

Minutes of ZOOM Conference Board Meeting – October 17, 2018 Unitarian Universalist Retired Ministers and Partners Association

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

Visiting during part of the meeting and reporting to the Board: Dorothy Emerson

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

QUESTION OF THE YEAR

Art facilitated discussion of Peter Morales' essay, "Faithful Stubbornness," in *Centering*, p. 127. He began the discussion by mentioning his own background of friendship with Peter and their similar ages. He said he shared with Peter the concern about being defensive and having to watch your language. He also wanted to stress Peter's point about ministers of color being asked to take leadership positions believing they are asked as tokens rather than in recognition of their qualifications for the positions. Judy mentioned that it would be valuable for UURMaPA's Nominating Committee to read *Centering* in full but at least Peter's essay. Art spoke of how having a critical mass of people make the same point makes it more likely to be heard. He also recommended the book *White Fragility: Why It's So Hard for White People to Talk about Racism* by Robin DiAngelo as an aid to dealing with defensiveness. He mentioned the danger of loaded language making it hard for some congregants, especially older ones, to hear important points. In connection with the discussion about issues related to tokenism, Marni mentioned the difficulty of finding ministers of color to take part in our Rainbow History Project conference panels. Jaco expressed appreciation for our reading and discussing *Centering* and our willingness to take on important challenges.

Cathie will lead a discussion at our November 28 meeting on the essay from Centering called "Hiding from the Beloved, Hiding from Authenticity" by Summer Albayati at p. 20.

MEETING MINUTES

The revised September 15 meeting minutes were approved. They have been sent to the webmaster for posting on UURMaPA's website under GOVERNANCE. They have also been sent to Judy Gibson as a resource for publicity.

TREASURER'S REPORT

Approval of the Treasurer's Report was deferred until our November meeting, awaiting clarification of how many conferences per year UURMaPA funds Board members to attend – whether confirmation of a decision already made or decision applicable beginning with the February 2019 conference.

NAME OF LGBTQ PROJECT

The Board ratified its earlier email vote to give our LGBTQ project the official title "UU Rainbow History Project."

REPORT OF DOROTHY EMERSON TO THE BOARD, INCLUDING Q&A

Dorothy reported that she has focused initially on articles for *Elderberries*. It has been especially important to her that the substance of the Project be articulated well from the beginning.

Now she now has three particular things in mind that she would like to have with the Board's endorsement:

- (1) a logo for the whole UU Rainbow History Project separate from the one already created for the 2019 UURMaPA conferences.
- (2) an email list to communicate with people likely to have special interest in the Project.

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(3) a donation button on the web site.

(1) She asked for someone from the Board to be part of a logo design group. At Judy's suggestion, *Jaco will serve on a logo design group*. Dorothy reported that UURainbowHistory.net will be housed on the UURMaPA website, but it can be accessed independently as well.

(2) Dorothy mentioned that she went through the UURMaPA directory and found at least 3 pages of names (100+ individuals) who she believes are queer. She would like to be able to create an email list to accommodate communicating with all these people about the Project. She mentioned that there will also be a Facebook group but she realizes that a number of older people are not on Facebook. Marni asked Dorothy to share the 3-page list of names with her and Ginger. Marni was interested especially in how this list might be helpful in putting together panels for the two conferences. Judy mentioned that Richard Speck, our Membership Coordinator, now has new software that may be useful in setting up the email list. **The Board endorsed Dorothy's moving ahead to get an email list created**, recognizing that Dorothy herself need not do all of the work to get it created. It was mentioned that this might be work for one or more volunteers; it might also be work for a work-study student.

(3) Dorothy would like to have a donation button on the web site. **The Board agreed on having a donation button on the Project's website**. Dorothy anticipates there will be continuing reasons to spend more money on this project than we have anticipated. In this connection, Judy announced that we have received an anonymous \$5000 donation. This makes it possible for Dorothy to work more hours than we originally anticipated; it also means Phyllis can be more generous than we anticipated in funding such things as speakers' travel expenses. Dave mentioned that UURMaPA occasionally gets donations through Pay Pal. We will need it to be clear what donations come through the UU Rainbow History Project.

Dorothy said she needs the Board to let her know clearly what she is entitled to do without asking permission, and also whom to ask for permission when it is needed. **The Board authorized Dorothy to make individual expenditures of up to \$200 without asking permission. When permission is required, Dorothy is to get it from Judy, her supervisor.** At Judy's request, *Dave will include in his monthly report how much has been spent on anything related to the UU Rainbow History Project.*

Jaco asked Dorothy if she is aware of any other UU group celebrating the 50th anniversary of Stonewall in any concerted way. She replied that she will be going to Collegium and will spend time there with the Meadville-Lombard Archivist, John Leeker, who she understands is collecting information on this. Also, UURMaPA's Historian, Susan LaMar, will be collecting information on the time line.

Diane mentioned that she has received the Uplift Newsletter emailed by Michael Crumpler, LGBTQ and Intercultural Programs Manager, Multicultural Growth and Witness, UUA. In the newsletter and also in his blog called Uplift www.uua.org/lgbtq/blog, he lists upcoming events, but UURMaPA's 2019 conferences were not listed in his current newsletter. Diane suggested to Dorothy that she follow up with Michael Crumpler to make sure our conferences get listed.

FURTHER INFORMATION ABOUT CONFERENCES PAST AND FUTURE

Ginger reported that the Attleboro cost overage resulted from scholarships and Board members who thought they did not have to pay to attend.

Ginger also reported that Andy and Chris Lilly Backus will lead the UURMaPA In Memorium service at the Texas conference in February 2019.

Marni said it would be good to memorialize LGBTQ pioneers in Texas but she is having a difficult time getting obituary information and more than a few names. Jaco mentioned that the email list we discussed ought to be a good source and said getting this information is not the best use of Marni's time. *Marni will work on obituaries for people who died in 2006 or later.* Jaco suggested that Roger Rochester (in charge of partners' obituaries) and

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Jay Atkinson (in charge of ministers' obituaries) might be helpful in gathering the needed information.

BYLAW AMENDMENT TO EXPAND NOMINATING COMMITTEE FROM 3 TO 5 MEMBERS

Dick Gilbert has asked that the Nominating Committee be expanded from 3 to 5 members. The relevant part of the bylaws is as follows, with his suggested changes made in bold type and stricken language in brackets:

Article V – ELECTIONS, Section 1 The officers, three Members-a-large, and a Nominating Committee, consisting of a chair and [two] **four** others, shall be elected by the members. The President, the Vice President, the Connections Network Chair, two Members-at large, the Chair of the Nominating Committee, **and one member of the Nominating Committee** shall be elected in odd-numbered years. The Secretary, the Treasurer, the Newsletter Editor, one Member-at-large, and [two] **three** members of the Nominating Committee, shall be elected in even-numbered years.

The Board's discussion focused on whether increasing the number of members on the Nominating Committee is a good, or the best, way to achieve a broader array of nominees for open positions, and if not, whether there might be other benefits to the increased number, such as having the Nominating Committee as a fuller potential feeder for other leadership roles. **The Board will vote at its January meeting on whether to make the requested change in the bylaws.** In the meantime, UURMaPA members are invited to send their comments on the proposed amendment to secretary@uurmapa.org.

FINANCIAL MATTERS FOR DECISION

- (1) **The Board ratified its earlier straw-vote agreement to spend \$2700 for a videographer for the February 2019 UURMaPA conference in New Braunfels, Texas.**
- (2) **The Board decided to contribute \$200 toward the cost of Marni's attending the UUA's Retirement Seminar in New Braunfels, Texas, in March.** She will be there as a member of the staff of the Church/Staff Finance Office but also representing UURMaPA. The Board found it fitting to contribute to funding her presence there as a demonstration of support for this valuable service offered by the UUA.

NEXT MEETING

Next meeting: Wednesday, November 28, 1:00-3:00 EDT. Adjust for time zone as needed.

Respectfully submitted,
Barbara Child, Secretary

REPORTS SUBMITTED FOR OCTOBER 17, 2018 – ZOOM BOARD MEETING

President: Judy Welles

I really should keep notes for what I've done during the weeks since the last Board meeting. But once again I didn't, so the best I can do is offer you some information and otherwise say "I've been busy."

I wrote eight "Welcome to UURMaPA" letters, and included the flyer about the UU Rainbow History Project with the registration form on the back, and a hand-written note encouraging these new members to register.

I attended the conference in Attleboro (which was excellent), where I seemed to be "on" for much of the conference. Being the President means that one is visible to all of the membership (which is fine), and thus it's the place people come first if they have a question.

In Attleboro, I met with the other six Board members who were there, to discuss how we might use part of our in-person time in Texas to delve more deeply into the ways that our colleagues of color have experienced racism within the UUA. We decided to invite an anti-racism trainer to spend Sunday morning with us (and possibly part

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of Sunday afternoon as well) to help us in this work. Several names were suggested, and I have begun the process of pursuing them. We also straw-voted to authorize Phyllis to spend \$2700 for the videographer in Texas, who comes highly recommended. We will ratify that decision at the October Board meeting.

I also ran the business meeting on Thursday morning. Barbara has sent you the minutes of that meeting.

Quite a bit of time this past month has been spent in e-mail and telephone conversations among Dorothy, Phyllis, Ginger, Marni and me regarding various issues about the ramp-up of the UU Rainbow History Project and the conferences. Dorothy will be spending about 1/2 hour with us at the Zoom Board meeting on Wednesday to give us an update on her progress.

Vice-President: Diane Miller

I attended the Fall Conference, as many of us were able to do. It was an important time for staying in touch with people I have known over the years, addressing issues in our program time that are so central to our lives, and meeting people I haven't met, especially partners. Next time I will try to be intentional about meeting people I don't already know. This was a fine, well-done conference, and I am thankful for all the planning and effort that went into making it such a delightful time for attendees.

Following the meeting I wrote up a few notes and drafted one brief item for Elderberries about Sylvia Howe convening a caregiver/care partner Zoom group. I have had a few conversations with people related to recruiting and planning for February.

Treasurer: Dave Hunter

Please be aware that the information on which this report is based is somewhat incomplete. I believe it is sufficiently accurate to be useful but I wouldn't rely on it down to the last penny.

Attleboro

There were 67 of us at October 1 to 4 conference at the La Salette Retreat Center in Attleboro, Massachusetts (not counting three who visited). We received from those registering \$15,185, including a small amount in contributions included with registration. Several people did not pay because of their participation in conference planning or membership on the board. A few paid reduced amounts with scholarship assistance.

Expenses were as follows:

LaSalette	\$16,925	
theme speaker honorarium	2,000	(payment pending, invoice awaited)
theme speaker expenses	552	
pianist	600	
books	900	
administration	479	
social time	959	
	\$22,415	

Our deficit is thus \$7,230.

Concord Bus Trip

Ten paying participants on the October 3 tour at \$48 each yielded receipts of \$480. Expenses were as follows:

Bus	\$650
bus driver tip	50
Emerson Museum	63

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Old House 77
 \$840

Thus we had a deficit of \$360. If we had had 20 paying participants, receipts would have been \$960 and expenses would have been \$1180, for a deficit of \$220.

Rainbow Project finances

Expenses so far have been as follows:

7/17/18	\$ 142	postage
10/10/18	1,350	FrontRow, New Braunfels videotaping (½)
10/12/18	325	payment to D. Emerson for September hours
	\$1,817	

Thus of our \$8000 grant we have \$6183 left.

Memorial gifts

None in September or so far in October.

Other Expenses in September and October

9/3/18 \$55.00 to K. Ellis for Zoom

Contributions

In September we received 10 contributions, totaling \$1295. So far in October we received 4 contributions, totaling \$350.

Secretary: Barbara Child

I sent draft 2018-9 minutes and reports to the Board for corrections and other suggested revisions the day after the September 19 meeting. With the Board's approval, I sent these minutes and reports to Judy Gibson to provide her with information that might be useful to her Publicity work. I sent the revised minutes and reports to the Board on October 13 for review before the October 17 meeting.

During the Attleboro conference, I met with Susan LaMar, UURMaPA's historian. We arranged that I would send her the hard copy records and zip drive I had received from Judy Gibson, and that when Susan is finished with these materials, she will send them on to Maureen Jennings, AHL Special Collections at Harvard Divinity School. On October 11, I sent the materials to Susan.

I took minutes at the October 4 Business Meeting held during the Attleboro conference. Those minutes follow here:

MINUTES OF UURMaPA BUSINESS MEETING, OCTOBER 4, 2018, ATTLEBORO, MASSACHUSETTS

Board Members Present: Barbara Child, Dave Hunter, Ginger Luke, Diane Miller, Art Severance, Cathie Severance, Judy Welles

Board Members Absent: Marni Harmony, Jaco Ten Hove

Note: This meeting was mainly for the purpose of informing those UURMaPA members present of future plans and current issues, as well as giving people an opportunity to ask questions and make announcements. No decisions were made at this meeting.

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UU Rainbow History Project

Judy Welles, President, described the evolution of our UU Rainbow History Project: Next year, 2019, will mark the 50th anniversary of the Stonewall Riots. Phyllis Hubbell and John Manwell suggested that this significant milestone be celebrated with GBLT rights and personal stories as the subject of both 2019 UURMaPA conferences as well as videos of the conferences and of additional interviews, a specially focused web site, and ultimately a book as well. It is especially appropriate for UURMaPA to take on this project because among Unitarian Universalists it is UURMaPA members who were old enough to take part in early GBLT actions especially in 1969 and the years soon thereafter. Judy mentioned that Mary Benard at Skinner House has expressed interest in being helpful regarding creation of a book, which might likely be published in 2020 or 2021 at the earliest.

Judy reported that UURMaPA applied to the UU Funding Panel for a grant to contribute significantly to funding this project. The application was made with a supporting letter from Mary Benard. The original application was for \$20,000, but yielded a grant of only \$8,000. However, UURMaPA was asked to apply for an additional grant. Judy submitted this application on September 15. The book and accompanying materials are expected to be major resources for people doing research in this area. We will also likely apply for a third grant.

Judy reported that ministers of retirement age (“retirement age” to be determined by the ministers themselves) and their partners are invited to register for the entire winter 2019 conference. All UUs are invited to register for the one-day program consisting of a keynote presentation and two panels. The keynote will be given by Keith Kron, UUA Ministerial Transitions Director. The two panels will be for personal story telling, one a panel of ministers and the other of partners. The videographer will record the keynote presentation and the panels, and will also be available at the conference to record interviews with individuals. Judy handed out copies of a flyer advertising the conference, including the registration form. The form is on the UURMaPA web site, and the flyer will be available there as well.

Judy invited people who would like to have their own story told or written to contact Phyllis Hubbell, Conference Coordinator, and/or Dorothy Emerson, Project Coordinator.

Judy announced that the winter 2019 conference will be at John Newcombe Tennis Ranch in New Braunfels, Texas, February 17-20. The fall 2019 conference will be at Wisdom House in Litchfield, Connecticut October 7-10. In response to a question from Carol Taylor, Judy announced that there will be a chaplain at each of the two 2019 conferences.

Peer Groups

Diane Miller, Vice President, described Peer Groups as being intended primarily for ministers in their first year of retirement, though some groups continue meeting for longer periods. One new group has recently been launched, and Diane would like to form another group including ministers who are long retired. These groups meet for an hour or hour and a half per month through Zoom video conferencing. Each group is autonomous; the members of each group determine how that group will operate. Some choose a topic for discussion at each meeting; others operate more as support groups. Diane is looking for ideas for additional groups. Possibilities suggested so far are a partners’ group and a care-givers’ group.

Nominating Committee

Dick Gilbert, Chair of the Nominating Committee, reported that Wayne Arnason and Barbara Ten Hove serve with him on the committee. They invite suggestions for nomination to all open positions. In their selection of nominees, they want to give special attention to achieving balance between the number of ministers and the number of partners in leadership positions.

Area Connectors

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Art Severance invited suggestions of members to fill open Area Connector positions in the following areas: Metro New York/New Jersey, Heartland North, Central Midwest, Joseph Priestley North, and Bay Area Inland.

Web Site

Duane Fickeisen, Webmaster, reminded everyone that the only part of the web site that requires a password (which he mentioned) is the Membership Directory. He also mentioned that there is a special section on the web site for documents of special interest to partners. He invited corrections of anything on the web site. Judy Welles encouraged everyone to use the web site more, especially to look there first for answers to questions.

Data Base

Richard Speck, Membership Coordinator, invited suggested changes as well as corrections to our Membership Directory. He is researching getting a data base that will enable making each correction or update only once rather than in three places. The Directory is updated every month.

Finances

Judy Welles reported that UURMaPA has a \$45,000 budget per year. It is used primarily for Zoom accounts and expenses related to Board meetings, including travel and lodging for one in-person Board meeting per year. This meeting precedes each annual winter conference. Almost all of our money comes from members' donations. Judy encouraged members to donate generously, especially in view of the expenses we will incur related to the Rainbow History Project. We have no dues. We do receive \$1,000 each year from the UUMA but nothing from the UUA. Our endowment of \$40,000 has been folded into the UUA Common Fund.

Welcoming Members of Color

At the suggestion of Ginger Luke, Judy Welles described the Board's response to a question from UUMA President Cheryl M. Walker as to how well retired ministers and partners of color can expect to be welcomed into UURMaPA. Board members are reading the Skinner House book *Centering: Navigating Race, Authenticity, and Power in Ministry*, edited by Mitra Rahnema. One Board member chooses an essay from the book for discussion at each monthly Board meeting and facilitates the discussion. The Board is engaged also in on-going discussion about what further related activities to undertake. It is likely that the Board will have a portion of its February in-person meeting devoted to some related activity. Suggestions are welcome as to what the Board in particular and UURMaPA in general can do to make sure that retired ministers and partners of color are warmly welcomed into membership.

Respectfully submitted,
Barbara Child, Secretary

Newsletter Editor: Jaco Ten Hove

My primary duty has been to imagine, coordinate, solicit and communicate for the Fall issue, a worksheet for which runs below, FYI. The triple-asterisked items at the top are ones that are still in play (i.e., not yet in my hands) and if you look at nothing else, I encourage a glance thereat, in case you might have something to contribute, especially to the First Thing.

Fall 2018 EB Worksheet

***TURNING OF OUR LIVES

I got nothing. **Anybody?**

***Connections liaison list? (No response on my 10/8 email invitation to Severances about publishing this.)

***COVER: 2019 Rainbow project items – *Team via JUDY*

***Obits - *Jay & Roger*

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***OCSF piece on tax reform dynamics

•••Attleboro conference report – *from Nancee C*

Any more pix? (I've got a few from E. Richardson)

•••By law change piece - *JUDY*

The Board, at its discretion, may remove from membership a minister whose ministerial fellowship has been terminated by the Ministerial Fellowship Committee, a minister who voluntarily resigns from ministerial fellowship during a Fellowship Review, or a minister removed from membership in the UU Ministers Association. A minister under consideration for removal from membership will be given notice and the opportunity to respond.

-Prez column about Centering - *JUDY*

with montage of new board pix (by Duane)

-Brief update on peer groups - *DIANE*

-WHAT BRINGS U JOY?: *Gail C-R on her books & process*

-Brief TMP update (*KKron*)

-“Out of the Depths” - on the EB Archives - *Duane*

-Poem and pithy quotes

-NomCom note (*from Dick G*)

correction on “arnAson”

-Ryder Fund opportunity (*Kirk L-C*)

with Duane's testimonial

-Other ideas? For future issues?

At-Large Member: Conferences – Ginger Luke

I attended the Fall UURMaPA Conference in Attleboro; assisted the treasurer in paying the bill at Attleboro and told LaSalette Retreat Center that we would not be returning in 2019, The conference was a fine success. Many thanks to Carol Taylor and her team. The flyer prepared by many of the board, Phyllis Hubbell and Judy Gibson worked out very well. Thank you all.

Chris and Andy Backus have been invited to lead the “In Memoriam” service for New Braunfels.

I have received requests for rooms during the Winter Conference at New Braunfels from the following:

Judy Welles and Duane made reservations to be in a condo with Jaco and Barbara ten Hove.

Barbara Child and Marni Harmony made reservations for a condo.

Diane Miller and friend made reservations for a condo.

I have not received confirmation and requests from Dave Hunter or Art and Cathie Severence.

I am hoping the planning team for New Braunfels (Lois Wesener, Jim Eller, Marni Harmony, Judy Gibson and myself will have a zoom meeting on October 23.

It is my understanding the entire board, not the planning team, plans the February 17 6:45-8:00 pm Welcome, Brief Introductions and Deep Listening. Is that correct and when would the board like to do that?

I understand Jim Eller is planning and facilitating the Tuesday night Variety Show at New Braunfels.

I will be in Rapid City visiting my mother during the board meeting and expect to be able to join the Zoom

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meeting on my Ipad.

Addendum to Ginger Luke's Report from Judy Gibson, Publicity

Briefly, I have spent a good bit of time

1. creating a one-page flyer about the UU Rainbow History Project and coming conferences for
 - 1) distribution at Attleboro Conference
 - 2) posting on UURMaPA Facebook and other related ministerial Facebook groups (via Theresa)
 - 3) asking Art to distribute the flyer and Winter Conference registration form as appropriate (online or hard copies) to the Area Connectors for their groups.
2. preparing a short story for the UUMA quarterly OFFERINGS publication inviting retired ministers, partners, and aspirants to register for the Winter conference. Copy attached.
2. working with Dorothy Emerson and Phyllis Hubbell to draft and polish two stories and sidebars for the Fall Elderberries - one each focused on Project and Conference - which should be ready to submit to Jaco October 17 following review by Judy Welles.

You are invited to participate in UURMaPA's UU Rainbow History Project.

In recognition of the 50th Anniversary of the Stonewall Uprising, UURMaPA is sponsoring two conferences in 2019 focused on the history and stories of LGBTQIA ministers, their partners, and allies. Because of the importance of this history, UURMaPA is opening up registration to all ministers and aspirants.

All UUMA members and partners of retirement age may register for the full conference even if they are not formally retired. Ministers, aspirants, and partners of any age are also invited to register for the main program day on Feb. 18. See details and registration form at www.uurmapa.org.

Our first conference, "Celebrating the Rainbow," is scheduled for February 17-20, 2019 at the Newcombe Tennis Ranch in New Braunfels TX. The keynote speaker is the Rev. Keith Kron, Director of the Transitions Office and former Director of the UUA Office of BGLT Concerns. The Rev. Theresa Novak will share her Odyssey. The four-day, three-night conference includes stories from living pioneers of the LGBTQIA movement, workshops, and other activities. A second conference is planned for Oct. 7-10 at Wisdom House in Litchfield CT. The project is supported in part by a grant from the UU Funding Program.

Dorothy Emerson, Coordinator of the UU Rainbow History Project, is collecting memories, sermons and other memorabilia for a future book, website, social media, and archives to keep alive the stories of this significant turning point in UU history. Contact her at revemerson@aol.com if you have something to share.

At Large Member: Connections Chair – Art Severance

At-Large Member: Assistant Connections Chair – Cathie Severance

Attended Attleboro Fall Conference.

Passed on retirement and death announcements to Area Connectors.

Emailed all AC's to check in and ask for news, especially to newsletter- little response- Cathie & I will call them in the future tto make sure we actually connect!

Per request, I called AC Glenn Snowden and partner, Margi Nasemann, since they missed their first Attleboro Conf in many years.

I emailed Peter Morales; he's in UK and out of cell phone range, so will talk to him later and report back.

I emailed Marisol Caballero and am attaching copy of letter for feedback.

Hi Marisol,

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I'm contacting you for 2 reasons-

1. I am serving on the UURMAPA (UU Retired Ministers & Partners Association) board and we are currently reading the book, *Centering*; each of us is taking a turn leading a discussion of a chapter as we struggle with oppression in our culture and churches.

As an old friend of Peter Morales and having been his father's minister when I served at First Church in San Antonio, I'm leading the discussion on his chapter and your reply, so would like to talk to you about that.

2. Related especially to what Peter said, we are very aware of struggling to bring diversity to our board and conferences without engaging in tokenism. We also were wondering about whether DRUMM folks might have any questions about UURMAPA in their future? Since I'm back in San Antonio, I could be a connection. And since I have 2 daughters in Austin, I'm often up there as well! I'd love to get together for lunch or whatever; I'm finding myself feeling defensive and out of the loop in my old age in retirement, but have always felt strongly about social justice issues. I'm an old folksinger songwriter and always felt like a radical, but now feel like I've been passed by!

Shalom,

Art Severance.

We ordered and just got the book, *White Fragility*, and are ready to begin that.

I just finished John Buehrens' History of UUism book which I thought was excellent!

At Large Member: Good Offices – Marni Harmony

I have continued to work with Phyllis H on planning for the GLBT conferences. We now have a complete ministers panel and a nearly complete partners panel for TX.

I have also spent considerable time researching some of our early GLBT "pioneers" to come up with text for the second "in memoriam" service at the conferences. It turns out it's not so easy to come up with bios that pre-date 2006.

I will be participating in the next UUA Retirement Seminar (March 2019), partly as a representative of UURMaPA (which I think is important). For new Board members, UURMaPA was a partial grantor for the last Retirement Seminar (March 2017). Richard Nugent has indicated he will pick up my costs "if it's a problem with UURMaPA." It hadn't occurred to me to ask. So, since I think that regardless of my being on staff for the seminar it's still important for me to be there representing UURMaPA, do you think we might contribute something toward my cost?