

1 **Minutes of the Conference Call Board Meeting—November 3, 2015**
2 **Unitarian Universalist Retired Ministers and Partners Association**

3
4 Present:, Jim Eller, Doug Gallagher, Judy Gibson (Judy G), Judy S Gillis (Judy SG), Marni
5 Harmony, John Manwell, Liz McMaster, Joel Weaver, Judy Welles (Judy W)

6
7 CENTERING: Marni offered a reading honoring Thanksgiving.

8
9 CHECK IN: All Board members checked in briefly.

10
11 REPORTS: Items in addition to the advance reports. (attached.)
12 *Actionable items in red. Voted or approved items in bold.*

13
14 President - Jim Eller

15 **Guests at GA** - Jim reported that he received a response to his email inquiry to the UUA
16 GA Planning Committee regarding providing entry to GA luncheon for families of deceased
17 clergy. As of last GA, day passes are being provided to all families.

18 **Gratuity Society Board** - Sheldon Bennett, President of the Unitarian Service Pension
19 Society (aka UU Service Gratuity Society) appreciated Jim's suggestion of two names for new
20 Board members, and at least one person has been invited and willing to serve.

21 **UUA Board Liaison** - Jim asked Doug Gallagher if he would serve as UUA Board Liaison
22 as an add-on to his role as liaison with UUMA – Good Offices. The Liaison function includes
23 reviewing the UUA Board agenda and streaming the meetings as relevant to UURMaPA. **Doug**
24 **agreed to serve, and Jim stated that this function will be added on to Doug's At Large**
25 **Board position** – an “other duty as assigned.”

26
27 Vice President – Marni Harmony

28 *Nothing to add to her advance report*

29
30 Secretary – Judy Gibson

31 The minutes as distributed last week contain all corrections submitted, and no one offered
32 further corrections. **Minutes were approved as submitted.**

33
34 Treasurer - Joel Weaver

35 Joel noted that we had a large cash flow out this month, mostly due to conference and on-
36 site Board costs, but he expects that more member donations will arrive at year end as in the
37 past. On balance, we should see the predicted \$8,000-\$10,000 deficit this year.

38
39 Caring Network Chair – Liz McMaster

40 Liz asked if we have lost touch with a member (mail undeliverable, no working phone
41 number), should the Membership Coordinator remove them from the membership list? It was
42 suggested that after doing all anyone can to locate the person without success, the Coordinator
43 should move their name to a separate list.

44 Liz also mentioned the question of how to work with situations where needs of older clergy
45 and families who are not members are referred to us – should we create some guidelines?
46 Discussion included the suggestion that we approach these situations with compassion and on
47 a case-by-case basis; also, clergy would be members of UUMA, another resource. Liz is
48 continuing to inquire into sources of help for a specific case.

49 Liz and Judy SG are continuing to work both on identifying new Area Coordinators to fill
50 vacancies (Board members have sent useful suggestions), and to look at re-grouping Caring
51 Districts using zip codes, a map of members (created by Marcia a few years ago), or other
52 sources.

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52 **At Large, Caring Network Assistant** – Judy S Gillis

53 Judy SG mentioned that she has ordered an atlas/zip code book that may help re-set
54 districts and make the Area Coordinators' jobs easier.

55

56 **At Large, Conferences** – John Manwell

57 John brought up the question of a Winter 2017 conference – location, and whether it
58 should indeed be held. Following Board discussion of various options and opinions, these
59 conclusions emerged:

60 • **We should not skip holding 2017 winter conference, since the Board recently**
61 **committed to 2 conferences a year, and we should follow through.**

62 • **Two strong possibilities merit pursuing:**

63 • **San Antonio** – some feel it is attractive, more mid-continent, but affordable
64 location and local coordinators are needed. *John will contact some of the nearby*
65 *Texas-based members to float the idea and request suggestions so he can*
66 *measure viability.*

67 • **Santa Barbara** – obviously attractive, due to high enrollment for 2016. *John will*
68 *contact Ken Collier and the local team to explore the possibility of returning for a*
69 *second year.*

70.

71 **Newsletter Editor** – Judy Welles

72 Judy W just completed the Fall *Elderberries*, and had nothing to add to her advance
73 report. She did offer a brief update on the website revision from Duane: Greg Bear has begun
74 work on a template for our new home page.

75

76 **At Large, Good Offices** – Doug Gallager

77 *Nothing to add to his advance report*

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79

80 **MINISTER ON LOAN**

81 Marni reported that she and Jim have had a lengthy discussion with Scott Tayler and
82 found him to be very excited about our proposal and ready to get involved in helping develop it.
83 A meeting with Keith Kron is scheduled, and additional meetings will follow to develop the
84 program. Jim stated that both Scott and Keith are keenly interested in having retired ministers
85 involved as resources in church growth and development.

86 A possibility being considered: Scott is willing to come to the Santa Barbara conference to
87 hold a conversation with people interested in training for minister on loan. Further discussions
88 will happen to explore if this might be usefully implemented. Judy W suggested that Scott could
89 write the leadership column in the Winter or Spring *Elderberries*, and the Board concurred.

90

91 **AMENDMENT TO STATEMENT OF PURPOSE**

92 The proposed revision is published in the Fall *Elderberries*, and members are invited to
93 send comments and corrections back to Secretary Judy G in the next 30 days. Based on any
94 helpful feedback, the Board should be able to make any needed changes and do a final vote on
95 the updated statement at our December 1 meeting.

96 Following that action, we will need to get the new statement into the bylaws filed with the
97 State of Massachusetts and into all relevant UURMaPA publications.

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100 **DISCUSSION OF DEFICIT BUDGET**

101 Judy W urged more discussion of the Board's adoption of a deficit budget, and Jim agreed
102 that it must not be a casual decision. We need to monitor spending and income through the
103 year and make any adjustments possible to address the deficit. Discussion included several
104 points: if we draw on our savings to make up the difference, that fund would be exhausted in 3
105 years; we might focus on building up our conferences, increase the prices; consider making
106 intentional outreach to members with higher means; and continue to assess our decisions that
107 have resulted in increased expenditures, including these factors:

- 108 • the recent increase of Board size from 7 to 9 members
- 109 • holding 2 face-to-face Board meetings a year with resulting travel costs
- 110 • covering Board members' registrations for conferences following Board meetings
- 111 • subsidizing members' conference and luncheon costs to keep them affordable
- 112 • mailing out copies of *Elderberries*.

113

114

115 **OTHER BRIEF AGENDA ITEMS**

116

117 **ZOOM** – Marni has taken responsibility for setting up these meetings for the Board. Going well.

118 **FACEBOOK** – Jim asked for pictures and items to post from Board members. Judy W can
119 send him pics and info collected for *Elderberries*.

120 **AWARDS** – Marni has recruited the Creative Sage-ing committee (see advance report). Liz
121 and Judy SG will begin thinking about Un-Sung UURMaPAn.

122 **STREAMING CONFERENCE EVENTS** – Jim has recruited a tech person for Santa Barbara
123 (see advance report). Arranging with presenters and developing a release form still to be done.

124

125 **NEXT MEETING – December 1, 2015, 3:00-4:30 CST via ZOOM**

126

127

128 Respectfully submitted,

129 Judy Gibson, Secretary

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133 **REPORTS SUBMITTED FOR NOVEMBER 3, 2015 - UURMaPA BOARD MEETING**

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135

136 **President: Jim Eller**

137

138 Monitoring the UUA Board meetings: I tried one invitation without success. So, I will
139 be trying a couple of other possible people to monitor.

140 Nominations: We have suggested two names for nomination for the UU Service Gratuity
141 Society Board, as ideas were requested. Both have agreed to serve if asked by the Society.

142 Conferences: I visited with Marni about a late March Orlando date for Winter 2017. We
143 decided to book 2018. I talked with John Manwell about pulling together a task force to work on
144 finding an alternative location for Winter 2017.

145 Minister on Loan: I visited with Scott Tayler, Marni Harmony and Keith Kron about
146 moving this forward. We have a meeting scheduled for November 2nd. We will bring a report to
147 the Board at our meeting. I expect to request approval for the writing of a UU Fund Panel grant.

148 Streaming at UURMaPa conferences: I asked Craig Roshaven to undertake being our
149 tech guy for the Santa Barbara conference. He has said “Yes.” We will need to develop some
150 sort of release form.

151 I posted pictures from our Attleboro conference to the UURMaPa Facebook page.
152 I am behind on my correspondence but hope to catch up by the time our meeting, e.i., welcoming
153 new members, condolences to families of the deceased and a letter to the UUA Planning
154 Committee.

155

156

157 **Vice-President: Marni Harmony**

158

159 1. I have asked Makanah Morris and Ellen Brandenburg to serve on the Creative Sage-ing
160 Award Committee with me. Both agreed.

161

162 2. I have set up a Pro Zoom Account, had a bit of training from Jim, and will take over the task
163 of convening us for our monthly Board meetings or other meetings as necessary.

164

165 3. Called San Pedro to find out that the only date they could accommodate us in 2017 would be
166 late March. After “polling” you all and much discussion, I decided that that date would not serve
167 us well. We have been guaranteed the date we want in 2018. (Dina, the person in charge,
168 indicated that she doesn’t start accepting 2018 reservations until April 2016. I will call her in
169 April and she’ll work with us to get the date we want. They would like to have us back!)

170 On the agenda for our November meeting will be conversation about 2017 possibilities.

171

172 4. Jim and I will have a conference call with Keith Kron and Scott Taylor on 11/2 to discuss
173 ideas for some kind of “Minister on Loan” program that will involve retired ministers. We will
174 report to you at our meeting on 11/3.

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179 **Secretary: Judy Gibson**

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181 The combined minutes for our October 3-5 Board meeting and October 8 Conference
 182 Plenary in Attleboro (both corrected per your feedback), plus the reports submitted to us, were
 183 sent to you on October 26. Please review all 21 pages, as there is much information included
 184 that is needed for reference as we move ahead with our work! After they are approved, the
 185 minutes and reports will be posted on uurmapa.org where you can find them again as needed.

186

187 Thanks to Judy Welles for taking Conference Plenary minutes in my absence.

188

189 I have mailed Liz Strong, UURMaPA Historian, two year's worth of past UURMaPA Board
 190 minutes (2012 and 2013) to add to our paper archives. The Secretary's notebook of UURMaPA
 191 records was getting too full to add anything new.

193

194 **Treasurer: Joel Weaver**

195

196 **UURMaPA Finances – October 31, 2015**

197 **Ending Account Balances October 31, 2015**

198

199	Endowment	\$20,575
200	Money Market	30,317
201	Checking	13,135
202	Total	\$64,027

203

204 **Cash Flow October, 1 – 31, 2015**

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206	Member Contributions	\$4,466	
207	Santa Barbara Conference Fees	3,250	
208	Attleboro Conference Fees	2,280	
209	Total Income	\$9,996	
210			
211	Attleboro Conference Costs	\$18,255)	
212	Santa Barbara Conference Deposit	(4,500)	
213	Attleboro Board Meeting Costs	(3,454)	
214	Attleboro Conference Scholarships	(2,250)	Board Members
215	Santa Barbara Board Meeting Deposit	(1,170)	
216	Santa Barbara Conference Scholarship	(500)	Doddie Stone
217	Unsung Hero Award	(500)	
218	Caring Network	(64)	
219	Miscellaneous	(209)	
220	Total Expense	(\$30,902)	

221

Net Cash Flow **(\$20,906)**

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225Newsletter Editor: Judy Welles

226

227 The Fall issue of *Elderberries* went to press last week, and should arrive in your
228mailboxes early the first week of November. This issue was 16 pages and had quite a few
229photographs. I'll be interested to see if you notice the clever thing that I did with some "wasted
230space" that I had.

231 The deadline for the Winter issue is January 15. I hope you all will be thinking about
232articles you'd like to see in that issue, and either write them yourselves or make suggestions to
233me. That deadline comes up mighty fast once the holidays are over.

234 We continue to be far behind on obituaries. I continue to be in conversation with Jay
235Atkinson about this; he was preparing a paper for Collegium this Fall and didn't have much
236attention for anything else, but he promises to get going on the backlog soon. I dropped the ball a
237bit on helping him, so I also intend to do better with the next issue. We really could use some
238more help.

239 Dick Gilbert and I have started the process of collecting materials for our publication on
240"Rites and Rituals of Retirement." I have been underwhelmed at the response to our request for
241materials; I think we will have to keep asking for a while before we come up with enough
242examples to start organizing the publication itself.

243

244At-Large Member: Conferences – John Manwell

245

246 It's a delight to report, what you already know, that the Santa Barbara Conference now
247has a waiting list. Ken Collier is suggesting to those on the wait list that they consider finding a
248local motel and commuting.

249 Joel has reserved LaSalette for next Fall – board meeting October 1-3, conference
250October 3-6. It's my sense that the board is in consensus that despite this year's crowding,
251people were generally happy with their experience; there's no demand for a new location –
252especially given the probable greater cost. After the conference, I emailed attendees with New
253England addresses, to invite suggestions of other centers we might explore. There were several
254responses but no one seemed to think we could do better than LaSalette.

255 As you also know, San Pedro was unable to offer a date for our 2017 conference until late
256March, and so we did not book; they offered Marni our pick of dates for winter 2018 but are not
257yet taking reservations. I see no reason to go elsewhere, as long as we fit; Orlando's a great
258location.

259 This leaves us with the challenge of finding a place for our winter conference in 2017.
260I've been asked to form a task group to find alternatives to San Pedro, in any location warm
261enough to attract folk from colder places. I will continue to welcome suggested task group
262members. In the meantime I asked Keith Kron about the UUA's experience with the John
263Newcombe conference center near San Antonio, where I've been with the Interim Guild. I have
264written to them to inquire but no response as yet.

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268Caring Network Chair: Liz McMaster

269

270 Contacted Julie Shaw at UUA to add to the “Intent to Retire” form with information re
271partners. She has included what we wanted her to include and I wrote her a thank-you for her
272great work. See the new form on:

273<https://uua.wufoo.com/forms/prs64t91ieqe8x/>

274 Received an email from Linda Rose regarding getting some help for a clergy partner. We
275don’t have either the minister or partner in the Directory. I responded to Linda that we need
276information on them and then I’ll contact the local Area Coordinator to contact the partner. I’m
277also contacting Glen Snowden to see if Ministerial Relief can be of help. The minister had a
278debilitating stroke before he could sign an ‘Intent to Retire’ form, so he and his wife are not
279UURMaPA members.

280 Sent 3 possible address setups for the Directory to all Area Coordinators for comment;
281heard back from several saying they favor #3. Have contacted Marcia Olsen with this
282information.

283 Emailed Area Coordinators with insurance information from UUA (Linda Rose).

284 Talked by phone with Judy Gillis to coordinate our looking at UURMaPA Areas to see if
285we can create a better plan to service them.

286Area Information:

287We have separated Pacific Northwest and Western Canada and Joan Morris has agreed to serve
288as Area Coordinator for Western Canada.

289 We now have vacancies in the following areas: Pacific Northwest, Mass Bay Coastal,
290Ballou Channing, CO/MT/WY, Bay Area Coastal, Metro NY. If any of you know anyone in any
291of these areas and would be willing to contact them, I would be grateful. Or give me their names
292and I’ll contact them.

293

294

295At-Large Member: Caring Network Assistant - Judy S Gillis

296

297I spent much of the month recovering from a fractured 8th left rib. It. Is much better now.

298

299I ordered an atlas/zip code book in hope that I can radius our members' zip codes In specific
300areas. Haven't received the book yet. I think if we can isolate groups of members in specific
301areas we can more easily find area coordinators. That in turn will help coordinators know where
302members are within a range. It's worth a try anyway.

303

304Liz and I also talked about this and other issues that we have all addressed in the next month.

305

306I had spoken earlier to John Weston about my being unable to to attend the Santa Barbara
307Conference because of commitments I had already made. I really didn't know about the
308expectation that Board Members attend twice a year conferences. I will make sure I attend in
309both 2017.

311

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

313

314 I took part in the Zoom meeting of UUMA Good Offices people where the resource
315 specialist program was rolled out. Face to face training will take place during Good Offices
316 training in conjunction with Ministry Days prior to General Assembly in June. The training team
317 for the transition specialists (Diane Dowgeirt and I with UUMA Board member Fritz Hudson)
318 will work on the training.