sharable content around the Cultural Resistance Projects that we will send out to others.
- GA is a place for everyone to come together and start working together.
- Need to have multiple voices inviting folks to GA
- Who should be promoting GA?
- Can we work with DRUUMM, BLUU, ARE to work on messages promoting GA?
- Testimonial: I am going to GA so that I can \_\_\_\_\_
- Have 3-4 respected, multicultural UUs give testimonials in a video format.
- Photo campaign

#### PC Leadership and Elections, Representation at GAMAP

- The chair is often (but not always) the person who goes to the Board Meetings (October, January, April)

- The Chair goes to GRID and GAMAP meetings, usually making a whole week of meetings including GAPC meeting.
- Usually 1-2 other folks also attend GRID and GAMAP
- Our structure is not keeping pace with our changing charge. Is this structure still useful?
- What about more of a team approach?
- We should continue to question things and ask why we do things the way that we do them, and see if we can reimagine things.
- We should have continuing conversations on who will go to these commitments.

*Proposal to have leadership for next year be Ila Klion as chair, Tuli Patel as Vice Chair, and Debra Boyd as Secretary.*

*APPROVED*

### Onboarding New Members

- Need an AR/AO/MC piece.
- Make sure to get them a manual.
- Jan's icebreakers were helpful.
- A primary contact person for each new person.
- Jason Lydon's discussion about power.
- Fairly frequent short breaks.
- Catered-in dinner first night for personal connections.

### Future Structure of the Planning Committee: Elected vs. Appointed (Rev. Chip Roush)

- There is still lots of work to be done with the bylaws and updating our organization to work under policy governance.
- A significant percentage of what the GAPC used to do is now done by staff.
- If we changed the GAPC to be under the staff, the committee would be selected by GACS.
- We are a standing committee of the bylaws, not of the Board.
- The GAPC does not fall under policy governance, should it?
- What happens to the budget and the committee if we become a committee of the Board or the Staff?

### Parking lot for September:

- Conversation about the mission of the GAPC.
- Conversation about the role of liaising for the GAPC.
- Conversation about funding scholarships (delegates vs. non-delegates, congregants vs. non-congregants, etc).

LONG TERM VISION

- MORE TAKEHOME INFO BEYOND GA
- SERVICE SUST. METRICS
- SEPT MAYS DIG EMAIL INCORPORATED IN PLAN & BUDGET
- 100% GENDER NEUTRAL BATHROOMS
- REJOICE IS RESIST
- FEATURED NON-MEAT OPTIONS
- LED HOLOGRAMS
- NO BUSINESS ALL
- PRETRAINED RECYCLERS
- VISIBLE TRASH
- 7TH PRINCIPLE SONGS COMPETITION

FREE HOUSING

- PLANTER ANY NEEDY
- NO SEPARATE HEALING SPACE NEEDED
- NO AC. (SAFE)
- MEETING OUTSIDE
- HOLOGRAM BANNERS
- BIGGER ONLINE/REMOTE PARTICIPATION
- DIGITAL RIBBONS NOT PHYSICAL
- WITNESS ATTRACTS TRAININGS

DAILY UPDATES ON SLIDES

RESPECT PUBLIC SPACE @ WITNESS

STORIES ABOUT CARBON OFFSET @ GA & HOME

SOLICIT STORIES TO SOCIAL MEDIA

BRING IT HOME. LIVE THE LIFE

WALKING COMPETITION/STEPS

CONNECT TO OTHER ENV. AULIES

SEXIER SUSTO APP SWIPE RIGHT

GAMKEY APP BANGCO. SCAVENGER HUNT SIGN UP

REJOICE

RIDE BOARDS

LYET

SIGN UP IDEA ENVIAGE DRAWING FOR A HONOR

PRINTED FEWER ALERTS.

USHER STEWARD OR LANGUAGE

RESIST

In what ways can we resist & rejoice

AND address the 7th principle? [at GA]

WALK MORE AFTER GA

F-SHIRT INSTEAD OF PAMPHLETS

PAPERLESS GIVING/ PLEASE VENDOR STUDY

APP REMINDER AT MEET/MEET ABOUT FOOD

SLIDES W/ REMINDERS

BETTER SOURCING FOR T-SHIRTS

LIST CAFES W/ OR W/OOT STAYS

SUST. FASH CHOICES

What does the 7th principle mean to you?

interdependent world

longevity

Connection

humbles me

love

water

hope

stewardship

ecology

justice

Impact

responsibility

climate change

Sustainability inspiration

resonance

nature