

**Minutes of Zoom Conference Board Meeting – September 18, 2019
Unitarian Universalist Retired Ministers and Partners Association**

1 All Board Members Present: Barbara Child, Jaco ten Hove, Phyllis Hubbell, Dave Hunter, Ginger Luke, Diane
2 Miller, Susan Veronica Rak, Art Severance, and Cathie Severance

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

4 **AUGUST 21 BOARD MEETING MINUTES**

5 **The revised August 21 Board Meeting minutes were approved.** They have been sent to Duane for posting on
6 UURMaPA's web site under GOVERNANCE. (The draft minutes of that meeting were sent to Judy Gibson as a
7 resource for publicity.)

8 *With the Board's approval, even though the minutes for this meeting will be the last ones to be sent to Judy
9 Gibson as a publicity resource related to our conference next month, Barbara will continue to send draft minutes
10 to the Board a day or two after each monthly meeting to enable quick corrections while our memory is still fresh.
11 She will also continue to send corrected minutes to the Board a few days in advance of each meeting for
12 approval at that meeting.*

13 **TREASURER'S REPORT**

14 **The Treasurer's September report was approved.**

15 **BOOK EDITOR**

16 We discussed issues related to (1) timing the selection of an editor, (2) whether we should delay selection in
17 order to seek more proposals, (3) whether we view the book as being principally a record of UU Rainbow
18 History or principally a record of our two Rainbow History conferences, and (4) the appropriate limits of the
19 Board's consultative role after we select an editor. **We decided to invite Diana McLean to edit the Rainbow
20 History book pending a check of her references.** *Diane will check Diana McLean's references and let us know
21 the outcome.* It is our hope that, if Diana is finally selected, she will be able to attend our fall conference and be
22 introduced there. We understand that it will be the selected editor, not the Board, who will carry forward a book
23 proposal to Skinner House Books.

24 **SETTING UP ZOOM DISCUSSION OF UUMA BYLAW PROPOSALS**

25 *Diane and Art will facilitate our discussion on Zoom of the UUMA Bylaw Proposals. They will inform us about
26 scheduling.*

27 **OCTOBER 7-10 CONFERENCE UPDATES**

28 Ginger gave us a full update on plans for the October conference, but only after sharing that "Phyllis should be
29 floating in halos," a recognition of all the work Phyllis has done on the conference, which we were all happy to
30 acknowledge in shared gratitude. [Ginger's full update will be imported here in written form for the Board's
31 information and will be deleted after the conference, not included in the form of these minutes to be approved at
32 the October 16 Board meeting.]

33 Additions to the plans for the Monday evening session:

34 During the session beginning at 6:30--

- 35
 - *Diane will present the **Unsung UURMaPan Award.***
 - 36 *• Art will speak about the open positions in the **Caring Network.***
 - 37 *• Ginger will introduce the **Chaplains for the week – Art and Susan.***

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During the session beginning at 6:55--

- *Barbara will facilitate an introduction and check-in process, which she will design.*

At Phyllis's request, we will all email her any suggestions we have about the conversation with Keith Kron intended to happen during the conference.

At Diane's request, we will all email her about any presentations we would like to make during the UURMaPA Conversations period scheduled for 9:00—11:00 a.m., Thursday.

UURMAPA Fall 2019 Conference Schedule

Celebrating the Rainbow — The UU Journey Toward LGBTQIA* Rights

Wisdom House Retreat Center

Litchfield, Connecticut

October 7-10, 2019

MONDAY, October 7, 2019

- 3:00 p.m. Registration [John, Susan Rak and Judy Gibson] & Settling into Rooms--
Porch if good weather, Tea Room if inclement weather
- 4:30 Social Hour -- Kitchenette Lounge (next to dining room)
- 5:30 Dinner -- Dining Room (welcome from staff during dinner)
- 6:30 Welcome, Introductions, and check in --
Auditorium [Diane Miller to lead. Art Severance will speak about Caring Network vacancies. Board will discuss who else will assist at meeting next week.]
- 7:50 Break
- 8:00 In Memoriam Worship Service --Chapel
[Russ Savage]
- 9:00 Social Hour -- Kitchenette Lounge

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66 **TUESDAY, October 8, 2019**

67 *(Single day attended by commuters)*

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69 8:00 am Breakfast -- Dining Room

70 9:00 Keynote Address--The Early Years: Jay Deacon [Phyllis Hubbell to introduce both
71 keynote speakers at the beginning of the morning] -- Auditorium

72 Keynote Address—Intersectionality and more changes: Meg Riley

73 10:30 Break

74 10:40 Keynote -- Reflections by Jay Deacon

75 12:00 n Lunch -- Dining Room

76 1:00 pm Panel #1– LGBTQIA Ministers and Partners-

77 [Moderator: Marlene Walker]

78 Panelists: Brendan Hadash, Kim Crawford-Harvie, Tony Larsen & Pat Sullivan]

79 Auditorium

80 2:30 Break

81 2:40 Remembering LGBTQIA Pioneers No Longer with Us --

82 Facilitated by Marni Harmony. UURMaPA Board Members and Dee Graham

83 Auditorium

84 4:30 Free time

85 5:00 Social Hour -- Kitchenette Lounge

86 6:00 Dinner--Dining room

87 7:15 Odyssey – Mark Belletini

88 Auditorium.

89 8:45 Social Hour -- Kitchenette Lounge

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91 **WEDNESDAY, October 9, 2019**

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93 8:00 am Breakfast -- Dining Room

94 9:00 Worship Service-- Jane Dwinell

95 Chapel

96 9:20 Break

97 9:30 Panel #2– LGBTQIA Ministers and Partners--

98 Moderator: Dee Graham

99 Carlton Elliott Smith

100 Craig Matheus

101 Lucy Hitchcock

102 Lindi Ramsden (by Zoom)

103 Auditorium

104 11:00 Break

105 11:15 Conversation with Michael Crumpler, LGBTQ & Intercultural Programs Manager--
106 Auditorium.

107 12:00 n Lunch--Dining room

108 1:00 pm Choose one:

109 1. Keith Kron “Little Bits of History” (Room TBD)

110 History has a way of overlooking the small stories that led to bigger stories. In this
111 workshop we’ll share how some of these little stories impacted bigger stories (and if
112 you have your own bring them!). And the multiple stories create a more complex
113 and real narrative. We’ll also discuss what is the history that needs to be captured
114 and remembered.

115 2. Kerry Mueller “Playshop” a collage project. (Room TBD)

116 No experience or talent required, but an open heart is helpful.

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- 117 3. Videotaping of Personal Stories – auditorium
- 118 4. Barbara tenHove – Ritual for people currently experiencing sorrow or grief
119 (Room TBD)
- 120 5. Free time when not otherwise occupied
- 121 2:15 Break
- 122 2:30 1. Videotaping of Personal Stories (cont.)
- 123 2. Stonewall Story & more (Thematic DVDS) (Room TBD)
- 124 or
- 125 Free time
- 126
- 127 5:00 Social Hour-- Kitchenette Lounge
- 128 6:00 Dinner--Dining Room
- 129 7:15 Wide Variety Show -- Benjamin Maucere, M.C.
- 130 Auditorium
- 131 8:45 Social Hour--Kitchenette Lounge
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- 133 **THURSDAY, October 10, 2019**
- 134
- 135 8:00 am Breakfast-- Dining room
- 136 By 9:00 am guests must place all towels/hand towels and any washcloths in the laundry chutes on the west side
137 of the 3rd & 4th floors. Sheets may be left on your beds.
- 138 9:00 UURMaPA Conversations (Activity Updates and Discussion)-- Diane Miller, Darrick Jackson
- 139 Auditorium
- 140 11:00 Closing Worship Service -- Meg Riley
- 141 Chapel

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142 12:00 n Lunch -- Dining Room

143 (Boxed lunches to carry or eat in Dining Room)

144 1:00 pm Farewells (Please leave name tags and evaluations in Hospitality Lounge.)

145

146 *Chaplains are Susan Rak and Art Severence. They are available any time if you would like to talk with a
147 chaplain about the theme or anything personal.

148 * Book, craft and caring card tables will be in the Tea Room (across the hall from the hospitality room).
149

150 **A recent acronym, which can translate as: lesbian, gay, bisexual, transgender, queer (or questioning), intersex,
151 and asexual (or allies)*

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153

154 **BYLAW UPDATE**

155 **We agreed to leave unchanged the amendments to Article V, Section 1, of the UURMaPA Bylaws made in**
156 **January 2019.** As amended, that section reads in part [with new language in red type] :

157 The officers, three Members-at-large, and a Nominating Committee, consisting of a chair and **four** others
158 shall be elected by a mail ballot of the members.

159 The President, the Vice President, the Connections Network Chair, two Members-at-large, the Chair of the
160 Nominating Committee, **and one member of the Nominating Committee** shall be elected in odd-numbered
161 years.

162 The Secretary, the Treasurer, the Newsletter Editor, one Member-at-large, and **three** members of the
163 Nominating Committee, shall be elected in even-numbered years.

164 The main effect of the amendments is to increase the Nominating Committee from three to four members in
165 addition to the chair.

166 We left on the table the issue of what effect, if any, resignation from UUMA membership is to have on
167 membership in UURMaPA.

168 **APPOINTMENT OF MARNI HARMONY AS UURMaPA REPRESENTATIVE ON UUMA'S ACT**
169 **GROUP**

170 **We agreed to have Marni Harmony continue as our appointed representative on UUMA's Advisory and**
171 **Communications Team (ACT) , and further agreed that when the current term is up, Susan will become**
172 **our appointed representative.**

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175 **OCTOBER 2019 MEETING**

176 **Next meeting: October 16, 2019, ZOOM conference meeting at 1:00 Eastern Daylight Time, with**
177 **individual Board members to adjust the time according to the time zone of their location.**

178 Respectfully submitted,

179 Barbara Child, Secretary

180

181 **REPORTS SUBMITTED FOR SEPTEMBER 18, 2019, ZOOM CONFERENCE BOARD MEETING**

182 **President: Diane Miller**

183 Since our last meeting I have

- 184 • followed up by email and phone on the book proposals being considered. We will take action at this
185 meeting on the one I forwarded to you. Please review it and be prepared with any questions you may
186 have.
- 187 • sent out an updated bylaws document, thanks to Judy Gibson's sharp eyes to notice that our January
188 changes had not been added in to the document. Dave caught a typo -- thanks! Our agenda will include
189 agreement that the text additions represent our decisions, and also, other questions about the bylaws,
190 such as Ginger's question about mail ballot.
- 191 • website glitches happened twice this past month, and Duane was on them quickly, despite his travels in
192 Norway. Once the site was down 8-21), and once the sidebars and those documents disappeared. This
193 was evidently a Wordpress issue related to an update.
- 194 • contacted the past recipients of the Creative Sageing award and invited them to send ideas to Phyllis, the
195 VP.
- 196 • contacted two past recipients for whom there is no citation or description of the award. Eleanor and Peter
197 Richardson graciously wrote up a short narrative of their retirement work. It is on the way to be posted.
198 I haven't heard back from Med Anderson.
- 199 • talked with Judy Gibson about the handoff of some of her "untitled job" elements to Cathie Severence,
200 which they plan to do in October at the conference. Judy is going to draft a job description about the
201 process of handling obituary notices. The spreadsheet Judy designed to track the multiple steps on an
202 excel file on Judy's computer. We discussed putting it on a shared drive with access for those who are
203 part of the process, but didn't make any decisions on doing so.
- 204 • fallen behind on writing notes of welcome and condolence
- 205 • appointed Marni Harmony to continue in the role of representing UURMaPA on the Advisory and
206 Communications Team of the UUMA. This is a low-frequency phone call group made up of reps from
207 each of the participating organizations. I will put this on the agenda for confirmation.
- 208 • Judy Welles will not be on the ZOOM meeting on 9-18. She has been in Norway most of the month, and
209 hasn't much update to report.

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211 **Vice-President: Phyllis Hubbell**

212 I've continued to focus on the Rainbow History Conference. I am collecting possible nominees for the Saging
213 award. I've received two strong candidates already. Once the Conference is over, I'll set up a committee to
214 move forward. I'm also collecting names of people who are retiring.

215

216 Two tasks have been particularly challenging. First, Keith Kron, our Keynote Speaker, accidentally double
217 booked himself for the dates he was scheduled for our conference. We were fortunate in having Meg Riley
218 already booked for reflections that morning. Meg has a terrific background on this history and is also a fabulous
219 speaker. She will take over the keynote. Jay Deacon, who goes back even further than either Keith or Meg, and
220 also worked in the Office of Gay and Lesbian Concerns, has agreed to give his reflections on the early days on
221 the keynote. Keith is going to join us for a workshop on Wednesday afternoon and invites us to strategize with
222 him after the workshop about how we move forward with the book. Keith has been very interested in this project
223 and mentioned early on that it could fill a void in the MFC book list.

224

225 The second difficult task has been coordinating with our New Braunfels videographer, Charles Agar. We're way
226 behind for a number of reasons, including Dorothy Emerson's death. I just heard from Charlie this morning, but
227 still haven't gotten a time frame for completion of his work.

228

229 I am close to having the contract from videographer for Litchfield, Tom Mazzarella finalized. I had a few
230 questions about the contract which have now been resolved. The price we agreed on includes one pass at doing
231 all the editing we need from him. If after that, we ask for more editing, he will charge us \$ 125 an hour.
232 Certainly, it would be our goal to get him all the edits at one time. If the Board has no objections, I'll sign it and
233 send it to him.

234

235 I'm still working on developing better release forms for Litchfield and some retroactively for New Braunfels
236 because of information the A/H librarian has given me.

237

238 Ginger Luke and I went over the schedule this weekend and think we have everything covered to send to Lois
239 for putting in final form, though some bios may still be missing. I'll be sure that Lois sends it to Duane Fickeisen
240 to put on the website.

241

242 The other good news is that Dee Graham is feeling better and expects to be with us. She will be the moderator
243 for one of the panels and take the lead on the individual and group videos the second day.

244

245 **Treasurer: Dave Hunter**

246 It's been a relatively quiet month in the treasurer's office.

247

248 The Faithify campaign is over and all wrapped up. A total of \$3045 was pledged (of which about 60% was
249 from present or immediate past board members). Deduct from that \$177.52 for fees and expenses and the net
250 amount received was \$2867.48. That includes a \$100 contribution that was cancelled by the donor when he was
251 informed by his credit card provider that he had made not a one-time gift but was enrolled for \$100/month
252 forever (Faithify has no mechanism for other than one-time donations). He sent us a check to cover the
253 cancelled payment.

254

255 Since my last report we've received five contributions, for a total of \$550. Of this \$125 was designated in
256 memory of Dorothy Emerson or for the Rainbow History project. I've also deposited 13 Litchfield conference
257 registration payments, for a total of \$4790.

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259 During that period I've written five checks, for a total of \$1737.35. The biggest was for Elderberries
260 (\$896.20). Others were for the Rainbow website, transition expenses, and Litchfield conference refunds.

261
262 I'm way behind in thankyou letters and memorial gifts; I hope to catch up before leaving for Litchfield, but
263 we'll see.

264 **Secretary: Barbara Child**

265 After the August 21 Board Meeting, I sent the approved July 17 Board Meeting minutes to Webmaster Duane
266 Fickeisen for posting on our web site under Governance. I sent draft August 21 Board Meeting minutes and
267 reports to the Board for corrections and other suggested revisions, and then, with the Board's approval, sent these
268 draft minutes and reports on to Judy Gibson to provide her with information that might be useful for her
269 publicity work. On September 13 I re-sent the minutes and reports to the Board for review before the September
270 18 meeting. I also sent this Secretary's report to the Board on September 13.

271 Based on my earlier phone conversation with Aston Bloom and materials that she sent me, I rewrote what I had
272 presented at last February's conference about Rosemarie Carnarius to share as part of our honoring of Rainbow
273 pioneers at our upcoming October conference.

274 **Newsletter Editor – Jaco ten Hove**

275

276 Again not much to report, other than prepping for the next issue, which I have a grip on, but will be looking for
277 more material out of the conference upcoming.

278

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

280 Most of the work this month has been on the Litchfield Conference.

281

282 Questions for the board:

283

- 284 1. Is it ok for Russ Savage to include all deceased members who died since last October or do you want
285 only those who died since the New Braunfels Conference?
- 286 2. Would you like lunch issue tables on Tuesday or Wednesday?
- 287 3. Who will introduce Meg Riley and Jay Deacon?
- 288 4. I assume Diane will do the welcome on Monday night. I will offer some announcements, like book and
289 craft tables, caring card table and any program announcements that Phyllis wants. THE BOARD
290 NEEDS TO DECIDE THE INTRODUCTIONS AND DEEP LISTENING EXERCISE AND
291 LEADERS.
- 292 5. Diane, DO YOU WANT HELP FROM THE BOARD FOR THE CONVERSATION ON THURSDAY
293 MORNING? I would like to lead a short discussion about possible future conference sites. Are we
294 interested in a cruise or going where it is cold in Februarys in the future? Do we want to return to
295 Wisdom House? Do we want to go back to two nights and three days and stay in a hotel?

296

297 Carol Gould of Wisdom House would like to give a welcome and instruction about Wisdom House during
298 Monday dinner so we can move right into our program during our evening gathering.

299

300 I have contracted with the Goshen Congregational Church organist to accompany all the worship services which
301 will be held in the chapel. There is a good piano in the chapel. I have given the pianist's name to our worship
302 leaders and asked them to communicate with her directly.

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I will be working with Wisdom House for them to supply snacks for our social hour. We will be bringing wine, beer, juices and water. Don Chery will oversee the social hours.

We may light a candle on the marble altar in the chapel, but no place else are flames allowed.

The Tea Room will be the location for books sales, craft sales, the card signing table and literature that people may bring. It is across the hall from our social hour lounge which has a door into the auditorium where our general meetings will be held. There is a refrigerator in the social hour lounge which is ours to use and regularly tea and coffee.

Phyllis Hubbell has hired a videographer, Thomas Mazarrella who has met with staff at Wisdom House to be sure he and they have everything we need.

A DVD player and large TV screen will be set up in the Auditorium at 2:15 pm on Wednesday and can play till dinner and even after the Wide Variety Show if someone wants it.

Susan LaMar and/or Dee Graham will handle the Timeline. We have permission to post it in the auditorium with painter's tape.

Our keynote presenter will be Meg Riley with a historical introduction and reflections from Jay Deacon.

Our first panel includes Brendan Hadash, Kim Crawford-Harvie, Tony Larsen and Pat Sullivan. Our second panel includes Carlton Elliott Smith, Lindi Ramsden (by Zoom), Craig Matheus and Lucy Hitchcock.

Our worship leaders are: Russ Savage, Jane Drinell, the board members in the Remembering Pioneers, and Meg Riley.

Michael Crumpler will lead a conversation at 11:15 am on Wednesday.

Workshop leaders are: Keith Kron, Michael Crumpler, the Videotaping of personal stories, Kerry Mueller and I am still looking for someone to lead a spirituality workshop to address loss, grief, and personal struggles people may be coming with.

At 2:15 on Wednesday there will be an opportunity to meet with Keith Kron in a strategizing session as well as a Thematic DVD's playing in the Auditorium.

Darrick Jackson of UUMA will talk with us during the Board Conversations on Thursday morning.

Lunch table conversations include:

Jaco will facilitate a conversation on options for giving away books upon retirement.

Diane will facilitate a conversation on issues related to emeritus/a status of retired parish ministers.

I will facilitate a conversation on maintaining our moral integrity during these difficult times of social and political stress. This will be a sharing of what people are doing.

Benjamin Maucere has agreed to MC the Wide Variety Show.

Millions of thanks to Phyllis Hubbell and Lois Wesener and to Carol Gould, our contact in Wisdom House.

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353 **At Large Members: Connections Chair – Art Severance and Assistant Connections Chair – Cathie**
354 **Severance**

355 Besides Cathie sending out condolence notes and me sending out notifications about retirees I sent out emails to
356 20 people in JPD North, Bay Area Inland, Eastern Carolinas, VA North, and Central Mass.

357 **At Large Member: Good Offices – Susan Veronica Rak**

358 No report.