

Minutes of Zoom Conference Board Meeting – March 20, 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 ten Hove, Judy Welles

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

QUESTION OF THE YEAR

Ginger led a discussion of “The Religious Educator of Color” by Natalie Maxwell Fenimore and Aisha Hauser, at p. 87 in *Centering*. In our discussion we underscored how the issues faced by religious educators and those faced by people of color are compounded for religious educators of color, at least partly because of the stereotyping that happens regarding both groups. Several of us also remarked on the additional helpfulness to our conversation of the Response to this essay by Sofia Betancourt. Some questioned why Aisha Hauser was simply listed as a co-author with Natalie Maxwell Fenimore rather than having an essay of her own.

*Before our April 17 meeting, we all will read the book that Annette Marquis gave us, *The Little Book of Racial Healing* by Thomas Norman DeWolf and Jodie Geddes. Judy will lead a discussion of this book at the April 17 meeting.*

FEBRUARY 16-17 BOARD MEETING MINUTES AND FEBRUARY 20 BUSINESS MEETING MINUTES

The revised February 16-17 Board Meeting minutes were approved. The February 20 Business Meeting were also approved. They have been sent to Duane for posting on UURMaPA's website under GOVERNANCE. (The draft minutes of both meetings were sent to Judy Gibson as a resource for publicity and to Phyllis Hubbell as a resource for planning the Fall Conference.)

TREASURER'S REPORT

The March 20 Treasurer's Report was approved.

As a result of discussion of the state of our finances engendered by this report, (1) Jaco will consult with Judy about fund-raising options, and (2) Judy will put on our April 17 agenda an assessment of our finances with a view to what fund-raising might be appropriate.

WINTER 2020 CONFERENCE

We expressed our gratitude to Ginger for all of her work in investigating multiple site options and giving us information about each in the form of pluses and minuses in addition to figures regarding cost. We discussed the possibility of surveying our membership to learn whether for a future conference there might be interest in a cruise or a site that lends itself to programming related to the locale.

We decided that the Winter 2020 conference will be February 18-21 at the Franciscan Renewal Center in Scottsdale, Arizona.

We tabled until our April 17 meeting deciding on the theme for the conference. Ginger asked the rest of us to send her our theme ideas before that meeting.

ENDOWMENT FUND ISSUES

We tabled until the April 17 meeting any Endowment Fund issues that Dave might bring for our consideration.

STATUS OF GRANT MONIES; FUND-RAISING POTENTIALLY NEEDED

We discussed concerns about potentially moving into deficit-spending and whether fund-raising , possibly

Minutes of Zoom Conference Board Meeting – March 20, 2019 Unitarian Universalist Retired Ministers and Partners Association

through Faithify, is in order. *Judy will ask Dorothy Emerson what she expects to spend per month for the rest of 2019 on the Rainbow History Project.*

We agreed that Dorothy's presence at Ministry Days and General Assembly is important to us. **We agreed to pay her expenses not otherwise reimbursed up to \$1,000.**

QUESTIONS TO ASK COLLEAGUES OF COLOR

We reviewed the options we had earlier suggested as possible approaches to our phone calls to colleagues of color. **We decided on the following approach: (1) to begin with prefatory comments about what we are doing in the interest of becoming more welcoming to retired ministers of color, (2) to ask the person what they would need from UURMaPA in order to feel warmly welcomed; and (3) to listen attentively to their responses.** Each of us got matched up with one name for an initial phone call.

Judy will send the rest of us an email memo listing who will be calling whom.

We will each make our initial phone call before the April 17 meeting; after making the phone call, we will send an email to the rest of the Board to tell about what we learned from the call.

RAINBOW HISTORY PROJECT AFTER 12-31-19: WEB SITE, BOOK, OTHER

Our discussion of the future of the Rainbow History Project after this end of 2019 focused on:

- (1) What is to become of the web site?
- (2) What role should we take in getting a book published?
- (3) Is there anything else for us to hand off to another entity? If so, who might that entity be?

It was a given that today's discussion was preliminary. It will continue at the April 17 meeting, when Dorothy Emerson will be with us for part of the meeting and can take part in the discussion. Decisions may be made at the April 17 meeting, but may not be made until the May 15 meeting.

Regarding the web site, we noted that we long ago anticipated that the web site would remain live for a long time with the on-going possibility of people adding their stories. We also noted that as long as it remains under the auspices of UURMaPA, we will be obligated to continue paying the person who maintains it. If at the end of the year, we turn it over to someone else, we will be turning over the payment obligation as well. We mentioned the alternative of making the Rainbow History presence on the web viable as a link through the UURMaPA web site.

Regarding the book, the issues raised for later decision were (1) whether it is essential that the editor be someone within the LGBTQ community, (2) whether there might be co-editors with one from within that community and the other an ally, (3) whether it is important that the editor or one of two co-editors be a member of UURMaPA, (4) if there are co-editors, how to avoid any perception of tokenism.

Regarding the project generally, beyond web site and book, we mentioned that a documentary film had been considered a possibility. We mentioned that we could advertise, possibly in the *UU World*, to find out if there is some entity interested to take up the project in 2020. Possibilities mentioned were the UUA's Office of LGBTQ Ministries or one of the UU seminaries.

NEXT MEETING

Next meeting: April 17, 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.

**Minutes of Zoom Conference Board Meeting – March 20, 2019
Unitarian Universalist Retired Ministers and Partners Association**

Respectfully submitted,
Barbara Child, Secretary

REPORTS SUBMITTED FOR MARCH 20, 2019, ZOOM CONFERENCE BOARD MEETING

President: Judy Welles

Ran the Board meeting and the Business meeting at New Braunfels. Was otherwise "on" for this conference.

Wrote thank-you notes to Theresa Novak and Keith Kron for their roles in the Winter conference.

Wrote notes to seven of the nine people who attended their first UURMaPA conference in New Braunfels, encouraging them to come to another and reminding them that we have a generous financial aid system. (I don't remember whether I did this, or it was a good intention not followed through... I think the latter.)

Wrote X "Welcome to UURMaPa" letters and X condolence notes.

1 lengthy phone call with Barbara Child about the future of the Rainbow Project.

Several e-mails with Dorothy about the same subject.

Several e-mails with Dave Hunter about the Rainbow Project budget, and about reimbursements for the conference.

E-mails with Judy Gibson about the future of the Obituary Chart.

Various e-mails regarding the usual Collegial Conversation at Ministry Days concerning preparation for retirement. We might also want to have one about the Rainbow History Project. I will follow up with this, as nothing has been decided.

Received a very nice note from Emily Champagne in response to my "Welcome to UURMaPA" letter, and made sure that her Area Coordinator would follow up with her.

Received note cards, envelopes, and brochures (a lifetime supply!) from Minuteman Press. If anyone needs note cards, please let me know.

Vice-President: Diane Miller

Thanks to all for making the February Board meeting and the Conference go so well. Bone healing wishes to Cathie. I'm so sorry.

I have tried to make contact with some people to add to the Rainbow Project – Sandra Szelag, a Meadville Lombard graduate in ?? 1972, who may be one of our first ordained Lesbian ministers. Sandra has not stayed in our ranks and evidently did not seek or complete MFC endorsement. The Rev. Erinn Melby, now retired, was a pathbreaking trans minister. I've been helping Dorothy contact some of these people and invite them to include their stories.

GA Workshop – there was a flurry of discussion about whether or not I should be listed, being a straight cisgender woman. I have been the hesitant one, given controversy over the UU World article on Transgender awareness. Dorothy thought I should be part of it. My role will be to represent UURMAPA, welcome, introduce Dorothy Emerson, Michael Crumpler, and Sean Parker Dennison, who are the speakers. The workshop is scheduled for Thursday early afternoon slot.

The GA luncheon will be at the Davenport Hotel. I just got the menu options and will complete the arrangements in time for Elderberries.

**Minutes of Zoom Conference Board Meeting – March 20, 2019
Unitarian Universalist Retired Ministers and Partners Association**

Treasurer: Dave Hunter

Winter Conference

Receipts for the February 17-20 conference at the John Newcombe Tennis Ranch near New Braunfels, Texas, were as follows:

number	amount	total
20	0	0
2	25	50
25	325	8125
<u>8</u>	<u>375</u>	<u>3000</u>
55		11,175

These numbers exclude two registration fees that were refunded. Eleven contributions for a total of \$900 were received with registrations. No contributions were received at the conference. Thus total conference receipts were \$12,075.

Conference expenditures were as follows:

John Newcombe Tennis Ranch	16,972.20
board travel (7)	3284.74
program travel (8)	1656.40
travel scholarships (2)	350.00
videographer	1350.00
Wesener (registrar) expenses	<u>137.25</u>
	23,750.59

Expenditures exceeded receipts by \$11,675.59

Of this loss we can ascribe the following to the Rainbow fund:

Newcombe fee, \$293.18/person	3518.16	12 participants/organizers
travel	1656.40	8 participants
videographer	<u>1350.00</u>	
	6524.56	

The remaining loss is \$5151.03. That amount can all be attributed to board expense:

Newcombe fee, \$293.18 x 8	2345.44
travel	<u>3284.74</u>
	5630.18

**Minutes of Zoom Conference Board Meeting – March 20, 2019
Unitarian Universalist Retired Ministers and Partners Association**

TMP Grant

The grant we received is for the travel expense for TMP training, which was held on February 16-17 in San Antonio. I made one reimbursement in February (\$465) and have made one in March (\$290). Here's where we stand:

balance, 1/31/19	5989
travel expenses	755
balance, 3/17/19	5234

There may be a few more rather tardy requests. I expect to return the leftover grant money in early May.

Rainbow Grants

With respect to the Rainbow grants:

balance, 1/31/19	19,202.00
Emerson, January conference	1500.00 <u>6524.56</u>
balance 2/28/19	11,177.44

If we continue to pay Dorothy Emerson \$1500/month for February through December and if \$6500 of the October 2019 conference expense can be charged to the Rainbow grants and if we have no other expenses (e.g. GA), then we will have spent \$23,000 through the end of the year, leaving the Rainbow fund with a balance of -11,822.56 (that's a minus sign in front of the number).

Contributions

We received eight contributions with February dates, for a total of \$799, the highest \$289, lowest \$25. January contributions were \$4726. So far, as of March 18, we have four March contributions for \$210.

Other February Income

We received the \$2500 deposit refund owed to us by the Epousal Retreat Center.

Other February Expenditures

UUMA memorial gifts	100.00 (Olsen, Salkin)
---------------------	------------------------

**Minutes of Zoom Conference Board Meeting – March 20, 2019
Unitarian Universalist Retired Ministers and Partners Association**

Marquis, IDI consulting	1343.54
D. Miller, microphone for GA	175.00
Powell, Elderberries	897.10
bank fee	<u>2.00</u>
	2517.64

TD Checking Account

beginning balance, 2/1/19	47,934.11
ending balance, 2/28/19	34,578.26

Secretary: Barbara Child

I sent draft February 16-17 In-Person Board Meeting minutes and reports and also draft minutes of the February 20 Business Meeting during the Winter Conference in New Braunfels, Texas, to the Board for corrections and other suggested revision, and then, with the Board's approval, sent these draft minutes and reports on to Judy Gibson to provide her with information that might be useful for her publicity work. Upon request, I also sent these minutes to Phyllis Hubbel to provide her with information that might be useful for her work planning the Fall Conference. I re-sent the minutes and reports to the Board on March 15 for review before the March 20 meeting. I also sent this Secretary's report to the Board on March 16.

Newsletter Editor: Jaco ten Hove

Since Texas I have been organizing conference notes/photos and reminding contributors for the April deadline, plus reading The Little Book of Racial Healing and Natalie Fenimore's chapter in Centering.

At-Large Member: Conferences – Ginger Luke

1. I compiled the Winter Conference 2019 New Braunfels, TX evaluation forms and sent them to the board and program leaders. It was reassuring to see how strongly the program carried the evaluations when there were great disappointments and criticisms about the accessibility and internet facilities at John Newcombe Tennis Ranch. I regret not clarifying the accessibility at Newcombe better and do apologize for that.
2. Thank-yous have gone out to all helping with the conference and the name tags have been returned to Lois Wesener who has graciously accepted the job of registrar for the Litchfield, Ct conference in October 2019.
3. I have been working hard trying to find a site for the 2020 Winter Conference. I have sent the board a description of the two best options I have found yet. I am attaching information on the Carnival "Imagination" Cruise, the San Luis Rey Mission and additionally information about Asilomar Conference Center so you can review the information again before our conversation during the board meeting.

A little critique from me:

San Luis Rey Mission

- Plus:
1. Religious spiritual setting
 2. Carolyn & Tom Owen-Towle are excited about helping in a big way if we come here.
 3. San Luis Rey has room enough for the board to meet there before the conference.

- Minus:
1. Shared bathrooms
 2. (plus & minus) 40 miles north San Diego & 90 miles south of Los Angeles

**Minutes of Zoom Conference Board Meeting – March 20, 2019
Unitarian Universalist Retired Ministers and Partners Association**

Carnival “Imagination” Cruise

- Plus:
1. Least expensive
 2. Private bathrooms
 3. New and exciting option may entice people to a UURMaPA conference for the first time. FUN

- Minus:
1. Everyone has to leave at the same time from Long Beach
 2. May want to offer programming during morning of stop at Catalina and Ensenada. The stop is from 8 am-4pm.
 3. We would have rooms close together but still would be with many other people.

Asilomar Conference Center, Pacific Grove, CA

- Plus:
1. Private bathrooms
 2. On the ocean

- Minus:
1. Very expensive
 2. Long distances between buildings though accessible.
 3. Could be cool in February.

Franciscan Renewal Center, Scottsdale, AZ

- Plus:
1. Spiritual environment
 2. Private bath
 3. Good AV
 4. Many small rooms available
 5. Easy to fly into Phoenix
 6. Should be warm

- Minus:
1. Large meeting room is free for us, but we would be charged for small rooms and AV equipment.

Thunderbird Lodge Canyon de Chelly
(please google this for more info)

For three nights and nine meals per person

Doubles \$226.
Singles \$346.
Triples \$196.
Quads \$181.

- Plus:
1. Navaho run lodge
 2. Opportunity to experience a cultural, spiritual experience in more depth
 3. Least expensive
 4. Opportunity for environmental program connected with tours to the canyon.
 5. All on one floor. Accessible rooms available.
 6. Private baths

- Minus:
1. It will not be warm.
 2. A drive from Albuquerque or Flagstaff

There are also totally smoke-free hotels in Las Vegas, but I didn't investigate. Neither did I investigate Phoenix or Tucson, if you would like me to do that.

October 2019 Conference

Lois Wesener will continue to be our registrar.
Judy Gibson will continue to be our public relations person.

Minutes of Zoom Conference Board Meeting – March 20, 2019
Unitarian Universalist Retired Ministers and Partners Association

I will be overseeing the conference and working with the Phyllis Hubbell and her Rainbow History team for programming and worship.

The board will be responsible for the Wednesday morning Board Conversation.

I am looking for someone to plan small interest groups and the variety show if the board would like to have a variety show. Do we want one? Someone suggested Dee Graham to MC.

At Large Member: Connections Chair – Art Severance

At-Large Member: Assistant Connections Chair – Cathie Severance

Cathie's broken wrist from her fall at the conference continues to heal; she did have to have surgery about three weeks ago to put in plate and straighten wrist, but she's now out of cast and into just a carpal tunnel like brace. She's out of the worst pain, but is still essentially one armed, requiring Nurse Art to be in attendance, so we haven't done much board work.

We're reading Andrea Flynn's new book, *The Hidden Rules of Race*, which we're finding very enlightening in our anti-racism work. I'm sorry we had to miss so much of the conference, but want to say how productive and inspiring I found the board meeting and Anette's presentation; kudos to the board members and especially to our illustrious leader, Judy!

At Large Member: Good Offices – Marni Harmony

Zoom call with my Good Offices support group; major conversation about boundaries in GO work.

Organizational work in preparation for the UUA Retirement Seminar (3/25-29). I represent UURMaPA and serve as part of the staff.