

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

1Present: Jim Eller, Doug Gallagher, Judy Gibson (Judy G), Marni Harmony (by phone), John  
2Manwell, Liz McMaster, Joel Weaver, Judy Welles (Judy W)

3  
4CENTERING: John offered a reading from A. Powell Davies.

5  
6CHECK IN: All Board members checked in briefly.

7  
8**REPORTS:** Were sent to all members in advance, and a summary to date was sent 8/1/16 by  
9the Secretary (complete summary attached). Review was deferred to end of meeting.

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11**Major agenda items:**

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13**CONFERENCES**

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15**Fall 2016 Attleboro** – Registration remains low at about 22-23 people. *Judy will contact Ginger*  
16*to draft an Announce message that can go out in a week or so to stimulate registrations.*

17Deadline is not until Sept. 9, so people may be waiting to register.

18*Doug moved, Liz seconded* – **John Manwell will sign the legal contract with La Salette**  
19**Conference Center.** (*Passed.*) Contents are essentially same as last year. Joel will send the  
20\$500 deposit check directly to La Salette.

21*John moved, Liz seconded* – **Judy Welles as President Elect will attend the Attleboro**  
22**conference with expenses paid by UURMaPA.** (*Passed.*) Three Board members (Jim, Judy  
23and John) will now attend with expenses paid; Joel noted that he is registered and paying his  
24own way.

25  
26**Winter, 2017 Santa Barbara, CA**

27 **(Board meeting, Feb. 25-27, 2017; 3-day Conference Feb. 27-Mar 1, 2017)–**

28 Jim will convene an initial ZOOM meeting with John and the five planning committee  
29members on August 17.

30 Joel and John prepared a budget for the conference, and Joel sent the Board an analysis  
31of Board subsidy that might be required (Board adjusted estimate to between \$2000-\$3000)  
32based on recommended registration fees. Following discussion, *Judy G moved, Liz seconded:*  
33**The 2017 Santa Barbara conference registration fees will be increased from last year as**  
34**follows: \$300 per person for a double, \$350 per person for single room. The Board will**  
35**again subsidize this conference to cover overage remaining beyond this increased**  
36**income.** (*Passed.*)

37 Liz noted that we are still offering individual subsidies to members who apply for help with  
38Joel. The Board further confirmed our resolve to move toward having conference fees cover the  
39costs without subsidy to cover the total cost. We will plan to talk with conferees about options  
40toward this goal, including continued search for less expensive accommodations in chosen  
41sites.

42  
43**Fall 2017 Attleboro** – John has said a planning team will be formed in consultation with this  
44fall's team. 2017 dates will be selected on site during this fall's conference.

45  
46**Winter 2018 Tampa, FL**

47 **(Board meeting, Jan 27-29, 2018; 4-day Conference Jan. 29-Feb. 1, 2018)**

48 Board and conference spaces have been selected, but no reservations made yet – still  
49early.

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50Reminder: Marni agreed last month that she would be point person for the Board meeting  
51arrangements, but will not take on coordinating our meals (we will work it out).

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53

54**UUA GRANTS PANEL GRANTS**

55 **Retirement Planning Grant** – Doug has reported that plans for a retirement seminar  
56should be underway later this month. *Since the grant funds are in our account, Doug will take*  
57*responsibility for the required reports.*

58 **TeMP (Targeted Ministry Program)** – Jim awaits information from Chuck Gaines for this  
59grant proposal.

60

61**FALL PLANNING MEETING AND OTHER MEETINGS**

62 Jim reinforced that since we will not have an in-person meeting in Attleboro, we will have a  
63longer September ZOOM meeting to allow for a more in-depth discussion. Board members  
64confirmed the following agreed date for a 3-hour meeting: **Wednesday, September 14, 2016,**  
65**5:00-8:00 CDT.**

66 As part of regular monthly business, Liz asked that we plan to vote on recipient of Unsung  
67UURMaPAn award.

68

69 **Agenda Items for September planning meeting:**

70 The following items were brainstormed by the group. Jim will work with these ideas and  
71add others.

- 72 • Additions and changes to Operating Procedures (Judy G)
- 73 • Proposed By-law Changes – from Caring to Connections (Judy G and Liz)
- 74 • Review/edit of Board Calendar (All – see attachment to 10/3/2015 Board minutes)
- 75 • Preliminary Budget for 2017 – (Joel)
- 76 • New UURMaPA website – (Webmaster Duane – may be able to join us)
- 77 • Begin review - success of decisions: 2 conferences and one face-to-face Board  
78 meeting/year (Jim)

79 Since the Attleboro conference is scheduled across our usual October meeting date, Marni  
80suggested that we should plan to meet later in the month. Board members agreed to hold a  
81ZOOM meeting on **Tuesday, October 11, 2016, 3:00-4:30 CDT.**

82

83**UNsung UURMAPAN AWARD**

84 Specific Board members stated their intention to write up and send three nominations for  
85this year's award to Liz, who will then send these to all for review. *Everyone should be*  
86*prepared to vote for their choice of Unsung UURMaPAn at our September 14 meeting.*  
87*(Secretary's note: Attleboro registration closes on Sept. 9, so we can confirm whether the*  
88*selected winner will be present to receive the award at that conference.)*

89

90**NOMINATIONS**

91 Jim reported that he has inquired with Nominating Committee Chair Dick Gilbert regarding  
92progress in filling our vacant At-Large seat on the Board, but has heard nothing back yet. He  
93noted that in addition to the person in this position assisting with Connections, he would like to  
94explore having them assist with Conferences.

95

96**SERVICE GRATUITY ISSUE**

97 Board members have heard both verbally and in writing from some UURMaPA members  
98who are unhappy with the decision by the Unitarian Service Pension Society (USPS) Board to  
99reduce base payments to all current and future recipients by 5%. Discussed by the Board was

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100a letter from a member who was strongly opposed to the reduction, and stated that “a recent  
101survey of retired UU ministers revealed that over half of us did not always take prescribed drugs  
102because of the expense.” Both Jim and Marni have spoken with this member and received  
103appreciation for their prompt response and concern. They clarified both that the survey in  
104question was not conducted by UURMaPA, and that our Board was informed of the issues by  
105USPS, but was not consulted for approval or recommendation. *Jim will follow up to try to learn*  
106*the origin and source of the survey noted, to convey the feedback we are receiving to the USPS*  
107*Board, and to work with USPS to provide more information to retirees so that their decision*  
108*looks less arbitrary and more transparent.* The Fall Elderberries can include a report from  
109USPS, charts, etc. to share more information with our members. Our major concern is to be  
110caring and supportive of our retired members' needs.

111

112**REPORTS:**

113All reports are attached. Following are the only additions:

114**Vice President**, Marni Harmony - Has heard from a member that when they review death  
115notices of ministers, they think they would like to know more about them, perhaps read one or  
116more of that person's best sermons. Possibly a new section of the revised website?

117**Secretary**, Judy Gibson – **The minutes of the July 5 meeting were approved as corrected.**

118Judy specifically called the Board's attention to the recent off-Board appointment of Roger  
119Rochester, our new Partners Obituary Editor (now added to the Leadership List). In order to  
120have our membership notified via an obituary and Announce, Judy G and Roger need to get  
121information from anyone who learns of the death of a partner through the informal “grapevine.”  
122Remember that the UUA has not been tracking or memorializing partner deaths. *Judy will send*  
123*all Board members the updated UURMaPA Leadership List for their reference.*

124**Treasurer**, Joel Weaver - Member contributions remain low. The Fall member contribution  
125letter could give a boost. *Jim and Judy W agreed to review a draft letter at the Attleboro*  
126*Conference, work with Joel to then send out following the conference.*

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129**NEXT MEETING – Wednesday, September 14, 2016, 1:00-4:00 CDT (extended time for**  
130**planning) via ZOOM**

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132Respectfully submitted,

133Judy Gibson, Secretary

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141 **REPORTS SUBMITTED FOR AUGUST 5, 2016 - UURMaPA BOARD MEETING**

142

143 **President: Jim Eller**

144

145 The Santa Barbara conference planning team is now set. We now have a full complement of  
146 folks and an agreed upon Zoom meeting time. After the first meeting I expect them to work on  
147 their own, with John Manwell as our contact person and board participant.

148 The UUMA – UURMaPA – UUMPs Family Task Force is being Mustered. Don Southworth,  
149 Wendy Wooden, Lois Wesener and me are the initiating and oversight group. We will meet later  
150 in August and hopefully by September the Task Force will be meeting.

151 We received a serious request to revisit our stance on the Service Gratuity reduction from  
152 Barbara Merritt. I forward it to the Board. Her correspondence had content in it that is new to  
153 me, regarding colleagues who cannot pay for their prescription medications and the like. **I want**  
154 **to have the Board consider how we might respond.**

155 The Attleboro conference is coming up soon, I have begun to plan for the Board and my  
156 presentations. In that regard, I believe, while we have made the decision to not have the entire  
157 Board be in attendance, I think that we need to have more than just one official representative.  
158 In that Judy Welles is the nominee or probable President-elect, I believe that **Judy should also**  
159 **attend and at UURMaPA's expense.** I would like this to be a Board consideration.

160

161 **Vice-President: Marni Harmony**

162

163 Quiet month—not much to report.

164

165 Sent an email to everyone on my list for peer groups just to make sure each person who signed  
166 up is still interested. As of this writing, 10 people have confirmed. I imagine we will have two  
167 new groups starting in the fall.

168 NOTE to Joel: That will potentially mean 2 new Zoom accounts for budgetary purposes.

169

170 Judy Welles, Tim Ashton and Ken Sawyer are willing to serve as co-facilitators of a new group  
171 or groups.

172

173 I responded to Barbara Merritt's email regarding the service gratuity. I believe we had a helpful  
174 conversation.

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176

177 **Secretary: Judy Gibson**

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179 **Approval of July 5 Minutes and Reports**

180 **I request that the Board approve the corrected minutes and reports from our last meeting**  
181 **on July 5, 2016.** Minutes were sent to everyone for review on July 30.

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186 **Treasurer: Joel Weaver**

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188 UURMaPA Finances – July 30. 2016

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190 **Ending Account Balance**

191 Endowment \$35,683

192 Money Market 19,191

193 Checking 31,987

194 **Total** **\$86,861**

195

196 **Cash Flow July**

197 Attleboro Conference Fees \$1,500

198 UUMA Subsidy 1,000

199 Member Donations 1,211

200 **Total Income** **3,711**

201 GA Luncheon (1,933)

202 GA Room & Board (642)

203 GA Travel (44)

204 **Total Expense** **(\$2,619)**

205

206 **Net Cash Flow** **\$1,092**

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208

209 **Newsletter Editor: Judy Welles**

210

211 I don't have much to report. The Summer issue is out, and I'm pleased with it. It  
212 went to about 760 addresses in the U.S and nineteen outside the U.S. I expect  
213 those numbers to drop significantly starting with the Fall issue, with many  
214 people opting out of receiving it by mail.

215 My upcoming tasks, in addition to laying the groundwork for the Fall issue, are  
216 to follow up on several items that came out of the survey. I will send Richard the  
217 names of everyone responding to the survey who said they'd prefer to read it on  
218 line, so that he can remove them from the mailing list. (I expect that many people  
219 will also contact him directly.) I also want to contact the many people who  
220 indicated that they would be willing to write something for a future issue, to get  
221 more information about what they had in mind, and record that information for  
222 future editors of Elderberries.

223 The front page story of the Fall issue will be the roll-out of the TEMP program,  
224 written by Keith Kron. He and I are already in communication about that.

225

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

227

228 Fall 2016 – Attleboro. Nothing new to report.

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230 Winter 2017 – La Casa.

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232**Space.** La Casa has confirmed that for the Board Retreat, Saturday, February 25, 2017, through  
233Sunday night February 26, we're booked for nine sleeping rooms and the Seminar conference  
234room.

235

236For the conference, beginning Monday, February 27, 2017 at 4pm, and ending Wednesday,  
237March 1, at 1pm, we have guaranteed 35 sleeping rooms plus two "first right of refusal rooms,"  
238to accommodate up to 65 guests. Each sleeping room has three twin beds and may be used as a  
239single, double or triple room.

240

241I am assured that La Casa can give us up to four additional sleeping rooms, if needed, so that we  
242can increase the number of guests up to 80. We'll want to keep tabs on registration to see  
243whether we're likely to reach or exceed last year's level which I think was about 75. I will try to  
244keep our option open to request those four additional sleeping rooms for as long as possible. But  
245for now we're covered up to 65.

246

247**Program.** Jim has confirmed that John Buehrens will be our keynote speaker.

248

249**Planning committee.** Our planning committee now has five members – Anne Hines, Jay  
250Atkinson, Mary Kay Hamilton, Betty Stapleford and Lois Wesener. Finding a date has been  
251difficult, but Jim and I will be convening it, by Zoom, on August 17.

252

253**Budget.** Joel and I have worked together to offer a budget for this conference, which is attached.  
254Joel has also prepared an analysis of the board subsidy requirement for this conference, in pdf  
255form which I was not able to forward separately, so I've asked Joel to forward it directly to you.  
256**I think we need board action on a goal for the amount of subsidy we are prepared to**  
257**provide for the conference, and the related issue of the appropriate registration fees.**

258

259You'll note that I have suggested increasing the registration fee from \$250 to \$300. Joel has also  
260suggested that we increase it to \$350 for those opting for single occupancy rooms.

261

262 3. Fall 2017 -- Attleboro. Planning will begin as we form a planning team this fall, in  
263consultation with this year's team.

264

265 4. Winter 2018 (Tampa). This will be a separate agenda item.

266

267

268**Connections Chair: Liz McMaster**

269

270Wrote sympathy card to John Gilbert's family

271Contacted Richard with changing addresses for Directory

272Clarified with Richard Speck about Intent to Retire forms. Marcia had sent them when she was

273Membership Chair. The Assistant Connections Chair was handling them. I think Richard Speck

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274wasn't informed that he was supposed to do it. We have probably missed a few this year. He  
275responded that he'd forward them from now on.

276Wrote welcoming letter to Kurt Kuwald as there is no Area Connector in his area; sent Elizabeth  
277Scheuerman's name as recent retiree to Vern/Sue Nickols.

278 Linda Rose sent an email asking if we would speak to a retired colleague with concerns. I sent  
279word to Brad and Chris Mitchell to ask them to contact the retiree in their area and then called  
280the retiree—mostly the need to vent. Brad emailed me that he would contact this retiree and also  
281another with financial needs.

282Heard from a potential board member that she was unable to accept the position due to a full  
283schedule. Heard from a potential Area Connector that she was unable to accept and have been  
284trying unsuccessfully to connect with another retiree in the same area to discuss the job. Will  
285continue to try to connect.

286

287RE Agenda:

288As for Unsung Hero - this will only be a plea for names, not a vote. When I get some names and  
289brief bios, I'll post them before a board meeting so we can take a relatively quick vote--perhaps  
290those who nominate will speak briefly about why they nominate the particular person(s)--don't  
291forget that it could be a couple, like the Nickols were last year! May I remind you of the last 4

292Unsungers:

2932012 Glen Snowden

2942013 Iska Cole

2952014 Rhett Baird

2962015 Vern and Sue Nickols

297 I haven't received a nomination for Unsung from anyone. I had hoped to get them all in by now  
298and then be able to send out to y'all before our meeting.

299If I get any in before the end of August, I'll put them together and send them to you for your  
300consideration before our September meeting.

301Last chance before Attleboro!

302

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

304

305 Our partnership with the UUA and UUMA to create a retirement planning seminar for UU  
306colleagues nearing retirement will hit the ground at full steam later this month.