

1 **Minutes of the Conference Call Board Meeting—February 2, 2016**
2 **Unitarian Universalist Retired Ministers and Partners Association**

1Present: Jim Eller, Doug Gallagher, Judy Gibson (Judy G), Judy S Gillis (Judy SG), Marni
2Harmony, John Manwell, Joel Weaver, Judy Welles (Judy W)

3Absent: Liz McMaster,

4

5CENTERING: Judy Welles offered a reading on “Knitting as a Spiritual Practice.”

6

7CHECK IN: All Board members checked in briefly.

8

9**REPORTS:** Items in addition to the advance reports. (attached.)

10 *Actionable items in red. Voted or approved items in bold.*

11

12 **President** - Jim Eller

13 **Facebook** – Jim is not receiving material for our Facebook page, reminds people to send
14him items.

15 **Live Streaming** – arrangements with Craig Roshaven are set to stream keynote from
16Santa Barbara, estimate 50-100 viewers.

17

18**Vice President** – Marni Harmony

19 **Transportation from LAX for conference** – Marni collected info from Board members
20about their travel plans, will reserve shuttle LAX-SB for 4. Jim will have a car, offered to do
21pick-up service from SB stations before Board meeting.

22

23**Secretary** – Judy Gibson

24 The January minutes with reports were distributed ahead of the meeting, with thanks to
25Judy Welles and Doug Gallagher for recording assistance. **Minutes were approved as**
26**submitted.**

27

28**Treasurer** - Joel Weaver

29 Joel's report (attached) includes the receipt of \$11,250 gift from Gene Navias' estate.
30Board members agreed we will consider use of these funds for special purposes (not to
31eliminate the deficit in budget!)

32

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

34 Judy SG has been trying out the idea of assigning new members who are in areas without
35coordinators to be contacted by adjacent area coordinators. Board members agreed with Liz's
36suggestion (in absentia) that we explore alternate and updated ways of keeping the Caring
37Network active.

38

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

40 *Report deferred for later in agenda.*

41.

42**Newsletter Editor** – Judy Welles

43 Judy W reorted that Winter Elderberries is available on the website, and asked if anyone
44had yet received their print copy of Elderberries – no one had.

45

46**At Large, Good Offices** – Doug Gallagher

47 Doug noted that he missed monitoring the recent UUA Board meeting, but other items are
48covered in his report.

49

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52 **BOARD-SPONSORED CONFERENCES**

53

54 **WINTER 2016 SANTA BARBARA BOARD MEETING (2/27-29) AND CONFERENCE**

55 **(2/29-3/2)** – John will check to confirm housing and meals secured for the Board. Additional
56 people coming early include Craig Roshaven (early Sat), Scot Taylor (Sunday eve), maybe Don
57 Southworth?

58

59 **FALL 2016 ATTLEBORO CONFERENCE (10/3-10/5 or 10/6)** – Ginger Luke is moving
60 ahead with planning, and has sent a series of questions for Board discussion (see John's report,
61 attached).

62 **1. Third Day outing costs** – Ginger stated that the costs for bus and lunch at 24
63 Farnsworth were paid by the Board, and asked if we planned to finance an outing for this
64 coming fall conference, in which case she can offer suggestions. Board members had not
65 focused on this extra conference expense (*Secretary's note: looking back at Joel's 2015 Actual*
66 *vs Budget Conference Report sent to the Board on 1/3/16, I see that figures show \$1606 for*
67 *bus, and around \$9.75 pp over expected hospitality expense - total over \$600 - which was*
68 *probably lunch cost*). **Board members agreed that we will not cover bus and lunch costs**
69 **for Attleboro 2016.** Various options were discussed, including:
70 keep the conference just 2 nights/3 days; retain 3 night/4 day format with expanded on-site
71 programming; search out a closer-by outing option (e.g. Woonsocket theater), with individuals
72 carpooling, lunch on own. Joel noted that we still have time before we must confirm whether the
73 conference will be 3 or 4 days. **The Board had no consensus, and agreed to give the issue**
74 **back to the committee for their recommendations.**

75 **2. Selection of Odyssey presenters** – Based on Board suggestions, Ginger has been
76 pursuing inviting an Odyssey presenter for 2016 Attleboro, and wished to know if she should
77 continue as currently noted in our procedures. She sent John a list of presenters since 2002
78 (see his report attached). John has also received a reference list of Odyssey presenters in past
79 western (Seabeck) conferences.

80 Following discussion, the Board approved the following policy change for our Operating
81 Procedures:

82 **The Board will select Odyssey presenters for all UURMaPA Conferences.** (*Judy W moved,*
83 *Jim seconded, passed*) (*Secretary's note: This wording will replace the statement under*
84 *CONFERENCES in the Operating Procedures - on website under Governance. John Manwell*
85 *note - This change and other updates are also needed in the Conference Planning Guidelines,*
86 *online under Activities.*) **Jim will move ahead to invite a presenter for Attleboro 2016.**

87 **3. Conference keynote** – The Board approved Ginger's suggestion that Andy and Chris
88 Backus be invited to present their musical, "the Creative Process," for which they will need to
89 have us hire a singer.

90

91 **WINTER 2017 SAN ANTONIO CONFERENCE (2/13-2/15)** – Site will be the John
92 Newcombe Tennis Ranch in New Braunfels, 45 minutes from San Antonio. Currently planned
93 for 2 nights, but Board members suggested some possibilities for extending a day (lots to do in
94 San Antonio, ask participants to pay extra for bus, etc.) The Board is responsible for planning
95 the program, and agreed that **Marni Harmony, Judy Welles and John Manwell (presiding) will**
96 **form a program subcommittee and hold a lunch meeting in Santa Barbara to discuss options.**
97 John requested suggestions for Texas members who might serve on the local committee, and
98 some names were offered. Judy W suggested that **John contact the Center regarding our still**
99 **open option of reserving a third night, and request the right to first refusal..**

100

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101 **WINTER 2018 ORLANDO CONFERENCE** – Marni detailed in her advance report (see
102 attached) some possibilities for collaborating with the UUMA on conference planning in Florida.
103 She noted that the UUMA Institute is scheduled for 1/22-28 in Tarpon Springs, which is a more
104 expensive facility than San Pedro where UURMaPA has met. Marni suggested that possible
105 levels of UUMA-UURMaPA cooperative conference planning should be an agenda item for our
106 Santa Barbara Board meeting.

107
108 **QUESTION: BOARD MEETING AT EVERY CONFERENCE?**

109
110 Joel again introduced the consideration that around 40% of our budget is spent on Board
111 expenses that include 2 face-to-face Board meetings per year. In light of our budget deficit, we
112 should seriously debate the need for continuing this practice in light of our priorities. Discussion
113 included several ideas, including: The technological aspects of ZOOM meetings provide a fairly
114 effective personal medium for Board communication, somewhat reduce need for face-to-face;
115 hold one face-to-face Board meeting per year, scheduled at the newer Board-sponsored
116 conference sites other than Attleboro; send President (or designee) and At-Large Conference
117 member (or designee) to all conferences – add to job description; use more of our resources for
118 program rather than Board expenses. The Board agreed to add this question to the Santa
119 Barbara Board agenda. Joel was asked to flesh out some detail on costs for Board meetings
120 before conferences.

121
122 **NAVIAS BEQUEST**

123 The Board agreed that the \$11,250 bequest from Gene Navias's estate should be used for
124 special purposes, not added to the budget. Marni noted that education and the future of the
125 movement were noted in the bequest letter as important to Gene, and could provide guidelines
126 for us. Judy W noted that interest income would not yield much income for any special project.
127 The Board agreed that this should also be an item for discussion at the Santa Barbara Board
128 meeting. Joel agreed to draft a confirmation letter to the Navias estate managers for Jim's
129 signature.

130
131 **START**

132
133 **AMENDMENT TO STATEMENT OF PURPOSE**

134 **Addendum to the Feb 2 Minutes:- Feb. 8, 2016**

135
136 **Revised Statement of Purpose** – Following publication of the newly-voted Statement
137 of Purpose for UURMaPA in Elderberries, some members noted that the grammatical
138 structure of the statement was incorrect.

139 Upon consideration of alternative wording options, the following was *moved by Marni*
140 *and seconded by Judy Welles. Passed unanimously via email:*

141
142 **The first word (Working) should be dropped from the Statement of Purpose, thus**
143 **correcting a grammatical error without changing the statement's meaning. This**
144 **change should be made in all UURMaPA's working documents that include the**
145 **statement, which will now read as follows:**

146
147 ***“In faithfulness to the Unitarian Universalist tradition and to the guidelines and***
148 ***code of conduct of the Unitarian Universalist Ministers Association, the purpose***
149 ***of this organization shall be to serve the interests and enhance the well-being of***
150 ***retired Unitarian Universalist ministers and their life partners through***

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151 *informational communication, periodic membership gatherings, and other*
152 *supportive programs and activities.”*

153

154 **DISCUSSION OF DEFICIT BUDGET**

155 **Deferred further discussion to the Santa Barbara pre-conference meeting.**

156

157 **AGENDA ITEMS FOR FACE-TO-FACE MEETING, SANTA BARBARA**

158 The Board brainstormed a list, Jim collected items in a followup email, and the Secretary
159 made some additions based on these minutes. **See compiled list immediately following**
160 **these minutes.**

161

162 **NEXT MEETING – in Santa Barbara, face-to-face, 2/27/16-2/29/16**

163

164 Respectfully submitted,

165 Judy Gibson, Secretary

166

167

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168 **Possible Agenda Items for Board Meeting – combined list by Judy Gibson**
169 **Santa Barbara – 2/27-2/29/16**

170* *Note: first two items were suggested by Marni as “big rocks” to possibly include*
171*absent members via ZOOM.*

172

173* **Pastoral Outreach -**
174How should UURMaPA best do this?
175Should Caring Network and Coordinator system be changed, updated?
176

177* **Governance -**
178How many face-to-face meetings should Board hold per year?
179Budget constraints on our meeting schedule, conference attendance?
180Costs of having Board members attend every conference (Joel will bring).
181

182**Minister on Loan** – revised program with UURMaPA -
183Meeting with Scott Tayler – consider parameters, grant app (due March 15)
184

185**San Antonio Conference** – February, 2017 -
186Program ideas
187Staffing for local planning committees
188

189**Orlando Conference** – January or February, 2018
190Coordination with UUMA
191

192**Budget Deficit -**
193What can we do beyond current decisions to reduce the deficit?
194(These include: full charge for conference registrations, full charge for GA luncheon
195costs, decision at this conf. re: face to face Board meetings).
196

197**Navias Bequest -**
198Discuss specific uses for this gift: correspondence suggests education, future of
199movement.
200

201**UUMA Life Membership application questions -**
202“How would you like to be involved?” - could this include UURMaPA?
203

204**Elderberries - survey to collect readership data re: print vs. online format.**
205What questions should Elderberries Advisory Committee ask our members? Random
206sample or all membership?
207How can we use these data to decide if we continue to send print copies to all?
208
209

210 **REPORTS SUBMITTED FOR FEBRUARY 2, 2016 - UURMaPA BOARD MEETING**

211

212 **President: Jim Eller**

213

214 **Minister on Loan program.** I have begun to do research toward our start up grant. It
215 is still very early in the process but the timing is good and really couldn't be better. Our
216 application deadline is March 15th, which means we can include much of the work from
217 our face to face meeting and our additional meetings with Scott and Keith. I am feeling
218 mostly on track with this project, although I am disappointed that we have not managed
219 to hold the planned meeting including Marni, Scott, Keith and me at the end of January.
220

221 **Santa Barbara meeting and conference.** I have begun to work on the agenda for our
222 Board meeting and membership meeting to follow. I remain concerned about whether
223 we have all of the reservations down right and have been working with Carolyn Price
224 and the Casa de Maria folks to make sure.

225

226 **Correspondence** is on track. Last month we had far more new members than deaths.
227 This most recent last month we have had far more deaths than new members.

228

229 **Money.** It's always nice to have some. It is especially nice to receive unexpected gifts
230 that allow us more creativity and depth of resources for our work. I am delighted with
231 our recent gift from Gene Navias' estate.

232 I also remain concerned about our income versus anticipated expenses and look
233 forward to our problems solving.

234

235 **UUMA.** I am pleased to have received an email from Don Southworth to discuss a
236 partner in need of support. I will be meeting for video conference with Don on this and
237 other shared business items later next week. The UUMA continues to be a wonderful
238 ally. The recent collaboration between Marni and Don on our future conference
239 planning is so consistent with the great relationship we have and have had with the
240 UUMA.

241

242 **Vice-President: Marni Harmony**

243

244 I gathered arrival times for Santa Barbara meeting and proposed a plan for travel from LAX to
245 Santa Barbara. Please be prepared to confirm with me on our Board call 2/2.

246 Spoke with Pres. Jim regarding our ongoing conversation to revive a "minister on loan" model.

247 Conversation with Don Southworth: I noticed that the next UUMA Institute is scheduled for

248 1/22-26/2018 "somewhere in central FL." I checked with Jim to see if we might want to

249 explore any kind of partnering arrangement, given that we have planned a conference in

250 Orlando in 2018. We decided I would call Don. Many ideas were exchanged in my

251 conversation with Don—from totally joining (with a track for UURMaPans) to partial

252 joining (for a few days) to sharing a presenter or two (and going back to back). Don is open

253 and ready to hear back from us once we've had a time to discuss. He might also be open to

254 a "retired rate" for the Institute. (I suggest some conversation at our in-person mtg.)

255 I now know where it will be held (about 2 hours from Orlando) but also know it

256 will be pricier than San Pedro. So my personal inclination is to keep our conference at

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257 San Pedro but try to schedule it immediately after the Institute (which would mean a
258 weekend). It is quite possible that we could share a presenter as well as having some
259 UURMaPAns attending both.

260 Just as an FYI: The Institute is for ministers but this one is in partnership with
261 Auburn and will be open to ALL clergy (not just UUs).

262 Finally, Don asked me how retired ministers might like to be involved in UUMA.
263 Proposal: When ministers apply for Life Membership in the UUMA have a form that
264 asked “How would you like to be involved?” with examples such as mentoring,
265 committee work, etc. I’m wondering if this could be administered by the UUMA staff as
266 well as being useful to us.

267

268

269 **Secretary: Judy Gibson**

270

271 **Updated Statement of Purpose/Bylaws Article II**

272 I have sent the updated wording that we approved in January to Duane to replace in the Bylaws,
273 the Operating Procedures, and other online documents as needed. I also provided updated
274 Bylaws to Richard Speck, Membership Coordinator, and to Ellen Brandenburg, Resident Agent.

275 The revision has also been submitted (for a fee) to the Commonwealth of Massachusetts
276 Corporation Division for our articles of incorporation as a non-profit.

277 **Minutes for January 5, 2016**

278 Thanks to Judy Welles and Doug Gallagher for recording and distributing the minutes. I
279 supplied a summary of January reports for the minutes attachment.

280 I will be present and able to record minutes for our February 2 ZOOM meeting. We will be
281 making a decision during that same week regarding attending the Santa Barbara Conference,
282 and will notify the registrar and the Board. I appreciate that the Board is prepared to cover
283 the recording of minutes at the face-to-face meeting. I may find that I can attend those
284 meetings, but only as a support and participant.

285

286 **Treasurer: Joel Weaver**

287

288 **UURMaPA Finances – January 31, 2016**

289 **Ending Account Balances January 31, 2016**

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291 Endowment	\$20,575
292 Money Market	30,441
293 Checking	30,852
294 Total	\$81,868

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296

297

298 **Cash Flow January 1-31, 2016**

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300	Member Contributions – Navias	\$11,250
301	– Others	1,727
302	Conference Income – Santa Barbara	3,250
303	Interest Income	<u>124</u>
304	Total Income	\$16,351
305		
306	Conference Scholarship S. Barbara	(\$250) Shirley Ranck
307	Miscellaneous	(45)
308	Caring Network	(25)
309	Total Expense	(\$320)
310	Net Cash Flow	\$16,032

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313 **Newsletter Editor: Judy Welles**

314

315 The Winter, 2016 issue of *Elderberries* is in the mail; you should be receiving it shortly. It is
316 also posted on our web site, and I will notify Judy Gibson to announce that via UURMaPA
317 Announce.

318 Because it was only 12 pages, the total cost for printing and mailing was considerably lower than
319 our previous issues — a total of \$845. The Fall issue (16 pages) cost \$1158. I don't recommend
320 making a practice of 12-page issues, but it's nice to save some money now and then.

321 I haven't yet done anything about getting mailing labels for our new Board members.

322 *I'd like us to talk about the survey of readers that was suggested recently. This could wait until*
323 *we are together in Santa Barbara; I'll pull my thoughts together about that, and am asking Jim*
324 *to put it on the Agenda for the face-to-face meeting.*

325

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

327

328 • **Winter 2016** -- Our Santa Barbara meeting is almost upon us. Bets Wienecke has taken
329 responsibility from Ken Collier, who has had to step back. She has confirmed our needs
330 and plans to La Casa, and I'm not aware of issues needing board attention.

331

332 • **Fall 2016 (Attleboro)**. Ginger Luke and her team have raised some questions for the
333 board:

334

335 **Odyssey** – John Weston has regretfully declined her invitation to give the odyssey in Attleboro,
336 because he'll be in France. So she would like to invite a ministerial partner whose name she
337 has had suggested.

338

339 She asks whether she has authority to invite this person or others, or needs board
340 approval.

341

342 In response to the board's question last month about past UURMaPA odysseys at
343 Attleboro, she supplied the following list, going back to 2002, which is as far as she
344 has information:

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- 2015 Andy and Chris Backus
- 2014 Robby Walsh
- 2013 Kay Montgomery “25 Beacon Street Odyssey”
- 2012 Maureen Thitchener was scheduled but had to pull out because of health issues. It looks like I. Cole substituted.
- 2011 Dick and Joyce Gilbert
- 2010 Helen and Gene Pickett
- 2009 Carolyn and Peter Baldwin
- 2008 Victor and Catherine Carpenter
- 2007 Charles and Nancy Eddis
- 2006 Keith Munson
- 2005 Farley and Virginia Wheelwright
- 2004 Bill and Barbara DeWolfe
- 2003 Jan Bowering
- 2002 Dick Leonard

Ginger says she has no top choices from the above list, beyond the one she noted, but agrees with the board that a name they suggested would be a fine choice.

She would like to be to announce the name of this year’s odyssey presenter very soon.

Program presenter. Ginger reports that Wen Stephenson is not available for Attleboro this year. She’s still waiting for a response from someone else in time for me to share it with you tomorrow.

Outing expense. Last fall we had an outing to 24 Farnsworth, paid for by the board. Ginger is wondering whether the board will cover the expense of an outing this year, before she plans for one.

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- 389 • **Winter 2017** – We have a tentative booking for 2 nights (February 13-15) at the John
390 Newcombe Tennis Ranch conference center in New Braunfels, Texas, where the interim
391 ministers have been meeting in recent years.

392
393 The package price is \$221pp based on 2 nights and double occupancy. The price includes
394 accommodations in 2 bedroom condos, all meals Monday dinner through Wednesday
395 lunch, coffee breaks and afternoon snacks, meeting space for general assemblies and 3
396 smaller breakout rooms. A third night is available if we decide on a 3-night conference.

397
398 The next step is for us to sign their basic contract, and make a deposit. There's flexibility
399 to make the deposit due a few months from now if desired. The deposit would be 30%; it
400 can be held with a credit card, or made by check. I'd like to decide that when we talk
401 tomorrow.

402
403 **Planning team.** Marie Brown has agreed to serve on the local planning team. She and I
404 spoke at length in Attleboro about the possibility of having us meet at the UBarU center,
405 a UU center in Kerrville where she lives, and which I think her late husband, Dwight
406 Brown, was instrumental in developing. After considering this, and looking at their web
407 site, I felt that UBarU does not suit our needs.

408
409 However, I spoke with her today, and think she understands why UBarU won't work for
410 us. The good news is that she's willing to serve on and perhaps chair the local planning
411 committee for New Braunfels, and I think enthusiastic.

412
413 She doesn't drive, however. I told her that though a pre-conference site visit would help,
414 it's probably not essential; and perhaps we can find someone else on the planning team to
415 do it. Or, perhaps, she can get friend to drive her. New Braunfels is about 50 miles from
416 where she lives in Kerrville.

417
418 I spoke also with another recently retired minister, who isn't ready yet to make any
419 commitment to UURMaPA responsibility, and had no other names to suggest.
420

- 421 • **Fall 2017.** No plans yet. As of now, I'm assuming we'll continue to meet in Attleboro at
422 La Salette.

423
424 *Addendum to report, 2-1-16:*

425 Ginger has just sent me the attached proposal for our program at Attleboro this fall. It would be
426 a presentation by Andy and Chris Backus on the creative process, based on their musical.

427
428 It would involve hiring a singer. I assume the board would have no problem with this, as
429 in the last two years we hired a pianist. But I'll check with her whether this means we'd
430 now be hiring a singer as well as a pianist.

431
432 Memo to the UURMaPA Board 2/1/16

433 Subject: Programming for Attleboro Retreat Oct 3-6, 2016.

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434From: Ginger Luke

435 **“The Creative Process—a Gift of Renewal”**

436Andy and Chris Backus are willing to be our keynote program on the creative process
437especially working with more than one person. Their musical would be the invitation
438into this process. We would hire a singer to work with them. More development of this
439theme awaits your OK.

440This is an opportunity to use different parts of our brain and may be especially attractive
441to participants who are looking for stimulation beyond the lecture.

442As we consider this, I share the words from a commencement address by Neil Gaiman:

443*And remember that whatever discipline you are in, whether you are a musician or a*
444*photographer, a fine artist or a cartoonist, a writer, a dancer, a designer, (or a minister*
445*we could add) whatever you do you have one thing that's unique. You have the ability*
446*to make art.*

447*And for me, and for so many of the people I have known, that's been a lifesaver. The*
448*ultimate lifesaver. It gets you through good times and it gets you through the other*
449*ones.*

450*Life is sometimes hard. Things go wrong, in life and in love and in business and in*
451*friendship and in health and in all the other ways that life can go wrong. And when*
452*things get tough, this is what you should do.*

453*Make good art.*

454*I'm serious. Husband runs off with a politician? Make good art. Leg crushed and then*
455*eaten by mutated boa constrictor? Make good art. IRS on your trail? Make good art. Cat*
456*exploded? Make good art. Somebody on the Internet thinks what you do is stupid or evil*
457*or it's all been done before? Make good art. Probably things will work out somehow,*
458*and eventually time will take the sting away, but that doesn't matter. Do what only you*
459*do best. Make good art.*

460***Make it on the good days too.***

461

462**Caring Network Chair: Liz McMaster**

463

464Conversation with Bruce Davis re Wash/Alaska. He has agreed to be area coordinator for them.

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465 Conversation with Stephen Pappa who's considering being the Area Coordinator for
466 CO/MT/WY. I need to follow up.

467 Wrote Judy Gillis and talked by phone to clear our roles.

468 We have 5 areas vacant: Bay Area Coastal (mean to get someone at SB); CO/MT/WY (maybe
469 Stephen); Mass Bay Coastal, New Mexico, St. Lawrence

470 I would like us to think about whether the Caring Network might be reorganized. It's difficult to
471 get Area Coordinators and there are at least 2 who presently don't like doing the job and are
472 considering quitting. They say they email or write folks in their areas who never respond. It may
473 be an idea whose time has run out. Can we talk about this in SB?

474

475

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

477

478 I am pretty caught up in sending new retiree forms to the area coordinators. we are
479 missing some

480 area coordinators, so I wrote to those new retirees explaining the situation, giving them
481 information and inviting them to contact Liz or me with any questions.

482

483 I asked Glen Snowden who is in Central Mass. if he might take on John and
484 Nancy Nichols who are in Mass. Bay Coastal without representation.

485 I haven't heard back but am hopeful. Maybe if that works I can continue to do
486 that in some areas that are close to the next district. But hopefully we'll find
487 coordinators for missing districts.

488

489 I am beginning to understand the "system" a lot better and feel much more
490 confident about what needs to be done. Thank you all for being patient
491 with me.

493

494 At-Large Member: Good Offices - Douglas Gallager

495

496 The UUMA Coordinating Team (Don Southworth, Fritz Hudson, Diane Dowgiert and I)
497 met to plan the June Good Offices training and the events leading up to it.

498 In February we will have three conference calls, roughly based on time zones, for all the
499 Good Officers and the Specialists. The basic plan is to solicit what kind of support the GO's
500 desire/anticipate needing and to do a basic Q&A about the specialist program. This will give us
501 an opportunity to tweak things before Columbus.

502 Our portion of the GO training will be half a day. Each subgroup – contracts, multi-staff, and
503 my specialty, transitions – will have an hour.