

Minutes of Zoom Conference Board Meeting – May 15, 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

Dee Graham and Phyllis Hubbell joined us while we took some time to grieve Dorothy Emerson's death and make plans for continuation of the UU Rainbow History Project.

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

QUESTION OF THE YEAR

Barbara led a discussion of "Othering and Belonging" by Darrick Jackson at p. 1 in *Centering* and Lilia Cuervo's response. Since Barbara had just had a phone conversation with Lilia as part of our calling campaign to help us make UURMaPA more welcoming to retired ministers and partners of color, Barbara folded into the discussion her report of that conversation. Both Darrick and Lilia focused on the difference between white people's sympathy for the circumstances of people of color and actually "getting it" as to what it is like to be a person of color in this culture. Lilia described what she called paradigm shifts during her life as she has been at different times and in different places assumed to be white or assumed to be a person of color, and other assumptions have flowed from these. In response we discussed how easy it is to make assumptions about people based on their assumed race and how easy it is to focus on a person's supposed race rather than culture. We stressed how important it is to avoid making assumptions and putting people in boxes. Connecting our discussion of readings in *Centering* back to our over-all purpose of making UURMaPA more welcoming, Jaco mentioned the "Finding Our Way Home" retreats, which appear to be very valuable for the people of color who attend them, and so we concluded today's discussion by putting on the table for possible future consideration the idea of UURMaPA sponsoring similar retreats for retired ministers and partners of color.

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.

CONTINUATION OF THE UU RAINBOW HISTORY PROJECT IN THE WAKE OF DOROTHY EMERSON'S DEATH

After we took some time to share memories of Dorothy Emerson and responses to her unexpected death, we turned our attention to the UU Rainbow History Project, which she had lovingly directed, and the tasks that others will now need to take up so that the project can continue with full strength and vigor.

Here is the resulting "to do" list in roughly alphabetical order of names associated with particular action items (not necessarily in the order in which we discussed these matters):

- We will see to it that Dorothy Emerson is added to the list of major figures to be recognized and honored at the fall conference.
- *Dee volunteered to work with the videographer, whoever it turns out to be. She also volunteered to help with the historical perspective.*
- *Diane will proceed with putting out an open call for someone to edit the book that is envisioned to be part of the project. Art will assist Diane.*
- *Ginger will get in touch with the Litchfield conference center to see whether they have a videographer to recommend.*
- *Jaco will investigate how to arrange lunch-time meet-ups in Spokane. Diane will forward to Jaco emails regarding meet-ups.*

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- We took up the question of whether memorial gifts to UURMaPA in memory of Dorothy can be expected to yield enough funding so that a Faithify campaign will become unnecessary. We acknowledged there is no certainty about this. *Jaco will explore how soon we would need to decide about whether to go ahead with a Faithify campaign at General Assembly, and he will let us know what he learns.*
- *If needed, Judy will co-lead the workshop at General Assembly with Diane, Michael Crumpler, and Sean Parker Dennison; she will intentionally de-center herself as a cis-gendered straight woman.*
- *Judy and Dee will sit at the meet-up tables to talk with people about the UU Rainbow History Project.*
- *Judy will have Gretchen Ohmann create a post card to advertise the fall conference, with the expectation that Gretchen will send it to Judy, who in turn will get post cards to all of us to hand out in Spokane. Judy will invite Judy Gibson to work on this as well as Gretchen.*
- *Judy will give the introduction to the UU Rainbow History Project the first evening of the fall conference, which Dorothy had been expected to do.*
- We raised the question of whether there needs to be a replacement coordinator for the UU Rainbow History Project but ultimately left this question on the table for decision at our June meeting. *Judy will put it on the agenda.* In this connection, if we do decide to get another coordinator for the remainder of 2019, the duration of Dorothy's contract, that person would be the appropriate one to ask Donna Clifford for any notes, files, and any other materials Dorothy had regarding the project.
- **We agreed that the funds that had been earmarked for Dorothy's participation at General Assembly can now be used to enable Dee to go to GA and take up some of the roles Dorothy would have had there.**
- *Marni will be liaison with Michael Crumpler.*
- *Phyllis will get in touch with Michael Crumpler to find out whether he will attend the fall conference and if so what role he will take in the program.*
- *Phyllis will get in touch with Charlie Agar, the videographer, to check in about the tapes from the winter conference in New Braunfels, Texas, and to see whether he might be interested to come to make videos at the fall conference in Litchfield, MA.*
- *Phyllis will be in charge of the structure of the fall conference program, including the panels. Phyllis will also coordinate with the task force.*
- We left on the table, undecided, who will work with Charlie Agar on the whole body of videos from Texas, for example, whether someone should view all of them before they are sent off to UURMaPA's archives and to Andover/Harvard.
- We discussed the likelihood that the task force could benefit from an increased number now. Judy asked that we email her suggestions of people who might be asked to join the task force.

APRIL 17 BOARD MEETING MINUTES

The revised April 17 Board Meeting minutes were approved. They have been sent to Duane for posting on UURMaPA's web site under GOVERNANCE. (The draft minutes of that meeting were sent to Judy Gibson as a resource for publicity and to Phyllis Hubbell as a resource for planning the Fall Conference.)

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TREASURER'S REPORT

The May Treasurer's Report was approved.

Dave let us know that the email scam that has recently attempted to hook him and Judy with the intention of draining UURMaPA'S bank account, was unsuccessful. Dave has reported it to the FTC and also to <https://support.google.com/mail/contact/abuse>

WINTER 2020 CONFERENCE TOPIC

We endorsed Ginger's suggestion that the winter 2020 conference be a retrospective of the past 50 years, with three major parts of the program, each to be followed by group discussion: (1) the Vietnam War era, (2) the changing world of women, and (3) communication from the world of telephones and typewriters to the world of social media.

Ginger will find a registrar for the conference. By July 15, she will get information to Jaco so that the summer Elderberries can include a brief announcement of the conference, including "save the date" and location. She will see that Jaco receives full information and registration form by October 15 for the fall Elderberries.

PROPOSAL REGARDING PARTNERS OF FORMER MINISTERS

Barbara's May Board report included an account of a workshop she facilitated with Joel Miller at the annual meeting and continuing education seminar of the Transition Ministers chapter of UUMA on the subject of provisions in the UUMA Guidelines and other resources regarding partners of former ministers. The outcome of that workshop was a vote at the chapter's business meeting inviting joining with the UURMaPA Board to bring before the UUMA business meeting in Spokane a joint proposal to include expanded suggested resources for the mutual benefit of ministers (current and former), partners, and congregations. The Transition Ministers Chapter's Executive Team designated Barbara as their representative to carry this proposal forward. Recognizing that time is of the essence if this proposal is to be on the UUMA business meeting agenda in Spokane, **we endorsed Barbara's working up the proposal to present to Cheryl M. Walker and Melissa Carvill-Ziemer for inclusion on the UUMA business meeting agenda if possible**, and we noted the value of including one or more retired minister's partners in any subsequent efforts to develop resources related to the proposal.

PASSWORD PROTECTION ON MEMBERSHIP DIRECTORY AND CARING DIRECTORY

We left on the table for future attention issues related to password protection on our online directories.

JUNE MEETING

Next meeting: June 7, 2019, ZOOM conference meeting at 1:00 Eastern Daylight Time, with individual Board members to adjust the time according to the time zone of their location.

Judy will invite incoming Board members to attend this meeting.

Respectfully submitted,

Barbara Child, Secretary

REPORTS SUBMITTED FOR MAY 15, 2019, ZOOM CONFERENCE BOARD MEETING

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President: Judy Welles

Much of my UURMaPA time since the last Board meeting has been spent gathering information for the final report to the UU Funding Program about the TMP grant. It was due in April, but I sent a message to Michelle (their administrator) saying it would be late. Since then I've had A LOT of correspondence with Dave Hunter, Keith Kron, and Janette Lallier about this grant, and I'm hoping to get the report written tomorrow (Monday 5/13). I will report on this at Wednesday's Board meeting.

I suspect that some interim reports on our Rainbow History Project grants are also due sometime around now; I will look into that and write them as needed.

I wrote the spring fundraising letter and sent it off to Minuteman Press, which is working on it; it should be out in the mail some time this week. Many thanks to Jaco ten Hove for his help in making it a good letter. We asked for extra contributions (in addition to members' support of UURMaPA's operating budget) for the Rainbow History Project -- hoping this garners us some extra funds for this worthy endeavor.

I also wrote the President's Column for my last *Elderberries* issue as President. It's about what I have enjoyed about being President of UURMaPA -- I 95% really loved it!

Since my last report, I've written seven "Welcome to UURMaPA" letters and one condolence note. I'm waiting for the UURMaPA Announce message to go out about Sue Redfern Campbell's husband Chuck before I send her a condolence note; I'm not sure what's happening there. I stay in pretty close touch with Judy Gibson, Jay Atkinson, Roger Rochester, and Dave Hunter about these notes and the various tasks that accompany the UURMaPA Announce messages.

I've made reservations for Ministry Days and GA, and have been in communication with Diane about the various events that will happen there.

That's all I can remember now, but there's a good chance I've done more. I keep forgetting to keep track!

Vice-President: Diane Miller

My focus these past weeks was on 1) confirming the Creative Sageing award recipient, and 2) selecting luncheon menu for GA gathering.

I am going to write to the past recipients of the award and specifically invite them to nominate people for our pool of potential nominees. Since they have been honored, it is more likely to be on their radar.

Shifting from the surprise announcement practice of previous years, I will do some publicity on this before the award -- via our Announce list, and I hope we can get the UUWorld photographers/reporters to cover the event. I have not yet contacted our other contender, because that isn't fun, but I'll write a note today.

Treasurer: Dave Hunter

Our TMP participation is now complete. On May 11 I wrote the last two checks – \$1837.40 to UUA for Keith Kron's San Antonio expenses for the February training and \$3608.98 to the UU Funding Program, the amount remaining from their \$11,500 grant. Charged to the grant were \$3033.13 for the 2017 training and \$4857.89 for the 2019 training (= \$7891.02).

The Franciscan Renewal Center in Scottsdale AZ is requiring us to obtain insurance for our February 18-21, 2020, conference. I have an insurance agent working on this.

We've had an attack by email on our treasury, with a bogus request for \$6000+. With assistance from President Judy and Webmaster Duane the attack has been repelled and the FTC notified. (and a second attack while I was

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at the bank, a few minutes ago)

In April we received two contributions, for a total of \$60; so far in May we have received one contribution, for \$50. I'm up to date with bank deposits and thankyou letters.

In April I wrote two checks, to Dorothy Emerson for February and March hours (\$1250) and to Judy Welles for GA expenses (\$337.55).

On April 29 I filed IRS Form 990-N(e-Postcard).

I have not yet received any Litchfield registration checks form Registrar Lois Wesener. Registration checks, and responses to our May appeal, should begin to flow in soon.

The statement from TD Bank indicates that our Business Convenience Plus account had a balance of \$27,230.84 on March 31 and \$27,076.29 on April 30.

UURMaPA TMP Program Support, from UU Funding Program Grant

2017

Date	Amount	To	Why
8/21/17	500.00	La Salette	deposit
9/16/17	468.40	Barbara W. tenHove	travel
10/12/17	124.32	Ginger Luke	travel
10/14/17	464.12	Barbara Child	travel
10/16/17	730.00	La Salette	TMP program
10/17/17	523.55	Karen Gustofson	travel
10/23/17	<u>222.74</u>	David Pyle	travel
	3033.13		

2018 none

January-April 2019

Date	Amount	Number	To	Why
1/25/19	428.671426		Ken Hurto	travel
1/26/19	615.201428		UUA Kron TMP	travel
2/26/19	465.081436		Aikman	travel
2/26/19	448.001437		Jarvis	travel
3/14/19	289.861456		Hurto	travel

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4/4/19	<u>773.68</u>	1458	Hull	travel
	3020.49			

May 2019

2/16/19 Chili's	141.68
2/17/19 P.F. Chang's Chinese Bistro	200.00
2/18/19 Marriott meeting room	212.00
2/19/19 Marriott Courtyard, 7 rooms	840.80
2/20/19 Hertz	257.19
Snacks and supplies	42.02
Snacks and supplies	20.83
Snacks and supplies	16.52
Copies	34.07
Kron parking	60.00
Kron lunch	<u>12.29</u>
	1837.40

total, 2017-2019

2017	3033.13
2018	0.00
Jan-Apr 2019	3020.49
May 2019	<u>1837.40</u> check to UUA to be sent to Keith Kron
	7891.02
grant	11,500.00
used	<u>7891.02</u>
balance	3608.98
	check to UU Funding Program to be sent to PO Box 301149 Jamaica Plain, MA 02130

Secretary: Barbara Child

After the April 17 Board Meeting, I sent the approved March 20 Board Meeting minutes to Webmaster Duane Fickeisen for posting on our web site under Governance. I sent draft April 17 Board Meeting minutes and reports to the Board for corrections and other suggested revision, and then, with the Board's approval, sent these

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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 May 12 for review before the 15 meeting. I sent this Secretary's report to the Board on May 13.

On April 24, Joel Miller and I facilitated a workshop during the annual meeting and continuing education seminar of the Transition Ministers Chapter of UUMA. The title of the workshop was: "The Former Minister's Partner – What Do We Know? What Does Everybody Want? and What Shall We Do?" During the workshop, small groups analyzed relevant portions of the UUMA Guidelines on Expectations of Conduct, The Code of Professional Practice, and Sample Covenants in the Joint Task Force (UURMaPA, UUMA, Interim Ministers Guild, and UUA) Report on Retired Ministers. The outcome of the workshop was a proposal to be taken up at the Chapter's Business Meeting the next day. In turn, the Chapter on April 25 passed the following motion:

That the Executive Team of the Transition Ministers Chapter of the UUMA work with the UU Retired Ministers and Partners Association to recommend changes and updates to the UUMA Guidelines as they refer to ministers' and retired ministers' partners and/or families and their effects on congregations and congregational life.

The Executive Team appointed me their representative to bring this piece of business to the UURMaPA Board and to carry it forward as deemed appropriate by this Board. Consequently, I spoke at length on the phone on May 7 with Anita Farber-Robertson. She had participated in the Transition Ministers Chapter's April 24 workshop and April 25 business meeting. Also, she is a member of UUMA's Guidelines Committee (Committee A), the group that studied the existing Guidelines and made a whole package of proposed revisions, most of which the membership will be invited to vote on preliminarily at the business meeting during Ministry Days this June, endorsing their receiving a year of study with a view toward a final vote in June 2020.

Anita and I have no plan to try to introduce new proposed revisions to be included in the package for a year of study. Rather, we view what is needed with respect to partners as a simple matter of essentially attending to an oversight in the existing Guidelines. There are a couple of proposals that issued from the Guidelines Committee that the membership will be asked to vote on this June (not carry over for a year of study), and we believe it is realistic to ask to have a simple and direct proposal made jointly by UURMaPA and the Transition Ministers Chapter added to this June's agenda. We understand that partners and other family members are not bound by the Guidelines; there is no point in proposing provisions that would attempt to bind them. However, it should be entirely feasible to introduce language that gives former ministers heightened responsibility regarding their partners and other family members, and it should be equally feasible to propose adding the former minister's partner as a covenant signatory.

At our Board meeting on May 15, I will ask endorsement of my working up a written proposal with Anita Farber-Robertson (and another person from UURMaPA if the Board would like), and getting in touch with Cheryl M. Walker and Melissa Carvill-Ziemer right away to see about getting our proposal on the June UUMA business agenda. Since our Board will be meeting earlier in June than usual (June 7,) it might be possible to have the Board vote on our proposal then, but that leaves very little time before Ministry Days. I will ask the Board on May 15 to be prepared to vote on the proposal by email, likely before the end of May.

On May 13, I had a long phone conversation with Lilia Cuervo as part of our calling campaign in the interest of making UURMaPA fully welcoming to retired ministers of color. Lilia and I have known each other since we were in seminary together; we think the world of each other and we have no trouble being candid with each other. I will not try to convey in this written report why it is unlikely that she will attend UURMaPA conferences or her thinking about the very premises on which our phone campaign is based. I hope I might be given a few minutes at our meeting to share the gist of what Lilia shared with me. I believe it is important for this Board to take in what she conveyed, and better yet, to chew on it for a while. At the very least, it will inform my leading the discussion at this month's meeting of Darrick Jackson's essay in *Centering* and Lilia's response to that essay.

Newsletter Editor: Jaco ten Hove

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My only report is that I put to bed the Spring Elderberries.

At-Large Member: Conferences – Ginger Luke

1. I talked with Peter Morales. He had some good advice and reflection. He cautions us of the danger of making assumptions from very small samples. Talk to as many people as possible so we get a variety of ideas, not just a few from vocal people. Remember People of Color are all different. He recalled as a seminary student being invited to a Latino panel by Luna at a GA when everyone else on the panel was from Puerto Rico and he felt like he nothing in common with them, not even their Spanish.
2. Phyllis Hubbell is working on the program for October 2019 and still needs help in recruiting panelists.
3. Dave Hunter and I have been working on acquiring the required certificate of insurance for the Franciscan Renewal Center in Scottsdale.
4. I would like to ask the board to consider the following draft proposal for a program for February 2020:

50 Year Retrospect for UURMaPA

Second day morning: 45 minute reflection on the Vietnam Nam War—how it affected our congregations and our own personal lives.

Followed by an hour of sharing stories and responding to the reflection.

(Maybe Barbara, you could lead that. Or a male who was of draft age then.)

Second day afternoon: 45 minute reflection on women in the UUA—in ministry, as partners, in leadership, in spirituality.

Followed by an hour of shared stories and responses to the reflection.)

(Diane Miller might lead this and the conversation might prompt more plans for a UU 20th century program another year.)

Third day morning: 45 minute reflection From the Snail Mail letter to Zoom (IT but more)—from Manuel typewriters to selectrics to computers to the internet and all the social media, how it connected some of us and excluded some of us.

Followed by an hour of shared stories and responses to the reflection)

(Duane or a Jaco might be great with this.)

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We could of course have different topics. These are the first to come to me. This idea would give the opportunity for lots of short stories and yet preserve the specialness of the odyssey. We would pay only registration for those leading reflections (and they may be mostly board members already.)

This would allow for the regular opening worship, in memorial and closing worship as well as one odyssey and 3 hours free time on the second day and 1 1/2 or 3 hours free time on the third day depending upon desire to participate in small interest groups.

What do you think, folks? Jaco and Barbara Child liked the idea when I ran it by them.

5. If we have an “unsung UURMaPA” award I nominate Lois Wesener. She has done amazing registration for conference work for us and the October 2019 conference will be the third conference where she has done all the registration work and yet will not be able to attend the conference.

At Large Member: Connections Chair – Art Severance

At-Large Member: Assistant Connections Chair – Cathie Severance

-Contacted Area Connectors about 5 Retirements

-Have had problems contacting Glen Snowden, Central Mass AC. So I’m looking for a new CENTRAL MASS AC. I have asked Judy Mannheim and am waiting to hear. At this point, Cathie and I are Acting AC’s for those areas.

-Need Area Connectors- BAY AREA INLAND, CENTRAL MASS, EASTERN CANADA, HEARTLAND NORTH, JOSEPH PRIESTLEY NORTH, METRO NY/NJ

At Large Member: Good Offices – Marni Harmony

No report.