

**Minutes of the Conference Call Board Meeting—February 6, 2014
Unitarian Universalist Retired Ministers and Partners Association**

Present: Jim Eller, Doug Gallagher, Dick Gilbert, Liz McMaster, Marcia Olsen, Judy Welles, John Weston, Margi Nasemann Absent: Paul L'Herrou

Centering: Judy Welles read a poem about Buddha shoveling snow, which she will send to us.

We continued with brief personal check-ins.

REPORTS: see attachment. The following are additions to reports.

President – Dick Gilbert – see report

Vice-President – Jim Eller

The UUMA will take up the TIAA-CREF issue at their March meeting.

Secretary – Marcia Olsen

The Minutes of the 1/9/14 conference call meeting were approved.

Treasurer - Paul L'Herrou – see report

Caring-Coordinator – Margi Nasseman

She had a good response to her January letter to Area Coordinators. She sends a congratulatory note to new retirees.

At-Large: Caring Network – Liz McMaster

She feels that she isn't doing much, and is available to help Margi when needed.

A pending item for her is to recommend to the Board how to handle emergency contact information for members.

Conferences – John Weston

Attleboro program is set (see report). Seabeck is underway (see Marcia's report).

Elderberries– Judy Welles

(1) The newsletter is now on the website and is being printed at Minuteman. She is very happy with this printer – Elderberries looks great, and for considerably less cost.

(2) Logo: Judy sent to the Board a proposal from Greg Bear (GBmediaDesign) for developing a logo and related materials for UURMaPA. The logo will be designed to be compatible with the new UUMA and UUA logos, to convey a sense that we are “part of the greater family”. This “branding” can be used to identify UURMaPA in many areas. It is important that the original design can be used on our computers so it will be available for various uses. It was also requested that we have notecards printed with the logo so we have them for thank you and condolence notes, etc. (Judy can work with Minuteman later on that printing.)

It was moved, seconded and approved unanimously to: “**accept the proposal from GB Media Design of Option 1, at a cost of \$1200.00.**” This will provide us with the full logo (in color and in black & white), a typographic logo (name only), and branding for use on stationery, business cards, notecards, and the website. **Judy will contact Greg to proceed.**

At-Large Member - Doug Gallagher.

Doug will proceed to contact the UUA and UUMA about sharing the cost of his attending the upcoming AIM training, to help interim ministers understand their relationship with retired ministers. Dick sent him information recently about a situation involving boundary issues.

BOARD-SPONSORED CONFERENCE

This is set for February 24-26, 2015, at the San Pedro Retreat Center in Orlando, Florida. The Board will probably meet February 23-24, prior to the conference which will begin Tuesday afternoon. Marni Harmony is helping with arrangements. The Board needs to be involved in planning the program. John would like to accumulate suggestions, so **send ideas to John**. Margi volunteered to do her folk music program.

NOMINATING COMMITTEE Update

Judy Gibson, wife of Rev. Gordon Gibson, has agreed to serve as Secretary; she hails from Knoxville, TN. As announced last month, Joel Weaver has agreed to serve as Treasurer. The full slate, printed in the Winter *Elderberries*, includes incumbents who are continuing: Elderberries Editor — Judy Welles, Member-at-large — John Weston, Nominating Committee — Chris Lilly Backus and Sheldon Bennett. A big thanks to the Nominating Committee!

Marcia has been in contact with Judy and will include Judy and Joel in distribution of minutes and other documents.

Pending: invite them on the June call or wait until July?

ACTION ON POLICIES AND PROCEDURES

Marcia had distributed an updated version of the Policies and Procedures document. Dick had suggested some wording changes, and others contributed some as well. It was agreed that the P&P should be posted on the website, and also the Minutes of our meetings (once approved).

Marcia will update the P&P and send them out for review. Upon reaching consensus, she will ask Duane to post them and the minutes in the Governance section of the website.

ACTION WHEN PARTNER DIES

Margi has been sending a plant when a partner dies (the UUA sends one when a minister dies). The general consensus was that this is not necessary. A condolence card from Margi (which she already does) and one from the Area Coordinator (or a call) will suffice.

IRS HOUSING ALLOWANCE FOR MINISTERS

There is a case before the courts to eliminate this allowance, which allow ministers (including those in retirement) to claim housing costs as non-taxable (if paid with ministerial funds). Dick will ask Richard Nugent and Duane (as a member of the UUMA Board) to write an article for us that can be posted to our members through the Announce-List and website, and reported in the newsletter. It's important that our members are alerted to this possibility.

PENDING: Who should serve as Board liaisons to our off-Board volunteer leadership positions, such as webmaster, membership coordinator, obit-writers, historian...

Next conference-call meeting is Thursday, March 6, 2014, 4:00-5:30pm ET

Respectfully submitted,
Marcia Olsen, Secretary

UURMaPA Board Reports – for 2/6/2014 Meeting

President – Dick Gilbert

1. Sent 1 letter of condolence to partners, ministers and family members.
2. Sent 3 “welcome to retirement” packets with letter, “Retirement Guide” and the latest *UURMAPA Directory*.
3. Policy and Procedures Statement: thanks again to Marcia for calling it to our attention. Just to get the discussion rolling, I think it ought to be published on our website possibly with the following *caveats*.
 - (1) On p. 2 groups to which we relate should also include UUMA and the UUA Ministry Department (whatever their official moniker is these days;
 - (2) Perhaps it should be password protected;
 - (3) I am concerned about the wording in the “Creative Sageing Award” – re. the Board *veto* which sounds unnecessarily controlling;
 - (4) I think also think it should include the process by which a minister retires – submitting form to UUA etc.
4. Had correspondence with a consulting minister re. a retired minister with boundary issues. Referred it to Doug. Re. last month’s discussion of the Alban article on retired ministers and congregations they serve, we need also to be concerned about retired ministers in congregations they have not served.
5. Topic suggestion for our Florida gathering: “Are We An Endangered Species?” prompted by preaching in two formerly large NYC churches which are now quite small. Also working on my RE book, I see discouraging statistics. While some congregations thrive, others are dwindling dangerously. What role should UURMAPA (retired clergy and spouses) play in this situation? Just to prime the pump.
6. “My Gift of Grace” – another pump primer.
7. “Miscellaneous Membership” re. UUMA Life members who might like to join UURMAPA, definitions of “Life Members” and “Retirement.” We need to have a policy re. membership for those who fall between the cracks. E.g. People, like me, who have formally retired, but are still working at some level and who would like to avail themselves of our programs. Some, like me, filed their “Intent to Retire” with the UUA, but others haven’t. What is the difference?
9. Continuing work on retirement seminar for St. Lawrence chapter, as well as a generic seminar.
10. Working with Judy on a Rite of Retirement.

Vice-President – Jim Eller

I did send our event request into the UUA GA office for a UURMaPa luncheon. That is in the works. I expect we will hear in a few weeks about the time, date and location. More on that as it arrives.

I have done nothing yet on the Creative Sageing Award, but I plan to put something in Announce and Speak Out, as well as a piece in the Spring issue of Elderberries.

I continue to get a lot out of participating in the video “recently retired ministers” call. The video technology is a real gift to have.

I have asked the UUMA Board to consider encouraging TIAA CREFs excluding corporations from profiting from the Israeli occupation from their socially progressively screened portfolio. The UUMA Board decided that it should be taken up in their face to face meeting in March and with Don present.

UURMaPA Board Reports – for 2/6/2014 Meeting

Secretary – Marcia Olsen

1. Coordinated with Chris Backus to prepare an article for *Elderberries* on Seabeck, and to put together the program. The theme will be “Beauty”. Barbara (Morgan) Burke will again serve as Registrar and Shirley Ranck will give her Odyssey. In early February an email will be sent to PNW members, and later that month a reminder notice to the Announce-List.
2. Membership: usual updates as I receive them; new retirees added; obituaries passed on for editing and then posted to Announce-List. This was a relatively quiet month.
3. A February 1, 2014 version of the Directory was sent to Duane to post online.
4. I have been in contact with Judy Gibson (incoming Secretary) and will begin sending Minutes to both incoming Board members. I will also send other Orientation materials soon.
5. Updated the Policies and Procedures document, and the list of Pending Items. Please review both of these. I'd like a decision about whether or not to post this on the website.
6. I've sent Liz Strong the minutes through 2012 and will send the 2013 ones soon. She asked for these in order to prepare a fuller history of UURMaPA.
7. Prepared the mailing list for *Elderberries* and sent it to the printer. I will send out the electronic version to our members and UUA staff soon. Jeannine Lambert sends it electronically to the UUMA presidents.

Treasurer – Paul L'Herrou

I still do not have my computer back and am working without easy access to ongoing files, so here is the bare bones Treasurer's report:

For January, our checking account's beginning balance was -	\$9,466.64.
We received donations of	- 1,195.00
Expenses were Apple training for Judy	- \$99.00
Filing fee for annual report to Massachusetts	- \$15.00
Treasurer's expenses of	- <u>\$37.16</u>
Total expenses of	- <u>151.16</u>
Ending balance	\$10,510.48
Our Money Market account began the month with	\$40,205.32
We earned interest in the amount of	17.07
Giving us an ending balance of	\$40,222.39

Financially, we are in a very healthy position. Our budget is looking good. We don't need to worry about running over in a couple of line items because we are under spending in other areas.

I don't think we need to pinch pennies on the bid which Judy has received for logo design and branding. The extra \$400 to do the whole thing will be, I believe, well worth it. I recommend that we go with the \$1200 bid.

One last thing - You may recall that during our last meeting I commented that in the midst of our meeting I had just noticed an email that had come in on my cell phone. It was from a reporter for the Boston Globe asking if she could interview me, as a retired minister and one of several people she wanted to quote, for a piece she was writing about retirement - tied into the recent retirement of Thomas Menino after 20 years as mayor of Boston. A few days later I chatted with her and asked how she had found me (thinking that she might be a member of a UU church). She said that she wanted to include a local retired

UURMaPA Board Reports – for 2/6/2014 Meeting

minister and simply Googled "retired minister" and got our web site. The article finally came out yesterday. I will send you all a link to it as soon as I have time to locate it.

Newsletter Editor – Judy Welles

The Winter, 2014 issue of *Elderberries* is posted on the web site and is at the printer. I'll proof it on Monday, and hopefully it will go out in the mail by mid-week. So far, Minuteman Press has been great to work with. We'll see how this plays out.

I have been in communication with Greg Bear and asked him for a formal proposal on designing a logo for us, and also incorporating his design into new letterhead and note cards AND getting it onto the web site without necessarily changing the whole site. He should have a proposal for me before Thursday's meeting; if I receive it in time, I will send it out to all of you. I hope we can make a decision on Thursday and move forward on this.

My daughter's boyfriend was able to resurrect the old version of Pages in my computer, thus saving me hours of re-training and hair-pulling-out in dealing with the (far inferior) new version. I'm reasonably comfortable with Pages now, and will focus my "learn this new thing" attention on figuring out whether Mail Chimp will meet our needs for direct e-mail delivery. I'm hoping that Marcia and I can figure this out before the Spring, 2014 issue.

I'd like to postpone the question of a Mission Statement for *Elderberries* until we meet face to face next Fall.

Caring Coordinator – Margi Nasseman

- Sent letter to all Area Coordinators in early January
- Connected with four area coordinators by email and phone
- Sent plants to two ministers who had lost partners
- Sent congratulations cards to three retiree.
- Sent condolence cards to five people who had lost partners
- Sent material and had conversation with the two newest area coordinators

At-Large – John Weston

Council on Church Staff Finance

The Council next meets in April. Please feel free to suggest issues that the Council should consider of importance to ministers and church staff. The obvious issue for ministers is the potential demise of favorable tax treatment of the parsonage allowance. However, since the Council's mission is to deal with issues affecting all church staff rather than ministers only, my guess is that we will leave this issue up to the UUA and the UUMA. Otherwise, no news since last report.

Conferences

Spring 2014: Northwest Conference, May 13-15 in Seabeck, organized by Marcia Olsen and Chris Lilly Backus (Susan and John Weston attending).

Autumn 2014: Northeast Conference, September 30-October 2 in Attleboro), organized by Carol Taylor and Joel Weaver. The keynote speaker is Professor Daniel Lord Smail, a Harvard historian who studies "Deep History," including the evolution of primate and human nature and culture from the perspective of neurochemical messaging, stress-and-response, and other concepts generally thought to belong to the realm of science. Peter Richardson has been a helpful brain trust in pursuing this topic.

Winter 2015: Southeast Conference, February 24-26 at San Pedro Retreat Center in Orlando, organized by Marni Harmony and the Board. The Board will meet February 23-24.

Unsung UURMaPan Award

The call for nominations appears in the Winter *Elderberries*. Thanks, Judy!

At-Large – Liz McMaster

I really have nothing to report as I've received no notices of retirements and my job of connecting John with Marni is complete.

At-Large - Doug Gallager

UURMaPA Board Reports – for 2/6/2014 Meeting

Since last we talked, I have, at John's urging, had good contact with Keith Kron and am encouraged. I'll also be speaking, before our Feb. meeting, with AIM leaders. My request is to attend the next AIM training as a UURMaPA board member. The cost would be about \$1000 plus travel. That's not insignificant but I believe worth it as much of the tension between retired and active colleagues is between the retired ministers and interims.