

1 Minutes of Zoom Conference Board Meeting – Aug 19,2020, Unitarian Universalist
2 Retired Ministers and Partners Association

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4 Board Members Present: Diane Miller, Susan Rak*, Richard Speck, Gloria Perez, Marni
5 Harmony, Jaco ten Hove, Cathie Severance, Art Severance, and

6 *Susan Rak attended for 1st part of meeting, left and rejoined in the last ½ hour.

7
8 **Note: Board decisions are in bold type. *Action items are in red italic type.***

9
10 Meeting began with Chalice Lighting and Opening Words (Diane):” A Charm for Hope: A
11 String” by the Rev. Theresa I. Soto [p.11 in Spilling the Light]

12
13 AGENDA Review

14 No changes to the agenda

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16 Common Reading:

17 As continuing education, we are doing a common reading of How to Be an Anti-Racist by
18 Ibram X. Kendi. Richard Speck lead the discussion on the 1st three chapters of the book.

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20 Reports and ongoing Business:

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22 Secretary:

23 I sent the approved minutes of the June 15 minutes submitted by the previous secretary
24 to Duane Fickeisen to be entered on our website.

25 **The revised minutes of the July 15 meeting were approved.**

26 Diane reviewed the conference report from Anne Spatula.

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29 Treasures report:

30 The board agreed that the report was clear, and Richard was able to clarify
31 any questions. The budget report compared income and expenses noting that we
32 would not be able to meet the expenditures for the items in the budget. Suggestions
33 were made that we could make a special appeal or maybe a write a note in Elderberries.

34 ***Diane said that she was already planning to send out an appeal in the fall.***

35 It was noted that the budget sent previously was optimistic and the question was asked,
36 can we revise the budget reflecting the reality of our current circumstances? ***Richard***
37 ***will bring a revised budget to the September meeting.***

38 ***The Rainbow Project expenses come from operating expenses and Richard will***
39 ***continue to track expenses under “other expenses” as they continue to come in.***

40 **The board approved the Treasurer’s report.**

41
42 Conferences:

43 Due to Anne’s absence, Diane gave us some information about the committee’s request
44 for what we could do as part of the program. Per the draft of the schedule, on the
45 second day of the conference (which could change) we would facilitate a discussion
46 entitled, “What Can UURMaPa DoFor You?”. All of us would take part, listening to

47 attendees as they respond to the question and as attendees bring up subjects, we would
48 respond according to the responsibilities of our individual portfolios. Also, are asked to
49 be responsible for closing worship scheduled for 8:00 to 8:30pm. **Richard and Art will**
50 **take the lead. Diane well get them started.** Tanner may be able to help with some tech
51 support.

52 Mel and Rose may need some tech report for their Odyssey presentation. They may
53 video tape or record with zoom. Richard said he may be able to help with tech support
54 for them as well.

55 Diane is serving as liaison from the committee to the board.

56 Phyllis Hubble sent a report on the Rainbow History Project which is included below.

57 **Diane and Phyllis will work on the issues brought up in Phyllis' report. Phyllis may**
58 **attend our September meeting.**

59

60 The subject of the membership status of the Rev. Tom Wintle was discussed. Tom has
61 been removed from the UUMA membership and has resigned his Fellowship status. A
62 motion was proposed and seconded for his removal from UURMaPa membership. **The**
63 **motion was passed.** According to UURMaPa policy, his wife may retain her
64 membership if she chooses. **Diane will inform Tom.**

65

66 New Business:

67 We discussed the need for selecting a new Resident Agent for UURMaPa. There was a
68 list of possibilities discussed with several people suggested. **Diane will begin contacting**
69 **those on the list to find someone who will accept this responsibility. She will inform the**
70 **secretary who will then update the file with the Commonwealth of Mass.**

71

72 Discussion/Action Items:

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74 a) From Marni's report:

75 Marni gave us some more thoughts about our implementation of recommendations by
76 the Commission On Institutional Change (COIC). Under "Theology" many of the
77 recommendations don't pertain to UURMaPa. We have already begun some of them
78 which do pertain to us.

79 Other possibilities for affirming and welcoming ministers who have been marginalized
80 within our organizations might be to develop a ritual for welcoming newly retired
81 ministers and partners instead of a luncheon. The book My Grandmother's Hands could
82 be a resource. Possible action under "Education": Creating a board covenant; answering
83 Cheryl Walker's question "what are we doing to welcome newly retired ministers?"

84 Diane suggested we could draft a statement to add into the operations manual. Jaco said
85 he would be willing to help edit a statement. Marni would like to see something on the
86 website at the end of the year. Diane likes the idea of drafting a covenant and a
87 statement under governance. We all were in agreement. Art suggested maybe we could
88 have a ritual at the conference. Marnie may bring up "Governance" in the next meeting.
89 Marni was thanked for looking at the COIC through the eyes of UURMaPa in order to see
90 what we can do to follow the recommendations. **She offered to work with someone to**
91 **draft a board covenant. Richard will work with her on the covenant and a statement to**
92 **add under "Governance" on our website.**

93 Richard suggested we recite the covenant at each conference.

94

95 b) Response to the UUMPS letter regarding the UUMA guidelines amendment: Since
96 UUMPS sent us a letter regarding the amendment, it is appropriate for us to respond to
97 them. Diane will respond saying that it isn't up to us to do anything about the
98 amendment.

99 Shall we bring it up at the conference?

100 c) Letter from Marlene Walker about membership concerns included two issues:

101 Removal of persons who do not meet the criteria for membership as per our bylaws
102 and,

103 in broader terms, our policies of no-dues, retirees being automatically included to the
104 membership and our free-wheeling structure for membership.

105 Diane will contact Marlene about our discussion regarding Tom. David Maynard
106 remains as a member of UUMA. Regarding Marlene's suggestions to require UUMA
107 membership and Fellowship with the UUA, there have been many discussions about
108 these membership issues in the past. It is time to look at membership requirements.
109 Now, to be in UURMaPa a minister needs to be in Fellowship or a member of UUMA –
110 either or. There were reports about discussions on this topic about 3-4 years ago. It is
111 worth having discussion about what UURMaPa's role is now and revisiting this material
112 as we evolve and try to be current. Diane opposes a requirement that a minister be both
113 a member of UUMA and in Fellowship as criteria for UURMaPA membership and likes
114 the ebb and flow of things. More structure complicates things and may require more
115 staff. We have the reports available to us. We will read them and follow up in
116 November.

117 d) Letter from UUMPS

118 We received a letter from Unitarian Universalist Ministers Partners regarding the
119 amendment to the UUMA guidelines which passed during Ministry Days at the 2020 GA.
120 It isn't up to UURMaPa to do anything about this issue. Since the letter (see copy below)
121 was sent to us, it is appropriate to respond to UUMPS. Diane will respond to UUMPS.
122 Might we bring it up at the conference?

123

124 Board Reports:

REPORT TO THE UURMaPA Board for meeting on Wednesday, August 19th, 2020
Diane Miller, President

Fall Conference

Good news: I invited Mel Hoover and Rose Edington to do the Odyssey as a couple for our Fall Conference. They have accepted! Mel and Rose were planning to attend the February Conference in Scottsdale, on route to their new home in Bellingham WA. Mel was going to be on the Civil Rights & Racial Justice panel, but he had a back injury that cancelled those plans. He has recovered, they have just completed their move (picked up from the airport by Jaco, BTW), and they will be celebrating their 50th anniversary in December. There are details to work out, and I'm working with the Conference Planning Team.

Fall Conference will be on our agenda. We need to decide on some elements of the Fall Conference that the Board is responsible for. Anne will be away for this meeting, so we will rely on her report.

Don't forget to register! Even though our policy is that Board Member registrations are covered by our budget for the fall conference, the planners need to know who will be on screen, and we should all know if we will have a full Board participation or not.

At my request, Richard will track scholarship donations made for the conferences as a separate line item in the budget, and scholarships given. These numbers have not been separated out in the past. If we decide this is helpful, it may be a policy change we want to write up. But first, let's see how it goes, knowing that everything is wonky given the remote conference.

Rainbow History

Thank you, Richard, for giving us a completed report of the finances. I have been working with Phyllis on revising the text on our website.

Announce

The Severences and I were asked to publicize the creation of a Caring Bridge site to our membership. Our policy for Announce, in Operations line 388 et. Seq., states that "Postings will be limited to organizational information, such as announcements of conferences and local gatherings, Elderberries, and obituaries of ministers and partners." While at first blush it seemed like a good idea to post such a notice, it was clear that it doesn't fit Announce as we have defined it. Art agreed that he would get the word out to the Caring Connections team, and I will send it to our Facebook group via Theresa Spatola Novak.

Correspondence

- I passed along a preaching request to the Board, and at least one offered to preach remotely for the congregation in Fayetteville, NC.
- I proofed the excellent issue of Elderberries that came out since our last meeting – thank you, Jaco!

UURMaPA VP Report\
 Susan Veronica Rak

No particular role-related activities conducted this month.
 Reviewed VP job description to see if I am missing anything right now - and this very much feels like a support role at the moment

I still manage the UURMaPA Zoom account and had scheduled the various "pandemic support groups" through that. But we ended up with a couple of issues that complicated things (e.g., if I was on my computer on a Zoom meeting - but not on the UURMaPA account - participants still couldn't get into their meeting because "the host" - me - and not joined. And I have enabled "allow participant to join without host". so it was frustrating on all our parts). Participants in two of the group have their own Zoom Pro accounts so now two of the groups are self-managed using a participant's Zoom account and I am out of the loop on that.

When we get around to setting up the Fall Conference, we'll need to up the Zoom participant number on a one-time basis, as we did for the "GA "event.

I also spoke with Marlene Walker on some of the concerns both Diane and Marni mentioned. nothing more to add, except that I am glad these items are becoming a focus for UURMaPA... they've been on my radar for this past year and I know we've touched on "covenant" and "membership" concerns - so perhaps we are moved to action now?

bests,
 Susan

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Treasurer's Report:

	2020 Budget	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	2020 Total	Budget vs. Actual					
INCOME															
Member Donations	\$24,000.00	\$3,670.00	\$150.00						\$3,820.00	15.92%					
Member Donations Paypal	\$0.00		\$402.89						\$402.89						
Memorial Gifts	\$0.00		\$35.00						\$35.00						
Faithify	\$0.00	\$0.00	\$0.00						\$0.00						
Conference Fee Income	\$36,000.00	\$8,707.00	\$57.96						\$8,764.96	24.35%					
GA Luncheon Income	\$850.00	\$0.00	\$0.00						\$0.00	0.00%					

		John Newcombe Conference Fee for 12 Participants/Organizers	\$3,518.16	19-Feb	\$293.18 per person									
		Travel for 8 Program Participants	\$1,400.00	Feb-19	(Pescan, Tyndall, Riley, Novak, Spatola, Deacon, Hubbell - \$200 each)									
		Wisdom House 8 Presenter Rooms	\$6,810.00	Oct-19	(Riley, Deacon,Crawford- Harvie, Hitchcock,Kron, Smith, Larsen,Matheus)									
Indirect Expenses	Total		\$11,728.16											
Total Project	Expenses		\$32,971.36											
Balance			-\$2,184.36											
Conference Location	Expenses													
		John Newcombe	\$16,972.20											
		Wisdom House	\$24,542.00											

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Secretary’s Report

After approval of July 15,2020 minutes, I sent the document to Duane for posting on the website on Aug 20th.

I began reading How To Be An Anti-Racist, our common read.

Elderberries:

Greetings, mine compatriots...

August report from these parts is simple enough: I got the summer issue out! With large thanks again to proofreaders Diane, Judy Welles, Susan Lamar and Barbara Child.

I expect to feature the fall conference for the Autumn issue, although I worry that it will appear in print much like previous reportage on the Ingathering, so if something else arises with enough import to be a lead story, I’d be very open to that. Ideas?

Cheers, -Jaco

Board Report for August,2020:

Fall Conference-

- I have had several contacts with Rev Barbro Hansson this past month. She is working non-stop with her team on the planning and fine tuning of the schedule. Her attention to detail is incredible and she is a pleasure to interact with.
- Currently, she is identifying breakout rooms which cover contemporary issues and elicit more reflection from the participants. She is also starting to solicit facilitators to lead these groups.
- She has begun to work on publicizing the conference on the web page, FB and with an email blast.
- Barbro is also looking at ways to allow the conference attendees to be more interactive with the coordinator so that issues or concerns can be addressed without delay. She is discussing options with the Tanner Linden, the tech expert.

Winter 2022 Conference

- Reviewed the contract and invoice from the Franciscan Renewal Center and clarified some questions with their representative.
- Submitted a request for the \$2500 deposit to Richard with the additional heads up on the insurance requirement.

Rainbow History Project

- Contacted Gretchen Ohlman, webmaster, to continue managing the website for the next several months. Her rate is \$40/hr.
- Gretchen is also assisting Phyllis with issues regarding privacy and setting up a password control for accessing the project based on concerns raised by several participants.
- I will be reviewing and editing around 10 essays/sermons for the project which were recently forwarded to me. These are primarily by Mark Belletini.

156 Member At Large:

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158 8/20 UURMaPA Board report

159 At-Large

160 MPH

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162 NOTE: Some of my report will likely be clearer at the Board meeting!

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164 I spoke with Pres. Diane regarding a letter addressed to UURMaPA from members of UUMPS.
165 They expressed concerns about the new addition to the UUMA Code. (This letter will be on our
166 August agenda) I followed up by re-examining the language in the Code and seeing if there
167 might be any alternatives.

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169 I received a call from UUMA Board member Marlene Walker with concerns about some
170 UURMaPA members who are not UUMA members. I discussed the call with Pres. Diane. We
171 may want to spend some time re-visiting our earlier work on membership in UURMaPA. (A
172 Task Force met in 2016-17) (I was just re-reading our history and had forgotten that UURMA
173 was a chapter of the UUMA from incorporation in 1985 until 1997 when name changed to
174 UURMaPA)

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176 I re-read the first three chapters of How To Be An Anti-Racist in preparation for our Board
177 meeting.

178

179 I read through the first two sections of the UUA Report from the Commission on Institutional
180 Change. I had agreed to come up with ideas for one thing that UURMaPA might do in response
181 to the Report. My suggestions follow:

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183 THEOLOGY:

184 1. Recommendation: re-engage with our theological legacy

185 Action: Center the theological work of scholars of color

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187 Proposal: Begin each UURMaPA meeting with reading from Theresa Soto's Spilling the Light

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189 2. Commitment to affirming and welcoming those who have been marginalized within.... our
190 organizations

191 Action: Resource multigen efforts within communities of color to develop rituals of
192 healing and other worship materials

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194 Proposal: Develop ritual for welcoming newly retired ministers and partners based on some of
195 the work from My Grandmother's Hands (e.g. more humming, chanting, body stuff)

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197 3. Education about the covenantal nature of our faith

198 Action: Develop ...covenants that include aspirations for equity, inclusion, and diversity

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200 Proposal: Do we actually have an UURMaPA covenant? Hmmmm.....

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202 Connections Report. August 2020

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204 Reporting from San Antonio where it has been in the 100's recently! I sent out an
205 email "check-in" message to the Area Connectors. Nobody seems to retire in the
206 summertime, so I've been reading; I read the entire report, *Widening The Circle of Concern:*
207 *Report of the UUA Commission on Institutional Change*; as well as, *How to be an Antiracist*, by
208 Ibram X. Kendi.

209 Cathie and I also finally saw "Hamilton" on Disney and were wowed. I relate that to
210 my previous reading, because of the subject and the black cast and rap! It was truly mind-
211 boggling, even soul-inspiring!

212 Cathie has been doing her obituaries and has started *How to be an Antiracist*, after
213 finishing *Indigenous People's History of the US*, by Roxanne Dunbar-Ortiz.

214 Shalom,

215 Art

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217 Chair of Rainbow History Report:

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Chair of Rainbow History Report to the UURMaPA Board

August 19, 2020

This is just a brief report to bring you up to date on what is happening with the Videos from the New Braunfels and Litchfield Conference on Rainbow History.

The good news is that we have completed the work of reviewing all of the videos from these two conferences, including creating captions. Copies of these videos have been transferred to the Andover/Harvard Theological School Library and UURMaPA's Rainbow History website. They are not yet ready for publication, however. Some administrative tasks need to be done including transfer or Releases from participants and listing the videos and participants. Most importantly, some privacy considerations still remain to be dealt with. I am consulting with A/H, and several involved people in UURMaPA and plan to present the remaining privacy issues to the Board at the September meeting.

One thing we discovered was that the transcripts of these videos had all been released on the UURMaPA website without consideration for the privacy of those few people who had requested privacy. Two transcripts have been withdrawn from the public until we resolve these questions.

We are getting closer. Stay tuned.

Phyllis Hubbell

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