

**Minutes of the Conference Call Board Meeting—May 7, 2015**  
**Unitarian Universalist Retired Ministers and Partners Association**

Present:, Jim Eller, Doug Gallagher (joined late), Judy Gibson, Dick Gilbert, Liz McMaster, Margi Nasemann, Joel Weaver, Judy Welles,  
Absent: John Weston

CENTERING: Dick offered a “thank you” reading

CHECK IN: Board members checked in briefly.

**REPORTS:** Items in addition to the advance reports. (attached.)...  
*Actionable items in red. Voted or approved items in bold.*

**Vice President** - Jim Eller

Jim moved that the Board confirm by vote that the **\$33 per person cost for the UURMaPA buffet luncheon at GA be subsidized \$8 to keep the cost at \$25 for attendees.** *Seconded and passed.* He further moved that **new member guests (current count 14) be comped as in the past, with UURMaPA paying for their lunches.** *Seconded and passed.*

It was noted that the recent Elderberries announced the luncheon and requested that reservations be made with Jim. To date only 2 have reserved. *The Board agreed that an Announce message should be sent out to the membership on June 1, requesting response by June 15. (Judy G).*

## **Minutes of the Conference Call Board Meeting—May 7, 2015 Unitarian Universalist Retired Ministers and Partners Association**

### **Secretary** – Judy Gibson

The minutes of the April 2 Board meeting were sent to all, including additions and corrections that had been submitted by email. **Judy G moved approval – accepted.**

### **Treasurer** – Joel Weaver

Joel noted that the return envelopes sent out with the latest appeal letter (second mailing) have helped bring in checks - \$4700 was received last month. He has made a \$630 deposit to secure reservations at La Casa de Maria Retreat Center in Santa Barbara for Feb-Mar 2016. He further noted that the \$200 donation to La Salette Retreat Center for grab bars has been implemented. **Joel moved to accept the report. Passed.**

### **Caring Network Chair** – Margi Nasemann

Margi noted that several Coordinators have retired from the Network, and she is seeking recommendations for possible new Coordinators. She would like to have Coordinators in place before leaving the Chair position to Liz.

She also stated that the Caring Network Handbook for Coordinators needs to be reprinted, and recommended that the listing of Board members and Coordinators be provided as a loose insert so that portion of the handbook would not become outdated so quickly. Margi has only a hard copy of the handbook, not on computer. It was agreed that *Margi will send her hard copy to Liz, who will arrange to get it on computer.* It can then be updated and reprinted. Judy W offers assistance with printing arrangements through Minuteman Press.

### **Newsletter Editor** – Judy Welles

Judy W reported that she has been working with all 6 members she recruited for the Elderberries Advisory Board, in order to establish a rotation of 2 new people per year to serve a 3-year term .

Liz noted that terms for most off-Board positions are not clearly defined. Judy G said this is addressed in the Operating Procedures  
(*Secretary's note: here FYI is the wording; some positions like Webmaster and Elderberries Advisory may of course be otherwise defined. JG*)

***“Non-board leadership positions are yearly terms with unlimited renewals, each position to be reviewed by the Board at the fall meeting.”***

### **At Large/Good Offices** – Doug Gallager

Doug (who joined the meeting following an almost concurrent conference meeting of the regional specialist coordinating committee) reported that there are 10 identified Regional Resource Officers and two more are being sought. A training is being scheduled for 2 ½ days/2 nights in August. Three areas will be emphasized: conflict management, multi-staff relations, and initial contracts. They will meet again in a couple of weeks.

### **CREATIVE SAGEING AND UNSUNG UURMAPAN AWARDS**

Jim reported that he has been working with his committee and has received one well-qualified nomination for this award. It will be awarded at the GA UURMaPA luncheon.

Judy W plans to post a call for nominees for Unsung UURMaPAN from the membership in the Summer Elderberries. This award winner will be selected by the Board and will be presented at the fall conference in Attleboro or other venue.

### **JOB DESCRIPTIONS AND PORTFOLIOS**

Board members continued review of basic responsibilities as described in the document with suggested changes sent to all by Judy G. Changes discussed included:

## Minutes of the Conference Call Board Meeting—May 7, 2015 Unitarian Universalist Retired Ministers and Partners Association

- **Treasurer** – Although Judy W as Elderberries editor has assisted with the appeal letters this year, we agreed that the **Treasurer should retain responsibility for working with the President and seeing that the semi-annual appeal letters are prepared and sent.** Also added: the **Treasurer will work with the VP to see that an annual audit is conducted. Periodically the Treasurer will submit an article to Elderberries regarding our financial status.**
- **Caring Network Chair** – Board members discussed the valuable involvement of the Caring Network in identifying potential nominees for the Unsung UURMaPAn award, since both the Chair and the Assistant Chair may be in a position to collect this information, We agreed that *Liz and Jim will confer regarding placement of the following responsibility: S/he will coordinate requests for suggestions and identification of possible nominees for Unsung UURMaPAn Hero Award, for selection by the Board (may not happen every year).*

Review of the At-Large position responsibilities will be added to the June agenda. Judy W asked and Judy G confirmed that we had agreed to add off-Board positions to the Operating Procedures as well. *Dick noted that he will be in touch with these people to request that they write up their functional job descriptions. (Secretary's note: some of these are briefly described in other sections of Operating Procedures)*

### **RETIREMENT EDUCATION CONFERENCE**

Dick asked if any Board members are interested in attending the interfaith conference with Larry Peers to assess its value for UUA-UUMA-UURMaPA's future retirement education: Specifics include:

*Finishing Strong, Ending Well: Crafting the Culminating Chapter of Your Ministry Held at the beautiful Retreat & Conference Center at Bon Secours in Marriottsville, MD, this retreat will take place on July 27-29, 2015. For complete details and registration, please go to <http://bit.ly/1DCleYO>.*

Liz McMaster and Doug Gallagher both expressed interest. Joel confirmed that we should have resources to underwrite one or both attending. *Liz and Doug will discuss and decide who will attend.*

### **MEMBERSHIP BACKUP**

Dick reported that Tom Schade, a recent retiree living in Michigan, has told Marcia Olsen he could be a backup with Drop Box, but cannot succeed her as Membership Coordinator. Marcia has indicated that she would like to begin training a successor this next year. No potential volunteers have contacted Marcia as a result of the Elderberries note. Board members discussed possible names of members who are good with details. *Dick will do some followup with one suggested name.*

### **BROADENING MEMBER PARTICIPATION**

Board members briefly discussed the ideas of making keynote conference presentations available on the website by podcast, video or print, providing our presenters gave permission.

- Pros included: one possible way of addressing one of our goals - making our programming more accessible to members beyond conference attendance; health and travel difficulty are often factors that prevent attendance – not just finances.
- Cons included: putting pressure on our presenters, undermining attraction of joining conferences in person, conference values are far beyond just the keynote topic.

The Board agreed to discuss this further in the next meeting.

### **NEXT MEETING – Thursday, June, 4:00-5:15 pm EDT via ZOOM**

*Dick will invite the new Board members to attend this meeting.*

**Minutes of the Conference Call Board Meeting—May 7, 2015**  
**Unitarian Universalist Retired Ministers and Partners Association**

Agenda to include these items left from May agenda:

- Continued review and update of Board job descriptions as listed in Operating Procedures – At-Large positions (see attached Secretary's report)
- Church Staff Finances – Retirement finances, e.g. Service Gratuity
- Letter to TIAA-cref re: adjusting Socially Progressive Investments options to support Middle East Peace (Jim – see his May 5 e-mail report and attachment)
- Membership Coordinator backup and succession
- Broadening member participation - Virtual membership access to conference keynotes

Respectfully submitted,  
Judy Gibson, Secretary

**Minutes of the Conference Call Board Meeting—May 7, 2015**  
**Unitarian Universalist Retired Ministers and Partners Association**

**Minutes of the Conference Call Board Meeting—May 7, 2015  
Unitarian Universalist Retired Ministers and Partners Association**

**REPORTS SUBMITTED FOR MAY 7, 2015 - UURMaPA BOARD MEETING**

**President: Dick Gilbert**

Sent 1 letter of condolence.

- Sent 2 “welcome to retirement” letters.
- Retirement Planning: Conference call with Alicia Ford, Don Southworth and Richard Nugent rescheduled for June 1.
- Continuing to plan for transition to a new president. I have virtually everything on my computer. Working on a more detailed job description.
- Wrote a “think piece” on education for retirement and distributed it to Board and ad hoc retirement planning committee.

**Minutes of the Conference Call Board Meeting—May 7, 2015**  
**Unitarian Universalist Retired Ministers and Partners Association**

**Vice-President: Jim Eller**

VP Report UURMaPa May 2015

**GA:** I have been working most in getting the luncheon in hand. We have 14, fourteen, guests who have responded that they will attend so far. There are a number of regrets and about as many no responses. The meal that makes the most sense will cost \$33 and we have advertised that the meal will cost \$25. This is about what we underwrote last year, when the actual cost was \$35. ***An action item:** I am recommending that we go ahead as with last year and underwrite the cost of the guests and the difference between actual cost and the advertised cost.*

In the next weeks I will be working more on our GA workshop and new frontiers and retirement, along with Judy Welles, Barbara Hamilton-Halway and Dick Gilbert.

**Middle East Peace and SRI:** A call for a letter to be sent

I have been corresponding with Curt Bell, of UUs for a Just Middle East Peace. He has asked that we send a letter to TIAA-CREF, which I am attaching. It calls upon TIAA-CREF to offer Social Progressive Investment options that include screening for Human Rights as it relates to Israel's occupation of Palestinian lands and the like. See below for back ground and the attached letter for more specific content. ***An Action Item:** A vote on whether to send the letter under our name.*

Here is a little more background that might be helpful.

The end of the "Peace Process" and what that means.

The "Peace Process" aimed at a two state solution to the conflict between Palestinians and Israel has finally come to an end with Prime Minister Benjamin Netanyahu's statement that he could never support a Palestinian state. For decades the "Peace Process" and pursuit of a two state solution has served as a kind of safe haven for those who did not wish to be concerned with the injustices suffered by the Palestinian people. Concern for the land seizures, home demolitions, detentions without due process, and violent repression that went on throughout the decades and continue today could be set aside.

Thus, we are now confronted with a state that is determined to deny the human rights of an entire ethnic group, a group that makes up half of the people over whom the state has complete control. We are forced by the end of legitimate hope for a two state solution into concern for the denial of rights and toward appropriate action to end it. Moreover, Palestinians will not quietly accept injustice, and the possibility of continuing or even greater violence is real, adding a note of urgency to our concern.

Unitarian Universalism and Justice for Palestinians.

Our values of respect for the worth and dignity of every human being, for justice, for compassion and for democracy should move us to concern for Palestinian suffering and injustice. In fact, several resolutions by UU bodies have already expressed such concern. A General Resolution was passed at the 1982 UUA General Assembly calling for an end to Israeli settlements and a return to the 1967 borders, i.e., an end to the occupation. An Action of

**Minutes of the Conference Call Board Meeting—May 7, 2015**  
**Unitarian Universalist Retired Ministers and Partners Association**

Immediate Witness was passed at the 2002 General Assembly declaring opposition to the settlements and an end to the occupation. In 2002, UU ministers attending the UU Ministerial Association signed a petition that called for negotiations based on the 2002 Arab Peace Plan, a plan which called for a return to the 1967 borders.

But concern is not sufficient in the face of injustice. Action is also required. Unitarian Universalists have acted in support of such social justice issues as civil rights, immigrant Rights, LGBT rights, farm worker rights and climate change but have not acted in support of Palestinian rights.

Other faith groups have acted, however. Thus, the Presbyterian Church, the Mennonite Church, the Church of England, and the Quakers have all voted to divest from companies that maintain the occupation of Palestinian lands. Several US conferences (divisions) of both the Methodist Church and the United Church of Christ have voted to divest from such companies and resolutions for divestment will soon be placed before their general assemblies.

**Secretary: Judy Gibson**

**Incorporation filings with Massachusetts** – the following were completed as of April 20:

Certificate of Resignation of Resident Agent (Paul l'Herrou)

Certificate of Appointment of Resident Agent (Ellen Brandenburg)

Certificate of Principal Office (Ellen's address)

Certificate of Change of Fiscal Year End (from June 30 to Dec. 31)

Cost of these four filings was \$52 total – will file for reimbursement from the Treasurer when I get the credit card bill.

Added online CID and PIN access info to Operating Procedures.

*Board Member Roles and Responsibilities – a draft of suggested changes to the brief descriptions in Operating Procedures was forwarded to the Board for review and revision in our upcoming May meeting.*

**Functional Job Descriptions** – Currently in Secretary files are:

Board members:

Elderberries Editor

Conference Planning (At Large #1)

Appointees:

Membership Coordinator

Historian

Resident Agent

Board member's brief descriptions as revised in our May meeting will be updated in Operating Procedures. Appointees' brief descriptions have not yet been added to the Operating Procedures by the Secretary.



**Minutes of the Conference Call Board Meeting—May 7, 2015**  
**Unitarian Universalist Retired Ministers and Partners Association**

**Drop Box for Membership Records** – Marcia Olsen reported that a free version of Drop Box is being used for membership records backup, so the planned expenditure in the budget is unnecessary.

**Treasurer: Joel Weaver**

**UURMaPA Finances – April 30, 2015**

**Ending Account Balances April 30, 2015**

<b>Endowment</b>	<b>\$20,575</b>
<b>Money Market</b>	<b>40,317</b>
<b>Checking</b>	<b><u>9,326</u></b>
<b>Total</b>	<b>\$70,218</b>

**Cash Flow April 1 – 30, 2015**

<b>Member Contributions</b>	<b>\$4,665</b>	
<b>Caring Network Expense</b>	<b>(92)</b>	
<b>Attleboro Conference Expense</b>	<b>(200)</b>	<b>Grab Bar Donation</b>
<b>Board Meeting Transportation</b>	<b>(405)</b>	<b>Orlando</b>
<b>Board Meeting Expense</b>	<b><u>(630)</u></b>	<b>Santa Barbara Deposit</b>
<b>Total Expense</b>	<b>(\$1,327)</b>	
<b><u>Net Cash Flow</u></b>	<b><u>\$3,338</u></b>	

**Newsletter Editor: Judy Welles**

**.I. Elderberries**

The Spring issue is out, and you all should have received it by now. There were some minor errors in the print version (my fault) which I noticed before I sent the JPG to Duane for the web site, so the version on the web site is really the best one.

I got one "what happened to my submission?" message from a person who had actually submitted something for the Winter issue and figured it had been postponed because that issue was only 12 pages. I was mystified, having no idea what she was talking about, but it turns out that she had sent it to someone else, not me; the upshot is that she'll write something new and better for the Summer issue, and everyone is happy.

I haven't heard from Jay whether he has received any more offers of help with the obituaries. I did tell him that I'd be willing to do a few for the Summer issue if he doesn't get a new assistant, just to help him get caught up.

**Minutes of the Conference Call Board Meeting—May 7, 2015**  
**Unitarian Universalist Retired Ministers and Partners Association**

This issue was my eighth, marking two full years with this portfolio. I plan to write separate messages to all six members of the Advisory Board asking two people to rotate off, two people to stay another year, and two people to stay two more years. They will be replaced with people who agree to serve a three-year term (thus, once the rotation is established, every year two people will go off and two new people will come on . Makannah Morris has already agreed to be one of the new Advisory Board members. (My head is spinning -- but I will work it out. I think I got this right.)

**II. Print Jobs**

A. Address labels - I mailed them today to those of you who requested them. We got 270 labels (for six separate addresses) for \$13.75. Quite a bargain! I'll be ordering more once our new Board members take office. They look very nice.

B. Spring Fund Drive mailing - We mailed 703 pieces for a total of \$765. Minuteman handled both the domestic and the non-USA postage. This is quite a bit more than we paid for the Fall fund drive mailing (which actually went out in December), which was \$577 for the same number of pieces. (That amount does not include the pre-printed return address envelopes, of which I had enough printed for four appeals.)

It turns out that the discrepancy is because Minuteman failed to bill us for printing the outside envelopes in the December, 2014 mailing. They won't charge us for them now, but we should expect that if we continue to use Minuteman to mail out roughly that number of pieces, it will cost us about \$765-\$775 each time.

**The annual budget for fundraising appeals is \$1650 (\$825 each for two), so we are still within budget on this.**

**At-Large Member – John Weston**

*No new report this month.*

**Caring Network Chair: Margie Nasmann**

\*Communicated with Reverend Vern and Sue Nichols who have resigned after 10 years of service as Caring Network Coordinators for the New York –Jersey Metro District. They've done a splendid job of communicating with "their people," and also they've scheduled frequent luncheons in New York City.

1. Talked with Reverend Shirley Ranck who has resigned from her Caring Network assignment in the Bay Area Coastal District. She served in this capacity for some 5 years. Still searching for her successor.
2. Have been in touch with Reverend Charles Wilson as a possible Caring Network Coordinator for the Mass Bay Inland Area. Unfortunately, because of his wife's medical

**Minutes of the Conference Call Board Meeting—May 7, 2015**  
**Unitarian Universalist Retired Ministers and Partners Association**

condition, Charles declined to serve. I'm still searching for a Caring Network coordinator for this District.

3. Have contacted Reverend Joseph Bassett to become the new Caring Coordinator for Mass Bay Inland Area. As of this date he has not yet replied.
4. Have been communicating with Reverend Barbara Molfese who has resigned as Caring Network Coordinator of the Colorado, Montana & Wyoming Area. I continue to search for her successor.
5. The Caring Network Handbook needs to be updated and reprinted. For example, (1) we also might include a single page insert that reports the new Board Members and also carries their group picture! In other words, do not include their names in the printed text of the Handbook. (2) Another single page insert might also list the current Caring Network Coordinators [some 35-40 Caring Volunteers].

**At-Large Member: Liz McMaster**

sent retiree's information for 7 new UURMaPAns and held one for lack of an Area Coordinator. Received a note from Rhett Baird with copies of his letters to colleagues in Georgia

**At-Large Member: Douglas Gallager**

*No written report this month*

**Minutes of the Conference Call Board Meeting—May 7, 2015**  
**Unitarian Universalist Retired Ministers and Partners Association**