

**Minutes of the Conference Call Board Meeting—January 9, 2014**  
**Unitarian Universalist Retired Ministers and Partners Association**

Present: Jim Eller, Doug Gallagher, Dick Gilbert, Paul L'Herrou, Liz McMaster, Marcia Olsen, Judy Welles, John Weston. Absent: Margi Nasemann

We began with brief personal check-ins.

**REPORTS:** see attachment. The following are additions to reports.

**President** – Dick Gilbert

He is working on a rite of retirement with Judy. He's had no reply from Janette yet about doing a seminar at GA (February is the usual timeframe for that).

**Vice-President** – Jim Eller

He is working to confirm the GA luncheon time to avoid schedule conflicts. The Peer Support group is doing well using video-conferencing.

Jim was contacted by the UUs for Justice in the Middle East for support in asking TIAA-CREF to exclude investments in companies that support the Palestinian occupation. They would like the UUA or UUMA to put pressure on TIAA-CREF. **He will follow through on this with the UUMA, for a possible vote at the UUMA Annual Meeting at GA.** Jim will write an article for the April newsletter, encouraging further discussion on SpeakUp. Or Judy could use this as her "dialogue" (pro/con) article; Eric Cherry might be asked to write the "con" article. **Jim and Judy will work together on this for the May Elderberries**

**Secretary** – Marcia Olsen

The Minutes of the 12/5/13 conference call meeting were approved.

**Treasurer** - Paul L'Herrou

See the attached Budget vs Actual report for the first half of fiscal 2013-2014.

Paul explained some of the items that were "above budget". (1) The Board meeting expenses include \$500 deposit for our September meeting at Attleboro (not required by Eliot-Pickett for previous years), plus increased transportation costs for a full Board of 9 people. For fiscal 2015 we will need to increase the budget to include travel and expenses for a second meeting in Florida (proposed for 2/2015). (2) "Board Misc" was mostly the costs for honoring Joyce Stewart upon her retirement (gift, lunch) and includes the \$400 pass-through funds contributed at Attleboro for her (listed also in Income as "Misc. Income"). (3) "Conference Subsidy" does not include scholarships (separate bucket for that) but is high because of the added expenses at Attleboro 2013 for two receptions and the musicians.

For future reports, **Paul will include information such as the above to explain expenses.**

**At-Large: Caring Network** – Liz McMaster

All areas have coordinators at present. She has been in contact with Marni Harmony about a Florida conference and will send her information to John. She would like to have a discussion about what we might do when a partner dies, other than sending a plant to the family. (tabled)

**Conferences** – John Weston

He is exploring options with Marni Harmony for Florida. The Board agreed that we are committed to a second Board meeting/conference in February 2015. Two sites under consideration are Dayspring near Tampa and San Pedro in central Florida. There was discussion about "exporting" the Attleboro program to Florida, but as Jim said, this invites comparison and doesn't offer a new opportunity; we have the resources so let's develop our own program. One theme idea: "My Gift of Grace". **Dick suggested that we all brainstorm on this idea, sharing our thoughts via email.**

For Seabeck, Marcia (and Chris) will submit an article for *Elderberries*; Carol Taylor is doing so for Attleboro 2014. Some ideas were tossed out for the Attleboro program: a speaker on the "deep history" approach that looks back beyond written records; invite a UU scholar known to older members... be thinking of what might draw others and encourage newer members to attend. We recognize that the biggest draw is time together.

**Elderberries**– Judy Welles

She will use the article from Sheldon Bennett and expand upon it for a lead article on financial support available to our members. The February issue will include an Announcement of a February 2015 conference. She is still waiting on submissions for this coming issue; the deadline is 1/15.

Logo: Judy had suggested that we have a logo that is “compatible” with the UUMA one (being revised currently); we agreed that this was a good idea, to be compatible but not identical. She had sent some examples of one artist’s work but then heard from a member in her former congregation who designed their logo with a full “branding” concept (website, letterhead etc). She will send us examples of his work. (note: she did so, and we were in favor of her proceeding with hiring him).

Facebook: on hold. Let’s discuss this more; what forms of communication work best for us?

**At-Large Member** - Doug Gallager.

Doug circulated an article from the Alban Institute: “Is ‘Stay Away’ the Only Way:? How Former Pastors Relate to Congregations They Previously Served”. This thoughtful article found favor with all of us; Judy wishes she’d had it two years ago in planning her own retirement, which takes a more relaxed approach to how best to relate to former congregations. Doug was heartened by our response to the article. John said that this issue is second only to egregious misconduct; it opens up ideas that some may disagree with. He suggested that Doug talk with stakeholders such as Keith Kron (Transitions Director) and the Accredited Interim Ministers Guild (AIM). As Paul said, we’re “moving toward a more rational space.”

**RESIDENT AGENT in the Commonwealth of Massachusetts**

There has been some delay in getting the change to have Paul as our Agent. He is following up on this.

**NOMINATING COMMITTEE Update**

Paul has announced that he will leave the Board at the end of June. Joel Weaver has agreed to serve as Treasurer. The Nominating Committee has people for all positions except Secretary, and hopes to have that finalized soon.

**DICK’S PENDING LIST FROM AGENDA:**

1. Discussion of “miscellaneous membership”
2. Use of map of members, showing concentration of retirees. Work with UUMA re local connections? What is reasonable number of members for a coordinator? Areas are currently very uneven in numbers and geographical spread. Ideas?
3. Membership for surviving spouses of non-retired ministers: education
4. Technology education for members
5. Video-conference calls

**Other Issues not covered yet:**

1. Policies and Procedures: post on website? What “approval process” to include items?
2. UUMA Life Members who have not responded to Dick’s invitation of UURMaPA membership
3. Gift to family upon death of partner: option to plants?
4. What forms of communication work best for us?

Next conference-call meeting is [Thursday, February 6, 2014, 4:00-5:30pm ET](#)

Respectfully submitted,  
*Marcia Olsen*, Secretary

## UURMaPA Board Reports – for 1/9/2014 Meeting

### **President – Dick Gilbert**

1. Sent 3 letters of condolence to partners, ministers and family members.
2. Sent NO “welcome to retirement” packets with letter, “Retirement Guide” and the latest “UURMAPA Directory.”
3. Correspondence with Marcia re. UUMA Life members who might like to join UURMAPA, definitions of “Life Members” and “Retirement.” We need to have a policy re. membership for those who fall between the cracks. E.g. People, like me, who have formally retired, but are still working at some level and who would like to avail themselves of our programs. Some, like me, filed their “Intent to Retire” with the UUA, but others haven’t. What is the difference?
4. Wrote Larry Peers about the retirement seminar he gave in Florida. Still no response. Does he have a more updated email address than on the UUMA website?
5. Continuing work on retirement seminar for St. Lawrence chapter, as well as a generic seminar.
6. Starting to work with Judy re. a Rite of Retirement.
7. Submitted column (with picture) for *Elderberries*.
8. Mucho correspondence.

### **Vice-President** (no report)

### **Secretary – Marcia Olsen**

1. Sent Chris Backus information on the role of Secretary as they recruit nominations for June.
2. Membership: usual updates as I receive them; new retirees added; obituaries passed on for editing and then posted to Announce-List.
3. A January 1, 2014 version of the Directory has been sent to Duane to post online.
4. I am working with Chris (and Andy) Backus on Seabeck program ideas and will have an article to Judy in a few days.

### **Treasurer – Paul L’Herrou**

(With month-end financials as of December 31, 2013)

I had been looking forward to serving as Treasurer for another two years. So, when I received the phone call from Sheldon Bennett on behalf of the Nominating Committee, I surprised myself with my sudden hesitation at doing so. Over several days of discernment I realized that two events - the sudden death of George Brandenburg (husband of Ellen), followed by Sylvia’s recent hospitalization with a serious case of pneumonia - have been a significant wake-up call. I called Sheldon back to say that I had reached the decision to leave the Board at the conclusion of my term on June 30<sup>th</sup>. Since I began on the Board September 1, 2010, I will then have served on the Board for almost four years. I have since been happy to learn that the Nominating Committee has an excellent candidate lined up to succeed me as Treasurer.

## UURMaPA Board Reports – for 1/9/2014 Meeting

Prior to the end of the year, the paperwork was completed and our Endowment funds (\$15,050 plus our agreed-upon enhancement from the Money Market account of \$4,950 for a total of \$20,000) have been moved to the UURMaPA Endowment into the UUA Common Endowment Fund. Richard Gilbert and I are authorized to “do business with the fund” on behalf of UURMaPA. We are at an early stage of building an endowment, so the only “business” I would anticipate would be the receipt of contributions or bequests designated for the endowment.

Our Endowment began its new life in the UUA Common Endowment Fund as of January 1, 2014 with a value of \$20,000. This is the baseline for tracking its fluctuations and (hopefully increasing) value over the months and years ahead.

### Financial Report as of December 31, 2013

#### Checking Account

<b>December beginning balance</b>	<b>\$ 5,103.59</b>
Plus Income: Member Donations	4,880.00
Minus - Expense: Appeal Expense	18.57
Board Expense	35.00
Board Meeting Expense (conference call charges)	197.06
Caring Network	166.91
Mailing	99.41
	<u>\$ 516.95</u>
<b>November ending balance</b>	<b>\$ 9,466.64</b>

#### Money Market Account

<b>December beginning balance (including Endowment)</b>	<b>\$60,184.15</b>
Plus - Interest	21.17
Minus - check to UUA Common Endowment Fund	20,000.00
Ending balance	\$60,184.15
<b>December 31 balance</b>	<b>\$ 40,205.32</b>

#### Newsletter Editor – Judy Welles

I've started working on the Winter issue of *Elderberries*. I have enough copy to get started, but not enough to make a full issue yet; I'm especially looking for a front page story. Any ideas? Thank you to those of you who have already submitted your materials. It's possible that this issue might be as small as 12 pages.

If you are wondering whether I am expecting you to send me something, please get in touch with me right away; I might be... (Jim and Paul, I'm looking at you.)

Janette Lallier sent me the contact information for the person working on the new UUMA logo, and I have contacted her to inquire what she might charge. Janette thinks it would be fine for UURMaPA to have a logo that is compatible with the new one from the UUMA, though Duane had some reasons why that might not be a good idea. I've asked Dick for some time on the agenda to discuss this.

Lindsay Braden Ellis sent me a few examples of her work which I would be glad to forward to anyone who wants to see it.

I've decided to work with Minuteman Press in Portland for printing and mail distribution, at least for this issue. Their estimate for either a 16-page or a 20-page issue was under \$350, which is WAAAYYY under our budgeted amount. I have a good feeling about them, but I don't want to make a long-term commitment until I see how it goes with the Winter issue.

## UURMaPA Board Reports – for 1/9/2014 Meeting

I'd like to put the question of a mission statement for *Elderberries* on hold for a while. Maybe the next time we are all meeting together we can discuss whether the newsletter needs a mission that's different from the organization as a whole.

### **At-Large Member – John Weston**

#### **Council on Church Staff Finance**

*Elderberries* has been given copy from Sheldon Bennett inviting contact with him or Richard Nugent in the event of financial hardship, heating bill ills, and the like. Otherwise, no news since last report.

#### **Conferences**

**Spring 2014** Northwest Conference, May 13-15 in Seabeck, organized by Marcia Olsen and Chris Lily Backus. (Susan and John Weston attending)

· *I believe we will hear more from Marcia on the call*

**Autumn 2014** Northeast Conference, September 30-October 2 in Attleboro), organized by Carol Taylor and Joel Weaver

· *I have some concerns about the program, which I will share on the call*

**Winter 2015** Southeast Conference, n.d. in Orlando), organized by the Board (John and Liz) and Marni Harmony on the ground.

· *It appears that we can use a retreat center near Orlando for \$72 per person per day. I believe we will hear more from Liz on the call.*

· *The Board needs to decide how much of the Northwest 2014 program is transferable.*

#### **Unsung UURMaPan Award**

I believe that Judy has received copy for a call for nominations from me.

### **At Large Member - Liz McMaster**

I sent a year end letter to my NM retirees.

Asked Marni Harmony to check with Canterbury Retirement Center to see if they had space for us in 2015. I had earlier emailed Canterbury and was told they were filled, but I assume they meant 2014. Marni reports that they are closed until 1/6. I may have more information by the time of our 1/9 meeting.

**At-Large Member, Doug Gallagher** – sent Alban article, “Is ‘Stay Away’ the Only Way?: How Former Pastors Relate to Congregations They Previously Served” by Trish Towle Greeves.