

**Minutes of In-person Board Meeting – February 15-17, 2019  
Preceding Winter Conference in New Braunfels, Texas  
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

Attending for Part of Saturday, February 16, Portion of Meeting: Dorothy Emerson

Attending for Sunday, February 17, Portion of Meeting: Annette Marquis

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

Friday, February 15

We convened in the evening for deep check-in. Partners who were available joined us. We conducted no business on Friday evening.

### **QUESTION OF THE YEAR**

We did 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 “The Religious Educator of Color” by Natalie Maxwell Fenimore and Aisha Hauser, at p. 87.*

Saturday, February 16

### **JANUARY 22 MEETING MINUTES**

**The January 22 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 January 22 Treasurer's Report was approved.**

### **OBITUARY CHART**

Judy Gibson will continue managing a chart of obituary information until the end of 2019. She has suggested that at that time this become part of the portfolio of the Assistant Connections Chair. The way the process has worked is that Judy Welles notifies Judy Gibson when she writes a condolence note, and Dave notifies her when he sends out the death benefit check.

*Judy Welles will ask Judy Gibson to write up a flow chart.*

**We decided that beginning January 2020, managing the obituary information chart will be part of the Assistant Connections Chair's portfolio.**

*All Board members will write our “pre-obituary” and send it to Duane along with a sermon or other piece of writing that might be helpful to someone designing a memorial service.*

### **REVIEW OF ANNUAL CALENDAR**

We noted some revisions of the Board's work calendar with respect to items that apply only to the years 2018-2020 (not to items that recur every year):

**(1) We decided that if we make a third request to the UU Funding Panel for a grant to cover a book, we will submit that request by March 15, 2020.**

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(2) Judy has gotten an extension of the deadline for the final report on the grant for the February 2019 conference along with any unspent money so that the deadline is now October 30, 2019 (not July 31). This makes possible spending some of the money on the October 2019 conference.

**AREA CONNECTORS**

We discussed the on-going difficulty of finding Area Connectors as well as the wide variation in how existing Area Connectors conceive of their role and carry it out.

*Ginger will consult with Art and Cathie with a view toward surveying the membership on needs and potentially re-conceiving the positions of Area Connectors and the Board's Coordinator and Assistant Coordinator of Area Connectors.*

**SUBJECT MATTER FOR FUTURE CONFERENCES**

We had a wide-ranging conversation on the history of Board involvement in UURMaPA conferences, noting that (1) the Rainbow History Project marks the first time we have had more than one conference on the same theme, (2) previously the Board has not been involved in planning the east-coast fall conference, (3) the program has not before driven the whole conference, (4) there is a question as to whether UURMaPA ought to be taking on a theme that ought to be the work of the entire UUA, (5) the planning process for our two conferences is not the same, (6) this is only the fifth year of our having two conferences each year, (7) the Board's involvement increased with the move from one to two conferences, and (8) there is a question as to who are the people we especially hope to attract to our conferences – UURMaPA members or UUs with an interest in a particular subject.

*Jaco and Marni will pursue creating a conference log to give us real information on some or all of the above issues with respect to the history of UURMaPA conferences.*

*Judy will put on our March agenda choosing both theme and location for the winter 2020 conference.*

**INFORMAL PERFORMANCE REVIEW OF DOROTHY EMERSON**

Jaco presided over this part of our meeting. Dorothy received praise for acting with initiative and for her work with Susan LaMar, putting her in contact with the archivist at Harvard. There was some attention to whether Dorothy had over-stepped her role since her job description does not include conference preparation; however, it may be that the job description is not clear enough on this matter. In any case, there has been some confusion as to which tasks are Dorothy's responsibility and which are Phyllis's as the chair of the conference program.

**PLANNING FOR FEBRUARY 20 INFORMATIONAL MEETING DURING THE CONFERENCE**

We worked up a list of the matters that need to be included (not necessarily in this order):

- (1) Give time for Dorothy to speak on the Rainbow History Project.
- (2) Solicit ideas for the next conference.
- (3) Invite people to put in their evaluation comments on this ground-breaking process of having two conferences on the same theme.
- (4) Discuss the Board's work with Annette Marquis on the IDI and why we have done it.
- (5) Give time to Jaco to talk about *Elderberries*.
- (6) Give time to Judy to speak on fund-raising.
- (7) Give time to Phyllis to speak on program.
- (8) Explain turn-over on the Board – who is leaving and who is joining, as well as Diane's movement from VP to President.

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(9) Give time to Ginger to speak about the fall 2019 conference, especially regarding the change of site and information about the new site.

(10) Give time to Diane to speak about the GA luncheon and workshop, also focus groups, including Keith Kron on the Targeted Ministry Program and Art on Area Connectors.

(11) Give lots of thank you's!

**UURMaPA GOOD OFFICERS**

Marni is currently the named Good Officer for UURMaPA. We discussed her suggestion that there be more than one, possibly a team including lay partners, especially since there is a perception that issues frequently arise regarding partners of retired ministers. She mentioned the lack of clarity in guidelines regarding emeritus/a status. She also mentioned that there has been some attention to the possibility of changing the Good Officer role from conflict manager and advocate, which “Good Officer” implies, to chaplain. There was support for the idea that UURMaPA engage the UUA Department of Ministry on the meaning of “emeritus/a,” with the understanding that the same language on this should appear on all three websites: UUA, UUMA, and UURMaPA.

*Judy, Diane, and Marni will confer with the intention to bring a proposal for Board action on these matters to our March meeting.*

**UPDATE ON UUMA AND UUA ISSUES AND ACTIVITIES**

In her role as liaison to UUMA and UUA, Marni mentioned that the Collegial Development Team will be hosting a conversation on collegiality February 26 at noon Pacific time, also March 1 at 9 a.m. Pacific time. Each conversation has a cap of 20 participants.

Marni complimented Melissa Carvill-Ziemer for her care in including retirees in conversations.

She mentioned the UUA bylaw change from “learned” ministry to “learning” ministry.

She mentioned a June 17 Disability Justice Training.

**ENDOWMENT FUND ISSUES**

**On Dave’s suggestion, we decided to abolish the Endowment Committee since it no longer has any function.** *Dave will notify the committee members and will notify Duane to update the website accordingly.*

*Dave will give us in advance any paper work that we need to help us prepare for taking up any issues at a Board meeting regarding financial matters.*

**BOARD TERMS SPREADSHEET**

Judy gave us a newly updated spreadsheet for our information. It indicates terms for Board positions and other officials that begin in odd-numbered years and those that begin in even-numbered years. It includes who has held

each position for specified years since 2008 and continues through 2020. It also includes explanatory comments about individuals coming and going mid-term.

**REVIEW OF RAINBOW HISTORY PROJECT AND PLANS FOR THE FALL 2019 CONFERENCE IN CONNECTICUT**

Dorothy Emerson joined us for this part of the meeting.

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The questions for our discussion focused on the following:

(1) Who is responsible for and has the authority to make program decisions for the Fall Conference, including what the elements of the program will be and who will be the presenters? What input, if any, should the Board have on both keynote speaker and panelists?

**We decided that the Program Chair, in this case, Phyllis Hubbell, with input from Program Committee members, is responsible for and has authority to make all program decisions for the Fall Conference; these decisions are beyond the scope of the Board's authority.**

*Judy will ask Phyllis to have program participants submit reimbursement requests by a specific date which Judy will determine.*

It was noted that Dave should be able to give us the status of what is remaining of the \$23,000 by our March meeting. Thus we should be able to determine by then how much we will still need to raise for the Fall Conference. We discussed how our financial commitments should not extend beyond the Fall Conference even though we would like to express our commitment to a book growing out of this project and our entitlement to credit for including it in the project's vision.

(2) Who is responsible for and has the authority to make decisions regarding the schedule for the Fall Conference?

We simply noted that the Board member holding the Conferences portfolio, Ginger, has this responsibility and the authority that accompanies it. This question did not call for a action to be taken on any matter.

(3) After the books have closed on the Winter Conference in Texas, probably by the end of March, we should know how much money we have left from grants and personal contributions, and we should be in a position to know whether we will need to raise additional money for the Rainbow History Project. In anticipation of needing to make decisions on this at our April Board meeting, Dorothy was asked to explain how a Faithify Campaign works. She did so.

(4) What will be the future of this project when/if UURMaPA decides not to sponsor it any longer?

Dorothy expressed her wish to be finished with her work on the project by December 31, 2019, with the assurance that there will be appropriate people in place to carry it on, in particular, with respect to carrying forward a proposal for a book. It was clear that the Board and Dorothy are of one mind on this goal. We also acknowledged that if/when UURMaPA is no longer sponsoring the project, we will not be in a position to make decisions about how it proceeds. This makes it especially important that care be taken in choosing any successor(s).

Sunday, February 17

Annette Marquis led morning and afternoon sessions, which were the whole of our Sunday meeting, pursuant to our consulting agreement with her regarding our work with the Intercultural Development Inventory (IDI). Before this session, we had each reviewed the Board's and our own individual scores on the IDI, and we had each had individual review sessions on Zoom with Annette in addition to our group session on the Board's scores.

Although we neither made decisions nor committed to individual actions at this session, we see value in making a record of the key points of what transpired at our Sunday meeting.

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Annette gave each of us a copy of *The Little Book of Racial Healing: Coming to the Table for Truth-Telling, Liberation, and Transformation* by Thomas Norman DeWolf and Jodie Geddes. This book's approach to restorative justice follows a process supported by four interrelated Pillars: (1) Uncover History, (2) Make Connections, (3) Work Toward Healing, and (4) Take Action.

Annette suggested that in order to work on Pillar (1), once we finish discussing *Centering* at our Board meetings, we might take up a question at each meeting that invites us to share something of our personal history regarding race.

With respect to Pillar (2), she suggested that we need to allow ourselves to make mistakes in order to learn. She asked us to think of the conversation starters we might develop to help us as leaders to deepen relationships. She underscored the point that you have to have a relationship with a person of color to have any chance of intercultural competency. As part of the dominant culture, the most useful thing we can do is step back. The question then becomes how to form a relationship and then step back and let the culture in the room change as a result. She also suggested that some people may need a different kind of welcome than the one we are offering.

Annette showed us a diagram of the “Waterline of Identity,” showing that most of a person's identity is invisible, below the waterline. Thus when someone reacts in a way that we think is over-reacting, we may need to think about how much of their identity may be below the waterline.

She shared a story about a white woman who began to cry when a black woman was telling her story. At that moment the attention in the room shifted to the white woman. Annette suggested that as leaders, we can fulfill the role of the one who takes the crying white woman out of the room so the attention can remain on the black woman telling her story. She also asked us to think about who else we know in UURMaPA who could serve with us as allies to intervene in such situations if needed. She suggested that much of work may be to help others uncover their own personal stories. We may even want to invite some individuals to training events. She said our most natural fit may be with the Finding Our Way Home gatherings that happen in November. The point is to discover how to make connections that can lead somewhere.

During the meeting, we passed around a sheet of paper on which we were working up a list of ministers of color, whether we knew them to be retired or not, and whether we knew them well enough to call them up. By the end of the session, the general plan was clear that the names on the list would be divided up among us and that we would in fact each call some of the people on the list. We talked then about how we might design those phone calls.

(1) One possibility is simply to ask the person what they would need from a group of retired ministers/partners – and then simply to be quiet and listen to the response.

(2) Another possibility is to describe what we are trying to do in our efforts to welcome people of color and ask what they think of what we have done so far as well as our plans.

(3) We might also ask what they would think of our creating something like an Individual Reparation Account (instead of a scholarship) with people invited to say why they believe they are entitled to reparations.

**NEXT MEETING**

**Next meeting: March 20, 2019, ZOOM conference meeting. The meeting will convene at 1:00 Eastern Daylight Time, with individual Board members to adjust the time according to the time zone of their location.**

Respectfully submitted,  
Barbara Child, Secretary

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**REPORTS SUBMITTED FOR FEBRUARY 15-17, 2019, IN-PERSON BOARD MEETING AT JOHN  
NEWMCOMBE TENNIS RANCH, NEW BRAUNFELS, TEXAS**

**President: Judy Welles**

No report.

**Vice-President: Diane Miller**

I've had the individual consult with Annette and will be reading the reports and starting on my developmental plan in the next couple days. I want to get the most from our consultation with her both personally and most importantly, as a Board, so that our UURMaPA culture will be shaped by greater intercultural competency.

I await the decision of the GA Planning group on whether or not we will have a workshop in Spokane.

In coordination with Dorothy Emerson, I am trying to contact Sandra Szelag, one of the first Lesbians in our movement, one of the first of the second wave women in our ministry. I want to her know about the project, and hope she might share her story.

Working on Creative Sageing award. More on that next week.

I am thankful that we can do much of our routine decision-making by Zoom. AND -- Being together in person makes such a difference!

**Treasurer: Dave Hunter**

Our January receipts were as follows:

Contributions:	\$4726
Texas Registrations:	\$7350
UUMA (for 2018)	<u>\$1000</u>
	\$13,076

We received 48 contributions for the month, from \$19 to \$500, \$89 average; this represents 21.3% of the total amount for 2018 and 17.5% of the amount budgeted for 2019. I expect to include a final report on the financial side of the Texas conference with my March report.

In January I wrote checks for the following:

Wisdom House:	\$5500	for fall 2019 conference
TMP travel	\$1511	
board air fare	\$477	
Rainbow project	\$381	Ladyweave, for Rainbow website
memorial gifts	\$150	3 at \$50, Manker, Fincher, Karpeles
miscellaneous	<u>\$71</u>	
	\$7194	

Our checking account had a beginning balance in January of \$41,529 and a closing balance of \$47,934. In a few days, of course, we will have to pay the conference bill; you can expect a deficit in February. I still await a \$2500 refund from Espousal Retreat Center (we're going to Wisdom House instead).

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With respect to the TMP grant:

balance, 1/1/19	\$7500	
travel expenses	<u>\$1511</u>	for three, for training program
balance, 1/31/19	\$5989	

I expect to write checks for several more reimbursements this month.

With respect to the Rainbow project grants:

balance, 1/1/19	\$19,583	
Rainbow website	<u>\$381</u>	Ladyweave
balance, 1/31/19	\$19,202	

In February, you should note, we have already had Rainbow project expenses of \$1756, for Emerson hours (\$1500) and travel (\$256).

**Secretary: Barbara Child**

I sent draft 2019-01 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 February 10 for review before the February 16 meeting. I also sent this Secretary's report to the Board on February 10.

I attended the February 4 Board ZOOM session with Annette Marquis to receive her report of IDI findings on our Board as a group. I also had a private ZOOM session with Annette on February 8 to receive her report of findings on me as an individual.

In response to a request from Marni to help enrich my presentation on Rosemarie Carnarius as part of the Rainbow History Project, I had follow-up correspondence with Marlene Walker.

In view of my consultation with my tax accountant, I decided it would not be feasible for me to sell copies of my memoir at our February conference. I emailed those attending to let everyone know of this change of my plans. I may read from the book during the evening talent show if that appears to be appropriate.

I volunteered to offer opening words and chalice lighting at the opening of one day of our business meeting in Texas.

**Newsletter Editor: Jaco ten Hove**

January found me working my fingertips to the bone editing what was in hand, collecting and confirming final items and then fitting everything into format for the Winter Elderberries. It felt a bit crowded overall, so I am hoping to be less ambitious (allowing more white space) in future issues. The feature piece on First Days Record ended up being something of an investigative journalism exercise, but rewarding. I got the product to the printer by Feb. 1 in hopes that the issue might actually be on local newsstands before Readers come to San Antonio (so they can bring their copies with them for me to autograph, of course). The Spring issue will feature material culled from the upcoming conference. I will particularly attempt to recruit some partners to write from their perspective, and I will try myself to assemble more newsy bits about our members, since no one seems able to send me anything like that. (Is it kosher to take notes during check-in?)

**At-Large Member: Conferences – Ginger Luke**

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Most of my time has been focusing on the New Braunfels Conference. There seem to be more pieces with the program and the worship services than I thought, but I think everybody has what they need now.

I reviewed the GA flyer.

I have ordered dried fruit, nuts, butcher paper and Barbara Child books—all to be delivered to Newcombe Tennis Ranch.

I regretted telling Annette Marquis we had no room at Newcombe for her on Friday and Saturday night during the board meeting. It was a learning moment teaching me to always reserve a couple extra rooms for people who may be speaking to board meetings.

Lois Wesener has been a saint in her flexibility and attention to detail, as has Amanda Klein of Newcombe Tennis Ranch.

I completed my personal interview with Annette Marquis and have begun working on my personal program.

Recruiting facilitators for Litchfield has gone slower than expected. My first three choices have schedules making it impossible for them to participate. So I am still working on this.

I am hoping that at the end of our stay at Newcombe the Board will be able to determine the dates for the Winter 2020 conference and if it wants to meet again at Newcombe.

**At Large Member: Connections Chair – Art Severance**

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

I had my personal interview with Annette, and it went well; I was pleasantly surprised with the outcome which said that I was “fully resolved”—a high score!

I’m enclosing the 5 Areas in need of Connectors along with 6th which will need one come June. I’ve also attached the letter I’ve used. Judy had asked me to include names of people in these areas, but that’s one of the problems. Both Cathie and I worked on trying to cut & paste lists and find it almost impossible to do from directory, and she works from a PC and I work from a MAC. I’ve tried talking to Richard about it to no avail. The last time, he spent me a spreadsheet which was even more difficult to use and impossible to print out! I’m sure it’s due to Cathie and my limited expertise on computer, but it sure makes its frustration.

So, when Joy Atkinson asked me to send her a list of her names of her Area, I can’t just underline and copy from directory. There’s got to be an easier way!

We also discovered that under “Resources” and Local Area Connectors” which lists Connectors by Areas, that hasn’t one updated with the Area Connections Directory!

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So hopefully we can solve this at this meeting.

**At Large Member: Good Offices – Marni Harmony**

In the last 2 1/2 weeks (since our last Board meeting!), I really haven't done anything but our group IDI call and my individual call.

Bits and pieces of email regarding the conference...