

MINUTES

UURMAPA SPRING MEETING – Santa Barbara CA

Saturday, February 27th–29th , 2016

Present:, Jim Eller, Doug Gallager, Marni Harmony, John Manwell, Liz McMaster, Joel Weaver, Judy Welles (Judy W)

Absent: Judy Gibson (Judy G), Secretary, Judy Gillis (Judy SG)

Saturday, February 27th

Note that no minutes were taken for this part of the meeting.

6:30 Opening Reading – Jim Eller

Welcome and Check-in (personal sharing)

Updates, contact information, review of agenda, picking someone to take notes or who will be our volunteer secretary when?

Discussion of personal goals for UURMaPA this 2016 year.

8:00 PM Adjourn

Sunday, February 21st - Marni Harmony, minutes

Review of Minutes from Feb. 2nd meeting

Jim praised our secretary, Judy Gibson, before asking for comments. Marni moved; Liz seconded to approve. Passed.

Treasurer's Report – Joel

Member contributions are down significantly this month. Another fundraising letter will go out in April. We usually receive contributions from about 250 members after each mailing.

UURMaPA Conferences

Winter 2017 Conference

Lengthy conversation about possible places. John brought up concerns about a place being ADA accessible. John will talk with La Casa de Maria folks to find out about deposit requirements for 2017. *Decision made* to cancel going to Texas in 2017 and explore possible places in CA that are more accessible. Will ask current conferees here how they found facilities and travel to get here.

Conferences in general: Consensus that we will alternate east (Orlando) and west (CA) coast for winter/spring conferences.

Board has the bottom line for programming for winter conferences in consultation with the local team. Board has final say on program speaker, Odyssey presenter, and worship leaders.

Dick Fewkes will present the Odyssey at Attleboro 2016.

Orlando, Winter 2018: conversation about interface with UUMA Institute. Will schedule for immediately after it, beginning either on Friday night or a few days later. We will explore theme and speakers with Don Southworth and whether or not it might be possible to arrange reduced fee for UURMaPA members for the last 2 days of the Institute.

Retirement resources

Doug reported that it is important to deal with retirement issues 5-10 years before retirement. The UUMA goal is to provide a workshop for retirement planning during that 5-10 years out period. A grant application is being submitted to the UU Funding Panel to support a pre-retirement workshop for UU ministers in Fall, 2016. Doug requested that UURMaPA contribute \$500 toward this project. Judy moved; Liz seconded that UURMaPA contribute \$500. Approved.

We are interested in exploring the role of UURMaPA in leadership of pre-retirement seminars.

Retirement Workshop with Judy Welles and Dick Gilbert

Clarification: This will likely be a publication about retirement rituals that would be on the UURMaPA website. It's something that might occur at some point, but does not appear to be at the top of their list. Will keep it on the radar.

Budget Constraints and Financial Planning

Reason for this conversation: We are spending more than we're taking in. We need to consider options for moving toward a balanced budget.

1) Discussion of UURMaPA becoming a membership organization.

Would need annual communication to remind people who may not want to join immediately upon retirement. Idea: Anyone who contributes any amount becomes a member. Member and Associate Member? Possibly people automatically become Associate members and become "full" members by offering financial support.

Judy moved: No decision will be made before Jan. 2017 regarding changing the way we manage membership. In the interim, we will involve the current membership in as many ways as possible in a conversation about what any change would/could mean. Liz seconded. Passed.

Some discussion about role of UURMaPA. Marni characterized two important roles: "hand-holding" and "harness the power." Important to promote UURMaPAs as powerful and skillful resources.

2) Face to Face Board meetings, how many?

Judy Welles moved that the Board meet in person once in each fiscal year in conjunction with one of our conferences. Liz seconded. Passed. Current operating procedures will continue for the in-person Board meetings and conferences (that is, travel and conference fees will be paid by UURMaPA.) Motion made by Marni; seconded by Doug. Passed.

For the conferences not preceded by a Board meeting, the President (or designee) and the Conference portfolio holder (or designee) will be sent at UURMaPA's expense. Passed.

Do we need to consider reducing the Board back to seven members? This question postponed

Sunday afternoon - minutes by John Manwell

Odds and ends

What shall we do with the bequest from Gene Navias?

His letter of bequest noted "furtherance of Unitarian Universalism" and "education." The annual interest on Gene's gift would be c. \$500.

Preliminary decision: We will put Gene's bequest into our endowment (which is managed by the UUA Common Endowment), and will give an award of up to \$500 for someone. Doug will bring language to our next session.

Awards

Creative Sageing is given at G.A., with Marni in charge and 2 consultants. Marni already has one nominee.

Liz will ask Area Coordinators for nominations for the Unsung UU award.

Obituaries

Judy W. and Jay Atkinson will be recruiting more volunteers to write drafts of obituaries, subject to Jay's final editing, for *Elderberries* and the web site. Judy will make a report at the next Board meeting.

Odysseys

Santa Barbara 2016 will be Thomas Anastasi

Attleboro 2016 will be Dick Fewkes

Winter 2017 and any further conferences are undecided.

GA Luncheon

No drop-in attendees. People will register with Joel by a date to be determined later, and Marni will have a list of who has paid. We will charge UURMaPA members the full cost, and newly retired ministers and their partners will be invited at no cost.

This year the luncheon will be held on Friday at the Hilton. The SLT is on Thursday so our lunch won't conflict with the luncheon for survivors of deceased ministers.

Sunday evening - minutes by Judy Welles

The final wording for the Eugene Navias Award is as follows:

Moved: That UURMaPA establish an annual Eugene Navias Award up to the amount of \$500 for scholarship/s to any UURMaPA conference. The Award shall be given to UURMaPAns who have demonstrated commitment to Unitarian Universalist religious education

Moved: That the bequest in the amount of \$11,250 from the estate of Eugene Navias be added to the UURMAPA Endowment Fund, currently held in trust by the UUA in the Common Endowment Fund. It is understood that the earnings from that portion of the Endowment Fund will generally be sufficient to fund the annual Eugene Navias Award. Should this understanding be considered unfounded by a future UURMAPA Board, this motion shall be reconsidered.

John and Jim will write an *Elderberries* article and link it to the website, where more information about the scholarship will be located.

Getting ready for conversation Scott Tayler concerning the new Minister on Loan program, "Minister on Loan 2.0."

Chuck Gaines sent an e-mail to Jim with helpful history about the previous iteration of Minister on Loan.

Doug to get the word out on CHAT; Judy Welles on FB.

Earlier conversation with UU Funding Panel indicated that this program needs to be an UURMaPA program; if it is perceived as a UUA program, the Funding Panel will not financially support it. There is buy-in from Scott, Keith, Sarah, but who owns it needs to be defined. Scott will hold an open meeting on Tues. afternoon to discuss it with conference attendees; Jim urged Board to be there if interested.

Getting ready for meeting w/Don Southworth

Last 2 days of FL Institute w/discount for seniors
UUMA chapters welcoming retired ministers
How many retired ministers are in UUMA?
Programs for retired ministers in UUMA conferences

Peer Group/electronic outreach

The last *Elderberries* article didn't get response from anyone. Judy will ask Nancee Campbell to write an article on Peer groups in *Elderberries*.

Streaming at UUMRMaPA conferences

Will be the norm - bugs being worked out.

Website Re-design

Greg and Duane working on Drupal.

Post on FB and web site some pictures of La Casa de Maria

Monday Morning, February 29th - minutes by Judy Welles

Updates

Craig Roshaven will send info about live streaming Tuesday's plenary talk to Judy Gibson, who will send the information out on Announce. It is already on FB and Judy W. has notified Leon Hopper personally.

Meet with Don Southworth

1) There are 1838 UUMA members, of which 574 are Life Members (31%). We are 2 years into the Endowment Fund fundraising, with 550 members having given, 100 of whom are Life Members.

2) We do a lot together with UURMaPA, especially these days through Doug Gallager with the specialized Good Offices program. We're trying to figure out what's the best way to do Retirement Preparation training in conjunction with the Office of Church Staff Finances and UURMaPA. Looking for ways to engage with our Life Members: (a) coaching program; now recruiting for new coaches, need to market to retirees; (b) Collegial Development Team is reaching out to underserved members, one of the groups is Life Members; (c) there are many opportunities for us to collaborate, since we're trying to serve the whole span of ministry. E.g., we're in conversation about how to offer support for partners of ministers actively serving, as UURMaPA does with partners. (UUMA pays for elder- or child care for any committee member who has to travel to a meeting).

3) "Our ministers have too much information, and they're not using what they have." (Speaking of UUMA Connect). UUMA has three Zoom Room groups (social witness, community ministry, spiritual deepening).

4) Working on "automatic" membership issues. Membership in both orgs. has a very low bar. How integrated is UURMaPA with UUMA? Why isn't there a track at Institutes for retired ministers?

5) Should UURMaPA be a chapter of the UUMA? Should we be part of a staff person's portfolio? Don: our two most underserved areas of membership are students and life members, and also to some degree community ministers and people of color. UUMA is working with UUA on a new system of formation support now that the RSCCs have been discontinued (which will call for more staff).

6) Is there a history of tension between UUMA and UURMaPA? No one knows, unless it might be the ongoing question of retired ministers' behavior toward the congregations they used to serve. Might we survey the UUMA Life Members to see how much they want to be involved in the UUMA?

7) 2018 Institute - Doesn't have a keynoter; instead, we have tracks. They are early in the planning, so UUMA might look to UURMaPA for suggestions of who might do a track relevant to Life Members. Hope to have the program mostly set by G.A., with at least 4 tracks and a theme that speaks to interfaith work. Ysaye Barnwell is coming for sure. Marni will continue to work with Don on that.

8) Jim wanted to add two more things:

a) our conversation on the UUMA's possible two-tier membership system is a YES. (That is, that Life Members who are still working should pay some level of dues to UUMA.) Part of the problem is the UUA's definition of retirement. Think about the model with Social Security. Marni and Don will look into that, possibly with help from Scott Tayler.

b) role of partners. We have partners willing to be Good Offices resources with "remainder spouses." *This is complicated!* There needs to be a more formal role by UUA or UUMA or UURMaPA in working with the congregation to coach them about the role of the retired minister's partner. Don - some of these boundaries are starting to shift; we need to look at it creatively.

9) Things we're already working on - (a) Getting input from our Life Members on how we can better support/serve them & encouraging Life Members to consider coaching; (b) Endowment Campaign

Things we'd like to work on together - Creating better support structures for our active partners/spouses.

Meet with Scott Tayler, Director of Congregational Life at the UUA

Sees three conversations today regarding the proposed Minister on Loan 2.0 program:

1) Context:

a) partners -- not just UURMaPA and UUA but UUMA coaching, UU funding panel (Hillary Goodrich), Keith Kron and Sarah Lammert, other UUA staff through all five (new) regions

b) history (with help of Liz McMaster -- what we can learn from old MOL program, now in memories of people like Chuck Gaines, given missing written documentation)

c) funding (note March 15 deadline for UU Funding Panel grants)

2) Transitions role and structure: UUA is one year into significant changes -- web site, location of half the work with field staff now becoming more coordinated, new options for interim time, not just interim ministry. Situations need more tailored response now to include developmental ministry based on covenant. Now a "developmental arc," longer than traditional interim ministry. Ministers on loan could be among the developmental resources. Cf. various kinds of physicians working together. Now we're fine tuning the shift from one-on-one help to working with groups; MOL could be resource to make group work more effective. Also seeing MOL as "embedded" consultants.

3) Vision and possibilities: How do we use retired ministers' wisdom and energy?

Multiple visits with homework (Jim calls it the MSR model)

Visitor comes in for several weekends? weeks? months?

Embedded visitor ("provocateur in residence," part of the community but part-time)

How could an UURMaPA as MOL fit into one of these models?

Marni points to conflict of interest if embedded ministry of retired minister goes long enough to compete with non-retired ministry; Jim stresses need to coordinate various roles.

We've given up mission of moving all congregations to progressively larger sizes. Now we're looking at how best to serve groups of congregations. Maybe help a congregation to say no to some choices, such as traditional church models, and asking what it can do well.

Or MOL could fill hospice ministry role, helping a congregation to die well, or "phoenix" itself by helping (e.g.) three congregations become two; a good death needs new vision around what it can do, or combining resources where needed, not just a workshop on grief. (Jim: remember that hospice isn't just about dying, it's about living well until you die.)

Scott speculates that 20% of our congregations might need some sort of transitional ministry drawing on these models. But we'd start with modeling 2-4 congregations within each region.

In his time with conferees tomorrow, he'll be looking at these models and assessing enthusiasm for them.

Remaining big challenges include accountability, collaboration and payment.

Monday afternoon - minutes by John Manwell

Presentation by Carol Taylor

We are seeing growing membership in UURMaPA, broader spectrum of backgrounds and lifestyles, but a declining percentage are active in UURMaPA. The board's decision to meet in person only once saves a substantial sum, and our conference participation is growing, but still we reach only a small proportion of retirees.

CONCLUSION: UURMaPA needs an intense visioning session. This needs a professional leader, like Larry Peers.

She thinks people won't invest time in luncheons; but they might in longer meetings.

She suggests a paid administrator, and a traveling reporter to record members' stories.

She would like to see a nationwide network of small groups who might hear from high profile members electronically. Many members have little income, can't travel, but might welcome involvement in such groups

RESPONSE:

Jim suggests the process involve a larger group than the board

Judy Welles suggests we include not just active members but those we'd like to draw in.

Marni: we don't lack vision, but we need to study how to serve those now unserved

Liz: we need to change; an outside facilitator could help

Marni: we're dealing with many more annual retirements, much longer life-expectancy

Doug: there's a demographic and generational change going on around us

Joel: Agrees we need a visioning session; might benefit from being part of UUMA

Jim: Revisioning may be premature; we may not have enough volunteer energy; and we may already be beyond the stage that Carol is addressing

Marni: agrees: we're already readdressing who we are

Jim: Let's continue the conversations with UUMA and UUA.

Apparent consensus on this

ELDERBERRIES: Judy notes our decision in Attleboro (Fall, 2015) to continue mail distribution one more year. Pending survey -- consensus to focus it on only *Elderberries* matters, including but not limited to whether we should continue mailing it. Jim urges letting Judy's advisory team decide what to ask and how to survey.

Consensus to call Liz's role "Outreach Coordinator," not "Caring Network Coordinator."

3:00 PM Adjourn

REPORTS SUBMITTED FOR FEBRUARY 27-29, 2016 - UURMaPA BOARD MEETING

Santa Barbara pre-Conference In-Person Board meeting

President: Jim Eller

No advance report

Vice-President: Marni Harmony

No advance report

Secretary: Judy Gibson

No advance report

Treasurer: Joel Weaver

UURMaPA Finances – February 23, 2016

Ending Account Balances February 23, 2016

Endowment	\$20,575
Money Market	30,441
Checking	29,568
Total	\$80,584

Cash Flow January 1-31, 2016

Member Contributions	\$310	
Total Income	\$310	
Conference Refunds - Santa Barbara	(\$500)	Judy Gibson & Karen Foley
Elderberries Production Costs	(850)	
Caring Network	(225)	
President's Expense	(18)	
Total Expense	(\$1,593)	

Net Cash Flow **(\$1,283)**

Newsletter Editor: Judy Welles

No advance report

At-Large Member: Conferences – John Manwell

Our upcoming conference at La Casa in Santa Barbara will soon be history. The planning committee has been working hard and seems well prepared. Ginger Luke and her committee are hard at work on the Fall conference in Attleboro. It will again be three days, with an outing likely to a destination yet to be decided, or perhaps free time for small groups to go their separate ways.

Winter 2017 remains an open question. We have a preliminary reservation (no money paid as yet) at the John Newcombe Tennis Ranch in New Braunfels TX, in the San Antonio area (where the interim ministers have been meeting for several seasons), for February 13-15 (two nights with an option for a third). Before confirming, Jim has urged that we consider other options which might take us closer to the attractions of downtown San Antonio. He has written to several people in the southwest to explore their interest in helping with the planning.

We'll be talking this weekend about where we stand.

We assume we'll return to Attleboro for Fall 2017.

Beyond that, I'm hoping the Board this weekend may be ready formalize a rotation pattern for the Winter conference. Choices might include alternating between Orlando and a west coast location, or cycling through three locations such as Orlando-San Antonio-Santa Barbara. Our experience this coming week should help us with this decision.

Caring Network Chair: Liz McMaster

No advance report

At-Large Member: Good Offices - Douglas Gallager

No advance report