

Minutes of the ZOOM Conference Board Meeting—May 10, 2016
Unitarian Universalist Retired Ministers and Partners Association

1 Present: Jim Eller, Judy Gibson (Judy G), Marni Harmony, John Manwell (left early), Liz
2 McMaster, Joel Weaver (arrived late), Judy Welles (Judy W)
3 Absent: Doug Gallager

4
5 CENTERING: Jim offered a reading from Arvid Straube.

6
7 CHECK IN: All Board members checked in briefly. Marni mentioned a term she much prefers to
8 “retired”, saying “I am in my fifth season.”

9
10 **REPORTS:** Items in addition to the advance reports. (attached.)

11 **Actionable items in red. Voted or approved items in bold.**

12
13 **President** - Jim Eller

14 Jim's written report (attached) covers updates on several key items. He will be traveling
15 on our regular meeting days (first Tuesdays) in both June and August, and **will send out a**
16 **Doodle or other date selection device to select new dates/times for those months that work for**
17 **Board members.**

18
19 **Vice President** – Marni Harmony

20 The GA UURMaPA Luncheon has had good response so far – 30 registered, 7 paying
21 members. Most attendees are new retirees/UURMaPA members who are comped, and many
22 have expressed gratitude for the honor of the luncheon. Can sign up 50-60. Board agreed that
23 the luncheon is a worthwhile expenditure.

24 The Creative Sageing Award will be given at the luncheon, will be secret until then. Judy
25 W asked **Jim and/or Marni to take photos and send her a story for the summer Elderberries**,
26 since Judy will miss GA this year.

27
28 **Secretary** – Judy Gibson

29 The April 5 ZOOM meeting minutes with reports were distributed a couple of times ahead
30 of the meeting, and there were no further changes. **Minutes were approved**

31
32 **Treasurer** - Joel Weaver

33 Joel's report (attached) shows a negative cash flow of \$2126, which does not match the
34 figures presented. Looks more like it should be positive this month. **He will recalculate and re-**
35 **send his report.**

36 Joel had earlier sent the Board reports showing how much the Board needed to subsidize
37 the last three conferences, which was helpful info for later discussion.

38
39 **Connections Chair** – Liz McMaster

40 Liz noted that Bruce Davis, a new Area Connections Coordinator for Washington/Alaska,
41 has set up a network of “connectors” among members in his area. She shared news of his
42 system with other Area Connections Coordinators

43
44 **At Large, Conferences** – John Manwell

45 John had no additions to his report (attached). Conferences were discussed later in the
46 agenda.

47
48 **Newsletter Editor** – Judy Welles

49 Judy had no additions to her advance report (attached.)

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51 **At Large, Good Offices** – Doug Gallager
52 Doug was absent from the meeting.
53
54

55 **BUDGET AND CONFERENCES**

56 j ***Budget Deficit*** - Joel's analysis of the past three conferences showed that UURMaPA had
57 to make up considerable shortfall in income for Attleboro (\$4640 – added a day, bus trip and
58 catered lunch) and Santa Barbara (\$6611 – conference center costs higher). Joel suggested
59 that registration fees (which we've held at \$250) be increased to reflect actual projected
60 conference costs. Marni felt that subsidizing conference costs is not the best use of UURMaPA
61 funds. **Board consensus: that we should move away from subsidizing conferences and**
62 **work toward a balanced budget for each conference.**
63

64 ***Santa Barbara, Winter 2017*** – La Casa de Maria is again reserved for next year (Feb 27-
65 Mar.1, 2017, with Board meeting Feb 25-27) John reported that the Board subcommittee has
66 recruited two people from 2016 attendees for a local planning team, and continues to work on
67 identifying up to three more.
68

69 ***Winter 2018*** – Marni explained that Orlando retreat center options for January-February-
70 early March have unexpectedly fallen through. The Board agreed that we should work to
71 identify a southern site closer to the east coast for 2018. Collaborating in some way with the
72 UUMA conference scheduled for Tarpon Springs, FL in late January is still an attractive option.
73 Marni agreed to explore options in Tampa, FL and Atlanta, GA. (**Note 5/12/16 from Marni :**
74 *"Nothing's confirmed, but it looks like we can get the Franciscan Retreat Center in Tampa for*
75 *Mon. Jan 29- Thurs. Feb. 1. I've temporarily reserved it until after we all talk. Looks like the*
76 *price will be comparable to San Pedro. There's a Super Shuttle from the Tampa airport that*
77 *takes 20-30 minutes."*)
78
79

80 **NOMINATING COMMITTEE**

81 Jim reported that he has worked with Bob Morriss, the remaining member of the
82 committee, who has agreed to serve as interim chair. Barbara Prairie and Dick Gilbert have
83 agreed to join the committee. They are currently working on securing an Assistant Connections
84 Chair to fill the vacant position on the Board.
85

85 Bob Morriss will serve as Nominating Committee Chair until July 1, 2016, at which point
86 Dick Gilbert will assume the Chair to fill out Chris Backus's term until July 1, 2017. Bob will
87 continue in his position on committee until July 1, 2018. Barbara Prairie will fill out Doris
88 Hunter's term through July 1, 2018.
89
90

91 **CONNECTIONS NETWORK**

92 The Board concurred with Liz and Judy G's proposal that for the name changes, the
93 **Connections Network** is led by a **Connections Chair** and **Assistant Connections Chair**
94 (both Board members), and are assisted by **Area Connections Coordinators**. These changes
95 are now part of our Operating Procedures (on the website under Governance). The name
96 change needs to be made in many areas – the website, Caring Area Directory, Membership
97 Directory, etc.
98

98 The Bylaws use the name "Caring" in two places (see proposed changes in Secretary's
99 report attached). **The Board agreed to table the Bylaws changes until a fall meeting, since**
100 **they will require publishing to the membership and inviting comment for 30 days.**
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102 **DEATHS OF NON-MEMBERS**

103 Board members voted positively on a proposal by Liz and Judy G that **deaths of**
104 **ministers over 65 who are not members of UURMaPA will only be given a brief notice on**
105 **UURMaPA Announce so our members may be informed of memorial dates, addresses for**
106 **condolence, etc. of past colleagues.** Other official ways that we honor deaths (e.g.:
107 condolence notes from President and Connections Chair, contribution to UUMA Endowment,
108 complete obituary for archives, Elderberries notices, In Memoriam at a conference, etc.) will be
109 reserved for UURMaPA members. The Board also voted to **remove the section in Operating**
110 **Procedures that states that partners of deceased younger ministers will be invited by the**
111 **President to join UURMaPA.** *Judy G will insert appropriate edits into the Death of Members*
112 ***section to clarify these decisions (see attachment with these minutes.)***

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NEXT MEETING – Monday, June 13, 3:00-4:30 CDT via ZOOM

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Respectfully submitted,
Judy Gibson, Secretary

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Revised Section of Operating Procedures
5/9/2016

125 **DEATH OF MEMBERS**

- 126 When the Secretary receives notice of the death of a minister **who is an UURMaPA member**,
127 the obituary information is forwarded to a member volunteer who edits the information.
128 When we learn of the death of a **member** partner, that information is sent to the volunteer
129 who writes obituaries for partners. The edited version of an obituary is posted to members
130 via the Announce-List. It is also posted on the website by the Webmaster, with a picture if
131 possible.
132 The President sends a letter of condolence to the family of the deceased member.
133 The Connections Chair (or Assistant) also sends a condolence note, and alerts the Connections
134 Area Coordinator so s/he can reach out to the **member's** family.
135 Instead of flowers, UURMaPA will send a \$50 donation to honor deceased members. For
136 ministers, the donation will be sent in their memory to the UUMA Endowment Fund. For
137 partners, the donation will be sent in their memory to the charity of choice or as individually
138 arranged. (Revision by the Board July 2, 2014)
139 The Newsletter Editor includes the **member's** obituary (a version edited for space) in an
140 upcoming newsletter and sends a copy of that issue to the family of the deceased.
141 When a Board member becomes aware of the death of one of our members other than through
142 UURMaPA or denominational notices, we should pass the information along to the
143 Secretary so that the death of a member is not overlooked. We also remind members to
144 notify us of the death of any member, minister or partner.
145 The Board decided to post only the deaths of our own members (ministers or partners), except
146 that we will report **via a brief announcement** on the death of a minister who was 65 or older,
147 whether or not a member, and invite the surviving spouse to join UURMaPA.
148 Members are encouraged to write their own "pre-obits" ("to Remember Me") and submit them to
149 the Webmaster, who will post them to a secure (password protected) area of the website, to
150 hold for future use so as to include more personal information in the shared obituary
151
152
153 Proposal approved by the Board 5/10/16:
154 A. Send only an Announce notice to the membership for non-member ministers over 65.
155 B. No complete obituary to send out nor add to archives.
156 C. No Elderberries notice, nor include for conference In Memoriam service.
157 D. None of the other steps above. (2,3 or 4.)

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158 **REPORTS SUBMITTED FOR MAY 10, 2016 - UURMaPA BOARD MEETING**

159

160 **President: Jim Eller**

161

162 MOL 2. Marni and I continue to work on the MOL 2 or what we now calling the **TeMP**
163 **program.** TeMP means Targeted Ministry Program, but because it is only for short term work,
164 we decided to emphasize the temporary nature of the assignments that we are imaging. The
165 work proceeds and we are doing well so far.

166 UUMA spouses and partners Network. I have been meeting with Don S., Lois W., and Wendy.
167 We are calling the work, the **Ministerial Family Task Force.** *See attached at end of report*
168 *summary.*

169 I have been visiting with Bob Morriss about the Nominating Committee. A new committee has
170 been constituted. Bob will serve as chair until July. At that time Dick Gilbert will become the
171 new incoming chair. He will serve out Chris' term until July. Barbara Prairie will also join the
172 committee. She will serve out Doris' term and then begin a new term in July.

173 GA is moving forward and much to my delight Marni and I will be able to attend the Survivor's
174 lunch with the Department of Ministry. I will have a short speaking part, which I hope will
175 become a tradition that the UURMaPA Presidents will honor.

176

177

178 **Vice-President: Marni Harmony**

179

180 Participated in phone call with Jim, Scott Taylor and Keith Kron regarding next steps for MOL
181 2.0—which is now being called Target Ministry Program (or “t(e)mp” for short!).

182

183 Have been collecting GA luncheon reservations and checks. Have emailed an invitation to all
184 new retirees requesting them to make a reservation with me. Given that there are just about 60
185 names, I'm just sort of wondering what happens if more than half (plus spouse/partner) indicate
186 they're coming.....and we've reserved a room for 60! Linda Rose will be joining us and
187 speaking for about 10 minutes. I invited Sarah Lammert who has declined. I invited Don
188 Southworth, who will only be able to join us for the first half hour or so. Also invited Richard
189 Nugent, who hasn't responded but I figure Linda will do the honors for that department.
190 Anyone else you think I should invite?

191

192 I have solicited some comments from a secret few to share with our Creative Sage-ing recipient.
193 Our recipient does not yet know, and I'm thinking I'll just keep it a secret until the lunch!

194

195 I talked with Jim briefly about Orlando 2018 to give him a heads up. I'll explain on our call, but
196 it looks like we are out of luck for Orlando unless we decide to go with mid-March. So we will
197 need to begin thinking about what we want to do for 2018. I am, needless to say, deeply
198 disappointed in the turn of events.

199

200

201 **Secretary: Judy Gibson**

202

203 **Approval of April 5 Minutes and Reports**

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204 I request that the Board approve the minutes and reports from our last meeting on April 5, 2016

205 **Bylaws changes re Connections Network**

206 Following are the 2 Bylaws adjustments needed to show the name change. I ask the Board to
207 approve these changes.

208 We should then notify the membership and give them 30 days to respond before we finalize the
209 changes. Suggestions on best way to do that?

210

Article IV - ADMINISTRATION

211 Section 1 The Board of this organization shall be a President, a Vice President, a Secretary,
212 a Treasurer, a Newsletter Editor, and a **Connections** (Caring) Network Chair. and
213 three Members-at-large.
214

215

Article V - ELECTIONS

216 Section 1 The officers, three Members-at-large, and a Nominating Committee, consisting of
217 a chair and two others, shall be elected by a mail ballot of the members.
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219

220 The President, the Vice President, the **Connections** (Caring) Network Chair, two Members-at-
221 large, and the Chair of the Nominating Committee, shall be elected in odd-numbered years.
222

223

Treasurer: Joel Weaver

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Treasurer's Report for May 10, 2016 Zoom Meeting

225

UURMaPA Finances – April 30, 2016

226 Ending Account Balances March 31, 2016

227 Endowment	\$35,683
228 Money Market	19,191
229 <u>Checking</u>	<u>13,387</u>
230 Total	\$68,261

231

232 Cash Flow Apr 1-30, 2016

233 Member Contributions	\$4,321
234 <u>Santa Barbara Conference Fees</u>	<u>96</u>
235 Total Income	\$4,417
236 Appeal Expense	(\$808)
237 2016 Board Meeting Transportation	(756) Gallager
238 Santa Barbara Conference Expense	(175)
239 GA Travel & Fees	(481) Harmony
240 GA Travel	(403) Eller
241 Caring Network	(50)
242 Board Misc.	(22)
243 Total Expense	(\$2,291)
244 Net Cash Flow	\$2,126

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248 **Newsletter Editor: Judy Welles**

249 The Spring issue of *Elderberries* is in the mail. This issue is 20 pages long, which averages out
250 the costs for this year (so far), because the Winter issue was only 12 pages. Kudos to Jay Atkinson, who
251 knocked out two more obituaries on very short notice when I needed copy to fill three pages. (The
252 newsletter is printed on a multiple of four pages, and when I had included everything that needed to
253 appear this time, I had 17.)

254 We are gradually catching up on the backlog of obits, though we still have a few to do for people
255 who died in 2014. Jim Grant is working on four obituaries, and I think someone else has taken on a few.
256 Jay and I write them as well.

257 Roger Rochester has agreed to write the partner obituaries, taking over from Chris Backus. I will
258 work closely with him until he feels comfortable with this assignment.

259 The *Elderberries* editorial Board, primarily Anne Anderson and Peter Haslund, did a great job of
260 creating a survey on Survey Monkey which we will send out shortly. The primary reason for it is to give
261 us information about members' preferences to receive the newsletter by mail or by notification that it is
262 posted on the web site; however, we came up with a few other questions that will enhance the content of
263 the newsletter as well.

264 I need to have some conversation with Judy Gibson and Richard Speck, to be sure that we have e-
265 mail addresses for as many UURMaPA members as possible, before we distribute it. I hope to get it out to
266 everyone no later than May 20.

267 Some recent conversation among UUMA members on Facebook reminds me of the need for the
268 publication on retirement rituals that Dick Gilbert and I are nominally working on. I'll be in touch with
269 Dick to see if I can move that project along.

270
271 **At-Large Member: Conferences – John Manwell**

272
273 **Fall 2016 (Attleboro).** Ginger Luke has given us a draft schedule, which I've attached. She has
274 added some comments, as follows:

- 275 A. Am still looking for a poet and a painter for small interest groups, but often those are
276 recruited after we see who is coming.
- 277 B. I have planned a "Day in Providence" with reservations already made for the Rhode Island
278 School of Design tour especially geared to creativity, I think. And I do hope many people
279 will want to take the River Boat Trip.
- 280 C. Dick and Joyce Gilbert with Vic Carpenter (they think but don't have a final confirmation yet)
281 will lead a worship service showing social just creativity as they explore the historic and
282 current South Africa and our involvement.
- 283 D. If you have any suggestions, I would be glad to receive them. We will be sending out the
284 second Eblast very soon.
- 285

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290 **Winter 2017 – La Casa de Maria.** We’re recruiting the planning team for 2017. In a
291 conference call with Jim, Doug and Judy W. last week, we reviewed the list of 2016
292 participants who Bets Wienecke had said might be interested, and divided up names.
293

294 Judy reports that Betty Stapleford has agreed to serve, if we recognize that she’s not yet
295 officially retired.
296

297 Ken Brown has declined, wanting more time to adjust to retirement before making new
298 commitments.
299

300 Kathleen Ellis has also declined, because of current commitments, but indicated an interest in
301 future conferences.
302

303 Lois Wesener, however, has said yes, subject to her preference to stick her “skill set” which she
304 sees as logistical arrangements. Not prepared to serve in a chair position.
305

306 Have not yet heard from others.
307

308 **Fall 2017 – Attleboro?.** I’m assuming we’ll return to Attleboro, but we have not yet reserved.
309 Local authorities have challenged the scope of La Salette’s tax exemption, so it’s possible
310 our rates may go up.
311

312 **Winter 2018 – Orlando.** Marni and Jim will be reporting on the failure of our plans to return to
313 the conference center where we had our winter 2015 conference marking the 50th
314 anniversary of Selma.
315

316 Connections Chair: Liz McMaster

317 April 2016

318 Note to Farley Wheelwright’s family on his death. Note to Chuck Reinhardt on Alden’s death.
319 Contributions sent appropriately. Thank you received from Bell children for UUMA contribution
320 in mother’s name. (Jeanne Bell). Received thank you notes from both families.
321

322 Report from Rhett Baird re recent activities in Georgia.

323 With emails by Jim Eller and Judy Welles completed work on name changes for Connections
324 Network and sent revisions to Judy Gibson for inclusion in March minutes.

325 Call from Kristin Harper, minister at Barnstable, MA, of death of Ken Waren, minister emeritus
326 of that church. Sympathy note to family of Rev. Kenneth Warren.

327 Clified some of the Area Coordinators’ areas and sent to all the Board approved revamp of their
328 jobs/titles.

329 Wrote all the Area Coordinators with Richard Speck’s list of retirees, asking them to look it over
330 and contact those in their areas. Since Judy has left the Board I have no one to do the work she
331 did and I’m fresh out of time to do it.
332

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335 **Honoring Deaths of Non-Members**

336 I have read the Operating Procedures sections on “Death” and believe that we should not send
337 money to honor the death of a non-member of UURMaPA. There are as many reasons as there
338 are ministers for why they are not members of UURMaPA. If we get into deciding who should
339 be honored and who should not—I think that’s a web we don’t need to tangle with. Because
340 someone is well known does not make his/her death any more important than the death of
341 someone less known. Also, although we represent UURMaPA, we are limited in those
342 colleagues/partners whom we know—how to decide on one person’s memorial vs. another’s is a
343 snake pit I would not recommend our dealing with.

344 Therefore, ***I would propose that we honor only the deaths of those colleagues and partners
345 who are members of UURMaPA.***

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347 **At-Large Member: Good Offices - Douglas Gallager**

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349 Not much has changed. My main focus remains the transitions portion of the good offices
350 training in Columbus.

351 Sorry to miss you all.

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Ministers' Family Task Force

May 2016

Background:

Ministry is a challenging and unique profession for ministers as well as for their families. The demands on the lives of partners, sponsors and children of ministers, can be daunting. Some of these include financial burdens, living with someone who is always available to those they serve, having a public identity but limited ability to be fully authentic. A minister and family needs to be more geographically mobile than most families. The UUMA has been increasing its attention to the familial needs of its members in recent years (providing child and elder care reimbursement to volunteers, child dedications at Ministry Days.) Now we wish to do more to support partners and spouses. We are collaborating with UURMaPA (who has always had partners and spouses as part of their network of care) and UUMPS who meet each year during Ministry Days and are offering networking possibilities the rest of the year.

371 Charge for Team:

372 The ministers' family task force is charged with making recommendations to the UUMA
373 Executive Director, UURMaPA President, UUMPS representatives on the best ways we can
374 provide support, counsel, resources, education and best practices to partners, spouses and
375 families of ministers from seminary all the way through retirement.

378 Qualifications:

- Experience and connections with larger Unitarian Universalist faith
 - Plays well with others
 - Understanding of healthy psychological/ministerial boundaries
 - Basic computer skills and experience participating on video conferences

384 Three to five hours a month for ten months (monthly video conferences and work outside of
385 meetings)

- Sensitive to challenges facing ministers, partners, spouses, children and extended families

391 Timeline:

392 The team will be comprised of members of the UUMA, UURMaPA and active ministers'
393 partners/spouses.

- June 2016 - Task force will be announced during Ministry Days
 - August 2016 - Members will be named to the task force
 - September 2016 - Oversight team will convene first meeting on zoom
 - December 2016 - Task force will make initial report
 - February 2017 - Task force will make final recommendations and resource requirements
 - June 2017 - Implementation Plan will be announced