

Minutes of Zoom Conference Board Meeting – October 16, 2019
Unitarian Universalist Retired Ministers and Partners Association

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

3 Board Members Absent: Art Severance and Cathie Severance

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

5 **SEPTEMBER 18 BOARD MEETING MINUTES**

6 **The revised September 18 Board Meeting minutes were approved.** They have been sent to Duane for
7 posting on UURMaPA's web site under GOVERNANCE. (The draft minutes of that meeting were sent to Judy
8 Gibson as a resource for publicity.)

9 **TREASURER'S REPORT**

10 **The Treasurer's October report was approved.** In response to questions from Diane, Dave noted that he has
11 now sent Wisdom House a check for \$24,542. Some conference costs have been covered by our UU Rainbow
12 History grant. All of those funds have now been used. Grant money was not used to pay conference registration
13 fees for Board members.

14 **UU RAINBOW HISTORY PROJECT**

15 At this meeting there was no report from Diana McLean, the book editor now under contract with UURMaPA; it
16 was understood that it was too soon to expect a report from her. Diane noted that as a result of conversations
17 among Diana McLean, Judy Welles, and herself, people who have contributions that might be appropriate for the
18 book and/or the website are being asked to send them to both Diana and Judy, with the understanding that Diana
19 and Judy will together determine what will go where.

20 Diane noted that Judy Welles will report to the Board when she has information to report rather than on a pre-
21 determined reporting schedule such as Dorothy Emerson had when she was the Coordinator of the UU Rainbow
22 History Project. Informally, Judy has let Diane know that she is now developing a working relationship with
23 Diana McLean and organizing and editing materials to go on the website.

24 Phyllis reported that the Fall Conference videographer has already turned in videos for review. It is not known
25 yet who will do the reviewing.

26 **WINTER 2020 CONFERENCE**

27 Ginger summarized the program plans. There will be four theme segments, one focusing on each of the
28 following: Women (facilitated by Diane), Race (facilitated by Gordon Gibson), Technology (facilitated by
29 Duane), and the Vietnam War (facilitated by Barbara). Each will have 90 minutes. It is expected that the formats
30 for the four theme segments will differ from each other. In the draft schedule, UUA and UUMA reports will be
31 at different times rather than in a consolidated business and information-sharing meeting on the final morning.
32 One of the theme segments might be part of that morning's schedule. Based partly on evaluations from the Fall
33 Conference, there is a commitment to more free time, probably at least partly on the second afternoon.

34 *At Diane's request, we will email her suggestions for who might be the next Odyssey presenter.* We expressed a
35 general preference for someone (or possibly a minister and partner) who has been actively engaged in
36 UURMaPA, someone who has attended at least one conference.

37

**Minutes of Zoom Conference Board Meeting – October 16, 2019
Unitarian Universalist Retired Ministers and Partners Association**

38 **ELDERBERRIES**

39 Jaco reported that he is waiting for a few pieces to come in for the next issue. *At his request, anyone who took*
40 *pictures at the Fall Conference will send them to him.* He invited us to make a point of taking pictures at future
41 conferences and sending them to him for *Elderberries*.

42 Diane noted that she has sent Jaco for publication in the next *Elderberries* the schedule of two optional Zoom
43 conversation series she has planned on the proposed UUMA Guidelines revisions with the invitation that people
44 sign up to participate. *At Diane's request, we will let her know if we would like to participate in either*
45 *conversation series and if we are willing to take some role such as time-keeper.*

46 **UURMAPA MEMBERSHIP MATTER**

47 We discussed the ramifications for UURMaPA membership status of a minister's resignation from UUMA
48 during an MFC review. The discussion ultimately focused on whether according to our bylaws UUA fellowship
49 in good standing is required for UURMaPA membership, and whether an opportunity to be heard by UURMaPA
50 (via the Board) ought to be offered to a minister undergoing MFC review before removal from UURMaPA
51 membership or only after removal with a view toward possibly rescinding the removal. We also gave some
52 attention to whether we ought to make a rule to be followed in any such case or whether we ought to operate on
53 a case-by-case basis. *Diane will draft a proposed decision by this Board on the pending questions and Jaco will*
54 *review it before circulating it to the entire Board.*

55 **THE GREENING OF UURMAPA**

56 Phyllis brought to us her concerns about the effects on the climate of our current meeting and conference
57 arrangements as well as programming. After some discussion, **we decided to have a conversation at the**
58 **Winter Conference on issues related to "the greening of UURMaPA," and we decided this conversation**
59 **should be built into the program in a formal way, not simply as the subject of an optional lunch-table**
60 **conversation.** *Phyllis and Jaco will facilitate this conversation; Dave will participate as well.*

61 **CONCERNS RELATED TO PARTNERS IN UURMAPA**

62 Barbara brought to us her concerns based on her observations at the Fall Conference that made it seem to her that
63 partners who are not themselves ministers were to some degree marginalized. After discussion, including the
64 observations of some of the rest of us at the conference, *we committed ourselves to act with heightened*
65 *consciousness regarding partners. Barbara will communicate to the Nominating Committee our hope that more*
66 *partners will be considered for nomination for positions of leadership. Ginger (and anyone else arranging for*
67 *worship services at conferences) will impress upon worship leaders the need to make sure that worship services*
68 *reflect recognition that the worshipping community includes partners who are not also ministers. Although Art*
69 *was not at this meeting, we trust he will be amenable to our wish that he (and subsequent Connections Chairs)*
70 *inform us prior to conferences of registrants, especially partners, who are attending a conference for the first*
71 *time. Finally, we commit ourselves to paying heightened attention to partners in attendance at conferences,*
72 *doing all we can to make them feel welcome and included.*

73 **DOCUMENT STORAGE**

74 Phyllis brought to us her concern as to whether we ought to have some agreed-upon site for storage of
75 documents prior to possible turning over to the archives, and we discussed related issues and options. *Susan will*
76 *investigate options after the holidays. She will invite Susan LaMar, our historian, to pursue this investigation*
77 *with her.*

78

Minutes of Zoom Conference Board Meeting – October 16, 2019
Unitarian Universalist Retired Ministers and Partners Association

79 **ADDITIONAL PENDING MATTER**

80 Ginger needs us to decide at our November meeting on the site for the Fall 2020 Conference.

81 **NOVEMBER 2019 MEETING**

82 **Next meeting: November 20, 2019, ZOOM conference meeting at 1:00 Eastern Standard Time, with**
83 **individual Board members to adjust the time according to the time zone of their location.**

84 Respectfully submitted,

85 Barbara Child, Secretary

86 **REPORTS SUBMITTED FOR OCTOBER 16, 2019, ZOOM CONFERENCE BOARD MEETING**

87 **President: Diane Miller**

88 This was a busy time leading up to the October Conference. Congratulations to the Program team, led by Phyllis,
89 and the Conference team, led by Ginger! It was great to have all the Board members present for the “optional”
90 conference gathering. See you again face to face in Scottsdale.

91

92 The primary accomplishment was to complete the selection of our editor after following up with references.
93 After acceptance and informal discussion of our offer and agreement, Barbara Child drafted a detailed contract
94 agreement. I sent that to Diana and reviewed it with her prior to the Conference start. Dave wrote a check for the
95 initial thousand dollars of stipend. Diana was introduced on Monday evening, and then via Announce after the
96 conference. She will be noted in Elderberries next issue. Diana hopes to submit a proposal to Skinner House (I
97 corrected the preceding from Sinner House, which I rather like) by December 1, so she will be moving quickly.
98 We discussed the importance of centering LGBTQIA voices, and options for how it is organized.

99

100 Phyllis raised the question about where we should file important documents, such as the videographer contract,
101 the editor contract, etc. I am adding this to the agenda. Phyllis and Barbara, will you give this some thought? The
102 idea is mostly about resources, not archives, which go to HDS. Everyone, do you have working documents that
103 should be available to everyone?

104

105 I prepared and presented the Citation for the Unsung UURMaPan, which went to Judy Gibson. The text was
106 sent to Elderberries. The Award role is now handed off to VP Phyllis. Related news, the GA reservations process
107 has begun, and Phyllis will be our contact for the luncheon, and if we want to offer a workshop once again.
108 I have agreed to lead the 90 minute program segment on Women in UU Ministry over the past five decades. Via
109 Elderberries and Announce I will be inviting ZOOM conversations weekly until then to gather stories and
110 information. The subject is HUGE, so all I can say is that I’ll be doing a glancing treatment. My first idea was to
111 weave stories together in a presentation. I’m also thinking about inviting multiple voices. My question is are
112 whether we have any budget to cover costs for panelists – and I know we did not budget for this sort of program
113 expense. We will have women present who can do segments about the earlier decades, and fewer from the more
114 recent decades.

115

116 Ginger reminded me that I’m responsible for choosing the Odyssey presenter for the conferences, which includes
117 February, now coming up quickly. I have a list of past presenters for both conferences. I would very much like to
118 have any suggestions from the Board.

119

120 Misconduct, membership, and bylaw changes will require more of our attention. Here are the items that need
121 some time on our agenda.

**Minutes of Zoom Conference Board Meeting – October 16, 2019
Unitarian Universalist Retired Ministers and Partners Association**

122

- 123 • Misconduct resignation of Tom Wintle

124 The resignation from Ministerial Fellowship is listed in the summer/fall UU World magazine “milestones.” Tom
125 retired in 2018 and joined a Peer Group. This is now an issue within the Peer Group, and they have asked for a
126 decision from us. I have been informed of the Peer Group situation by Paul Hull, my partner, who is a member
127 of that group. Paul has circulated an email to get this in writing from the group, but their approval hasn’t been
128 completed. In short, after missing several meetings without explanation, Tom’s resignation from Fellowship
129 appeared in the World. At pretty much the same time, Tom emailed Lindsey Bates (the convening member) in
130 September wondering if he should remain in the group. She responded that it would be a group decision. The
131 Peer Group discussed, and because the Peer Group is a UURMaPA program, they tossed the decision to us,
132 requesting the Board advise them on the question of Tom continuing. So, two questions.

- 133 • Shall we vote to removed Tom Wintle from membership, as he has resigned from Fellowship in the
134 UUA while a misconduct case was underway?

- 135 • Shall we restrict his participation in the Peer Group?

136 As you may recall, we did not have a clear decision and Tabled the David Maynard membership question last
137 winter. David Maynard remains in Fellowship, and was removed from the UUMA. Different case.

- 138 • As a passing comment at Wisdom House, Deborah Pope-Lance stated that our new by-law language
139 could remove Board discretion from the decision, so that a removal would be automatic.

- 140 • Bylaw changes related to Nominating Committee

141 This is going to roll over to the November meeting

142

143 UUMA Guidelines Conversations on ZOOM.

144

145 UUMA members in UURMaPA have an opportunity to discuss the proposed changes to the Guidelines prior to
146 Ministry Days 2020. Art Severance and Diane Miller will facilitate the sessions, following the Study Guide.
147 Participants will create a covenant and participate in the full series of conversations. There will be four sessions.
148 The first is 90 minutes, and subsequent sessions are 60 minutes each. One group (Tortoises) will spread out the
149 conversations over several months on second Tuesdays: Jan 7, Feb 11, April 14, and May 12 at 1 PM Eastern.
150 One group (Hares) will concentrate the sessions into a tighter time frame on four consecutive Fridays March 20
151 & 27, April 3 & 10 at 2 pm Eastern. To sign up, email president@uurmapa.org. You will need a phone or
152 computer that will run the free version of ZOOM. Instructions and reminders will be sent.
153

154 **Vice-President: Phyllis Hubbell**

155 UURMaPA Rainbow History Project

156

157 The second Rainbow History Conference is now complete. We had 73 total registrants, including ten commuters.
158 I don’t have a count, but judging from the number of people who stood up at Meg’s invitation in the final
159 service, I’m guessing perhaps twenty LGBTQ people attended. Of course, many in that number were speakers,
160 but such a large presence certainly suggests that UURMaPA has the potential right now to be far more diverse
161 than it has been. We who are straight and cisgendered will need to consciously make room for our lgbtq
162 colleagues, just as we will need to do for our colleagues of color. I’m not sure what that means, except that it
163 means listening to how their needs and wants may differ in ways the rest of us have yet to imagine.
164 Programming is certainly one area where the Board needs to be sensitive to diverse interests, but I’m sure there
165 are others.
166

Minutes of Zoom Conference Board Meeting – October 16, 2019
Unitarian Universalist Retired Ministers and Partners Association

167 I haven't seen the evaluations yet, but I personally found the conference moving and inspirational, and heard
168 similar comments from others. During these fraught times, it is heartening to hear that we have made progress
169 among ourselves in our attitudes and behavior and that we may have had some impact on the wider society.
170

171 The conferences are over, but some wrap up work continues. I am looking for people on my task force to help
172 with reviewing and editing the videotapes. We have now gotten the videos of Keith Kron's keynote from New
173 Braunfels and all of the videos from Litchfield. We will need to review them to be sure they have appropriate
174 captions and identify those that need to be reviewed by people who put conditions on their release forms. I need
175 to be back in touch with Charlie Agar, our New Braunfels videographer to find out when the remaining videos
176 are coming. We also need to consider what more we can do to get the word out into the wider UU world that we
177 have these materials available.
178

179 Reevaluating UURMaPa Conferences In Light of Climate Change
180

181 We have all asked ourselves what can be done about the increasing impact of climate change. In doing research
182 for my latest sermon, I've realized that I am not treating this as an urgent problem. The IPCC (the group of
183 scientists tasked by the UN to consider the projected impacts of various levels of increased CO2) says we have
184 approximately eleven more years before some of the worst impact is irreversible.
185

186 What does this have to do with UURMaPa? Eleven years is a frighteningly short time to cut back significantly
187 on CO2 emissions. Of course, we need to look to our government and other systems all over the world for
188 leadership and guidance. But I would also encourage us as a Board to look at the impact of everything
189 UURMaPa does that might have an impact on our environment. What I find most troubling is our conferences
190 that require long car trips or even worse, air travel. Then there is the need for some of us to attend General
191 Assembly which also involves extensive travel. I don't yet have any idea of how we can avoid attending G.A. if
192 we want to serve people who are getting ready to retire and welcome those newly retired. But maybe I just
193 haven't thought about it enough.
194

195 I am trying to cut back on travel myself. I would encourage us to put together a small task force to see if we can
196 come up with a different model for our conferences – at the least, eliminating the once yearly in person board
197 meetings. Of course, we want to find ways that we can provide community and opportunities for growth to our
198 members. I don't question the advantages of in person meetings and conferences. But we are facing a crisis
199 which is already taking lives, increasing massive immigration because of lost land and jobs, destroying homes,
200 etc. As Greta Thunberg says, "Our House Is on Fire."

201 I propose a three-member task force to look into this issue and report back to the Board.
202

203 **Treasurer: Dave Hunter**

204 We are back home from Wisdom House, but it would be premature to attempt a final financial report on the
205 conference.
206

207 I received at the conference five contributions, totaling \$625.00. Income from registrations was \$9745 (\$11,820
208 less \$2075 refunded).
209

210 Here are the expenses, so far:
211

212	Wisdom House deposit	\$5500 (paid in January)
213	Wisdom House final	\$19042
214	Wisdom House staff gratuity	\$250
215	videographer	\$1500
216	editor for book	\$1000

**Minutes of Zoom Conference Board Meeting – October 16, 2019
Unitarian Universalist Retired Ministers and Partners Association**

217	pianist	\$300
218	award	\$500
219	misc. expenses	\$562.60 (Luke & Wesener)
220	travel reimbursement	<u>\$2525.24</u> (for four)
221		\$31,179.84
222		

223 I've written no other checks since my September report. Our checking account had a balance of \$40,818.46 at
224 the end of September.

225 **Secretary: Barbara Child**

226 After the September 18 Board Meeting, I sent the approved August 21 Board Meeting minutes to Webmaster
227 Duane Fickeisen for posting on our web site under Governance. I sent draft September 18 Board Meeting
228 minutes and reports to the Board for corrections and other suggested revisions, and then, with the Board's
229 approval, sent these draft minutes and reports on to Judy Gibson to provide her with information that might be
230 useful for her publicity work. On October 15 I re-sent the minutes and reports to the Board for review before the
231 October 16 meeting. I also sent this Secretary's report to the Board on October 15.

232 After conversation with Diane about the process and timing of an agreement between our Board and Diana
233 McLean as editor of the Rainbow History book that we envision, I drafted the written agreement that Diane and
234 Diana McLean signed on October 7.

235 I designed a small-group check-in process for the first evening of our October conference and arranged with 12
236 people (including both ministers and partners) to facilitate those groups. At the conference, I participated in the
237 program on pioneers by reading my presentation on Rosemarie Carnarius. I also facilitated a Focus Group for
238 Partners as one step in my consultation with partners that is background work for my proposal to UUMA on
239 behalf of UURMaPA and the Transitional Ministers Chapter of UUMA. I was glad to have the opportunity at the
240 conference to speak briefly in person with Melissa Carvill-Ziemer about the timing of presenting the proposal
241 and related material to the UUMA Board.

242 **Newsletter Editor – Jaco ten Hove**

243

244 As usual, my primary work this past month, beyond participation in and coverage of the recent conference, was
245 to communicate for and prepare the Autumn issue of Elderberries.

246

247 I also began to think about the Winter issue, for which I am still looking for a newsworthy cover story, so I am
248 open to suggestions. (I have a couple of other options, but they are more feature-oriented than newsworthy, per
249 se.)

250

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

252 **At Large Members: Connections Chair – Art Severance and Assistant Connections Chair – Cathie**
253 **Severance**

254 Judy Gibson and I [Cathie] spent a couple hours together during the conference so I could learn the job of Obit
255 editor. It was an in depth sharing of the job description. This is a sacred honor to share the lives of the ministers
256 and spouses who have influenced our purposes and principles. Currently Judy is sharing her emails so I will be
257 ready in January, 2020.

258

Minutes of Zoom Conference Board Meeting – October 16, 2019
Unitarian Universalist Retired Ministers and Partners Association

259 At the conference only one person expressed interest. They have winter and summer homes in different parts of
260 the country.
261

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

263 No report.