

Minutes of the Face-to-Face Board Meeting—Feb. 22-24, 2015
Unitarian Universalist Retired Ministers and Partners Association

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

Note: Actionable items in red. Voted or approved items in bold.

Sunday, Feb. 22, 7:00-8:30 pm

REPORTS: Includes issues and additions to written reports, which follow these minutes (attached). .

President – Dick Gilbert

Dick noted that the CERG Retirement Seminar with UUMA members pondering retirement resulted in a one-hour webinar accessible online. Although there were tech glitches that necessitated Dick's sharing his materials by phone rather than video, it is hoped that this experience may serve as a reasonable model for future such programs.

Dick described the planning session on Feb.17 for 3-day retirement-focused seminar that will be sponsored by UUA-UUMA-UURMaPA , (His notes are included with attached reports). Funding is being sought via Grants Panel. Included discussion of possibly making it interfaith. Probable dates July 2016.

Vice President - Jim Eller

Jim noted strong interest in working on creation of short videos using Dick's developing curriculum on retirement planning. These can be viewed in private by ministers not yet prepared to let their congregations know what they are contemplating. Would like to see UURMaPA help fund this effort.

GA workshop – completed required forms with basic description. Will focus on using technology to support retirees, which fits with the theme "Building an New Way."

Second Peer Group has had sputtering start, dropouts - may need to build in a covenant. First Group going for 2 years, hopefully building leadership for new spinoffs.

As incoming President, Jim sees us serving 50-60 new retirees, developing a different kind of UURMaPA. Plans to work as a team with Marni Harmony, new VP.

Secretary – Judy Gibson

The minutes of the January Board meeting were approved as corrected and will be posted on the website. *Dick will send Judy G names of contacts at Andover Harvard Library, to help arrange for storage of back minutes.*

Caring Network Coordinator – Margi Nasemann

Margi requested help in replacing Shirley Ranck as Caring Coordinator for N. California. *It was suggested that Charles B. Rosene, crosene@uua.org District Administrator for Pacific Central District, may be helpful in suggesting a name.*

Newsletter Editor – Judy Welles

Judy W noted that she does not know many partners, will be keeping her ears open during this conference to make more contacts. Will do a report on the conference for the Spring Elderberries. Finally wrapping up all the printing projects, including shipping letterhead, note cards, looking into rubber stamp possibilities, etc.

Monday, February 23, 9:00 am-8:30 pm (with breaks and meals!)

Minutes of the Face-to-Face Board Meeting—Feb. 22-24, 2015 Unitarian Universalist Retired Ministers and Partners Association

ATTLEBORO CONFERENCE PLANS – October 5-8, 2015 (Board Oct. 3-4)

John submitted a detailed report from the coordinators including estimated costs (see attached report). He also sent separately to the Board a draft schedule for the Attleboro conference. (also attached with his report)

Updated information: La Salette Center quoted a very much lower price than estimated for the 3-night stay - \$220 per person. The bus for Wednesday field trip will cost just \$15 per person.

Extended discussion included following points: we don't want to lose people due to cost; now have two constituencies – 65-75, and 75+; **UURMaPA should buffer cost , use some of our assets**; sell the extended conference as a special, one-time opportunity; **change “Business Meeting” to “Plenary” in the schedule listing**; ask Peter Morales to offer a simple welcome, Linda Rose an update, Helen Atwan a theme talk re Prophetic Publishing; continue to offer **subsidies (formerly called scholarships)** for those in need; up to 75 people can sign up (using other nearby lodging beyond La Salette if necessary) with no cost for cancellation.

Liz moved (Jim seconded) – accept John's report with changes, to take back to coordinators so they may continue with planning.

Recommended cost: \$250 per person, and include with registration an appeal for donations to help offer subsidies to those in need.

John will do an advance write-up of the Attleboro conference for Spring Elderberries (deadline April 15) Write-up should include info that the Board is underwriting some of the cost of the conference in order to keep registration costs low.

SANTA BARBARA CONFERENCE – February 29-March 2, 2016

John reported that Bets Wienecke will be leading the planning committee.

- John Cobb or Rebecca Parker were suggested as possible keynote speakers.
- In discussion later in the meeting, the Board considered the possibility of focusing on quality of life in later life, with such resources as Being Mortal (a book by Atul Gawande) that deals with living well in later years; balancing psychoanalyst Eric Erikson's life-stage of generativity with his last stage of ego integrity vs. despair; Stephanie Nichols helps people write up their memoirs for their family.

Members noted that our conferences have often dealt with more academic, theological topics of more interest to ministers than lay people, where these latter ideas might appeal more to both ministers and partners *Judy W will pass along the second set of theme ideas to the planning committee.*

The 2-night conference is proposed to be based in La Casa de Maria, Based on costs per person, registration would be \$300 per person. *If approved, a \$2100 deposit is due from UURMaPA by 3/5/15.*

Jim moved (Doug 2nd) to accept the proposal and move ahead with the conference plans. Passed.

Following discussion the **Board agreed to hold a Board meeting prior to this conference, Saturday, Feb. 27 through Monday, Feb. 29.** (*Judy W moved, Liz 2nd, passed*)

OBITUARY PROCESS – support team

Following an Elderberries notice by Ministerial Obit Editor Jay Atkinson, requesting assistance with ministerial obituary preparation, four people have applied to help. Jay is sharing his guidelines with these folks and talking with those who still have interest in being involved. He may offer them a chance to prepare one of the several obits still waiting in the considerable backlog, and may select assistants as appropriate.

CARING NETWORK – question of contributions in lieu of flowers

Minutes of the Face-to-Face Board Meeting—Feb. 22-24, 2015 Unitarian Universalist Retired Ministers and Partners Association

Judy W confirmed that the UUA still sends ivy wreaths for the service of a deceased minister in UUA fellowship.

- Dick sends a letter to the family to let them know they will be honored at a conference;
- Margi sends a card and note, and may choose to send a plant if a partner dies,
- and Judy W sends a note and a copy of Elderberries when the abbreviated obit is published.

The Board agreed that this is sufficient, and that no contribution to a cause other than UURMaPA is felt to be needed..

FUND RAISING APPEALS

Joel reported that about \$9000 has come in from the (December) Fall fundraising appeal. The Spring appeal letter should go out around April 1. One focus for the letter can be assistance in funding the unique four-day Attleboro conference to help more people attend.

Dick will write the letter by March 23, send it through Joel, and Judy W will work with Minuteman Press to have it printed and mailed the first of April.

NEW MASSACHUSETTS RESIDENT AGENT

Dick reported that Ellen Brandenburg has agreed to serve as UURMaPA's new Resident Agent. UURMaPA is required to have a resident of Massachusetts as designated resident agent to maintain our 501c3 incorporated status in the state.

RETIREMENT EDUCATION

Dick reiterated the efforts already underway or in the works:

- Retirement Workshop during GA is scheduled – and also a program on retirement during Ministry Days if possible in the schedule..
- Ministerial Settlement Representative (MSR) offers information to churches and UUMA guidelines to ministers.
- **Emeritus status – addressed by UUMA Transitions, but not by UURMaPA (possibly a future focus?)**
- Short (1 hour) webinars – a wave of the future, accessible anytime and in private by ministers seeking info.
- Chapter and District meetings
- Area conferences
- Large, 3 day conference in the works – Ending Well, Finishing Strong (see Dick's report)

UURMaPA questions:

1. How can we reach people earlier to share information and make the process more clear?
2. What does retirement from ministry mean? (End of full-time parish ministry, or. ??.)

Ideas discussed: Work more closely with UUA Settlement and Transitions – be sure info about transitions of ministers in service gets to UURMaPA President; Get retirement information inserted at various points of service, when MSR gets involved.

Dick will sketch out a plan on how UURMaPA can offer focused retirement education.

WHO (AMONG MINISTERS) CAN BECOME A MEMBER OF UURMAPA

Membership Coordinator Marcia Olsen has brought questions about individual situations that need answers. Following discussion, the **Board confirmed the following guidelines:**

- **Any minister filing an Intent to Retire form with the UUA is automatically considered an UURMaPA member.**
- **In the event that a non-UUMA or non-fellowshipped minister applies to the Board to request membership, this will be handled on a case-by-case basis. The individual must take the initiative. (e.g. UURMaPA will not pursue inquiries on behalf of others).**
- **A minister contemplating retirement may access UURMaPA materials, but will not join until retired.**

Minutes of the Face-to-Face Board Meeting—Feb. 22-24, 2015 Unitarian Universalist Retired Ministers and Partners Association

Note from Secretary: The above guidelines are essentially already covered in the current Operating Procedures.

MEMBERSHIP COORDINATOR – support team

The need for at least one backup person for Marcia's membership work (primarily with Word and Excel, also other tech functions) is not geographically limited. Dick will ask Sam Trumbore, who works with UUMA tech, for possible suggestions. An UURMaPA minister or partner member is preferred.

Following discussion, the Board agreed that *Judy W will ask Marcia to frame a job description, and will then prepare an appeal for interest in serving on a support team for the Membership Service functions. This will be posted by Judy G on Announce and in an issue of Elderberries.*

ELECTRONIC MINISTRY

Jim noted that with 80% of our population using smart phones and accessing the internet, technology is one of our primary ways to do ministry. UURMaPA members are 1/3 of all UU ministers. Diane Miller has begun a Facebook group currently with several members, holding conversations about retirement. UURMaPA's SpeakUp chat group currently has 120 people – Jim would like to see 50% of members tied in to discuss provoking issues. This will require our constantly advertising the group.

The following suggestions emerged from discussion:

- To help bridge to the non-tech generation, publish a lexicon of tech concepts with definitions.
- Publish tech tidbits or Technology 101 in frequent issues of Elderberries.
- Offer a webinar on retirement every 6 months- 1year., easily accessible through a hot link.
- Ask on SpeakUp, what do you wish you know how to do electronically?
- Might re-format the website to make more user-friendly.

PLANS FOR AWARDS

Creative Sageing Award – Jim will continue to work on this - to be given at GA or other plan..

To collect nominations:

- *Call for nominations in Spring Elderberries (Judy W - deadline April 15) and on Announce. (Judy G)*
- *Margi and Liz will send a letter ASAP to Area Coordinators asking them to to keep tabs on members, make suggestions for both Sageing and Unsung UURMaPan.*

Unsung UURMaPan – *call for nominations in Summer Elderberries (Judy W)* – award at Attleboro conference or other plan.

PENDING LIST

Summit on Sustainability of Economy of Ministries - This 2-day conference is planned by Church Staff Finances for the first week of June in Detroit, MI. The Board will send Jim as new President to attend to represent UURMaPA – will cover expenses if needed. Following that conference, the Board will consider a new appointee for Church Staff Finances to replace John, if the new structure so recommends.

Death Announcement for Non-UURMAPAN colleague – *Judy G will post a simple listing on Announce for members' information.*

Job Descriptions for Board members – Dick is working on a detailed list of his work as President to pass along to new President, Jim. *Other members of the Board are asked to be sure their jobs are accurately described in the Operating Procedures (see the UURMaPA website.) All Board members - please send an updated description as needed before the April meeting. to Judy G. I will be glad to update descriptions in Operating Procedures*

ZOOM TECHNOLOGY

Minutes of the Face-to-Face Board Meeting—Feb. 22-24, 2015 Unitarian Universalist Retired Ministers and Partners Association

Board members worked with signing in to Zoom.com and practiced using it to communicate, in preparation for using this new visual technology for the March 12 Board meeting.

EXPECTED ROLE OF BOARD MEMBERS RE CONFERENCES

The Board discussed the question of whether members should have an obligation to attend the full conference programs following face-to-face meetings two times a year. Wide differences in points of view emerged.

- *Arguments in favor included:* good to model participation and demonstrate support for the UURMaPA program to our attending membership, getting to know the constituency we serve and listening to their concerns.
- *Arguments against such a requirement included:* not having the understanding at time of nomination that conference attendance is required as part of Board membership, having busy lives that preclude giving entire weeks away, having reasons and motivations for serving UURMaPA that don't include conference attendance, not really finding the conference themes relevant (especially as partners).

The following motion was made and discussed: Board membership duties include participation in the full conference except in emergencies. The vote was tied, 4 for and 4 against., and was declared null.

Further discussion yielded the following consensus: **All Board members will be encouraged to participate fully in UURMaPA conferences that follow face-to-face Board meetings.**

In support of the above consensus, **That conference registration for Board members will be fully subsidized.** *Joel moved (Doug 2nd) (Passed)*
Dick will notify the Nominating Committee of the above decisions.

POLICY ON SUBSIDIES (FORMERLY SCHOLARSHIPS)

The Board agreed that subsidy requests for help attending conferences will continue to be decided by the Treasurer on a case-by-case basis. The Treasurer may consult with other Board members as needed.

Wording in the statement about availability of financial assistance in all conference publicity should be adjusted to specifically include mention of availability to partner members. (John)

GRANDPARENTS CLIMATE ACTION DAY

In answer to Pat Hoertdoerfer's inquiry, the Board agreed that **Grandparents Climate Action Day (September 10, 2015)** could be included in Elderberries as the first of an occasional piece called "Elders in Action," and as a notice in SpeakUp from Pat. *Judy W will contact Pat to invite her to submit an Elderberries article for the Spring issue and/or SpeakUP announcement.*

COMING VACANCY ON THE BOARD

John Weston notified the Board that he will be resigning following the Attleboro 2015 conference. *Dick will ask the Nominating Committee for suggestions for a new appointee to John's position.*

Tuesday, February 24, 9:00 am-12:00 noon

USE OF UURMAPA ASSETS

Judy W asked the Board to consider how we might use our accumulated assets to better benefit our membership. Joel reported about \$20,000 in the Endowment, \$40,000 in Money Market account. He further noted that the largest expenditures are for our Board meetings.

Several ideas were suggested in discussion, including: partnering with UUMA by donating some of our funds to their developing endowment, in support of their work with programs that benefit our current and potential members; provide direct financial support to UUMA's

Minutes of the Face-to-Face Board Meeting—Feb. 22-24, 2015
Unitarian Universalist Retired Ministers and Partners Association

development of healthy boundaries programming, offered on repeated basis; donate to the Ministerial Relief Fund; support Compassionate Caring programming, which reaches both ministers and partners; research what other denominations are doing in retirement support programming.

The Board also discussed the idea of supporting broad research of retirement support by other faiths in collaboration with UUMA – possibly supporting an intern, or a new minister prior to settlement? Offer stipend, one year or more? Begin with contacts Richard Nugent may have through finance connections?

LONG RANGE PLANNING

Dick opened the discussion by reiterating the two basic tenets of the UURMaPA purposes and the Board brainstormed what we see ourselves doing now and may do in the future under each section:

To serve the Unitarian Universalist movement,

- Education for retirement programs continue
- Build more cooperative relationships with UUA and UUMA, for example, invite more contributions to Elderberries from these entities.
- Build strong partnership with UUMA Right Relations task force
- Continue working at GA with bereaved families, leadership groups.
- Collaborate with UUA on continued fair allocation of pensions and gratuity funds
- Find better ways to serve the two retired ministerial age cohorts (growing group of 65-75 and 75+)
- Support first group of UUMA Regional Specialists in Transitions, including retirement.
- Work toward a larger role for a “council of elders” - a cultural shift for UUA Examples: story corps-type effort, record-digitize-put on website the Odysseys, 25-50 sermons.
- Assist with Service of the Living Tradition.

By enhancing the well-being of retired Unitarian Universalist ministers, their life partners and surviving life partners and by providing such programs and activities as may be feasible for their benefit.

- Continue subsidy aid to attend conferences
- Reach out, help spouses after ministers die.
- Find ways to offer financial support when most needed – TIAA cref and annuities
- Ask about fairness of criteria for gratuities (age-term of service)
- Problem of pride getting in the way of accepting financial aid for conferences, other needs.
- Survey members for reasons not to attend conferences.
- Contact retirement groups in other denominations, compare parallel groups
- Work on quick turn-around to establish peer groups – publish testimonials in Elderberries (begin with summer issue 2015), If the first peer group yields more leaders, begin new peer groups in September.
- Learn who is NOT computer savvy via Caring Network – other ways to serve.

NEXT MEETING via ZOOM– Thursday, March 12, 4:00-5:30 EDT

- Practice using ZOOM technology
- Review and process results of Face-to-Face meeting

Respectfully submitted,
Judy Gibson, Secretary

REPORTS SUBMITTED FOR FEB 22-24, 2015 - UURMaPA BOARD MEETING

Minutes of the Face-to-Face Board Meeting—Feb. 22-24, 2015
Unitarian Universalist Retired Ministers and Partners Association

President: Dick Gilbert

1. Sent 3 letters of condolence.
2. Sent 7 “welcome to retirement” letters.
3. Sent 8 copies of UURMAPA Directory to those who requested it as per our policy. Actually, that is an estimate. I’ll try to keep more careful records for our future policies.
4. Correspondence with Jay Atkinson and others on how we handle obituaries. Seems to be under control, but we’ll review the process.
5. Led a retirement “seminar” via teleconference on January 20 with CERG Lead Minister and UUMA members pondering retirement – 8 participated. Decent result, but disappointed there weren’t more questions. I had sent an outline to them in advance. Nevertheless, this may become a model for other groupings. I am revising my seminar outline.
6. Held a conference call January 12 with Alicia Ford, Don Southworth and Richard Nugent re. a joint UUA-UURMAPA-UUMA webinar on retirement. I’m redoing the outline I have used at GA and for a chapter meeting. Larry Peers has shared materials. Looks like the project is moving along. Alicia Ford is key.
7. Starting to plan for transition to a new president. I have virtually everything on my computer.
8. An inquiry re. Jacob Trapp raised the question of obituaries about those who died prior to UURMAPA and therefore would not be in our “In Memoriam” archives. Again, perhaps UUA has information. Maybe I will know prior to our conference call. It may raise an interesting question.
9. Invited Ellen Brandenburg to be our Resident Agent in Massachusetts. Just send it out, so no response yet. I’ll report in Florida.
10. Sent Directories to Andover Library at Harvard Divinity School.
11. Prepared agendas for Board meeting and plenary session at Florida conference.

MEMO TO ALICIA FORD, DON SOUTHWORTH AND RICHARD NUGENT
FROM DICK GILBERT

RE: CONFERENCE CALL NOTES
FEBRUARY 17, 2015

Minutes of the Face-to-Face Board Meeting—Feb. 22-24, 2015
Unitarian Universalist Retired Ministers and Partners Association

RSG noted that while a multi-day seminar is desirable, we should not forget similar, shorter and less expensive opportunities for retirement education – chapter seminars, professional day, webinars.

Issues raised: will this be a training for those about to retire or a “train the trainers” with some kind of leadership expected of participants? “Graduates” might be part of a network of mentors/coaches to work with individuals or small groups.

Goals: To help clergy prepare for a creative retirement

To identify retirement resources: books and materials, UUA, UUMA and UURMAPA resources.

To lift up issues in retirement that the training might not address

To clarify post-retirement “career” options since most retirees do some kind of ministerial work after formal retirement.

To begin to define what “retirement” actually means institutionally, psychologically, financially, spiritually

Outcomes: trained ministers as a resources for future retirees.

Evaluation and follow-up: evaluation of the actual program might follow from the Center programs already done by UUMA presenters.

Another means of evaluation might grow out of the program wherein participants would develop a “five-year career plan” and check in from time to time as to how it is going.

Issues: Do we go with a multi-faith plan with Larry Peers and his organization or a “do it yourself” model?

Should it be designed strictly for UU clergy or be multi-faith? What are the advantages and disadvantages of each approach?

Logistics: Don will draft a proposal to the UU Grants Panel for dissemination via e-mail and to be discussed March 13 at 3pm Zoom call he will initiate.

1. UURMAPA participation would be funding expenses for a representative to participate in conference leadership.
2. Conference tentatively scheduled for winter or summer of 2016

**Minutes of the Face-to-Face Board Meeting—Feb. 22-24, 2015
Unitarian Universalist Retired Ministers and Partners Association**

Vice-President: Jim Eller

No written report

Secretary: Judy Gibson

Aside from recording minutes and posting Announce messages as needed, not much to report for my portfolio.

Liaison report from Membership Coordinator - Marcia Olsen reports “I tested a backup procedure for the database and directory files with Duane, and it is possible to do that with DropBox.”

Marcia still needs to have us appoint a person or persons to join the Membership team, who could access the DropBox data and pick up on her functions should she become incapacitated. She states “there isn't a whole lot of training involved, if someone is familiar with using Excel and Word.”

In our last Board meeting, Liz agreed to look into possible candidates for Membership functions backup. Alternatively, perhaps the Nominating Committee could help. I feel we need to move ahead on this.

Treasurer: Joel Weaver

New

UURMaPA Finances – January 31, 2015

Ending Account Balances January 31, 2014

Endowment	\$20,285
Money Market	40,317
Checking	<u>20,451</u>
Total	\$81,053

Cash Flow

Conference Income - Orlando	\$ 0
Member Contributions	7,210
Interest Income	<u>8</u>
Total Income	\$7,218

Orlando Conference Income	6,345
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**Minutes of the Face-to-Face Board Meeting—Feb. 22-24, 2015
Unitarian Universalist Retired Ministers and Partners Association**

Appeal Expense	(899)	
Board Misc.	(338)	
Directory Expense	<u>(48)</u>	
Total Expense	\$5,060	
Net Cash Flow		\$12,278

Newsletter Editor: Judy Welles

.No written report.

At-Large Member – John Weston

- Orlando Conference, February 24-25, 2015, incl. Board Meeting February 22-24
planning completed
- West Coast Conference, Spring, 2016: **planning under way**
- Northeast Conference, October 5-8, 2015, incl. Board Meeting October 3-5
planning under way

Ginger Luke and Carol Taylor, co-organizers, propose a more extensive conference than heretofore:

- One additional night, for a total of 3: Monday-Thursday
- Tuesday keynote presentation by Dan McKanan (likely subject: the future of prophetic scholarship) and evening dramatic presentation
- Wednesday trip (by bus) to 24 Farnsworth, featuring a talk by Helen Atwan on the future of Beacon Press publishing, catered lunch, and evening Odyssey back at LaSalette
- Thursday: business meeting and worship
- I will bring a list of proposed Odyssey presenters; the planners would like your thoughts and additions

Budgetary considerations (scholarship costs ignored):

Attleboro 2014

LaSalette room, board, and facilities head tax		\$285
Hospitality load		<u>10</u>
Per registrant total	\$295	

Attleboro 2015

LaSalette room, board, and facilities head tax (est.)	\$430	
Hospitality load		15
Bus to Boston and return	15	
Wednesday catered lunch (or box lunch fr. LaSalette)		<u>15</u> (or maybe \$10)
Per registrant total	\$475	

Minutes of the Face-to-Face Board Meeting—Feb. 22-24, 2015
Unitarian Universalist Retired Ministers and Partners Association

Potential sources of support:

UURMaPA assets

Dedicated fund raising

UUMA and UUA contributions

Additional tactic:

Establish maximum per attendee and per couple

Mostly unrelated further thought: Ginger and Carol propose that we make a gift to LaSalette of grab bars in several bathrooms

Schedule Draft as of 1/28/2015

Attleboro conference

MONDAY October 5

3:00pm	Registration & Settling into Our Rooms
5:00	Social Hour
6:00-6:45	Dinner
7:00	Welcome & Brief Introductions
7:45	In Memoriam Service
8:30-10:00	Sharing and Socializing

TUESDAY October 6

8:00am-9:00	Breakfast
9:15-10:30	Deep Check-In
10:45-12:15pm	Key Note Speaker
12:30-1:30	Lunch
1:45-2:45	Discussion with Keynote Speaker
3:00-4:00	Small Interest Groups
4:15-5:15	Small Interest Groups (repeated)
5:15	Social Hour
6:00-7:00	Dinner
7:30-9:00	Dramatic Presentation

[Note: no worship Tuesday; cd. offer matins or vespers]

WEDNESDAY October 7

8:00am-9:00	Breakfast
9:15-10:00	Worship Service
10:15- 2:30pm	Trip to UUA
12:30	Lunch catered at trip destination

**Minutes of the Face-to-Face Board Meeting—Feb. 22-24, 2015
Unitarian Universalist Retired Ministers and Partners Association**

3:30	Return to LaSalette
3:00-4:30	Free Time
5:00	Social Hour
6:00-7:00	Dinner
7:15-8:30	Odyssey
8:45pm	Reception & Social Hour

THURSDAY October 8

8:00am-9:00	Breakfast
9:00	Check-out
9:15-11:15	Business Meeting
11:30-12:15pm	Worship Service
12:30-1:30	Lunch
1:30	Goodbyes (complete evaluation, return name tag

JHW 1/29.2015

Caring Network Chair: Margie Nagemann

Composed letter to all Area Caring Network Coordinators

Mailed new Directory with my letter to all Area Caring Network.

Had conversation with Shirley Ranck who has resigned as Caring Network Coordinator for the Bay Area Inland (California)

Emailed Shirley asking her for suggestions for possible replacement for Bay Area.

Email Rhett Baird thanking him for updates about UURMaPA folks in his Mid-South area

Prepared receipt to send to treasurer for mailing expenses for Directory.

At-Large Member: Liz McMaster

I contacted 4 Area Coordinators with new retirees.

Worked with Doug Gallagher on organizing our new Peer Group

Met with Peer Group for 1st time. There were 4 of us, including Doug and me. Doug's having difficulty finding a time where everyone can meet. The meeting went well and Doug and I had a conversation afterward to talk over how it went, what to do for next time, etc.

Minutes of the Face-to-Face Board Meeting—Feb. 22-24, 2015
Unitarian Universalist Retired Ministers and Partners Association

At-Large Member: Douglas Gallager

(From last month) The UUMA Regional Specialist nominating committee (Fritz Hudson, Hope Johnson, Diane Dowgiert), met on December 12. All of the nominees for service as Regional Specialists, specializing in issues around retirement transitions, were vetted. Don will be doing the “ask.” The other Regional Specialists, specializing in negotiated resignations and other special situations will be appointed by spring. The committee will meet again in January to begin to design training for the retirement transitions Regional Specialists, which will take place at GA 2015.

(Latest update) I just received a meeting confirmation from Don Southworth. Our “mid-January” meeting is scheduled for March 2 at 2 PM.

Minutes of the Face-to-Face Board Meeting—Feb. 22-24, 2015
Unitarian Universalist Retired Ministers and Partners Association