

Minutes of Zoom Conference Board Meeting – December 18, 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, Art Severance, Cathie Severance, and Susan Veronica Rak

3
4 Attending for Part of Meeting: Judy Welles, Coordinator, UU Rainbow History Project

5
6 *Note: Board decisions are in bold type. Action items are in red italic type.*

7 8 NOVEMBER 20 BOARD MEETING MINUTES

9
10 **The revised November 20 Board Meeting minutes were approved.** They have been sent to Duane for posting
11 on UURMaPA's web site under GOVERNANCE.

12 13 TREASURER'S REPORT

14
15 **The Treasurer's December report was approved.**

16
17 *We will all send Dave any suggestions we have for the 2020 budget.*

18 *In his January report, Dave will give an accounting for the 2019 fiscal year as well as the 2020 budget.*

19
20 *At Diane's request, Dave will put in his January report the number of \$50 memorial gifts we have made this year*
21 *in memory of deceased ministers and partners . This will help us assess whether we might want to raise the*
22 *amount to \$100.*

23
24 *Dave will organize future reports so as to show the amount budgeted for each category of expenditure, the*
25 *amount spent in that category during the previous month, and the amount remaining in that category.*

26
27 *Diane will check in with Dave a week before the next Board meeting to let him know what financial information*
28 *she needs in preparation for the meeting.*

29 30 FEBRUARY BOARD MEETING AND CONFERENCE PLANNING

31
32 *All of us who will be flying to Arizona for the February Board meeting and conference will send the Board our*
33 *flight information as soon as we have made reservations.*

34
35 Ginger let us know up-to-date arrangements for our in-person Board meeting February 16-18 in Arizona.
36 She also let us know the UUMA Board would like to meet with us at some point during our meeting and
37 possibly worship together since they will be meeting in Scottsdale at that time as well.

38
39 *Ginger will try to arrange for us to meet all day on Tuesday, February 17, at the Franciscan Center.*

40 We determined that we will go out to dinner on February 17 during our Board meeting and do no further work
41 that evening.

42
43 *Ginger will check and let us know if accommodations will be available for any of us who might want to stay*
44 *overnight in Scottsdale on Friday, February 21, following the end of the conference.*

45
46 Ginger let us know she is still looking for worship leaders and a chaplain for the February conference.
47
48
49
50

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51 We listed matters to be included on the February Board business agenda:

- 52
- 53 • Ministerial misconduct
- 54 • Area Connectors
- 55 • The Gadfly controversy
- 56 • UUMA Guidelines revisions
- 57 • Budget – how we want to spend UURMaPA’s money in the future
- 58 • Endowment
- 59 • Whether we want to continue to have two conferences a year, eight and four months apart
- 60 • Whether we want to continue to have one in-person Board meeting each year
- 61 • Check-up on our progress to making UURMaPA more welcoming to ministers and partners of color
- 62 • Carbon offsets
- 63

64 *We will let Diane know of other matters we would like added to the agenda.*

65

66 We will have a rehearsal during our Board meeting of the presentation on the Gadfly controversy Susan is
67 planning for the conference. We agreed it would be valuable to have this rehearsal before we meet with the
68 UUMA Board because we might want to have some conversation with them about it. *Diane, Susan, and Ginger*
69 *will decide where on our Board agenda to put the rehearsal of the Gadfly presentation.*

70

71 **We agreed that our Gadfly presentation will be informational, not in the nature of taking a stand.**

72 **FALL 2020 CONFERENCE PLANNING**

73

74

75 We confirmed the dates of the fall conference as October 12-15.

76

77 **We approved Ginger’s selection of the Barbara Harris Center in Greenfield, New Hampshire as the site.**

78

79 Jaco asked for a deputy photographer and scribe for the fall conference. *Art will serve as deputy photographer.*
80 *Barbara will also be taking pictures at the conference.* Jaco invited someone to get in touch with him to
81 volunteer as scribe.

82

83 *Diane will put on the January 2020 Board meeting agenda the choice of a coordinator and theme for the fall*
84 *2020 conference. Meanwhile we are all invited to send program ideas to Ginger.*

85

86 **UU RAINBOW HISTORY PROJECT**

87

88 Judy Welles reported in person on her work so far as Coordinator since Dorothy Emerson’s death.

- 89
- 90 • She has reviewed all email related to the project.
- 91 • She reported that the Faithify campaign raised \$3000.
- 92 • She has reviewed and edited submissions for the web site. There have been many following the fall 2019
93 conference.
- 94 • There were many videos from the fall conference to transcribe.
- 95 • There have been copyright issues to resolve.
- 96 • She plans to write an article for the winter issues of *Elderberries* in which she will express thanks to the
97 many people who have helped her with this work.
- 98

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99 In response to a question from Phyllis about a deadline for spending the remainder of the project's grant money,
100 Judy expressed her confidence that the UU Funding Program will grant an extension if needed, with the
101 expectation that it will be feasible to make the final report on expenditure of the grant money by the end of the
102 first quarter of 2020. Judy also expressed confidence that there is sufficient money left to pay for the remaining
103 video transcriptions.

104
105 Judy reported regarding the near future:

- 106
- 107 • She plans to conclude her service as Coordinator by December 31, 2019.
- 108 • She would be taking part in a conference call immediately following our meeting with several involved
109 and knowledgeable people to consider what might have been missed in this work so far and what
110 individuals or groups might have been inadvertently overlooked.
- 111 • She reported on a conversation with Ann Spatola about the remaining work of UU Rainbow History
112 Project coordination and Ann's suitability for that work.
- 113

114 Given that the choice of someone to continue the work of the UU Rainbow History Project Coordinator is for the
115 Board rather than the Nominating Committee to make, **we agreed to ask Ann Spatola to take this position.**
116 *Judy will convey this to Ann in writing on our behalf with a copy to Diane.*

117 118 APPROVAL OF DOCUMENTS

119
120 **We approved the job description for the webmaster prepared by Duane Fickeisen.**

121
122 **We approved the description of Zoom procedures prepared by Susan.**

123 124 JANUARY 2020 MEETING

125
126 **Next meeting: January 15, 2020, ZOOM conference meeting at 1:00 Eastern Standard Time, with**
127 **individual Board members to adjust the time according to the time zone of their location.**

128
129 Respectfully submitted,

130
131 Barbara Child, Secretary

132 133 **REPORTS SUBMITTED FOR DECEMBER 18, 2019, ZOOM CONFERENCE BOARD MEETING**

134 135 President: Diane Miller

136 137 UU Rainbow History Project

138 Good News! Diana McLean submitted the proposal by the deadline for the December meeting of the Skinner
139 House Board. It was 50 pages, and included a cover letter, draft table of contents, draft intro, and draft sample
140 chapters. Next steps can go in many directions, and I won't try to predict. Most likely, the SH Board will decide
141 if they can take on a review, and if so, will assign readers for the proposal and report out to the next quarterly
142 meeting. Then they will make further decisions. So, at a coasting point with the book project right now while the
143 Skinner House Board does its work. When and if Skinner House accepts the proposal, we will pay the next
144 installment of 1/3 compensation to Diana.

145 Also good news! Judy Welles will have her final report to us in her role as Rainbow History Coordinator, a role
146 she is putting aside at the end of the year. She will continue to edit submissions she has in hand and will arrange
147 posting to the RH website. Judy will join us during our meeting for a final RH report.

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148 Susan Rak has worked to convene, via a couple Doodle polls, a ZOOM meeting to go over remaining steps. That
149 conversation will be happening after our Board meeting. One task includes getting a final report to the Funding
150 Panel, due in January 31st.

151 February Conference in Scottsdale

152 I invited Judy Clymer Welles to deliver the Odyssey and she accepted. I reviewed the lists of past presenters,
153 sent by Ginger, and then the registration list for the conference, as of last Wednesday, in order to select an
154 odyssey presenter. One name leapt out at me. We aim for hearing from colleagues who are actively involved in
155 UURMaPA, and who have been retired long enough to have reflections on that aspect of their lives.

156 Please arrange your travel to Scottsdale. Phyllis found a large difference in prices among her options, so please
157 aim for getting those lower priced seats. I am still messing around with mine due to grandson's BD plans not yet
158 finalized for the 15th, but will book soon.

159 In order to prepare the program section on women in ministry, I have begun some ZOOM conversations with
160 women. They are every Tuesday (except Dec 24) thru Feb. 11th. It has been a small start but rich in content. I am
161 taking a cue from Barbara Child and turning this into a panel to have more voices and shorter presentations
162 required. I'll have a full report on panelists in coming weeks.

163 Obituaries

164 After catching up on condolence notes and communicating with Dave Hunter and Judy Gibson, as well as the
165 UUA, I clearly understand the many steps involved and appreciate the spreadsheet, designed by Judy Gibson, to
166 help us track who has done what. The role of coordinating shifts over to Cathie Severance at the turn of the year.

167 Updating Documents

168 Duane Fickeisen has drafted a comprehensive and detailed job description for the webmaster. I will send it to
169 you separately for review, after which it can be posted by the webmaster! Duane is not moving on,
170 thankfully, he will continue in this role for now.

171

172 **Vice-President: Phyllis Hubbell**

173

174

175 Rainbow History Conference Follow Up: With the help of Brendan Hadish, Jay Deacon, Susan Lamar, Marni
176 Harmony and Theresa Novak, I have now completed editing all of the videos I have from New Braunfels and
177 sent my comments on to our videographer Charlie Agar. Unfortunately, Charlie has been unsuccessful in
178 sending the partners' panel video because it contains so much data. I advised him that a second video (the last
179 half of the ministers' panel) is missing. Charlie now plans to put the partners' video on You Tube and will look
180 for the missing video. After reviewing the instructions I just sent him, Charlie will give me an estimate of how
181 long it will take him to complete his work.

182

183 Now I will turn to the Litchfield videos. Judy Welles has completed the review of all but three of the tapes. I
184 need to prepare captions for all of them and prepare an easily readable set of instructions for Tom Mazzarella,
185 our Litchfield videographer.

186

187 John has gotten almost all of the release forms from the participants in New Braunfels and Litchfield.

188

189 Judy Welles is working on getting someone to replace herself in reviewing documents submitted for archival
190 purposes. She plans to leave this work at the end of December. Judy has done an incredible job coordinating with

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191 Gretchen, Andover/Harvard, and those who are providing information for them and she has been a delight to
192 work with.

193
194 Rainbow History UURMaPA Workshop: I have submitted a proposal for a G.A. workshop entitled Equal
195 Marriage: Changing Hearts, Minds and Laws. We have a terrific group of panelists, Meg Riley, Hillary
196 Goodridge (lead plaintiff in the Successful Massachusetts Marriage court case) and Jay Deacon. I will be the
197 moderator. We should hear soon whether our proposal has been accepted.

198
199 General Assembly UURMaPA Lunch: I sent out a note last week asking what the next steps are.

200
201 Saging Award: No progress on this. My next step is to get a committee. If the committee should be from Board
202 members, I hope we can set one up at this Board meeting.

203
204 **Treasurer: Dave Hunter**

205
206 It's been a relatively quiet month for me as your treasurer (and a very busy month for me otherwise). For the
207 January meeting I will provide for you (*Deo volente*) a financial report for 2019 and a proposed budget for 2020.

208
209 We've received 12 contributions (not including those with conference registrations) in the last month: 10 checks,
210 2 Paypal, for a total of \$1275. Highest: \$300, lowest \$10. Rainbow project: \$375 (2).

211
212 For the Scottsdale February 2020 conference we've received in the last month 11 checks providing \$4546.50 for
213 registration for 13 people, including 1 commuter (with, in addition, 2 board members free) and 5 contributions,
214 for \$480.

215
216 Since my last report (November) I've written 6 checks: Zoom \$160, Elderberries printing and mailing \$968,
217 board travel for Scottsdale (1) \$472, UUMA (memorial gifts for 8 deceased ministers) \$400, partner memorial
218 gifts (2): \$100.

219
220 The tentative charge for the October 2020 conference at the Barbara C. Harris Center in Greenfield NH is
221 \$18,675, of which \$3,735 is due now.

222
223 Please let me know of any expected income or expenses (or any increases or decreases) for 2020 that I might not
224 be aware of.

225
226 **Secretary: Barbara Child**

227
228 After the November 20 Board Meeting, I sent the approved October 16 Board Meeting minutes to Webmaster
229 Duane Fickeisen for posting on our web site under Governance. I sent draft November 20 Board Meeting
230 minutes and reports to the Board for corrections and other suggested revisions. On December 13 I re-sent the
231 minutes and reports to the Board for review before the December 18 meeting. I also sent this Secretary's report
232 to the Board on December 13.

233
234 On December 12, I met with Wendy Williams, UUMA President, on Zoom to update our process regarding my
235 work as representative of both UURMaPA and the Transitional Ministers Chapter of UUMA to carry forward to
236 the UUMA Board and subsequently to the UUMA membership in June 2020 our joint proposal for added
237 language in the UUMA Guidelines relating to a previous minister's partner as an appropriate person to take part
238 in covenanting between a congregation's current minister and a previous one. Wendy and I also spoke about who
239 might be the appropriate UUMA leadership's representative to work with me on an appropriate process to get
240 UUMA's ultimate endorsement of the informal guidebook I am in the early stages of producing which will be

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241 designed to assist serving parish ministers, ministers previously serving the current minister’s church, and a
242 previously serving minister’s partner as they go about achieving a healthy and respectful covenanted relationship
243 among them.
244

245 Ultimately, Wendy and I agreed that I will provide her with the needed material in time for her to present it to the
246 UUMA Board on January 16. We contemplate her getting back to me shortly afterwards to let me know who
247 will be my UUMA leadership liaison for purposes of completing the guidebook. We also regard the proposed
248 addition to Guidelines language as a matter potentially suitable to be taken up at the portion of the UUMA 2020
249 Annual Business meeting that will occur on Zoom in advance of Ministry Days.
250

251 .Newsletter Editor –Jaco ten Hove

252

253 I have been slowly collecting material for the next issue of Elderberries. Meanwhile, I arranged to send
254 conference photos and the summary article to Gretchen for posting on the Rainbow History website.

255 At-Large Member: Conferences – Ginger Luke

256

- 257 1. I have consulted with Lois Wesener about registration for Scottsdale Winter Conference. As of 12-14-19
258 there were 17 registrations, several commuters. I need to send in my registration and a bet some of you do
259 too. Please do that quickly.
- 260 2. Lois Wesener will be sending us a list of registrants regularly from now on.
- 261 3. She and I worked some more on the schedule which I will attach to this report.
- 262 4. I have sent an eblast (announce) to Richard Speck to send out to the membership reminding them to register
263 for Scottsdale.
- 264 5. I still need 3 worship leaders for Scottsdale and a Hospitality coordinator.
- 265 6. I have signed a contract with Barbara Harris Camp and Conference Center in Greenfield, NH for October
266 12-15, 2020. I have asked Dave Hunter to send a deposit along with our signed agreement.
267

268 At Large Members: Connections Chair – Art Severance and Assistant Connections Chair – Cathie 269 Severance

270

271 Retirement: No retirees during the holidays, evidently. I have sent out another all Area Connector Holiday email
272 asking them to contact me just so I know their emails are working and reminding them of the Areas for which
273 we we still need Connectors-

274 BAY AREA INLAND

275 CENTRAL MASSACHUSETTS

276 EASTERN CANADA

277 JOSEPH PRIESTLEY NORTH

278 JOSEPH PRIESTLEY SOUTH

279 METRO NY/NJ

280 WESTERN CANADA

281

282 Cathie’s Part: I am working on understanding the Obituary Coordinator’s job. Every time I believe that I
283 understand, a new part is added. I have received notices of deaths from Facebook, church newsletters, and
284 friends of the deceased, but that don’t have the data I need to send notes and record deaths. The condolence letter
285 I sent to Bob Schaibly’s partner, Steven Storia was returned as “incorrect address”; is there another place besides
286 our directory to look for addresses without being a detective?
287

288

289

290

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

292

293 The minutes from the November Zoom meeting indicate I will offer a “background paper” on the issues around
294 the Gadfly Papers at GA, the censure of the author, etc. - however, when I sat down to write, that became an
295 overwhelming project. So what follows is something more cursory and not in-depth - more like a preliminary
296 time-line and resources regarding the issues that emerged at GA this past summer around the distribution of the
297 “Gadfly Papers”, the censure of Rev. Eklof issued by the UUMA sometime later, and the responses...]. Read as
298 you feel called to do - this all may be old news by now.

299

300 Related to this, on November 26th I spoke with Rev. Melissa Carvill Ziemer, UUMA Director of Collegial
301 Practices, regarding UUMA participation in the UURMaPA Winter Conference and what follows this general
302 information are some reflections and recommendations from that conversation, not unrelated to these issues.

303

304 **Collegial Controversy**

305

306 June 2019 - Spokane WA: During General Assembly, the Rev. Dr. Todd Eklof and members of the Spokane
307 congregation he serves began distributing free copies of his self-published book of essays critical of aspects of
308 the UUA’s anti-oppression work. Eklof told the local newspaper he had been asked to leave GA for arguing that
309 the UUA was too focused on political correctness. (in the Spokane Spokesman-Review, 6.25.19)

310

311 UUA Executive Vice President Carey McDonald responded to the newspaper story ([https://](https://www.uuworld.org/articles/media-roundup-2019-06-25)
312 www.uuworld.org/articles/media-roundup-2019-06-25)

313

314 other respondents:

315 DRUUMM (Diverse Revolutionary UU Multicultural Ministries),
316 the people of color and indigenous chapter of the UU Ministers Association,
317 several hundred white UU clergy,
318 the board presidents of LREDA (Liberal Religious Educators Association).

319

320 At GA several overtures were made to Rev. Eklof by colleagues (in the spirit of Good Offices) to meet and be in
321 conversation about the issues raised and hurt caused by the book and its method of distribution. These overtures
322 were declined.

323

324 August 17 - the UUMA sent a letter of censure to the Rev. Eklof , shared with UUMA membership via email.

325

326 late October/early November (?) - a group of “experienced UU clergy” sent a letter to the UUMA and UUA
327 protesting the Letter of Censure and requesting further dialog
328 http://www.topiccentral.com/tgp/UUMA_concerns.pdf...

329

330 The UUMA Board response is available to UUMA members at [https://www.uuma.org/](https://www.uuma.org/global_engine/download.aspx)
331 [global_engine/download.aspx](https://www.uuma.org/global_engine/download.aspx)... Page 1 of 3

332

333 Additionally, the UUMA also posted on their website a clarifying article on what “censure” actually means:
334 <https://www.uuma.org/news/news.asp?id=476148#comments>

335

336 The links I have provided offer, I think, information about the crux of the issues - not whether or not an
337 individual UU minister or UU’s in general cannot exercise a “free and responsible search for truth and meaning”,
338 but rather what is collegiality and how do we exercise that right to open and free dialog without inflicting harm
339 or unconsciously exercising privilege that oppress others.

340

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341 These documents highlight the points of tension within our movement and the push and pull of our work for
342 justice and inclusion and deeper understandings of how we tell our story. This, I think, is what we might want to
343 have on our radar as Retired UU Ministers... not whether or not the ideas are sound [yet that is still a valid point
344 of discussion...] but how shall we be in community and covenant.
345

346 **My conversation with Melissa Carvill Ziemer - responses and recommendations**

347
348 • With respect to the request “that the Winter Conference include some attention to the ongoing controversy
349 within UUMA regarding Todd Eckloff’s book Gadfly Papers”:
350

351 I can’t recall if we discussed this in our Zoom meeting last month, but I suggested that we might offer summary
352 of the events/issues and the UUMA’s actions simply be offered without comment or debate at the Conference.
353 And then those who are interested to explore further can do so in a separate, non-Conference organized gathering
354 (we would suggest place and time but neither the UURMaPA Board nor the UUMA would run this...). Melissa
355 thought this a good approach,
356

357 background: Melissa reminded me that the UUMA has been affected by these conflicts but has also
358 experienced transformation throughout all these related controversies. And perhaps these issues are not
359 always on the front burner for UURMaPA. For example, at the Winter Conference a couple of years ago,
360 when the UUA and congregations were wrestling with the “southern region hire” issue, with multiple UUA
361 staff resignations and UUMA Director’s letter and subsequent resignation, there was a clear mix of reactions
362 from UURMaPA members present [aware and concerned; unaware but interested; not all that concerned... as
363 best she can recall. You who were there might remember it differently.] However, at that time they followed
364 the same process as mentioned above.
365

366 In addition, we have no idea where these issues and concerns will be in February 2020: still alive, forgotten, or a
367 refreshed controversy of some sort might arise out of it. So not taking any formal action at this time is prudent:
368 wait and see and deal with it then.
369

370 • Going forward, the UUMA Good Offices Coordinating Team used to have UURMaPA participation
371 /representation and this should be revived. To that end, Melissa suggested that if possible, I should attend the
372 Good Officer training that precedes Ministry Days this year (Marni had attended a previous training).
373

374 UURMaPA might want to define it’s understandings around Good Offices and clarify what our needs are and
375 how we might fill them in this area, when conflicts arise or questions fo participation are raised.
376

377 In the future, as changes in UURMaPA’s membership unfold, we may want to reopen the conversations about the
378 relationship of these two entities (perhaps revisiting the question “Could UURMaPA be a UUMA Chapter?”)...
379 how do these two entities relate?
380

381 **Finally, with respect to scheduling UUMA at the 2020 Winter Conference:**

382 • the UUMA Board will also be having their meeting at the Franciscan Renewal Center during the UURMaPA
383 Conference, so there will be time for informal interaction perhaps during meals.
384

385 • Melissa suggested the the two Boards might want to meet together - perhaps an hour or so. This is a time slot
386 the UUMA usually reserves to gather with area colleagues, but since they did that last year, she suggested this
387 could be useful to both Boards at this juncture. to meet face-to-face.
388

389 • Suggested time: Tuesday February 18 at 10 or 11 AM, before their lunch. I am not sure how this fits
390 with UURMaPA’s schedule – i.e., getting there from the hotel, allowing time for set-up, etc., and our

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391 own check-in to the Retreat Center. I'm hoping we can decide about this in our meeting on the 18th.
392 They [the UUMA Board] will wait to hear from us if this could work.
393

- 394 • The possibility of **worshipping together Wednesday morning** was also mentioned. I think that
395 sounds lovely, but it is up to the Conferences planners to decide if it fits, and if it does, how best to
396 coordinate with UUMA Board & Staff.
397
- 398 • For the UUMA time-slot in the Conference itself, a representative from the UUMA will make
399 themselves available for that. But since it is their meeting-time as well, it will be just one person.
400

401 **Additional Report on Zoom**

402
403 A Zoom subscription is maintained specifically for UURMaPA leadership, allowing for video meetings with
404 several participants (e.g., Board, Nominating Committee, Conference Planning and other task force or working
405 groups authorized by the Board).
406

407 The account is currently under the at-large Board member portfolio (*Liaison to the UUA and UUMA*) and they
408 maintain their own log-in and password. This information is not shared or made public. In addition, the
409 account permits only one administrator, so other meeting requests are forwarded to the holder of the account for
410 scheduling.
411

412 The annual fee for this Zoom account is paid by the account holder/administrator, who is then reimbursed.
413

414 >>The cost of additional ZOOM Room subscriptions is budgeted to be set up for Peer Group meetings. *From*
415 *Board Minutes 12/6/2016*

416 [I do not know anything about this item... from what I received from Marni, this is not included.]