



Elderberries

Volume 29

Number 4

Fall 2014

UU Retirement Plan: Withdrawals Required by IRS

The article below is the first in a series of articles to be written for UURMaPA members by staff in the Office of Church Staff Finances. No department at the UUA is more concerned with or involved with retired ministers and their partners than this one; they care deeply, and they have much information at their fingertips that can be extremely helpful to us.

Many retired UU ministers already know that because ordained ministers may receive part of their distributions (withdrawals) after retirement as a tax-exempt clergy housing allowance, it is generally very advantageous for clergy of all denominations to maximize their retirement savings through denominationally-sponsored plans.

What some may not clearly understand is that the IRS actually *requires* retirement plan participants to draw income out of the plan. The phrase “Required Minimum Distribution” (RMD) or “Minimum Required Distribution” (MRD) refers to the withdrawals mandated by the IRS.

Federal law mandates that our plan participants must take a Minimum Required Distribution (MRD) no later than April 1 following the calendar year after becoming age 70 ½ or retiring, whichever is *later*.

Read on for additional helpful details.

The amount of a participant’s MRD is available from TIAA-CREF: **800-842-2829**. That is also the number to call in order to initiate the withdrawal paperwork.

Remember, there is no mandatory retirement age for either UU ministers or non-ordained employees, and retiring from settled ministry is not retirement if you are still working and receiving a W-2. Occasional pulpit supply is not likely to be considered working.

Retired UU ministers may exclude from your gross income reported on Form 1040 all or a portion of your retirement distribution from the denominational plan, up to the federal limit concerning the clergy housing

allowance tax exemption. Briefly described, that limit is one’s actual expenses or the fair rental value of one’s home including furnishings, taxes, and utilities — whichever is lower.

To initiate a request for distribution after retirement, you’ll contact the TIAA-CREF dedicated phone line for UU Organizations Retirement Plan participants: **(800) 842-2829** and tell the representative that you are a retired UU clergy person wishing to withdraw funds and to suppress taxes on the amount requested (“no withholding”). Please then send an e-mail my office: retirementplan@uua.org to notify me that you’ll be taking a distribution, and that you’ve requested the paperwork from TIAA-CREF. I’ll then reply to your e-mail with an outline of the most efficient way of moving your withdrawal form back through our office on its return trip to TIAA-CREF. You need to return the form to our office because TIAA-CREF doesn’t have a way to confirm the ministerial credentials of plan participants. That’s our job.

You may ask, “How do I claim the tax exemption when I file my form 1040?” If you take a distribution (withdrawal) and elect to suppress the taxes, then we will make appropriate indications to TIAA-CREF and attach a letter to TIAA-CREF substantiating that you are



Linda Rose and Richard Nugent (on her cell phone) participating in the recent UURMaPA Board meeting.

UURMaPA BOARD

President

Richard S. Gilbert

Vice-President

W. Jim Eller

Secretary

Judy Gibson

Treasurer

Joel Weaver

Caring Network Coordinator

Margi Nasemann

Newsletter

Judy Welles

Members-At-Large

John Weston

Doug Gallager

Liz McMaster

Other Officials

2014-2015

Membership Coordinator

Marcia Olsen

Nominating Committee Chair

Nancy Doughty

Webmaster

Duane Fickeisen

Historian

Elizabeth Strong

Elderberries Advisory Board

Anne Anderson

Jay Atkinson

Peter Haslund

Ralph Mero

Jane Rzepka

Judith Walker-Riggs

Contact information can be found in the online directory at www.uurmapa.org, which you may view online or download under the Publications tab from the home page. The required ID is UU-SAGE and the password is WISDOM (in caps and with the hyphen.)

From Your Editor:

There's no way to ignore it: change is afoot in UURMaPA! Two changes in particular, and both are obvious.

The first is that this issue of *Elderberries* arrived in your mailbox. At its late September meeting, your Board decided to return to its earlier practice of mailing the newsletter to every UURMaPA household, at least for the next four issues. Since our mission is to stay in contact with you and keep you informed of ways to connect with one another and with the wider Unitarian Universalist faith, we wanted to be sure that it's easy to do just that.

After four issues, we will evaluate this practice to determine whether connections among us have been enhanced. Thanks to your generous support of UURMaPA, it is financially feasible for us to make this change.

Please note two things: (1) You can still read *Elderberries* on line. It will continue to be posted on our web site, and the on line version will be in color (and therefore will look more attractive). Go to uurmapa.org, click on the Publications page, then scroll down and click on the most recent issue. The current issue and the back issues are no longer password protected. (2) You can opt out of receiving *Elderberries* in the mail if you wish. Just send a message to our Membership Coordinator, Marcia Olsen, at membership@uurmapa.org and tell her that you don't need the newsletter by mail, and she will make changes to the mailing list. All of our members will continue to be notified through "UURMaPA Announce" when *Elderberries* is posted on the web site.

The other big change is that we now have a logo, as you see on our redesigned masthead. The Board hired Greg Bear, a member of the Unitarian Universalists of the Cumberland Valley, to design a logo to be used in all of our outreach materials. About this new design, Greg writes, "It struck me that, although UURMaPA members are retired, they still have much to share, wisdom to pass along, and continued growth, both for themselves and those they touch along the way. Thus evolved the idea of a plant, grounded but bearing seed, carrying the chalice flame to wherever it is needed or wants to go."

We are still early in the process of determining exactly how this logo will be used, but you can expect to see it on letterhead, note cards, here in *Elderberries*, and on UURMaPA publications. We are pleased that Greg worked within the parameters of the UUA design palette, but came up with a logo that is unique to us and our location within the UUA.

As always, we're interested in your feedback. Feel free to contact me at elderberries@uurmapa.org. Now turn to page 15 and register for the Florida conference!

—Judy Welles

Many times a day I realize how much my own inner and outer life is built on the labors of others, both living and dead, and how earnestly I must exert myself in order to give and **return** as much as I have received.

— Albert Einstein

A Word from Your President

Five Cents an Inch

Richard S. Gilbert

“But I have promises to keep, and miles to go before I sleep.”

With those iconic words, Robert Frost concludes his poem “Stopping by Woods on a Snowy Evening.” They have always haunted me. However, they haunt me in a new way now in my role as grandfather.

Years ago, in order both to provide meaningful labor for our two sons at our Finger Lakes cottage and to provide firewood, I promised them five cents for every inch of wood they cut. Always a poor businessman, I did not foresee their skill and energy, to say nothing of how easy it is to cut small pieces of wood (after all, I trained them and provided a sharp saw). Before long, I came to regret my earlier commitment and, like a stingy boss, reduced the price for future cutting, to howls of (legitimate) protest from my beloved offspring.

That story has become part of Gilbert family lore. Now, as I try to accomplish the same purposes with my grandchildren, my sons remind me of that earlier broken promise. I am trying to set a fair price for the labors of these grandchildren above and beyond what family members owe to one another. Now it is deck cleaning, firewood stacking and lawn mowing, as these tasks begin to challenge my arthritic body.



I’ll figure it out, I’m sure, learning from my earlier mistakes, but it does remind me of “promises to keep.” I remember Sam Keen’s moving story of the peach-seed monkey in *To a Dancing God*. His father carved a monkey out of a peach pit for Sam’s mother and promised Sam that one day he would do the same for him. One day never seemed to come. Then, as his father’s health deteriorated and he began to take stock of his life, Sam reminded him of his earlier promise. “In all that is important you have never failed me. With one exception, you kept the promises you made to me – you never carved me that peach-seed monkey.” Not long after, Sam received the promised treasure, with a brief note: “Here is the monkey I promised you,” his father wrote. “You will notice that I broke one leg and had to repair it with glue. I am sorry I didn’t have time to carve a perfect one.” Keen continues, “Two weeks later my father died. He died only at the end of his life.”

We are promise-making, promise-keeping and promise-breaking creatures. As the years pass by — too, too rapidly — I am reminded that there are promises to keep for those I love and who love me. The promises are far more important than how much to pay for sawing or stacking wood, cleaning a dock or mowing a lawn. Advancing age provides this unique opportunity to survey the promises we have made and kept, made and broken. I don’t know just how many miles I have to go before I sleep, but thank God I have promises to keep and still time to keep them.



Send updates! Please send any changes to your address, phone or e-mail to: Marcia Olsen at membership@uurmapa.org or 285 NW 35th Street, Apt. 52, Corvallis, OR 97330. The most current Directory is online at www.UURMAPA.org (ID: UU-SAGE, password WISDOM).

What Brings You Joy?

Travel in Iceland Susan Archer

This past May eleven Unitarian Universalists set off on an adventure in Iceland. The “Dreaming of Iceland” expedition was sponsored by the Church of the Larger Fellowship. Rev. Stefan Jonasson was our amazing, well-experienced, knowledgeable and most generous tour planner and guide. Meg Riley, Senior Minister of CLF, organized, helped drive, assisted with whatever came up, and served as our wonderful chaplain and facilitator of inner exploration and sharing with one another.



One of so many waterfalls

We were an interesting mix! Of our eleven, 5 were UU ministers, 5 were from the US, 6 were Canadians, several had Icelandic family connections, all were active in our faith. Fellow travelers Bob and Makanah Morris and I were the three UURMaPA members. Each of us was drawn into this by our own motives and hankerings, and arrived with great attitudes. I could not have asked for a better group of people with whom to spend these eleven days.



Harbor at Arnastapi

Why this adventure? I had seen photos of amazing landscapes unlike others I had experienced elsewhere, and simply wanted to see them for myself! I also was curious about the Icelandic people. I had read that they had made a very good “go” at establishing a peace-loving and democratic society. Enticing indeed for this hopeful idealist and nature-lover! I also imagined in my more playful heart that I might just encounter a fairy or two, or at least an elf!



Skogar Folk Museum Chapel

All my expectations were more than met. It’s hard to pick just one highlight so I asked Bob and Makanah to chime in. Bob’s favorite was a “chance to hear Vladimir Ashkenazy conduct the Icelandic Symphony Orchestra in the magnificent Symphony building. Ashkenazy and the orchestra were totally amazing.”

As for Makanah, she chose moments “at the Skogar Folk Museum when Thordur Tomasson played hymns for us”... (the three of us, the only ones present, spontaneously stood and sang along with words as we knew them)... “in that small chapel in such a moving way” and gave us a serious talk, “reminding us to always listen to the ancestors and the faeries. It was such a wonderful way to ‘feel’ the mystical spirit of the land.” I have been told by a reliable source that Mr. Tomasson himself is indeed an elf. I have no doubt about this.



Bob and Makanah Morris, Susan Archer

I would add that one of my highlights was the opportunity we had for a private tour of the residence of Iceland’s President, where we gained a deeper understanding of the history and admirable values of this old country yet young nation, from which we could learn much.



At the President’s Residence

My takeaways from these days were many, but mostly feelings of deep thanksgiving for the wonders of our earth, for the spirit of the people of Iceland, and the bonus of bonding with a kind and generous group of UU life-affirmers! Joy, indeed!

Partners' Column

Boundaries I Can Live With Lois Wesener

I joined the First Unitarian Society of Milwaukee, a large church, in 1997, just after getting divorced, when I was in my late 40's. I quickly got involved on various committees and enjoyed my volunteer activities and the people I met. FUSM was a good fit for me. About six years after I joined the church, Senior Minister Drew Kennedy announced that he and his wife of nearly 30 years were divorcing. While many of us were surprised, even shocked by the news, the membership supported and stood by our beloved minister.

What surprised me even more was that Drew and I slowly started a personal relationship during the following year. We openly discussed the hazards and pitfalls of being in relationship — even did research on “dating the minister.” I understood that should our relationship not work out and we broke up, it would be important and necessary for me to leave my church. I took that risk — I loved my church, but I also loved Drew. We married three years later... so while I didn't lose my church in 2004, neither one of us realized that 10 years later I would lose my church anyway!

After 28 years, 2013-14 was Drew's last year as Senior Minister at First Church, where I had been a member for seventeen years. This last year was filled with wonderful memories, emotions, rituals, parties, notes of appreciation, tears and hugs. Many Sundays I looked around the service and sadly realized — this would soon end for me.

Drew and I are staying in Milwaukee. We live in a community where many church members reside. I have friends from church whom I met before Drew and I got together. Others became friends after that. I completely understand the need for the retired minister to stay away from church services, programs, members and staff, for some years — in our case two years of the interim, and the first year of the new called Senior Minister. Drew has signed such a covenant with the interim minister.

While I have not signed a covenant, I, too, understand the need for me to stay away and not interfere with the affairs of the congregation. I have not, however, given up my closer friends from church and one affinity group that I've attended for over eight years — the Buddhist Study Group (my sangha), which meets two times a month. Before leaving, Drew discussed these parameters with the church Board and staff, and they agreed to their appropriateness.

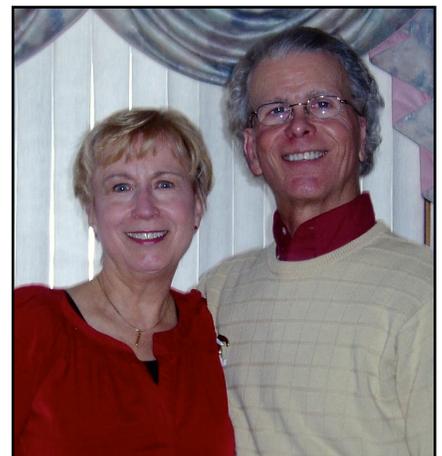
In my interactions and chance encounters with church members now, I steer away from “church talk.” Actually, it's not all that different from before retirement. I've always understood what's appropriate to discuss and what is not. So, though my more active participation and volunteering at church are practically non-existent now, I have not lost those precious friends, and the relationships continue to be authentically honest and healthy. But again, “church talk” is off-limits, especially in areas of policy.

With the giving up of “church work,” I now have more time to volunteer in other places. I've become an election poll worker in my community. I volunteered for a four-day “Plein Air” event recently where I met many other engaged people. We joined the Milwaukee Art Museum, are members of the Milwaukee Film Festival, and I joined a book club. Drew and I are planning some trips, and are collaborating on some projects at home. Not going to “my” church on Sunday mornings still is a bit sad, but I'm getting used to my new reality and it's just fine.

Lois Wesener is married to The Rev. Drew Kennedy; she is semi-retired, and has lived in southeastern Wisconsin her entire life. For that long she's been a Green Bay Packers fan! While a member of FUSM, Lois volunteered on many committees, including three years on the Board of Trustees, two of those as Vice President.



Lois speaking at the luncheon given for her before Drew's retirement



Lois Wesener and Drew Kennedy

Leadership Column

A Proud Legacy Restored

Sarah Lammert

I love my work as the Director of Ministries and Faith Development at the UUA. It is a huge honor to serve our faith in this way. Perhaps the greatest surprise about my position was discovering that I serve as the UUA's official Ecclesiastical Endorser for our military chaplains. Somehow this fact failed to reveal itself in the job description or the interview process. In fact, I learned of this duty only from one of my chaplains who wanted to meet his new Endorser. Who knew?! It turns out that this is a significant responsibility, and one that I have grown to have great passion for.

Unitarians and Universalists have served as chaplains to our armed forces since George Washington commissioned the first twenty chaplains during the Revolutionary War. In fact, William Emerson was the very first chaplain, and John Murray was among the first twenty. This proud legacy continued through the Civil War and the two World Wars. Many of our retired ministers served in the military, if not as chaplains, then as soldiers, airmen, sailors, marines or coasties. But after the Vietnam War, the liberal faiths largely turned their collective backs on the military.

Enter the religious right, which now represents some 75-80% of all military chaplains. This is way out of proportion with the number of service members who claim this brand of Christianity.



Sarah Lammert (center front) in her role as UU Ecclesiastical Endorser, with UU Military Chaplains and Candidates on retreat in New Mexico, May 2014. Sarah is holding a picture of important military memorial sites in Washington D.C. signed with well wishes from her chaplains.

We currently have sixteen chaplains serving our armed forces and military auxiliaries, with eight more currently in formation. This number represents nearly a 300% increase in the past four years, but we have a long way to go. We've been at war for some fourteen years running. The young people who answer the call to serve

our country in this way are hugely diverse, mostly 18-23 years of age, and they face huge issues in terms of identity, moral and ethical choices, and spiritual and emotional crises in the military.

I'd like to see Unitarian Universalist chaplains on every base, accessible to every service member who could benefit from our pastoral and prophetic care and witness. Certainly our GLBT service members need ministers like ours who are welcoming and affirming. UU's are perhaps uniquely equipped to help young adults of all identities forge a faith even in the worst of situations — we offer a faith that doesn't provide facile answers, but

UU's are perhaps uniquely equipped to help young adults of all identities forge a faith even in the worst of situations.

helps to integrate the whole person in a deeply scarred, deeply beautiful, paradoxical world.

Recently the UUA published the Military Toolkit on line.

This six-session curriculum helps congregations who want to be more welcoming to veterans, military families and service members gain the understanding and tools to do so. Many of our congregations are near military bases, but even if they are not, there are sure to be veterans, and family and friends of military members present. A simple way to get started is to have a Veteran's Day service each year which invites people to share their stories. Some congregations have also begun placing American flags next to their rainbow flags as a sign of welcome.

For some of our peace activists, this embrace of military ministry might feel like a betrayal of our UU values. It is important not to conflate radical hospitality towards members of the military with advocacy for militarism. Military chaplains are noncombatants, and their presence signals a greater Hope and a greater Love to which we are all ultimately accountable. I've learned from hanging out with veterans and military people that they are some of the strongest advocates for peace. Military folk know the true cost of war. Let's honor their service, and welcome their wisdom among us.



The Rev. Sarah Lammert has been the Director of Ministries and Faith Development since 2010.

News from Your Board

Your UURMaPA Board gathered Sunday through Tuesday, Oct. 4-6, before the Attleboro conference for about 15 hours of planning. Being close to Boston, we were able at this meeting to invite UUA and UUMA staff to join us to discuss common concerns.

We were pleased to see that many more members have accessed our *Elderberries* newsletter online since the password was removed. Still, we want to be sure that the maximum number of UURMaPAs get to see our quarterly publication. The Board decided to go back to mailing everyone a paper copy of the newsletter for the next four issues, giving you a chance to tell us if you prefer getting it online. Also, we approved a unique **logo** for our organization – watch for it on our coming publications!

Our financial situation is strong, and since the Board earlier decided to shift to a calendar year for its budget, we discussed projected expenses for the year 2015. Budget approval awaits a later meeting.

We are hoping for a great turnout at the **UURMaPA at Orlando** conference in February 2015. (See page 8.) Since our program focuses on the Selma voting rights campaign, which was a watershed experience in civil rights activism 50 years ago for Unitarian Universalists, we agreed that the odyssey section of the conference would feature personal stories of some who experienced Selma. We voted to plan for **two Board-initiated conferences a year**, one close to Boston and the second in a different area of the country where UURMaPAs are concentrated.

The Board moved ahead to assist UUMA with identifying members who may be able to serve as **Regional Specialists** with the Good Offices program, working with transition issues specific to retirement.

Ours is a hard-working Board with several portfolios, and we agreed that we will try inviting **more off-Board members to share tasks** with projects, such as *Elderberries* and other communications, conference planning, obituary preparation, workshops, and support groups.

The Board met with Linda Rose of the UUA, and with TIAA-CREF representatives, discussing several issues related to retirement distributions and financial need among retirees.



Judy G., Joel, and John in a moment of deep thought.

The Caring Network involves more than 40 of our members as Area Coordinators, who keep touch with others in their region, collect news, and offer connection and support as needed. We agreed that, although our UURMaPA Directory is kept current on our website with monthly updates, there is still a need for a **new printing of Directories for Caring Network Area Coordinators** and other members.

We discussed **more outreach** efforts, including starting a Facebook page, encouraging use of UURMaPA's SpeakUp online, setting up more phone or video support groups, and possibly offering a workshop at the next General Assembly.

The process of notifying members when one among us has died, and creating **obituaries** that are fitting tributes to our members, is an important function for UURMaPA. The Board discussed how we do this and brought our questions to UUA representatives. We feel that we are creating on our website an archive of worthy tributes to deceased ministerial colleagues and their partners, which include personal stories beyond what the UUA staff and UUMA may have time and resources to prepare. We discussed how to better collaborate in the ministerial obituary process with Sarah Lammert and Keith Kron of the UUA, and noted that UURMaPA is the only organization that notes deaths and supports needs among ministerial partners.

Other areas of discussion included: how to determine official retirement of a minister, financial issues for ministers in the current market, how we can help ministers prepare for retirement, and emergency coverage by retirees for congregations whose ministers leave on short notice.



Back Row: Judy Gibson, Joel Weaver, John Weston, Liz McMaster
Front Row: Margi Nasemann, Judy Welles, Jim Eller, Dick Gilbert
Not pictured: Doug Gallagher

— Judy Gibson,
UURMaPA Board Secretary

We Didn't Want to Leave! Attleboro Conference, 2014

Despite the inclement weather, or perhaps because of it, the 54 people who attended this year's UURMaPA New England conference in Attleboro, Massachusetts, wanted to add another day to a future conference. Our keynote speaker was Harvard professor Daniel Smail, who opened our minds to epochs in Deep History of the human race. The consensus was that we'd like a whole semester, please.

An innovation this year was afternoon interest groups, from Polly Leland-Mayer's slide tour of Antarctica to Richard Speck's drumming circle. Choices also included Class and Unitarian Universalism, Losing a Long-Time Partner, more Deep History, and Developing our UURMaPA History. Another highlight was the write-a-note table, where 29 personal notes were written to colleagues who couldn't attend. The 1-1/2 day conference fit in three worship services, two social hours, and six good meals provided by LaSalette Center. Robbie Walsh presented his Odyssey.



Robbie Walsh

The record attendance was boosted by ten new attendees, who quickly went from "newies" to "oldies." The highlight of Thursday's business meeting was a strip tease by John Weston, from winter to tropical clothes, promoting the Pan South conference in Orlando, Feb. 24-26 (see article, this page.)

Nearly half the people in attendance contributed in some



way to putting on the conference, ably spearheaded for the second year by Joel Weaver and Carol Taylor.

Next year's chair will be Ginger Luke.

— Text and photos by
Eleanor Richardson



Ginger Luke

UURMaPA Winter Conference San Pedro Retreat Center, Orlando, Florida February 24-26, 2015

The UURMaPA Board invites your attendance at the upcoming UURMaPA Winter Conference in beautiful, sunny, warm Orlando, February 24-26!

In addition to stimulating worship, the conference will feature an exciting and timely program:

“Unitarian Universalism Before, During, and After the Selma Confrontation”

The presenter is Mark Morrison-Reed, author of the newly released book, *The Selma Awakening: How the Civil Rights Movement Tested and Changed Unitarian Universalism*, with a response by Gordon Gibson, author of the forthcoming book, *Freedom Moves South*, which is focused on southern UU's during the civil rights era. In addition to his theme program, Mark will also offer a worship service titled “We Are What We Sing: Diversity and Hymnody.”

The Odyssey will consist of remembrances of others who were in Selma, and of course there will be plenty of time for socializing with new acquaintances and catching up with friends of long standing.

The conference begins with a social hour before dinner on Tuesday, February 24 and ends with lunch on Thursday, February 26. San Pedro is a lovely center with an especially beautiful chapel. If you're coming from a distance and love trains, there is a train stop in nearby Winter Park, FL. And if you're anywhere near the D.C. area, you can hop on the overnight auto train and have your car arrive with you, ready for further travels in sunny Florida.

We're looking forward to seeing you in Orlando!

Registration is now open! The cost is \$220 per person for double occupancy, including meals and program. Financial assistance is available. Complete the registration form (page 15 or on line [here](#) and mail it with a check to Harry Green at the address on the form.

Questions? Concerns? Contact Harry at hgreen3@gmail.com, phone: (904) 310-9357; cell phone: (914) 552-0830.



We look forward to seeing you there!

Marni Harmony,
Conference Organizer

Harry Green,
Registrar

John Weston,
for the Board

IRS Withdrawals, cont'd.

a UU minister and that you therefore qualify to request suppression of the taxes on the distributions taken during retirement. This must be done *each* time you submit a request for withdrawal.

Then, at the turning of the calendar year (usually by late January), when you receive a 1099-R form from TIAA-CREF, it will show that the taxable amount of the pension income is “not determinable.” Separately, a memo is sent to you from UUA Treasurer, Tim Brennan. The memo indicates that the UUA Board of Trustees has designated 100% of the distribution as a qualified housing allowance for those clergy who took a distribution and suppressed taxes. The memo includes a brief worksheet to help you (and your advisor, if any) to handle the tax exemption on your income tax form.

Finally, I would like to remind everyone to check their current beneficiary designation(s). More than one-third of our plan participants have not designated a beneficiary. To do so, call TIAA-CREF at **800-842-2829** today, or you can verify/update your designations on-line. Participants may log into their existing account at the dedicated website: TIAA CREF Financial Services (<http://www.tiaa-cref.org/uua>).

I hope this information provides you with a basic understanding with which you may approach your own financial advisor in order to make a plan that takes into consideration your complete and unique financial landscape.

— *Linda Rose, Director*
UU Organizations Retirement Plan

Newest Members

The following people have joined UURMaPA since our last newsletter went out August 1. Their most recent contact information can be found in the on-line Directory on our web site, www.uurmapa.org, on the Publications page. The ID is UU-SAGE and the Password is WISDOM.

Julia Aegerter
Thomas Anastasi (partner Robert Holler)
Linda Anderson
Elaine Bomford
William Breeden (partner Glenda)
Bryant Brown (partner Margaret)
Sandra Fitz-Henry
Laurel Hallman (partner Larry Ladd)
Robert Hill (partner Kristi Heesch)
Anne Hines
Kathleen Korb
Garry LeFevre
William Chester McCall
Colleen McDonald (partner Jerry Brickey)
Earnest Mills
Dana Reynolds (partner Wendy)
Mary Scriver
Richard Speck (partner Janet Tillman)
Rachel Tedesco (partner David)
Denise Tracy (partner William Decker)



Conference Commemorating the Selma Campaign

Following UURMaPA's conference in Orlando, there will be an opportunity to celebrate the 50th Anniversary of the Selma Voting Rights Campaign and its watershed effect on UU social justice activity. This event, **Marching in the Arc of Justice: Revisiting Selma — A Conference Honoring the Fiftieth Anniversary of the Selma Voting Rights Campaign** will meet in Birmingham, with day trips to Selma, on March 5-8, 2015. UURMaPAs and friends who were involved in the 1965 campaign — and those who want to know more about it — will want to consider joining this Alabama event.

The Living Legacy Project (LLP) has taken the lead in planning for this anniversary event, and their website (www.uulivinglegacy.org) provides constantly updated information. LLP is working in collaboration with several other groups including the UUA Board, the Selma Bridge Crossing Jubilee Committee, and the UU Church of Birmingham, which was deeply involved in our UU participation 50 years ago.

Many details are still being finalized, but the gathering will be headquartered in Birmingham, Alabama in the convention center area. A block of rooms and meeting spaces are being reserved at the Sheraton Birmingham. The conference programs there will include talks by Movement veterans, music, drama, and workshops on current social issues such as voter suppression, immigration, and incarceration.

Two day trips will take participants to Selma by bus for the opening Mass Meeting and Martyr's Memorial, and the 50th Anniversary Bridge Crossing Jubilee on Sunday. A more detailed schedule can be reviewed on the LLP website. Costs for rooms, conference registrations per day and for the total conference, and scholarship information will be posted on the website after November 1. Registration will open on November 15, and those who join the mailing list on the LLP website will get first opportunity to register.

— *Judy Gibson, UURMaPA Secretary*
LLP Selma Conference Planning Team

Peer Support Circles

One of the risks of retirement is isolation from the relationships that were so meaningful in our work lives. This is true for many professions, but perhaps especially so for ministers, whose collegial relationships often were the safest and easiest places to let our hair down, not to mention our defenses or our professional personas.

As one way of diminishing the potential isolation of our members, several years ago UURMaPA started organizing peer support circles, and would like to start a few more this year. The existing groups meet monthly for an extended check-in of the ongoing stories of our lives, and then a conversation on some previously-agreed upon topic.

These conversations have included our various understandings of God, chapters from Tom Owen-Towle's book *Homestretch*, reflections on the role versus the person of the minister, our theological education, Christmas as retired minister (what we miss, what we enjoy), new trends in UUism, and of course, specific issues related to retirement.

After meeting for several months by telephone conference call and finding that method somewhat unsatisfying, one group has more recently been meeting via video conference available to all at no cost through the internet. Being able to see one another live and in person has made a big difference in their ability to connect meaningfully, as some of them hadn't known each other during their working lives. Another group continues to meet happily by conference telephone call.

Plans are underway to create one or more new support circles. Frequency, method of meeting, and topics of meetings would be up to each group to determine for themselves; the only requirement would be that everyone is a member of UURMaPA. A new circle could consist of both ministers and partners, or of just ministers or just partners.

If you would be interested in participating in such a group, please contact Jim Eller at wjimeller@gmail.com. New circles will be formed as soon as a critical number of participants comes forward and co-leaders are identified.

Turning of Our Lives

“As cold water to a thirsty soul, so is good news from a far country.”

— Proverbs 25: 25

In August **Barbara and Kim Beach** travelled in England, seeing **Dick and Jopie Boeke** at their home in Horsham, and Frank Walker in Cambridge. After a tour of several English cathedrals, they attended conferences in Birmingham of the International Association of Liberal Religious Women, where Barbara spoke, and the International Association for Religious Freedom, where both of them spoke.

When **Fred Cappuccino** spoke at the Lakeshore UU Church in June, there were 50 people present, including a good complement of children. **Bonnie** is home from her Child Haven travels at present – which of course her spouse enjoys.

Maurice Cobb, 96, continues to have a productive vegetable garden, with tomatoes, cucumbers, turnips, squash, potatoes, onions, beans, parsnips garlic, beets, and carrots. He is concerned about the UUA deficit.

Iska Cole has given up her role as Caring Coordinator for Maine after 34 years, and is grateful to **Chris and Brad Mitchell** for taking over. She recently offered a program on her childhood wartime experiences for the Women's Alliance at the Brunswick (Maine) UU Church.

Nancy and Charles Eddis visited **Kathleen Hunter and Alan Deale** at Charleston Lake, ON, Canada in July. The Eddises had a 60th wedding anniversary in July. Kathleen continues, “Alan and Charles were at Harvard at the same time, and had churches in Illinois at the same time, so they have a lot of memories to share. As a minister's wife, Nancy has her own hilarious memories of those times, such as learning as a new bride that ministers' wives do not answer the door in their nightgown even if it is flannel.”

Rolfe and Susan Gerhardt headed for Houston, TX, in October to celebrate Rolfe's 75th birthday with his daughter and granddaughter. He continues fishing trips to Grand Lake Stream near Calais.



Charles and Nancy Eddis

Dick Gilbert's latest book, *Growing Up Absorbed: Religious Education among the Unitarian Universalists*, is now available from Dick or the UUA Bookstore. This is the companion volume to an anthology of faith development essays from Channing to Fahs, *In the Middle of a Journey: Readings in Unitarian Universalist Faith Development*. The UUA Bookstore also carries his two recent meditation books: *In the Holy Quiet* and *Thanks Be for These: Reflections on Life and Death*.

Janet Hawkes is recovering from knee surgery.

Now in his ninetieth year, **Philip Hewitt** has cut back on outside involvements, but this year he yielded to temptations to participate in events where he could meet people he has known over the years: the ICUU meetings in New York in January, and the annual meetings of the Canadian Unitarian Council in Montreal, followed by a meeting for the Canadian ministers, and then from Montreal to Paris to fulfill his long-standing dream to go on a pilgrimage to Chartres. He went on from France to England to mark the 60th anniversary of the beginning of his ministry there at Ipswich, but was developing a painful cough; during the subsequent week with his sister in Dorset he found himself in short order in hospital with pneumonia. Since getting home, his recovery has been continuous, though slow. However, he considers himself fortunate in still being able to live a pretty normal life, though more conscious of limits.



Chartes Cathedral, by Dan Guerra
Pencil on bristol board

Peter Hughes is well and active, despite the disabilities from post-polio syndrome which led to his early retirement. He is still able to walk, and they live in a good location for access to a multitude of facilities, but their own apartment has not been wheelchair-accessible; with the help of his lawyer sister, Peter successfully sued for redress of this. He is an historian with a long-term interest in Michael Servetus, and a play he wrote about him will be performed at the First Unitarian Congregation of Toronto. **Lynn** is still working in hospital research, data processing, etc.

Barbara Kulcher is well, enjoying the creation of an herb garden at the Hamilton, Ontario, UU Church in memory of her mother, Teddy, who was a very active long-time member of that congregation.

Sue Male was persuaded by her children that it really was time to move out of her house in Murfreesboro. She is now comfortably ensconced at Elmcroft Senior Living Center at 8204 Gleason Drive in Knoxville, Tennessee. She is still dealing with the same medical issues, but in a more supportive environment.

Rosemary Matson, 96, widow of Rev. Howard Matson, welcomed nine PCD women (including **Shirley Ranck**) into her home in Carmel Valley, CA for lunch and conversation on July 21. All the women had worked with Rosemary to implement the 1977 Women & Religion resolution in the district and the wider UU movement. (See obituary for Rosemary, page 13.)

Paula Moulton recently returned from a Road Scholar (formerly Elderhostel) trip to Oxford, in England, commemorating the 100th anniversary of the start of World War I.

Roberta Nelson has moved to The Island Nursing Home on Deer Isle, Maine, just a 15-minute drive from her husband **Chris**. The Nelson family is raising money to erect a stone in memory of **Gene Navias** on Star Island.

Pat and Chris Raible also celebrated a 60th wedding anniversary last summer, which occasioned a cruise among the British Isles. On one of their outings, they visited the Ullet Road Unitarian Church, where they had been married. The Archbishop of Wales, one of the speakers on the cruise, gave them a non-Trinitarian blessing, and that evening the cruise ship's crew serenaded them with "Let Me Call You Sweetheart" and "You Are My Sunshine."

Peter and Eleanor Richardson attended the 34th IARF Congress in Birmingham, England, where they saw **Dick and Jopie Boeke, Doris Hunter, Gene and Yayoi Reeves, John Rex**, Peter Morales, **Dick Kellaway, Steve Kendrick and Ken McLean**. They also visited Port Isaac, Cornwall, the "Port Wenn" of Doc Martin fame.

Anne Treadwell and John O'Connor are having a year-round sunroom added to their house. Anne is preparing herself for John's eleventh 3-months semester as a volunteer teacher in Guyana. His weekly blog from Guyana can be found at <http://revjoc.blogspot.ca> and is an entertaining as well as informative read.

In Memoriam

Longer and more detailed versions of all obituaries can be found on the UURMaPA web site at <http://www.uurmapa.org/obituaries.html>. No password is necessary to access that page. Many thanks to Chris Lily Backus and Jay Atkinson for their careful and sensitive work writing the partners' and ministers' obituaries, respectively.

The Reverend Dorothy Boroush, parish minister and passionate activist for women's rights, died on June 14, 2014 at the age of 88.

Dorothy was born on October 3, 1925, in Tiffin, OH. She was graduated with a B.A. in Theater from the State University of Ohio in 1977 and attained an M.Div. from Chicago Theological Seminary in 1980.

After graduation, Dorothy was ordained to the UU ministry by the First Unitarian Church of Shaker Heights, OH. She served churches in MI, MA, and CT before becoming the District Executive to the Ballou Channing District in 1987. After her formal retirement, she served as interim minister of the Foxborough Universalist Church in 1999.

Dorothy was a resolute advocate for women's reproductive rights, serving in many prominent women's health organizations. She was also involved with UU women's history, writing biographies and dramas about notable UU women, in particular Antoinette Brown Blackwell.

The arts, music and creativity were powerful forces in her life. She was a well-known actor and director in community theater throughout her life, much of it to critical acclaim.

Dorothy's family remembers her as a gardener, a collector of 'spiritual rocks', a lover of the color purple, a poet, political activist, a bird and tomato lover. She was a singer of silly songs and crocheted works of art during meetings. Her mission was to leave this world in a better place.

Dorothy is survived by her daughter, Gretchen E. Boroush; her sons, Eric D. Boroush and Kurt A. Boroush; her brother, Dr. Thomas G. Stinchcomb; a granddaughter and four nephews.

A memorial service was held on September 13, 2014, at First Parish Bridgewater Unitarian Universalist Church. Condolences may be sent to Eric Boroush, #2 Gore St., Boston, MA 02120.



The Reverend **Gregg Carter**, parish minister, amateur organist, and expert calligrapher, died on 20 April 2014 at the age of 85.

Ira Gregg Carter was born 28 February 1929 in Birmingham, AL, the only child of Joseph and Lena (Gregory) Carter. After high school he began study at Southwestern College, a Presbyterian school in Memphis, where his childhood faith lasted only a few weeks. He found his way to the Unitarian church in Memphis, which provided a "pivotal link" in Mr. Carter's eventual pursuit of professional ministry. After earning a B.S. in 1949 from Southwestern (renamed Rhodes College), he was a social worker and then entered the U.S. Army during the Korean War. Honorably discharged with the rank of corporal, he enrolled at Meadville Lombard Theological School and received his B.D. in 1956.

Gregg Carter was ordained to the Unitarian ministry by the Westminster Congregational Society, now in East Greenwich, RI, where he served as minister until 1963. Subsequently he served churches in MA until 1988, then provided interim ministries in IN, TN, IL, and ME. In retirement, he lived in Somerset, Mass, on Cape Cod.

The Rev. Mr. Carter served the UUA and his ministerial colleagues in many capacities. He also was an amateur organist, a student and teacher of calligraphy, and was fascinated with the history of religion. His wife Jane recalls him as "one of the kindest people who ever walked the earth... and a gifted minister who was excellent at extemporaneous prayers and preaching."

Besides his wife, Gregg Carter is survived by a son, Scott Barton Carter and a daughter, Catherine E. Carter.

Notes of condolence may be sent to Jane Carter, 103 Sanford Ave, Somerset, Massachusetts 02726-5209.

Rosemary Matson, 97, champion of international peace, human rights and civil liberties, and the widow of the Rev. Howard Matson, died Sept. 27 at her home in Carmel, CA.

Born September 20, 1917, in Geneva, IA, Rosemary attended Omaha University and the University of California at Berkeley, where she became an activist. In the 1940s, in Alabama and later in Chicago, she worked against racial discrimination. Becoming a Unitarian in Hawaii, in 1952 she co-founded the First Unitarian Fellowship of Honolulu, where Barack Obama attended Sunday school in the 1970s.

In 1955, Rosemary returned to Berkeley, where she met the Rev. Howard Matson, a minister at the San Francisco Unitarian Church. They married in 1957.

Rosemary joined the staff of the Starr King School for the Ministry in 1962, where she became a passionate advocate for women in the ministry. She played a key role in the passage of the Women and Religion Resolution at the 1977 UUA General Assembly. Her motto was “We do not want a piece of the pie. It is still a patriarchal pie. We want to change the recipe.”

Active in United Nations organizations and international conferences on women, and a committed pacifist, she helped organize and lead more than two dozen citizen diplomacy trips to the Soviet Union.

Both Rosemary and Howard were dedicated proponents of human rights, working closely with Cesar Chavez to promote farm worker rights. Chavez lived incognito at the couple's Carmel Valley home for several months in 1970.

Rosemary received many honors for her work for social justice, humanism, feminism, and international peace, including an honorary degree from Starr King in 2011.

A memorial service was held on October 25 at the Community Church of the Monterey Peninsula. Rosemary is survived by a brother, two nieces, seven nephews, and numerous grand nieces and nephews. Notes of remembrance may go to her nephew, Sam Thompson, 920 East Bay Dr. NE, #3D-102, Olympia, WA 98506.



The Reverend **Gene Navias**, long-time dedicated religious educator, died on August 17, 2014, at the age of 86.

Mr. Navias was instrumental in shaping Unitarian Universalist religious education. He worked on the *About Your Sexuality* program; collaboratively developed the Renaissance Program for religious educators; and developed the UUA's Accreditation Program for Directors of Religious Education.

Eugene Barnett Navias was born on March 18, 1928, to Dr. Louis Navias and Adelaide Gant Navias. He was graduated from St. Lawrence University with a BA in 1949 and from the Theological School of St. Lawrence with a Bachelor of Divinity in 1951.

Mr. Navias was ordained by the First Unitarian Church of Cleveland, Ohio, in 1951. He served there until 1957; then went on to serve in Concord, NH. He was a religious education field consultant from 1963 to 1982; director of the Religious Education Department of the UUA

from 1982 to 1993; and associate minister to Arlington Street Church of Boston, MA from 1993 to 1999, which made him Minister Emeritus. In 2005, he was awarded the UUA's Distinguished Service Award.

Gene successfully united music with religious education. He authored new lyrics to well-known tunes as a way of teaching UU history and theology, and organized a program of narrations and hymns for the 1992 UUA General Assembly titled “*Singing - Shouting - Celebrating: 200 Years of Universalism.*”

He was an accomplished pianist and a tenor soloist, was fond of opera, and collected church music; his collection is now housed at Arlington Street Church. Gene also enjoyed traveling, and with his partner, Jim Buckley, ventured to Austria, the Czech Republic, England, Mexico, and Spain.

Gene's niece, Jennifer Hamlin-Navias, recounts, “he was always very interested in who you were as a person, and whatever response he gave you was crafted around whoever you were.” Gene's partner, Jim, remembers, “to say Gene was good natured would be to put it mildly.”

Gene is survived by his partner Jim Buckley, several nieces and nephews, and many grand- and great-grand nieces and nephews.

A memorial service was held at on October 5th at the Arlington Street Church, Boston, MA.

Notes of condolence may be sent to Jim Buckley, 11A Senate Road, Milford, MA, 01757.

The Reverend **Edgar “Ed” Peara**, decorated WW II veteran, long-time parish minister, pro-choice counselor, tireless pacifist, devoted father, and energetic volunteer, died suddenly at age 92 in Eugene, Oregon, on 22 February 2014.

Edgar Child Westling was born in Moline, Illinois, 22 July 1921 to A. Conrad Westling and Grace Child, taking Peara as his surname after his mother’s subsequent marriage to A. T. Peara. He was graduated in 1947 from Principia College (a Christian Science school in Elsah, Illinois) and worked as a registered Christian Science practitioner for eleven years.

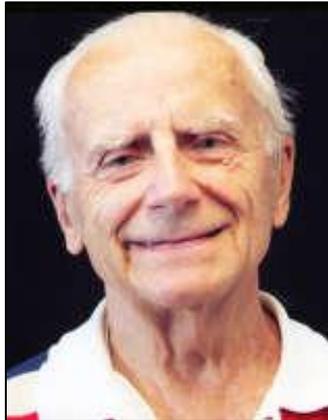
Eventually he found Christian Science “too rigid and close-ended,” and began to pursuing his new calling as a Unitarian minister with determination and energy. After his studies at Meadville Lombard, Ed was ordained in 1963, and was first called to a yoked ministry in Vermont. His fourth son, Andy, was born there in 1964, and just six weeks later his wife died, leaving him the single father of four little boys.

After some run-ins over school prayer and his objections to the Vietnam war, Ed moved to the more liberal Chicago area, where he served two congregations, retiring as Minister Emeritus from the UU Community Church of Park Forest. In 1970, Ed met Phyllis Sorensen at GA, and a month later they were married.

During all his ministries, Edgar Peara was service. In addition to four years as an Clergy Counseling Service, he founded the served on human relations commissions in

The astounding energy of Mr. Peara’s After an interim ministry in Auckland, New Eugene, OR, to live near his youngest son. than 42 volunteer organizations and

His son, Tim, remembers his father for jokes. He describes his father as a “kind and about the community in which he lived.”



active in community, collegial, and UUA abortion counselor for the Chicago Area North Shore Peace Initiative in Illinois, and both Wilmette and Park Forest.

commitments never flagged in retirement. Zealand, in 2000, Ed and Phyllis moved to Over the years there Ed was active in no less activities.

valuing family, and collecting and telling generous man,” who was “very concerned

Edgar Peara is survived by his sons, Chris, Jon, Tim, and Andy Peara; and stepchildren Portia Blackman, Allan Ball, Leah Pahlmeyer, and Sarah Taylor. A Celebration of Life was held on 17 May 2014 at the UU Church in Eugene, OR.

Tawnya Phifer, 67, wife of the Rev. Kenneth W. Phifer, died at Arbor Hospice, Ann Arbor, MI, on September 21, 2014 of complications from ovarian cancer.

Tawnya Fuller was born April 4, 1947 in Toledo, OH to Donald Elwin Fuller and Mary Lee (Ely) Fuller. The eldest of five children, she grew up in Temperance, MI, graduating high school as co-valedictorian in 1965.

She married and moved to Ludington, MI and then Hawaii, with her first husband, who was serving in the U.S Coast Guard. She lived there from 1968-1972, then returned to MI to attend college, working for her father as a bookkeeper during her college years. In 1974 she graduated with highest honors from Monroe Community College. Two years later she graduated, again with highest honors, from Eastern Michigan University, majoring in accounting and eventually earning credentials as a CPA .

With her second husband, Dave Warnock, she had two daughters. She often said that the best years of her life were her 12 years as a full-time mother. She enjoyed baking, sewing, helping at school, and encouraging her girls in dance and gymnastics. In 1990 she began 12 years as a realtor, and then worked at DTE Energy in the Trading Division, retiring at the end of 2012. She had married Ken Phifer in 2003.



Tawnya will be remembered by her friends and family as a kind, gentle, witty, intelligent, warm, courageous, and graceful woman.

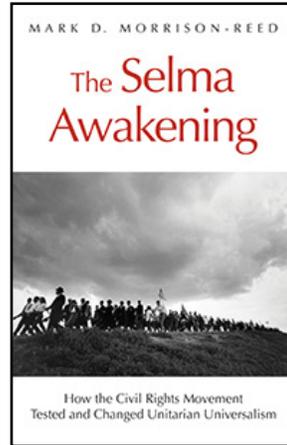
She is survived by her husband, Ken; her parents; her brothers Donald, Danny, Dane, and David; her daughters Janelle and April; 3 step-children; 6 grandchildren; and several step-grandchildren, nephews, and nieces.

A memorial service was held at the First Unitarian Universalist Congregation in Ann Arbor on October 11, 2014.

Condolences may go to Ken Phifer, 201 W. Liberty, Ann Arbor, MI 48103.

UURMaPA Orlando Winter Conference Registration
February 24 – 26, 2015
sanpedrocenter.org

Join us at the beautiful San Pedro Retreat Center, Orlando, Florida
for the February UURMaPA conference!



Please register me/us for the UURMaPA @ Orlando Conference. I enclose \$220 per person. I understand that this fee covers two (2) nights, six (6) meals, social time refreshments, and general expenses. (A limited number of single occupancy rooms may be available for \$295 per person. The fee for conference attendees not staying at San Pedro is \$150 per person.)

Name/s: _____

Address: _____

Telephone: _____ **E-Mail:** _____

Please indicate any special needs, dietary and otherwise: _____

A check payable to "UURMaPA @ Orlando" in the amount of \$ _____ is enclosed.

REGISTRATION FORM AND CHECK must be received no later than January 3

Mail this form and your check to: **Harry C. Green, Registrar**
1602 Highland Dunes Way
Fernandina Beach, FL 32034

FINANCIAL ASSISTANCE: Determine the amount of assistance that you require to attend the conference. Remember to include costs for travel, caregiver for a dependent partner, etc. in addition to the registration fee in your request. Contact: Joel Weaver, UURMaPA Treasurer
E-mail: Weaver_je@hotmail.com
Phone: (610) 206-0762

Confirmation of your reservation and directions to the San Pedro Center will be sent to you upon receipt of your registration form and check.

QUESTIONS? CONCERNS? Feel free to contact Harry Green: E-mail: hgreen3@gmail.com Phone: **(904) 310-9357** Cell Phone: **(914) 552-0830**



**UNITARIAN
UNIVERSALIST**
Retired Ministers and
Partners Association

**285 NW 35th Street, #52
Corvallis, OR 97330**

Address Service Requested