

Minutes of the Conference Call Board Meeting—September 1, 2015 Unitarian Universalist Retired Ministers and Partners Association

1 Present:, Jim Eller, Doug Gallagher, Judy Gibson (Judy G), Judy S Gillis (Judy SG), Marni
2 Harmony, John Manwell (John M), Liz McMaster, Judy Welles (Judy W) John Weston (John
3 W)

4 Arrived late in meeting: Joel Weaver

5
6 CENTERING: Jim Eller offered an opening reading, “Live Now.”

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8 CHECK IN: All Board members present checked in briefly.

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

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

12
13 President - Jim Eller

14 *Nothing to add to advance report.*

15
16 Vice President – Marni Harmony

17 Marni reported that she will be sending eight names of UURMaPAn to new Peer Group
18 facilitators Makannah Morriss and Stephen Shick. This will be the third UURMaPA on-line peer
19 support group to be formed – a use of technology that helps even more of our members
20 connect.

21
22 Secretary – Judy Gibson

23 **Judy moved approval of the minutes and reports from the August 4 Board meeting**
24 **– accepted.**

25
26 Treasurer - Joel Weaver

27 *See advance report. Joel checked in later and joined discussion.*

28
29 Caring Network Chair – Liz McMaster

30 Liz had submitted items that needed Board action.

- 31 1. **Unsung UURMaPAn selection** – Liz had mailed background for two nominations for
32 this award. Board members selected one of the nominations with an 8-1 majority.
33 Liz will check with Carol Taylor to see if the selected nominee will be attending the
34 Attleboro conference, where the award can be presented.
- 35 2. **Defining ministerial deaths for donation to UUMA Endowment** – John W pointed out
36 that Marcia Olsen is maintaining the definitive list of deaths for honoring in
37 memoriam at conferences, and this list could serve as a guide. Further discussion of
38 the complexities of how we honor colleagues not fellowshipped by UUA or non-
39 members of UUMA/UURMaPA was tabled for the Attleboro meeting.

40 She further noted that she and Judy SG need assistance from all Board members in suggesting
41 new Area Coordinators for the following areas: Mass Bay Coastal, St. Lawrence,
42 Colo/Mont/Wyo, and Ballou Channing. *Board members were all asked to review the member*
43 *names listed in by area in the back of the new Directory (sent to us today by Marcia Olsen) and*
44 *send Liz any suggestions for new Coordinators for these four areas.*

45
46 At Large, Caring Network Assistant – Judy S Gillis

47 Judy SG noted that as a new partner UURMaPA Board member without any institutional
48 history or memory, she has felt somewhat overwhelmed trying to follow and understand the
49 work of the Board. Judy G noted that her experience was similar, and recommended that as a
50 new Board member, she found that reviewing the Operating Procedures (under Governance on

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51 the website) very helpful. Judy W suggested that we give some time at the start of the Attleboro
52 Board meeting to review some basics of UURMaPA function.

53 54 **At Large, Conferences** – John Weston and John Manwell

55 John W reported that there are now a record number of 66 registrations for the Attleboro
56 conference, October 5-8, 2015, and again credited the good planning and promotion efforts of
57 Carol Taylor and Ginger Luke.

58 The Santa Barbara conference, February 29-March 2, 2016 (Board meets Feb 27-29), has
59 been promoted by the organizers to UURMaPAns in that region, and is getting publicized in
60 other areas by all Area Coordinators at Liz's urging. Many Board members have already
61 registered. John M does not have a count of registrants so far. *To further stimulate*
62 *registrations, the Board agreed that John M should now send a promotional notice to Judy G*
63 *that can be posted on UURMaPA Announce, to reach our entire membership.* Our goal is 50
64 registrants by the October 29 deadline.

65 66 **Newsletter Editor** – Judy Welles

67 Judy W will be mailing note cards and return address labels to Board members who
68 requested them following this meeting.

69 70 **At Large, Good Offices** – Doug Gallager

71 Doug sent a very informative advance report on the Larry Peers' Retirement Seminar (see
72 attached). Jim asked Doug and Marni to consider co-leading a retirement seminar that is
73 usually scheduled for UURMaPA to present in Collegial Conversations during Ministry Days at
74 the next General Assembly.

75 76 77 **CARING NETWORK – SUPPORT FOR REGIONAL GET-TOGETHERS**

78 The Board voted last month to have Joel allocate \$1000 in this year's budget for use in
79 supporting area events for UURMaPA members. Liz suggested three possible ways these
80 funds might be used: supplemental aid for travel, some food costs, or expenses to Area
81 Coordinators in organizing get togethers.

82 Liz has worked with Judy W to update the *Caring Handbook, and she will include*
83 *information about the availability of financial assistance to support area get-togethers. This*
84 *handout for Area Coordinators will be ready to distribute after the Attleboro conference.*

85 86 **VIRTUAL PARTICIPATION IN CONFERENCES**

87 More than one UURMaPA member who is unable to travel to a conference has asked if
88 we would consider live streaming or videotaping conference programs so they could participate
89 in some way. Some points made in discussion included: permission of presenters would be
90 needed; streaming can happen without cost using a personal laptop; a videotaped presentation
91 could be shared with UUMA; it might be worthwhile to try a streaming experiment and see how it
92 goes. *Judy W will be conducting a worship service at Attleboro entitled "The Internet is My*
93 *Religion," and she offered to have it streamed and to recruit a few specific people to watch and*
94 *give feedback. The Board agreed by consensus to try the experiment.*

95 96 **AMBASSADOR FOR UUMA ENDOWMENT**

97 Judy W was asked by Don Southworth and Sarah Moldenhauer-Salazar if she would
98 serve as an Ambassador to UURMaPA for the UUMA Endowment Fund, and she brought the
99 item for Board consideration. Discussion included the following points: We might be in danger
100 of "over-asking" our members to support several programs, including Service Gratuity Fund,

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101 Ministerial Aid Fund, UURMaPA; an article in Elderberries listing various options for
102 contributions and legacy support might be a better approach; all UURMaPA minister members
103 are also UUMA members, and are already being contacted by regional UUMA Ambassadors on
104 behalf of the endowment; UURMaPA has begun this year contributing \$50 to the UUMA
105 Endowment in memory of every minister member of UURMaPA who dies *Judy W decided to*
106 *reply to the UUMA invitation by declining the request and outlining points noted above.*
107

108 **BUDGET PREPARATION**

109 Joel joined the meeting, and noted that we may want to add a line item to our next budget
110 to cover sending members of the Board as UURMaPA representatives to various meetings, as
111 we have this last year (example: Doug attended Larry Peers' interfaith retirement seminar,
112 "Finishing Strong, Ending Well" on behalf of UURMaPA.) Liz suggested that Joel check over
113 the past two year's expenditures to get an estimate of what we spent for registration, travel, etc.
114 Judy G suggested that Joel propose a speculative amount for the new line item in next year's
115 budget. *Joel asked that all Board members bring to Attleboro or send him estimates of*
116 *expenditures they anticipate in the next calendar year ,so he can prepare a draft budget for*
117 *2016. (Examples: travel and registration costs for Santa Barbara and Attleboro 2016, postage,*
118 *extra cost for 20 page Elderberries printing, etc.)*
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120 **AGENDA FOR OCT FACE-TO-FACE BOARD MEETING**

121 *Jim asked that everyone send him items to include in the Attleboro Board meeting*
122 *agenda within the next week.*

123 Items already mentioned include:

- 124 ♣ Review some of UURMaPA's development and goals – for new Board members.
- 125 ♣ Revision of Caring Network Assistant's job – add partner/caregiver liaison?
- 126 ♣ Elderberries distribution – evaluation/continue USPS mailing?
- 127 ♣ Policy guidelines for Elderberries content – handling submissions from “outside”
- 128 ♣ Second Board-sponsored conference (after Attleboro fall 2016) again in Orlando, winter
129 2017?
- 130 ♣ How to acknowledge (or not) deceased ministerial colleagues who were not in fellowship
131 with UUA
- 132 ♣ Website redesign proposal and costs – become “”responsive” to Smartphone access.
- 133 ♣ Service gratuity guidelines and information
- 134 ♣ Visit with UUA staff
- 135 ♣ Discuss budget for 2016

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137 **NEXT MEETING – La Salette Center, Attleboro, MA Saturday, Oct. 3, 7:30 pm through**
138 **Monday, Oct 5, 1:30 pm,**

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141 Respectfully submitted,

142 Judy Gibson, Secretary

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144 **REPORTS SUBMITTED FOR SEPT 2, 2015 - UURMaPA BOARD MEETING**

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President: Jim Eller

I have been busy playing catch up. I wrote six personal condolences notes to family members of deceased colleagues or partners.

I wrote and mailed fifteen new member letters and included our brochure but did not include our Guide on Retirement in a print form, but I did call their attention to the UURMaPa website suggesting that there are valuable resources, including the Retirement Guide, Directory, Elderberries and a host of other resources.

I visited some with Marni about Peer support start up for this fall.

I visited some with Liz about the Caring Network and about contacting area coordinators to get input about areas of concern to our membership and about other outreach initiatives we might consider. I wrote to Doe Lockwood thanking her for her recent outreach email and offering such strong support of my new leadership role.

I have reached out to the UUA staff about attending our UURMaPa Board meeting in October, as well as to Sheldon Bennett from the UU Service Gratuity Board. Other concerns I have addressed in our agenda.

Vice-President: Marni Harmony

Over a week ago, I emailed 18 people who have expressed interest in joining a peer group. At this point, 9 people have responded to my email indicating they are still interested. One person withdrew his interest after learning that his wife would not be part of the group.

I expect to have at least one group going by our October meeting. I'll wait a couple more weeks to see if I hear back from others who initially signed up or hear from additional folks from the last newsletter article.

Dick graciously sent me all the files he's created/collected with his work on retirement planning. I've been going over this information and interested in being involved in any next steps.

Secretary: Judy Gibson

I have sent out an especially high number of new death notices for retired ministers and partners this month. At times, I and UURMaPA colleagues may be receiving the first notices regarding ministerial deaths, and I am forwarding these on to Alicia Forde at the UUA in case they have not heard.

I realized that I need to add a step to my system - checking age (65), retirement and UURMaPA membership status, before I automatically re-send notices that I receive from the UUA to our members. We find that we are needing to work on clarifying which deaths we acknowledge and how we honor them within UURMaPA.

I continue to send minutes and attached reports, as well as a PENDING list, to Board members twice - 1) right after our meetings and 2) shortly before the next meeting. Action items

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191 are highlighted in red italic. My hope is that you will review the documents for accuracy and let
192 me know of corrections and additions before the next meeting, and that you will note and move
193 ahead with action items as needed. After the prior month's minutes and reports are approved in
194 a meeting, I send them to Duane for posting on the website, so you can always find them to
195 review on uurmapa.org.

197 **Treasurer: Joel Weaver**

198 **NEW**

UURMaPA Finances – August 31, 2015

201 **Ending Account Balances August 31, 2015**

203	Endowment	\$20,575	
204	Money Market	40,317	
205	Checking	<u>16,071</u>	
207	Total	\$76,963	

209 **Cash Flow July 1 – 31, 2015**

211	Member Contributions	\$ 414	
212	Attleboro Conference Fees	<u>2,000</u>	
214	Total Income	\$2,414	
216	Board Member Transportation	(\$818)	Marni Harmony – Attleboro & Santa Barbara
218	Attleboro Conference Fee Refund	(250)	Will Saunders
219	Board Misc.	(185)	
220	Caring Network	(250)	
221	Website Hosting	(144)	
222	Santa Barbara Conference Costs	<u>(11)</u>	
224	Total Expense	(\$1,658)	
226	Net Cash Flow	<u>(\$756)</u>	

229 **Newsletter Editor: Judy Welles**

230 It's been a quiet month in lake Wobegon, now that the Summer issue is out. I'm in that lag time
231 between issues, starting to gather my thoughts about what will go in the Fall issue and who will
232 write it... but it all still seems so far away.

233 There has been another change of personnel at Minuteman, causing delays in billing and
234 notifying me about orders ready to pick up. I will be fetching the note cards and return address
235 labels on Monday, and will distribute them by mail soon after that.

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236 I'll be putting the final touches on the Area Coordinator Handbook draft that Liz has sent to me,
237 so that it will be ready for your review in October.

238 One thing I'd like to discuss, either next week by phone or in person in October, is *whether we*
239 *need a policy about who gets to include material in Elderberries*. I have a specific person and a
240 specific matter in mind — what I'm wondering is whether a lay person who is not a member of
241 UURMaPA should have access to our readers. Or for that matter, to our members if they want to
242 send out a SpeakUp message.

243

244 **At-Large Member: Conferences – John Weston**

245 *No advance report this month*

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247 **Caring Network Chair: Liz McMaster**

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249 For your lookover before Tuesday's meeting, I've attached a short list of things Area

250 Coordinators might do with monies we budget for them. I welcome your additions.

251 Ideas for Area Coordinator use of moneys for local/area get togethers:

252 Supplemental aid for travel

253 Partial assistance for food

254 Possible expenses to AC in organizing get togethers

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257 **At-Large Member: Caring Network Assistant - Judy S Gillis**

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259 Sorry this is late. I have felt a little overwhelmed this month with keeping up with back and
260 forth Board activity, and a broken printer. My lack of institutional history/memory has slowed
261 my progress but am working to catch up.

262

263 I contacted area coordinators about members whose Elderberries online had been bounced back.
264 E-mailed those I couldn't reach but have not heard back. Discussed coming AC retirement with
265 the Nichols' and Judith Downing.

266

267 I am in process of passing retirement information to Area Coordinators. I am Not finding SF
268 area name, Will ask Liz. I want to call coordinators first before I send info off.

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271 **At-Large Member: Good Offices - Douglas Gallager**

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273 Last month, on behalf of UURMAPA, I attended Larry Peers' Pastoral Excellence
274 Network's *Finishing Strong, Ending Well: Crafting the Culminating Chapter of Your Ministry*
275 seminar. Overall, I rate the experience highly and strongly recommend it for UU parish
276 ministers five or so years from probable retirement.

277 Prior to the seminar I was a bit concerned that, having already retired, my attendance
278 might not have been the best use of resources, both ours and Larry's. Having attended I believe

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279 my having retired without the benefit of the seminar sharpened my awareness of the seminar's
280 teaching points as I realized the myriad ways I could have done it better. Additionally, I was
281 able to support the merits of the program by reflecting on my own experiences.

282

283 **Strengths**

284 ▲ The seminar is well grounded in an understanding of congregational dynamics and lay
285 leadership.

286 ▲ In speaking with Richard Nugent, who was also at the seminar, he indicated that he's
287 considering/planning on offering the seminar to UU ministers every other year. That would be
288 wonderful. But that said, I would have no reservations recommending the interfaith setting. No
289 "translation" was necessary, and we just aren't that special.

290 ▲ The seminar ends with establishing a kind of buddy system so participants can help each other
291 stay on track as they approach retirement.

292 **Limitations**

- 293 • As noted above, the seminar is strong in its understanding of congregations. Though
294 Larry is quite inclusive in his presentations, I wonder if non-congregational ministry
295 settings would be amenable to working with and altering the patterns of ministry.
- 296 • Care needs to be taken to have the work with leadership not look like the retiring minister
297 is trying to "retire on the job." The benefits to the congregation could have been, and in
298 my opinion should be, more strongly emphasized.
- 299 • Cost. While I think the cost is more than worth it, it may tend to limit participation to
300 those serving larger and more affluent congregations. My observations at the seminar
301 support this concern. That said, if Richard moved forward, and if that means significant
302 support from his office, that concern would be mitigated.
- 303 • Little or no emphasis is placed on the financial side of retirement. That's probably
304 necessary, as a five-year out time-frame is too short for that. That said, I continue to
305 believe we need a much stronger emphasis on this by the UUA and UUMA.

306 **Recommendations**

- 307 ○ I recommend that we strongly support the Office of Church Staff Finances as it moves
308 forward. At the very least we can be a strong advocate for retirement planning in all its
309 forms.

310 Marni has offered to work with me on efforts going forward. I'd like for the Board to brainstorm
311 ways in which those efforts might be most helpful. The one thought I've had is, once Richard
312 commits to offering the seminar to UU ministers, to get a list of UU graduates from Larry and
313 organize them to recruit potential people from those Richard deems appropriate.

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