

Minutes of Zoom Conference Board Meeting – April 17, 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

Dorothy Emerson joined us for the part of the meeting devoted to matters related to the UU Rainbow History Project..

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

QUESTION OF THE YEAR

Judy was prepared to lead a discussion of *The Little Book of Racial Healing* by Thomas Norman DeWolf and Jodie Geddes; however, we deferred that discussion in view of pressing business and a wish to complete our discussions of *Centering* before turning to another text. *At our May meeting, Barbara will lead a discussion of “Othering and Belonging” by Darrick Jackson at p. 1 in Centering and Lilia Cuervo’s response. At our June meeting, Jaco will lead a discussion of “Call Me Reverend Sweetie” by Cheryl M. Walker at p. 185 in Centering and Christina Shu’s response.*

MARCH 20 BOARD MEETING MINUTES

The revised March 20 Board Meeting minutes were approved. They have been sent to Duane for posting on UURMaPA's web site under GOVERNANCE. (The draft minutes of this meeting 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 April Treasurer’s Report was approved.

RAINBOW HISTORY PROJECT – FUNDING

After discussion of both available resources and expected monetary needs to complete the project, we determined that an additional \$12,000 will be needed.

Dorothy shared her thinking on prospects for raising money at General Assembly, handing out post cards there, and engaging in a Faithify fund-raising campaign.

We also discussed how best to coordinate a Faithify campaign with Judy’s spring fund-raising appeal letter. There was a general understanding that the Faithify campaign would mainly be seeking contributions from people other than UURMaPA members.

We decided to engage in a Faithify campaign, seeking \$3000 by that route. Dorothy had explained to us that the Faithify rules specify that if you do not raise the amount you specify, you get nothing.

Jaco will work on the Faithify process with Dorothy. Dorothy will also engage Judy Gibson in this process.

Diane will investigate getting ribbons to go on General Assembly name tags, identifying members of UURMaPA and advertising our Fall Conference as part of the UU Rainbow History Project.

We expressed our confident hopes that by the end of the Fall Conference we will have raised the additional funds needed so that at this time we are not going to explore additional fund-raising projects.

RAINBOW HISTORY PROJECT – BOOK AND WEB SITE

We discussed:

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- what process to use to choose an editor – whether to invite named individuals in order of preference or to put out an open call,
- when we anticipate the proposal should be made to Skinner House Books and whether the work should be expected to begin before or after the Fall Conference, and
- who is to manage the web site post-2019.

We decided to put out an open call for people interested to edit the book, with the understanding that we can encourage individuals to apply and that we will retain the authority to define the editorial task. We agreed that the editor need not be a member of UURMaPA but should be a member of the LGBTQ community. General Assembly will give us good opportunities to encourage applications. *Diane and Dorothy will write the invitation to apply.*

We agreed that there is no need now to determine when the proposal should be made to Skinner House or the work should begin. That will become more clear once we have selected an editor and entered into an agreement with that person.

We decided that at the end of 2019, when both Dorothy and the UURMaPA Board will have completed our work with the project, the management of the UU Rainbow History Project web site will be turned over to the UURMaPA Historian, presently Susan LaMar.

GENERAL ASSEMBLY LUNCHEON

Diane reported that given the amount of the hotel costs and the fact that many of those attending will be our guests, she will nonetheless try to keep the cost of the luncheon as low as possible for members who are paying for lunch.

Diane will see to having the luncheon advertised on our Announce list and to making sure newly retired UURMaPA members are invited. She also will write up the citation for the Creative Sageing Award.

WINTER 2020 CONFERENCE

Ginger shared with us the long list of suggested topics gleaned from the evaluations at the Fall Conference as well as our own suggestions. Our discussion addressed our best thinking about why people come to our conferences and to what extent they come for the topic or for the opportunity to gather with colleagues. We also considered which suggested topics would lend themselves to meal-table groups or workshops rather than the major presentations. *At Judy's suggestion, Ginger will flesh out what appear to her to be the top four suggestions and bring them to us for a decision at our May meeting.*

REVIEW OF PHONE CONVERSATIONS WITH COLLEAGUES OF COLOR

We shared the results of our efforts so far. Some have had no success making connection with their chosen person and may need to call someone else. Others have had illuminating conversations, the gist of which they shared. We said perhaps we should ask the people we talk with whether we are asking the right question. Summing up, we agreed that we are on a valuable “listening tour” and that it is very much worth continuing.

MAY AND JUNE MEETINGS

Next meeting: Wednesday, May 15, 2019, ZOOM conference meeting.

June meeting: Because our regular meeting time will occur during Ministry Days, we moved our June ZOOM conference meeting to Friday, June 7. *Judy will invite incoming Board members to attend this*

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meeting.

Both the May and June meetings 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

REPORTS SUBMITTED FOR APRIL 17, 2019, ZOOM CONFERENCE BOARD MEETING

President: Judy Welles

I plan to attend UUMA Chapter Leaders Training on 4/24

E-mails with Diane , Marni and Dorothy concerning the book editor

This time I actually did write the following letters/notes

Condolences - 1

Welcome to UURMaPA - 5 ('tis the season) and one pending

I also wrote notes to the 8 people (6 notes, as some of them were couples) who attended their first UURMaPA conference in Texas, urging them to come to another one and reminding them that we have generous financial aid for people for whom attending a conference would be a challenge.

Various e-mails with members and non-members who have various concerns — mostly referring them to someone else.

Vice-President: Diane Miller

Creative Sageing: The Board is not required to vote on the recipient, but I do value the chance to have any feedback on the choice before informing the nominee.

Annual Luncheon: The cost this year will be \$32, same as last, for a soup and salad buffet. Judy Welles will run the program. Jaco is going to take pictures, and I would like to have a few people help out at the table to check people in. Publicity is going out via Elderberries, as well as Announce and Facebook. I personally invite each person on the SOLT retirement roster and their partner. That will happen after the UUA has a final listing, due to choices of being recognized in 2019 or 2020.

Ministry Days Collegial Conversation & GA workshop on Thursday afternoon are the other program pieces I am working on.

I've contacted a few pioneers whose stories should be included in the Rainbow Project. I had no response to an earlier phone message so I followed up with a written note to Erinn Melby, a UURMaPA member who transitioned when she was at Starr King. Hoping she will include her story for the website.

FYI. The Service Gratuity, which many long-serving clergy receive in retirement, is administered by the UUA according to the criteria of length of service, age, and retirement status. The funds which provide these quarterly checks were for the most part raised in the 19th century. They are held in two places. The old Universalist funds are managed by the UUA. The Unitarian funds have remained under the auspices of an independent body, the Unitarian Service Pension Society. Sheldon Bennett is the President of the Society, and leads the business with a small group of Officers. I am a Director of the group. I plan to attend the annual meeting in May in Boston to stay up to date with the USPS and to informally be a liaison with UURMaPA. Just this month a retired minister contacted UURMAPA to ask that the Service Gratuity checks be sent via electronic deposit. We redirected, and helped provide some information.

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Treasurer: Dave Hunter

March was a quiet month, financially.

During March I made two deposits into our checking account, for six contributions, totaling \$285. (So far in April I have made two deposits, for three contributions, totaling \$145.)

In March I wrote four checks, totaling \$701.06: two for New Braunfels panelist travel (\$400), one for TMP training travel (\$289.86), and one for postage (\$11.20). There were also two charges from the bank (\$46.43 for new checks and \$2.00 for the paper statement). (So far in April I have written two checks, \$50 to the UUMA endowment in memory of the late Rev. Beverly Bumbaugh, and \$773.68 for TMP training travel.)

Our TD checking account had a balance of \$34,578.26 at the beginning of March and \$27,230.84 at the end of March (and \$27,375.84 as of April 15).

There was no other activity with respect to the New Braunfels conference, no Rainbow project activity, no Litchfield conference activity.

Our financial participation in the TMP program would appear to be complete. Of the original 11/17/2016 grant of \$11,500 we have \$4460 remaining. I plan to return this amount to the Fund for Unitarian Universalism soon. (Attachment re: How to Pay for the Rainbow Project)

Dorothy estimates between 230 and 270 hours April through October. Round that up to 300 hours, at \$25/hour, and we have \$7500.

I have not yet received invoices from Dorothy for February and March. Assume 60 hours/month (same as January) results in 120 hours at \$25/hour, or \$3000.

On the assumption that Dorothy continues through November and December, at 60 hours/month, that adds another \$3000.

Add to that \$1000 for GA and \$1000 for miscellaneous other expenses, and that adds another \$2000. Thus we have—

April-October	\$7,500
February-March	\$3,000
November-December	\$3,000
other	<u>\$2,000</u>
	\$15,500

Add on another 10%, to be on the safe side, and we have—

\$15,500
<u>\$1,550</u>
\$17,050

We also need to consider the October 2019 conference in Connecticut. Let's assume the conference cost attributable to the Rainbow project is the same as that for February New Braunfels conference, \$6500. Thus we have—

\$17,050
<u>\$6,500</u>

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\$23,550

The current balance in our Rainbow fund is \$11,177. Thus we have a deficit–

\$11,177
-\$23,550
-\$12,373

Can we afford that?

In our checking account, as of March 31, according to the statement from TD, is \$27,230. From that make the following deductions:

Rainbow fund	\$11,177	
TMP balance	\$4,460	to be refunded
UUMA, memorial gift	\$50	4/4/19 #1457
TMP travel	<u>\$774</u>	4/4/19 #1458
	\$16,461	

Thus potentially available from our checking account is–

\$27,230
-\$16,461
\$10,769

In addition, in our money market account is \$19,291.

Thus, the following would be possible:

checking account	\$10,769
money market account	<u>\$19,291</u>
	\$30,060
Rainbow deficit	<u>-\$12,373</u>
	\$17,687

But I think it would be better to raise more money than to spend so much of our savings. Here's my suggestion:

(1) In our April appeal letter, ask for two contributions, a regular contribution and a special extra contribution for the Rainbow project.

(2) In the summer, do a Faithify campaign.

(3) At the conference, do an appeal for the Rainbow project.

(4) In our November appeal letter, ask for two contributions, a regular contribution and a special extra contribution for the Rainbow project.

But discontinue appeals when we have raised enough.

Secretary: Barbara Child

(Amended report)

After the March 20 Board Meeting, I sent the approved February 16-17 Board Meeting minutes and February 20

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Business meeting minutes to Webmaster Duane Fickeisen for posting on our web site under Governance. I sent draft March 20 Board Meeting minutes and reports and 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 April 5 for review before the April 17 meeting. I also sent this Secretary's report to the Board on April 5.

I have been in touch by email with Lilia Cuervo, the colleague I had chosen to call as part of our efforts to welcome ministers of color. Owing to her recent surgeries and my travels, our phone conversation will be scheduled for later than originally hoped. I am still hoping we will be able to talk before our May Board meeting.

Newsletter Editor: Jaco ten Hove

My recent UURMaPA time has been primarily to get things together and prepped for the Spring issue of Elderberries, an outline for which follows

SPRING 19 EB worksheet

- COVER: Texas Conference Report
 - Select pix on cover
 - More conf material and pix in centerfold
- Ed. column: group pic of board from conference (or might go on front page)
- Prez column (final, in hand)
- Awards info? - Diane
- GA events promo and Luncheon reg. info - Diane
- WHAT BRINGS U JOY?
 - Maybe a partner piece, if any of my invitees comes through
- TURNING OF OUR LIVES
 - Boundaries (or Not) - Barbara tH (in hand)
 - Jay A's tour of Poland (in hand)
 - "Word Cairns" - book by JV Knost (in hand)
- "Oratorus Rex (or, The Department of Ministry Deals with an Old Problem in a New Way)"
(historically pointed poem by Ric Masten from 1991)
- OCSF on Elder Financial Abuse (in hand)
 - Maybe an update on Housing Allowance court issue
- Obits - Jay (Roger maybe)
- Fall conf promo and reg. form (in hand)

At-Large Member: Conferences – Ginger Luke

1. Judy Gibson has sent the Fall 2019 Litchfield, CT Conference Registration Form and article to Jaco for Elderberries. These documents took a lot of conversation.

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2. I have confirmed our commitment to the Franciscan Renewal Center for the Winter 2020 Scottsdale, AZ Conference. A contract is being prepared for us.
3. Phyllis Hubbell and her Rainbow Project Team have been busy deciding on program, panels and some scheduling. Keith Kron will again give the keynote and Meg Riley has been recruited to offer a response to Keith's keynote. There will be two panels of ministers, partners and other diverse LGBTQ people. Phyllis and her team have tried very hard to find more people of color to participate and have been struggling. Mark Belletini will be offering the odyssey.
4. The panels for the Fall 2019 Litchfield Conference will not all be on the same day. Small interest groups will include LGBTQIA conversations and video taping of stories as well as a session on planning your retirement (especially for newly retired folks). More are yet to be planned. Because of the intensity of the program I am not planning any field trips at this time.
5. I had a good conversation with Rev. Don Robinson. I sent my report earlier to the board. He doesn't travel much, but I am hoping he will join us in Litchfield.
6. Am reading the Little Book on Racial Healing, but have done no other followup work with my assignments from Annette Marquis.
7. It looks like the board will be able to meet in the UU Congregation of Phoenix. Interim Margaret O'Neal said she wouldn't be there then, but saw no problem with it. The UU Congregation of Phoenix is 1.2 miles or a 22 minutes walk from the Franciscan Renewal Center.
8. I have begun brainstorming for themes for Winter 2020:
 - a. The theology of baseball. (There are many spring training clubs in the Phoenix area).
 - b. Anti-racism
 - c. Rev. Nancy Ladd's book "After the Good News" (What happens to UUism after our oldtimers are gone?)
 - d. A music program to include the Musician Instruments Museum (the largest collection of musical instruments in the world).
 - e. A panel of members sharing "what lifts my spirits"
 - f. The role of religion in contemporary politics (we will be in the midst of the presidential primaries).
 - g. A program on poetry (perhaps a current poet)
 - h. Immigration
 - i. How to play at our Age
 - j. Other suggestions from the Newcombe evaluations:
 - settling into retirement;
 - how to function within a congregation as a member.
 - Staying connected and engaged
 - trauma on human systems – Gretchen Woods
 - add some exercise opportunities (Chris Lily Backus)
 - Relating across generations—intersectional relationships in UUA and at home 80's or so. A second retirement. Don't forget us even though we have lost our vigor.
 - Contemporary social Justice Issues—i.e. Immigration, Voting Rights (Don Chery)
 - Field trips? (Don Chery)
 - Enneagram, End of Life Issues, Women in Ministry (Judy Welles)
 - 20th Century UU Women's History including Women & Religion resolution and effects (Dorothy Emerson)
 - Something similar for our women; Pastoral-Letting Go; What is the purpose of my life? (Phyllis Hubbell)
 - The Evolution of Natural Theology (Dennis Hamilton)
 - Aging Gracefully, The History Trail, Book sharing (Doddie Stone)
 - More odysseys and other chances to hear people's stories (John Manwell)
 - Women in Ministry (Diane Miller)
 - Games night, charades, Pictionary, etc DANCE! (we aren't too old yet!) "What is your legacy?" (Mary Kay Hamilton)
 - Sustainable Living; Strategies for demilitizing the globe (Carol Taylor)

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At Large Member: Connections Chair – Art Severance

I sent email and have a call in to Jose Ballester, but haven't connected yet. Otherwise, little happening.

At-Large Member: Assistant Connections Chair – Cathie Severance

I emailed Yvonne Seon to let her know I would be calling her and why.

She was very pleased to hear from us. At first she quickly stated "There are no Retired ministers of color." I explained that we wanted to be prepared to be inclusive and welcoming. Shared that we had been reading the Centering book , Tears We Cannot Stop, White Fragility, The Hidden Rules of Race, Democracy in Black in hopes of righting the past.

She said that calling and talking to ministers of color was very important and a good beginning. She was also unfamiliar with the shortened name of UURMaPA. She also commented about the difficulty that people of color experience in the UUA. Opening a dialogue with ministers of color nearing retirement is a good idea.

She said that she would look forward to talking to me again.

At Large Member: Good Offices – Marni Harmony

Thank you for the privilege of being part of the staff for the UUA Retirement Seminar. I had a grand time representing UURMaPA at this year's seminar in TX March 25-29. I was able to promote UURMaPA repeatedly and was glad to have the floor to do it.

I've had two team planning calls for the fall conference along with side conversations to both Meg and Keith to support the small change in the keynote.

I had a conversation with Carlton Smith regarding what retiring colleagues of color might need to feel fully welcome in UURMaPA.

April 10-13 I attended the second retreat of the UUMA pilot program called "Deepening." I serve as chaplain and as a coach for one of the "arc of ministry" groups.