

1 **Minutes of the ZOOM Conference Board Meeting—July 5, 2016**
2 **Unitarian Universalist Retired Ministers and Partners Association**

1Present: Jim Eller, Doug Gallager, Judy Gibson (Judy G), Marni Harmony, Liz McMaster, Joel
2Weaver, Judy Welles (Judy W)

3Absent: John Manwell

4
5CENTERING: Jim offered “Fault Line” by Robbie Welsh.

6
7CHECK IN: All Board members checked in briefly.

8
9**REPORTS:** Were sent to all members in advance, and a summary sent 7/4/16 by the Secretary
10(attached). Review was deferred to end of meeting.

11
12**Major agenda items:**

13
14**CONFERENCES**

15 **Fall 2016 Attleboro** – Twenty-two registrations currently received (low compared to last
16year). Joel has confirmed with La Salette that there will NOT be a Board meeting prior to this
17conference but Ginger asks that *Board members who will attend please go ahead and register.*
18The Summer Elderberries will include Attleboro info and registration form, and Judy G will also
19post an Announce message at another time. Deadline is not until Sept. 9, so people may be
20waiting to register.

21 Winter, 2017 Santa Barbara – Jim reported (in John's absence) that a full planning
22committee has been recruited by our Board Conference Committee (Judy Welles, Jim Eller and
23John Manwell). See John Manwell's report (attached)..

24 **Winter 2018 Tampa** – Marni has made tentative arrangements at the Franciscan Center
25for this conference, and needs Board action. **The Board voted that we will hold this**
26**conference at the Franciscan Retreat Center in Tampa, FL for the conference, Mon. Jan**
27**29- Thurs. Feb. 1, 2018.** (*John moved, Liz seconded, passed.*)

28 Marni noted that our Board meeting must be scheduled elsewhere, as the Center is not
29available. She proposed in her report (attached) that we utilize the Vista Hotel in Tarpon
30Springs for our Sat-Sun Board meeting. These arrangements are pending.

31 **Conference Registrations** – Judy W told the Board that the new UURMaPA website now
32under development will offer members the option to register for conferences and pay their fees
33online. Joel noted that it might make it easier for the local committee to have all payments sent
34directly to the Treasurer for future conferences.

35
36**FALL PLANNING MEETING**

37 Jim noted that since we will not have an in-person meeting in Attleboro, it would be
38valuable to have a longer September ZOOM meeting to allow for a more in-depth discussion.
39Board members agreed on the following date for a longer meeting:

40 **Wednesday, September 14, 2016, 1:00-4:00 CDT.**

41
42**TeMP – (FORMERLY MINISTER ON LOAN)**

43 Marni and Jim reported that they have completed the first steps in creating the Targeted
44Ministry Program (TeMP). Keith Kron of the UUA will be the contact person, working with the
45transition roundtable. Jim and Marni will be writing a grant for support of the new program for
46temporary ministerial assignments. He requested and the **Board approved having UURMaPA**
47**agree to contribute \$500-\$1000 toward implementation of the grant.** This amount will
48probably need to be in the budget each year for two years or more. UUMA and UUA will be
49included in the grant as contributing in-kind staff time. *Judy W confirmed that the Fall*
50*Elderberries will be able to have a TeMP story for the front page.*

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53 **FACEBOOK USE**

54 Judy W noted that we have again received an outside request to announce to UURMaPA
55 members an opportunity potentially of interest to retired ministers. Since our other
56 communications media (Elderberries, Announce, website) are intentionally limited in their scope,
57 Jim confirmed that the UURMaPA Facebook page is a good medium for such requests. If
58 people do not themselves wish to post, they may send announcements to Jim or Theresa
59 Novak for posting.

60

61 **SERVICE GRATUITIES**

62j Sheldon Bennett, President of the Unitarian Service Pension Society, who met with the
63 Board on this issue last October, wrote to Jim: *“It was my clear sense that the broad consensus*
64 *of the UURMaPA Board supported the direction the USPS Board to adopt a balanced mix of*
65 *changes in eligibility and payment reductions. We were glad for UURMaPA's support, but in the*
66 *end, the decision is that of the USPS Board. The USPS Board will monitor numbers and funds*
67 *closely over the next few years, and whenever conditions warrant, payments will be increased,*
68 *as has been done over the years.”* He reported that the decision is to reduce all payments by
69 5% (\$15-\$30 reduction per quarter, depending upon payment amount), and to increase eligibility
70 age and length of service for new retirees.

71 USPS will continue to offer “buffer compensation” for older colleagues. He wrote: *“Although*
72 *the Service Gratuity is not a contractual pension payment, is not based on need, but is a gift in*
73 *recognition of years of service, we know that the quarterly payments, as modest as they are,*
74 *are counted on by many recipients to make ends meet, especially in their later years. We know*
75 *that many of our older colleagues did not have the opportunity to build up sufficient funds in the*
76 *UUA contributory retirement plan. For these reasons, in 1997 the Board authorized a*
77 *supplemental grant of \$200 (\$50 quarterly) beyond the usual gratuity for all recipients 75 years*
78 *and older. This supplemental grant will remain unchanged and will not be reduced.”*

79 ***Other brief items:***

80

81 **Bylaws Change for Connections Network**

82 The Bylaws use the name “Caring” in two places (outlined in Secretary's report, see May
83 10 minutes). **The Board had agreed in the May to table the Bylaws changes until a fall**
84 **meeting, since they will require publishing to the membership and inviting comment for**
85 **30 days.**

86

87 **Update of UURMaPA Pamphlet**

88 Jim and Judy W have not had a chance to work on this project, but *will plan on it following*
89 *General Assembly.*

90

91 **Nomination for Assistant Connections Chair**

92 *Jim will contact the Nominating Committee to confirm all nominations for the new year,*
93 *including filling this vacancy, as he plans to announce the new Board at GA.*

94

95 **Navias Awards Committee – progress report**

96 Judy W noted that we promised in the Spring Elderberries that more information on this
97 new award would be forthcoming July 1, so *she would like to have a report for the summer*
98 *Elderberries.*

99

100 **NEXT MEETING – Monday, July 5, 3:00-4:30 CDT via ZOOM**

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101
102 Respectfully submitted,
103 Judy Gibson, Secretary

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105
106
107

108 **REPORTS SUBMITTED FOR JUNE 13, 2016 - UURMaPA BOARD MEETING**

109

110 **President: Jim Eller**

111

112 *(On trip to Peru)*

113

114 **Vice-President: Marni Harmony**

115

116 I represented UURMaPA at the “think tank” gathering in Denver to explore “life cycles of
117 ministry.” Alicia Forde and Don Southworth convened the 3 day meeting with 7 clergy
118 representing various clergy paths/settings/ etc. Action plans were developed. I’m delighted to
119 report that Don Southworth and I worked on the plan for “Fifth Season” ministers. (It has been
120 added to the original 4!)

121

122 Phone call with Don Southworth to discuss possible presenters for an Institute track that would
123 be attractive to retirees. There will be a track for partners, fyi.

124

125 I’ve been finalizing details for the GA luncheon. We have 50 people registered—just about half
126 are “paying guests.” Speakers will include Don Southworth, Linda Rose, Alicia Forde, and no
127 doubt a word or two from Richard Nugent! Sageing Award recipient will be present.

128

129 We have been penciled in at the Franciscan Retreat Center Jan 28-Feb. 1, 2018. As mentioned
130 before, they will not be able to accommodate the Board the prior Sat and Sun. I propose that the
131 Board meet/stay at the Vista Hotel on Lake Tarpon (about 5 minutes from the site of the
132 Institute). It’s about \$70 per night and includes breakfast. I called to see if they might have a
133 small meeting room—the young woman at the desk thought they do but she would have to talk
134 to the manager. I didn’t pursue it further given how far out the date is. (laketarponhotel.com)

135

136

137 **Secretary: Judy Gibson**

138

139 **Approval of May 10 Minutes and Reports**

140 **I request that the Board approve the minutes and reports from our last meeting on May 10,**
141 **2016.** Corrected minutes were sent to everyone for review on May 31.

142

143 **Treasurer: Joel Weaver**

144

145

UURMaPA Finances – May 31, 2016

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147 Ending Account Balances April 30, 2016

| | | |
|-----|--------------|-----------------|
| 148 | Endowment | \$35,683 |
| 149 | Money Market | 19,191 |
| 150 | Checking | 15,519 |
| 151 | Total | \$70,393 |

152

153 Cash Flow May 1 to 31, 2016

| | | |
|-----|---------------------------|----------------|
| 154 | Member Contributions | \$1,952 |
| 155 | Attleboro Conference Fees | 600 |
| 156 | Total Income | \$2,552 |

157

| | | |
|-----|----------------------|----------------|
| 158 | GA Luncheon Deposit | (420) |
| 159 | Total Expense | (\$420) |

160

161 **Net Cash Flow** **\$2,132**

162

163

164 Newsletter Editor: Judy Welles

165

166 I'm just starting to work on the Summer issue; I have a few columns lined up, but not a lot of
167 material yet — or even ideas for material. However, the Summer issue is generally full of G.A.
168 news, so I'm not worried.

169 What is more on my mind is the survey we asked people, via e-mail on May 31, to complete. As
170 of June 11, (12 days) 244 people have completed all or parts of it. (This is a good rate of return,
171 I think; **maybe Judy Gibson could tell us how many addresses are on the Announce list so we can**
172 **figure out a percentage of return.**)

173 However, I have some concerns — see below.

174 The main things I want/need to discuss with you are the following

175 In order to get any meaningful data from Survey Monkey, I had to sign up (and pay) for the
176 lowest level of upgrade, which is \$26 per month.

177 **1. Is UURMaPA willing to reimburse me for this?**

178 **2. If so, for how many months? (This question is related to more questions below.)**

179 I have some concern that the survey results are skewed toward people who are comfortable using
180 computers. The request that people complete the survey went out by e-mail, and the survey itself
181 was on a web site. One person responded to the e-mail by asking for a paper copy, and two or
182 three others replied by e-mail messages to Judy Gibson or me rather than going to the web site to
183 complete their surveys. As of 6/11, responses to the first question are that 41.6% of respondents
184 prefer to receive their newsletter by post, and 58.3% prefer to be notified by e-mail and read it on
185 line.

186 This is not unexpected, considering that nearly all of the respondents are reasonably comfortable
187 using computers. However, our members who don't even have computers — or who never read

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188their e-mail — won't even know that there is a survey. Thus, I think the results so far are skewed.
189Which leads me to some more questions:

190 3. Should I print the survey in the Summer issue of *Elderberries*, with a request that if
191people have already completed it electronically they NOT do it again?

192 a. This could possibly lead to another 20-page issue, since the survey will take at
193least 2 pages, and the Summer issue is usually pretty full with G.A. news and publicity for
194Attleboro. We are currently on budget, but another 20 page issue will put us over budget unless
195the Fall issue is only 12 pages, which I can't guarantee.

196 b. If I print it in the Summer issue, how long should I leave the survey open? It
197will have to be open long enough for me to manually enter the results of the surveys I receive in
198the post after people complete it and mail it to me. And I need to keep paying the \$26/month
199until we close the survey and I have "final" results.

200And then there are some other questions having to do with statistics, and which I don't have the
201faintest idea how to answer, such as:

202 4. How will we interpret these results? E.g. should the answers about method of delivery
203be weighted so that answers from those who say that *Elderberries* is "very valuable" (21%)
204would count more heavily than answers from those who say it is "somewhat valuable" (27%)?
205Should we factor in the age of the respondents? (50 respondents are age 81 or over; 152
206respondents are age 60-80. Do younger members prefer to be notified by e-mail? Probably...
207How much does that matter?)

208If anyone has some experience with statistics, it would be great if you would help me interpret
209the results so that they are most useful to us. (Of course I can also ask the Editorial Board if they
210can help with this.)

211Once we decide when to close the survey and all the results are in, I would be glad to make the
212full results available to the Board. I think they should go in the minutes or somehow be archived
213for future use as well.

214I've been very pleased to see how many people expressed a willingness to write something for
215*Elderberries*. With the exception of a few who volunteered but didn't give their names
216(aaarrgghhh!), I intend to get in touch with them to follow up. I think we can expect to see a
217much wider range of contributors in upcoming issues. (And by the way, Peter Morales has
218agreed to write the Leadership Column for the Fall issue.)

219I look forward to seeing you all on Monday!

220

221**At-Large Member: Conferences – John Manwell**

222

223*Notes from UURMaPA Board Zoom meeting, May 26, 2016*

224**MOVED that UURMaPA book its winter 2018 conference for three nights, January 29-31,**
225**in Tampa, Florida. The location, though it's expected to be the Franciscan Center, remains**
226**to be confirmed. The board will arrange its own meeting during or around the conference,**
227**the place and dates to be arranged. The conference will not be linked to the UUMA winter**
228**Institute for Excellence.**

229 *This motion passed, with Joel opposed.*

230 **Report on Conference Planning:**

231 **Fall 2016 (Attleboro).** Ginger Luke has things well planned; nothing new to report this month.
232

233 **Winter 2017 – La Casa de Maria.** So far, our planning team consists of Betty Stapleford and
234 Lois Wesener (though not in a leadership role). When we last talked, Jim Eller reported that
235 he had had no response to calls to Ken Collier who had had to drop out of the 2016 planning
236 team for family concerns now, apparently behind him. I think Judy Welles was going to try
237 to reach him and/or his wife, Ann.

238
239 Arrangements for Winter 2018 are on the agenda.

240

241

242 **Connections Chair: Liz McMaster**

243

244 Our people seem to take things quite literally. I have had two members contact me,
245 voicing their distress over Jim's headline "We Don't Care".

246 Had several email corresponds with Area Connectors asking for information on who to
247 contact regarding specific concerns.

248 Rachel Tedesco and Barbro Hanssen have organized their areas to be able to better
249 contact members. I have sent them ideas from other AC's on their organizing methods.

250

251

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

253

254 The big news is that we were awarded a \$14,500 grant from the UU Funding Panel, so
255 plans are moving forward for a January, 2017 training for UU ministers approaching retirement.
256 Richard Nugent has reserved space at a tennis ranch between Austin and San Antonio, Texas,
257 and Larry Peers has agreed to lead the training. This is a real partnership between the UUA,
258 UUMA and UURMAPA.

259 The UUMA Coordinating Team (Don Southworth, Fritz Hudson, Diane Dowgiert and I)
260 met again to continue our planning for the June Good Offices training and the events leading up
261 to it. Diane and I will be leading the training around transitions (settled/interim/retired/etc.) The
262 specialist training portion of the GO training will be half a day. Each subgroup – contracts,
263 multi-staff, and my specialty, transitions – will have an hour.

264 As previously noted, Marni and I have been accepted for a collegial conversation session
265 on transitioning into retirement during Ministry Days. We've had a brief conversation about
266 approach, but I think we're good to go.

267 And on the UUA Board front there has been nothing of special concern for retired
268 colleagues and partners.