

Minutes of In-Person Board Meeting, February 16-18, 2020

Unitarian Universalist Retired Ministers and Partners Association

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

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

5 6 JANUARY 15, 2020, BOARD MEETING MINUTES

7
8 **The revised January 15 Board Meeting minutes were approved. They have been sent to Duane for posting on**
9 **UURMaPA's web site under GOVERNANCE.**

10 11 TREASURER'S REPORT

12
13 **The February Treasurer's Report was approved.**

14 15 FUND-RAISING LETTERS

16
17 *Diane will write fund-raising letters* (although before Judy Welles took on this task, the practice was for the Treasurer
18 to write them even though they are not included in the Treasurer's job description). *Dave and Jaco will edit the letters.*

19 20 ENDOWMENT FUND

21
22 We took up several issues, which we may return to for action in the future:

- 23
- 24 • Should a certain percentage go out of the Endowment into the budget every year?
- 25 • Should the Endowment have to reach a given threshold before funds are moved from it into the budget?
- 26 • Should the Endowment be used for special projects rather than regular budget items?
- 27 • Should the Endowment be used for some "bright new idea" such as hiring a staff person or providing pastoral
28 care?
- 29 • As an organization in transition, should we consider having a capital campaign instead of trying to sustain the
30 organization by the Endowment?
- 31 • Should the Endowment be left to grow substantially larger before we take up various ways to put it to use?
- 32 • Should we have multiple targeted endowment funds and invite people to donate to the fund of their choice?
- 33 • Should we divide the Navias fund into separate funds and use a fund-raising letter to invite people to donate to a
34 specific one and give the option of naming additional funds after individuals?
- 35 • Should we publicize suggested language for people to include UURMaPA as a beneficiary in their will?
- 36 • Should we have a separate memorial fund?
- 37

38 *After consulting with John Manwell and Russ Savage, Dave will draft a new Endowment Fund description for us to*
39 *consider at our April meeting, possibly at our March meeting.*

40 41 UU RAINBOW HISTORY PROJECT REPORTS

42
43 Diane turned in to the UU Funding Panel a 2-page final narrative report plus a financial report prepared by Judy Welles.
44 Judy will report on the project at the conference following this meeting. All the videos from the two Rainbow History
45 conferences will go on the UURMaPA web site as well as to the Harvard archives. We expressed interest in further
46 publicity in the *UU World*, especially for the book, but trust that Mary Benard has a strategy developed for publicity.
47 Anne Spatola is taking on the Project Coordinator's role as the work winds down, and we noted that the final
48 developments should be publicized on our Facebook page.

49 50 WINTER CONFERENCE LOGISTICS

51
52 *Ginger will record the programs and put the videos on our web site. She will produce a simple waiver form for*
53 *program coordinators to get signed by panelists.*

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54
55 *Susan will distribute an information sheet on The Gadfly Papers.*

56
57 Though the Nominating Committee is still recruiting for some positions, they will be invited to announce any positions
58 that are filled.

59
60 *At the welcoming session, Diane will introduce the Board members; Art will make a pitch for needed Area Connectors;*
61 *Jaco will pitch Elderberries; Barbara will pitch the opening evening's session with facilitated small groups; Carolyn*
62 *and Tom Owen-Towle will announce their availability as chaplains; Ginger will pitch the worship services; Barbara ten*
63 *Hove will pitch the variety show.*

64 65 **FUTURE CONFERENCES**

66
67 We learned that Barbro Hanson, Charles Stephens, and Alison Stephens are enthusiastically planning for the fall 2020
68 conference on the environmental theme. They have contacted Rev. Fred Small to see if he would be available to lead
69 the program. The team wanted the Board to confirm this invitation. **We affirmed the choice of Fred Small as**
70 **program leader.** There will be workshops on a variety of themes not necessarily related to the main environmental
71 theme. This conference will be held at the Barbara Harris Center in Greenfield, NH, with Manchester as the nearest
72 airport.

73
74 **We decided not to continue the practice of having the Board be in charge of putting on the winter conference,**
75 **including choosing the theme; instead we will leave it to the Board member with the conferences portfolio to**
76 **choose and oversee a planning team who are not Board members.**

77
78 **We agreed that in the future the winter conference should not coincide with President's Day weekend (an**
79 **expensive time for air travel) and should be scheduled so as to make the time between conferences more equal,**
80 **thus to be scheduled for late February or early March.**

81
82 *Diane will speak with Anne Spatola during the current winter conference to encourage her to think ahead about*
83 *recruiting a program planning team for the winter 2021 conference. Diane will suggest to Anne that it is helpful to*
84 *have planners who live near the conference venue or have visited it.*

85 86 **CREATIVE SAGING AWARD**

87
88 Phyllis has a committee researching potential awardees. Diane suggested the value of checking out possibilities with
89 the Board in case a Board member knows of a reason not to give the award to someone under consideration.

90 91 **AREA CONNECTORS**

92
93 **We affirmed Art's plan to merge the following Connection Areas: Bay Area Coastal and Bay Area Inland;**
94 **Central Mass and Mass Bay Inland; and North and South Virginia.**

95
96 **Art and Cathie will ask Richard Speck to revise the Area Connectors list to reflect these mergers.**

97
98 **Cathie will become the Obituary Coordinator with Jay Atkinson and Roger Rochester remaining the editors, Jay**
99 **for ministers and Roger for partners.**

100 101 **CLIMATE CHANGE MATTERS**

102
103 Jaco gave us a preview of the program he will put on during the conference this week. He asked us to reflect on the
104 family members who will survive us and how we feel about our collective impact on them. He invited us to follow
105 Gandhi's advice to be the change we want to see, and he urged us to engage others around feelings, not just facts and
106 information.

107

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108 **We authorized Jaco to take to the people at this week's conference the Board's urging to be the change you want**
109 **to see and to be part of the solution, not part of the problem.**

110
111 We brainstormed possibilities for changes in the way we do our Board business to be more attentive to the climate
112 crisis:

- 113
- 114 • Choosing to meet near railway lines.
- 115 • Having more regional gatherings and meetings on Zoom instead of in-person conferences.
- 116 • Having some part of every conference program be about the environment.
- 117 • Taking on a commitment to carbon offsets when we do travel to a meeting.
- 118 • Having conferences in four areas of the country at once with speakers live-streamed and live small-group
119 conversations to follow in the four locales.
- 120 • Understanding recording to be a growth strategy.
- 121 • Questioning whether UURMaPA's purpose is to put on conferences, especially when such a small percentage of
122 our membership attends.
- 123 • Not losing track of the renewal of relationships as an important part of our reason for being, and not forgetting
124 that a fair number of our older members may not be comfortable with virtual meetings.
- 125 • Considering having a five-year plan.
- 126 • Taking care to attend to the beauty of our conference sites.
- 127 • Conducting letter-writing campaigns at conferences.
- 128 • Fostering a working group on climate with a Board member on it.
- 129

130 We took no action on any of these suggestions, leaving them for possible action at a future meeting.

131 **POTENTIAL BUSINESS REGARDING WOMEN'S ISSUES**

132 Diane reported interest in future programming on women expressed during her multiple Zoom sessions with women in
133 anticipation of the women's program at this week's conference. We left on the table the question whether such future
134 programming should be for UURMaPA to undertake or whether we might endorse someone else's undertaking it.
135

136 **PARTNERS PROJECT**

137
138 **We decided that, regardless of what the UUMA Board might decide about this, UURMaPA will make available**
139 **and publicize the guidebook or manual (likely otherwise named) that Barbara is in the process of producing on**
140 **needs, interests, and issues related to partners of former ministers.**

141 **SUGGESTIONS FOR THE CONTINUING BOARD FROM BOARD MEMBERS WHO ARE COMPLETING** 142 **THEIR TERMS AND FROM OTHERS**

143
144
145
146
147 Ginger suggested:

- 148
- 149 • the Board consider taking greater advantage of conference sites.
- 150 • future winter conferences be scheduled in late February or early March so as to have more nearly equal time
151 between conferences as well as to avoid expensive Presidents' Day weekend travel.
- 152 • the possibility of a paid part-time pastoral care minister, with a capital campaign to fund it.
- 153 • the Board leave to an off-Board conference planning team planning all conferences rather than the Board being
154 responsible for planning winter conferences.
- 155 • conference planners be attentive to such matters as whether conference centers engage in recycling and take care
156 to compliment site staff when they do things right.
- 157

158 **We decided to have the winter 2021 conference planned by a team, not the Board, and to have Anne Spatola, the**
159 **in-coming Board member with the conferences portfolio, be involved in choosing the team.**
160

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161 Phyllis suggested:

- 162 • the Board think about ways to do programming that are “conference-like,” not necessarily actual conferences,
163 given that conferences draw only about 100 members a year while UURMaPA has about 700 members; it
164 would be good to devote some time to considering how to reach more of them.
- 165 • the Board consider not continuing the “deep dive” into some subject as conference program, though there would
166 be value in have a “big think” into the next five years, not exclusively regarding climate.

167
168
169 Dave suggested:

- 170 • having a time for clergy couples to meet together during conferences.

171
172
173 Jaco suggested:

- 174 • the Board seek in a concerted way to learn from conference newcomers what drew them, and he would like to
175 publicize the learnings in *Elderberries*.
- 176 • the possibility of having a staff person to be involved in the production of *Elderberries*, looking ahead to a time
177 when the Board member with the newsletter portfolio happens not to have the combination of skills needed.

178
179
180 Susan suggested:

- 181 • the possibility of some form of team leadership with the UUMA Board.

182 **TRANSITIONS IN BOARD LEADERSHIP AS OF JULY 1, 2020**

- 183 • Anne Spatola will replace Ginger as the Board member with the conferences portfolio.
- 184 • Susan will replace Phyllis as Vice President.
- 185 • Gloria Perez will replace Barbara as Secretary.
- 186 • So far unfilled are the positions of Treasurer (to replace Dave) and the Board member with the portfolio of liaison
187 with UUMA and UUA (the position currently held by Susan).

188
189
190
191
192 *Diane will invite the new Board members to attend our June meeting, or an earlier meeting if not available at the time*
193 *of the June meeting.*

194
195 *Barbara, Dave, Phyllis, and Susan will provide individual orientation for the people coming into their positions.*

196
197 *For future reference, Jaco will catalog the details of his work as Elderberries editor that go beyond the official job*
198 *description.*

199
200 *Susan will find out whether our Zoom account can be used for more than one purpose.*

201
202 *For Susan and for future reference, Diane will catalog the details of her work as President that go beyond the official*
203 *job description. She would like to have a regular review of the monthly Board meeting agenda with someone, probably*
204 *the Vice President.*

205 **UURMAPA MEMBERSHIP STATISTICS**

206
207
208 Diane reported the following from her study of our directory:

209
210 Our members are: 673 clergy
211 532 partners
212 1,205
213

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214 Our clergy members are: 340 male
215 333 female

216
217 Our partner members are: 145 male
218 387 female
219

ISSUES REGARDING REMOVAL FROM MEMBERSHIP

220
221
222 We revisited our earlier decision to make discretionary whether the UURMaPA Board would remove from membership
223 a member who has been removed from fellowship by the MFC, who has been removed from membership in UUMA, or
224 who has resigned from UUMA pending resolution of a complaint.
225

226 **We decided that our policy should be as follows: Should a minister who is a member of UURMaPA cease to meet**
227 **the criteria for admission to membership, that minister's membership shall be revoked. One whose membership**
228 **has been revoked may appeal the revocation.**

229
230 We will review this policy decision at our March meeting and either affirm or amend it then.
231

JOINT SESSION WITH UUMA BOARD

232
233
234 UUMA President Wendy Williams spoke about the UUMA Board's current work on mission and vision, saying that
235 UUMA exists (1) for collective liberation and (2) because we need one another, because ministry is hard and lonely
236 work. UUMA is engaged in "calling forth courageous and transformative ministries empowered by love." How they do
237 this is through integrity, faithfulness, justice, accountability, transparency, and leadership. They offer continuing
238 education, support for ministry and ministers, anti-racism and anti-oppression work, and maintenance of the guidelines
239 for ministers.
240

241 UUMA Board members summarized for us the state of their current work on proposals for revising the guidelines.
242

243 Barbara shared with the UUMA Board the state of her work on the Partners Project, and the UUMA Board encouraged
244 her to continue and share the product with them when the guidebook/manual is finished and ready to be shared publicly.
245

246 The UUMA Board will put on the agenda for the early June Zoom segment of the annual business meeting the proposal
247 of language to be added to the guidelines regarding including partners in the covenanting process between current and
248 former minister of a congregation. The UUMA Board stressed the necessity of achieving a quorum for that session to
249 be able to proceed to do business.
250

251 Diane described for the UUMA Board the UU Rainbow History Project and the program topics for this week's
252 UURMaPA conference.
253

254 Our two Boards shared with each other our current challenging work on matters related to ethics.
255

MARCH 2020 MEETING

256
257
258 **Next meeting: March 18, 2020, Zoom conference meeting at 1:00 Eastern Standard Time, with individual Board**
259 **members to adjust the time according to the time zone of their location.**
260

261 Respectfully submitted,
262

263 Barbara Child, Secretary
264
265
266
267

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REPORTS SUBMITTED FOR FEBRUARY 16-18, 2020, IN-PERSON BOARD MEETING

President: Diane Miller

I look forward to seeing you in Scottsdale!

1. Conference

By gladly agreeing to lead a program segment for the Winter Conference, I have felt overloaded trying to prepare the in-person Agenda for the first time plus the program part on Women in UU Ministry. Ginger has been a steady help in the program arranging side of things, making that part easy.

I took a clue from Barbara Child and went for a Women in Ministry panel. It has come together well. I issued an open invitation to women who wanted to join in weekly ZOOM conversations which were held in December, January and early February. I invited those who took part in the ZOOM calls and were registering for the conference to participate. We had five involved, though two have had to drop out late in the game, so the panel is down to three plus me moderating.

As part of gathering info, I did a (tedious) hand count of our current directory and gathered the following data on our binary gender division:

Clergy -- 340 male, 333 female (total of 673)
Partners -- 145 male, 387 female partners (total of 532)
total members listed -- 1205

Our UURMaPA Directory, which I use constantly, is kept wonderfully up to date monthly thanks to Richard Speck. I sent him a bunch of minor updates based on going through for gender counting. Because I know or know of most of the clergy listed, I think the numbers above are quite accurate.

From the UUA, via Sarah Lammert, the Data Services staff provided a snapshot of current ministers serving, plus numbers of the total in Fellowship. FYI. They have added a category for trans/genderqueer, so they are providing an option beyond the binary. However, I don't know why they have so many unknown.

Current statistics for serving ministers Total: 950

Women: 561

Men: 308

trans/genderqueer: 2

Unknown: 79

Current statistics for fellowshipped ministers Total: 1859

Women: 977

Men: 745

Trans/genderqueer: 2

Unknown: 135

If you add our UURMAPA clergy members to the UUA counts for all ministers currently serving, there remain additional ministers in fellowship who are not counted as serving or retired.

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312
313 The 673 total UURMaPA clergy members are 36% of our ministers in UUA Fellowship.

314
315 I expect we will see an ongoing increase of women in the UURMaPA ranks in the coming years, since we lag the
316 demographics of the currently serving cohort.

317 318 2. Rainbow History Project

319
320 Final Report to the UU Funding Panel for the Rainbow History Project.

321 Thanks to Judy Welles reminders for me to do the narrative summary, and her work to complete the financial portion of
322 the report, we were able to submit the final report on time. We should be very proud of how much was accomplished.
323 The narrative and the financial reports are in separate files. See attached.

324 325 3. Updating of language in our Operating Manual: ACTION ITEM

326
327 I propose we update the information on the Service Gratuity in the Operating Procedures document. Here is what it
328 currently says, which is outdated information:

329
330 Lines 110—112 of our Operating Procedures: (OUTDATED)

331 Retired ministers with 20 years in the ministry, who have passed their 66th birthday, are entitled to receive a service
332 gratuity from the UUA. One must apply to the Office of Church Staff Finances to receive the gratuity.

333
334 On UUA.org, Office of Church Staff Finances, there is a paragraph about the USPS buried in the section on aid funds.
335 The Service Gratuity is not needs—based. It is an entitlement based on service. So ministers not looking for aid funds
336 might be unlikely to see this. The OCSF says:

337
338 **The Unitarian Service Pension Society** holds trust funds that provide Service Gratuities to fellowshipped UU
339 ministers who have reached the age of 67 and who have served at least 21 years in Unitarian Universalist ministries.
340 Approximately 350 recipients receive quarterly gratuities averaging \$400. To apply, contact the OCSF at ocsf@uua.org.

341
342 Earlier this week I was talking with a colleague who had apparently not known about the Service Gratuity. I am a
343 member of the Unitarian Service Pension Society, which is chaired by Sheldon Bennett, which raised the age and length
344 of service about 5 years ago. When I saw mention of it in our documents this week I realized we need to update this text
345 to be accurate. It is informational only, and doesn't affect what we do.

346
347 Proposed new language for our Operating Procedures Manual:

348 **Retired ministers in Fellowship with the UUA who have served at least 21 years in Unitarian Universalist**
349 **ministries and who have reached the age of 67, are entitled to receive the Service Gratuity. The Unitarian Service**
350 **Pension Society holds funds in trust that provide approximately 350 recipients with quarterly gratuities**
351 **averaging \$400. To apply, contact the UUA Office of Church Staff Finances at ocsf@uua.org**

352
353 Jaco, I might do an elderberries column on the USPS, so let me know if you think that makes sense.

354 355 4) Endowment Document in Board Operating Procedures

356 This is out of date, plus we might want to make some changes. I've asked Dave to go over it and recommend we adopt
357 new language and policies at a future monthly Board meeting this spring.

358 359 Final Report on UU Rainbow History Project

360 361 1. Major activities of the Project (UURMaPA Rainbow History)

362
363 The project grant proposals were originally titled “Remembering Stonewall: The UU Journey toward LGBTQ Equality”
364 and evolved into a focus on the 50 years since, with two Conferences titled “Celebrating the Rainbow—The UU
365 Journey toward LGBTQIA Rights.” For common reference the whole and ongoing effort is usually called “The UU

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366 Rainbow History Project.” The grants supported development of a robust Project which continues to collect additional
367 data, stories, materials and writings documenting the enormous changes in our UU Ministry, our congregations, and
368 society over the past fifty years. Experiences, writing, liturgical elements, same-sex wedding ceremonies, memories,
369 music, relationships, career impact, policy changes, institutional initiatives and staffing, surveys -- and more! Major
370 activities included:

- 371
- 372 • Creating two conferences in 2019 dedicated to the stories of LGBTQIA UU Ministers and their Partners.
373 Initiated by allies, the project formed an advisory committee of rainbow ministers to help shape the content of
374 the conferences.
- 375 • Developing a website and maintaining it (www.uurainbowhistory.net) in order to share publicly the content of
376 the project.
- 377 • Providing a stipend for a part-time coordinator role, held by the Rev. Dorothy Emerson until her sudden death,
378 and by volunteers since then
- 379 • Developing of a timeline noting changes and events with input from conference participants and resource
380 materials
- 381 • Video-recording presentations at the Conferences
- 382 • Transcribing keynotes for use in text form
- 383 • Sponsoring a workshop with panelists at General Assembly 2019 in Spokane “We’ve Come Too Far to Turn
384 Back Now”
- 385 • Providing financial support for the travel and registration expenses of LGBTQ retired UU Ministers and
386 Partners to present at the conferences.
- 387 • Collecting material for a book, soliciting Request for Proposals for an editor, and selecting the Rev. Diana
388 McLean, who submitted a 50-page proposal to the Skinner House Board in November 2019.
- 389 • Working with Archivists at the Andover-Harvard Library and Meadville-Lombard to collect original materials,
390 in conjunction with UURMaPA Historian.
- 391

392 The UU Ministers and Partners Association (UURMaPA) generally holds two Conferences each year, held in different
393 locations to enable maximum participation. Winter 2019 in New Braunfels, TX (Feb 17—20) and Fall 2019 in
394 Litchfield, CT (October 7—10) were focused on the History of LGBTQIA ministers, with keynote addresses, panels,
395 and worship led by leaders and pioneers. Many of the volunteers from UURMaPA and Conference participants were
396 straight allies who have shared the commitment to change and movement toward inclusion and equal opportunities. The
397 partnership across identities was a feature of these Conferences.

398

399 UURMaPA has a role as keeper of the memories of historical events from the perspective of clergy and their partners.
400 Stories were collected with agreement that they can be published. Significant turning points in Unitarian Universalism
401 have been explored. UURMaPA is providing a significant service to Unitarian Universalism by keeping the stories of
402 this important social movement alive and accessible. Now is the time not only to tell these stories, but to record and
403 preserve them for future generations.

404 2. Major accomplishments

405

406

407 The project is instilling pride in the investment and energies of Unitarian Universalists for issues of gay rights. “*We did*
408 *this. We can do it again. It’s possible we can do it about other things we care about. People really can change. And life*
409 *really can change.*” Meg Riley, in conference keynote, October, 2019

410

411 Major accomplishments include:

- 412
- 413 • Bringing attention to the scope of changes and the transformations effected in personal lives, congregations,
414 and society in fifty years
- 415 • Noting resistance, rejections and sacrifices made by LGBTQIA UU clergy
- 416 • Highlighting the voices of multiple leaders to tell their stories, keynote, and participate in panels
- 417 • Creating a written and visual record of the conferences. Note: the final video editing and transcription work is
418 finishing up at the time of this final report

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- Attracting additional funds from UURMaPA members and beyond, including a successful Faithify campaign in the summer of 2019.

While it is impossible to name all the active participants in this project, significant leadership came from

- The Rev. Phyllis Hubbell, program chair for both conferences
- The late Dorothy Emerson, Coordinator who brought energy and vision
- The Rev. Judy Welles, UURMaPA President through June 2019 and volunteer project coordinator following Dorothy Emerson
- The Rev. Ginger Luke, Board Member who holds the Conference Portfolio
- The Rev. Susan Lamar, UURMaPA historian and archivist
- The Rev. Marni Harmony, Board Member at Large serving as UU organizations liaison and Advisory Team for Conferences
- UURMaPA Board members
- Contributors to the Conferences and website, clergy and partners

We are deeply grateful for the empowering grants from the UUFP which enabled us to move ahead with our vision.

Final Project Financial Statement

This information is mandatory for all grantees. If you use your own budget forms, they must include the information requested below.

Organization

Report Date Jan 2020

Grant Made 2018 Spring

Expense Category	Organizational Budget (if applicable)	Final Project Budget	Use of UU Funds
Travel, both conferences		\$5,795	\$5,795
Fee waivers, both conferences		5,618	5,618
Coordinator compensation		4,675	4,675
Videographers	938	2,850	1,912
Coordinator expenses	1,053	1,053	
Web site	260	260	
PR, printing, and misc.	286	286	
Conference honorarium	400	400	
Book editor	1,000	1,000	
PENDING PAYMENTS			
Videographers, final payment	2,850	2,850	
Transcriptions	4,000	4,000	
Book editor	2,000	2,000	
TOTAL	\$12,787	\$30,787	\$18,000

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Income Source	Source Total	Amount Applied to Project
UU Funding Program grant, 3/18	\$8,000	\$8,000
UU Funding Program grant, 9/18	\$10,000	\$10,000
Anonymous gift	5,000	5,000
Memorial gifts, Dorothy Emerson	2,053	2,053
Faithify campaign, summer, 2019	2,867	2,867
Other designated contributions	1,175	1,175
UURMaPA general budget	1,692	1,692
TOTAL	\$30,787	\$30,787

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Vice-President: Phyllis Hubbell

Rainbow History Conference Follow Up: Charlie Agar, the New Braunfels videographer has just sent us the edited videos. He has also volunteered to adjust the payment we owe him for the editing. I doubt that I'll be able to do much with the videos before Phoenix, but hopefully we can finish this up before the end of February.

I have sent all the captions and edits for the Litchfield tapes to videographer Tom Mazarella. The end is in sight!

Rainbow History UURMaPA Workshop: The G.A. planners have turned down our proposal for a workshop and I have notified all the participants.

General Assembly UURMaPA Lunch: I should hear sometime in February, but no word yet.

Saging Award: Carolyn Owen-Towle and Russell Sage are working with me to research the people recommended for this award. We will meet in Phoenix to go over the background material we have found.

Treasurer: Dave Hunter

In January and the first half of February we had expenses of \$3982.75:

Rainbow project expenses	\$2239.75
transcriptions	\$367.75
website	\$122
videographer	\$750
book editor	\$1000
board member transportation	\$793
memorial gifts (9 x \$50)	\$450
prize	<u>\$500</u>

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\$3982.75

On the income side we received three contributions, for a total of \$155, and income of \$12,827.20 from conference registrations, net of \$940 refunded for cancellations (two, both for medical reasons), and including \$105 in contributions (three). (I'll prepare a complete accounting for the Scottsdale conference for my March report.)

The information we have on our website on the endowment is now substantially out of date. I plan to submit a revision for your review at our April or May meeting. We have a very narrow and limiting rule on use of money from the endowment. I will suggest some modification of that rule (it's within our discretion), but it seems reasonably clear, from a review of past minutes, that the Navias bequest (\$11,250) was not intended to be covered by that rule but could be used for special purposes, consistent with Gene's values and commitments. The October conference would appear to me to be an appropriate use.

On September 30, 2014, the board approved the following resolution: "All memorial gifts to UURMaPA will be deposited into the Endowment Fund." I recommend that we repeal that resolution now and regain discretion with respect to the disposition and use of such gifts. Last year we received a number of gifts in memory of Dorothy Emerson. We decided in advance and publicized that such gifts would be added to the Rainbow project fund. Last year we had only three other memorial donations, two, for a total of \$60, in memory of David Johnson, and one, for \$200, to be divided between the memory of David Johnson and the memory of Judith Walker-Riggs. These gifts have not yet been transferred to the endowment.

Memorial gifts during 2019 were as follows:

1/24/19	150.00	1425	UUMA Manker, Fincher, Karpeles
2/9/19		100.00 1432	UUMA Olsen, Salkin
4/4/19		50.00 1457	UUMA B. Bumbaugh
6/15/19	50.00	1471	1st U Albuqu Chuck Campbell (P) mem
6/15/19	250.00	1472	UUMA Kuby, Kennedy, Reeves, Emerson, Melby
12/6/19	50.00	1509	Planned Phd Weller mem.
12/6/19	50.00	1510	Peterborough Orfald mem.

Secretary: Barbara Child

After the January 15 Board Meeting, I sent the approved December 19 Board Meeting minutes to Webmaster Duane Fickeisen for posting on our web site under Governance. I sent draft January 15 Board Meeting minutes and reports to the Board for corrections and other suggested revisions. On February 11, I re-sent the minutes and reports to the Board for review before the February 16-18 meeting. I also sent this Secretary's report to the Board on February 11.

I arranged with Wendy Williams for us to speak with each other in Arizona after the UUMA Board takes up our Partners Project make sure we are on the same page as to next steps. I wrote response email messages to partners who wrote to me in response to my call in the Winter *Elderberries* for partners interested to speak with me.

Minutes of In-Person Board Meeting, February 16-18, 2020

Unitarian Universalist Retired Ministers and Partners Association

86

87 I lined up 12 small-group facilitators for our opening session at the Arizona conference and sent them the agenda
88 for our session including optional readings and questions for group sharing.

89

90 I wrote my introduction to the Vietnam segment of our February conference program as well as introductions of
91 the four panelists: Jan Christian, Dave Hunter, Robert Latham, and Stephan Papa. I sent all this to them for any
92 needed corrections and also sent them the agenda for the program with time divisions marked.

93

94 I did some sleuthing and then wrote the commendation for our Unsung UURMaPAN, which I will most happily
95 present at the conference.

96

97 Newsletter Editor –Jaco ten Hove

98

99 My February report is entirely that I completed the Winter Elderberries and got it to the printer and website,
100 before February 1st, even. (If you don't get it in the mail before you leave for Scottsdale, check it out - in living
101 color! - on the UURMaPA website.)

102

103 At-Large Member: Conferences – Ginger Luke

104

105 Board logistics for Board Meeting before Scottsdale Conference

106

107

108 Saturday, February 15, 2020 Diane Miller & Paul Hull, Ginger Luke & Don Chery, Jaco and
109 Barbara ten Hove arrive at Orange Tree Resort, 10601 N 56th
110 St., Scottsdale, AZ 85254 (800 428-1932)

111 **Your confirmation numbers for your Orange Tree Resort reservations:**

112 Diane Miller & Paul Hull #492-602-638

113 Jaco and Barbara ten Hove #492-602-170

114 Ginger Luke & Don Chery #492-642-750

115 Barbara Child #492-604-130

116 Phyllis Hubble #492-603-184

117 Dave Hunter & Kerry Mueller #492-601-505

118 Art & Cathie Severance #492-641-522

119 Susan Rak #492-847-041

120

121 Sunday, February 16, 2020

122

123 6:00 pm

124

125

126 Monday, February 17, 2020

127 At your pleasure

128

129 8:45 am

130

131 9:00 am

132

133 12:00

134

134 1-5 pm

All other board members arrive at Orange
Tree Resort

Eat in Board Room at Grove Grill & Lounge
At Orange Tree Resort. Gathering following meal.

Coffee and tea in Orange Tree Resort rooms or breakfast in the
restaurant at Orange Tree. (charge breakfast to your room)

Drive or Ride to Franciscan Renewal Center
5802 E Lincoln Drive, Scottsdale, AZ 85253

Board Meeting in Brother Anthony Room (Coffee, tea, bagels,
cream cheese & fruit will be in the room.)

Lunch at Franciscan Renewal Center

Meeting in Brother Anthony

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135 5:30 pm Drive to Farm and Craft Scottsdale restaurant. 4302 N
136 Scottsdale Rd, Scottsdale, AZ 85251
137
138 6:00 pm Dinner at Farm and Craft Scottsdale restaurant. 4302 N
139 Scottsdale Rd, Scottsdale, AZ 85251 (car and Uber/Lift to
140 dinner and then back to Orange Tree Resort)
141
142

143 Tuesday, February 18, 2020

144 **Will need to check out of Orange Tree Resort before we drive to the Franciscan Renewal Center. Check**
145 **out at the Orange Tree Resort is 11 am.**

146 At your leisure Coffee & tea in your room
147 or breakfast in the restaurant at Orange Tree
148

149 8:45 am Drive/ride to FRC (Franciscan Renewal Center)
150 9:00 am Continue Board Meeting (Brother Anthony Room) Coffee, tea,
151 bagels, cream cheese & fruit will be present.
152 11:00 am Meeting with UUMA staff
153 12:00 Lunch at Franciscan Renewal Center
154 1:00 pm Continue Board Meeting if we need time.
155 4:00 pm Check-in for Conference
156

157 2020 Winter Conference at Scottsdale is turning into another amazing conference. Worship leaders have all sent
158 their orders of service to me to copy. Mics have been requested for programs and worship. Chalice, electric
159 candle (no flames allowed) and chime are packed. Lois Wesener has again done a fantastic job as registrar.
160 Claudia Elferdink is working on the snacks. I have ordered compostable cups, napkins and plates for snacks as
161 well as coffee makers because we are making our own coffee for our meeting room. Coffee is available
162 individually in a different building on the campus. Cards to send to those not with us are packed. We will have
163 luminaries guiding some of our paths. I am ready for the last little changes or additions that we don't even know
164 about.
165

166 AND EXCITING NEWS!!!

167 Barbro Hanssen. Charles Stephens and Alison Stephens are the conference facilitators for the Barbara Harris
168 Center, Greenfield, NH for October 2020. Barbro has already visited the Barbara Harris Center and connected
169 with the director there. Charles is recruiting worship leaders. And, they are already asking for Elderberries
170 deadlines. Wow! I think we may be getting back to our past traditions with programs after our enormous
171 historical efforts.
172

173 The team has chosen the climate crisis as the theme for October and have recruited Rev. Fred Small as their
174 keynote speaker. About Rev. Fred Small

175 A Unitarian Universalist minister, singer-songwriter, and former environmental lawyer, Rev. Fred Small is
176 Minister for Climate Justice at Arlington Street Church, Boston. Cited by Bill McKibben as "one of the key
177 figures in the religious environmental surge," Fred left parish ministry in 2015 to devote his energies to climate
178 education and advocacy. His title for UURMaPA in October is "Give Light: Spiritual Support for Climate
179 Activism."
180

181 I will be asking the board to designate \$500 of Navias Bequest money toward the October program.
182

183 I am looking forward to our meeting.
184

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Unitarian Universalist Retired Ministers and Partners Association

185 **At Large Members: Connections Chair – Art Severance and Assistant Connections Chair – Cathie**
186 **Severance**
187

188 I emailed all folks my SW Area for new year, and contacted Area Connectors about new retirees. Dave Hunter
189 has agreed to resume being Area Connector for Joseph Priestly North Area, but we still need AC's for BAY
190 AREA INLAND, CENTRAL MASS, EASTERN CANADA, HEARTLAND NORTH, JOSEPH PRIESTLEY
191 SOUTH, METRO NY/NJ, VIRGINIA NORTH. I will be recruiting at conference!
192

193 Cathie's has been sending condolence cards, but is overwhelmed with new Obit Editor's Job and the technology
194 aspects.
195

196 **At Large Member: Good Offices – Susan Veronica Rak**
197

198 This information comes in the wake of events that occurred summer 2019 onward - what some refer to as the
199 "Gadfly Papers controversy". It contains a cursory summary of resources regarding the issues that emerged this
200 past summer around the distribution of the "Gadfly Papers" at GA and some reactions or responses; the eventual
201 letter of censure sent to Rev. Eklof by the UUMA sometime later, and the responses to that; and whatever
202 continuing concerns there are in our community..
203

204 • During UUA General Assembly (June 2019 - Spokane WA), the Rev. Dr. Todd Eklof and members of the
205 Spokane congregation he serves began distributing free copies of his self-published book of essays critical of
206 aspects of the UUA's anti-oppression work.
207

208 • individuals and groups responded to what was seen as hurtful, damaging in the content of Eklof's materials:
209

210 • UUA Executive Vice President Carey McDonald responded to the newspaper story
211 (<https://www.uuworld.org/articles/media-roundup-2019-06-25>)
212

213 • DRUUMM (Diverse Revolutionary UU Multicultural Ministries), • the people of color and indigenous chapter
214 of the UU Ministers Association wrote of their concerns,
215

216 • a letter signed by several hundred white UU clergy was circulated
217

218 • the board presidents of LREDA (Liberal Religious Educators Association) issued a response.
219

220 • Upon leaving GA, Eklof told the local newspaper he had been asked to leave for arguing that the UUA was too
221 focused on political correctness. (in the Spokane Spokesman-Review, 6.25.19)
222

223 • At GA several overtures were made to Rev. Eklof by colleagues (in the spirit of Good Offices) to meet and be
224 in conversation about the issues raised and hurt caused by the book and its method of distribution. These
225 overtures were declined.
226

227 • August 17 - the UUMA sent a letter of censure to the Rev. Eklof, shared with UUMA membership via email.
228

229 • late October/early November - a group of "experienced UU clergy" sent a letter to the UUMA and UUA
230 protesting the Letter of Censure and requesting further dialog
231 http://www.topiccentral.com/tgp/UUMA_concerns.pdf...
232

233 • The UUMA Board response to this is available to UUMA members at [https://www.uuma.org/global](https://www.uuma.org/global/engine/download.aspx...)
234 engine/download.aspx...

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- 235 • Additionally, the UUMA also posted on their website a clarifying article on what “censure” actually means:
236 <https://www.uuma.org/news/news.asp?id=476148#comments>
237
- 238 • other resources/responses and related spillover controversies: *a summary with reflections by Dennis
239 McCarty: “Reading the Gadfly Papers” [https://](https://philosophicalpenguins.files.wordpress.com/2019/10/mccartygadflyreview.pdf)
240 philosophicalpenguins.files.wordpress.com/2019/10/mccartygadflyreview.pdf * a sermon by Sarah Skochko
241 https://www.youtube.com/watch?v=eJm_ojaoSUs Page 1 of 2 * commentary from Kate Baestrup:
242 [https://trulyopenmindsandhearts.blog/2019/10/12/ am-i-still-a-unitarian-universalist-minister/](https://trulyopenmindsandhearts.blog/2019/10/12/am-i-still-a-unitarian-universalist-minister/) These
243 links/documents offer general information about the crux of the issues: whether or not an individual UU minister
244 or UU’s in general cannot exercise a “free and responsible search for truth and meaning”, but rather what is
245 collegiality and how do we exercise that right to open and free dialog without inflicting harm or unconsciously
246 exercising privilege that oppress others. These documents highlight the points of tension within our movement
247 and the push and pull of our work for justice and inclusion and deeper understandings of how we tell our story.
248 They are shared here to help those who wish to look more deeply to understand the various reactions and
249 arguments being made. And as Retired UU Ministers we ought to have this on our radar as engage with others.
250 It’s not meant to convey opinions or determine whether or not the ideas are sound [yet that is still a valid point of
251 discussion...] but how shall we be in community and covenant.