

Minutes of the ZOOM Conference Board Meeting—Mar. 14, 2018
Unitarian Universalist Retired Ministers and Partners Association

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2 Present: Judy Gibson (Judy G), Marni Harmony, Ginger Luke, Diane Miller, Art Severance, Cathie
3 Severance, Joel Weaver, Judy Welles (Judy W)

4 Absent: Nancee Campbell

5
6 *Note: Board decisions are in bold type. Action items in red italic.*

7
8 CENTERING: Judy Gibson shared the story of her UU commitment and education career, and first
9 encounter with UURMaPA. **Board members are leading the centering as described in**
10 **alphabetical order by first name.** *Marni Harmony is scheduled to lead centering for the April ZOOM*
11 *meeting.*

12
13 **MEETING MINUTES**

14 **The January In-Person minutes, reports and Conference Information Meeting notes were**
15 **approved.** Minutes have been sent to the webmaster for posting on UURMaPA's website under
16 GOVERNANCE.

17
18 **TREASURER'S REPORTI**

19 Joel confirmed that our financial situation is strong. The Tampa conference income and
20 expenses are within budget. **The Board approved his financial report for February** (attached with
21 Reports).

22
23 **SPEAKER HONORARIUM FOR ATTLEBORO – Oct. 1-4, 2018**

24 Ginger reported that Carol Taylor, who leads planning for the conference, has requested that the
25 Board approve a \$2000 honorarium for her recommended presenter, Kyrie Carpenter. *(Secretary's*
26 *note: Ms. Carpenter is described online as a "pro-aging and dementia-positive coach" and presenter*
27 *who works with Minka Tools and The Eden Alternative, spin-off organizations from the work of Dr.*
28 *William Thomas, author of "What are Old People For?". Since the fee for author himself as presenter*
29 *was well beyond our means, Ms. Carpenter was suggested.)*

30 Our guidelines suggest that presenter honoraria should be expected to fall between \$500 and
31 \$1500, unless approved by the Board. In discussion, two points of view were offered: 1) we should
32 resist being drawn into the high-dollar fee structures of corporations – don't let this be a precedent; 2)
33 we have the funds and should go ahead with this opportunity to explore the positive aspects of aging
34 in a conference. **The Board unanimously agreed to the \$2000 honorarium, with the stipulation**
35 **that this decision does not set a precedent for future conferences.**

36
37 **CONFERENCE PLANNING COMMITTEES FOR 2019**

38 Judy W and Marni reminded us that the six people on the LGBTQI Task Force have completed
39 their charge of brainstorming program ideas for the two conferences and suggesting an overall
40 structure or schedule. A summary of their recommendations for both 3-night conferences includes the
41 following *(submitted last month, with some info added by the Secretary from today's discussion):*

42
43 *Day 1 –*

- 44 ➤ Morning – Keith Kron, Transitions Director for UUA Min. and Faith Dev., Keynote with
45 responses
- 46 ➤ Afternoon – Stories from Living Pioneers *(8-10 names suggested: 4 each conference –*
47 *need to invite)*
- 48 ➤ Evening – Odyssey – *(Mark Belletini will present at one conference. Other Odyssey TBD)*

49 *Day 2 –*

- 50 ➤ Morning – In Memoriam service, possibly expanded to LGBTQI lives lost *(to plan)*
- 51 ➤ Afternoon – Workshops, varied topics *(need to be planned)*
- 52 ➤ Evening – either a second Odyssey or possibly Talent Show for fun *(all needs planning)*

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53 Day 3 –

- 54 ➤ Information meeting/UURMaPA Board Report

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56 Board members discussed some possibilities for creating working Planning Committees for the
57 two conferences, including: Some committee members from prior conferences might be willing to
58 serve the same roles (e.g.: Registrar, Publicity, etc.); Some roles that require logistics and site-based
59 decisions may need local members; The Task Force has identified some general suggestions for good
60 resource people, panelists, etc. but specific folks must be invited for each conference.

61 To continue discussion, it was agreed that **Ginger should take the lead in forming working**
62 **Planning Committees and connecting them with resources from the Task Force, the Board, or**
63 **other support.** *A sub-group of Board members willing to help flesh out what needs to be done for*
64 *these conferences will be assembled by Ginger at a convenient date within the next six weeks*
65 *(between the April and May Board meetings)*

66
67 **2019 CONFERENCE SITES**

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69 **Winter 2019 – Newcombe Tennis Ranch, New Braunfels, TX , Sun-Wed, Feb. 17-20, 2019 (Board**
70 **meeting Fri-Sun, Feb. 15-17) – first conference on LGBTQI - UU history since Stonewall.**

71 *(Secretary's note: This site is confirmed, and Art and Cathie Severance have already been*
72 *named to assist the Planning Committee with logistics since they live locally.)*

73
74 **Fall 2019 – East Coast (location and dates TBD) – second conference on LGBTQI - UU history**
75 **since Stonewall.**

76 Ginger reported that in addition to New England options (Walker Center, available Sept. 30-Oct.
77 3, 2019 or any other options that Dorothy Emerson may find), she has become aware of a fall event in
78 Baltimore with which we might want to coordinate dates. A Convocation by the UU History and
79 Heritage Society (UUHHS) celebrating the 200th Anniversary of Channing's famous Baltimore Sermon,
80 October 17-20, 2019, may be of interest to some UURMaPA members, who might then attend both
81 events sequentially. Ginger is collecting date and price information from three possible conference
82 sites, and is asking Board members to consider cost and timing issues (before or after the
83 Convocation) for each:

- 84 ✓ Bon Secour, Maryland, October 7-10, 2019, also dates following UUHHS Convocation.
85 Costs: \$489 for single; \$654 for double (\$327 for each in double)
- 86 ✓ Pendle Hill, Pennsylvania, September 30-October 3, 2019, estimated costs: \$335 for
87 single; \$285 (for 3 nights and meals); \$250-\$500 daily fees for meeting spaces.
- 88 ✓ Baltimore Maritime Conference Center, available either Oct 14-17 or Oct 20-23, 2019,
89 costs to be received (This is the site of the UUHHS Conference).

90 Board members noted a concern that with all options, rooms, meals and hospitality will cost more that
91 we have asked members to pay in the past. We will need to offer more financial assistance. Judy W
92 noted that the UU Grant proposal that she and Dorothy Emerson are completing includes money to
93 help subsidize registrations.

94
95 **GENERAL ASSEMBLY PLANS**

96 Diane and Judy W are the only Board members attending the Kansas General Assembly events.
97 *Late change 4/5/18: There WILL be Collegial Conversations at Ministry Days after all. Diane and*
98 *Judy W applied, so UURMaPA will be offering a “Planning for Retirement” Collegial Conversation.*
99 Both will attend Thursday's **Service of the Living Tradition**; Judy will welcome new retirees on the
100 dais and attend the Survivor Luncheon, and Diane will sit with the families at the service.

101 Diane has made inquiry to secure reservations for a location for the **UURMaPA Luncheon** on
102 Friday, no response yet. She will be inviting new retirees on a complementary basis, and other
103 UURMaPA members may reserve ahead and send her a check. Information will be included in the
104 Spring Elderberries (deadline April 15).

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105 When possible, the **Creative Sageing Award** is presented at the UURMaPA Luncheon. Diane is
106 working with a small selection committee (continuing from last year), which has an ongoing list of
107 possible nominees to consider. *More suggestions for nominees are invited—any UURMaPAn (minister*
108 *or partner) who has rendered notable service/ministry since retirement. (Per Operating Procedures:*
109 *“Nominations are solicited from the Membership and need to be in writing to the Committee, with*
110 *information about completion of successful ministry and service to church and/or community after*
111 *retirement.”)*

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113 **OBITUARY SPREADSHEET FOR UURMAPA**

114 Judy G noted that she has set up a spreadsheet that lists the death information
115 acknowledgement for ALL UURMaPA members, ministers and partners, from January 2017 on. This
116 tool is designed to help us track all of the actions that UURMaPA takes (9 members involved) when a
117 member dies, and to answer questions when needed, like lists for conference In Memoriam services.
118 Judy G will be working on filling in back information for most of the areas, but could use help with the
119 following:

- 120 ✓ Condolence note sent (currently by President) – *Judy W will send Judy G a list of the*
121 *ones she sent in 2017 (and early 2018).*
- 122 ✓ Contribution (\$50) sent – to whom? – *Joel will send Judy G a list from 2017 (and early*
123 *2018).*

124 For future deaths, copies to Judy G of Judy W’s note to Joel when she sends a condolence and also
125 Joel’s confirmation (cc Judy G) will provide info needed.

126 Judy W noted that the usefulness of the comprehensive list and tracking info to current and
127 future Board members and appointees will be assessed at the next In-Person Board meeting in 2019.

128
129 **SpeakUP LISTSERVE MODERATOR**

130 Judy W noted the need for a second moderator for this UURMaPA listserv to work with Andy
131 Backus, and a suggested name was offered. *Judy W will follow up.* SpeakUP should be promoted in
132 the next Elderberries to invite more members to join.

133
134 **AREA CONNECTORS NEEDED**

135 Art has been working on recruiting Area Connectors for the vacant spots and reported his results
136 (attached), which includes names of members who declined. Art reports that these are the areas
137 where Connectors are needed:

138 Mass Coastal, Conn Valley, CO-Mont Wyo, Bay Area Inland, NH, NY/NJ, Hartland North, S California.
139 *Board members were asked to review the lists of members by area needing a Connector on the*
140 *website and suggest any new names not yet contacted that Art and Cathie might pursue.*

141
142 In closing, Marni noted that despite front-page Elderberries promotion, there were no further
143 registrations from UURMaPAns for the Deepening Program with the UUMA.

144
145 *Note for your calendar: Other meetings this year: April 11, May 9 and June 13 (new Board*
146 *members invited to attend by President)*

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148
149 Respectfully submitted,
150 Judy Gibson, Secretary

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REPORTS SUBMITTED FOR MARCH 14, 2018 – ZOOM BOARD MEETING

President: Judy Welles

I was at the Orlando airport waiting to go home after the Florida conference when I received an e-mail from the UU Funding Program that our Retirement Seminar grant final report was overdue. I spent a few days straightening that out, which was actually pretty helpful because it put me in touch with the Grants Administrator at the Funding Program, which is going to be a helpful connection for us.

We have received an extension on the final report for the TMP grant, also from the Funding Program, until June, 2018. It's not clear to me whether all the funds from this grant have been disbursed; the person who I'll be working with on this is Keith Kron, and right now is not a good time to enlist his support in writing the final report.

For the past two weeks I have been living and breathing the grant application for our 2019 LGBTQ conferences, which is due March 15. Dorothy Emerson has been super-helpful, and Phyllis Hubbell has been very discerning and thoughtful in her review of what's been written. The conferences will be a lot more complicated to prepare and offer than our usual conferences, but there is A LOT of enthusiasm about what we plan to do. (E.g. we have a letter from Mary Benard, Editorial Director at Skinner House, expressing enthusiasm for the proposed book that will come out of the conferences; this will go along with the grant application.) We are asking for \$20,000 with the grant application (the maximum grant they give), and I feel confident that we will get a significant amount, though perhaps not all that we are asking for.

Much of the work that went into the grant application will be useful to the conference planning committees when they are selected (and this matter will be on our agenda for the upcoming meeting).

Right after the Florida conference, I wrote a bunch of thank-you notes to various people who had been instrumental in making the conference go so smoothly.

Since the last Board meeting, I have written four condolence notes as of today; there are still a few to write.

I have written seven "Welcome to UURMaPA" letters. At Judy Gibson's suggestion, I asked Julie Shaw at the UUA to include our Nominating Committee members on the distribution list when she sends out the Intent to Retire forms, as they often have helpful information about partners whom we might not otherwise know.

Frankly, I don't keep track of the hours or all the little tasks involved with the presidency of UURMaPA. Among the three Major Things that I have significant responsibilities for, UURMaPA is my highest priority; I spend a fair amount of time on UURMaPA business each week, whether it's a major effort like the grant application or a minor effort like answering random queries by e-mail. I'm in a lot of contact with our Secretary, Judy Gibson, who is graceful and thoughtful in reminding me about things that need my or our attention. I continue to be very impressed with the care that all of our Board members (that would be you!) take in fulfilling the obligations of their Board role, and I'm grateful to be working with all of you.

Vice-President: Diane Miller

No report submitted this month

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Secretary: Judy Gibson

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2. **Minutes** – In-Person Board Minutes and reports plus notes from the Conference Information meeting from January 27-31 were sent to all Board members on Feb. 9, and a revised version on Mar. 5 – as reminders for action follow-up, and for review for further revision/ approval.
3. **Operating Procedures update** – This includes the **proposed revision of Area Connector job description** (requested by the Board on Jan. 28), along with some other minor updates. Completed and forwarded to President Judy Welles for review.
4. **Death notices on Announce** –Sent notices of deaths: Phillip Hewett (M) and Margret Kolbjornsen (P). Sent additional info for Alan Deale (M) – 2 services and live streaming.
5. **Other Announce notices sent** – Winter Elderberries online – sent Feb.3; Request for UUSC CEO nominee suggested names to search committee – sent Feb. 4; Deepening program information – sent Feb. 4
6. **UURMaPA Tour of UK** – Since NO registrations had been received for this tour as of Feb. 24, Judy W and I agreed that David Usher, tour leader, should cancel this tour offering. (Ironically, immediately following the decision, on March 3 David received a request to register from a member!) Should the UURMaPA Board wish to try again in a couple of years when we have had a new influx of members, David Usher is open.
7. **Spreadsheet of all member deaths from 2017 on is now set up** – A tracking spreadsheet including all minister and partner deaths going forward is on my computer, where I am entering dates and info about UURMaPA actions as I receive them.

Treasurer: Joel Weaver

UURMaPA Finances –February 2018

<u>Ending Account Balance</u>	<u>2/28/2018</u>
	<u>8</u>
Endowment	\$42,194
Money Market	19,243
<u>Checking</u>	<u>27,246</u>
Total	<u>\$88,683</u>

<u>Cash Flow Budget</u>	<u>February</u>	<u>Year-to-date</u>	<u>Total Year</u>	<u>Budget Var</u>
[INCOME]				
Conference Income-Attleboro	\$0	\$0	\$15,905	(\$15,905)
Conference Income-San Antonio	0	0	18,000	(18,000)
	_____	=====	=====	=====

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Conference Income-Tampa	2,840	7,040	1,497	5,543
GA Luncheon Income	0	0	750	(750)
Member Contributions	2,829	4,429	29,000	(24,571)
LGBT Program Grant	0	0	20,000	(20,000)
<u>UUMA Subsidy</u>	<u>0</u>	<u>0</u>	<u>1,000</u>	<u>(1,000)</u>
INCOME TOTAL	<u>\$5,669</u>	<u>\$11,469</u>	<u>\$86,152</u>	<u>(\$74,683)</u>
 [EXPENSE]				
Contribution Appeal Expense	\$0	\$0	\$2,000	(\$2,000)
Board Meetings - Room & Board	939	2,790	3,070	(280)
Board Meetings - Transportation	1,117	2,984	4,500	(1,516)
Board Meetings - Hospitality	77	77	105	(28)
Board Member Conference Scholarships	2,500	2,500	2,977	(477)
Board Misc.	61	65	600	(535)
Conference Costs-Attleboro	0	142	14,510	(14,368)
Conference Costs-San Antonio	0	0	7,000	(7,000)
Conference Costs-Tampa	1,812	11,022	11,380	(358)
Conference Fee Refund-Attleboro	0	0	1,800	(1,800)
Conference Fee Refund-Tampa	520	520	1,800	(1,280)
Conference Scholarships-Attleboro	0	0	1,030	(1,030)
Conference Scholarships-Tampa	0	260	546	(286)
Connections Network	150	550	2,000	(1,450)
Elderberries Newsletter	996	996	4,000	(3,004)
GA Fees & Misc.	0	0	500	(500)
GA Luncheon Cost	0	0	1,400	(1,400)
GA Room & Board	0	0	1,800	(1,800)
GA Travel	0	0	800	(800)
Peer Support Groups	0	0	640	(640)
President's Expense	0	0	200	(200)
LGBTQ Grant Program Expense	0	0	2,500	(2,500)
Sageing & Unsung Hero Awards	0	500	2,000	(1,500)
TMP Program Grant	0	0	7,500	(7,500)
<u>Website Hosting</u>	<u>0</u>	<u>0</u>	<u>200</u>	<u>(200)</u>
EXPENSE TOTAL	<u>\$8,172</u>	<u>\$22,406</u>	<u>\$74,858</u>	<u>(\$52,452)</u>
 NET Surplus/(Deficit)	 <u>(\$2,503)</u>	 <u>(\$10,937)</u>	 <u>\$11,294</u>	 <u>(\$22,231)</u>

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229 **Newsletter Editor: Nancee Campbell**

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231 I'm sending this from the McDonald's because my neighborhood has been **without electricity** for
 232 almost 2 days... "They" say we should be getting it back sometime today, **so hopefully**, I'll be joining
 233 you in a couple of hours (and not from McDonald's!).

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However, this month I've been categorizing and reading the next *Elderberries* submissions thus far. I've also been practicing on the desktop publishing program I use for the newsletter, as I was chagrined by the number of typos/mistakes that I didn't catch in the last issue.

I'm leaving for a 'Living Legacy' tour of the civil rights sites in Alabama next week and will be back 3/25th. I'm really looking forward to this treat of a lifetime, as well as spending time with thee Gibson's!

Hope to be with you soon, but wanted to touch base in case I don't get the electricity back (that's following N'oreaster #3)!

At-Large Member: Conferences – Ginger Luke

1. The Tampa 2018 Planning Team evaluation had several comments and recommendations:
 - a. More free time
 - b. Space felt too tight
 - c. Liked three presentations
 - d. Wished Richard Nugent could have been promoted for more one-on-one time with him. Not sure his time was taken advantage of as much as possible.
 - e. Pleased with program and flow of event
 - f. Wished for more opportunity to share personal stories about deceased during memorial service.
2. Confirmed dates for Attleboro 2018
 - a. October 1-4, 2018
 - b. Cost: \$265 per person
3. Confirmed dates for John Newcombe Tennis Ranch 2019
 - a. February 15-17, 2019 board
 - b. February 17-20, 2019 conference
4. Possible sites for Fall 2019:
 - a. Bon Secour, Maryland
 - i. Date: October 7-10, 2019
 - ii. Costs: \$489 for single; \$654 for double (\$327 for each in double)
 - b. Pendle Hill, Pennsylvania
 - i. Date: September 30-October 3, 2019
 - ii. Estimated costs: \$335 for single; \$285 (for 3 nights and meals); \$250-\$500 daily fees for meeting spaces. I think this can be negotiated so can't determine exact costs at this time.)
 - c. Walker Center, Massachusetts
(no date or estimates available at this time)
 - d. Dorothy Emerson is still scouting out sites closer to Boston.
5. The LGBTQ History Project program is moving well.
6. There is a need to develop a planning team for Newcombe Winter 2019. Judy Welles is recommending this be the same team as the East Coast Fall 2019. I have reservations about that recommendation which we can discuss at the board meeting.

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280 **Connections Chair: Art Severance**

281 **At-Large Member: Assistant Connections Chair - Cathie Severance**

282

283 I'm scheduled to take computer tutorial in April! One of my goals for this year, I sent out note at all Area
284 Connectors.

285

286 These are the Areas which still need Connectors-Mass Coastal. Conn Valley-,CO-Mont Wyo, Bay Area
287 Inland, NH, NY/NJ, Hartland North, S California;

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289 Here's who I've contacted:

290 Mass Coastal-need help here

291 Conn Valley-Phlox Laucher. Waiting-

292 CO-Mont Wyo, Betty Pingel,Ellem Johnson-Fay declined, Catherine Harris, waiting

293 Bay Area Inland, Dennis Hamilton declined

294 NH, Pat Hoertdoerfer Waiting

295 NY/NJ waiting to hear from Vern & Sue

296 Hartland North, Fran Dew, John Corrado declined

297 S California-Marguerite Lovett waiting

298

299 New Area Connectors

300 ARIZONA/NEVADA: Earl Holt

301 BAY AREA COASTAL: Joy Atkinson

302 FLORIDA Gary Gallun

303 NEW MEXICO Julia Older Fankuchen

304 SouthWest-Cathie & I

305

306 **At-Large Member: Good Offices - Marni Harmony**

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308 Nothing significant to report.