

1 **Minutes of the ZOOM Conference Board Meeting—April 4, 2017**  
2 **Unitarian Universalist Retired Ministers and Partners Association**

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

3  
4 CENTERING: Jim Eller shared a reading

5  
6 CHECK IN: All Board members checked in briefly.

7  
8 **FEBRUARY IN-PERSON MEETING MINUTES**

9 Judy G sent these minutes to all after the meeting, received several revisions, and re-sent  
10 them on March 29 for review. Art offered a further clarification regarding presidential  
11 candidates, which the *Secretary will add before filing and posting on the website*. **The**  
12 **February minutes and reports were approved as revised.**

13  
14 **MEMBERS IN FINANCIAL NEED**

15 Jim spoke with Richard Nugent regarding plans for the financial needs survey to be sent to  
16 all retirees. The survey is currently scheduled to be finalized and sent out following the  
17 Retirement Seminar, possibly next week.

18  
19 **RETIREMENT WORKSHOP (March 27-31, 2017)- REPORT**

20 Marni reported that attendance was 47 prospective retirees, several of whom will soon be  
21 UURMaPA members. She reported it was an excellent conference, Larry Peers a skilled  
22 facilitator, attendees enthusiastic. Good interest was expressed in UURMaPA, TMP, and work  
23 of the Fifth Season Task Force to address UUMA/UURMaPA funding from members and  
24 services to retirees and families. Marni will forward an evaluation summary of the workshop  
25 when available, and Doug reiterated that he will be compiling the final report for the grant. (All  
26 expenses against the grant to UURMaPA will come through the UUA.) *Marni agreed to write an*  
27 *article for the Spring Elderberries (deadline April 15).*

28  
29 **MEMBERSHIP TASK FORCE - CHARGE**

30 Marni sent a written report to the Board from her meeting with Don Southworth, Executive  
31 Director of UUMA, and Wayne Arnason (*report attached to these minutes*). They outlined a  
32 charge, qualifications for members and a time-line for a new Joint Fifth Season Task Force, to  
33 be appointed by leaders of UUMA, UUA, and UURMaPA. *Marni moved, Judy W seconded that*  
34 **the Board accepts the charge to the Joint Fifth Season Task Force as outlined in the**  
35 **report.**

36 Members discussed who will serve on the Task Force (which will be kept small): Wayne  
37 Arnason has agreed to serve, and *Judy Welles and Marni Harmony will discuss which of them*  
38 *might also serve as UURMaPA reps*. Don Southworth will select a member of UUMA. Several  
39 partner names were mentioned as possible well-qualified reps. *Jim, Marni and Judy W will work*  
40 *to select the partner.*

41 The first meeting was listed on the report as April 17, and Marni noted that the time-line  
42 may need to be pushed back.

43  
44 **CONNECTIONS NETWORK**

45 Liz reported that Art has taken over the task of being sure new members who file Intent to  
46 Retire are welcomed to UURMaPA; pass info to Connectors or send a note himself if area has  
47 no Connector. Liz has filled one Connector vacancy this month, and very much appreciates any  
48 assistance other Board members can offer in recruiting for the open spots (*see her report*  
49 *attached for areas with vacancies*).

50 *Liz will write up an article for the Spring Elderberries inviting members to help as Area*  
51 *Connectors.*

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52 **TMP (TARGETED MINISTRY PROGRAM)**

53 The TMP ministerial application will be attached to the Spring Elderberries. The current  
54 application deadline (May 15) may be too soon after the newsletter is received; **the Board**  
55 **agreed to recommend it be extended to May 30.** Judy G. noted that when she inquired, she  
56 did not initially find Southern Regional staff up to speed on their role selecting congregations for  
57 the program. *Jim and Marni will meet with Keith Kron regarding progress review and changes*  
58 *in the TMP time-line.*

59 Applicants selected for the pilot program will be trained in a one-day session just prior to  
60 the Attleboro Conference (presumably Sunday) Ginger Luke is making arrangements for  
61 meeting and housing space for this additional day.

62  
63 **CONFERENCES - 2017-2018**

64 **Santa Barbara followup – Feb-Mar, 2017**

65 The Planning Committee is completing a summary of the evaluations, and will provide it  
66 to the Board. Members are open to serving on planning again for early 2019. Jim reported that  
67 the recording of John Buehrens' keynote is not yet posted on the website, but should be soon.

68 **Attleboro – October, 2017**

69 John and Phyllis have confirmed Laurel Hallman as keynote. *Jim, Joel and Carol Taylor*  
70 *will discuss who might serve as host, since Laurel is not familiar with UURMaPA conferences.*  
71 The conference will again be 3 days/4 nights, with extra activities. Judy W suggested that we  
72 schedule the next three conferences with the extra day, to provide for additional programming  
73 (especially with the unique LGBTQ focus in 2018-2019) and additional visit time as requested  
74 by some participants.

75 **Tampa – Jan -Feb, 2018** – Rebecca Parker has agreed to serve as keynote. Some  
76 members have been asked and agreed to serve on a planning team with Marni and Ginger  
77 Luke; others are still pending.

78  
79 **FUND-RAISING CAMPAIGN**

80 Joel commented that the most recent fund-raising letter was very good, and that \$1400 in  
81 donations has already been received. Jim stated that the Donation Form draft that Judy G sent  
82 out as a proposal looks good, and some suggestions for revision were discussed. *Judy G will*  
83 *send the most recent revision to all Board members, so they can test it themselves and offer it*  
84 *to those members they contact to ask for pledges.* She noted that a refined version of this form  
85 could be enclosed with next fall's fund-raising letter and envelope.

86 The Board briefly discussed the future possibility of offering monthly automatic bank or  
87 credit card transfers as donation options. No action on this item.

88 Board members reported that they have received some pledges from their “asks,” and  
89 further calls need to be made. After the Santa Barbara meeting, Joel sent a list of all members  
90 who had given over \$100 in the last couple of years (and might be good prospects for a three-  
91 year pledge), along with a list of “asks” already spoken for in that meeting. *He will re-send the*  
92 *list of people already being asked to anyone still needing it.* Our goal is to complete the asks by  
93 the end of May.

94  
95 **UUMA-UURMaPA FAMILIES IN MINISTRY TASK FORCE**

96 Jim reported that this task force is up and running, and should have a report in the next  
97 year.

98  
99 **GENERAL ASSEMBLY PREPARATIONS**

100 Jim will attend for Ministry Days only (to introduce Fred Campbell for the 50 year address).  
101 Marni, Judy and Gordon G, and Judy W will be at GA and attending the UURMaPA Luncheon.

102 Marni reported that the lunch buffet is priced with taxes at \$38. **The Board agreed that**

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103 **we should charge \$39 per person for all UURMaPAns attending who are not new**  
104 **members** (new member lunches are complimentary). *Marni will work with Judy W to get an*  
105 *article in Elderberries to stimulate sign-ups.* All lunches need to be paid in advance.

106  
107 **FUNDRAISING TOUR IDEA**

108 Marni brought the Board an idea from David Usher, who leads Discover Europe tours and  
109 could offer a UU-focused tour for UURMaPA that could provide \$500 per person income to the  
110 UURMaPA. *(Secretary's note: following our meeting, in a general proposal offered by David to*  
111 *Marni for an UURMaPA trip, he stated that from a \$3980 individual registration, "You will see*  
112 *that the price includes a \$500 per person commission for UURMAPA for each person who signs*  
113 *up, so a group of 15 would mean \$7,500 for your coffers.")*

114 He is offering a similar tour for the Walnut Creek congregation in September.

115 The Board felt it was worth pursuing, and *Marni will ask David to send us a proposal that*  
116 *we can consider in our May meeting.* It was noted that a contact person (on or off the Board)  
117 will need to be named to coordinate with David Usher if we do this.

118  
119 **REPORTS:** Members sent reports to entire Board in advance, and they are attached with these  
120 minutes.

121  
122 **NEXT MEETING – Monday, May 2, 2017 3:00-4:30 CDT via ZOOM**

123  
124 Respectfully submitted,  
125 Judy Gibson, Secretary

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137 **REPORTS SUBMITTED FOR April 4, 2017 - UURMaPA BOARD MEETING**  
138

139 **President: Jim Eller**  
140

141 Things have not been as busy as they were the month before the in person meeting or  
142 another way of saying it is that I feel a bit like I have been recovering a bit from the exertion of  
143 getting ready for and leading us through our in person meeting, but I feel like I am beginning to  
144 move forward again.

145 On the conference end, I thanked the Santa Barbara planning team, although they did  
146 such a fine job I wish there was more we could do to recognize their fine efforts. I did want to  
147 announce at the Santa Barbara conference our keynote speakers for the fall and spring  
148 conferences, but we just didn't have things nailed down. Since then we have gotten "yeses"  
149 from Rebecca Parker for Florida and Laurel Hallman for Attleboro. I have sent thank you notes  
150 to Tom and Carolyn Owen-Towle and John Buehrens.

151 I have been in correspondence with Don Southworth about Professional Days at GA this  
152 year. I will be introducing Fred Campbell who will be doing the 50 year speech.

153 I talked with Richard Nugent about getting the Clergy and families in need survey ready  
154 and rolling. It is still a thing in progress.

155 I met with the UUMA – UURMaPA Families in Ministry Task Force. It is now up and  
156 running and will be reporting back to the UUMA, UUMPs and to us in about a year.

157 I have begun canvassing some of our UURMaPA members for contribution or pledges. I  
158 hope to have more to report about this at our meeting.  
159

160  
161 **Vice-President: Marni Harmony**  
162

163 Several calls leading up to the Retirement Seminar. Active participation in the Retirement  
164 Seminar (3/27-31). 47 participants (6-7 of whom will soon be UURMaPAs). Rousing success.  
165 My Thursday night session on "What I Wish I'd Known Before I Retired" was well received. I  
166 had many opportunities to promote UURMaPA.  
167

168 Conference call with Creative Sageing Award team (Ellen Brandenburg, Makaanah Morris, me).  
169 We've enthusiastically selected a recipient.  
170

171 Planning work with luncheon folks at GA (will be at the Hampton Inn). It will be a buffet.  
172 Actual cost: \$38 per person. **I would like to talk about the cost at our meeting on 4/4.**  
173

174 Developed charge for what we are calling the UURMaPA, UUMA and UUA Joint Fifth Season  
175 Task Force. **Action needed (see document at end of these reports).**  
176

177 Call with Life Cycle of Ministry team, on which I served representing the "Fifth Season."  
178

179 Email from David Usher. Potential fundraiser for UURMaPA. **For discussion.**  
180  
181  
182

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183 **Secretary: Judy Gibson**

184

185 1. The latest revision of minutes and reports from the Santa Barbara in-person meeting are  
186 attached for your review. If there are no further changes, **I move that the minutes be accepted**  
187 **as presented.**

188

189 2. The most up-to-date set of Operating Procedures, based upon actions in the Santa Barbara  
190 Board meetings, is also attached. Please review for any further changes. Following this Board  
191 meeting, if there are no further changes, **I will have this set of Operating Procedures posted**  
192 **on the website.**

193

194 **3. A revision of the Donation Form** is also attached for our consideration in the course of our  
195 discussion of the Fund-raising Campaign.

196

197 **Treasurer: Joel Weaver**

198

199 *See report at end of summary*

200

201 **Newsletter Editor: Judy Welles**

202

203 I've just started to work on the Spring 2017 issue, which will be my last. People aren't quite as  
204 quick to submit material early as they have been with past issues, so it's moving along slowly.

205 This issue might have fewer of the "regular" columns, because I will be running two "series"  
206 pieces — one with statements and photos from all four of our new Board members (Diane  
207 Miller, Cathie Severance, Nancee Campbell and Ginger Luke), and one with statements and  
208 photos from the three candidates for President of the UUA.

209 What I have been doing, though, is meeting (via Zoom) with Nancee to start teaching her how to  
210 put *Elderberries* together. She has a lot of experience putting newsletters together, and she's a  
211 good writer and editor, so I have confidence that she will pick this up quickly and put her own  
212 stamp on it within a few issues. What she needs to learn — and I can't teach her — is (1)  
213 desktop publishing and (2) how to handle photographs. There is someone in her church who can  
214 teach her these skills, and she intends to pay that person \$100. Since UURMaPA paid for one  
215 year of Apple One-to-One training, at \$99, for me to learn how to use Pages, I told her that  
216 UURMaPA would pay that \$100 as well.

217 Nancee plans to use a local printer if the costs are similar to what Minuteman has been charging  
218 us. I intend to maintain a relationship with our local Minuteman Press and use them for the  
219 fund-raising letters and other incidental printing, such as the new letterhead we'll need as of July  
220 1.

221 I have called the two couples I said I'd call for fund-raising/pledging, and have received yeses  
222 from both of them, one with a dollar amount attached and one without (so they could discuss it).  
223 One couple also had some helpful suggestions for improving our draft pledge form.

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224 I have not yet called the couple I said I'd call about helping with the Florida conference. I'd like  
225 to wait until after this month's Board meeting to do that, so that I have up-to-date information to  
226 share with them.

227

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

229

230 Attleboro 2017. Phyllis and I are planning a spiritual retreat focused on helping us find  
231 hope and joy in the face of the challenges we face today to our deeply held UU values of respect  
232 for one another, compassion and justice and our commitment to our planet.

233

234 Mindful of her Laurel Hallman's work in the 1990s under the theme "Living by  
235 Heart," she was our first choice as keynoter. Jim Eller contacted her and she said yes.  
236 We are trying to reach her to begin planning the conference; we plan to invite her to  
237 structure the program as she sees fit, to reach both clergy and partners. We'll plan  
238 worship and some outings appropriate to the theme.

239

240 Wednesday free-day options might include not only trips into Providence, as in 2016,  
241 but trips to historically significant UU sites, and other places where UUs have found  
242 beauty and inspiration in the past. We're grateful for Liz Strong's offer after last  
243 year's conference to arrange some trips to historically significant UU sites in the area.

244

245 We would welcome comments on these possibilities, and also suggestions of leaders  
246 who might help with small groups.

247

248 1. Tampa 2018. The board decided at La Casa to plan the Winter 2018 conference  
249 separately from the UUMA's Institute the week before. Since the Winter conference  
250 is a board responsibility, Judy Welles, Marni and Jim volunteered to recruit the  
251 planning team.

252

253 2. Looking further ahead. The board last month accepted our proposal for a common  
254 theme for both the Fall 2018 Attleboro conference and the Winter 2019 Santa Barbara  
255 conference. Inspired by our 2015 Winter conference on the 50<sup>th</sup> anniversary of  
256 Selma, we propose that UURMaPA mark the 50<sup>th</sup> anniversary of Stonewall by having  
257 a pair of conferences on the history of the UUA's long and eventually pioneering  
258 struggle to welcome sexual minorities into our ministry and membership.

259

260 We're thinking especially of the period since the Philadelphia GA in 1981 when Gene  
261 Pickett called on UUs to take a broad approach to what we now call anti-oppression  
262 work, particularly as it affects gays and lesbians.

263

264 In its role as keeper of the memories, UURMaPA is in a good position to draw out the  
265 stories of the many still available among us whose experience might offer powerful  
266 testimony. These could provide material for future books like Gordon Gibson's  
267 collection of stories on the civil rights role of our southern churches. We've suggested  
268 two conferences so as to reach the most people and draw out the most stories. We

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269 would hope our conferences might be prologue to some larger denominational effort.

270  
271 For now we plan to sound out others who may be interested these possibilities, with a  
272 view to seeing how they might fit into UURMaPA's effort. We'll start by talking with  
273 Keith Kron next week.

- 274  
275 3. Planning responsibility. We'll be looking to the 2017 La Casa planning team to be the  
276 core of the planning for the Winter 2019 conference back at La Casa, which they have  
277 agreed to. At La Salette Phyllis and I are willing to head the planning.  
278  
279 4. Review of UURMaPA conference planning guidelines. I agreed to review suggest  
280 updates for UURMaPA's existing conference planning guidelines, adopted in 2015. A  
281 link to them on our website appears in Judy Gibson's minutes of last month's meeting  
282 in Santa Barbara.

283  
284  
285 **Connections Chair: Liz McMaster**  
286

287 Emailed Dennis McCarty ([revdenuu@gmail.com](mailto:revdenuu@gmail.com)) to see if he was interested in taking over  
288 Heartland South from Barbara Child. He is contacting her before getting back to me. He agreed  
289 and is the Heartland South Connector.

290 Asked Art Severance to take over notifying Area Connectors when we receive "Intent to Retire"  
291 forms. Thanks, Art!

292 Emailed Connectors to send any area news to Judy Welles for Elderberries before April 15.

293 Current Areas w/o Connectors:

294 AZ/NV, Bay Area Coastal, Bay Area Inland, CO/MT/WY. Connecticut Valley, Florida, Heartland  
295 North, Mass Bay Coastal, New Mexico, Southwest.

296 A belated sympathy card to Jack Crane, son of Lex Crane who died in 2015 but we were just  
297 made aware of his death.

298 Welcomed Lynda Smith to retirement and informed our Area Coordinator for Ohio (Yvonne  
299 Seon)

300 Sent Maj-Britt Johnson's 'intent to retire' form to Ruth Gibson, our local area Connector in NC  
301 and wrote welcome note to May-Britt.

302  
303 **At-Large Member: Assistant Connections Chair - Art Severance**

304  
305 *No report sent before the meeting*  
306

307  
308 **At-Large Member: Good Offices - Douglas Gallager**  
309

310 I have only three things to report. First, the Good Offices Support Team work with the

22  
23

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311 UUMA proceeds as scheduled. The first two areas of support, Multi-Staff and Contracts, have  
312 met via Zoom with all available Good Officers. My area, Transitions, is scheduled to Zoom meet  
313 with Good Officers in late May and Early June. I will be planning the Zoom meet with my team  
314 of three on the GOST.

315 (I would like to continue with this part of my work for UURMAPA after my term ends in  
316 June, board and Marni willing. I could report through Marni.)

317 Second, I have made two calls asking for pledges to UURMAPA. One got a definite  
318 “no.” It rather took me by surprise. I could go into reasons. The second was a “yes,” and I sent  
319 the pledge form (in progress). Additionally, from Joel’s spread sheet I realized that Celia and I  
320 missed a fiscal year, so we’ll get back on board.

321 Third, Marni began taking on my portfolio by joining the planning team for the just  
322 completed retirement training, so she’ll have more to say about that. I will be reporting to the  
323 funding panel for UURMAPA once the final accounting is finished.

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325  
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## UURMaPA, UUMA and UUA Joint Fifth Season Task Force

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### 331 Background:

332 Membership in UURMaPA is automatic for all retired ministers and partners regardless  
333 of their interest in joining. After much discussion, in September 2016 the UURMaPA Board  
334 charged a Membership Task Force to consider whether to change the organization's membership  
335 structure. As it exists, UURMaPA functions with an all-volunteer Board and ever-increasing  
336 programmatic initiatives attempting to serve over 1000 "members." With no dues requirement,  
337 it depends solely on voluntary contributions to meet its budget, often operating at a deficit. We  
338 recognize considerable change in the health, financial well-being, and lifestyles of ministers now  
339 vs. when UURMaPA was formed some three decades ago.

340 Retired ministers make up a large percentage of UUMA members. The UUMA has  
341 expressed interest in reviewing and expanding its mission and its programs serving its retired  
342 members. While UURMaPA is the only official UUA organization which includes ministers'  
343 partners as fully participating members, the UUMA is also currently exploring ways of including  
344 ministers' families in its structure and programming. It has become clear that there exists both  
345 overlap of service provision efforts as well as underserving in some areas.

346

### 347 Charge:

348 Given the many demographic and other changes in our ministry and churches; given the  
349 significant increase in the numbers of ministers retiring; given the creativity and willingness to  
350 serve on the part of many retirees; and given the recognition of the importance of family in the  
351 life cycle of ministry, it is time to reassess the usefulness of current ways of operating. The Joint  
352 Fifth Season Task Force is charged with assessing current and future needs and available  
353 services and then recommending the best ways to serve the needs of retired ministers and  
354 partners and what structures might need to be developed or changed in order to accomplish this  
355 goal.

356 The group will be staffed by representatives appointed by the UURMaPA Board, the  
357 UUMA Executive Director and the UUA Ministries and Faith Development department and will  
358 include at least one ministerial partner.

359

### 360 QUALIFICATIONS:

361 Respected member in good standing of UURMaPA and UUMA with understanding of existing  
362 structures and programs and past leadership experience

- 363 1. Basic computer skills and experience participating on video conferences
- 364 1. Three to five hours a month for ten months (monthly video conferences and work  
365 outside of meetings)
- 366 1. Sensitive to challenges facing aging ministers, partners, spouses, children and extended  
367 families

368

### 369 TIMELINE:

370

- 371 • Task force members are named and have first meeting - 4/17

27

- 372 • Members of task force have conversations during Ministry Days and General Assembly  
373 with key stakeholders and share initial thoughts - 6/17
- 374 • Task force shares preliminary findings with UURMaPA Board and UUMA Executive  
375 Director by Oct 1, 2017
- 376 • Final recommendations will be made by January 2018
- 377 • UUMA/UURMaPA leadership will determine best ways to implement recommendations  
378 - March 2018
- 379

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**Minutes of the ZOOM Conference Board Meeting—January 3, 2017  
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**UURMaPA Finances – March, 2017**

<b><u>Ending Account Balance</u></b>	<b><u>3/31/2017</u></b>
Endowment	\$37,059
Money Market	19,208
<u>Checking</u>	<u>21,732</u>
Total	\$77,999

<b><u>Cash Flow</u></b>	<b><u>Mar Year-to-date</u></b>	
[INCOME]		
Conference Income-Attleboro	\$0	\$0
Conference Income-Santa Barbara	3,250	3,250
GA Luncheon Income	0	0
Interest Income	0	0
Member Contributions	2,175	4,435
Member Donations to Endowment	0	0
TeMP Program Grant	0	11,500
Retirement Planning Grant	0	0
<u>UUMA Subsidy</u>	<u>0</u>	<u>0</u>
INCOME TOTAL	<u>\$5,425</u>	<u>\$19,185</u>

[EXPENSE]		
Appeal Expense	\$0	\$209
Board Meetings - Room & Board	0	2,356
Board Meetings - Transportation	1,275	1,506
Board Member Conference Scholarships	2,650	2,650
Board Misc.	24	28
Conference Costs-Attleboro	0	0
Conference Costs-Santa Barbara	262	13,166
Conference Fee Refund-Attleboro	0	0
Conference Fee Refund-Santa Barbara	1,200	1,800
Conference Scholarships-Attleboro	0	0
Conference Scholarships-Santa Barbara	0	300
Connections Network	21	471
Elderberries Newsletter	0	984
GA Fees & Misc.	0	0
GA Luncheon Cost	0	0
GA Room & Board	0	0
GA Travel	379	379
Peer Support Groups	0	0
President's Expense	0	0
Retirement Planning Grant	0	15,000
Sageing & Unsung Hero Awards	0	0
Stationery	0	163
<u>Website Hosting</u>	<u>0</u>	<u>0</u>
EXPENSE TOTAL	<u>\$5,811</u>	<u>\$39,012</u>

NET Surplus/(Deficit) (\$386) (\$19,827)