

Minutes of ZOOM Conference Board Meeting – November 28, 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

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

QUESTION OF THE YEAR

Cathie facilitated discussion of “Hiding from the Beloved, Hiding from Authenticity” by Summer Albayati, at p. 20 in *Centering*. She opened the discussion by focusing on Albayati’s experience of tension as a Muslim and a Unitarian Universalist minister – tension between wanting to hide and wanting to fight for justice. Cathie also spoke of Albayati’s attention to the massive lack of inclusion in UU congregations and congregants’ typical lack of consciousness about what they are doing. Albayati recognizes that she can approach people either judgmentally or open-heartedly, but also that you can’t have real togetherness in a congregation if some people are “other.”

Judy brought into our discussion Bill Sinkford’s response to Albayati’s essay, at p. 32, relating the difference between Albayati’s experience and his as an African American. Jaco mentioned the embedded quotation from Sofia Betancourt on how much easier it is to attend to the past than to the present. Art brought our attention to the context of Albayati’s essay, which was written while she was serving a small fellowship. He also mentioned Bill Sinkford’s stressing how difficult it is to talk to congregations outside their comfort zone. Marni mentioned the evident tension in Albayati as she takes care in deciding how to speak to a congregation. Judy brought the conversation back to the essay title’s focus on authenticity and how difficult it is sure to be in a context where you feel “othered.” Focusing on the context of UURMaPA, Judy reflected further on the question of how to achieve togetherness if some are being “othered.” She suggested that before our February conference, it would be good if we all could read Robin DiAngelo’s *White Fragility*, a book which Art has also recommended.

Judy will lead a discussion at our December 19 meeting on the essay from Centering called “Representing” by Manish Mishra-Marzetti at p. 66.

MEETING MINUTES

The revised October 17 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

The October 17 Treasurer’s Report, which had been deferred for approval at this meeting, was approved. The question of how many conferences per year UURMaPA will pay registration and also possibly travel for Board members to attend – the matter which had led to deferral of approval of the October report – was put on the agenda for this meeting. **The November 28 Treasurer’s Report as amended was also approved.**

NEXT YEAR'S BUDGET

Dave asked for suggestions as to both categories of items to be listed in the budget and amount to be budgeted for each. At Judy’s suggestion, **Dave will add a section in the budget for the UU Rainbow History Project.** At Diane’s suggestion, **Dave will make a point in each month’s budget report of indicating any items that appear to need attention.** Also at Diane’s suggestion, **Dave will provide historical annotations on budget reports.** Judy invited everyone to study Dave’s proposed budget and send him directly any additional suggestions regarding budget categories and/or amounts to be budgeted for individual items.

ANNETTE MARQUIS'S PROPOSAL FOR INTERCULTURAL TRAINING

At Judy’s suggestion, our discussion focused on which of Annette’s three alternative Service Options to select,

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not on whether to engage Annette as our trainer or continue to explore other possible options. We held a wide-ranging discussion that took into account timing of the work, cost, turn-over in Board membership, our interest in having interviews with ministers of color be included in the work, the current commitment of time and money to the UU Rainbow History Project, and the value of work done in person for trust-building as well as the technical difficulties inherent in meetings not held in person. **Ultimately the Board agreed to choose Annette's Option 2**, which she describes as follows:

Option 2 focuses on the Board's completion of the Intercultural Development Inventory (IDI) with both group and individual feedback reports (virtual) and an in-person training and consultation session at their February 2019 gathering in Texas. The Deliverables for Phase 1 Services included in Option 2 are:

- Intercultural Competency Group Assessment -- Completion of the IDI by the current UURMaPA Board.
- Reporting -- An in-person or virtual meeting with UURMaPA Board to report group IDI results.
- Individual Development – Individual IDI feedback sessions and individual development plans.
- Professional Development – 4-6 hours in-person Intercultural Development Continuum workshop at the February 2019 meeting. Included in this session will be consultation in developing a plan for the Board's continued intercultural competency development.

Judy will draft a letter to Annette, letting her know of our choice of Option 2 and our rationale for that choice, and also spelling out the details about her receiving both her fee and expenses. Judy will send her draft to the Board for comment and any proposed revisions before sending it on to Annette. [Judy's letter to Annette is attached below, beginning at line 386.]

LOCATION OF WINTER 2020 CONFERENCE

The Board agreed to defer a decision on the location of the winter 2020 conference until we are able to assess the Texas site at our winter 2019 conference.

WHETHER BOARD MEMBERS' REGISTRATION AND POSSIBLY TRAVEL SHOULD BE PAID FOR FALL CONFERENCE

Some Board members recollect an earlier understanding that UURMaPA would pay registration but not travel expenses for those Board members who wish to attend the fall conference. The Board wishes to maintain clarity that attendance at the fall conference is in no way a Board requirement though attendance at the winter conference is required. For those who wish to attend the fall conference but would need financial help to do so, scholarships are available. Also, those who choose can give the amount of their registration as a donation. With these matters clarified, **the Board decided that from now on UURMaPA will pay registration but not travel expenses for those Board members who choose to attend fall conferences.**

THE FEBRUARY 2019 CONFERENCE IN TEXAS

Ginger raised questions about who is responsible for what at the February 2019 conference in Texas. Judy clarified that the Board is responsible for opening night program but not worship. **Ginger will recruit people to do opening and closing worship services. Judy will put on the December Board agenda decisions about who will do what for the opening night's program. Marni will give each Board member a script to read about one of our ancestors.**

Marni shared with the Board her difficulty in learning who our queer ministerial ancestors are – the people who should be memorialized at our conference or honored if they are still alive. Judy suggested asking our Historian Susan LaMar for help with historical information. Art suggested First Days Record as a resource. Judy suggested that Richard Speck might be asked to put out a query on our Announce list.

UUMA CHAPTER LEADER CALL

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Judy and Marni participated in the most recent UUMA chapter leader Zoom call and noted that each time a call happens, it is offered at several dates/times so that more people can participate. **Judy will let the Board know when future calls are scheduled so that any Board members who wish to participate can do so.**

Judy and Marni relayed the following information from the recent call they attended:

- UUMA is interested in accomplishing a shift in thinking of our ministry so that it is regarded as a “learning ministry” rather than a “learned ministry.”
- UUMA is recommending to the MFC that they replace the concept of “final fellowship” with “full fellowship.”
- UUMA is recommending to MFC that to maintain fellowship, a minister should be required to maintain membership in UUMA.
- UUMA is recommending that the complaint process be changed so that a complaint against a minister made to the MFC would have ramifications for that minister’s UUMA membership; likewise, a complaint made to the UUMA would have ramifications for that minister’s fellowship.
- UUMA is exploring the possibility of continuing education as a requirement for continuing UUMA membership.
- The focus of Ministry Days in 2019 will be ableism. There will be a variety of small-group programs rather than a major theme speaker.
- At the end of the call, participants were asked to think about the following questions:
 - What behaviors of ministers trouble you, and what perpetuates those behaviors?
 - What resources do we need to create culture change?

NEXT MEETING

Next meeting: Wednesday, December 19, 1:00-3:00 EDT. Adjust for time zone as needed.

Respectfully submitted,
Barbara Child, Secretary

REPORTS SUBMITTED FOR NOVEMBER 28, 2018 – ZOOM BOARD MEETING

President: Judy Welles

I have sent out two "Welcome to UURMaPA" letters and 13 condolence notes. I have notified Dave Hunter and Judy Gibson about the latter so that they can send memorial gifts (Dave) and keep our records up to date (Judy).

I have spent some time looking for someone to meet with us (virtually or in person) on the Sunday of our in-person Board meeting in Texas to work on our anti-racism/white fragility/intercultural competence. I have received a proposal from Annette Marquis, which I will send separately for your consideration before our Board meeting. Many thanks to Marni for helping and encouraging me with this project.

I participated in a UUMA Zoom call for Chapter leaders, bringing us up to date with some of the events and issues that the UUMA is dealing with. Marni was present as well; she and I will make a report at the Board meeting.

I've been minimally in touch with Dorothy, who I hope will be sending out a written report to the Board. She is in Oregon now, and we are planning a luncheon on December 5 for UURMaPA members in the Portland area, to be held either at First Unitarian Portland or at our house. This will be an opportunity not only for UURMaPAns to get together (we're especially hoping that our Area Connector, Kit Ketcham, will be able to attend from Astoria), but also for people to ask Dorothy questions about the UU Rainbow History Project.

I wrote the Fall Fundraising Letter and have just sent it off to the printer, after passing it through the hands of Diane Miller, Dorothy Emerson, and Duane. I hope it will be out by about December 6.

I've been in touch with several of you about items to be included on the November agenda.

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Vice-President: Diane Miller

This has been a fallow month for UURMAPA business, with some email communications only. I was asked by the Nominating Committee to confirm that I'm willing to serve as President after Judy's term. With trepidation I have said yes. I am thankful that it's not until next summer. I agree with Judy that we have an amazing team.

Treasurer: Dave Hunter

Since my last report, in October, we have received six contributions, totaling \$595.

During that time I have written seven checks, totaling \$3287.40. Most noteworthy was \$2000 for the Attleboro keynote speaker. I wrote checks for six \$50 memorial gifts. I reimbursed myself \$480 for the bus in Attleboro and Marni \$507.40 for Zoom and flights for the Texas conference.

I have not begun to receive checks for the February conference.

With respect to the question of board member attendance at conferences and who pays for it, consider this: For all nine board members to attend the February meeting and conference in Texas, with travel, meals, housing, and conference paid for by UURMaPA, the cost would be in the neighborhood of \$8000 (give or take a thousand or two). If seven board members attend the October conference in Connecticut at UURMaPA expense the cost for UURMaPA would be in the neighborhood of \$5000. Do we want to commit as much as \$13,000?

The value of our endowment has declined from \$51,233.74 on July 31 to \$48,243.64 on October 31. I plan to participate in a UUA conference call on the endowment on Tuesday, December 4.

In our checking account we now have \$29,002.44. Our money market account has \$19,243 plus any recent income.

Addendum

I just noticed the following statement in the October minutes: **Dave will include in his monthly report how much has been spent on anything related to the UU Rainbow History Project.**

Nothing in the last month was spent -- by your treasurer -- on anything related to the UU Rainbow History Project. The following is from last month's treasurer's report:

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.

Addendum 11-27-18

I am about to send checks for memorial gifts in memory of five deceased ministers and one deceased partner.

Secretary: Barbara Child

I sent draft 2018-10 minutes and reports to the Board for corrections and other suggested revision the day after

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the October 17 meeting. With the Board's approval, I sent these minutes and reports to Judy Gibson October 21 to provide her with information that might be useful to her Publicity work. I resent the minutes and reports to the Board on November 24 for review before the November 28 meeting. I also sent this Secretary's report to the Board on November 24.

In this amended report, I add that on November 26 I accepted the invitation of the Transitional Ministers' chapter of UUMA to lead a workshop on April 24, 2019, at the annual meeting of the chapter. In conversation with Joel Miller from their leadership's planning team, we arrived at a plan that this workshop will be tentatively titled "Beloved Former Ministers' Partners: Our Experiences and Thoughts on Covenants." In other words, instead of my focusing the workshop on the wisdom I have to share with interim ministers based on my own interim experience about issues that arise frequently regarding former ministers' partners, I will use the workshop as an opportunity for gathering data from those present from which Joel and I will later collaborate on composing a document to be shared widely, we hope, within both UUMA and UURMaPA. We might well propose that it become part of the handbook and should include suggestions for a process of covenanting with partners as well as suggested language for such a covenant.

Newsletter Editor: Jaco Ten Hove

I was happily successful (aided by former EB editor Judy W) in transferring my layout process to the Apple Pages program (from Microsoft Word) in October and got the Autumn issue of Elderberries out only slightly past deadline. Webmaster Duane was also very patiently helpful by changing out the initial posted version to a slightly corrected one.

I have a reasonably good lineup of items targeted for the Winter issue, including an anniversary feature on First Day's Record, for which I need some help:

1. Can someone take a few pix of actual FDR covers for me (perhaps one of a single cover, plus one of a few arranged together somewhat artistically)? I can't seem to locate my own copies.
2. I'd also welcome short testimonials from anyone who found FDR to be valuable. Maybe a specific memory of some material you found to be helpful.

At-Large Member: Conferences – Ginger Luke

I have assigned rooms for the Board Meeting in February 2019 in New Braunfels, TX. Have shared these assignments with Lois Wesener so all board members should be able to stay in the same rooms throughout the conference.

There are still two worship leadership positions open (one before Keith's presentation and the closing worship). I hope to have these filled before the first of December.

Lois Wesener has been working on possible transportation options to get from San Antonio or Austin to New Braunfels. I assume she will continue to share this with registrants.

I have been checking on details for facilities at both New Braunfels in February 2019 and Litchfield in October 2019 with several communications with Amanda Klein in New Braunfels and Carol Gould in Litchfield .

Carol Gould is now sending me a final contract with as many details as we can determine for the October 2019 conference. Their food options and sense of hospitality are refreshing and reassuring.

I assume it may be time to consider where UURMaPA would like to have its February 2020 conference. Would like to begin this discussion with our November meeting. We might want to wait to see how well we like New Braunfels to determine if we want to come back or we might want to look further on the West Coast. I don't

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think Casa de Maria will be available.

I am indeed thankful for such an amazing board. .

At Large Member: Connections Chair – Art Severance

At-Large Member: Assistant Connections Chair – Cathie Severance

Not much to report. I've been in touch with Richard Speck and asked him for names, numbers and emails for people from 5 areas where we still need AC's –

JOSEPH PRIESTLEY NORTH
BAY AREA INLAND
HEARTLAND NORTH
METRO NY/NJ
CENTRAL MIDWEST

Haven't done anything further about church volunteer B&Bs for conferences since I didn't get much response.

At Large Member: Good Offices – Marni Harmony

It's been a quiet month for me—only one Zoom meeting to work on the GLBTQ conference details.

But I have also been working on the “In Memoriam” part 2: obituaries of our pioneering colleagues who are no longer with us.

So far, I have obituaries ready for Bob Hadley, Frank Robertson, Gene Navias, Kay Greenleaf, and Rosemarie Carnarius.

But there are some important additional names and I need help trying to recover obituaries for them:

Bob Wheatley
Deane Starr
Mark Mosher DeWolf
Richard Nash

Any thoughts?

UU Rainbow History Project Coordinator – Dorothy Emerson

WEBSITE

The website is now live at www.uurainbowhistory.net As contributions come in, I edit them, check back with author, and with their approval post their piece. Several are already posted and others are in the pipeline. So far all of the personal reflections pieces and sermons are by our well-known straight allies, which I hope will encourage more folks of all kinds to share their experiences and materials.

Please review the site and send me your feedback—and your stories and sermons. And check back periodically to see what else has been added.

We do not yet have a release form, so the permissions I have are only emails. I would like a more formal form, but need first to see what the videographer will be using. I was thinking of creating a single form with a list of types of materials and levels of accessibility. Or would you prefer separate forms?

ARCHIVES

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I had a very productive meeting with Maureen Jennings and Jessica Suarez from Andover-Harvard Library and learned about the process of depositing materials in the archives. I plan to post information on the website for folks who might like to send their materials directly to the archives. Maureen and Jessica left my house with three boxes of my work and a display board that had even created for GA! I didn't have to sort anything. That's how they want things. I figure our folks will want to know how truly easy it can be.

TIMELINE

Susan LaMar and I have been working on the timeline. She reformatted what's on the UUA website, and we've been reviewing what's there now, making corrections, and doing research to fill in some of the missing pieces. Susan also reformatted the UUA's timeline so it's much more readable and follows a consistent format.

After we work some more on the timeline, we will be posting it on the website and inviting folks to send us their additions and corrections.

VOLUNTEERS AND COMMUNICATIONS

I had an extensive phone conversation with Keith Kron, who among other things was very helpful with corrections to the timeline. He shared with me some thoughts about his presentation. Among other subjects, he is probably going to reflect on how in the early days there was competition between gay men and lesbians, and in the larger UU context between queer issues and anti-racism work, stressing the importance of today's commitment to intersectionality. Keith noted that many of our first ministers of color are also queer.

Keith and I also discussed creating an interactive timeline at the TX conference. We both have the same model in mind—from the UUA's anti-racism trainings. He's familiar with the conference center, so he can visualize how it will work. We will talk more before the conference about just how to set it up.

I've also begun a conversation with Dee Graham, one of the early pioneer lesbian ministers. She hopes to come to the TX conference and we're exploring other ways she might play a role in this project. For one thing, she can be a big help at the conference in encouraging folks to share their stories and with the timeline.

My spouse Donna Clifford finally agreed to be on the partners' panel. She will also undoubtedly be a big help at the conference, especially in reaching out to partners and with other logistics.

OUTREACH

I have promoted the project/conferences at the MBD UUMA chapter and at Collegium. At Collegium, I met several younger scholars who are very interested in the project. Depending on how our funding evolves, I'm wondering if we might create a work-study position for an HDS student. The advantages of this are that UURMaPA would only need to pay 1/3 of whatever the student received and we would be fostering the involvement of younger UUs who might carry this project further after UURMaPA has completed its part. I'm not sure yet exactly what we might need a student to do, but I'm suggesting this now so you can let me know if this might be a viable option going forward.

I have not yet prepared a communication with the LGBTQIA in UURMaPA list I created earlier, but plan to do so in early January.

OPENING PROGRAM AT TX CONFERENCE

I would like the opportunity to introduce the project and website at the opening program. I also suggest you make time for Michael Crumpler to be introduced and outline what the UUA is doing these days to continue the process begun 50 years ago. Please allot 20 minutes or so for these two presentations. In addition, I'm recommending to Phyllis that Michael offer a workshop or a time during free time when he could meet with

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folks who want to know more.

PERSONAL NOTE

I am currently in Oregon and on my way to a writing retreat. I will be out of email range from Nov. 27-Dec. 3. And from Dec. 4-12 I will have limited ability to focus on the project, but will be able to keep up on email. I'll be back home on Dec. 12 and pick up on anything that needs doing before the holidays. My need focus time on Rainbow History will be early January.

Be sure to let me know what your priorities are for me. I have my own ideas, but appreciate input and guidance.

Letter from Judy Welles to Annette Marquis, November 30, 2018

Dear Annette - We had a rich conversation at Wednesday's Board meeting regarding your proposal and which option we wanted to pursue. People were glad to see the detail that you offered us, and (I think) did quite a good job of considering the whole proposal in considerable detail.

Our final decision was to go with Option Two. We concurred with your opinion that meeting in person with us would be highly preferable, especially because we also talked about further work with you beyond this particular proposal. Some of us felt that Option One, while appealing, was probably a bit too much too soon. However, we *really* liked your suggestion of personal interviews with ministers of color, some already UURMaPA members and some of whom will be future members; hopefully we will engage your services to do that somewhere farther down the line (and we are aware that the interviews will probably be contextualized differently after you meet with us in Texas and have some sense of where we stand as a Board in our intercultural competence).

One of our reasons for going with Two rather than One is that we are simultaneously engaged in a huge and complicated project called the UU Rainbow History Project. (If you don't already know about this, you can learn quite a bit about it from our Fall newsletter, found here: <https://uurmapa.org/wp-content/uploads/2018/11/Elderberries-2018-Fall-Rev.pdf>.) This project requires a lot of attention from the Board, and we were concerned about spreading ourselves too thin with two important matters to work on. Most of the Board's work on the UU Rainbow History Project will, we think, be completed by the end of 2019, whereas we can continue to work with you on the issue of welcoming our colleagues of color past 2019 if we wish.

Another reason is that there will be at least two new Board members as of June, 2019, and we didn't want to get ahead of ourselves with a plan that some Board members will not be familiar with. We agreed, however, that since we only meet in person at the February conference each year, we will always be looking at a change in Board membership four months later, and we should not let that issue keep us from ever getting started.

The cost for your stay at the New Braunfels conference site for two nights will be \$174, and I guessed at \$50 for transportation for you from and to the airport. That would bring the total for Option Two to \$2,214; this amount might vary depending on the actual cost of airport and airline transportation. With this message, on which I have copied the Board, I am asking our Treasurer, Dave Hunter, to send you a check for 50% of that amount, or \$1,107. The final payment to you, to be made within 30 days after the Texas conference, will include your actual travel costs, so you will need to submit receipts to him. His e-mail address is davidhunter2405@comcast.net.

Please send him your snail mail address so that he can send the check to you, and copy me on that message so I can send the signed contract to you.

You can reach the entire Board at the address above: board@uurmapa.org. If you want individual addresses, they can be found near the beginning of our Membership Directory, at <https://uurmapa.org/wp-content/uploads/2018/11/Membership-Directory.pdf>. The Directory is password protected, and the password is WISDOM. I presume you will get started right away (we were concerned about timing) contacting Board members with further information about the IDI and your individual feedback sessions with each of us.

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We are very much looking forward to working with you!

Best wishes,
Judy Welles
President, UURMaPA