

Minutes of ZOOM Conference Board Meeting – January 22, 2019
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 tenHove, Judy Welles

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

QUESTION OF THE YEAR

Dave facilitated discussion of “Call and Response” by Lauren Smith, at p. 43 in *Centering* along with the Response by Susan Newman Moore, at p. 58. In advance, he sent us four pages of background information and questions for our reflection. He asked each of us to share a brief comment about the essay and response, and we did that. The ensuing conversation lifted up how much attention was given to issues related to the role of Christianity in the UU church. We also focused on the relationship between the essay and the response, and we mentioned the effect of embedded quotations from other authors on our reading.

We will not discuss an essay from *Centering* at our February in-person meeting in Texas. *Ginger will lead a discussion at our March 20 meeting of an essay from Centering. She will let us know well in advance what essay she has chosen for our discussion.*

BOARD REPORTS AND MEETING MINUTES

Barbara requested that Board members send her their monthly reports in Word or PDF format if possible, or else embedded in the text of an email message. She explained that format irregularities such as text boxes or columns interfere with the continuous line numbering system. She requested that anyone sending her an additional document with a monthly report please indicate whether the additional document should be appended to the report for posting on our website. She said that she would routinely correct typographical errors in a report unless the Board member requests that she not do so.

The revised December 19 meeting minutes were approved. They have been sent to Duane 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 December 19 Treasurer's Report as amended was approved. The 2018 Financial Report, attached to the Treasurer's Report, was also approved.

BYLAW CHANGES (REMOVAL FROM MEMBERSHIP, NOMINATING COMMITTEE)

Barbara reported having received no comments on the proposed amendments to our bylaws. **The Board then approved the proposed revisions.** *Jaco will include an article about the revisions in the next issue of Elderberries, and the text showing both stricken language and additions will be included.* That text appears in Jaco's report for this month.

2019 BUDGET

There was discussion of the latest iteration of the 2019 budget, which is appended to Dave's report for this month. *In future iterations of the budget, Dave will add comments to specific items as needed for clarity or to point out specific items that may call for attention.*

CONFERENCES UPDATE

Ginger reported that plans are going well. People registered for the February conference in Texas are sending their flight reservation information to Lois Wesener, who is coordinating transport from the San Antonio airport to the Tennis Ranch in New Braunfels.

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REMEMBRANCES OF PIONEERS PLANNED FOR THE TEXAS CONFERENCE

Marni updated details on plans for the 1 ½ hour program segment at the conference honoring deceased LGBT+ pioneers. She has sent each Board member the information gathered so far on one person to be honored. *It is up to each Board member to augment or pare down the information given as needed in preparation for a 5 minute presentation during the program at the conference.* These presentations are not to be thought of as obituaries. In other words, for instance, we will not be listing the person's survivors. We are invited to give a full picture of the person, not just limited to information related to sexual orientation. *Marni will introduce the program and offer some readings. At the end, she will invite those present to add a story or other remembrance about any of the pioneers being honored during this segment of the program.*

PROPOSAL FOR WORKSHOP AT GA

Diane attached the completed Proposal form to her report for this month. *She will let us know when she learns whether the proposal has been accepted.* She told us she will be happy to have help from any of us who will be at GA, especially with the luncheon.

NOMINATING COMMITTEE SLATE

Dick Gilbert's report to the Board is attached to these minutes. The slate is still shy a nominee for the fifth member of the Nominating Committee. **Acknowledging that piece of business yet to be completed, we approved the slate proposed by the Nominating Committee.**

AGENDA FOR FEBRUARY IN-PERSON BOARD MEETING, ALSO FOR INFORMATIONAL MEETING ON WEDNESDAY, FEBRUARY 20, DURING CONFERENCE NEXT MEETING

We agreed on the following plans in general for our February 15-16 Board meeting in Texas:

- We will have dinner at the Ranch Friday evening, February 15, and begin our meeting after dinner. That evening we will have a gathering that may include deep check-in but will not include business.
- Saturday morning business:
 - Whether to drop David Maynard from membership
 - getting more Area Connectors
 - review the usefulness of the "Death Spreadsheet"
 - review of yearly calendar
- Saturday afternoon business in two 2-hour segments, meeting with Dorothy Emerson, focusing especially on the matters she has raised regarding:
 - funding the Rainbow History Project and
 - its future post-UURMaPA involvement
- Additional matters that might be scheduled for sometime on Saturday:
 - Planning the Wednesday informational meeting
 - Reviewing the prospect of having one or more Good Officers for UURMaPA
 - Alignment of Dorothy's job description with activities in progress, including performance review
 - Potential themes for future conferences (assuming Board is responsible for winter conferences but not fall)
- Sunday morning and 2 hours early Sunday afternoon before conference begins late afternoon: program with Annette Marquis on IDI

AWARDS

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- We decided not to give an **Unsung Hero Award until the Fall 2019 Conference in Litchfield, CT.**
- We decided to give a **Creative Saging Award at GA 2019 in Spokane.**

NEXT MEETING

Next meeting: February 15-16, 2019, in person at the John Newcombe Tennis Ranch in New Braunfels, TX, preceding our winter conference. We will convene on Friday evening, February 15, after dinner at the Ranch.

Respectfully submitted,
Barbara Child, Secretary

REPORTS SUBMITTED FOR January 22, 2019, ZOOM BOARD MEETING

President: Judy Welles

I sent four condolence notes and five "Welcome to UURMaPA" letters. So I guess we're pretty much breaking even.

Plus the usual correspondence with Dave and Judy Gibson about condolences, memorial gifts, etc.

I had several (?) phone calls with Dave Hunter about financial matters. Or maybe it was only one phone call and some e-mail messages.

I had several phone calls with Dick Gilbert and Barbara tenHove about Nominating Committee business.

I submitted a sermon on same-sex marriage to Dorothy for the Rainbow History Project website.

I completed the IDI questionnaire, and had some correspondence with Annette Marquis about setting a date for our conversation.

Vice-President: Diane Miller

Ongoing:

GA luncheon FYI. I have requested space for the UURMaPA luncheon from the UUA GA Planning Office. I consulted with Don Plante, the meeting planner, about the option to move from a lunch to a breakfast and decided to stick with lunch. Factors:

- Cost. We had an overrun last year. Most people who attend are guests being honored for their retirement. Don commented that breakfast is less expensive, but marginally so if hot food is served. Less expensive lunch might be possible – menu options unknown at this point.
- Timing for the “one event attendees.” Some people come only for the STLT on Thursday evening, and depart on Friday. A breakfast would make it easier for them to join UURMaPA before departing. However, this is less likely in the more “remote” location of Spokane, and more likely a factor in Rhode Island.
- Prior notice. I have already sent “save the time for lunch” emails to all whose retirement forms have been passed along to us. Lunch is our established precedent.

I believe this should be revisited after assessing the 2019 luncheon meeting. Meaning I’m kicking this down the road to my successor.

GA Workshop proposal FYI. I had two phone meetings with Dorothy Emerson on what to propose as a workshop for GA 2019. Meanwhile she was consulting with Michael Crumpler, the UUA Staffer. I wrote it up and submitted a proposal on January 13th. We will find out later if it is accepted. There is an opportunity

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to fine tune and edit if it is chosen. I will forward separately the information on the proposal should you want to look at it. If selected, a workshop will involve some additional cost.

Several phone calls on topics such as Nominating Committee and Peer Groups. I've also had several conversations with ministers thinking about retirement.

Here is the GA workshop proposal for 2019:

2019 GA Program Proposal Form

Primary Contact *	Diane Miller
Primary Contact Title	The Rev. Dr.
Primary Contact Organization	Unitarian Universalist Retired Ministers and Partners Association (URMaPA)
Primary Contact Address	 646 Rockview Road Salina, Kansas 67401 United States
Primary Contact Phone Number *	(617) 851-8222
Primary Contact Email *	diane_miller@comcast.net
By checking the box below you acknowledge that you have read the above Terms and Conditions, and as event contact you accept the responsibilities as outlined. *	<ul style="list-style-type: none">• Agree
Program Title *	We've Come Too Far To Turn Back Now
Program Category *	Theme-Based Program
Program Description *	In 1967, only 12% of UUs thought 'Homosexuality should not be discouraged by law or education.' From silence, denial, and closets of every type, we have become activist, welcoming communities. But who is still left out? Bring your stories, challenges and visions for a truly inclusive future!
Organization	Unitarian Universalist Retired Ministers and Partners Association (URMaPA)
Subject 1 for subject index	LGBTQIA
Subject 2 for subject index	anti-oppression
Check All That Apply	<ul style="list-style-type: none">• appropriate for children and caregivers to attend together• intentionally relevant to youth• multigenerational perspectives (designed to get people from different generations talking to each other)
Presenter 1 Prefix	Rev. Dr.
Presenter 1 Name	Dorothy Emerson

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Presenter 2 Prefix	Rev.
Presenter 2 Name	Michael Crumpler
Presenter 3 Prefix	Rev. Dr.
Presenter 3 Name	Diane Miller
Presenter 4 Prefix	None
Estimated Attendance *	130
Scheduling comments	Prefer Thursday, after 2 pm and not the final session
Potential Conflicts	Dorothy Emerson and Class Conversations
What do you expect participants to learn or take away from your program? *	<ul style="list-style-type: none"> * the importance of knowing history in transformation of minds, hearts, institutions * naming our missteps and who we've left behind * locating themselves in the timeline * the power of groups to effect change * new initiatives, such as Transforming Hearts Collective to move beyond Welcoming Congregations to Beloved Community * conspiring together for the future
How does this program address the theme? *	* it is all about how people brought each other along the way, from Stonewall 50 years ago to now, by supporting, challenging, and helping each other, and how congregations can move forward
Briefly describe the program content. What concrete skills and capacities do you expect your participants to gain or enhance?	<ul style="list-style-type: none"> * familiarity with the history of the UU GBLTQ+ transformational movements * resources * readiness to take further steps
Explain your interest/expertise in this program:	The Rainbow History Project of the UURMaPA is gathering resources via two 2019 Conferences, in February and October, which are adding to the materials available. Dorothy Emerson is the Project Coordinator. Michael J. Crumpler is the LGBTQ and Intercultural Programs Manager in Multicultural Growth and Witness at the UUA. Diane Miller is the Vice President of UURMaPA and is assisting with the GA program.
Partnering Organization(s)	UURMaPA Rainbow History Project, UUMA, UUA Multicultural Growth and Witness,
Would you be willing and would you have the appropriate copyright permissions to have your program broadcast via live-stream and/or video recorded for later viewing? *	Yes
Will your program have any music in it? (Singing, playing of recorded music, etc) *	No

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First Reference Name	The Rev. Dr. Judy Welles, President of UURMaPA
First Reference Email	president@uurmapa.org
First Reference Phone Number	(717) 386-9508
Second Reference Name	Marni Harmony, UURMaPA liaison to UUA & UUMA
Second Reference Email	mharmony@uuma.org
Second Reference Phone Number	(407) 443-3604
Third Reference Name	Mark Morrison-Reed
Third Reference Email	Markmr@hotmail.com
Third Reference Phone Number	(416) 660-8745
Website	http://uurainbowhistory.net

Treasurer: Dave Hunter

Since our December meeting I have written seven checks, totaling \$9574: a deposit for Wisdom House (October 2019 conference), a transfer of memorial gifts to our endowment, payments to Dorothy Emerson, Intercultural Competency Consulting, and Ladyweave (for the Rainbow website), air fare to Texas for one board member, and minor newsletter expenses. During that time I've received 43 contributions, totaling about \$5000 (highest \$500, lowest \$15). Lois Wesener has informed me that, as of January 16, 57 people have registered for the Texas conference, and she has received \$12,454 (which includes contributions). Most of the checks that she has received I have received from her; I expect more. Eighteen of the 57 registrants have not been asked to pay the registration fee. I await a \$2500 refund from Espousal Retreat Center (we're going to Wisdom House instead) and a payment from UUMA. Some time this week I'll send a few contribution checks in memory of deceased ministers and possibly partners.

You should have received from me earlier (1) comments and questions on the Centering chapter for discussion Tuesday (pp. 43-65), (2) a proposed financial report for 2018, and (3) a proposed budget for 2019.

Attached is the financial report for 2018, possibly no longer a draft. Please send me any questions, corrections, concerns, additional information, or other feedback no later than Sunday.

Please note that Attendee Fee Income, Bus Tour Fee Income, and GA Luncheon Attendee Income, previously listed as negative expenses, have been moved up to Income, which I think makes them more understandable, at least for me. The amount provided under Transfers to Endowment, \$6643, consists of the Deale bequest and memorial gifts in memory of the late Rev. Ray Michel, listed under Income.

Also, I plan to send you a revised proposed budget for 2019 prior to our Tuesday meeting. Your feedback and other input, as soon as possible, would be appreciated. One change I'm considering is omitting the two scholarship items. Since the amounts for scholarships are added to income, they make no difference in the bottom line.

Here's the end of year summary:

checking account:	\$41,529.03
money market account:	\$19,291.14

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endowment: \$47,008.36
 \$107,828.53

We're in a good position financially, but please remember that we received in 2018 a substantial amount of money which we expect to spend in 2019. Also the \$7500 budgeted in 2018 for TMP Program Expenses and not spent will be spent in 2019, and we must give back any left over money.

January 20, 2019

UURMaPA Financial Report 2018 (DHH 01/19/19)

	Budget	Actual
INCOME		
Member Donations	2900 0	22194
UU Grants - LGBT Program	2000 0	18000
Other LGBT Grants	0	5000
Bequests	0	6173
Memorial Gifts	0	470
UUMA Subsidy	1000	0
Conference Attendee Fee Income	3440 2	30339
Attleboro Bus Tour Fee Income	1000	480
GA Luncheon Attendee Fee Income	750	606
Other Income	<u>0</u>	<u>0</u>
	8615 2	83262
EXPENSES		
On-Site Board Meetings		
Transportation	4500	3342
Room & Board	3070	2790
Hospitality	105	77
Board conference scholarships	<u>2977</u>	<u>2500</u>
	1065 2	8709
Conferences		
Attendee Fee Refunds	3600	1028
Room & Board	2808 0	32544
Speakers	1700	2552
Music	750	600
Hospitality	960	959
Non-board scholarships	1576	585
Misc.	<u>1400</u>	<u>1499</u>
	3806 6	39767

January 20, 2019		
General Assembly		
Luncheon Cost	1400	1982
Travel, Fees & Misc.	<u>3100</u>	<u>2950</u>
	4500	4932
Communications		
Elderberries Publication	4000	3739
Fundraising Appeal	2000	1492
Peer Support Groups (video calls)	640	204
Website	<u>200</u>	<u>337</u>
	6840	5772
LGBTQ Program Expense	2500	3417
Other Expenses		
TMP Program Expense	7500	0
Saging, Unsung & Navias Awards	2000	1000
Board Anti-Racism Study	1107	1107
Board Misc.	600	124
Memorial Gifts	2000	1800
President's Expenses	<u>200</u>	<u>33</u>
	1230	4064
	0	
Transfers to Endowment	0	6643
Total Expense	7485	73304
	8	
Profit/Loss	1129	9958
	4	

On the next page is my latest budget proposal for 2019. Don't be alarmed by the bottom line. We received grants in 2018 that will be used mostly in 2019. In addition, income could be higher and expenses lower than what I have indicated (or vice versa, of course). It is likely that the TMP program will not use the entire \$7500 that is left of the original grant, but we'll have to give back whatever is not used. If you can provide better numbers for anything, please let me know at once. I could send out a further revised version prior to Tuesday's meeting. If you are confused by anything on the budget or missing from the budget, please don't wait for the meeting to tell me.

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INCOME	
Member Donations	27,0 00
UUMA Subsidy	2000
Conference Attendee Fee Income	30,0 00
GA Luncheon Attendee Fee Income	<u>600</u>
	59,6 00
EXPENSES	
On-Site Board Meetings	
Transportation	3600
Room & Board	2160
Hospitality	<u>100</u>
	5860
Conferences	
Room & Board	36,0 00
Misc.	<u>3000</u>
	39,0 00
General Assembly	
Luncheon Cost	2000
Travel, Fees & Misc.	<u>3400</u>
	5400
Communications	
Elderberries Publication	4000
Peer Support Groups (video calls)	640
Website	200
Database Management	<u>100</u>
	4940
Fundraising	1500
LGBTQ Program	19,0 00

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Other Expenses	
TMP Program	7500
Saging, Unsong & Navias Awards	2000
Board Anti-Racism Study	1500
Board Misc.	300
Memorial Gifts	2000
President's Expenses	<u>200</u>
	13,5
	00
Total Expense	89,2
	00
Profit/Loss	-29,
	600

Addendum to January Treasurer's Report:

Attleboro Bus Trip: My Financial Report for 2018 reported Attleboro Bus Tour Fee Income but did not report separately the bus tour expense, which was included under Conference Miscellaneous. The tour expense, including the bus, the bus driver tip, and museum admission charges, was \$840. The remaining miscellaneous amount is \$659. Keep in mind that this is for the year, not for the Attleboro conference alone. Income for the bus tour was \$480, or 57.1% of the cost.

New Braunfels Conference: The latest information I have received from Lois Wesener (1/16/19), indicates that 57 people are registered. Of these 39 (68.4%) are paid and 18 (9 board, 9 other) (31.6%) are free. Under the 2019 budget, 76.9% of the projected conference expense for the year of \$39,000 would be covered by conference income. The cost of the 9 nonboard free participants will be charged to the LGBT grants. Thus, if the conference fees for New Braunfels would cover 100% of the cost if all participants paid (not a safe assumption), then 84.2% of the cost would be paid either by participants or by the LGBT grants. So far, I have received no requests for scholarship help.

Contributions: Between my January 20 monthly report to the board and our January 22 meeting, an additional \$500 in contributions was received.

Secretary: Barbara Child

I sent draft 2018-12 minutes and reports to the Board for corrections and other suggested revision, and then, with the Board's approval, sent these minutes and reports on to Judy Gibson to provide her with information that might be useful for her publicity work. I re-sent the minutes and reports to the Board on January 20 for review before the January 22 meeting. I also sent this Secretary's report to the Board on January 20.

I corresponded with Jaco about possible use of material from me as part of his coverage of *First Days Record* in the next issue of *Elderberries*. We also discussed the possibility of his putting something in that issue about my forthcoming book *Memories of a Vietnam Veteran*.

I polled the Board on whether it would be appropriate for me to sell copies of my book at our February

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conference. Six Board members said yes and no one said no, so I plan to have books sent from the publisher to the Tennis Ranch for me to put out for sale.

I completed the IDI inventory sent to us by Annette Marquis as part of her consultation with the Board.

In response to a request from Marni to help enrich the obituary for Rosemarie Carnarius as part of the Rainbow History Project, I put out a fishing line on the Starr King Alums Facebook page and got a bite from Marlene Walker, who has promised to send me material. I will follow up as needed.

Since Dorothy Emerson invited allies to share their stories for the Rainbow History Project website, I was happy to share mine, and I am pleased that it has now been published there. It is called “Education of a Hayseed in Academia.” Also, I have sent Dorothy a suggestion about the layout of the home page of the website, which she acknowledged and said she was sending on to the person who is managing the website.

I have accepted the invitation of the leadership of the Transitional Ministers chapter of UUMA (formerly Interim Ministry Guild) to facilitate a workshop at this spring’s annual meeting, which, like our conference, will be held at the Newcombe Tennis Ranch. My workshop will happen on April 24. I will be gathering data from those present on the kinds of issues they have encountered between transitional ministers and the former minister’s partner. I expect we will also discuss how the transitional ministers have handled those issues and their assessment of what to recommend to other transitional ministers as well as to former ministers and their partners. Joel Miller is the chapter leader who called me to invite me to offer the workshop. It is our plan that afterwards he and I will write up our findings and recommendations in a form suitable for sharing in the various applicable handbooks.

Newsletter Editor: Jaco Ten Hove

WINTER 19 Elderberries worksheet

- COVER: FDR revisited (35th anniversary of 1984 launch)
 - ABW reflections, with sidebars
 - Testimonials (Art & Barbara; others??)
 - Pix of covers and banners
 - Bucky pic with contributor list
 - End of publication scenario
- Sermon reviews cartoon
- *Ed column*: Header in “Sans Forgetica” typeface
- Prez column about ? - *JUDY* (*asking for subsidies ?*)
- WHAT BRINGS U JOY?
 - Portland street pic of title - *from JUDY*
 - Tom O-T on “*Re-firement*”
 - *SZimmerman on language*
- PROMO*: Don’t hide your new light under a bushel! Let your friendly peer colleagues know what’s animating your latest creative phase. “I always wanted to X, and now I am!” “I discovered I can X!” “It feels great now to X!”
- NOMCOM: LATEST BOARD CANDIDATE SLATE - From Dick G., NOMCOM Chair

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- Bylaws update? from Judy/JACO
- TURNING OF OUR LIVES
 - ? Boundaries - or not (Barbara tH)
 - DRobins memoir notice
 - BChild book
- OCSF reminder about Req. Minimum Withdrawals - (Jaco)
- Overview on types of elder abuse – (Jaco) Followed by Spring piece from Linda Rose on elder financial abuses
- Obits - *Jay & Roger*

[Proposed EB article follows]

FYI: UURMaPA Bylaw Changes Accepted

After publishing the suggested changes below (with rationales) in the Fall issue of Elderberries and inviting comments or concerns (of which there were none), our Board has accepted the changes, which are now officially part of the ongoing Bylaws document. The Board will also determine how to hold elections, as necessary.

ARTICLE III - MEMBERSHIP

All ministers in fellowship with the UUA classified by the Association as retired who have formally announced their intention to retire, their life partners, and the life partners of deceased Unitarian Universalist ministers, as well as all ministers granted life membership by the UUMA and their life partners, shall be members of this organization. Other persons may become members by application to, and approval by a majority of the Board.

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. The removal of a minister under this provision shall not affect the membership status of that minister's partner.

ARTICLE V - ELECTIONS, SECTION 1

*The officers, three Members-at-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, and 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.*

At-Large Member: Conferences – Ginger Luke

February 2019 Conference at Newcombe Tennis Ranch in New Braunfels, TX:

1. The planning team had a Zoom meeting on January 16, 2019.
2. We have 57 people registered.
3. Key note: Keith Kron,
Odyssey – Theresa Novak
Ministers' Panel Barbara Pescan
 Gretchen Woods
 Meg Riley

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Jay Deacon

Partners' Panel Ann Tyndall (Rev. Pescan's partner)
 Judy Finholm (Rev. Woods' partner)
 Ann Spatola (Rev. Novak's partner)
 Donna Clifford (Rev. Emerson's partner)

Worship Leaders Dorothy Emerson
 Barbara ten Hove
 Andy and Chris Backus
 Meg Riley

Workshop Leaders: Mary Kay and Dennis Hamilton
 Craig Roshaven
 Michael Crumpler

MC for Wide Variety Show: Jim Eller

We will have a table to share crafts and books. The last email going out to participants will include an invitation to bring crafts or books as well as an invitation to considering participating in the Wide Variety Show.

A special shout-out of thanks to Judy Gibson, Lois Wesener, Phyllis Hubbell and Dorothy Emerson, who are not members of the board but vital to the workings of the New Braunfels conference.

Board Responsibilities:

- Sunday, Feb 17 Welcome and deep listening. (Dorothy Emerson will be sharing an introduction to the Rainbow Project.)
- Sharing pioneer stories (sent to you by Marni) Tuesday, Feb 19 afternoon.
- Facilitating the UURMaPA conversations Wednesday, Feb 20 morning.

October 2019 Wisdom House, Litchfield, CT Conference

1. I hope to be able to share with you the name of the conference coordinator by our Jan 22 meeting.
2. Contract has been signed and deposit has been made.
3. Jaco has received info about this conference for the latest *Elderberries*
4. Jaco has received a registration form draft for *Elderberries*. It is missing one name which I also hope will be available before our Jan 22 meeting.
5. The registration fees are Wisdom House's fees plus \$50. The additional fee for commuters is \$15 per day.
6. Keynote: Keith Kron
Odyssey – Mark Belletini

I understand we will experience New Braunfels and Litchfield before we seek sites for 2020, but I will be checking on a few other options to discuss after our New Braunfels experience.

At Large Member: Connections Chair – Art Severance

At-Large Member: Assistant Connections Chair – Cathie Severance

Cathie and I have completed IDI questionnaire, and had correspondence with setting a date for our conversation.

We sent out cards or emails about various retirees and death notices.

We received spreadsheet from Richard for Area Connectors, but I find it difficult to use on a practical basis. I

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had asked for a simple list. Again, my lack of computer skills...

I'm working on finding a keyboard for the retreat; I find it amazing the ranch doesn't have a piano!

Haven't done anything to find new AC's yet.

I just self published my first book-let *Sermons, Songs and Scribblings; Search for Love, Truth, Meaning, Perhaps Even God-sermons etc*, to sell as I do my itinerant preaching around South Texas. The plan is that I have the sermon I am preaching IN the book! So far it has sold well. I'm doing more preaching and enjoying that.

I'm also continuing to pursue my music career; I've ordered the "Conversion" of an album I recorded back in 1990 on cassette to CD which should arrive in Feb in time to sell at Conference! I've gone to 2 "open pics" and have installed electric mic-ups in my 6 and in my 12 string guitars and bought a used amplifier and mic. SO it's an exciting time of creativity!

At Large Member: Good Offices – Marni Harmony

One call with the Conference Planning Team.

Continued work on brief bios of 10 GLBTQ deceased ministerial "pioneers."

Communication regarding next Retirement Seminar (where I will represent UURMaPA).

UU Rainbow History Project Coordinator – Dorothy Emerson

This job is definitely keeping me busy! So much so that I've already used up (at \$25/hour) a significant portion of the budget allotted for the position. I'll address budget and money questions later. First, what's been accomplished.

1. The website is up and growing in resources. Gretchen Ohmann does most of the work, with support from Greg Bear. I prepare documents to be posted and she posts them. So far, this system is working well.
 - a. Please review the site and especially the stories. Feedback appreciated.
 - b. We talked about Greg creating a logo for the project, based on the one used for the conferences. I would like to proceed if \$300 can be spared to pay Greg.
 - c. There's much more I'd like to put on the website: timeline (see below), information for ministers about depositing materials in the archives at Harvard and Meadville-Lombard, and resources. As I have time ...
2. Outreach efforts are going well. I've talked or emailed with many people who are excited about the project and grateful to UURMaPA for launching it. I've also networked at local programs with folks I think will be interested and posted information on various Facebook pages and chat-lists. Several people who hold key information and stories have been inspired to search their files for details. Examples: This summer Ken Phifer plans to research and write the story of the Ann Arbor church, and David Pohl is looking at his files for missing details.
3. Discovering historical missing links has been the most exciting aspect of my work. Key in this process has been the work of Susan LaMar on developing a timeline, which we hope to have on the website soon and will use selections from at the conferences. Mark Morrison-Reed, Steve Storla, and Mark Belletini

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have been particularly helpful in this process. I've also been in communication with Celeste DeRoche, who is completing her oral histories and will soon have them ready to share.

4. Administration has involved being part of email conversations about flyers, conference details and logistics, and the budget. Plus keeping track of my time and activities.
5. Conference planning has included conversations with Michael Crumpler and Keith Kron about their roles in the conference and meeting with the conference committee. I am also working with Charlie Agar, videographer, to determine the best way to handle filing the stories of participants, which we plan to do in groups and with Keith about the timeline at the conference.
6. Finding volunteers is another challenge. In addition to Susan, we have another great volunteer, Dee Graham, who will help at the TX conference with greeting, encouraging especially the queer folks to share their stories, and the videos. Afterwards she will network with ministers she knows to share their stories, and we will develop a format for self-made videos. She can also be helpful with the book. One of our younger ministers, Kevin Jagoe, is very interested in being involved, especially with collecting stories. He and others have mentioned the possibility of developing a format for oral histories and encouraging younger ministers to interview older ones—a great multi-generational project! I would like to invite him to help with the fall conference.

MONEY and BUDGET

When Judy Welles and I met about the budget, I asked what portion of the conference and other project expenses needed to be covered by the grants. I was surprised when she said: “All of it.” In my experience in other organizations, it is common for grants to cover a portion of expenses, but not all of it. This is generally necessary especially when the grant award is less than the grant request, such as with the first grant of \$8,000 in response to a request for \$20,000.

Nevertheless, we proceeded to try to make it work. But before long, we realized that there simply is not enough money, even with both grants and the anonymous donation, to cover both conferences, the website, and my stipend. So, something's got to give. We either need to raise more money—or some funds need to be allocated from the operating budget or the budgets for the conferences. Or, of course, we could cut the budget. The board needs to figure this out.

FUTURE OF THE RAINBOW HISTORY PROJECT

As you can see from the above report, there are many ways this project could evolve, particularly in the direction of oral histories. We also have “the book” to think about. And what about continuing the project past the time UURMaPA might want to manage it? What about the more recent past with the growing number of queer ministers of color and ministers who identify as trans and other identities? All need to be documented—by someone, sometime. How do you as a board envision this project evolving? How long does UURMaPA want to be involved?

These may not be questions you are ready to deal with at this point, but perhaps we could have an envisioning session after the TX conference. I've already had discussions with others, as these questions come up with folks who are excited about what we're doing. I want to commend you all for envisioning, launching, funding, and managing this project. You are making an important contribution to our beloved UU faith community! And, thank you for letting me be a part of this work.

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Nominating Committee Report Re Proposed Slate – Richard Gilbert

Here is our slate that I have sent to Jaco for “Elderberries.” According to our procedures this has to go to the Board before final publication. We still may have the fifth member of the Nominating Committee before the deadline. If not, we could publish that in the Spring issue of “Elderberries.” Let me know if Board members have any questions or concerns.

President: Diane Miller

Vice-President: Phyllis Hubbell

Board Member: (Connections) Art Severance

Board Member (Connections) Cathie Severance

Board Member: (Liaison) Susan V. Rak

Chair, Nominating Committee: Barbara Wells tenHove

Member, Nominating Committee: Barry M. Andrews

Member, Nominating Committee, Judy Welles