

1 **Minutes of the ZOOM Conference Board Meeting—December 6, 2016**
2 **Unitarian Universalist Retired Ministers and Partners Association**

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

3
4 CENTERING: Jim Eller shared a reading “Your Body is the Home of God” by Rebecca Parker.

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

7
8 **REPORTS:** Members sent reports to entire Board in advance. A collected set of reports is
9 attached at the end of these minutes.

10
11 **NOVEMBER MINUTES – Judy Gibson**

12 The minutes and reports from last month were approved as revised.

13
14 **PRELIMINARY BUDGET FOR 2017 – Joel Weaver**

15 The budget as amended last month was approved as a working document, subject to
16 change next year with receipt of grant funds. Jim reported that he has received word that the
17 TeMP grant has awarded \$11,500 to the program, finances through UURMaPA.

18
19 **MEMBERSHIP TASK FORCE – Marni Harmony**

20 Marni and Judy W shared the final report of the Task Force:

21
22 *Here are the two recommendations from the Membership Task Force to the UURMaPA*
23 *Board for its December, 2016 meeting:*

- 24 • *The Task Force on Membership recommends that the UURMaPA Board develop*
25 *a proposal for a two-tiered system of membership, as follows:*
- 26 • *All retired ministers and partners are considered members upon formal*
27 *retirement with the UUA, and are entitled to receive Elderberries, attend*
28 *conferences and other events, and to receive communications from UURMaPA.*
- 29 • *After one year of membership, and annually thereafter, all members are invited*
30 *to become Sustaining Members by paying dues (the amount to be determined by*
31 *the UURMaPA Board). Sustaining Membership entitles members to attend*
32 *UURMaPA conferences and the luncheon at G.A. at a reduced rate, to*
33 *participate in an UURMaPA peer support group, to be part of the UURMaPA*
34 *chapter of the UUMA (if such a step is approved, see below), and to serve*
35 *UURMaPA in leadership and program roles.*

36 *This proposal or any version of it acted upon by the UURMaPA Board shall be sent to*
37 *the membership via an article in Elderberries and discussed at UURMaPA conferences*
38 *and at General Assembly. With advice from these conversations and the second*
39 *recommendation suggested below, the new membership structure could be*
40 *implemented January 1, 2018.*

- 41 • *A new Task Force be formed with an equal number of members selected by the*
42 *Boards of UURMaPA and UUMA to review during 2017 the current relationship*
43 *between the two organizations and to make recommendations for changes. In*
44 *particular, the task force would be charged with considering (a) the impact on*
45 *UUMA and UURMaPA donations from retired ministers if there were a dues*
46 *system in UURMAPA, and (b) in a two-tier system of UURMaPA membership,*
47 *whether the dues-paying UURMaPA members would be considered a chapter of*
48 *UUMA or have some other formal organizational connection with the UUMA.*

4 **Minutes of the ZOOM Conference Board Meeting—December 6, 2016**
5 **Unitarian Universalist Retired Ministers and Partners Association**

49
50 *Submitted November 29, 2016*

51 *Marni Harmony*

52 *Kathleen Hunter*

53 *Wayne Arnason*

54 *Bill Hamilton-Holway*

55 *Judy Welles*

56
57 The task force members listed above unanimously approved this report, and they submit it
58 to the Board for deliberation, sharing with membership, further decisions and followup to
59 implement resulting plan by January 2018.

60 Board discussion included:

- 61 • Need to accommodate to varied financial situations of people who wish to become
62 Sustaining Members,
63 • Seeing greater numbers of retirees in recent years, and higher participation in conferences
64 and other UURMaPA programs – new plan could increase sense of buy-in.
65 • Positive factors in considering UUMA collaboration, including changes in UUMA focus to
66 include partners, assistance by their paid staff (UURMaPA leadership is all volunteer)
67 *Further discussions will be held at January Board meeting, and plan of action should be set*
68 *following the February in-person meetings in Santa Barbara.*

69
70 **BYLAWS REVISION FINALIZED– Judy Gibson**

71 The bylaws revisions needed to change the Caring Network to Connections Network were
72 submitted to the membership for comment in the Fall Elderberries, and are now ready for final
73 approval by the Board. *Judy G moved, Marni seconded That the following revisions to the*
74 **bylaws be approved.** *Passed unanimously.*

75
76 **Article IV - ADMINISTRATION**

77 **Section 1** The Board of this organization shall be a President, a Vice President,
78 a Secretary, a Treasurer, a Newsletter Editor, a **Connections Network**
79 **Chair** and three Members-at-large.

80

81 **Article V - ELECTIONS**

82 **Section 1** The officers, three Members-at-large, and a Nominating Committee,
83 consisting of a chair and two others, shall be elected by the
84 members.

85
86 **The President, the Vice President, the Connections Network Chair, two Members-**
87 **at-large, and the Chair of the Nominating Committee, shall be elected in odd-**
88 **numbered years.**

89
90 *These changes will be submitted to the State of Massachusetts by the Secretary, and updated*
91 *Bylaws will be posted on the UURMaPA website.*

92
93 **NOMINATING COMMITTEE REPORT – Jim Eller**

94 Jim reported that the slate of nominees is about ready, and shared one or two names
95 under consideration. Not all have been confirmed.

96
97 (Secretary's Note: During the meeting the Board did not have in mind the nominating
98 process schedule as outlined in Bylaws and Operating Procedures, which is as follows..

99 *“Before December 1 preceding the election, the Nominating Committee shall poll the*

7 **Minutes of the ZOOM Conference Board Meeting—December 6, 2016**
8 **Unitarian Universalist Retired Ministers and Partners Association**

100 *membership for suggestions of nominees. From these and their own suggestions, the*
101 *committee shall make its nominations and submit these names to the Board for*
102 *consultation, with information about the qualifications of each nominee. If the Board*
103 *raises concerns regarding any nominee, these will be reviewed and considered. Final*
104 *decision remains with the Nominating Committee, which will notify the membership of*
105 *their nominees by April 1.”*

106 This year, the Board has not yet had opportunity to review the entire proposed slate. In past
107 years, the proposed slate has been listed in the Winter *Elderberries*, deadline January 15. If the
108 process takes longer, nominees will have to be announced through another method.

109
110 FYI - Eight positions (six full term, two to complete one more year of a term) are open for
111 election this year as follows:

- 112 • President, (term 2017-2019)
- 113 • Vice-President (term 2017-2019)
- 114 • Connections Chair (term 2017-2019)
- 115 • Elderberries Editor (to complete term through June 2018)
- 116 • At-Large Position #1 – Conferences (to complete term through June 2018)
- 117 • At -Large Position #2 – Connections Assistant (term 2017-2019)
- 118 • At-large Position #3 – Good Offices and UUMA Liaison (term 2017-2019)
- 119 • Nominating Committee Chair – (term 2017-2019)

120
121 **RETIREMENT SEMINAR (March 27-31, 2017)– Doug Gallagher**

122 Doug reported that 30 people are registered (46 with staff), and they are looking for 10
123 more registrations soon.

124
125 **CONNECTIONS NETWORK – Liz McMaster**

126 Liz reported that she has many Connector vacancies, and new ones are opening. She
127 very much appreciates any assistance other Board members can offer in recruiting for these
128 open spots. *Jim said he will give some time and effort to help recruit new Connectors.*

129
130 **GENERAL ASSEMBLY PLANNING**

131 Marni has applied for a slot for Collegial Conversations during Ministry Days – one of the
132 first applications they received! No word yet.

133
134 **WEBSITE UPDATE**

135 Webmaster Duane Fickheisen sent a report to the Board (*with reports attached*). He
136 reports that the primary remaining tasks are enabling online conference registrations and
137 payments and creating several new pages for existing content that needs to be moved over
138 from the old site. He sent Board members a temporary link to review the site, and all have
139 taken at least some opportunity to review it. *Duane still invites feedback on the new format and*
140 *content.*

141
142 **BASIC UURMAPA PAMPHLET**

143 *Judy W sent all Board members a draft of the revised pamphlet content, and has asked*
144 *for feedback.* It will go to the printer in time for distribution at the February Santa Barbara
145 conference – first order will be 200. We use this brief handout to tell newcomers and others
146 what UURMaPA is, and it has badly needed updating.

147
148 **ZOOM ROOM**

149 The current Zoom subscription that Jim set up is specifically for UURMaPA use. It is being
150 used for Board, task force, Nominating Committee and other planning meetings. He shared

10 **Minutes of the ZOOM Conference Board Meeting—December 6, 2016**
11 **Unitarian Universalist Retired Ministers and Partners Association**

151 access information with Board members. *ID: wjimeller@gmail.com (Jim's email address)*
152 *Password: Zoom55555.*

153
154 **NAVIAS AWARD COMMITTEE**

155 The committee to initiate this project includes retired RE professionals Ginger Luke
156 (Chair), Carol Taylor, and Barry Andrews along with the Board President. The plan is to have
157 them report before the February meeting in Santa Barbara.

158
159 **FINANCIAL NEEDS TASK FORCE**

160 Jim reported that he has had a good conversation with Richard Nugent, who is very
161 responsive to the needs of retirees that UURMaPA has identified. Staff time in his department
162 will be given to this area, and a new survey should be forthcoming.

163 *The next Elderberries will feature the information Judy W located on the UUA website about*
164 *many varied resources for financial assistance.*

165
166 **SANTA BARBARA TRAVEL PLANS**

167 Jim will have a rental car, and can pick up those of us arriving by plane and/or bus for the
168 pre-conference Board meeting. *Send him arrival times.*

169
170 **NEXT MEETING – Tuesday, January 3, 2017 3:00-4:30 CST via ZOOM**

171
172 Respectfully submitted,
173 Judy Gibson, Secretary

174
175

13 **Minutes of the ZOOM Conference Board Meeting—December 6, 2016**
14 **Unitarian Universalist Retired Ministers and Partners Association**

176 **REPORTS SUBMITTED FOR December 6, 2016 - UURMaPA BOARD MEETING**

177
178 **President: Jim Eller**

179
180 I have continued to meet with the Santa Barbara conference planning group. Things seem very
181 much on track. We have exchanged one afternoon workshop to accommodate a request for one
182 on Climate Change in the context of our post-election realities. Single rooms have pretty much
183 been taken. We are quickly running out of rooms and will be asking to see if we can add rooms.
184 We have made arrangements for Don Southworth to join us for our Monday meeting in Santa
185 Barbara. Sara Lammert and John Buehrens will be with us for the conference as well.

186
187 I have been visiting with the Nominating Committee. Things are tracking right along, with the
188 exception of finding the assistant Connection person to add soon.

189
190 I have had conversation with Marni, Judy and Bill Hamilton-Holway about the work of the
191 Membership Task Force.

192
193 I have been in contact with Ginger Luke about the Navias Award Task Force.

194
195 TeMP. I was interviewed regarding our grant proposal to the UU Funding Program. Things are
196 looking promising, but we have not yet heard the results of the Panel's work. We should know
197 soon.

198
199 Judy W and I worked on updating the UURMaPA basis pamphlet.

200
201 Correspondence has been as usual with Elderberries articles and a funding letter going out and
202 new members welcome letters pending.

203
204 I have not had much luck pulling together the Financial Needs Task Force. It is still a concern.
205 More as it moves forward.

206
207 **Vice-President: Marni Harmony**

208
209 Two calls with the Life Cycle of Ministry Task Force (on which I represent Fifth Season retirees)

210 Two calls with Membership Task Force

211 Some communication with the Nominating Committee regarding potential Board members.

212 Sent a request to offer a Collegial Conversation on retirement at GA Ministry Days 2017.

213
214 Judy W will be sending to the Board the recommendations of the Membership Task Force. Last
215 month I shared with you Joel's numbers regarding how many of our UURMaPA members
216 actually contribute financially and what amounts.

217 This month, here are some figures regarding financial support for the UUMA from Life
218 Members (for the earlier years I only have the total \$\$):

219
220 July 2012-June 2013 \$11,287

221 13-14 \$10,740

16 **Minutes of the ZOOM Conference Board Meeting—December 6, 2016**
17 **Unitarian Universalist Retired Ministers and Partners Association**

222 14-15 \$9,339
223 July 2015-June 2016 90 folks made donations that totaled \$8935

224
225 As you can see, the trend is down.

226
227 **Secretary: Judy Gibson**

228
229 The minutes and reports of the November 1 meeting were sent to all Board members for review,
230 and a revised version with corrections was sent on November 28. If there are no further
231 changes, **I move that the minutes be accepted as presented.**

232 Attached is a copy of the Bylaws revision as provisionally approved and submitted to the
233 membership for comment. No comments have been received in the last 30 days. **I move that**
234 **the revisions as presented by formally approved by the Board.** Following this action, I will
235 submit the revision to the State of Massachusetts.

236
237 **Treasurer: Joel Weaver**

238
239 *See report at end of summary*

240
241 **Newsletter Editor: Judy Welles**

242
243 There is not much to report this month, which serves as a reminder that I need to get going on
244 finalizing submissions for the Winter, 2017 issue. The due date to receive materials is January
245 15 — earlier submissions are always welcome.

246 I've been in communication with Dick Gilbert, Chair of the Nominating Committee, about my
247 replacement as *Elderberries* editor; I've sent him a list of the people who said "maybe" to being
248 the next editor on the survey sent out last spring.

249 Jim and I have finished reviewing and updating the draft of the pamphlet which is sent to all new
250 members. I have sent it out to the Board for review, and hope to take it to Minuteman for
251 typesetting and a small run (maybe 100 copies) some time this month. It will need to be changed
252 again if/when we change our membership requirements (not before January, 2018).

253 I've met several times with the Membership Task Force, whose recommendations will be
254 presented at this Board meeting and further discussed in February in Santa Barbara.

Large Member: Conferences – John Manwell

256
257 LA CASA MARIA, WINTER 2017 – As of last week, we had 52 participants registered
258 for the winter conference. The schedule is set, but at the last meeting the committee considered
259 an offer from Marilyn Sewell to lead a workshop how UURMaPA members might get involved
260 in climate change issues. The committee is considering this possibility, which would substitute
261 from one of the workshops already planned.

262 The committee's goal is to use all the rooms La Casa can give us, and so it will continue
263 to invite new registrations.

264 ATTLEBORO, Fall 2017 – We plan to return to Attleboro in the Fall of 2017. Phyllis

19 **Minutes of the ZOOM Conference Board Meeting—December 6, 2016**
20 **Unitarian Universalist Retired Ministers and Partners Association**

265 Hubbell and I will be leading the planning team. This work is just beginning.

266 TAMPA, Winter 2018 – No change to report. As previously reported, we have reserved
267 conference space at the Franciscan Center in Tampa for January 29-February 1. Marni is
268 arranging space for the associated board meeting on the preceding weekend at a nearby location
269 to be arranged. The conference has been planned to follow the UUMA’s Institute for Excellence
270 in Ministry, January 22-26, in Palm Harbor.

271 SUBSEQUENT CONFERENCES – No change to report in our expectation that we will
272 continue to alternate between the west coast (probably La Casa) and the southeast (probably
273 Orlando) for our winter conferences.

274

275

276 **Connections Chair: Liz McMaster**

277

278 Memorial gift of \$25 sent for Deedee Agee, wife of The Rev. Paul Sprecher and
279 condolence card to Paul.

280 Condolence card to Suzannah Overholt, daughter of Julie Denny-Hughes and \$50 to
281 UUMA in her honor.

282 Note to Joe Hawkins on death of father, The Rev. Harold Hawkins and \$50 request sent.

283 Note to the Rev. Peg Morgan on the death of her partner, Wayne Fulkerson and email to
284 Bruce Davis, WA Area Connector. \$25 contribution to Wayne’s ESL community program.

285 A follow up letter to Peg, informing her of our contribution since the community program
286 we sent money to doesn’t send out acknowledgements.

287 Note to John Brody on the death of his mother, Carol Brody. Email to Joel to send \$50 to
288 UUMA Scholarship Fund.

289 **Thanks to Joel for being so quick to send checks and let me know if there’s something I**
290 **need to do to follow up!**

291 **Board Replacement/Addition:**

292 Telephone conversation with Dick Gilbert re my replacement. Gave me 5 names he’s
293 talking with:

294 He has had ‘no’s’ from *two people*. I gave him a couple more names.

295 **Area Connectors:**

296 Letter from Dorothy Meek, saying she could no longer be Area Connector for AZ/NV.

297 She says in part, “Scotty suffered a series of strokes in May and having him home...has
298 been a full time job. He is doing quite well physically, but his short term memory is very
299 poor. **He loves hearing from folks!**”

300 Replacement needed for SW area with death of Doe Lockwood.

301

302

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

304

305 I continue to work on the planning teams for two programs. The first is the retirement planning
306 seminar, jointly sponsored by us, the UUA, and the UUMA. I’m missing the planning meeting
307 this afternoon, but Marni will probably be on it. As of the last planning meeting plans are on
308 schedule.

309

310 I’m also with the planning group for the Good Offices Support Teams for UUMA Good Officers.

22
23

Minutes of the ZOOM Conference Board Meeting—December 6, 2016
Unitarian Universalist Retired Ministers and Partners Association

311 My particular area of support is helping GO's deal with difficulties between settled ministers and
312 colleagues, perhaps most frequently retired colleagues.
313 A series of conference calls, by regions, are scheduled.

314

315 **Webmaster – Duane Fickheisen**

316

317 Greg Bear and I continue to collaborate on the website update. I expect it will be ready to go live
318 by early in the new year. We can make a splash with it at the Santa Barbara Conference.

319

320 I've been holding up the process as it has taken longer than expected to get the content moved
321 over. Mom's terminal illness and death took up much of my fall. And now I have an injured
322 finger (due to a serious encounter with pruning shears), which makes typing challenging. But
323 enough whining and excuses. Thanksgiving was a lovely visit to California, our public climate
324 talks are set for Jan - Apr, and life is pretty darned good despite the horrors of the national
325 political scene.

326

327 Greg and I spent a fair bit of time spinning our wheels with parts of the design, too. But at this
328 point, I'm quite pleased with the overall look, the flexibility, and ease of content maintenance.
329 It's my hope that with an improved interface it will be easier to hand off the Webmaster job when
330 the time eventually comes (not too soon, though).

331

332 The primary remaining tasks are enabling online conference registrations and payments and
333 creating several new pages for existing content that needs to be moved over from the old site.
334 Then some link checking and proofing. Greg is working on the registrations and payments. I'm
335 doing the content/new pages and checking.

336

337 I have not heard back from all of you on the invitation to review/comment on the draft. If you
338 have nor already done so, please do take a look and in addition to the overall design, let me know
339 what errors, updates, typos, broken links, etc. you find.

340

25
26

Minutes of the ZOOM Conference Board Meeting—December 6, 2016
Unitarian Universalist Retired Ministers and Partners Association

28
29

Minutes of the ZOOM Conference Board Meeting—December 6, 2016
Unitarian Universalist Retired Ministers and Partners Association

UURMaPA Finances – November 30, 2016

<u>Ending Account Balance</u>	<u>11/30/2016</u>
Endowment	\$37,353
Money Market	19,208
<u>Checking</u>	<u>32,210</u>
Total	\$88,771

<u>Cash Flow</u>	<u>Nov. Year-to-date</u>	
[INCOME]		
Conference Income-Attleboro	\$0	\$11,650
Conference Income-Santa Barbara	9,060	15,638
GA Luncheon Income		690
Interest Income	17	141
Member Contributions	7,685	19,901
Member Donations to Endowment		11,250
Retirement Planning Grant		14,500
<u>UUMA Subsidy</u>		<u>1,000</u>
INCOME TOTAL	<u>\$16,762</u>	<u>\$74,770</u>
[EXPENSE]		
Appeal Expense	\$797	\$1,605
Board Meetings - Room & Board		3,127
Board Meetings - Transportation	1,082	4,691
Board Member Conference Scholarships		2,250
Board Misc.	94	299
Conference Costs-Attleboro		11,242
Conference Costs-Santa Barbara		21,078
Conference Fee Refund-Attleboro		500
Conference Fee Refund-Santa Barbara		775
Conference Scholarships-Attleboro		200
Conference Scholarships-Santa Barbara		250
Connections Network	75	922
Elderberries Newsletter	815	4,127
GA Fees & Misc.		205
GA Luncheon Cost		2,353
GA Room & Board		1,358
GA Travel		723
Peer Support Groups		463
President's Expense		18
Sageing & Unsung Hero Awards		1,000
<u>Website Hosting</u>		<u>168</u>
EXPENSE TOTAL	<u>\$2,863</u>	<u>\$57,354</u>
NET Surplus/(Deficit)	<u>\$13,899</u>	<u>\$17,416</u>

34
35
341
342
343

Minutes of the ZOOM Conference Board Meeting—December 6, 2016
Unitarian Universalist Retired Ministers and Partners Association