

**Minutes of ZOOM Conference Board Meeting – July 18, 2018
Unitarian Universalist Retired Ministers and Partners Association**

Present: Barbara Child, Marni Harmony, Dave Hunter, Ginger Luke, Diane Miller, Art Severance, Cathie Severance, Jaco Ten Hove, Judy Welles

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

QUESTION OF THE YEAR

Judy reported a conversation with Cheryl M. Walker, president of UUMA, following the Collegial Conversation at Ministry Days conducted by Diane and Judy. Cheryl asked whether UURMaPA would (1) be ready to welcome the increasing number of people of color who will become UURMaPA members and (2) prepared to de-center whiteness.

Based on this conversation, Judy proposed the following for our new Question of the Year: that Board members all read *Centering*, the Skinner House book edited by Mitra Rahnema, and that each month one Board member lead a 10-minute discussion at the beginning of the Board meeting about one chapter, the chapter to be chosen by the discussion leader (not necessarily moving through the book in the order of chapters there). Judy suggested that at the in-person meeting in February the discussion might be a little longer than 10 minutes. She proposed that she choose whom to ask for each month. **The Board unanimously agreed to the plan Judy proposed.** Judy then asked Marni to choose a chapter and lead the discussion in next month's meeting. Marni agreed. *Marni will choose a chapter for the August discussion and will email the Board her choice in time for everyone to read the chapter before the meeting.*

After discussion, ***the Board decided everyone will buy their own copy, to be reimbursed upon request.***

MEETING MINUTES

The June 13 meeting minutes, taken and written up by Judy Gibson, were approved. They have been sent to the webmaster for posting on UURMaPA's website under GOVERNANCE.

TREASURER'S REPORT

The final Treasurer's Report from Joel Weaver for the month of June 2018 was accepted.

CONFERENCE UPDATES

Since she is vacationing this summer in a place without internet or cell phone access, Ginger gave the Board her current land line phone number: 605 673-3236.

2018 Fall Conference, La Salette Center, Attleboro, MA – Oct. 1-4, 2018

Ginger reported that Carol Taylor has plans under control, and others are working on the schedule, which is going well.

2019 Winter Conference, John Newcombe Tennis Ranch, New Braunfels TX – Feb. 17-20, 2019

An in-person Board meeting, Feb. 15-17, will precede this conference at the conference site.

Lois Wesener, Registrar, has been working with Judy Gibson, Publicity, to design a registration form that will explain various housing options.

A concern has been raised about confidentiality with respect to panelists and interviewees. The

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conference planners are addressing this concern.

OVERSIGHT OF GLBTQ+ PROJECT BEYOND/OUTSIDE OF CONFERENCES

Judy will send the Board the grant application, which includes a time line, which in turn includes some things to be done this summer such as setting up an interactive website to serve as a resource for research papers into the indefinite future. In other words, this project will have value beyond the conferences. The anticipated cost to UURMaPA is spelled out in the grant.

Judy explained the need for a coordinator to oversee the website operation in cooperation with a webmaster and also to be in conversation about the book anticipated to be one outcome of this project. There is now \$1,000 in the budget as compensation for a coordinator. It is possible to do fund-raising to increase that amount.

After a detailed discussion of the coordinator position and compensation, **the Board agreed that the next step is for Judy and Marni to work up a job description for the coordinator.** *Judy and Marni will do this and present it to the Board for comments before the August meeting, with a view toward taking action on this at the meeting.*

REVIEW BOARD CALENDAR

The first question for discussion was whether the calendar should be limited to matters that at least potentially are the business of two or more Board members or should include things that happen routinely even if only one Board member is involved. **The Board decided the calendar should include all routine items even if they involve only one Board member.**

The second question for discussion was whether UURMaPA should pay both registration and travel for the Board member in charge of conferences to attend the conference where there is not a preceding in-person Board meeting. **The Board agreed to try out a plan for a year or two that will allow all Board members who want to attend the Fall Conference to have their registration paid.** Assistance with travel expenses is available to all UURMaPA members through our subsidy policy. **The Board agreed that UURMaPA will pay registration and travel to attend the second conference for the Board member who holds the Conferences portfolio plus one other – the President or her/his representative.**

Judy will send the Board Work Calendar to the Board every month along with the Board meeting agenda.

OTHER LOGISTICS (INCLUDING LETTERHEAD)

Dave will send his address to Judy for forwarding to the person updating the letterhead. Once the letterhead is updated with his address as UURMaPA's address, Judy will send it to Board members for printing and use.

Jaco asked whether anyone on the Board has a picture of Kim and Barbara Beach that he could put into *Elderberries*. *Judy said she would be in touch with Jaco about this.*

ENHANCING RELATIONSHIP WITH OFFICE OF CHURCH/STAFF FINANCES

Judy reported on her conversation last February with Richard Nugent at the Tampa conference, where he said he would like to see a stronger relationship between his Office of Church/Staff Finances and UURMaPA's outreach program. Judy made two suggestions to him.

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The first suggestion was that Richard set up several Zoom meetings with Area Coordinators to give information on funds available for financial aid and how to access them. *Art and Cathie will work with Richard to plan these.*

Judy's second suggestion was that Richard offer a Zoom meeting once a quarter for any UURMaPA member with finance questions. *Marni volunteered to work with Richard on this.* She mentioned that getting information about financial issues from the OCSF could also be accomplished through a drop-down menu piece on the UURMaPA website home page.

Jaco has compiled recent articles by OCSF. *He will communicate with our webmaster about getting them on our website. He will also undertake to have an article by Richard Nugent and/or Linda Rose in each issue of Elderberries.*

PROPOSED BYLAW CHANGE WITH PROVISION FOR REMOVING SOMEONE FROM UURMAPA MEMBERSHIP

The Board discussed whether UURMaPA should have a provision in the bylaws for removing someone from membership and if so, under what circumstances and how. *Judy will consult with Dave and Barbara, the two members of the Board with legal background, and then will bring a proposal to the August meeting for further discussion and potential Board action at that meeting.*

NEXT MEETINGS

Next meeting: Wednesday, August 15, 1:00-3:00 EDT. Adjust for time zone as needed.

Respectfully submitted,
Barbara Child, Secretary

REPORTS SUBMITTED FOR JULY 18, 2018 – ZOOM BOARD MEETING

President: Judy Welles

The place where I've spent the most time as your President since the last Board meeting was, of course, Ministry Days and General Assembly, five long and very full days. I wrote about this for the Summer *Elderberries*, so you can get more detail there. Diane was a fabulous collaborator in all of the UURMaPA responsibilities, and we worked well together as a team.

Other than G.A., my next biggest time expenditure has been continuing to work with Phyllis and Ginger (and occasional others) making decisions about the 2019 conferences, especially the Winter conference in Texas. Now that we know how much money we have from the grant, we can move forward not only with conference planning, but with some of the outside-the-conferences activities such as hiring a coordinator and getting a website started. I will devote some time to these matters at our meeting next week.

I've also spent some time with Jaco, by e-mail and in person (for a delightful pre-July 4 visit with him and Barbara), helping him get up to speed with his first issue of *Elderberries*. I have great confidence in his abilities.

There is always a lot of random e-mail about a variety of unusual issues (and of course, never the same ones), and this month was no exception. Like the complaint from the widow of a colleague who died in

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1973 (before UURMaPA existed), asking that we please include his obituary in the next issue of *Elderberries*. At my request, Jay Atkinson is trying to figure that one out.

Speaking of the pre-UURMaPA days, Duane has spent several days (*hot* days in his somewhat cool basement office) scanning back issues of the UURMaPA newsletter (which was not always called *Elderberries*) and posting them on our website. In the process he made some interesting discoveries, such as the fact that UURMA (before partners were included) was originally a chapter of the UUMA. He plans to write an article for the Fall newsletter encouraging our members to peruse these early records; if you like old stuff, you might do the same.

I've written five condolence notes since the last meeting. To my knowledge, no one has retired during that period of time.

Vice-President: Diane Miller

GA 2018 Kansas City.

Whew! First time organizing the GA luncheon had me a bit anxious about details. And it went beautifully! People found their way, had a good time. Judy's program was well organized. Mechanics worked out.

The luncheon is email-intensive, especially in the final stretch with some drops and adds at the deadline, as one would expect. Here is some data:

- 50 participants, lower than the typical 60 plus. This was a "small" GA in general.
- Revenue \$ 574.00 est. budget \$ 750
- Expenses \$ 1,981.53 budget: \$1,400

This means I was under \$ 176.00 on revenue and over \$581.53 on expenses, for a budget variance of \$757.53 in the wrong direction.

What I learned is that I need to raise the price of the luncheon a bit higher for those who are paying, to help absorb some of the costs. (AV system, service fee, and taxes added quite a bit over the actual food charges.) However, we have far more guests than paying members who show up, so the best solution would be to get more retired ministers and partners to show up as paying guests. We can also reduce the invitations to UUA staff as guests. And we can consider increasing the budget. As you can imagine, I will aim to hit the mark next year.

Creative Sageing Award was delivered to Barbara and Kim Beach. Both were present, even though Barbara had recently had a hip replacement. Citation has been sent to Jaco for publication in *Elderberries*.

Recommendations on Awards

In the past the Awards were given with a big element of surprise to the recipients. For 2018 we shifted that to informing the recipients ahead of time. The Beaches were not planning on being at the luncheon. Barbara was coming to GA & for international meetings on Saturday only. By inviting them in advance they both managed to come and were able to anticipate. I think this method works well.

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For the future I'd like to repeat the invitation well in advance. If the awardee accepts, then do publicity to the wider UU world. This will bring people to the luncheon who want to honor the recipients. This might bring some publicity as well.

This approach pushes up the timeline a bit earlier to allow for communication, and decision by the Awards committee.

Please, por favor, if you have any suggestions for Unsung UURMAPAN please let me know. I feel as if we are behind on getting that one going for fall in Attleboro.

Peer Groups

My efforts last year to set up the groups had limited results. I'm looking forward to making this work better for 2018. With three email notices to those who signed up at the luncheon, one group was formed and another has three people so far. There will be an August technical check, then the meetings will begin in September. With a notice in Elderberries I hope to fill up the second group.

There is interest in having some specific types of groups such as Partners, Women, and Ministers who have been retire for a while. I've held off because I'm unclear on how many meetings can be run on a Zoom subscription.

I have elected to attend the fall Attleboro Conference on my own dime, and when I registered I quickly got a copy in the mail of What Are Old People for? I've started reading it. The Conference follows a special September 30 recognition at the First Church in Belmont, where I served 1981-1993. They voted me Minister Emerita at their annual meeting this year. Because that's where my kids grew up, they and their entourages are coming for the event, which is turning into a family reunion.

Treasurer: Joel Weaver

Final Report on Finances for the month of June 2018

<u>Ending Account Balance</u>	<u>6/30/208</u>
Endowment	\$48,367
Money Market	19,243
<u>Checking</u> _____	<u>27,938</u>
Total	<u>\$95,548</u>

<u>Cash Flow</u>	<u>June</u>	<u>Year-to-date</u>	<u>Total Year Budget</u>	<u>Var</u>
<u>Budget</u>				
[INCOME]				
Conference Income-Attleboro	\$3,905	\$3,905	\$15,905	(\$12,000)
Conference Income-San Antonio	0	0	18,000	(18,000)
Conference Income-Tampa	0	7,080	1,497	5,583
GA Luncheon Income	288	606	750	(144)

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Member Contributions	2,435	13,819	29,000	(15,181)
Member Contributions to the Endowment	0	6,173	0	6,173
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>\$6,628</u>	<u>\$31,583</u>	<u>\$86,152</u>	<u>(\$54,569)</u>
[EXPENSE]				
Contribution Appeal Expense	\$0	\$897	\$2,000	(\$1,103)
Board Meetings - Room & Board	0	2,790	3,070	(280)
Board Meetings - Transportation	0	2,984	4,500	(1,516)
Board Meetings - Hospitality	0	77	105	(28)
Board Member Conference Scholarships	0	2,500	2,977	(477)
Board Misc.	22	93	600	(507)
Conference Costs-Attleboro	430	1,072	14,510	(13,438)
Conference Costs-San Antonio	0	4,000	7,000	(3,000)
Conference Costs-Tampa	0	11,022	11,380	(358)
Conference Costs-Waltham '19	2,500	2,500	0	2,500
Conference Fee Refund-Attleboro	0	0	1,800	(1,800)
Conference Fee Refund-Tampa	0	520	1,800	(1,280)
Conference Scholarships-Attleboro	0	0	1,030	(1,030)
Conference Scholarships-Tampa	0	0	546	(546)
Connections Network	150	1,050	2,000	(950)
Elderberries Newsletter	0	199 6	4,000	(2,004)
GA Fees & Misc.	0	383	500	(117)
GA Luncheon Cost	1,982	1,982	1,400	582
GA Room & Board	0	0	1,800	(1,800)
GA Travel	0	418	800	(382)
Peer Support Groups	0	0	640	(640)
President's Expense	0	33	200	(167)
LGBTQ Grant Program Expense	0	0	2,500	(2,500)
Sageing & Unsung Hero Awards	0	1,000	2,000	(1,000)
TMP Program Grant	0	0	7,500	(7,500)
<u>Website Hosting</u>	<u>0</u>	<u>337</u>	<u>200</u>	<u>137</u>

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EXPENSE TOTAL	\$ <u>5,08</u> 4	\$ <u>35,654</u>	\$ <u>74,858</u>	(\$ <u>39,20</u> 4)
NET Surplus/(Deficit)	\$ <u>1,54</u> 4	(\$4,071)	\$11,294	(\$15,36 5)

1. UURMaPA's financial situation remains strong with approximately \$95K in financial assets.
2. Attleboro conference fee income is starting to come in \$3,905
3. Member contributions \$13, 819 for 2018 to date are about on target to make the budget.
4. A \$2,500 deposit was paid to reserve The Espousal Retreat House and Conference Center.
5. The GA Luncheon cost net of income came in about \$700 over budget.

Treasurer: Dave Hunter

Dave has been reading past reports to prepare for the work of the Treasurer.

He has sent thank you notes to those who included donations along with their registration for the fall Attleboro conference.

Secretary: Barbara Child

I have updated the Massachusetts Secretary of State's website listing for UURMaPA (www.sec.state.ma.us/cor/corpweb/corpn/npfrm.htm) to indicate the departure of Joel Weaver as Treasurer, Nancee Campbell as Elderberries editor, and Judy Gibson as Secretary, and to give the required information about our new officers/directors, Dave Hunter, Jaco ten Hove, and Barbara Child in those positions respectively.

I have re-sent the June minutes and reports to the Board with the suggestion that reviewing them shortly before the July 18 meeting will expedite review and approval at the meeting.

I have reminded Board members that this month's reports are due to be sent to all Board members by July 16. These will help President Judy Welles build the agenda for the July 18 meeting.

Newsletter Editor: Jaco Ten Hove

No report

At-Large Member: Conferences – Ginger Luke

I have been working on the registration for February 2019 conference with Phyllis Hubbell, Lois Wesener and Judy Welles.

At Large Member: Connections Chair – Art Severance

At-Large Member: Assistant Connections Chair – Cathie Severance

There are 5, not 4 open Area Connectors as previously reported due to a “comma” error-the 5 are Bay Area Inland , Central Midwest, Heartland, Joseph Priestly North, & Metro NY/NJ.

I have contacted 26 people in those areas and am waiting to hear back; I'm including people contacted in the report.

BAY AREA INLAND

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Ralph Cook, Christine Fry, Ms Carole Green, Kenneth Helms, Ms Marian Herreid, Bruce Kennedy, Douglas Kraft, & Sydney Wilde

JPD North

Paul Daniel, Thomas J.Riley, Judith Downing, Mary Higgins, Garry LeFevre , Robert Throne.

CENTRAL MIDWEST

Bates Lindsay, Bentley Michelle, Brosier Daniel, Hansen Linda, Hennon Michael, Kennedy Drew, Larsen Tony, Leggitt, Jr. S. Hunter R

Heartland North

Pangerl Susi, Gallagher, Jack, Phifer Ken, Schade, Tom.

I also spent quite some time in trying to get information on shuttle service from Airport for Feb conf. A major Shuttle company recently went out of business! I finally got info from Keith Kron about the shuttle service he uses for his annual Interim Guild Conference at the Tennis Ranch and am passing on that information so that the conf folks can contact them directly to make plans, rather than me being in the middle-

“Richard Belluardo is our contact and has been terrific.

<http://www.bellalunashuttle.com/>

Bella Luna Shuttle Service

(830) 370-7211

P.O. Box 312533

New Braunfels, TX 78131”

Bill Grace has volunteered his 9 passenger van for stragglers or for other needs.

San Antonio has been in the upper 90's for more than month and finally has some rain. We're still unpacking and organizing. I'm scheduled for dental surgery July 20 and dentures soon after-not looking forward to that!

At Large Member: Good Offices – Marni Harmony

No report