

**Minutes of the Conference Call Board Meeting—June 4, 2015**  
**Unitarian Universalist Retired Ministers and Partners Association**

Present:, Doug Gallagher, Judy Gibson (Judy G), Dick Gilbert, Judy S Gillis (Judy SG), Marni Harmony, John Manwell (John M), Margi Nasemann, Judy Welles (Judy W), John Weston (John W)

Absent: Jim Eller, Liz McMaster, Joel Weaver

CENTERING: Dick offered a centering reading on “life.”

CHECK IN: New Board members sitting in on this meeting - Judy S Gillis, Marni Harmony and John Manwell – were invited to introduce themselves. Board members checked in briefly.

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

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

**President** - Dick Gilbert

Dick noted that this is his last meeting, having served on the UURMaPA Board for 3 years. He took a few minutes to describe some of the ways the Board has done business during and between meetings during his tenure. He reported on the June 1 conference call with Alicia Ford, Don Southworth and Richard Nugent. Plans were made to apply for a grant with the UUA Grants Panel by their Sept. deadline, to develop training for coaches for various levels of retirement training. He will be working with Doug on this proposal.

Dick also reported that Richard Speck has accepted the position of backup for Marcia Olsen as Membership Coordinator, and will be training to take over Marcia's role.

**Vice President** – Jim Eller (in absentia)

*(Jim was currently attending the UU Summit on a Sustainable Future as delegate from UURMaPA.)*

Dick noted that he and Jim will be offering a Collegial Conversation on retirement during Ministry Days at GA, (Tuesday, 6/23, 2:15-3:45) as well as a workshop during GA. Those of us attending GA will include Jim Eller, Judy Gibson, Dick Gilbert and Judy Welles.

**Secretary** – Judy Gibson

The minutes of the May 7 Board meeting were sent to all, including additions and corrections that had been submitted by email. **Judy G moved approval – accepted.**

**Caring Network Chair** – Margi Nasemann

Margi was attending her final Board meeting, and said she will miss the group. She again noted that at the end of the spring, several Coordinators have retired from the Network, and she is seeking recommendations for four new Coordinators. She would like to have Coordinators in place before leaving the Chair position to Liz in July. *She may work with Judy W to place an article describing the Caring Network and what Coordinators do in the Summer Elderberries (deadline July 15). An article about the Caring Network may help stimulate interest now and in the future, since it involves 35-40 volunteers and there is often turnover.*

**Newsletter Editor** – Judy Welles

Judy W has a July 15 deadline for material for the next Elderberries. She would welcome ideas for content, especially if the suggestion is in the form of a written article. She reminded the Board that we had passed the following vote in **Sept. 2014:**

**“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.”**

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*Judy W will bring data from Marcia re: mailing opt-outs and from Duane re: hits on the website-based newsletter to the Attleboro meeting, so the Board can decide whether to continue with the above distribution plan.*

### **At Large/Good Offices** – Doug Gallager

Doug will be working with the UUMA team on the August 2½ day training of Regional Resource Officers, his area being transitions (specifically retirement). Judy G asked if the UUMA had responded to UURMaPA's September 2014 recommendation that ministerial partners might also be included as teammates in this new program, since partners are often involved in transition issues. Following discussion, Judy W moved that **UURMaPA will identify and recruit a few partners in our membership to submit to UUMA. We recommend that the partners may be informally trained so they may assist the RRO's when there are issues for partners.** (Margj 2<sup>nd</sup> Passed)

( Secretary's note: Seven partners' names were brainstormed in the Sept. 2014 Attleboro meeting, and Dick agreed to take those names to Don Southworth along with our 13 retired minister nominees for RRO. *Dick might be able to find and share these names with Doug as starting point for the above decision to again approach UUMA with this idea..*

### **CREATIVE SAGEING AND UURMAPAN UNSUNG HERO AWARDS**

Dick confirmed that Jim and committee have selected one well-qualified nomination for the Creative Sageing award – a surprise, not shared with the Board. It will be awarded to an attendee at the GA UURMaPA luncheon.

Liz (in absentia) has asked that Board members send her suggestions for the Unsung Hero Award - UURMaPAnS who deserve to be honored as “a volunteer who has made an extraordinary contribution to our association, working behind the scenes during their retirement years.” (quoted from Operating Procedures) Please also send a description of why they are worthy of nomination. This award winner will be selected by the Board and the award will be presented at the October conference in Attleboro or other venue.

### **JOB DESCRIPTIONS AND PORTFOLIOS**

We concluded review of basic responsibilities of At-Large positions, as described in the document sent to all by Judy G with suggested changes. Changes moved, voted and approved were as follows::

- **Caring Network Chair** – Since Liz is clearly taking responsibility for this area, we agreed to add the following to this description: ***S/he will coordinate requests for suggestions and identification of possible nominees for UURMaPA's Unsung Hero Award, for selection by the Board (may not happen every year).*** (Judy G moved. Passed)
- **At-Large Position 1: Conferences** – the revision approved as shown in the document. (Judy W moved. Passed).
- **At-Large Position 2: Caring Network Assistant Chair** – approved as originally written, no additions.
- **At-Large Position 3: Good Offices Person and UUMA Liaison**– approved as originally written, no additions.

The question of appointing liaison to the Council on Church Staff Finances was deferred until the UUA decides how this department may be reorganized.

*The Secretary will make all approved changes to Board Roles and Responsibilities, insert other updates as voted by the Board to our Operating Procedures document, and will have this updated document placed under Governance on the website.*

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### **REVISION OF UURMAPA WEBSITE**

Duane Fickeisen, UURMaPA webmaster, joined the ZOOM session to discuss possible changes for our website to keep up with the times. Google has determined that our website is not “responsive” - which means it does not automatically reformat for smart phones, increasingly the preferred tech vehicle for the public. We currently pay \$120/year for hosting , domain name, e-mail forwarding to webmaster, membership, etc.for our website.

Duane suggested that we consider two possible options:

- Use an online template – cost \$200-300/year, with Duane managing (would lose some services we currently have, e.g. password-protection for directory)
- Work with a web designer (possibly Greg Bear), for an upfront cost for re-design, then continue with \$120/year.

Points in discussion, keeping up with tech trends as people increasingly rely on smart phones is important; we really do not have cost info, and are reluctant to recommend now in the absence of current financial report; we don't feel decision is urgent, can do without responsive website while we collect info.. *John W moved* that **we have Duane ask Greg Bear to draft a proposal for new responsive UURMaPA web design, at three levels of cost and capability, for the Board to consider at the Attleboro face-to-face meeting October. 3-5. (Passed)**

### **UU ACTION TO SUPPORT JUSTICE FOR PALESTINIANS**

Jim, although absent, asked us to consider the proposal he sent last month from UUs for a Just Middle East Peace that UURMaPA Board join in petitioning TIAA-CREF to make available to individuals the option of screening out companies who profit from the Israeli occupation of Palestinian lands. Marni acknowledged that this issue might not be possible as individual choice, but could be one for the UUA Retirement Plan Committee on which she serves. The Board meeting was out of time, and members felt that we needed Jim with us for the discussion, so it was tabled for a future meeting.

### **NEXT MEETING – Thursday, July 2, 4:00-5:15 pm EDT via ZOOM**

Agenda may include these items left from June agenda:

- Church Staff Finances and report on Sustainable Future meeting by Jim – Retirement finances, e.g. Service Gratuity
- Letter to TIAA-cref re: adjusting Socially Progressive Investments options to support Middle East Peace (*Jim – resend May 5 e-mail report and attachment to all*)
- Broadening member participation - Virtual membership access to conference keynotes

Respectfully submitted,  
Judy Gibson, Secretary

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**REPORTS SUBMITTED FOR JUNE 4, 2015 - UURMaPA BOARD MEETING**

**President: Dick Gilbert**

- Sent NO letters of condolence.
- Sent 6 “welcome to retirement” letters (That is 26 for the year as of May 26).
- Retirement Planning: Report on conference call with Alicia Ford, Don Southworth and Richard Nugent rescheduled for June 1.
- Continuing to plan for transition to a new president. Preparing to ship Directories, Guide to Retirement, UURMAP brochures, etc. to Jim. Preparing a CD with relevant form letters and other materials that will be helpful. However, I will be glad to do data backup as the new president begins. I plan to archive my UURMAPA files. I have virtually everything on my computer.
- Working on a more detailed job description.
- Membership Backup: Tom Schade will be a repository for Dropbox files so there will be another copy; Jan Sammons is talking with Marcia Olsen about being her backup.
- Preparing for General Assembly
  - Workshop for Ministry Days
  - UURMAPA Lunch
  - SOLT
  - Transfer of banner, etc. to Jim Eller

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**Vice-President: Jim Eller**

GA: I emailed out a reminder to those who have already received our GA luncheon invitation, asking them to sign up soon. I also emailed a letter to those you have been newly listed as retiring with the information about the luncheon. Included in both emails was information about Diane Miller's UU Ministers Retiring and about how to sign up for next year's UURMaPa peer groups.

I have confirmed our GA luncheon AV and meal plan.

We are set to have a UUMA colleague conversation about retirement.

This coming week I will be in St. Louis attending the UU summit on a sustainable future, as a representative of UURMaPa. I am interested to see what we/they are thinking. They are basing a lot of their vision and concern on the falling numbers within mainstream Protestantism. I will have more to report in this regard following the meeting. Sorry to miss our monthly call.

*I am hoping that the Board will address the concerns of UUs for a Just Middle East Peace and their advocacy with TIAA-CREF.* The proposal is that TIAA-CREF make available to those who wish it the option of screening out companies who profit from the Israeli occupation of Palestinian lands. There are many arguments that could be made about the struggles in the Middle East, but in part this is not really the point. Supporting these efforts is not taking a stand on the Israel – Palestine issue. It is a matter of whether those who have strong feelings about the "Occupation" have the right to keep their investment dollars from being used in ways that compromise our moral and ethical concerns. It is not really a matter of taking a position on the Middle East as it is about expanding the reach of SRI, Socially Responsible Investing and the options available to our UUMA and UURMaPa members. I hope this gets considered. Sorry to not be there for the conversation.

**Secretary: Judy Gibson**

*Board Member Roles and Responsibilities – a draft of approved and suggested changes to the brief descriptions in Operating Procedures was forwarded to the Board and incoming members for continued review and revision in our upcoming June meeting.*

**Treasurer: Joel Weaver**

**Treasurer's Report for June 4, 2015 Meeting**

**UURMaPA Finances – May 31, 2015**

**Ending Account Balances April 30, 2015**

<b>Endowment</b>	<b>\$20,575</b>
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Money Market	40,317
Checking	<u>13,212</u>
Total	\$74,104

**Cash Flow May 1 – 31, 2015**

Member Contributions	\$2,901	
Attleboro Conference Fees	<u>3,125</u>	
Total Income	\$6,026	
Appeal Expense	(\$740)	
MA Business filing Fees	(52)	
Elderberries Production	(1,081)	
Attleboro Conference Scholarship	(250)	Doug Wilson & Prue Berry
Total Expense	(\$2,141)	
	<u>Net Cash Flow</u>	<u>\$3,885</u>

**Newsletter Editor: Judy Welles**

I have just started thinking about what will go in the Summer, 2015 *Elderberries*. Suggestions welcome! I keep a running document of what should go into each issue, and I count on Board meetings to generate ideas as well. I very much appreciate anyone else making suggestions for articles or authors.

I note that last year at our in-person meeting in Attleboro, we voted to send out the next four issues of *Elderberries* by mail, then review whether we wanted to continue this practice or return to mostly electronic distribution. (Minutes of September 30, 2014, line 48.) The upcoming issue will be the fourth since that decision was made, so at some point before long we should revisit that question. I suggest that we discuss it when we're in Attleboro, as that will still leave plenty of time to make any necessary changes in the Fall issue if we decide to change back, and will correlate with budget planning for the next fiscal year.

I have made some changes in the Advisory Board and set it up for three-year terms of office. The schedule is as follows:

Current members going off: Jane Rzepka, Judith Walker-Riggs	
Makanah Morris (new)	term ends 6/30/18
Dennis Daniel (new, no final answer yet)	term ends 6/30/18
Peter Haslund	term ends 6/30/17
Jay Atkinson	term ends 6/30/17

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Anne Anderson  
Ralph Mero

term ends 6/30/16  
term ends 6/30/16

I'm glad to report that Jay has received some offers of help to get caught up on the obituaries. David Bumbaugh is still busy with other commitments, but willing; Olav Nieuwejaar will do some (but only for those he knows); Colleen McDonald is working on some; and I've taken on two. We should be gradually catching up.

Otherwise there's not much to report. I'll be ordering return address labels for the new Board members after G.A.

Dick and I are starting to get serious about co-producing a publication about rituals of retirement. Our first step is to decide whether it will be a book, a pamphlet, or something in between.

**At-Large Member – John Weston**

The October conference in Attleboro seems well in hand and exciting. Attached is a draft schedule. There may be variations here and there. Ginger keeps the authoritative schedule.

Carol Taylor reports conference registration at 28, with only two board members or partners registered for the conference so far. Including you/them, that means de facto registration of about 40 to date. Please register for the conference with Carol directly. You'll find a form in the most recent E'berries or on the UURMaPA website.

Thanks for letting me know of how you're getting to Attleboro. Check to see if I've understood you aright on the board attendance attachment. I still have questions about Judy Gibson and Margi Nasemann.

I have given notice to the Santa Barbara planners of the need to begin a draft schedule and to place a registration form in the next E'berries (deadline July 15).

**Caring Network Chair: Margie Nasemann**

Made recommended changes to the current Caring Network Handbook and sent it to Liz. We need to print more of the Handbooks We will set up a telephone call and discuss these changes over the phone,

-Typed a list of all the Area Coordinators and their Districts especially for Liz and noted that we still have 4 Areas unfilled.

-Called and spoke with Chuck Rosene, the UUA District Administer for the Pacific Central District and asked him for suggestions to fill the Bay Area Coastal District. He gave me three names including the Hamilton–Holway whom I had already issued an invitation to serve. I will contact the other 2 people whose names he gave me and hope one of them will respond.

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- Sent Dick and Jayce Gilbert an email asking them to recommend possible people in the St Lawrence District who might be willing to serve as Area Coordinator for that District. Dick sent me two names whom I will contact.
- Wrote two letters to different people asking them to consider being the Caring Network person for the Mass Bay Inland District.
- Sent flowers and a note of condolence to Rev. Charles Briggs in Winston Salem, NC whose wife, Elise, passed away recently.
- Got an email from Barbara Hamilton-Holway who reported that they had misplaced my letter and apologized for never replying. They declined serving in that area.
- Sent five retirement congratulation cards to recent retirees. I have seven more to send to folks who are retiring in June.
- Contacted Penny Rather to see if she would replace Barbara Molfese in the Colorado-Montana-Wyoming District. She declined.

**At-Large Member: Liz McMaster**

I sent information on 2 new retirees to Area Coordinators and wrote an email to another retiree who didn't live in an area with a coordinator.

I talked with Judy Gillis about how we could work together when she comes on board. Will follow up over the summer on details.

On May 22 I was operated on for a detached retina and am pretty much down for another 3 weeks, although today's app't with eye doctor was encouraging (retina is sticking where it's supposed to stick, eye pressure good) I asked Margi if she'd take over for me until the end of June and she graciously agreed. Thanks, Margi!

I may or may not make the June 4 call. I can't see very well still. Hope to be back in the saddle by the end of June.

Hope GA and the luncheon and other activities go well. Happy summer, all! Liz

**At-Large Member: Douglas Gallager**

I met via Zoom with the UUMA team charged with developing training for the new Regional Resource Officers. A 2 ½ day training will take place in the Chicago area this August. There are currently 10 RRO's, but we're working to make it 12. The RRO's will have areas of special expertise and will serve as resources for the UUMA chapter good officers.

The areas of special expertise are: 1) transitions/collegial conflict 2) multi-staff situations 3) contracts. My focus in the training will be #1.

The learning objectives are: 1) when to reach for help, both when good officers should reach out to RRO's and when RRO's need to initiate 2) getting clear on UUA and UUMA roles 3) getting clear on GO and RRO roles.

We will have a Zoom planning meeting on June 9.



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Additionally, Larry Peers will be doing an Alban “Finishing Strong” retirement seminar in Baltimore, July 27-29, which I’ll be attending. The goal is to see if we can make this more widely available to UU clergy.