

## **Minutes of Zoom Conference Board Meeting – September 17, 2020, Unitarian Universalist Retired Ministers and Partners Association**

Board Members Present: Diane Miller, Susan Rak, Richard Speck, Gloria Perez, Marni Harmony, Jaco ten Hove, Cathie Severance, Art Severance, and Anne Spatola.

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

Chalice Lighting and Reading from Spilling the Light by the Rev. Theresa I Soto. Susan lit the chalice and read “People Are Not A Long Division Problem”

Check In

Agenda Review:

Conference Coverage - Jaco

“Quit” Letter - Art

### **Reports and Ongoing Business:**

Secretary’s Report:

**The August 19,2020 minutes were approved.** They were sent to Duane for posting on the UURMaPa website under Governance.

Treasurer’s Report:

Richard pointed out that our income is not exceeding our out go. Discussion followed about sending a fund-raising letter. *Richard will draft a letter and Jaco will polish it up. It will be then sent to Diane for approval. It will be both in printed form and posted online.*

Diane has concerns that not much comes from such letters. A question came up about using some of our Endowment or taking from our checking account to catch up with the outgoing funds. The Rainbow Project was successful but not enough to cover continuing expenses. It was noted that we had not received a bill for Tanner Linden’s work on the Rainbow Project. Phyliss was the one who was working with him.

*Richard will contact Phyliss to figure out status.*

Questions: Where should Glen Snowdon’s bequest of \$5000 specifically intended for the Sageing Award be placed? Can we put it in the UUA Common Endowment? What has been the policy around the use of the

Endowment? Is it possible to set up an endowment set aside for the Sageing Award, which is about \$500? **The board agreed to put the bequest in the UUA Common Endowment where it would grow.**

*Diane will check out if we can put it in the UUA Common Endowment and take out the funds for the Sageing Award when we need to.*

There are restrictions on how we can use the Endowment which came about through unclear language when we went from holding funds in our checking account to placing them in the UUA Common Endowment. This should be in the Policies and Procedures.

Should we rethink our policy on board members' responsibility regarding registration fees? **We passed a motion to talk about this for the future.**

#### Conference Report:

We first addressed concerns brought up by Jaco: help in coverage for Tuesday of the event as he will be travelling. He would like there to be coverage of Fred Small's Theme Presentation as well as the breakout rooms. Anne was asked if we could get a recording of Fred Small's presentation to help with information for Elderberries coverage. *Anne will check on it.*

Jaco has been in communication with Mel Hoover and Rose Edington about the technical issues for presentation of their Odyssey and says they need help. He has a disc with some/all of their presentation recording but is unsure if he has an external drive that can play it on his computer.

Anne reports that there are 90 registrants as of Sept 14<sup>th</sup>. Costs will be low, the largest one being for Tanner Linden technical work. On the first day there will be 30 minutes for opening during which the committee will light a chalice, Diane will do a welcome followed by the board members introducing ourselves with a sentence about our role on the board. We are to have our name and board position on our screen square.

*Diane to write a script for us.* Next the choir will sing.

For the last day Diane will open our hour with an overview about what the board does. *Diane will sketch out a script for our own introductions including the order in which we will each speak about our role on the board.*

Suggestions of invitees to make a welcoming type recorded message or speak live: Susan Frederick-Gray to pop in at the opening welcome;

Richard Nugent to speak about how he can help with retirees questions; UUMA leadership to say a few words; posting a way for people to make a donation online during the conference. *Marni will contact Richard Nugent, Diane will contact Susan Frederick-Gray, Marni will contact Jeanette Lallier, Anne to check about donation button.*

For our hour, on Wednesday, we should send a list of points we want to present so attendees can ask question to which we can respond and discuss. We should pick a point to focus on which holds energy for us. The nominating committee will be included, talking about how they go about the nominating process.

Barbaro and Tanner will have the ability to work with the chat and speakers during the discussion. The Universalist Conference, which will happen earlier in October, came up in our discussion as a possible model for the management of some of the details of our conference. There will be 30 minutes for the closing worship service. Richard has created a virtual choir song as part of the closing worship.

#### Connections Report:

Art and Cathie are not getting retirement and death announcements this month. They ask if something has changed. Ellen Brendenburg and David Patee deaths were not reported to us via the UUA in the usual way. A review of the Announce List Guidelines was suggested asking if we should loosen up guidelines for announcements so that we can post info when there is a lag before the UUA posts an announcement. Is there a privacy issue regarding the family if we post before the UUA announces? It was noted that in these two cases both people had Caring Bridges online. A suggestion was made that we could check with family about posting info. The process of making announcements is first the UUA sends notice to UUMA which copies notice and sends to us. *Diane to check with co-chairs of Department of Ministry to ask them if there has been a change in policy about notices of death and retirement.*

#### New Business:

Board covenant statement:

Diane talked about the draft of the covenant statement suggesting that the parenthetical phrase be left out. **The board passed a motion to accept the draft leaving out the parenthetical phrase.** We thanked Marni and Richard for creating the statement.

UURMaPA Board Covenant

We, the members of the UURMaPA Board, covenant with one another:

To conduct ourselves with integrity and communicate responsibly

To embody in our lives the values that we proclaim on behalf of our faith

To support one another in respect and care, understanding and honoring the diversity among us and practicing inclusion and accessibility

To willingly accept responsibility for our decisions and choices

To demonstrate justice and right relations according to our evolving collective wisdom

To use our power constructively and with intention, mindful of our potential to unconsciously perpetuate systems of oppression; to challenge ourselves to become more aware and confront discriminatory attitudes and practices

To cultivate practices of deepening awareness, understanding, humility, and commitment to our ideals and this covenant

We recognize that none of us is perfect and all are works in progress. We hold one another in love as we aspire to grow in wholeness and bring hope and healing to the world.

#### Items from Agenda Review and Last-Minute Items:

Art brought up as a topic to discuss the “quit” letter authored by Mark Gallagher. He also suggested we check out the blog on the book Centering which was read last year. Gloria suggested that the topic might come up during the conference. Marni suggested that we meet earlier than our original meeting time before the Conference to talk about it. *Diane to set up Doodle poll to set time and date.*

Marni would like to talk about the board registering for the Virtual Beloved Conversations program although it may be too late because enrollment closes Sept 20.

Respectfully submitted by Gloria Perez, Secretary

Reports:

President's Report

REPORT TO THE UURMaPA BOARD

From Diane Miller

For September 16, 2020 meeting

I hope you have been well in body and soul during this past month during this pandemic era. We have a big agenda to cover. I look forward to Zooming with you.

Thank you for the work you all have been doing and follow up on UURMaPA projects and ideas. You are a great team!

Our most immediate agenda is the October Conference, which we will go over, led by Anne Spatola. I had included a reminder about getting registered in a message to the Board, feeling good that I had done it right away. Then I found the envelope sitting in a stack of papers. So, my registration is on its way. I will be drafting my comments for the "Board News and Reports" segment and sending them out to you, with an idea of what I'd like to have each of you cover. We have an hour for that, and I hope we can be concise so that we have plenty of time for comments and ideas from participants. The conference is the week before our next Board meeting, so October will be a full month for us.

Marni and Richard have a drafted Board covenant for us to consider. Also, Marni will present the idea of being part of Beloved Conversations.

Our Chalice Lighting and opening readings from Spilling the Light will be done by

September – Susan

October – Richard

November – Marni

December – Cathie

We have two Board development things going on – the Kendi book group read, and consideration of the Commission on Institutional Change.

Phyllis Hubbell had asked to be on our agenda this month, to address some privacy issues with Rainbow History materials. She needs to move that to October, after she has talked with the Archivists at Andover-Harvard Library special collections.

I've had various correspondence (postal, email, phone) with a number of our members on a wide range of topics. I continue to participate in the Caregivers Group on Zoom, a most valuable support in these times. I have a request out for the Resident Agent role.

I need help getting a fundraising letter out, postal plus we will back it up with an electronic version.

Diane

### Vice-President's Report

No report for this month.

### Treasurer's Report:

UURMAPA Treasurer's Report

September 2020

9/13/20

August has seen increased income from the registrations for the conference. We had one registration in July, thirty-six in July, and thus far nineteen for September. Alison and I are in communication about the two ways people are paying. She sends me the checks she received, and I inform her of those who pay via PayPal. I send her a complete Excel file of what I have

received and deposited almost weekly. Twenty-nine paid via check and twenty-seven used PayPal. We have received \$3020 total to date. Of that, we have received \$320 in scholarship donations. We have had one person request a scholarship.

A Recent bequest from the estate of Glen Snowden will come in September. A check for \$5,011.08 will be coming to me in the coming weeks. It was the express wish of Rev. Snowden that UURMAPA receive 90% of the value of the remainder of the gift after his death. He restricted this gift to the Creative Sage-ing Award Fund. Since we do not have such a fund at present, I invite the board to think about how we can preserve the memory of this fund without getting too complicated. If we allocate \$500 each year for the award, it will last ten years. Perhaps we put it in the Endowment and draw \$500 from the Endowment each year for this award.

There were no expenses in August. I enclose the latest Excel Budget report along with this written report. I have revised the budget to better reflect our financial status. We still have a sizable deficit due to the lack of Member Donations. Are we planning on a fundraising appeal in the Fall? We will need about \$27,000 to break even. I do not know what the cost of our virtual conference will be. We have one more issue of Elderberries to pay for - \$1257.58. The Minuteman bill was sent to Dave Hunter and he is forwarding it to me.

Respectfully Submitted,  
Richard Speck, Treasurer

	2020 Budget Revised	Jun-20	Jul-20	Aug-20	Se p-2 0	Oc t-2 0	No v-2 0	De c-2 0	2020 Total	Budge t vs. Actual				
<b>INCOME</b>	September 2020													
Member Donations	\$24,000.00	\$3,670.00	\$150.00	\$0.00					\$3,820.00	15.92%				
Member Donations Paypal	\$1,000.00		\$402.89	\$0.00					\$402.89	40.29%				
Memorial Gifts	\$100.00		\$35.00	\$18.00					\$53.00	53.00%				
Faithify	\$0.00	\$0.00	\$0.00	\$0.00					\$0.00					
Conference Fee Income	\$12,000.00	\$8,707.00	\$60.00	\$1,975.00					\$10,742.00	89.52%				
GA Luncheon Income	\$0.00	\$0.00	\$0.00	\$0.00					\$0.00					
UU Grant - LGBT Program	\$0.00	\$0.00	\$0.00	\$0.00					\$0.00					
UUMA Subsidy	\$1,000.00	\$0.00	\$1,000.00	\$0.00					\$1,000.00	100.00%				
Scholarship Income	\$300.00	\$0.00	\$0.00	\$295.00					\$295.00	98.33%				
Other Income	\$0.00	\$0.00	\$0.00	\$0.00					\$0.00					

<b>Total Regular Income</b>	\$38,400.00	\$12,377.00	\$1,647.89	\$2,288.00				\$16,312.89	42.48%						
<b>EXPENSE</b>															
<b>On-Site Board Meetings</b>															
Transportation	\$4,500.00	\$4,480.00	\$0.00	\$0.00				\$4,480.00	99.56%						
Room and Board	\$4,100.00	\$4,100.00	\$0.00	\$0.00				\$4,100.00	100.00%						
Hospitality	\$0.00	\$0.00	\$0.00	\$0.00				\$0.00							
Conf. Scholarships for Board Members	\$0.00	\$0.00	\$0.00	\$0.00				\$0.00							
<b>Total Board Meetings</b>	\$8,600.00	\$8,580.00	\$0.00	\$0.00				\$8,580.00	99.77%						
<b>Conferences</b>															
Attendee Fee Refunds	\$0.00	\$0.00	\$0.00	\$0.00				\$0.00	0.00%						
Fee Income for Bus Tour	\$0.00	\$0.00	\$0.00	\$0.00				\$0.00							
Room and Board	\$19,400.00	\$19,326.00	\$0.00	\$0.00				\$19,326.00	99.62%						
Speakers	\$0.00	\$0.00	\$0.00	\$0.00				\$0.00							
Music	\$0.00	\$0.00	\$0.00	\$0.00				\$0.00							
Hospitality	\$0.00	\$0.00	\$0.00	\$0.00				\$0.00							
Scholarships for Non-Board Attendees	\$0.00	\$0.00	\$0.00	\$0.00				\$0.00							
Misc.	\$1,700.00	\$1,655.00	\$0.00	\$0.00				\$1,655.00	97.35%						
<b>Total Conferences</b>	\$21,100.00	\$20,981.00	\$0.00	\$0.00				\$20,981.00	99.44%						
<b>General Assembly</b>															
Luncheon Cost	\$0.00	\$0.00	\$0.00	\$0.00				\$0.00							
Transportation-President	\$0.00	\$0.00	\$0.00	\$0.00				\$0.00							
Transportation-Vice President	\$0.00	\$0.00	\$0.00	\$0.00				\$0.00							
Room and Board	\$0.00	\$0.00	\$0.00	\$0.00				\$0.00							



GA Fees & Misc	\$0.00	\$0.00	\$0.00	\$0.00				\$0.00						
<b>Total General Assembly</b>	\$0.00	\$0.00	\$0.00	\$0.00				\$0.00						
<b>Communications</b>														
Elderberries Publication	\$4,000.00	\$2,067.00	\$0.00	\$0.00				\$2,067.00	51.68%					
Fundraising Appeal	\$1,800.00	\$53.00	\$0.00	\$0.00				\$53.00	2.94%					
Peer Support Groups (video calls)	\$320.00	\$53.00	\$0.00	\$0.00				\$53.00	16.56%					
Website	\$200.00	\$0.00	\$0.00	\$0.00				\$0.00	0.00%					
Database Management	\$100.00	\$0.00	\$0.00	\$0.00				\$0.00	0.00%					
<b>Total Communications</b>	\$6,420.00	\$2,173.00	\$0.00	\$0.00				\$2,173.00	33.85%					
<b>Other Expenses</b>														
Retirement Planning Seminar Expense	\$0.00	\$0.00	\$0.00	\$0.00				\$0.00						
TMP Program Expense	\$0.00	\$0.00	\$0.00	\$0.00				\$0.00						
LGBTQ Program Expense	\$6,000.00	\$4,225.00	\$1,400.00	\$0.00				\$5,625.00	93.75%					
Saging & Unsung & Navius Awards	\$1,500.00	\$1,500.00	\$0.00	\$0.00				\$1,500.00	100.00%					
Postage	\$100.00	\$0.00	\$55.00	\$0.00				\$55.00	55.00%					
Board Misc.	\$200.00	\$85.00	\$37.80	\$0.00				\$122.80	61.40%					
Connections Network	\$0.00	\$0.00	\$0.00	\$0.00				\$0.00						
President's Expense	\$100.00	\$0.00	\$0.00	\$0.00				\$0.00	0.00%					
Memorial Gifts - UUMA and Others	\$1,500.00	\$1,150.00	\$0.00	\$0.00				\$1,150.00	76.67%					
Bank Expenses			\$3.00	\$0.00				\$3.00						
<b>Total Other Expenses</b>	\$9,400.00	\$6,960.00	\$1,495.80	\$0.00				\$8,455.80	89.96%					
<b>Total Expense</b>	\$45,520.00	\$38,694.00	\$1,495.80	\$0.00				\$40,189.80	88.29%					

<b>Profit/Loss</b>	- \$7,120.0 0	- \$26,317. 00	\$152.09	\$2,288.0 0					- \$23,876. 91	335.3 5%									
<b>OPERATIONS SURPLUS/ (DEFICIT)</b>																			
Donations to the Endowment																			
Investment Earnings/ (Loss)																			
<b>TOTAL SURPLUS/ (DEFICIT)</b>																			
<b><u>Ending Account Balance</u></b>																			
Endowment		54689.95	\$54,689. 84	\$56,910. 45															
Money Market		\$14,180. 53	\$14,182. 93	\$14,185. 33															
<u>Checking</u>		\$5,165.6 9	\$5,443.9 5	\$5,350.6 5															
Total		\$74,036. 17	\$74,316. 72	\$76,446. 43															

### Secretary's Report:

I sent approved minutes of the July 15,2020 to Duane Fickeisen on July 15,2020. I continue to read to the Kendi book. I have also read several minutes from past meetings to become familiar with thoughts and discussions about UURMaPa membership.

Gloria Perez

### Elderberries Report:

SEPT 2020 Elderberries Report:

Besides reading into the next few chapters of our *AntiRacist* book, I have been busy arranging for material to be published in the Autumn issue, which will certainly include highlights from the Fall conference (which unfolds immediately ahead of the copy deadline of Oct. 15!), but I wanted something else to carry the banner of the front page so it didn't look too much like the Summer issue.

I believe what will fill that bill is the handful of good responses I've gotten from a few folks about how they are creatively dealing with pandemic limitations. I'm also making contact with archivists at both MLTS (yes) and Harvard/Andover (no response as yet) about their programs of collecting papers from retired ministers. That might get some feature billing as well.

The archivist idea was generated by Diane, which I really appreciate. PLEASE, **all of you**, do consider any other angles on our common journeys that might be worthy of publication (or at least investigation, which I can do). I value the diverse perspectives and interconnections we represent and depend on your good notions about what might be good to cover in the pages of our journal. And encourage those you connect with to consider writing me about their latest doings. *Inquiring minds want to know!*

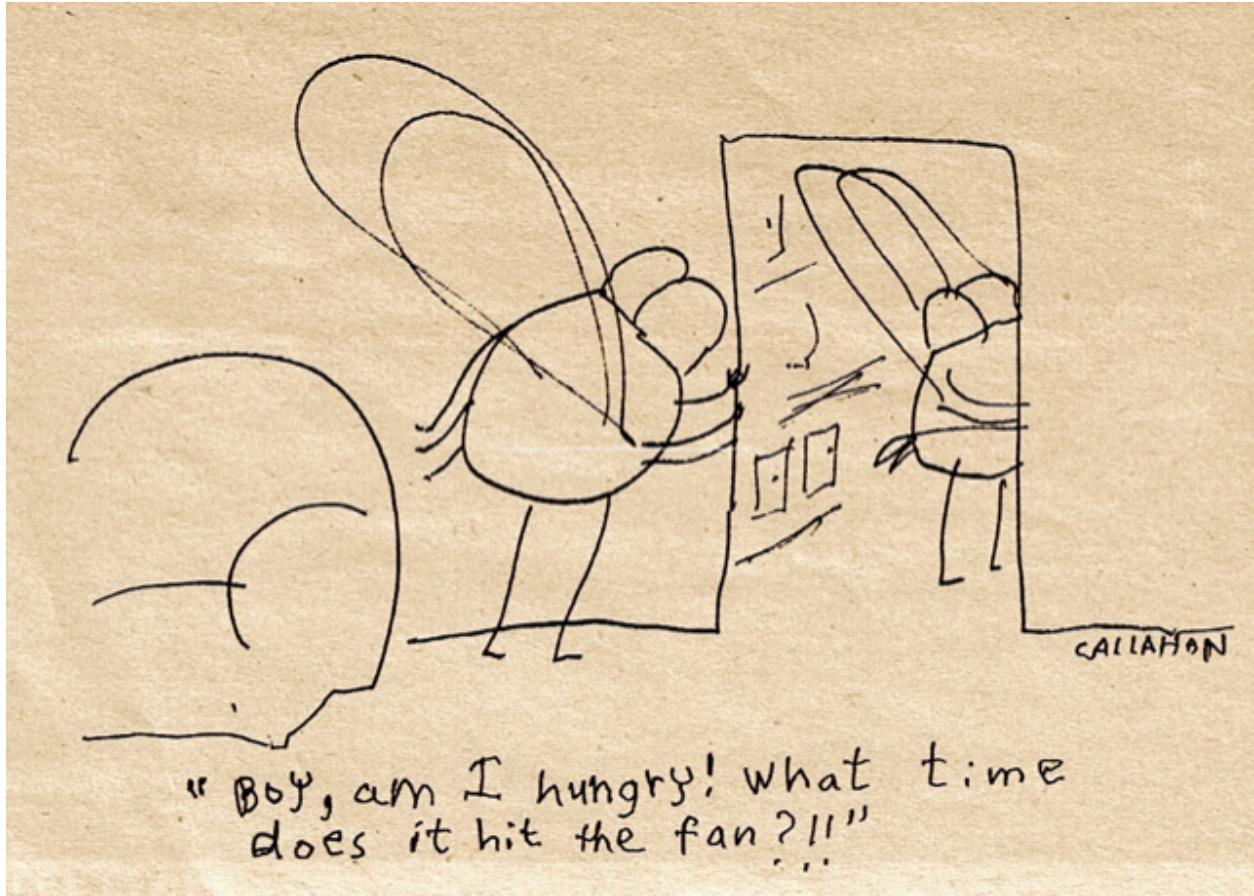
And perhaps I can enlist your voting on possible cartoons to include, which are shown numbered 1-4 below. Please register with me your positive responses to them, in priority. Depending on room, I will include some but probably not all.

Appreciatively, —Jaco

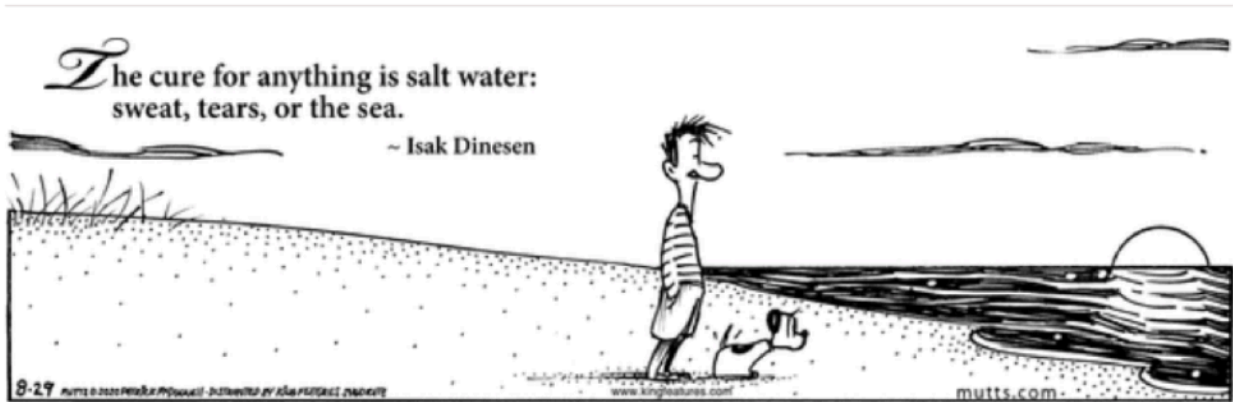


1.

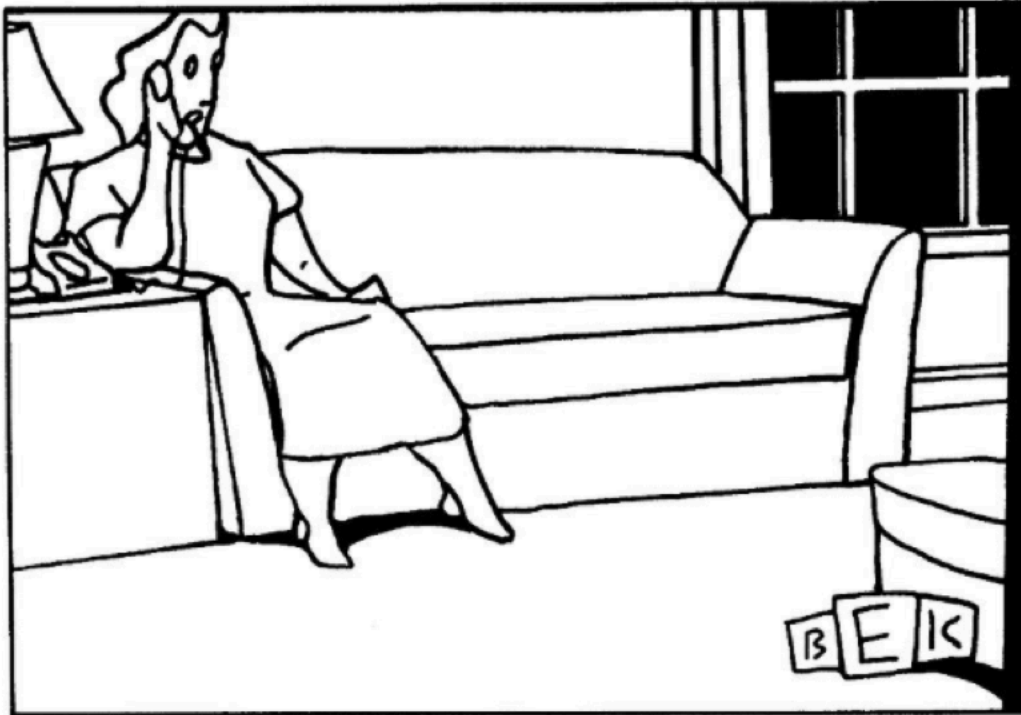
LFINCK



2.



3.



*"I realize that each day is a gift. Now it's just a matter of figuring out how to exchange fourteen thousand six hundred of them."*

4.h

Conference Report:  
**September 2020 Board Report- Anne Spatola**

**October Conference**

- Several contacts with Barbro as well as a Zoom meeting with all 3 planners, Barbro, Charles and Allison.
- Contacted Rose Edington and Mel Hoover, Odyssey presenters. They wish to be introduced by Steve Edington.
- The total time for the Odyssey was increased to 2 hours, 90 minutes for a pre-recorded presentation and 30 minutes for a live Q&A as well as a 5-minute intro by Steve. (***Diane can also do a very brief explanation on the significance and history of the Odyssey prior to Steve.***)
- Registrations are coming in. Total so far is 73. Even though Board is not required to pay, you still need to complete the registration form and mail to Allison. ***You need to complete a registration form in order to acquire the zoom link.***

- There are presently 13 different topics suggested by the volunteer facilitators. The main categories include: bereavement, caregiving, mental/spiritual health during a pandemic, climate change, racial justice, retirement and voter suppression.
- Barbro and Tanner are working out technical details related to seamless room transitions, control of the "chat", announcements and evaluations. Barbro is also working on a video of the Barbara Harris center so people can imagine the space we would have been in and hopefully, will be next year.
- **Board's actions and responsibilities for the conference:**
- *First day*--Diane to welcome and introduce each Board member. Member to very briefly describe their role. Board members who are not attending the conference should send in a current photo to be flashed across the screen when being introduced on the first day.
- *Third day*-- one hour allocated for Board's presentation. **Board to work out details.** Closing worship will be done by Board members, Art and Richard.
- The schedule is still being revised as changes and new information impacts it. A meeting with Tanner is planned for Wednesday.
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### Winter 2022 Conference

- Mailed the contract and \$2500 deposit to the Franciscan Renewal Center.

### Rainbow History Project

- New activity with project-- Reviewed and submitted 3 sermons by Mark Belletini. Although I received many more works of his, he decided on just the sermons for inclusion in the project.
- Reviewed and sent an article submitted by Richard Kellaway titled the "A Church in the Shadow of Stonewall- The History of the Gay Liberation at Fourth Universalist".
- Waiting for approval from author on a piece by John Kyper.
- A couple of other items are pending review or research.
- 
- CONNECTIONS Board Report 9/20

-No retirements again this month!

-I did work for some time making an email list for the new Northern California Area for the Area Connector at her request.

-I led 4 Chat groups; at one of members request, we discussed the letter from Mark Gallagher about the UUMA and Gadfly, etc. for 2 chats. I did more research on the issue and found a blog called “Truly Open Minds and Hearts” <https://trulyopenmindsandhearts.blog/2017/10/20/be-careful-what-you-resolve-to-do/>, which Mark Gallagher has contributed to.. There was also a blog on the Book “Centering” which we had studied last year, which I found very interesting and am attaching. I’d like to talk more about it at the meeting. I continue to be concerned about the number of retired folks who are feeling alienated. I have ordered the book, “Critical Race Theory”, Third Edition, which I understand much of the current anti-racism jargon is based on.

-I read the book “Caste,” by Isabel Wilkerson, as part of my continuing antiracism commitment. Very educational, inspiring, and depressing!

From At-Large-

Cathie has been working on getting the list for the Conference memorial service and wants to know who she sends the list to.

The spreadsheet has been done and rechecked.

Shalom,

Art

### Good Offices Report:

UURMaPA Board Report September

AT-Large

Richard Speck and I created a draft covenant for the UURMaPA Board. It’s a work in progress and should be sent out with Pres. Diane’s report for Board discussion.

I talked with Diane about the possibility of the Board participating in the new Beloved Conversations program. I then spoke with Kierstin Homblette Allen (one of the trainers) about the possibility of working out some kind of financial deal. It’s something we might discuss at our meeting, especially given that registration closes 9/20.

I read through the Governance section of the Commission’s report but really didn’t find any actions that seem relevant for UURMaPA.



I then read the section on Hospitality and Inclusion.

What might be some multicultural hospitality practices that UURMaPA could develop?

Ministers of Color likely know each other. Might we want to create a partners of color support group?

NOTE: Just read article in NYTimes about the founding of the Gray Panthers 50 years ago. As the article said—who even remembers the Gray Panthers these days. My new moniker for us: The Gray Pastors! --and Partners, of course