

Minutes of the Face-to-face Board Meeting—September 28-30, 2014
Unitarian Universalist Retired Ministers and Partners Association

Present: Jim Eller, Judy Gibson, Dick Gilbert, Liz McMaster, Margi Nasemann, Joel Weaver, Judy Welles, John Weston

Absent: Doug Gallager

Guests: Linda Rose of UUA, Richard Nugent of UUA (via Skype) Jay Cobak and Greg Murphy of TIAA-CREF, Sarah Lammert and Keith Kron of UUA.

Sunday, September 28 -

CENTERING: Dick shared a reading on “Who We Are and Whom We Serve.”

REPORTS: additions to written reports, which follow these minutes.

President – Dick Gilbert

Dick noted that ministers are retiring in droves and there is a steady stream of deaths..

Secretary – Judy Gibson

The minutes of 9/4/14 were approved, and will be posted on the website. *Actionable items in future minutes will continue to be included in red and italics, so they show up even without a color printer. New decisions, votes and policies will be in bold.*

Treasurer – Joel Weaver

Joel confirmed that our finances are in very good shape.

Caring Network Chair – Margi Nasemann

Margi reported that she keeps in contact with Area Coordinators twice a year. Some get responses from the folks they contact, some do not.

At-Large Member – Liz McMaster

Liz is still working to solve problems in one caring area. *She noted that this year's Unsung Hero award presentation will need to be arranged outside of a conference – She will come up with a plan.*

At-Large Member – John Weston

John confirmed that the February Orlando conference has been posted on Announce to the membership, and information and registration forms are up on the website. Board members and UURMaPAns attending this conference will be especially urged to go ahead and sign up.

DISCUSSION OF ELDERBERRIES NEWSLETTER–

Readership and distribution, and USPS mailing option - Webmaster Duane Fickeisen's analysis shows a reassuring large increase in downloads of the newsletter after password protection was removed. However, we still know that some do not read the online publication. Judy W reported the annual cost of returning to mailing quarterly newsletters to all 660 UURMaPA households, and Joel confirmed that our budget can handle it. Following discussion of various options, the Board affirmed our commitment to keep connections with all our constituents and following was voted:

UURMaPA will mail by USPS the next four copies of Elderberries to all membership addresses, beginning with the November 2014 issue. Each issue will offer the option to stop receiving paper copies. Members will be asked to send an “opt out” e-mail to Marcia Olsen, membership coordinator. (Judy W moved, Jim seconded. Passed unanimously.)

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Logos – Judy W distributed examples for two choices of use of the new UURMaPA logo prepared by Greg Bear. Following discussion, the Board voted for

Use full upper case for the name of denomination: “UNITARIAN UNIVERSALIST Retired Ministers and Partners Association” with the new flame logo (6 for, 1 for upper/lower combination)

Current and potential applications identified include Website banner, archived obituaries with no photo (logo only), *Elderberries* masthead, UURMaPA brochure, directory and any other publications as reprinted, stationery, note cards, business cards, rubber stamp. Greg will provide an electronic file of all formats.

Judy W circulated a sheet where Board members indicated how many note cards and letterhead they need. She will have items printed by Minuteman Press and distributed. *Margi volunteered to distribute note cards and envelopes to the Caring Coordinators.*

Content – Judy W distributed to the Board a schedule of specific topics for each of *Elderberries* four annual issues, and included a list of regular and special features.

Policy and Advisory Board – Judy W has been working with 5-6 people in advisory capacity, but has not developed definition of function or policies. This discussion was deferred to a later meeting.

BUDGET PREPARATION

Joel shared a first draft for a suggested budget for January-December, 2015, our new fiscal year. Discussion and changes can be made over the next three months, to be finalized by the first of the year. *An expected annual donation from UUMA needs to be confirmed. (by Joel or designee)* A funding appeal will be made to UURMaPA members twice during the year (Dick has sent Board members a draft of the first appeal letter).

Board members suggested some expenses to add or increase, including estimates covering travel (50 cents/mile if driving) and room/board for Board members for two face-to-face meetings, payment to Greg Bear for logo work, two awards at \$500 each, conference scholarships, and printing/ mailing costs for new Directories. Further work on the budget is scheduled for the wrap-up session of this meeting.

Monday, September 29 -

DISCUSSION OF CONFERENCES AND THEIR FUTURE

Winter Conference in Orlando, FL – Feb. 24-26, 2015 - John confirmed that registration is open, the form is available for downloading on the website, UURMaPA Announce has posted an announcement of the event, and the next *Elderberries* will feature a story. He made copies of the form available and urged Board members to go ahead and register: attendees at this Attleboro conference will also receive forms and information.

The Program committee (Judy W, Margi, John and Jim) will continue to plan program elements. John proposed that the Odyssey segment (2-2½ hours) for this specific conference – focused on the Selma voting rights campaign 50 years ago - be an opportunity for several members who had this watershed experience to share their thoughts as a “cloud of witnesses.” It was decided that *after people register, they will be asked “Were you in Selma?....or had an experience during that time you want to share?,” and the committee will select Odyssey presenters from those who respond.*

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With a goal of having at least 50 people registered for this conference, Jim asked *each Board member to commit to actively recruiting a specific number of registrants. Results were: Liz – 2, John - 0, Judy W – 4, Jim – 4, Margi – 0, Judy G – 4, Joel – 1, Dick – 4.*

Future Conferences – The Board discussed and clarified what expenses are covered for Board members and partners of Board members coming to Board meetings that are held in tandem with conferences (specifically now - this one in Attleboro and Orlando in February).

Clarification of Existing Policy (see Operating Procedures – Meetings: Board members' travel and room and board costs during face-to-face Board meetings held before conferences are reimbursed by UURMaPA; Board members attending the conference pay their own registration (which covers room and board).

After discussion, the following additional policy was accepted unanimously:

UURMaPA will cover room and board during Board meetings held before conferences for partners accompanying Board members early in order to attend the conference. (*added to Operating Procedures, JMG*)

The New England conference held in Attleboro is regarded as the regular UURMaPA annual meeting (and Board meeting), the advantage being it is close enough to Boston to allow UUA and other staff to attend and consult. There has been ongoing debate regarding the value to UURMaPA of holding other conferences.

Following discussion, the Board passed the following guidelines for future conferences:

UURMaPA Board will sponsor two conferences per year – one in New England, another elsewhere in the country. Conference planners will choose keynote and odyssey presenters, with suggestions and consultation from the Board. (*Jim moved, Margi seconded. Passed*)

We further agreed that conference planning need not be done within the Board, but that it is valuable to expand involvement by recruiting other UURMaPAs to plan and coordinate, under the supervision of the Board member with the conference portfolio (John) *Joel may be able to recommend some people for this role, and John and Dick agreed to work on identifying 2015 Attleboro Conference planners.* There is a reference document on how to plan a conference available on our website.

Attleboro 2015 - the dates for the Attleboro Board meeting and conference will likely be during the first week of October (4-10); dates will be confirmed in the conference business meeting.

Questions for further consideration: Are conferences the best way to serve our members? Are there other ways (SpeakUP conversations online, videoconferencing, face-to-face meetings in geographic centers)?

UUMA - UURMaPA RELATIONS

Good Offices/Transitions - Pursuant of our decision at the Sept. 4 meeting, the group brainstormed a list of potential retired ministers whom we felt could serve as effective Regional Specialists in transitions for the UUMA Good Offices program. The Board felt that personal invitations to individuals would be more effective than mailing out a general letter inviting nominations. Six Specialists are to be appointed by UUMA. Thirteen names were selected in the meeting, with attention to diversity of gender and geographic region. Also, since we are well aware that partners are often involved in transition issues, the Board prepared a list of seven partners whom they recommend as possible teammates for the Specialist to assist in specific situations. *Dick will send these names to Don Southworth, along with expression of the Board's willingness to help with the recruitment process*

REVIEW OF POLICIES AND PROCEDURES

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Discussion of Workloads - We confirmed that this is definitely a hard-working Board, and agreed we should expand our infrastructure to include off-Board members for various activities. Acknowledged the real advantages to involving more members in UURMaPA activities, including identifying people who might eventually be nominated for elected or appointed positions. Discussed current need for a liaison to Church Staff Finance to replace John. The Board confirmed a goal of developing an organizational support system for Board portfolios that will allow Board members to move into more supervisory and consultative roles.

Policies and Procedures Listing - *Note from the Secretary – Operating Procedures (formerly Policies and Procedures) are being regularly updated under appropriate headings by the Secretary, as I note relevant motions and decisions made by the Board. Before the next Board meeting, I will submit the latest update from this meeting to the Webmaster to replace the set dated 3/6/14.*

Calendar Update – deferred to a later meeting

WEBSITE DISCUSSION

Duane, our webmaster, sent an informative annual report to the Board, and he requested input from us. *Board members agreed that before each Board meeting, along with preparing advance reports, each of us accepts the responsibility for reviewing the website and conveying to Duane any updates or changes they feel are needed to keep it current. Dick agreed to serve as Board liaison for Duane, and will consult to resolve any questions that arise. Dick will contact Duane to invite him to serve another term as his 3 year appointment ends this year..*

PENSION PLAN WITH TIAA-CREF

We met with Linda Rose, Director, UU Organizations Retirement Plan, Richard Nugent, Director, Church Staff Finances (via SKYPE), and two representatives from TIAA-CREF: Jay Cobak, Institutional Relationships Director, and Greg Murphy, Senior Financial Consultant. They described their services, both personal and on-line, available for retirees. Linda's office sends a packet of information to all who file an intent to retire. They explained that minimum distributions, which become mandatory at 70 ½, are adjusted each year, and retirees must check with TIAA-CREF to confirm the amount. Richard Nugent stated that Church Staff Finances is being reorganized, and urged UURMaPA to plan ahead to send a representative leader to an upcoming 2-day Summit on Sustainability of Economy of Ministries, to be held the first week of June in Detroit, MI. The summit will include 40-50 attendees from various UUA credentialing and professional groups.

DISCUSSION OF CARING NETWORK

The Board agreed that they collectively have heard little evidence of members not liking the “caring” name, and decided no name change is needed. Discussion focused on the need for reprints of the UURMaPA Directory, which also includes information on who is in each Caring Network District. The Directory on the website is updated every month, so is always current, but it is password protected and therefore not as usefully “at hand” for many members and leaders. Dick includes Directories (currently using a stash of old versions and mentioning online updates) in a mailing to each new retiree. Margi would like all Caring Network Area Coordinators to have a new one.

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It was agreed that *Judy W will order the printing of 100 Directories from Minuteman Press when she orders note cards and stationery with the new logo. 50 Directories will be shipped to Margi along with the note cards. Dick will receive the balance of the new Directories.*

PROGRAM REVIEW

Online communication - Judy G reported that UURMaPA Announce is again free of glitches and working well, thanks to Marcia Olsen's assistance. Jim proposed that we experiment for the next year with intentional use and development of online outreach and connections to our membership:

- Facebook – *Jim offered to post a page, and invite members via Announce and Elderberries.to “like” it.*
- SpeakUp – *Jim will publish a provocative article once a month, and work with Andy Backus to encourage dialogue, with a goal of increasing participation from 100 to 200 people posting.*
- Support Groups – For two years, Jim and others have worked to keep peer support groups meeting by phone or visual conference program with facilitators for an hour once a month. Chris Backus has been working on getting a partners group going. Jim feels that continuing these efforts for another 2 years could bring real growth in this member service. *Jim will submit a notice for UURMaPA Announce.to encourage participation.*

General Assembly 2015 – The theme, “Building a New Way,” focuses on moving beyond traditional congregations. Jim proposed that UURMaPA apply to present a program that explores how retired ministers and partners look for new relationships beyond the churches they leave behind. *Jim will draft a program proposal to run past the Board with plans to submit it by the November 15 deadline.*

Retirement Seminar – Dick will be offering a seminar for St. Lawrence District this month.

Technology Training for the Board – Jim does not recommend that we try using any of the visual meeting programs they have tried with the support groups, as they often encounter frustrations and tech problems. He will continue to look at new options. Board members agreed that we could improve our phone conference Board meetings by being more intentional with phone etiquette - wait to listen and try not to talk over each other. *All agreed to confine our check-ins to sharing just one thing, which will allow us to shorten our meetings to 1 hour and 15 minutes.*

Awards –

Creative Sageing Award 2015– *Jim will build a small group to continue working on this award.*
UnSung Hero for UURMaPA 2014 – This year's award needs to be given outside of a conference. *Liz will think of a plan, will need someone to take photos at the presentation.*

PENDING ITEMS

Judy G reviewed items on the list. Several items have been or will be dealt with elsewhere in the agenda. Actions on other items are as follows:

Memorial Gifts to Endowment – The Board agreed on the following policy: **All memorial gifts to UURMaPA will be deposited into the Endowment Fund.** (*John moved, Liz seconded. Passed.*) (*Added to the Operating Procedures, JMG*)

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Board Liaisons – The following assignments were made for off-Board leadership liaisons. Board members will be in regular contact to answer concerns, request reports or pass along information.:

Webmaster – President, Dick
Membership Coordinator – Secretary, Judy G
Obituary Editors – Elderberries Editor, Judy W
Historian – President, Dick:
Nominating Committee – **not assigned.**

Most still need to be reviewed for reappointment by the Board (*added to new Pending list*) . At this time, only the Webmaster is scheduled to be asked to accept reappointment.

PREPARATION FOR MEETING WITH UUA STAFF

Obituary processes - Dick suggested that we should decide what we want to request and propose with UUA staff on the complex issues involving obituaries. Judy G provided the Board with a summary of ideas shared online to date (see Reports). The following decisions emerged in discussion:

Condolence addresses - Ask UUA if the initial announcement of a ministerial death can include name and address of person to whom condolences can be sent. Rationale: both Dick and Margi use this info immediately to send notes.

Conference necrologies - *Judy W offered to fill the future need for 50-word obits to be presented at conferences*, since she is already preparing shortened versions for Elderberries. John noted there are currently about 30-35 deaths of ministers and partners in a 12-month period to include in any conference necrology service.

It was decided that we would have the webmaster store the short obits on the website. (Secretary's note: Marcia Olsen posted the following info to assist with this process: " I keep the full date of death for each person who dies and can produce a list as needed. That would be by date of death, NOT when we receive or post the info (which can be soon or much later) John and Judy W, when the short bios are stored on the website, please include the date of death in the folder name, like Last Name, First Name 2014-MM-DD. Then it will be easier to select off those for each conference, since the "past 12 months" differs for each one".)

Long Obituaries – The Board acknowledged that the work Jay is doing is very valuable, but so time consuming that he will probably continue to experience a backlog. Work on intermediate obits not needed. *It would be better to recruit one or two people, possibly historians, who could help prepare the long obits, perhaps with the help of a style sheet from Jay. Spread workload. Dick, Judy W and Judy G will take responsibility for working with Jay and Chris on the best ways to proceed to support each of them.*

John noted that UUA ministerial obituary files are stored at Harvard/Andover Library. The UURMaPA obituary archive for ministers and partners is on our website.

Tuesday, September 30 -

MEETING WITH SARAH LAMMERT AND KEITH KRON

Sarah Lammert is Director of Ministries and Faith Development at the UUA. Also meeting with us was Keith Kron, Transitions Director of Ministries and Faith Development

Key points from our extensive discussion include the following:

Fundraising at conferences – Dick noted that based on his sense of our Board e-mail discussion of this issue, **it is OK to bring funding requests that are consistent with UURMaPA's mission to our conferences.** Judy G will add this note to our policy that no

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funding appeals except those for UURMaPA may go to our mailing list. Sarah was pleased that Mary Katherine Morn, Director of Stewardship and Development and Special Advisor to the President, is to be invited to a conference.

Obituary Procedures – Dick asked if the UUA could include names and addresses for condolence notes in the short announcements of ministerial deaths (see rationale above). Sarah will look into doing that. Answering a request by John, she did not feel that UUA obit staff could also include info on churches or ministries served in the early notice. She stated that in response to continued conversations with Jay Atkinson, changes have been made that have resulted in much longer UUA obituaries. We noted that UURMaPA is maintaining an archive of obituaries on our website that is available to UUA for research and referral.

Good Offices Transition Specialists – Dick reported that he is sending a list of nominees for Specialists recommended by our Board to the UUMA, and that we included also names of partners who have offered their help (see earlier notes). Keith noted that transition problems often do involve partners, but that sometimes addressing the issue can be worse than living with it. He agreed that articles, stories, or other written info by partners might be helpful to offer in some situations. Judy W pointed out that Elderberries publishes a regular column by a partner in the quarterly newsletter, which is available to all on our website.

Meaning of “Retirement” for UUA – Only fellowshipped ministers can retire from UUA. “Intent to Retire” forms are easier to find now on uua.org, but are still not always used. Receipt of copies of these forms signals UURMaPA to add the minister to membership. Keith often first learns of intent when a minister asks to walk in Service of the Living Tradition. Some cases are hard to determine.

Communication between UUA and UURMaPA – Financial issues for ministers – debt from training, sketchy careers, no retirement funds accrued – are a very large concern. Full time ministries are increasingly scarce, and many need to take multiple part-time assignments with little or no benefits. UURMaPA can help with disseminating info and education. GA's Collegial Conversations, UUMA Chapter programs (Jim and Dick) are good places to offer info and support. Sarah noted that another staff person will be hired for Church Staff Finance to work with Richard Nugent, and they urge UURMaPA to name a new liaison to replace John. Sarah also *strongly urged Dick or other rep (Joel or Jim?) to plan ahead to attend the upcoming 2-day Summit on Sustainability of Economy of Ministries, to be held the first week of June in Detroit, MI.* Dick gets many calls requesting financial help – TIAA-CREF offers a worksheet, and people can be referred to Richard Nugent's office. UUA can offer a webinar on retirement (Contact Alicia Ford). Perhaps Regional Sub-committees on Candidacy could offer a financial module.

Emergency Coverage Ministers – Needs are unforeseen, and UURMaPA could help line up retired ministers in each region who are willing to be on call. *Caring Network Area Chairs might be able to help identify retired ministers willing to step in to help local churches in emergencies. (Margi and Liz).*

General Notes from UUA -

- UUA is on a good track organizationally and recovering financially from budget shortfall. The new work space on Farnsworth is excellent, allows for better communication, teamwork and planning
- Now multiple types of ministries (developmental, consulting, interim, contract) are designed to better help churches in transition. Settlement calendars are more flexible. More ministers are retiring in December than ever before.
- A new module, OWL for Elders, is scheduled to be added next year (contact Melanie Davis, Our Whole Lives Program Associate, Ministries and Faith Development)

UURMaPA Issues –

- Financial issues for retirees
- How can we help partners? (some of the new retiree partners may have skills to develop fresh approaches).

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- How can ministers give back after they retire? Suggestion: work with UUMA Chapters, expand their world view.

Respectfully Submitted,
Judy Gibson, UURMaPA Secretary

WRAP-UP SESSION

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Budget: Are we set for now? Ok. Joel will let us know what he still needs to know around completing the budget. He will be looking for our previous expenses in anticipation of the 2015 budget and for our end of 2014 planning.

Nominating Committee:

Who is up?

President: Dick's term ends at the end of June 2014.

VP: Jim's term is up and this position will also open.

Caring: Margi will be going off and Liz will be filling that position and therefore making her at large position open.

Who is continuing?

Elderberries – Judy Wells

Treasurer – Joel

At Large – John Weston

Sec't - Judy Gibson

At Large – Doug G.

Dick will be in touch with the Nominating Committee and will contact Nancy D. Talents and skills we are looking for in those coming on the Board, a person from New England would help, another partner. We are also thinking a Southern California person would be good. The name of Bets Wienke (sp?) was mentioned.

Next Year's Schedule for the Attleboro retreat. There was some discussion about two alternative dates. We agreed to present them to the group at the Thursday business meeting. Those dates are 9/29 – 10-/1 or 10/6 – 10/8. The both the Board and later the assembled members seemed to leaning toward the later date.

Submitted by Jim Eller, Scribe for the Wrap-up session

**UURMaPA @ Attleboro Conference“Business Meeting”
October 1, 2014**

Richard Gilbert, UURMaPA president, called the meeting to order at 9:18. He noted that the conference attendance (54) was but a small proportion of the total UURMaPA membership (approx. 900), but, he noted too, the “business meeting” is not really a business meeting, featuring neither the approval of a budget nor the election of officers. The nine-member board meets face-to-face once or twice a year, and by conference call monthly. UURMaPA's function is to serve three entities: its membership, the UUA, and colleagues following us into retirement. Retirement workshops will be featured at General Assembly 2015 and at the St. Lawrence Chapter. Dick then asked board members for their reports:

Board Members' Reports

Jim Eller, UURMaPA vice-president, described several programs: the annual UURMaPA lunch at General Assembly, peer support groups for the newly retired, the on-line UURMaPA-Announce network e-mail blast (from the leadership to the

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membership), and the on-line UURMaPA Speak-Up chat room (from members to members).

Judith Gibson, board secretary, was absent, having departed earlier in the morning. Dick spoke for Judy and membership coordinator Marcia Olsen in noting that *Elderberries* and obituaries are available to all on the UURMaPA website without username and password, and that members' contact information is available with username (UU-SAGE) and password (WISDOM). Corrections and address changes should be directed to Marcia at marcia.olsen29@gmail.com.

Judith Welles, *Elderberries* editor, also departed earlier in the morning. Dick spoke for her in voicing concern about the frequency with which *Elderberries* is read by the membership. For the next four issues *Elderberries* will be mailed and e-mailed, with members able to "opt out," i.e. to opt for e-mail delivery only if they wish.

Margi Nasemann and Liz McMaster of the caring Network encouraged members to sponsor occasional local gatherings, and to respond to area Caring Network Coordinators when contacted.

Doug Gallager, UUMA liaison, was unable to attend the meeting. See Don Southworth's report below.

Joel Weaver, Treasurer, reported that the treasury is financially strong. The board will continue with two solicitations of funds annually, and is going to a calendar year to better integrate new board members as they come on.

John Weston, the board's representative to UURMaPA conferences, pitched February 2015's Orlando conference, promising warm weather and a highly stimulating program on the fiftieth anniversary of Selma. Formerly the board's representative to the Council on Church Staff Finances as well, from which position he has since resigned, John reported on new offerings from TIAA-CREF: the fossil-fuel free (or nearly so) PAX World Global Environmental Markets Fund, the TIAA Real Estate annuity, and both fixed and variable annuities as investments and payoff options. John called on Ralph Mero to describe the status of the court suit seeking to invalidate the clergy housing allowance. Dick then called upon visitor Don Southworth, UUMA Executive Director.

Don Southworth's Report:

Don surveyed the current state of the UUMA: growth in professionalization, growth in financial strength, and growth in the number of projects. With 23% of the 1800 UUMA's members being retired, the UUMA is intent on serving retired clergy well. Three retired ministers serve at high levels (Duane Fickeisen, Tom Schade, and Marni Harmony), and many others serve as mentors. In the UUMA's program of Regional Resource Officers, conflict at and after the time of transition is being given careful attention, with regard to clergy spouses/partners as well as to outgoing and retiring clergy themselves. UUMA-appointed retired clergy will play a significant part in it addressing such conflict.

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Other UUMA initiatives affecting retired clergy include the live streaming of Ministry Days, Scholarships for fifty-year attendees, and the invitation to give in honor of particular colleagues to “Sustaining the Call,” the campaign for a \$2 million endowment.

Comments from the body:

Dorothy Emerson: the Institutes for Excellence in Ministry would benefit by the presence of retired clergy, whose attendance should thus be subsidized.

Judith Mannheim: death notices are sometimes erratic; cannot UURMaPA and the UUMA cooperate?

(Dick Gilbert: the “remember me” program encourages members to have a hand in their own obituaries.)

Eleanor Richardson: see her for a recipe for obits

Peter Richardson: “retired UU minister doesn’t define me, and my engagement with the UUA may dwindle.

Chris Backus’s Report:

On behalf of the nominations committee, we need prospects!

Toward Attleboro 2015:

The likely date: October 6-8

The secondary date: September 29-October 1

The team: Ginger Luke and Carol Taylor (yay!)

2015 Program Thoughts:

Theatrical performance and/or improv (Andy Backus)

Local dramatic/audience involvement group “TRUE STORY” (Dorothy Emerson)

Deep History—the sequel

Deep Minding (Peter Baldwin)

Harvey Cox

Global warming: Naomi Klein’s *This Changes Everything* (Peter Richardson)

World tending (Dorothy Emerson)

Art practice (Kerry Mueller)

What do we do with our leisure? (Liz . . . McMaster? Strong?)

Outdoor activities—birding, day trip, local zoos

Tour of LaSalette

Whale watch/boat tours

Fairhaven and New Bedford churches

New Bedford Whaling Museum

2015 Larger Thoughts:

Add a day (Carol Taylor)

Use scholarships to fund the additional day

Closing question:

Dick: How can UURMaPA better serve its members?

Responses:

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More local gatherings
A more useful directory
On-line book club
More aggressive marketing of Speak-Up

Respectfully submitted,

John Weston
Secretary pro tem

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REPORTS SUBMITTED FOR SEPT 28-30 MEETING

President: Dick Gilbert

1. Sent no letters of condolence.
2. Sent five “welcome to retirement” letters.
3. Continued correspondence on how we handle obituaries. That issue is on the agenda for our upcoming face-to-face meeting.
4. Continued to field phone calls and emails from UURMAPANS looking for help. I’m surprised at how many questions some have re. retirement best practices. W
5. Much time preparing agenda for our face-to-face meeting and the business meeting for October 2. Our Board Agenda is attached. Don Southworth will be at the conference and has a time slot on Thursday morning.

Vice-President: Jim Eller

No advance report

Secretary: Judy Gibson

Posting to UURMaPA Announce - A few problems recurred as I attempted to send out announcement of the Orlando conference. Marcia Olsen stepped up again and succeeded in clearing up the problem with Julie Albanese, UUA Web Coordinator.

Obituaries - I have collected Jay’s detailed report describing the ministerial obituary process, and observations/suggestions by others. *Summary report distributed in the face-to-face meeting:*

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Treasurer: Joel Weaver

UURMaPA Finances – September, 2014

Ending Account Balances September 24, 2014

Endowment	\$20,285
Money Market	40,280
Checking	<u>22,993</u>
Total	\$83,558

Cash Flow

Conference Income	\$1,765
Member Contributions	100
Interest Income	<u>16</u>
Total Income	\$1,881

Board Meeting Expense	(384)	Air Fare - Eller
Conference Fee Refunds	(390)	Iska Cole, Silvia Howe
Conference Expense	<u>(175)</u>	Gift in lieu of speaker honorarium for Smail
Total Expense	(\$949)	
Net Cash Flow	\$932	

Caring Network Coordinator: Margi Nasemann

I contacted Brendan Hadash who will share with Meredith Andersen the Caring Network Coordinator for the Vermont Area.

Communicated with Makaanah Morriss who has resigned her position as coordinator for the Virginia South Area. I thanked her for her service

Wrote long letter to Kim and Barbara Beach asking them if they would consider taking on the role of Caring Network Coordinator for the Virginia South District. I later called them as well.

I heard back from Kim and Barbara Beach that they will accept the position of Caring Network Coordinator. Sent them back a letter telling them how glad I was that they had accepted the job.

Continued to read correspondence from those area coordinators who have sent letters this past month to their constituents and copied same to me.

Newsletter Editor: Judy Welles

†Comparative Costs for Producing *Elderberries*

Note: these are very approximate figures. Note also that the printing costs are for black and white only. Color printing, while it would be lovely, would also be very expensive.

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I.e. while the cost for printing 700 newsletters in B&W would be \$528, the cost for color printing the same number would be \$1,319.

Current system: Mail approximately 255-260 issues, bulk mail, handled by Minuteman Press.

All members are notified by e-mail when an issue is posted on the web site. (See below for Duane's information on web site hits.)

Printing cost:	222.00 to 230.00
Mailing cost:	<u>190.00 to 200.00</u>
Total cost per issue:	412.00 to 430.00
Annual cost:	1648.00 to 1720.00

Proposed New System: bulk mailed to all households by Minuteman Press (estimate based on 700 addresses, which is a bit high)

Printing cost:	528.00
Mailing cost:	<u>315.00</u>
Total cost per issue:	843.00
Annual cost:	3372.00

Thus to send out nearly three times the number of copies would cost us approximately twice as much.

Memo from webmaster Duane Fickeisen, 9/23/14:

At the beginning of May 2014, at the board's direction, I moved the current issue and all of the archived *Elderberries* issues out of password-protection and made them available to anyone who clicked to download them from the website or any other source, including the e-mailed announcements with links to download.

Prior to removing the password protection, only the current issue was downloaded more than a very few times a month. Archived issues typically got fewer than 10 downloads a month. The most recent current issue before the change was the Winter (January) 2014 one. It was downloaded a total of 232 times between January and the end of April. I can not tell how many unique users that represents, as some people may have downloaded it more than once.

After password protection was removed, that same issue (Winter, 2014) was downloaded from the archives a total of 370 times by September 23, even though two more issues had been published by the end of that period. The archived back issue got more downloads after password protection was removed than it had when it was the current issue with password protection turned on.

The Spring (May) 2014 issue, which was the first one published after password protection was removed, was downloaded 688 times in May alone, and a total of 1852 times by late September. The Summer (August) 2014 issue has been downloaded 516 times so far. (I suspect that new retirees and their partners are most likely to check out that spring issue.)

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In addition, archived (back) issues have been downloaded more than 1300 times since the first of May. Most of those issues are from the last year and a half.

During the same period, the downloads of the Retirement Guide (our most popular item for downloading after *Elderberries*) stayed relatively constant, at 38 to 76 times a month, with the highest rates in January and February.

At-Large Member – John Weston

No advance report

At-Large Member: Liz McMaster

I have contacted 6 Area Coordinators regarding recently retired colleagues/partners. I am attempting to find out more about a colleague with alleged problems, but am running into problems. Because of previous actions, I have not found anyone in the colleague's area who will investigate for us. I have sent a letter to the colleague's therapist in hopes of hearing from her about anything we might be able to help with. No response to date.

At-Large Member: Douglas Gallager

As I had forgotten what I was supposed to do, thanks to Judy and her minutes this is a *will do* report. I will consult with Fritz and Don about suggested qualifications for the regional specialists so that Dick can post to Announce after the Board meeting.