

1 **Minutes of the In-Person Santa Barbara Board Meeting—Feb 25-27, 2017**
2 **Unitarian Universalist Retired Ministers and Partners Association**

1 Present: Jim Eller, Judy Gibson (Judy G), Marni Harmony, John Manwell, Art Severance, Joel
2 Weaver, Judy Welles (Judy W)
3 Joined via ZOOM: Doug Gallager, Liz McMaster

4
5 **Saturday, Feb. 25**

6
7 **CHECK IN:** All Board members checked in with two personal notes and one hope for
8 UURMaPA..

9
10 **AGENDA:** Reviewed briefly: one addition made under BUDGET/FINANCIAL: Event
11 Cancellation Policy.

12
13 **Sunday, Feb. 26**

14
15 Jim offered an opening reading in the morning. Marni shared opening readings in the
16 afternoon..

17
18 **MINUTES, JANUARY 30:**

19 Judy G sent corrected minutes to all before the meeting. Jim noted that there were
20 several “to do's” included – he included most on the agenda. **The minutes and reports from**
21 **last month were approved as revised.**

22
23 **OPERATING PROCEDURES REVIEW:**

24 It was noted that this document is distinct from Bylaws; it is simply a working document
25 reflecting how the organization currently operates – changes are made by the Secretary based
26 upon Board decisions. Updates are periodically posted under Governance on the website for
27 our reference.

28 Judy G distributed a set of Operating Procedures updated through 2/21/17 (more recent
29 than those posted on the web), and the Board reviewed each section. *Judy G noted all*
30 *changes recommended, and will update, send to the Board for review, and then have them*
31 *posted to the website.*

32 Additions and changes generally included these areas:

- 33 • Widowed partners of retirement age will be invited to become members following
34 recognition of the minister's death during GA.
35 • The Board will make final decision on nominations presented from the Nominating
36 Committee, and names will be posted in the Winter issue of Elderberries. If only one
37 name is nominated for each position, they will be declared elected by April 1.
38 • Access information for ZOOM room for leadership is currently under Jim Eller - will change
39 as of July 1, 2017 to a new Board designee.
40 • Expense reimbursement will be available for up to 2 organizers (or equivalent) for each
41 conference planning committee. As far as possible, conferences will be operated on a
42 break-even basis.
43 • Gene Navias Award – *basis for award is still under consideration by the Board.*
44 • Membership Coordinator will be notified promptly of the death of any member so that
45 name can be removed from mailing lists.

46
47 **UURMaPA CONFERENCES**

48
49 **Proposal for LGBTQ UU History:**

50 Phyllis Hubbell joined the meeting by ZOOM to discuss the 2/21/17 proposal sent to the

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51 Board for UURMaPA programming on UU LGBTQ history (see *attached document*). The Board
52 enthusiastically approved the idea of developing two sequential conferences with this focus in
53 Attleboro (Fall 2018) and Santa Barbara (Spring 2019). **Phyllis agreed to continue in her role**
54 **as organizer for Attleboro through Fall 2018 to help with the coordinated planning.**
55

56 Key ideas discussed included:

- 57 • East and West allows chance to capture memories from LGBTQ leaders in all areas of the
58 country;
- 59 • Link to 50th Anniversary of Stonewall (June, 1969). Note UUA milestone: Gene Pickett's
60 development of LGBT department in the 1970's
- 61 • UURMaPA takes lead as program initiator, but involve many departments in UUA, maybe
62 2019 GA.
- 63 • Our website could store videos, audio interviews, from research with LGBTQ veterans that
64 would be accessible for research. Board can help ID people to interview.
- 65 • Need to have liaison for planning the two conferences –suggest new At-Large Board
66 member for Conferences (Ginger Luke)
- 67 • Funding from the Grants Panel could pay expenses for interviews – need a coordinator,
68 build relationship with gatekeeper, Hillary Goodrich, Program Director for the UU
69 Funding Program. (Judy W?)
- 70 • Marni could coordinate contacts with UUA and UUMA for the Board.

71
72 **Attleboro Conference, Fall 2017 and Tampa Conference, Spring 2018**

73 Phyllis confirmed that they plan to contact Laurel Hallman to be presenter for the 2017
74 Attleboro conference, with the theme of finding joy and hope in challenging times. The Board
75 considered the idea of using the same topic for the spring conference. Jim and Judy W noted
76 that Rebecca Parker has agreed to serve as a presenter in a future conference, and she can
77 offer a wide range of topics. Judy W noted that she has scheduled Rebecca as presenter for a
78 Pacific Northwest UUMA Chapter Professional Days on this same general topic, and she would
79 be well prepared. *Phyllis will contact Laurel, then let Judy W know re availability; after that,*
80 *Rebecca Parker can be invited for a specific date to keynote.*

81 Marni noted that at least a 2-person planning team still needs to be identified for the
82 Tampa conference. *(Added to Parking Lot for Monday discussion)*
83

84 **Conference Guidelines**

85 Judy G noted that a set of conference guidelines (dated April 2015) remains somewhat
86 buried on our website, and asked if they are up-to-date. Judy W located them under
87 ACTIVITIES-Conferences, and forwarded the link to Board members ([http://uurmapa.org/wp-](http://uurmapa.org/wp-content/uploads/2016/06/20150417ConferencePlanningGuidelines.pdf)
88 [content/uploads/2016/06/20150417ConferencePlanningGuidelines.pdf](http://uurmapa.org/wp-content/uploads/2016/06/20150417ConferencePlanningGuidelines.pdf)). *John will review the*
89 *Guidelines, make updates as needed, and make sure Ginger Luke has a copy. Judy W*
90 *recommended that a second link be set up for the updated Conference Guidelines under*
91 *GOVERNANCE on the website. (contact Webmaster)*
92

93 **RETIREMENT RESOURCES**

94
95 **The March Retirement Workshop** is fully subscribed. *Doug confirmed that he plans to do the*
96 *final report to the Grants Panel after financials are complete. He will send a copy of the report*
97 *to Judy W, who will edit as needed for the Spring Elderberries.*
98

99 **Ministry Days Workshop before GA**, which is usually offered for those planning for retirement,
100 has not yet been confirmed.

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101
102 **UUA Retirement Plan Committee** – Marni's term on this committee is ending, and they are
103 looking for someone with investment/management experience to join as the UURMaPA
104 representative. *Jim will talk with one or more qualified members whom he can invite to apply.*

105
106 **BUDGET CONSTRAINTS AND FINANCIAL PLANNING**

107 Joel reported that over the last two months, we have received only about half of the
108 contribution amount from members that is budgeted and would be expected based on past
109 years. Jim noted that we cannot continue with our programs and activities at the same level
110 unless we can increase income. He stated that one in-person meeting, and other meetings by
111 ZOOM seems to work well, and the current 9 Board members are needed, so cutting costs is
112 not the best option.

113 Jim offered a proposal, and **all Board members agreed to serve as a stewardship**
114 **committee.** In addition to the two fund raising letter appeals that the President writes each
115 year,

- 116 *1. We will each make two direct asks of selected members between March and May - to*
- 117 *increase their contributions (\$100-500)each year for 3-5 years*
- 118 *2. Joel will send all Board members a list of names and amounts contributed to date for*
- 119 *our confidential information.*
- 120 *3. Jim will draft and send out a basic script for an ask.*
- 121 *4. We should send Joel the names we each select to avoid duplication. Partners ,who*
- 122 *may know fewer members; should work with their minster partner who has more*
- 123 *professional acquaintances in UURMaPA.*

124 Five Board members volunteered people that they would ask - a total of ten names - which Joel
125 noted and will share along with the list, so we can select other names.

126
127 **Cancellation Policy**

128 When at least two couples found it necessary to cancel their registrations for the current
129 conference, we were able to reduce the meal guaranteed number, but still must pay \$200 per
130 couple for the reserved rooms. This year, there was no waiting list with which to fill the
131 vacancies. Joel noted that we have had a past practice of refunding the total registration for
132 cancellations, but the Board agreed that we should draft a policy.

133 In discussion, we noted that site policies are different for each conference,so we agreed
134 that *the following general policy would be stated with registrations for future conferences and*

135 *added to the Operating Procedures: (John and Ginger, Judy G)*
136 **In case of cancellation, UURMaPA will do our best to refund as much of the fee as**
137 **possible. Some costs may be nonrefundable. If your place is filled from a waiting list, a**
138 **full refund may be made.**

139 *For the current cancellations, Joel will send full refunds with letters explaining the room*
140 *charges that could not be canceled. He will suggest that it would be appreciated if they could*
141 *make a donation to UURMaPA to defray the cost.*

142
143 **PASTORAL CARE AND OUTREACH EFFORTS**

144
145 **Connections Network**

146 We acknowledged with Liz that there will continue to be unfilled vacancies in the Area
147 Connectors, and that outreach by the Connections Chair and Assistant to Area Connectors and
148 members may often go unacknowledged. Still, we confirmed that the connection efforts made
149 are among the most important things that UURMaPA does.

150 *Liz agreed to provide a current list of Area Connector vacancies for inclusion with this and*

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151 *future meeting minutes, so that Board members can assist in suggesting names for possible*
152 *Connectors.*

153 Here is Liz's current list of eleven Regions that have Connector vacancies:

- 154 AZ/NV
- 155 Bay Area Coastal
- 156 Bay Area Inland
- 157 CO/MT/WY
- 158 CT Valley
- 159 Florida
- 160 Heartland North
- 161 Heartland South
- 162 Mass Bay Coastal
- 163 New Mexico
- 164 Southwest

165
166 **Peer Groups**

167 There are three functioning groups at this point, and they are very good for developing and
168 reinforcing supportive connections among our members. Marni noted that six of the eight
169 members in the group she facilitates are traveling from around the country to attend this
170 conference! Jim stated that he continues to think that there is potential for developing many
171 more groups, including a possible group for Partners and Ministers/Partners. We considered
172 ways to keep getting the word out about the value of these groups, including: a semi-regular
173 Elderberries column by Peer Group members("What my Peer Group means to me"); information
174 and sign up of those interested at events including GA luncheon, conferences, etc; more
175 information on our website.

176
177 **Website**

178 The updated website now includes access to recorded keynote addresses at conferences,
179 and some scripts. These recordings can also be posted on YouTube. The group discussed
180 possible ways to video interviews or planned, selected segments of Peer Group interactions to
181 help spread the word.

182 Judy W confirmed that the webmaster's current goal is to have online registration for the
183 GA Luncheon available through the website as well as mailing a check. *Joel and Marni will*
184 *consider how they would then need to collaborate to monitor registration numbers.*

185
186 **Facebook Page**

187 Our page is not much used. Jim suggested perhaps adding a second administrator who
188 might help promote it.

189
190 **ELDERBERRIES - AND TRANSITION**

191
192 Judy W described the plans for rotating membership on the Elderberries Advisory Board.
193 This group has proven very helpful during her editorship, and she expects it will continue to be
194 an important support to the new Editor, Nancee Campbell.

195 Judy W further noted that our current Nominating Committee members are all of an older
196 peer group, which could limit their ability to know possible nominees from among newer retiree
197 members. Perhaps a younger retiree could be invited to work with them in an advisory capacity
198 for the next round. The Board agreed that creating task forces and advisory committees helps
199 members get involved, and builds organizational leadership.

200 As incoming President, Judy W stated that she is thinking of several ideas for smoothing
201 Board transition, since we have five new members coming onto our nine-person Board. Ideas

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202 include: meeting with incoming Board members at this conference; inviting incoming members
203 to attend our June ZOOM Board meeting; devoting the first half of the July Board meeting to
204 orientation.

205
206 **TMP (TARGETED MINISTRY PROGRAM)**

207 Jim distributed a two-page description of this pilot program with a ministerial application
208 attached. Copies were shared with attendees of the conference. As a condition of the grant
209 supporting the project, two congregational sites in each region are to be selected to pilot the
210 program during the next church year, between October 2017 and June 2018. Some retired
211 ministers have already expressed interest, and 12-14 will be selected for training in October
212 2017 in Attleboro. They will serve full-time for a short term.

213 *Jim noted that the UURMaPA Board will need to decide who will write and submit an*
214 *interim and a final report on this grant. Also, a Board member will need to write the second*
215 *grant in collaboration with Scott Taylor – Jim can help in an advisory capacity.*

216
217 **FINANCIAL NEEDS TASK FORCE**

218 Richard Nugent has confirmed that the UUA Common Cause campaign has not included
219 funding to help ministers and widowed partners with financial needs. The survey of needs that
220 will go out soon to all retirees has some questions drawn from the 2009 and 2012 surveys, so
221 that data may be comparable. When we receive survey results from UUA, UURMaPA may have
222 info that will help us frame specific questions on retiree issues that could influence our votes in
223 the UUA Presidential election this June at GA.

224 Art had emailed the three candidates requesting a general statement we might share at
225 the conference. Both the Rev. Susan Frederick-Gray and the Rev. Jeanne Puppe responded,
226 but due to short notice, no one could prepare a statement in time. *Judy W will ask them for a*
227 *statement that can be published in the Spring Elderberries.*

228
229 **DEATH NOTICES AND OBITUARIES**

230 Judy W noted that she and Judy G met earlier and drafted charts of the complex
231 processes UURMaPA follows to memorialize member deaths. Ministers and partners have
232 somewhat different procedures. Up to ten people, including Board members and appointees,
233 may be involved. Judy W verbally reviewed the charts and made some adjustments. *She will*
234 *create them on her computer and send them for review and further revision. They will then be*
235 *added to the Operating Procedures by the Secretary.*

236 Marni urged that we remind members that pre-obits are helpful to families as well as
237 UURMaPA, and may be sent to the Secretary to be held in a password-protected file on the
238 website.

239 Our obituary editors have busy lives, and Judy G noted that some complete obituaries
240 may only be received for sharing with members on Announce as much as two years after the
241 death. Following discussion, it was suggested that *Judy G ask Jay to compose a preamble or*
242 *end note to include when sending out these late obituaries, that explains that this is shared as*
243 *an historic tribute.*

244 Judy W has recently been preparing in Memoriam listings of about 50 words (all member
245 deaths in the 12 months previous to each conference). Following discussion, *it was agreed*
246 *that*

- 247 • *Art, as Connections Chair, will assume the job of preparing these listings for coming*
- 248 *conference services.*
- 249 • *Judy W will share procedures for this twice-a-year project with Art.*
- 250 • *John will remind Phyllis that she agreed to write up some guidelines for conference*
- 251 *planners on preparing the In Memoriam services.*

252

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253 **GENERAL ASSEMBLY PLANS**

254 **Ministry Days** – We have not yet heard if UURMaPA has been giving a workshop slot. If
255 so, Judy W and Marni will conduct Collegial Conversation on Retirement.

256 **Service of Living Tradition and Survivors Luncheon** – (Thursday, June 22) – Judy W
257 will attend for UURMaPA.. *The Board suggested that the President(elect) take the opportunity*
258 *at the Survivors Luncheon to invite the recently-widowed partners of retirement age to get*
259 *involved in UURMaPA if they wish.*

260 **UURMaPA Luncheon** – Marni just received date confirmation: Friday, June 23. *Marni will*
261 *arrange menu, secure meal cost for current members, and send an invitation to all members.*
262 (Lunches for new members who attend are covered by UURMaPA budget.)

263
264 **ODYSSEY PRESENTER SELECTIONS**

265 Recommended time frame for invitations is one year out. *As incoming President, Judy W*
266 *will select for 2017 Attleboro and beyond. John will send her the list of past Odyssey*
267 *presenters.*

268
269 **NAVIAS AWARD**

270 The recommendations from Navias Bequest task force (Ginger Luke, Carol Taylor and
271 Barry Andrews) were reviewed and discussed. (See *President's Report attached to January 30*
272 *Board minutes*). Members felt most favorably toward their second recommendation: using
273 funds to supplement UURMaPA programming with special emphasis on lifelong religious
274 education. Marni suggested that the first such program might be a historical piece or play about
275 Gene Navias and why the bequest was given. *Judy W agreed to pursue further information*
276 *with the trustee partner and/or family on their and Gene's wishes in directing the bequest to*
277 *UURMaPA.*

278 There was consensus on the following proposal: **On even numbered years, beginning**
279 **with the 2018 Attleboro conference (theme: UU LGBTQ history), a presentation of some**
280 **kind with be scheduled focusing on Lifespan Religious Education, preferably focused**
281 **first on Gene Navias' personal story as a gay man. \$1000 from the bequest will be**
282 **available to finance this program.**

283 *Jim will get back in touch with Task Force members to thank them and let them know of*
284 *our proposal.* Liz suggested we may need a standing sub-committee to administer the bi-
285 annual grant.

286
287 **Monday, Feb. 27**

288
289 Art offered selected short opening readings.

290
291 **MEMBERSHIP TASK FORCE – RECOMMENDATIONS AND DISCUSSION**

292
293 Don Southworth, Executive Director of UUMA, and Wayne Arnason, member of the Task
294 Force, joined the Board for the morning session to consider the November 29, 2016 Task Force
295 recommendations regarding instituting a two-tiered system of membership for UURMaPA and
296 creating a dues structure for the first tier as Sustaining Members.

297 Marni again reviewed for the group the background, major considerations and concerns
298 that stimulated the effort and the recommendations from the Task Force (See *Minutes from Oct.*
299 *11, 2016 for Background and Considerations {also published in Winter Elderberries}, and Dec.*
300 *6, 2016 Minutes for the Task Force proposal*). Don Southworth noted the high percentage of
301 UUMA ministers that are retired Life Members, the recent increase in rate of retirees, and the
302 expansion of UUMA concerns to support families of ministers. The consequent overlap in
303 UUMA and UURMaPA goals and mission was noted.

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304 Addressing issues of diminishing income, Joel offered the following data: in 2016, of 771
305 UURMaPA “member households,” 234 sent donations to support our budget, and total
306 contributions have dropped significantly in the last 2 years. Don stated that the donated income
307 from retired Life Members (who are exempt from regular dues) has similarly diminished.

308
309 Several members have offered additional thinking on the subject. An extended discussion
310 followed. Some key points included:

- 311 • UURMaPA is a growing organization with decreasing income – something is not working.
- 312 • Goals of increasing income and serving active and inactive members would not be well
313 served with two-tiered membership. Dues might reduce income from larger givers,
314 discourage small givers, ultimately bringing in less money. Defined tiers create sense of
315 stratification – non-givers feel they are less important.
- 316 • We are on the leading edge of a big change with swelling membership, different needs.
317 UUMA has already gone through this, is expanding their mission, overlapping with
318 UURMaPA..
- 319 • May want to designate a Board member focused on development – look at Meadville
320 Lombard's Board structure.
- 321 • Consider bringing in a consultant to reconsider our mission and power.

322
323 A proposal for a new direction emerged from discussion: **That UURMaPA and UUMA**
324 **consider forming a joint task force (5th Season Task Force?) with a shared mission. How**
325 **do we best serve needs and support retired ministers and families?**

- 326 • Possible funding could be combination from Navias bequest, grant, and UUMA funds.
- 327 • Areas to consider include program, pastoral, financial, and legacy.
- 328 • We are essentially following the second recommendation of the Membership Task Force.
- 329 • The new joint task force will need a charge – *Wayne Arnason, Marni Harmony and Don*
330 *Southworth agreed to formulate the charge.*
- 331 • Judy W wants to serve as one UURMaPA member on the task force. Other members may
332 come from UUMA' s new Family Task Force

333
334 **TAMPA CONFERENCE, FRANCISCAN CENTER**
335 **(Board meeting Jan. 27-29, 2018; Conference Jan. 29—31 or Feb. 1, 2018)**

336
337 With more specific information now in hand, the Board re-considered collaboration
338 possibilities or concurrence of UURMaPA conference with the UUMA Institute during the week
339 of Jan 22-26. Considered were any programming ideas of possible interest to retirees and
340 partners, high cost (\$600-\$1000 for 5 days, lodging and food extra), spread out location for any
341 with mobility issues. Board consensus: **Stay with concept of separate UURMaPA**
342 **conference sequential to UUMA, at a different less expensive location. Choose a new**
343 **theme (separate from 2017 Attleboro conference.) Encourage interested members to**
344 **consider attending both Florida events.**

345 Board members shared ideas for possible planning team members. *Judy W, Marni and*
346 *Jim will contact individuals named and ask them to serve on the Tampa planning team.*

347
348 **NEXT MEETING – Tuesday, April 4, 2017, 3:00-4:30 Central Daylight Time**

349 Respectfully submitted,
350 Judy Gibson, Secretary

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356
357 **Proposal for UURMaPA Program on**
358 **LGBTQ HISTORY IN UU CHURCHES**

359 We have long hoped that someone would come forward to collect and
360 publicize the history of UU's and the LGBTQ movement . With the fiftieth
361 anniversary of Stonewall coming up on June 28, 2019, it seems like a likely
362 date to consider this. The approach of that date also reminds us that each
363 year we lose more of our retired colleagues who have the memories to
364 share their stories of this time.

365 We envision that this might culminate in a Skinner House book, a
366 conference, a G.A. theme, or perhaps a documentary video or lecture
367 series. To raise initial awareness, we would propose two UURMaPA
368 conferences focused on this theme – one on each coast for maximum
369 attendance. In addition to having a series of papers and presentations, we
370 could see these also offering opportunities to interview anyone in
371 attendance who had stories to share, and we would urge people to come
372 who have special knowledge or experience.

373 We suspect that grant money might be available to fund some of the
374 expenses of such a project, but at do not yet have a specific suggestion;
375 developing a plan and grant proposals would take time to arrange. We
376 think trying to this in the fall of 2017 is too soon, unless we simply don't try
377 to do anything more than focus on our own (Attleboro) conference and
378 even then, it might be too soon for adequate preparation.

379 Our target dates would therefore be fall 2018 and winter 2019 for the
380 UURMaPA conferences. At a minimum we would hope to develop a
381 treasure trove of information and stories for future historians. At the outset,
382 we would propose to contact the UU Historical Society, Meadville Lombard,
383 Starr King and Harvard, as well as Scott Alexander, Meg Foley and Keith
384 Kron as former heads of the UUA LGBT office. We'd also want to invite
385 some of our prominent lgbtq ministers to suggest candidates to write up
386 and present the stories.

387 Here are some initial thoughts about stories which could be fleshed out and
388 congregations that might be profiled:

- 389 • Attitudes and actions toward LGBTQ members and ministers before
390 Stonewall or some other chosen starting point.
391
- 392 • History of the changes in the MFC and UUA policies, and stories of
393 the difficulties faced by early LGBT clergy in their efforts to get
394 fellowship and find congregations.
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- Mark Belletini Long and difficult search for first church
- Frank Robertson – closeted MRE nevertheless terminated after People Magazine story of same sex service he officiated at All Souls Washington.
- Tensions between black and gay rights within churches – David Eaton and Frank Robertson at All Souls; Rob Eller Isaacs and black members at Oakland.
- Mark DeWolfe, called without controversy at Unitarian Congregation of South Peel in Mississauga; yet no congregational interest in LGBTQ issues after he died (of AIDS)
- Unidentified minister at Norfolk who was arrested for sexual activity in a park restroom.
- Norfolk would soon develop strong LGBTQ leadership, including publication at the church of a community newspaper with international circulation
- Ken MacLean, senior minister at Cedar Lane, closeted for so many years.
- Charles Blackburn, closeted minister in Huntsville AL, courageous ACLU organizer, and leader in civil rights movement in Alabama
- Other stories of early church leadership and challenges as congregations grew in awareness
- Impact of AIDS crisis on congregational awareness
- Provincetown – Kim Crawford Harvie. Lost so many people to AIDS.
- Arlington Street (Kim Crawford Harvie)
- San Francisco
- Baltimore (highlights: Congregation gave solid support for Revs.

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435 Manwell and Hubbell as they officiated at dual wedding (gay couple
436 and lesbian couple) at State House in Annapolis in 1995; for
437 Manwell's membership on board of Gay and Lesbian Community
438 Center (Gay Paper quipped that he was "first openly straight member
439 of the board"); for use of parish hall as marshalling point for PRIDE
440 parade, and blessing the parade from the church steps; for annual
441 campaigns for gay rights and later equal marriage rights in Maryland;
442 for David Carl Olson as first settled gay minister in 2009. Early on,
443 support for gay rights and marriage equality came to define
444 congregation's sense of its mission.
445

- 446 • Cedar Lane (early adopter)
- 447
- 448 • River Road (Scott Alexander)
- 449
- 450 • Portland, OR (Marilyn Sewell); support for ribbon around the whole
451 church block, which influenced so many including Rob Hardies
452
- 453 • Second Unitarian in Chicago (Charlie Kast)
- 454
- 455 • San Jose (Lindy Ramsden)
- 456
- 457 • Orlando (Marni Harmony)
- 458
- 459 • Outsize impact of UU churches in conservative areas (e.g. Tulsa?)
460
- 461 • LGBT Office of UUA – Scott Alexander, Meg Riley, Keith Kron –
462 Development of Welcoming Congregation and Beyond Categorical
463 Thinking programs
464
- 465 • Later development of transgender support
466

467

468

469 • **Questions going forward**

470 Should we interview people at risk of losing their stories to illness and
471 death? Who would structure those interviews? Who would do them?
472 Is Stonewall the best starting point date for honoring this UU History?
473 Who should be involved in preliminary conversations in UURMaPA and in

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474 UUA? Who knows best what funding sources might be tapped? Are there
475 existing UU related LGBTQ groups?

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476 **TMP (Targeted Ministry Program)**

477
478 *Helping Congregations with strategic program development, particular developmental goals, and greater*
479 *congregational health.*

- 480
481 • “TARGETED” TMP will use retired UU ministers to help congregations achieve specific short
482 term growth and developmental goals, achieve positive change for the congregations , improve
483 congregational health(especially in situations of trauma)
484
485 • “MINISTRY” TMP will provide opportunities for time limited service for retired UU ministers.
486
487 • “PROGRAM” TMP is an intentional program created by the collaborative efforts of UURMaPA
488 (Retired Ministers), Congregational Life Staff Team of the UUA, the Transitions Office of the
489 UUA. The Transitions Director is the point person for the program, who will work with regional
490 staff and UURMaPA in the development, training, and implementation of the program.

491
492 **It's Not Interim Ministry**

493
494 While this work is similar to the work of interim ministry, it is short term and wider ranging than our
495 current model of interim ministry. TMP Placements are always less than 6 months, and full-time TMP
496 placements should not exceed 2 months (unless there are significant reasons like a death of a minister, and
497 then should not be longer than 3 months).

498
499 Possible situations include:

- 500
501 • Congregations considering new ministry (whether their first, an assistant ministry, or specialized
502 ministry like pastoral care, social justice or family ministry)
503 • Multisite congregations looking for specific extra help
504 • Entrepreneurial, innovative projects best overseen by a minister
505 • Loss of a minister to death, illness, negotiated resignation
506 • Sabbatical ministry

507
508 **Pilot Program**

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510 • Initially 10-12 retired ministers will be trained for the program, with at least 2 from each region
511 of the United States.
512 • These ministers will receive training in Attleboro, MA, in October 2017, around the fall gathering
513 of UURMaPA.
514 • These ministers will then work with the Transitions Office and Regional Staff in upcoming TMP
515 placements.
516 • Congregations interested in a TMP minister should talk with their regional staff. At the end of
517 June 2018, the program will be evaluated by congregations, ministers and staff for effectiveness
518 and continuing best use.
519 • Interested ministers should contact the Transitions Office at transitions@uua.org for an
520 application to be part of the pilot program.

521
522 For Ministers:

- 523 • The Pilot is only for retired ministers. As the program expands other ministers will also
524 be welcomed.

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41 **Unitarian Universalist Retired Ministers and Partners Association**

- 525 • Ministers with particular areas of expertise are encouraged to apply.
526 • Ministers with geographical and calendar flexibility to meet the aims of the TMP
527 program will be preferred.
528 • Only 1 commitment in the first year of the pilot is expected.
529 • TMP Ministries may not be extended into longer-term employment opportunities with the
530 congregation
531 • TMP ministers will be expected to work with regional staff and provide an evaluation at
532 the end of the limited contract
533

534 **For Congregations:**

- 535 • All congregations should work with regional staff to clarify goals for the TMP ministry
536 with reasonable and achievable expectations
537 • Congregation should be expected to pay the TMP for their services in accordance with
538 UUMA and UUA recommended guidelines
539 • Housing should be provided by the congregation at their expense; whether it be an
540 extended stay hotel, a vacated seasonal home, or a room with a private entrance and
541 quarters to an existing home
542 • The ministry may not be extended beyond the set guidelines
543 • The leadership of the congregation should work with the congregation and minister to
544 ensure clarity of the agreed upon goals prior to the beginning of the ministry
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546 **Timeline:**

547 *For Ministers*

- 548 • Dissemination of information about the program Winter/Spring 2017
549 • Ministerial Application Deadline (transitions@uua.org) May 15, 2017
550 • Selection and Notification of Ministers into Pilot Program June 30, 2017
551 • Training for TMP Ministers, (Attleboro, MA) October 2017
552 • TMP Ministry Pilots October 2017-June 2018

553 *For Congregations*

554 Congregations may engage regional staff over ideas at any time.

555 Congregations, if accepted, should look to us for the time between October 2017-June 2018 for
556 the program

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Unitarian Universalist Retired Ministers and Partners Association

Targeted Ministry Program (TMP)
Ministerial Application

- Name:
- Congregational/Community Ministries Served:
- Contact Information:
- Why are you interested in serving in the TMP program doing ministry?
- What are your particular areas of interests and gifts that you could bring to a congregation for a short-term engagement?
- Are there geographical/time of year/financial concerns that would affect your ability to participate?
- What constraints and accommodations would need to be known or made in order for you to participate?
- What living arrangements would be unacceptable to you, if this is outside of commuting range?
- If you are accepted this year but no ministry presents itself are you willing to continue in the program?
- If you are not accepted due to space, would you be willing to be considered for future years?
- What else would you like to tell us?
- Please return the application to transitions@uua.org The application will be shared with regional staff.
- Please return by 5/15/17. Notifications will be made by 6/30/17 on the application.