

1           **Minutes of the ZOOM Conference Board Meeting—July 5, 2016**  
2           **Unitarian Universalist Retired Ministers and Partners Association**

1 Present:, Jim Eller, Doug Gallager, Judy Gibson (Judy G), Marni Harmony, Liz McMaster, Joel  
2 Weaver, Judy Welles (Judy W)

3 Absent: John Manwell

4

5 CENTERING: Jim read “Fault Line” by the Rev. Robbie Welsh.

6

7 CHECK IN: All Board members checked in briefly.

8

9 REPORTS: Were sent to all members in advance, and a summary sent 7/4/16 by the Secretary  
10 (attached). Review was deferred to end of meeting.

11

12 Major agenda items:

13

14 **CONFERENCES**

15 **Fall 2016 Attleboro** – Twenty-two registrations currently received (low compared to this time  
16 last year). John has confirmed with La Salette that there will NOT be a Board meeting prior to  
17 this conference, but Ginger asks that *Board members who will attend please go ahead and*  
18 *register*. The Summer Elderberries will include Attleboro info and registration form, and Judy G  
19 will also post an Announce message at another time as chosen by Ginger. Deadline is not until  
20 Sept. 9, so people may be waiting to register.

21 **Winter, 2017 Santa Barbara, CA**

22       ***(Board meeting, Feb. 25-27, 2017; 3-day Conference Feb. 27-Mar 1, 2017)***–

23 Jim reported (in John's absence) that a full “local” planning committee has been recruited by our  
24 Board Conference Planning Committee (Judy Welles, Jim Eller and John Manwell). See John  
25 Manwell's report (attached)..The Board is responsible for programming, and *Jim moved that*  
26 **John Buehrens be asked offer the keynote** (*Passed*) Topic should be along the lines of  
27 decreased individual involvement in church, “Where do we find the sacred?”. We look forward  
28 to engaging Rebecca Parker and Scotty McClennan, other willing resource people, in future  
29 conferences.

30       John has been awaiting confirmation from the La Casa staff regarding maximum  
31 registration and other details and received and forwarded info following this meeting (see recent  
32 update attached with his report). The Board will be holding an annual in-person meeting at this  
33 conference.

34       Jim also mentioned the possibility of scheduling 3 conferences per year, including Santa  
35 Barbara, an attractive site, each year. There is no consensus at this time.

36 **Fall 2017 Attleboro** – John has said he assumes this regular conference will continue. No  
37 plans in place yet.

38 **Winter 2018 Tampa, FL**

39       ***(Board meeting, Jan 27-29, 2018; 4-day Conference Jan. 29-Feb. 1, 2018)***

40 Marni reminded us that the Franciscan Retreat Center where the conference is reserved cannot  
41 host the Board meeting prior to the conference, but the Vista Hotel at Tarpon Springs ((close to  
42 the site of the UUMA Institute) has indicated that they should be able to provide 8 rooms for  
43 lodging and a small meeting room for the Board meeting. There is no need to reserve the  
44 space this early. *Marni agreed that she would be point person for the Board meeting*  
45 *arrangements, but will not take on coordinating our meals (we will work it out).*

46

47 **NOMINATIONS AND LEADERSHIP**

48       Jim reported that he has conferred with newly appointed Nominations Chair Dick Gilbert  
49 regarding the still vacant Assistant Connections Chair Board position. Jim then introduced  
50 discussion of various Board members' tenure and possible succession plans. Regarding Board

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51 terms: President, Vice President, Connections Chair, Assistant Connections Chair, and Good  
52 Offices members' 2-year terms expire in July 2017. Secretary, Treasurer, Newsletter Editor  
53 and Conference Planning members were re-elected this year to serve 2 year terms through July  
54 2018. *Judy Gibson agreed to send a copy of the Board Service History chart to Dick Gilbert*  
55 *and all Board members for their reference*

56 Secretary's note FYI: *The following statement regarding term limits is included in the*  
57 *ByLaws: "No officer, member-at-large, or member of the Nominating Committee shall serve*  
58 *more than two full terms in any one position. No person shall serve on the Board for more than*  
59 *six consecutive years."*

60

61 **UUA GRANTS PANEL GRANTS**

62 **Retirement Planning Grant** - \$14,500 has been granted for this project that Doug has  
63 worked with the UUMA to initiate. The funds are now in our account. Doug has reported that  
64 the first seminar for ministers looking ahead to retirement is in the works for winter, 2017, with  
65 Larry Peers and Richard Nugent .

66 **TeMP (Targeted Ministry Program)** - Jim will be writing a grant for support of this new  
67 program (successor to Minister on Loan) for temporary ministerial assignments. Last month,  
68 the Board approved having UURMaPA agree to contribute matching funds toward  
69 implementation of this program. Jim further asked that we make a specific commitment for at  
70 least 2 years. *Marni moved and Doug seconded that UURMaPA will contribute matching*  
71 *funds of \$1000 the first year and \$500 the second year toward support of training and*  
72 *development for this program. (Passed)*

73

74 **FALL PLANNING MEETING**

75 Jim reinforced that since we will not have an in-person meeting in Attleboro, we will have a  
76 longer September ZOOM meeting to allow for a more in-depth discussion. Board members  
77 noted the following agreed date for a 3-hour meeting:

78 **Wednesday, September 14, 2016, 1:00-4:00 CDT**

79

80 **UNSUNG UURMAPAN AWARD**

81 Nominations are open for this award to any member who has made an extraordinary  
82 contribution to our association, working behind the scenes during their retirement years. *Board*  
83 *members are asked to send nominations to Liz McMaster before the next Board meeting.*

84

85 **ELDERBERRIES DISTRIBUTION**

86 Judy W sent the Board a summary of survey results about members' preferences of  
87 Elderberries format (attached with reports). Of 304 respondents, 58% prefer to read  
88 Elderberries online, rather than on paper. *Judy W moved that UURMaPA adopt a policy that*  
89 *we will mail paper copies of Elderberries to all members except those who chose to opt*  
90 *out and read the newsletter online (Passed).* All members will continue to receive word via  
91 Announce of how to pull up a new issue Elderberries when it is available on the website. *Judy*  
92 *W will include this information in the coming Summer issue and future issues, asking that*  
93 *members notify Membership Coordinator Richard Speck if they wish to stop receiving a paper*  
94 *copy. For the fall issue, she will have Richard remove from the USPS mailing list the addresses*  
95 *of the 58% who have already indicated that they prefer reading the online version.*

96

97 **WEBSITE UPDATE**

98j Judy W reported that there has been some setback on the website update schedule, as the  
99 ISP has been changed to Wordpress. Webmaster Duane Fickheisen expects that the new  
100 version will be up and running by the end of the summer. The re-designed website will be able

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101to accept conference registrations online, which should be in time for the Winter 2017  
102conference in Santa Barbara.

103

104**SERVICE GRATUITY QUESTIONS**

105     Although we have received communications from Sheldon Bennett regarding necessary  
106changes in the service gratuity administration, several retirees still have questions and  
107concerns. *Jim agreed to focus the President's column in the Summer Elderberries on the issue,*  
108*reiterating some of Sheldon Bennett's explanations and repeating the info about the*  
109*supplemental grant for older retirees.*

110

111***Other brief items:***

112

113**Update of UURMaPA Pamphlet**

114     Jim and Judy W have not had a chance to work on this project.

115

116**Navias Awards Committee**

117     No progress yet.

118

119**The minutes of the June 13 meeting were approved as corrected.**

120

121**NEXT MEETING – Tuesday, August 2, 2016, 3:00-4:30 CDT via ZOOM**

122

123Respectfully submitted,

124Judy Gibson, Secretary

125

126

127

128

129 **REPORTS SUBMITTED FOR JULY 5, 2016 - UURMaPA BOARD MEETING**

130

131 **President: Jim Eller**

132

133 **GA.** We had a fine UURMaPA luncheon with a good level of participation. The highlight was  
134 surprising Barbara Child with the Creative Sageing Award. Marni did a fine job researching  
135 reason she should receive the award. Barbara was delighted and surprised. New members  
136 expressed pleasure in the warm welcome and their ritual of inclusion. The Service of the Living  
137 Tradition went well, and the Survivor’s luncheon had better facilitation than in past years.

138

139 **Winter 2017 Conference, Santa Barbara** - I have been working with John Manwell and Marni  
140 Harmony on putting together a planning team. This is now in place and will be convened in the  
141 next couple of weeks. The Board Conference Task force of Jim, John and Judy W, reviewed  
142 keynote speakers for Santa Barbara. We have John Buehrens, Rebecca Parker, and Scotty  
143 McLennan who have all said “yes.” .....

144 After this year’s GA it became clear to me that I do not want to serve for four years as the  
145 UURMaPA President. I have discussed this with Bob Morriss and Dick Gilbert with our  
146 Nominating Committee process. I have also talked with Marni and Judy Welles about a  
147 succession plan. We are still in the works about how this will move forward.

148

149

150 **Vice-President: Marni Harmony**

151

152 Spent much of the week before GA finalizing all details for the luncheon—coordinating with the  
153 hotel for room set up, payment, AV support, etc. The luncheon itself went smoothly, with many  
154 expressions of approval. A good spirit, good program (one person commented about staying  
155 awake despite it being after a full lunch), and good food.

156

157 Doug and I facilitated a discussion about retirement during the Collegial Conversations time as  
158 part of Ministry Days. About 15 people attended. Discussion was good; notable expressions of  
159 interest in the TeMP program.

160

161 A dozen ministers signed up to be part of a peer group. I will re-confirm with each of them to  
162 make certain they are still interested. And with two others on a “waiting list,” we have a total of  
163 14. I expect to start two new groups in September and will be looking for another facilitator or  
164 two.

165

166 Note to Joel: We will likely need at least one more Zoom account; possibly two. I believe it is  
167 important that we offer to pay for one facilitator for each group to have an administrative Zoom  
168 account. (\$150)

169

170 I am still looking for ideas about someone to lead a workshop at the next UUMA Institute—a  
171 workshop with particular appeal to retirees ( ministers and partners) but not necessarily just  
172 retirees.

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175 **Secretary: Judy Gibson**

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177 **Approval of June 13 Minutes and Reports**

178 **I request that the Board approve the corrected minutes and reports from our last meeting**

179 **on June 13, 2016.** Minutes were sent to everyone for review on July 1.

180

181 **Treasurer: Joel Weaver**

182

183 UURMaPA Finances – June 30, 2016

184

185 **Ending Account Balances June 30, 2016**

186 Endowment \$35,683

187 Money Market 19,191

188 Checking 32,143

189 Total \$87,017

190

191 **Cash Flow June 01 - 30, 2016**

192 UU Funding Program Grant \$14,500

193 Attleboro Conference Fees 2,250

194 GA Luncheon Income 690

195 Member Donations 525

196 Total Income \$17,965

197

198 GA Room & Board (\$716)

199 Creative Saging Award (500)

200 Caring Network Memorial Donations (100)

201 Elderberries Survey Monkey (26)

202 Total Expense \$1,342

203

204 Net Cash Flow \$16,623

205

206

207 **Newsletter Editor: Judy Welles**

208

209 **I. Survey**

210 I have set the *Elderberries* survey to end our upgrade as of today, July 2. This means that

211 I won't be able to filter the data, or see any responses beyond the first 100. (We had 304

212 responses when I did this.) I'd like to have the survey itself indicate that it is now closed for

213 further input, but I haven't figured out yet how to do that.

214 Having received no responses to my query last week about what filtered data we might

215 want (e.g. how many people over 80 want to receive it by e-mail notification), I have

216 documented only the gross data, which I am attaching in a separate report. I did export the data

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217to a spreadsheet so we will continue to have access to it in case we later decide that we want  
218some filtered results.

219 For my own use, and the use of the next editor, I have captured the names of everyone  
220who volunteered to write something for *Elderberries*. This is a gold mine! I also have the  
221names of two people who said they'd be interested in editing *Elderberries* in the future, and 13  
222who said "perhaps." That list will go to the Nominating Committee.

223 The reason for the survey was to help us decide whether to continue mailing it to every  
224address, and the results showed a surprising (to me) preference for receiving it as an e-mail  
225message with a link to the web site. ***The Board needs to take formal action on this question at***  
226***our July meeting.***

227 Presuming that the action is for people to **opt out** of receiving it by mail (which is the  
228opposite of the arrangement when I took on the editor job — at that time people had to **opt in** to  
229receive it in the mail), I am prepared to give Richard Speck the names of the people who said  
230they'd like to get it by e-mail so that he can remove their names from the *Elderberries* mailing  
231list. 174 people preferred to **opt out**, though a few didn't give their names.

232 I will write about the survey results in the Editor's column in the Summer issue, and I  
233suggest that those changes take effect as of the Fall issue. This will give Richard and me plenty  
234of time to update the mailing list, and will also give others the opportunity to notify Richard that  
235they wish to **opt out**.

236

**237II. Summer *Elderberries***

238 Here's my usual plea for those of you who want something to appear in the upcoming  
239issue to submit it to me as soon as possible. The deadline is July 15.

240I have received the following:

241 Attleboro article and registration form  
242 Information about the Creative Sageing Award, which I will put together into an  
243article. This will probably be the front page story.  
244 Elders in Action - Enid Virago  
245 "The Fifth Season" - Marni  
246 Call for Nominees for the Unsung UURMaPAn  
247 Call for people who want to be in Peer Groups - Marni  
248 A few obituaries, and a few bits for Turning of Our Lives

249I await the following

250 Leadership Column - Meg Riley  
251 President's Column - Jim Eller  
252 Update on Navias Award - Jim Eller  
253 Article about G.A. luncheon, business meeting and any other UURMaPA business at  
254G.A. (other than the Creative Sageing Award) - Jim Eller  
255 Partner's Column - I probably will skip that for this issue  
256 What Brings You Joy - Karen Foley  
257 a few of the usual things like a list of new members, etc.

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*258What Else Do You Think Belongs in the Summer Issue?*

259Because I will be having my first cataract surgery on July 12 and my second on July 27, and I'm  
260not sure how well I'll be able to see for a while after each of them, I would appreciate receiving  
261these materials sooner rather than later. I have already started putting this issue together with the  
262materials I have received.

263

**264At-Large Member: Conferences – John Manwell**

265

266Fall 2016 – Attleboro. I have advised Attleboro that we will not be holding a board meeting  
267there, in advance of the conference. I have not yet received any acknowledgement.

268

269 Ginger Luke sends the following program update:

270

271 Planning is going well for the Attleboro conference. I am pleased that the  
272 Rhode Island School of Design will be offering us an exclusive guided  
273 tour with an emphasis on creativity. I haven't yet worked out the  
274 transportation to Providence. I think it will depend upon who is coming to  
275 the conference.

276

277 I am a little concerned about registration. We have 22 people registered  
278 and 4 more whom I am sure will register. We need 14 more to make 40  
279 and I am surely hoping we will have that many.

280

281 An e-blast went out a couple of weeks ago and I have just sent Judy  
282 Welles info for the next Elderberries. Is there anything else you would  
283 recommend to increase registration. I don't really know how many usually  
284 register by this time.

285

286 Would you ask the board members if those who are planning to come have  
287 all registered. I know you are not having a board meeting in person at  
288 Attleboro.

289

290Please note Ginger's closing request that we all register so she'll know who from the board are  
291coming.

292

293 Winter 2017 – La Casa. I have inquired about the current upper limit we've reserved for,  
294their flexibility for increasing it to 75 or 80, and the deadlines and cost for doing so. The  
295conference coordinator, Kate Clarke, is out of the office until today. I had delayed this report  
296hoping I might hear, but I will keep you advised.

297

298 We now have five members who have agreed to serve on the planning committee, as  
299follows:

300

301 Anne Hines  
302 9621 Reseda Blvd, Apt 211  
303 Northridge, CA 91324

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304 irrevanne@gmail.com

305

306 Jay Atkinson (wife: Ariel Summerlin)

307 63 Orion Court

308 El Sobrante, CA 94803-1627

309 Tel: 510-275-9402 818-312-2815

310 jayatk40@gmail.com

311

312 Mary Kay Hamilton (husband: Dennis Hamilton)

313 1210 Presidio Blvd., Pacific Grove, CA 93950-5435

314 Tel: 972-529-8187

315 revdennishamilton@mac.com

316

317 Betty Stapleford (not in directory)

318

319 Lois Wesener (husband: Drew Kennedy)

320 1202 E. Kenmore Pl

321 Shorewood, WI 53211

322 Tel: 414-963-9590 414-807-4762

323 loisw99@hotmail.com

324

325 All meetings will be electronic; Jim will convene an e-mail conversation to get the group  
326 started. I will help them select a chair from their membership, then continue in a liaison and  
327 encouragement capacity. The committee will market and manage the conference and handle  
328 registration, but we hope that payments can go directly to Joel as treasurer, via the new website.  
329 I will share with them the report of last year's planning committee.

330

331 It's understood that the board will plan the program. As Jim has reported, he has been in  
332 touch with John Buehrens, Scotty McLennan and Rebecca Parker, all of whom are interested.  
333 Jim, Judy Welles and I discussed possible roles for them. We also opened the possibility of two  
334 winter conferences in 2018 (both Santa Barbara and Orlando).

335

336 *Addendum by John, July 6, 2016*

337

338 I heard this morning from La Casa about what we've signed up for and about their flexibility.  
339 I've pasted their response below. They didn't answer my question about how long we have to  
340 request more space, but confirmed that we're have room for 65 right now, and can go up to 80.

341 Haven't yet had a chance to go over the invoices carefully but will share them with Joel and Jim  
342 in the meantime, and report later on recommendations.

343 I don't imagine our new planning group will be ready to test the waters in marketing the  
344 conference for a few more months; I'd guess the board will want to decide sooner than that  
345 whether to take the risk of asking for more rooms -- after we get a better handle on the timetable  
346 for payment and guarantees.

347



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348 *excerpt of letter from La Casa, July 5:*

349.....*For the Board Retreat, Saturday, February 25, 2017, with a 4pm check in time, - Monday,*  
350 *February 27, 2017, ending at 1pm, the group has 9 sleeping rooms and the Seminar for the*  
351 *board of about 15 guests.*

352 *For the Conference, beginning Monday, February 27, 2017 at 4pm, with the coordinator*  
353 *arriving at 2pm, and ending Wednesday, March 1, 2017 at 1pm, the group has guaranteed 35*  
354 *sleeping rooms + 2 first right of refusal rooms and is expecting up to 65 guests. Each sleeping*  
355 *rooms has 3 twin beds and may be used as a single, double or triple room. We do have 4*  
356 *additional sleeping rooms, if needed. La Casa de Maria can accommodate a maximum of 150*  
357 *guests at any one time. At this time, you are welcome to increase the number of guests expected*  
358 *to 80, if you would like.*

359 *Attached is a copy of the preliminary invoice and deposit schedule. You will see that the first*  
360 *deposit was made in March and the second deposit is due in October. Please review and let me*  
361 *know if you have any questions.*

362 *Please let me know if there are any changes that you would like to make to the number of guests*  
363 *expected and the number of sleeping rooms guaranteed.*

364 *I look forward to working with you on the detail for this February program.*

365 *Peace,*

366 *Mary Ann Paxton*

367 *La Casa de Maria*

368 *Conference Coordinator*

369

370 **Connections Chair: Liz McMaster**

371

372 *I talked with Bob Morriss about possible new additions to the Board as Assistant Connections*  
373 *Chair and followed up with a conversation with a potential new Board member.*

374 *Sent condolence cards to Kitty Ward (Robbie Walsh), Dorothy Hopper (Leon), and the Elrod*  
375 *Family (Mac Elrod) and asked Joel to send contribution checks to UUMA Endowment in their*  
376 *names.*

377 *Sent out Elderberries survey to the list of Area Connectors. Heard from Ruth Gibson, Rhett*  
378 *Baird and Barbara Child that they had done so and I'm sure other AC's did likewise.*

379 *I received resignation from Carol Yorke (Area Connector for Florida) and wrote to thank her for*  
380 *taking on the job. I received a list of potential Area Connectors for New York City/NJ from Sue*  
381 *Nickols in anticipation of their move to Oregon and am waiting to hear from her to move on with*  
382 *finding the right person(s).*

383 *We have vacancies in the following areas: Bay Area Coastal, Bay Area Inland, CO/MT/WY,*  
384 *Florida, Mass Bay Coastal, New Mexico and St. Lawrence. I have tried to find someone to fill*  
385 *New Mexico with no success and I need help with the other areas. If you know anyone in any of*  
386 *those areas who you think would be good (and willing!), please let me know.*

387

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390At-Large Member: Good Offices - Douglas Gallager

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392 I'll be on a Zoom call tomorrow with the retirement planning seminar team looking  
393toward the first such seminar with Larry Peers and Richard Nugent in winter, 2017. There has  
394been quite a bit of back-and-forth about dates and location. The UUA and UUMA team  
395members send their thanks for UURUMPA taking the lead in the grant application.

396 As you'll recall, Diane Dowgeirt and I headed up the Good Offices training with the  
397specialists in transitions prior to Ministry Days. I felt quite good about the training. It also  
398seemed that my being part of that helped legitimize UURMAPA as an integral part of our  
399ministry.

400 Marni and I also facilitated a Collegial Conversation on retirement. About 15 people  
401attended at various stat felt affirmative and productive.

402 I did not attend the UUA Board meeting as it coincided with Ministry Days.

403

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**405Elderberry Survey Results, Gross Data**

406Note that all percentages don't add up to 100. Some people skipped some questions, and some answered questions in  
407two ways, e.g. people who are both a minister and a minister's partner.

408

**409Number of respondents: 304**

4101. How do you prefer to receive *Elderberries*?

411 By post: 42%

412 E-mail notification, read on web site: 58%

4132. Do you currently read *Elderberries*?

414 Always: 83%

415 Sometimes: 17%

416 Never: .3% (1 person, a partner who married her husband in the last year of his  
417ministry career and doesn't really know any UURMaPAns)

4183. How would you assess the value of *Elderberries* to you?

419 Very valuable: 21%

420 Valuable: 50%

421 Somewhat valuable: 27%

422 Not valuable: 1% (4 people)

4234. Current topics:

424 Front page story - Valuable - 44%  
425 Interesting - 59%

426 President's Column Valuable - 41%  
427 Interesting - 62%

428 Partner's column Valuable - 32%  
429 Interesting - 71%

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430	Leadership column	Valuable - 28%
431		Interesting - 74%
432	What Brings You Joy?	Valuable - 42%
433		Interesting - 64%
434	Elders in Action	Valuable - 42%
435		Interesting - 62%
436	Turning of our Lives	Valuable - 57%
437		Interesting - 48%
438	Obituaries	Valuable - 70%
439		Interesting - 35%

4405. Possible Future Topics

441	Spirituality/Theology	Valuable - 60%
442		Interesting - 43%
443	Current political issues	Valuable - 33%
444		Interesting - 66%
445	What the UUA is up to	Valuable - 57%
446		Interesting - 48%
447	Travel	Valuable - 23%
448		Interesting - 77%
449	Hobbies/Creative life	Valuable - 31%
450		Interesting - 70%
451	Health issues and	Valuable - 44%
452	information	Interesting - 60%
453	Family life	Valuable - 16%
454		Interesting - 86%
455	Book Reviews	Valuable - 51%
456		Interesting - 52%
457	Second Careers	Valuable - 26%
458		Interesting - 72%

4596. Would you be interested in editing Elderberries in the future?

460	Yes - 2 people
461	No - 240 people
462	Perhaps - 13 people

4637. What else would you like to tell us about Elderberries?

46489 responses, most of them generically positive, they like it, they look forward to it, etc. My  
465favorite was "I think Judy Welles should be canonized." (Written by a friend.) Here are a few  
466other responses:

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468 I'd like to know how many UURMaPAns attend church regularly; how many go to UU churches,  
469 how many go elsewhere

470 I would like to see more thought-provoking articles about developments within UUism,  
471 important trends and decisions made, and evidence that we are still supporting a religion that  
472 is more than a multicultural civil rights campaign

473 Probably too difficult in terms of procedure, but perhaps an "editorial staff" might be helpful.  
474 Say one person to edit front page, another partner page, another book review, et cetera.

475 It's been most helpful finding and keeping track of some of the folks I knew in the 60's and 70's  
476 whom I had long considered long dead. Am now in correspondence with several as a result.

4778. Demographic information

478	Ministers	84%
479	Partners	20%
480	Living alone	21% (why did we ask this?)

4819. Age Range

482	Under 60	.78% (2 people)
483	61 - 70	33.3% (86 people)
484	71 - 80	39.53% (102 people)
485	81 - 90	23.64% (61 people)
486	91 or better	2.71% (7 people)