

1 **Minutes of the ZOOM Conference Board Meeting—January 3, 2017**
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, Art Severance, Joel Weaver, Judy Welles (Judy W)

3
4 CENTERING: Jim Eller shared a poem, “Those Winter Sundays.”

5
6 CHECK IN: Art Severance was welcomed as a new Board member, filling the vacant seat. Art
7 will serve in the At-Large Position #2: Assistant Connections Chair position until the new Board
8 takes office on July 1, 2017. All Board members checked in briefly.

9
10 **REPORTS:** Members sent reports to entire Board in advance, although several members did
11 not receive the emails for review. In light of these technical problems, Jim asked that for the
12 time being, **everyone should use individual email addresses for Board group mailings**
13 **instead of the @uurmapa.org group address.** *The Secretary will forward a revised*
14 *Leadership List to all Board members for their reference.* A collected set of reports is attached
15 at the end of these minutes (some forwarded after the meeting).

16
17 **DECEMBER MINUTES**

18 Judy sent these minutes to all on December 9, and again on January 2 – although several
19 members did not receive the emails. Trusting that they are correct, **the minutes and reports**
20 **from last month were approved as revised.** *The Secretary will re-send these minutes to the*
21 *four members who missed reviewing them.*

22
23 **NOMINATING COMMITTEE REPORT**

24 Jim reported that the committee has filled our current vacancy and proposed a complete
25 slate for the coming year, beginning in July 2017. The slate can now be included in the Winter
26 Elderberries (deadline January 15):

27 President: Judy Welles (term 2017-2019)

28 Vice-President: Diane Miller (term 2017-2019)

29 Connections Chair: Art Severance (term 2017-2019)

30 "Elderberries" editor: Nancee Campbell (to complete term through 2018)

31 At Large Position # 1 Conferences: Ginger Luke (to complete term through June 2018)

32 At Large Position # 2 Connections Assistant Chair: Cathie Severance (term 2017-2019)

33 At Large Position # 3: Liaison to the UUA and UUMA : Marni Harmony (term 2017-2019)

34 Nominating Committee: Dick Gilbert (term 2017-2019)

35 Jim noted that the Nominating Committee had mid-year turnover of two positions, so members
36 are continuing for the 2017-2018 year. Judy W noted that when the next vacancy occurs, it
37 would be good to bring on a younger retiree.

38
39 **BUDGET FOR 2017**

40 Joel sent all Board members the revised 2017 budget on December 7. Judy W noted that
41 it would be appropriate and transparent for the new budget to be included in the coming
42 Elderberries issue, but expressed concern about the apparent \$19,280 deficit showing on the
43 bottom line. Joel again explained that most of this “deficit” is due to receipt of two UU Grants in
44 2016 which will be spent in 2017 – the balance of \$4000-\$5000 deficit due to a drop in expected
45 member donations. Jim noted that the budget can be published with an explanation, which
46 could include that the Board's creative efforts have brought in these new grants for retirement
47 workshops and the new TeMP Program. Also, letting members know of the drop in donations
48 could stimulate more income (as happened at the Attleboro conference). *Judy W will work with*
49 *Joel to prepare budget and narrative for Elderberries.*

50 Following discussion, *Jim moved and Doug seconded: The Budget for 2017 was*
51 **approved.**

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53 **MEMBERSHIP TASK FORCE**

54 Marni briefly described the Task Force recommendations regarding possible tiered
55 membership system and collaboration with UUMA (see report published in the December 6,
56 2016 minutes on the website). Key factors she noted include that perhaps 300 of our 900
57 retired members and partners actually choose to participate and contribute to UURMaPA, and
58 that since 1/3 of UUMA membership are Life Members, UUMA is focusing more on service to
59 retiree members and ministers' partners. Judy W noted that the task ahead over the next year
60 is for the Board to be proactive in stimulating conversations at conferences and making
61 information about the recommendations available to members for consideration. Don
62 Southworth and several task force members will be attending the Santa Barbara conference to
63 present and discuss the proposals.

64 Marni has submitted an article for the Winter Elderberries that outlines the 5 key bullet
65 points and 4 considerations that led to the work of the Membership Task Force. (see report
66 published in October 11, 2016 minutes on the website) The Board agreed that the article is a
67 good step in getting the word out about this effort.

68 *Jim reminded the Board that we will be working on setting a plan of action following the*
69 *February in-person meetings in Santa Barbara.*

70
71 **RETIREMENT WORKSHOP (March 27-31, 2017)**

72 Marni reported that around 60 applications have been received so far (application deadline
73 is the end of the month). Twenty applicants have been accepted for the workshop at this point,
74 and there will be a maximum of 40 participants. All expenses against the grant to UURMaPA
75 will come through the UUA.

76
77 **FINANCIAL NEEDS TASK FORCE**

78 Jim has been working with Richard Nugent, Sheldon Bennett and Susan Brown of the
79 Ministerial Relief Fund, and they will be meeting later to plan for a new Financial Needs Survey.
80 The Office of Church Staff Finances will provide staff to mail the survey to our members and
81 process the replies. All parties are looking forward to getting updated information, since the last
82 surveys were done in 2009 and 2012.

83 *Jim will write a feature article for the next Elderberries about UURMaPA's work on*
84 *financial need issues for retirees*, and this newsletter will also print a listing from the UUA
85 website of the many different sources of financial aid for various need situations.

86
87 **WEBSITE UPDATE**

88 Webmaster Duane Fickeisen is spending many hours transferring obituaries and photos
89 into the new format. His goal is to have the new site up and running by the Santa Barbara
90 conference the end of February.

91 Judy W reminded Board members that Duane has created a temporary link to the new
92 website so each of us can review it – especially areas related to our portfolio – and give him
93 feedback.

94
95 **UURMAPA PAMPHLET**

96 Judy W is getting the new pamphlet copy typeset and to Minuteman Press, and plans to
97 have copies available at the Santa Barbara conference. We use this brief handout to tell
98 newcomers and others what UURMaPA is, and it has badly needed updating.

99
100 **TeMP (TARGETED MINISTRY PROGRAM)**

101 Jim confirmed that the \$11,500 UUA grant has been received by UURMaPA, and planning
102 meetings with Marni and UUA staff continue. (This is a freshly visioned program that grew from

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103 the original concept of Minister on Loan, offering opportunities to use retired ministers' wisdom
104 and energy to help congregations with specific defined goals.) Two congregational sites in each
105 region will be selected to pilot the program during the next church year.

106
107 **CONNECTIONS NETWORK**

108 Liz reported that she has filled three Connector vacancies (an one more filled on Jan. 4,
109 2017). She very much appreciates any assistance other Board members can offer in recruiting
110 for the open spots, *and it was agreed that we should send suggestions directly to her and Art.*

111 Current Connector vacancies in our Areas include:

- 112 AZ/NV
- 113 Bay Area Coastal
- 114 Bay Area Inland
- 115 CO/MT/WY
- 116 Florida
- 117 New Mexico
- 118 Southwest

119
120 **DONATIONS TO HONOR MEMBER DEATHS**

121 Liz suggested that the \$50 memorial donation for Neil Gerdes, longtime librarian for
122 Meadville-Lombard, might be re-directed to Meadville instead of UUMA Endowment. Following
123 discussion of the pros and cons of departing from our procedure, *Marni moved and Doug*
124 *seconded: In honor of Neil Gerdes, a special gift of \$50 will be donated in his memory to*
125 **Meadville in addition to the \$50 gift to UUMA Endowment. Passed.**

126 During discussion, it was mentioned that for recent partner deaths, donations of \$25
127 have been sent to the charity of their choice. Judy G noted that she understood that the same
128 gift amount would be given for all UURMaPA members, and there was some discussion of this
129 issue. *The Secretary will send Board members the wording from Operating Procedures that the*
130 *Board passed addressing this procedure.*

131
132 **SANTA BARBARA TRAVEL PLANS**

133 Judy G will arrange for group Airbus travel from LAX for the pre-conference Board
134 meeting. So far, Judy and Gordon Gibson and John Manwell will be in the group for a 2:00 pm
135 bus. *Art Severance will let Judy G know if he wants to join the group.* Jim confirmed that he will
136 have a rental car, and can pick up those of us arriving by plane and/or bus for the pre-
137 conference Board meeting. *Send him arrival times.*

138
139 **NEXT MEETING – Monday, January 30, 2017 3:00-4:30 CST via ZOOM**

140
141 Respectfully submitted,
142 Judy Gibson, Secretary

143
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148 **REPORTS SUBMITTED FOR January 3, 2017 - UURMaPA BOARD MEETING**

149
150 **President: Jim Eller**

151
152 Nominating Committee Report. We have a slate. Dick Gilbert and the Nominating Committee
153 have been working hard. They deserve our appreciation.

154
155 *President: Judy Welles (term 2017-2019)*

156 *Vice-President: Diane Miller (term 2017-2019)*

157 *Connections Chair: (either Art or Cathie Severance) (term 2017-2019)*

158 *"Elderberries" editor: Nancee Campbell (to complete term through 2018)*

159 *At Large Position # 1 Conferences: Ginger Luke (to complete term through June 2018)*

160 *At Large Position # 2 Connections Assistant Chair: (either Art or Cathie Severance) (term 2017-*
161 *2019)*

162 *At Large Position # 3: Good Offices and UUMA: Marni Harmony (term 2017-2019)*

163 *Nominating Committee: Dick Gilbert (term 2017-2019)*

164
165 I met with Keith Kron about our TeMP program. We have the check and the grant. Later this
166 month, Keith, Marni, Scott and I will be meeting to map out next steps.

167
168 I attended the UUA Office of Church Staff Finances "Summit on Sustainability." It was of some
169 value to me and to us but mostly was a way for the office to make sure they are on track, but it
170 has given me time with Richard Nugent.

171
172 Financial Needs Survey, while in conversation with Richard Nugent, he offered to help us
173 manage a survey of UURMaPA members. He has promised stafftime to support the effort. I met
174 with Sheldon Bennett and talked with Susan Brown from the Ministerial Relief Fund. We will
175 be meeting later this month to plan for our survey. It will be mailed to our membership with
176 return envelopes and this work will be done by the UUA. The planning team will receive the
177 returned surveys. All parties are excited for the opportunity to get updated data.

178
179 The Santa Barbara Conference planning moves along. I visited with John Buehrens. He is
180 looking forward to attending. We are covering his expenses as well as his wife, Gwen, expenses,
181 travel and conference fees. John said that will be enough and declined an honorarium in
182 addition.

183
184
185 **Vice-President: Marni Harmony**

186
187 Other than being on one call in preparation for the March Retirement Seminar, I have nothing to
188 report.

189
190
191 **Secretary: Judy Gibson**

192
193 The minutes and reports of the December 6 meeting were sent to all Board members for review,

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194 and a revised version with corrections was sent on January 2. If there are no further changes, I
195 **move that the minutes be accepted as presented.**

196

197 **Treasurer: Joel Weaver**

198

199 *See report at end of summary*

200

201 **Newsletter Editor: Judy Welles**

202

203 I've delayed writing this in the (vain) hope that I would have something to report, but I don't.

204 Struggling to put together the writers for the Winter issue, and I'm facing a January 15 deadline.

205 **I'd welcome some ideas for the Leadership Column and the Partners Column.** We will have
206 more than the usual number of obituaries, due to quite a few partner deaths since the Fall issue,
207 and Jay's unusual availability. I have asked the Editorial Advisory Board if someone could make
208 a spreadsheet for partner deaths (death date, notification via Announce, publication in
209 *Elderberries* and on the web site), but have struck out so far – still haven't heard from two of the
210 six.

211 I had hoped to take the pamphlet to Minuteman today to begin the typesetting/printing process,
212 but they were closed due to the New Year holiday.

213

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

215

216 La Casa 2017. Our amazing planning team is pretty well prepared. At last count,
217 registration was up to 67. Looks like we'll be close to capacity.

218

219 I've attached my rooming and meal request for the pre-conference board meeting.
220 Let me have any corrections before I submit it to La Casa.

221

222 1. Attleboro 2017, As you know, Phyllis and I are leading the planning team for this
223 Fall. We're aware that as we meet, we'll be well into a time when as progressives
224 we're faced with a powerful backlash against major changes in the world, including
225 globalization, population shifts, and the empowerment of vulnerable groups such as
226 African Americans, immigrants, LGBTQ folk. Protections for which we've worked
227 so long and so hard are in danger of slipping away. We as progressives are
228 increasingly becoming a minority.

229

230 One broad theme for Attleboro might be how we might cope with all of this, and find
231 hope and even joy and in these dark times. Subthemes might be how, in retirement,
232 we might support especially vulnerable groups (the goal of the suggested "safety-pin"
233 approach); sources of theological support on which we might draw; and how we
234 might find strength in each other.

235

236 A very different theme choice might be an overview of our UU history around our

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237 long and ultimately pioneering struggle to welcome sexual minorities into our
238 congregations and our ministry, as we look ahead to the 60th anniversary of Stonewall
239 in 2019. There are voices among our membership whose experience might offer
240 powerful testimony.

241
242 And a third theme choice might be our UU future, perhaps keynoted by our soon-to-
243 be-elected new president – either at Attleboro, if possible, or via a bus trip to 24
244 Farnsworth Street (budget issue noted). Workshops might include discussing the
245 keynote presentation, and sources of hope in ever-bleaker times.

246
247 Whatever theme we choose, the Wednesday free-day options might include trips to
248 one or more places where UUs have found beauty and inspiration in the past; trips
249 into Providence, as in 2016; and trips to historically significant UU sites. We're
250 grateful for Liz Strong's offer after last year's conference to arrange some trips to
251 historically significant UU sites in the area.

252
253 We're also aware that for many, the primary draw of the Attleboro gathering is
254 community – the chance to reconnect with former colleagues, deepen old friendships,
255 and make new ones. To further this goal we're considering offering one or two
256 optional afternoon groups, modelled on covenant groups, to encourage deeper sharing
257 around a spiritual theme, perhaps even some aspect of the chosen conference theme.

258
259 **We would welcome comments on these possibilities, suggestions for others, and also**
260 **suggestions of leaders who might help with small groups.**

261
262
263 **Connections Chair: Liz McMaster**
264

265 Contacted Silvio Nardoni. Newly retired as of Dec. 31,2016.

266 Wrote welcome letter to Ann Fox who retired in 2014 but we just received her Intent to Retire
267 form. She thanked me back.

268 Sent written end of year cards to all Area Connectors.

269 Called Art and Cathie Severance to thank them for agreeing to serve and asking them to give me
270 a call when they can.

271
272 **At-Large Member: Good Offices - Douglas Gallager**
273

274 I have little to report. The holiday season has put things on hold. That said,
275 registration for the Retirement Planning Seminar proceeds, being handled by
276 UUA staff. It will undoubtedly be fully subscribed.

277
278 The UUMA Good Offices Specialist training calls are happening as planned. The
279 training for employer/contracts happened in November. The multi-staff training
280 calls will happen in February. And my specialty, succession, will happen in May.

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UURMaPA Finances – December 31, 2016

<u>Ending Account Balance</u>	<u>12/31/2016</u>
Endowment	\$37,353
Money Market	19,208
<u>Checking</u>	<u>41,678</u>
Total	\$98,239

<u>Cash Flow</u>	<u>Dec. Year-to-date</u>	
[INCOME]		
Conference Income-Attleboro	\$0	\$11,650
Conference Income-Santa Barbara	9,580	25,218
GA Luncheon Income	0	690
Interest Income	0	141
Member Contributions	2,825	22,726
Member Donations to Endowment	0	11,250
Retirement Planning Grant	0	14,500
<u>UUMA Subsidy</u>	<u>0</u>	<u>1,000</u>
INCOME TOTAL	<u>\$12,405</u>	<u>\$87,175</u>

[EXPENSE]		
Appeal Expense	\$0	\$1,605
Board Meetings - Room & Board	0	3127
Board Meetings - Transportation	0	4699
Board Member Conference Scholarships	0	2250
Board Misc.	38	338
Conference Costs-Attleboro	0	11242
Conference Costs-Santa Barbara	0	21078
Conference Fee Refund-Attleboro	0	500
Conference Fee Refund-Santa Barbara	900	1675
Conference Scholarships-Attleboro	0	200
Conference Scholarships-Santa Barbara	500	750
Connections Network	0	922
Elderberries Newsletter	0	4127
GA Fees & Misc.	0	205
GA Luncheon Cost	0	2353
GA Room & Board	0	1358
GA Travel	0	723
Peer Support Groups	0	463
President's Expense	0	18
Sageing & Unsung Hero Awards	0	1000
<u>Website Hosting</u>	<u>1,500</u>	<u>1,668</u>
EXPENSE TOTAL	<u>\$2,938</u>	<u>\$60,302</u>

NET Surplus/(Deficit)	<u>\$9,467</u>	<u>\$26,873</u>
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