

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

1 Present: Jim Eller, Judy Gibson (Judy G), Marni Harmony, John Manwell, Liz McMaster, Art
2 Severance, Cathie Severance(incoming Board member), Joel Weaver, Judy Welles (Judy W)
3 and Duane Fickeisen (by phone)
4 Absent: Doug Gallagher
5

6 CENTERING: Marni Harmony shared a reading
7

8 CHECK IN: All Board members checked in briefly.
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10 *Note: Board decisions are in bold type. Action items in red italic.*
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12 **APRIL 4 MEETING MINUTES**

13 Judy G sent April minutes to all after the meeting, received several revisions, and re-sent
14 them on April 26 for review. **The April minutes and reports were approved as revised.** They
15 are now posted on UURMaPA's website under Governance.
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17 **NEW PEER SUPPORT GROUP**

18 Marni reported that Paul L'Herrou has offered to be contact person for a special support
19 group for members and partners who find themselves within the spectrum of cognitive
20 disorders. Following discussion, *Liz moved, Art seconded* that **the Board endorses this idea**
21 **of a special UURMaPA support group, and suggests that it be introduced in an**
22 **Elderberries article in the Summer issue. Passed. *Marni will be in contact with Paul***
23 ***regarding this decision.***
24

25 **HAVING OUR VOICE HEARD ON ISSUES**

26 Board members discussed two recent inquiries about UURMaPA sharing and possibly
27 endorsing proposals (a proposed UUA Bylaw amendment, and a letter regarding UUA
28 addressing continuing covert support of white supremacy). Judy G noted that when she posted
29 the proposed Bylaw amendment on Announce as requested, some members replied
30 disagreeing, and one assumed it was an UURMaPA endorsement. A consensus emerged that
31 **UURMaPA will not take stands or make statements on issues as an organization, except**
32 **in rare cases (e.g.- continuation of the Commission on Appraisal) when the general well-**
33 **being of the organization is at stake. (Secretary's note: this will be added to Operating**
34 **Procedures.)**

35 The group further agreed that in the future, **issue-oriented items that may stimulate**
36 **discussion will not be posted on Announce, but will be referred to UURMaPA FaceBook ,**
37 **chat lines including UURMaPA's SpeakUP, or possibly an Elderberries article if timing**
38 **and space permit.**
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40 **RETIREMENT SEMINAR (held March 27-31, 2017, New Braunfels, TX)**

41 An article was published in the Spring *Elderberries* about the highly successful first
42 UUA/UURMAPA Retirement Seminar for participants who are planning for retirement in the next
43 five or so years.

44 Since the seminar was supported in part by a UUA grant requested by UURMaPA, *grant writer*
45 ***Doug Gallagher will be compiling the final report.***
46

47 **TMP (TARGETED MINISTRY PROGRAM)**

48 The TMP ministerial application is included in the Spring *Elderberries*, with a new
49 (extended) deadline of May 31. *(Note: the original full description of this new collaborative*
50 *UUA/UURMaPA program is the lead story in the Fall 2016 Elderberries on the website.)*

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51 Applicants selected for the pilot program will be trained in a one-day session just prior to
52 the Attleboro Conference at La Salette Center, (Sunday, Oct. 1, 2017) Since Scott Tayler is no
53 longer on UUA staff, Keith Kron is following through with the implementation.

54 As a condition of the grant, two congregational sites in each region are to be selected to
55 pilot the program during the next church year, between October 2017 and June 2018. This is
56 another program supported by a grant to UURMaPA., and *since grant writer Jim Eller is leaving*
57 *the Board, a new appointee will need to be in charge of reporting.*

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59 **CONFERENCES - 2017-2018**

60 **Santa Barbara followup – Feb 27-Mar 1, 2017**

61 The really good news from Joel is that this conference broke even, no subsidy needed
62 from our budget! Kudos to excellent work of the Planning Committee, most of whom have
63 agreed to serve again for the Santa Barbara conference in early 2019.

64 **Attleboro – La Salette Conference Center, October 2-5, 2017**

65 John and Phyllis have confirmed Laurel Hallman as keynote, with the theme
66 “Strengthening our Souls in These Troubled Times.” *Jim, Joel and Carol Taylor will discuss who*
67 *might serve as host, since Laurel is not familiar with UURMaPA conferences.* The conference
68 will again be 4 days/3 nights, with extra activities. Registration is open and the form was sent to
69 members in the Spring *Elderberries*, and is available on the website.

70 Since the Board is responsible for selecting the Odyssey presenter for each conference,
71 John asked for suggested names, perhaps with the current UUA White supremacy issues
72 brought by Black Lives UU in mind. Several suggested names were prioritized, and *John and*
73 *Phyllis will issue the Odyssey invitation.* Cost of travel or room and board may be covered if
74 needed.

75 **Tampa - Franciscan Center, Jan. 29—Feb. 1, 2018 (In-person Board meeting Jan.**
76 **27-29, 2018)**

77 Marni asked the Board to consider where the pre-conference Board meetings should be
78 held. She is the only current member planning to attend the UUMA Institute the week prior, so a
79 meeting location near there is not a good option. The Franciscan Center is not available Jan
80 27-29. Following discussion of the value of the annual in-person meeting against incurring
81 additional cost, the **Board agreed that a hotel closer to the Franciscan Center with meeting**
82 **space for 9 should be booked** (Extended Stay may be an option). Judy W suggested that the
83 additional costs for the Board meeting might be considered in setting the Conference
84 registration fee. *Marni will follow up.*

85 Rebecca Parker has agreed to serve as conference keynote. Some members have
86 been asked and agreed to serve on a planning team with Marni and Ginger Luke.

87
88 **FINANCIAL NEEDS SURVEY**

89 **Background information:** *Last year in response to expressed concerns by our members*
90 *after service gratuities were reduced, the Board took the initiative to form a Task Force with*
91 *other UU entities to assess current financial needs of retired ministers and widowed partners.*
92 *President Jim Eller met in January with Richard Nugent, Sheldon Bennett of the Unitarian*
93 *Service Pension Society and Susan Brown of the Ministerial Relief Fund. The group agreed*
94 *that it would be helpful to send a new survey about financial needs to all UURMaPAns, which*
95 *will include some questions drawn from the 2009 and 2012 surveys, so that data may be*
96 *comparable. The Office of Church Staff Finances agreed to provide staff to mail the survey to*
97 *our members and process the replies.*

98 Although the intent was to have the survey done this spring, Jim reported that he has no
99 information from the UUA on progress to date.

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102 **FUND-RAISING CAMPAIGN**

103 *Background information: Funding for UURMaPA is dependent upon donations from*
104 *members, since we do not charge dues. Two fund-raising letters have routinely been sent each*
105 *year, and our current budget is based on average past donations. However, donations have*
106 *dropped off considerably in the past couple of years in spite of a growing membership of*
107 *retirees and partners (now almost 1000 individuals). We feel we cannot cut our budget further*
108 *and still pursue UURMaPA goals, so in February, Jim asked **all Board members to serve as***
109 ***an ad-hoc stewardship committee.** In addition to the two fund raising letter appeals that the*
110 *President writes each year, we each agreed to make two direct asks of selected members*
111 *between March and May – requesting that they increase their contributions (\$100-500)each*
112 *year for 3-5 years*

113 Joel commented that the most recent fund-raising letter has stimulated good donations.
114 Some members reported mediocre response to their appeal, others still need to make calls.
115 Judy G developed a draft Donation Form (*latest version attached with Reports at the end of the*
116 *minutes*) which can be offered to people contacted to ask for pledges, and she suggested that if
117 a version of this form should be enclosed with next fall's fund-raising letter and stamped
118 envelope, it might stimulate additional responses.

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120 **FUNDRAISING TOUR PROPOSAL**

121 Marni sent all Board members the proposal and 11X17 brochure for a UU-focused tour
122 from David Usher. The tour is now titled Join fellow retired UU Ministers & their partners on a
123 fascinating tour of Unitarianism in Britain, led by David Usher, May 24-June 3, 2018. David,
124 who leads tours for Discover Europe, Ltd. of Keene, NH, had stated that from a \$3980 individual
125 registration (airfare not included), "You will see that the price includes a \$500 per person
126 commission for UURMAPA for each person who signs up, so a group of 15 would mean \$7,500
127 for your coffers."

128 **The Board agreed to offer this tour as a "win-win" experiment.** David is leading a
129 similar tour for the Walnut Creek congregation in September. The brochure copy is fairly
130 generic, and Marni asked David if it could be changed to include specific reference to
131 UURMaPA. *Note: David has sent us the proposed reworded title for the event 5/12/17 (see*
132 *above).*

133 Marni has made the initial contact, but will not serve as coordinator. It was noted that *a*
134 *tour coordinator (on or off the Board) will need to be named to work with David Usher and*
135 *Discover Europe, Ltd.*

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137 **GENERAL ASSEMBLY PREPARATIONS**

138 Due to serious health issues, Judy W will not be able to attend General Assembly this
139 year. *Jim agreed to extend his New Orleans plans beyond Ministry Days, and to represent*
140 *UURMaPA at the Service of Living Tradition and the UURMaPA luncheon (Friday) in Judy W's*
141 *place.*

142 Marni will be covering the Ministry Days Collegial Conversations on retirement issues for
143 UURMaPA., and will attend the Survivors Luncheon on Thursday.

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145 **REPORTS:** The reports that Board members sent in advance are attached with these minutes.

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148 **NEXT MEETING – Tuesday, June 6, 2017 3:00-4:30 CDT via ZOOM**

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150 Respectfully submitted,
151 Judy Gibson, Secretary
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153 **REPORTS SUBMITTED FOR May 2, 2017 - UURMaPA BOARD MEETING**
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155 **President: Jim Eller**

156 *(no report sent prior to this meeting)*
157

158 **Vice-President: Marni Harmony**

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160 Other than getting a couple of articles to Judy for Elderberries, it's been a relatively quiet month
161 Peer groups continue; no problems of which I am aware (so I assume none).
162

163 We have a proposal from Paul L'Herrou for a peer support group for ministers dealing with
164 various kinds of cognitive impairment. I would like to support this idea.
165

166 Several programmatic efforts (TMP and Fifth Season Task Force) are stalled by the upheaval at
167 the UUA.
168

169 Back on April 7 I sent you a proposal from David Usher. At some point we should endorse or
170 not. Since you may not have kept it, I am going to re-send it to you before our meeting.
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172 My biggest concern (in my VP role) has to do with where the Board will gather for our Jan 2018
173 meeting. I believe you all are aware that the Franciscan Center cannot house us for the Board
174 meeting. While I have/had a place in mind, I realize it was convenient only if we were planning
175 to attend the UUMA Institute (which I am). If most of us are not going, then there is no reason
176 to meet close to the site of the Institute. We probably need to meet in Tampa (closer to the
177 Franciscan Center). I have a couple of ideas but want time to discuss at our May meeting.
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179 **Secretary: Judy Gibson**

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181 **Minutes** – I sent the latest revision of minutes and reports from last month's meeting for your
182 review. If there are no further changes, **I move that the minutes be accepted as presented.**

183 **Obituaries more than a year old** – I composed a draft for subject line and explanatory wording
184 that could be used when sending a “late” complete obituary on Announce (so people don't
185 wonder why it is coming so late). Sent that for review and revision Jay Atkinson per the
186 suggestion of the Board, to remind him of my request for his input.

187 **Recent short death announcements for partners** – I worked up basic death announcements for
188 Terry Throne and Gerry Eddy (not yet sent), since their services were still coming up in the
189 future. Communicated with Roger Rochester regarding who/how we get this job done as needed,
190 and I recommended that we both work on it on a case-by-case basis. I am not eager to add
191 another duty (composing short partner obit announcements from scratch, including some
192 research) to my job as Secretary. I see my role as basically the “pass through” person for
193 UURMaPA Announce materials.

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Clarifying what goes onto UURMaPA Announce – At Richard Speck's request, which he said was approved by Jim Eller, I (somewhat reluctantly) posted the Joseph Priestley District's Proposed UUA Bylaw Change: Strengthening Linkage between Congregations and Association Leadership. I received three return messages (members hit “Reply”) opposing the proposal and expressing opinions about it, each of which I tried to re-direct to a dialogue or chat line. One person assumed the posting represented support by the UURMaPA Board, which I find problematic.

UURMaPA Announce is only intended as a one-way “bulletin board” for announcements that are time-sensitive, and is not set up for discussion. Replies do not go to the UURMaPA members list, but only to me. Postings are to be limited to organizational information, such as announcements of conferences and local gatherings, Elderberries deadlines, and obituaries of ministers and partners. I ask Board members to remember and reinforce this intentionally limited use of Announce, and not approve or send other types of materials for posting to me.

Treasurer: Joel Weaver

See report at end of summary

Newsletter Editor: Judy Welles

(no report this month due to health issues)

At-Large Member: Conferences – John Manwell

Attleboro 2017. Phyllis and I are planning a spiritual retreat focused on helping us find hope and joy in the face of the challenges we face today to our deeply held UU values.

Mindful of her work in the 1990s under the theme “Living by Heart,” her credentials as a spiritual director, and her long parish experience, Laurel Hallman was our first choice as leader. She has accepted, and will be leading us “in a spiritual retreat focusing on accessing traditional contemplative skills of stability, wisdom and vision as challenges swirl around us.” She will ask us to reflect on “Who we are as elders in these times.” The program will include worship services, an odyssey, and a field trip as well as interest groups and social time.

Wednesday free-day options may include not only trips into Providence, as in 2016, but to historically significant local sites, and other places where UUs have found inspiration in the past.

1. Tampa 2018. Since the Winter conference is a board responsibility, Judy Welles, Marni and Jim will be recruiting the planning team.
2. Looking further ahead. The board last month accepted our proposal for a common theme for both the Fall 2018 Attleboro conference and the Winter 2019 Santa Barbara

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conference. Inspired by our 2015 Winter conference on the 50th anniversary of Selma, we proposed that UURMaPA honor the 50th anniversary of Stonewall by having a pair of conferences on the history of the UUA's long and eventually pioneering struggle to welcome sexual minorities into our ministry and membership.

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

For now we plan to sound out others who may be interested in these possibilities, with a view to seeing how they might fit into UURMaPA's effort. In a phone conference with Keith Kron last month, he expressed enthusiasm, and made valuable suggestions about people to talk with, and about grant possibilities. He thinks if a book comes out of our interviews, it should be required reading for MFC candidates. He noted that the East and West Coast experiences were quite different; we'll need to be aware of this in planning.

- 3. Planning responsibility. We'll be looking to the 2017 La Casa planning team to be the core of the planning for the Winter 2019 conference back at La Casa, which they have agreed to. At La Salette Phyllis and I are willing to head the planning.

Review of UURMaPA conference planning guidelines. I have reviewed UURMaPA's existing conference planning guidelines, adopted in 2015. Generally they look good to me. Mostly I'll be suggesting substituting position titles for specific names, and some editorial changes. In the meantime I've asked Ginger Luke to take a look as the incoming conference person. We'll try to report at the next meeting.

Connections Chair: Liz McMaster

No report sent prior to this meeting

At-Large Member: Assistant Connections Chair - Art Severance

No report sent before the meeting

At-Large Member: Good Offices - Douglas Gallager

I have not yet made my funding panel report for the retirement seminar. I'm waiting for an accounting.

Most of my UURMAPA work this month has been organizing the two good officer

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278 webinars that my team on successions will be presenting on May 1 and May 3. It has been quite
279 a bit of work but think we're ready. (If the Monday meeting does not go well I'll cry in front of
280 you all on Tuesday.)

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I Will Support UURMaPA!

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Name _____

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Address _____

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City, State, Zip _____

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I will support UURMaPA with the following annual donation for three years ____

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(Please send me an annual reminder ____)

304

I will support UURMaPA with the following one-time donation ____

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\$50 ____ \$75 ____ \$100 ____ \$150 ____ \$200 ____ \$300 ____ \$500 ____ Other ____

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Have you considered remembering UURMaPA in your will?

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If UURMaPA means a lot to you, you can ensure that UURMaPA is here for future retirees and partners by making a bequest or planned gift.

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____ I have remembered UURMaPA in my will.

314

____ I would like information on making a bequest to UURMaPA's Endowment Fund

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Please make your check payable to UURMaPA and send your donation with this form to:

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Joel Weaver, UURMaPA Treasurer

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535 Gradyville Rd Unit V-212

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Newtown Square, PA 19073

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UURMaPA is a 501c3 non-profit organization. All donations are tax deductible.

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Draft submitted by J. Gibson 4/4/17

UURMaPA Finances – April, 2017

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<u>Ending Account Balance</u>	<u>4/30/2017</u>
Endowment	\$37,059
Money Market	19,208
<u>Checking</u>	<u>29,908</u>
Total	\$86,175

<u>Cash Flow</u>	<u>April Year-to-date Total Year Budget</u>		
[INCOME]			
Conference Income-Attleboro	\$0	\$0	\$12,125
Conference Income-Santa Barbara	0	3,250	9,556
Conference Income-Tampa	0	0	8,500
GA Luncheon Income	0	0	720
Interest Income	0	0	125
Member Contributions	8,740	13,176	25,000
Member Donations to Endowment	0	0	0
TeMP Program Grant	0	11,500	11,500
Retirement Planning Grant	0	0	0
<u>UUMA Subsidy</u>	<u>0</u>	<u>0</u>	<u>1,000</u>
INCOME TOTAL	<u>\$8,740</u>	<u>\$27,926</u>	<u>\$68,526</u>

[EXPENSE]			
Appeal Expense	\$0	\$209	\$1,700
Board Meetings - Room & Board	0	2,356	4,140
Board Meetings - Transportation	0	1,506	4,720
Board Member Conference Scholarships	0	2,650	3,500
Board Misc.	149	177	400
Conference Costs-Attleboro	0	0	13,295
Conference Costs-Santa Barbara	0	13,167	12,516
Conference Costs-Tampa	0	0	7,000
Conference Fee Refund-Attleboro	0	0	0
Conference Fee Refund-Santa Barbara	0	1,800	0
Conference Scholarships-Attleboro	0	0	500
Conference Scholarships-Santa Barbara	0	300	600
Connections Network	200	671	2,000
Elderberries Newsletter	0	984	3,500
GA Fees & Misc.	215	215	560
GA Luncheon Cost	0	0	1,680
GA Room & Board	0	0	1,375
GA Travel	0	379	1,040
Peer Support Groups	0	0	650
President's Expense	0	0	200
Retirement Planning Grant	0	15,000	16,000
Sageing & Unsung Hero Awards	0	0	1,500
Stationery	0	163	100
TMP Program Grant	0	0	12,000
<u>Website Hosting</u>	<u>0</u>	<u>0</u>	<u>700</u>
EXPENSE TOTAL	<u>\$564</u>	<u>\$39,577</u>	<u>\$89,676</u>

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NET Surplus/(Deficit)	<u>\$8,176</u>	<u>(\$11,651)</u>	<u>(\$21,150)</u>
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22 *Draft of donation form.*
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