

Minutes of Zoom Conference Board Meeting October 21,2020 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 and Anne
Spatola
Absent: Art Severance

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

September 16,2020 Board Meeting Minutes:

The revised September 16th Board Meeting minutes were approved. They
have been sent to Duane Fickeisen for posting on UURMaPa's web site
under Governance.

Opening Words from Spilling the Light by Teresa Soto: "But Why
This, Why Now" read by Richard Speck

Learning Community- Ibram Kendi, How to Be an Anti-Racist was set aside
for today's meeting.

AGENDA ITEMS:

Standing reports:

Secretary- Gloria Perez- **The minutes of the Sept 16th meeting were
approved.** They will be sent to Duane Fickeisen for posting on the web
site. Notes from the Fall Conference are in my report below.

Treasurer- Richard Speck:

The spreadsheet needs finishing and will be sent out a bit later. Last of the
checks from Conference registration are in and payments for expenses are
beginning to be made. \$4,000 from the from the bequest by Glen Snowdon
has been put into the money market fund. The rest of it will be deposited in
September. A down payment for the Conference in Arizona in 2022 has
been made. As of now, \$13,040 has been received from member donations
by check and by PayPal. Although we are receiving more than we are

paying out, we still need to fund-raise for what we need for our budget. **The treasurer's report was approved.**

Old and Ongoing Business:

Conference – Anne Spatola – There was discussion about how best to schedule the timing during the Spring Conference, who will do the technical duties, having the conference a little more free flowing and lowkey to allow for more intimate chat time. Dates under consideration are: March 29-30, April 12-14, April 26-28 which are all Monday through Wednesday. Pictures of Asilomar were suggested as the background for Zoom screen. Anne heard ideas from us about how to find tech people who could work on the conference. *Richard to check with Janette Lallier for possible recommendations. Diane will check with UUMA groups. Anne will do research from the resources offered and make a choice of the tech person.*

Anne questions the ability to do a live Fall conference in the East Coast in 2021. The feedback she has gotten from people is that there is a desire to have the conference accessible to people who can't travel. Awareness of copy right issues for the use of material during the conference was mentioned. The idea of a non-thematic conference was also put forward. Diane is open to input from us for possible presenters of an Odyssey. Having two Odysseys sounds like a good idea.

Discussion followed about possibilities of different ways to offer conferences: a hybrid type of conference where some attendees are in person and some virtual, which would require more tech; a two-tier event calendar where we would offer two in person and two virtual conferences; concern about planning for so many conferences; becoming more creative about how we do conferences, being ahead in our approach is desirable; regional conferences; benefits of in person conferences are in the unstructured time spent together over meals, etc.

Regarding the Fall 2021 conference, we already have made a deposit on the venue, we need to have a plan in case there needs to be a change. Richard suggests that Anne be aware of a break clause in the contract. He also reminds us that the technological needs will be more involved if a conference presenter is to speak to a live virtual audience with live interaction.

Review of Recommendations from the Commission on Institutional Change-Marni

Two things for us to consider: some ways to do multicultural hospitality welcomes for newly or about to be retired ministers that we might develop, the book My Grandmothers Hands might help us in our thoughts about how to develop hospitality experiences; the possibility of creating a partners of color support group. We discussed ways to be ready to welcome ministers and partners of color. We might look to Finding Our Way Home conferences and DRUMM as resources to inform ourselves of ways to be inclusive in our conferences; using music engagement and creative ways of action that might signify a welcoming attitude; recognizing that there may be hesitation on the part of ministers of color to join in UURMaPA activities; the need for us to look into our own perspectives and complicity in the attitudes and activities of the white supremacy culture. An observation was made that there is a whole world of cultural change happening. This topic should be on the Feb board meeting agenda giving enough time address this issue and make changes.

Vote on the approval of Lilia Cuervo, 6 Apache Trail, Medford, MA 02155 as our Resident Agent. **The board formally approved this choice. *Gloria will update file with Commonwealth of MA.***

Sponsorship of a program/project on UU women in leadership in the “Second Wave”- the offered funding is not going to happen. The funding will come from another source and the program itself will happen.

Peer and other Interest groups on Zoom- Susan is working on compiling a list of support groups; how to find a group or start a group. Marni has some information to help in compiling a list of groups. Another suggestion was to check the announce list. Susan to digest the information about support groups. We could put out a call for potential participants and offer before the general support groups. *Jaco will announce in the next Elderberries about support groups.*

Elderberries – Jaco will mention the video recording of the conference in Elderberries if he can get the link for it soon.

New Business

Guest participation by Phyllis Hubbell re: privacy concerns for the posting online and archiving in the Andover-Harvard Theological Library of materials from the Rainbow History Project.

Phyllis gave us background information for the privacy concerns and including that two of the participants had asked for specific restrictions of their material. She asked that the board approve the recommendations she made in a memo which she sent to us regarding the privacy issues. Discussion followed about possible ways the information could be used against the participants, about the possibility of UURMaPA controlling in some way access to the material. The Rainbow Project has its own website now but will be migrated to the UURMaPa website, so we need to plan carefully now so as not to have unwanted results when the material becomes included on our website. Phyllis offered to speak to the people who gave interviews about how they would like their records to be handled. *She will report back to the board about these one on one conversations.* In her memo, Phyllis asked for agreement from the board on the policies she outlined in her memo.

We release the videos to A-H with no restrictions except on the two videos (and their transcripts) where the participants requested privacy. The participants will need to give us more details about how long they want the restrictions to last.

We post the videos and transcripts publicly on the UURMaPA Rainbow History site except for those where the participants either have requested restrictions or for those participants who were not listed in the programs for those two conferences. A description of those records will be available, but the actual content will not be available without express consent by someone designated by UURMaPA. For the time being, I would recommend that be the UURMaPA historian. When a UURMaPA member takes over administration of that website, that person could be tasked with securing those records. I do not anticipate a rush of requests so I do not think this will be an onerous duty.

We develop a list of categories of people who will be allowed access to all the records except those specifically restricted by Mark Belletini and Jane Dwinnell (or others who may later ask for restricted portions of their videos and or transcripts to assist the person in charge of access in making decisions. We might ask Mark and Jane if they are willing to grant access on a case by case basis

One additional action item is whether we need a specific contract or memorandum with AH. Perhaps we already have one, but I'm not aware of it. If not, the attachment could form the basis for a contract. I would propose that the Board appoint someone to write this up. We may even want to hire a lawyer for this purpose.

The Board agreed to the policies.

Alternative to In-Person annual Board gathering in 2021

The meeting should consist of at least 4 units of time. Under consideration, 2 hours a day for 3 days, or 1 session a day for 4 days.

Topics under consideration are how to be welcoming, anti-racism work and the budget. *Diane will work on topics and dates.*

Minutes respectfully submitted by Secretary, Gloria Perez

REPORTS:

President- Diane Miller

Report to the Board for October 21, 2020 monthly meeting
From Diane Miller, President

Whoeee!! The virtual conference was outstanding. At one level low key – at home, relaxed, limited hours – and also very energizing and inspiring with many connections going on. Technology connected us, despite a few glitches. We've had a chance to debrief in the evals, and for Jaco for Elderberries, so I don't want to rehash it here.

Appreciations: to all of you for taking part and contributing to our At Your Service segment as well as in other ways. Kudos especially Anne, coordinating with Planning Team, Marni for getting our guests lined up & recorded, Richard for the Virtual Choir, Jaco and Barbara for the Odyssey Introduction and the upbeat original song tribute, and to Richard and Art for the closing worship. Thank you notes are being sent to planning team, with \$50 UUA InSpirit bookstore gift certificate to Barbro & to Charles and Alison. (these came to me in email, and I have forwarded them to our recipients). I also sent flowers to Mel and Rose after their Odyssey, with a note following up.

Grieving: Judy Clymer Welles has died since our last monthly meeting. Judy was diagnosed with a rare cancer in the spring of 2017, a few months before she was going to shift roles on the Board from being editor of Elderberries to President. She knew right away that she wanted to assume that role as planned. She was able to fit together her treatments with UURMaPA conferences and General Assemblies and to serve so very effectively as our President. She loved UURMaPA, and loved doing Elderberries and especially being President. She would have loved to continue, but after two terms as Editor and one as President she was at the limit of our governance guidelines. So she volunteered to do the continuing work of coordinating the UU Rainbow History project, and saw it through the final grant report. I came on board as VP when Judy became President. Working with Judy was a great privilege and delight. She did so much for us, and then shared her Odyssey last February. Many of us were able to virtually attend her Memorial Service. We were so lucky to have her in this institution, and in the UU Ministry, and in our lives. Rest in Power, Judy.

Paper Goods: Barbro needed notecards to send out appreciations, which depleted the supply. This prompted me to re-order note cards and letterhead stationery. In the flush olden days we printed 2-color letterhead with all the board members listed. I ordered just a single-color logo and skipped names, making it more generic letterhead. Let me know if you need supplies and I will mail out to you, once the stash arrives.

Let's think about our Annual in-person Board gathering. It won't happen in 2021 before a winter conference, as has been done in recent years. We had a social gathering & dinner the evening of what was usually a travel day, a full-day meeting, evening off, and then a morning segment, often continuing learning, before the start of the conference. We need to make some decisions, even if provisional. When – we could pick a time in the new year, winter-ish, and meet on Zoom. For example, maybe three 2-hour segments over two days. Having clear agenda topics is essential. We could decide to skip this meeting entirely and spend a day together in

the fall prior to the anticipated Fall 2021 Conference in NH. While this practice of meeting is not addressed in the Bylaws, it is described in some detail in the Operating Procedures beginning line 194. I won't include all the text here, which I encourage you to read, but note the beginning statement: ***"The Board meets monthly, as needed, via ZOOM, conference call or other virtual medium. There is one in-person meeting each year, in conjunction with a conference. The Board may hold additional meetings as deemed necessary."*** The Board creates the Operating Procedures, so the full section of text can be changed to suit our new reality, as we see fit. Please give this decision some thought before next Wednesday. Susan Rak will be President starting July, so I've asked her to consider what she would want.

Anne will fill us in on the possibility of virtual spring conference in 2021. It is worth noting that concern about how close together the fall & winter conferences were (sometimes just three months apart, much of it over the holiday season) was part of Ginger's outgoing wisdom to us. Better spacing is one factor.

The emailed offer of funding for a program on UU Women in Leadership has been withdrawn, so it is off our agenda.

Obituaries – We were not getting obit notices from the UUA for a stretch of time. I thought it was just me, that I'd fallen off the distribution list, but asked around and it was Cathie as well. I contacted the UUA and discovered that Aastha Poudel, the assistant who sent them out, is on family leave that started sooner than planned, so they were short staffed. The Rev. Marta Valentin has now come on board as the Ministerial Development person, and the Rev. Erika Hewitt is filling in temporarily to write the obits. A rush of notices came out to catch us up, and we are now fine. The tracking spreadsheet that Judy Gibson devised certainly is essential through the ins & outs and turnover. Is it possible to make that a shared document for those who are all part of the process? Who knows how to do that?

We also need to review our use of the Announce list and see if the guidelines are still making sense. A few things went out that were not within the guidelines. I don't recall examples, but noticed as they floated by in the river of email.

Thanks to Richard for writing, and to Jaco for editing, and to Patt Herdklotz for sending the mailing list, I was able to tweak the fundraising letter and send it to the printers we use for Elderberries. Jaco has received his already, though I have not. We had decided to post it on our FB page when it was mailed, though I haven't done that yet. Are there other places it should go?

Phyllis Hubbell wants some time on the agenda to address some remaining questions about the UU Rainbow History. I need to get more info from her on what she needs from us.

Barbara ten Hove wanted to meet with us this time around, but she has a conflict with the time. She would like input from the Board on possible fifth member of the NomCom, to fill Judy Welles' seat, and other potential leaders.

Vice-President- Susan Rak

UURMaPA Board - Vice President Report

Devoting time to clarifying some aspects of VP role, particularly about "setting up peer groups".

I couldn't find more information about how this is organized and set up. So I am collecting that now from existing groups.

What I hope to do is offer some clearer definitions and guidelines for these, and here's my current thinking:

- what kind of groups are out there? [currently - as best I can tell - general "peer" groups (akin to minister chapter/cluster groups?); support groups (e.g., caregivers); and the Covid check-in groups.
- how are groups structured? (convener, scheduler, facilitator, etc.; open to new participants or closed?)
- platform: individual Zoom accounts seem to be used in most cases; UURMaPA Zoom account was used to set up Covid groups, but some of those have shifted to individual's. So UURMaPA might offer to get a new group going but individuals may take over and then be able to manage their own schedules.
- should we have expectations (brief guidelines, covenant, etc.) if a group is under UURMaPA's aegis, even if they are being run independently? Should we ask for occasional check-ins or reports from each group (sort of 'how's it going?', 'how many participants?' - along those lines)

This is what I'm pondering and welcome your input and questions as I move forward. (*What do you know? what am I missing? what might be a better way to go?*)

I will bring thoughts or recommendations to the Board at a later date.

Also took part in the special Board meeting on October 10th and "UURMaPA Virtual Fall Conference" [which, as all have noted, was quite wonderful!]

respectfully submitted,

Susan

rev. dr. susan veronica rak

Treasurer's Report- Richard Speck

UURMAPA Treasurer's Report
 October 20, 2020

I have submitted the September spreadsheet earlier to the board. Highlights are that conference registrations were coming in at a good pace. The Bequest of \$5,011.08 came in, was deposited, and \$4,000 was immediately moved to the Money Market Fund. The remainder was moved in October.

Major expenses were for the deposit on the 2022 conference in Arizona and payment for Elderberries publication. I have also been sending out the memorial gifts in honor of deceased colleagues.

I attended the special board meeting and most of the fall conference. I missed Wednesday afternoon due to being in surgery and recovery at that time for minor hernia repair.

Respectfully submitted,
 Richard Speck

	2020 Budget Revised	Jun-20	Jul-20	Aug-20	Sep-20	O ct- 20	No v- 20	De c- 20	2020 Total	Budge t vs. Actual				
INCOME	Septemb er 2020													
Member Donations	\$24,000.00	\$3,670.00	\$150.00	\$425.00	\$175.00				\$4,420.00	18.42%				
Member Donations Paypal	\$1,000.00		\$402.89	\$0.00	\$0.00				\$402.89	40.29%				
Memorial Gifts	\$100.00		\$35.00	\$18.00	\$5,011.08				\$5,064.08	5064.08%				
Faithify	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				\$0.00					
Conference Fee Income	\$12,000.00	\$8,707.00	\$60.00	\$1,975.00	\$2,225.00				\$12,967.00	108.06%				
GA Luncheon Income	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				\$0.00					
UU Grant - LGBT Program	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				\$0.00					
UUMA Subsidy	\$1,000.00	\$0.00	\$1,000.00	\$0.00	\$0.00				\$1,000.00	100.00%				
Scholarship Income	\$300.00	\$0.00	\$0.00	\$295.00	\$245.00				\$540.00	180.00%				

Other Income	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00					
Total Regular Income	\$38,400.00	\$12,377.00	\$1,647.89	\$2,713.00	\$7,656.08			\$24,393.97	63.53%				
EXPENSE													
On-Site Board Meetings													
Transportation	\$4,500.00	\$4,480.00	\$0.00	\$0.00	\$0.00			\$4,480.00	99.56%				
Room and Board	\$4,100.00	\$4,100.00	\$0.00	\$0.00	\$0.00			\$4,100.00	100.00%				
Hospitality	\$0.00	\$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			\$0.00					
Total Board Meetings	\$8,600.00	\$8,580.00	\$0.00	\$0.00	\$0.00			\$8,580.00	99.77%				
Conferences													
Attendee Fee Refunds	\$0.00	\$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			\$0.00					
Room and Board	\$19,400.00	\$19,326.00	\$0.00	\$0.00	\$2,500.00			\$21,826.00	112.51%				
Speakers	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00					
Music	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00					
Hospitality	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00					
Scholarships for Non-Board Attendees	\$0.00	\$0.00	\$0.00	\$0.00	\$40.00			\$40.00					
Misc.	\$1,700.00	\$1,655.00	\$0.00	\$0.00	\$0.00			\$1,655.00	97.35%				
Total Conferences	\$21,100.00	\$20,981.00	\$0.00	\$0.00	\$2,540.00			\$23,521.00	111.47%				
General Assembly													
Luncheon Cost	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00					
Transportation-President	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00					

Transportation-Vice President	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00					
Room and Board	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00					
GA Fees & Misc	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00					
Total General Assembly	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00					
Communications													
Elderberries Publication	\$4,000.00	\$2,067.00	\$0.00	\$0.00	\$1,257.58			\$3,324.58	83.11%				
Fundraising Appeal	\$1,800.00	\$53.00	\$0.00	\$0.00	\$0.00			\$53.00	2.94%				
Peer Support Groups (video calls)	\$320.00	\$53.00	\$0.00	\$0.00	\$0.00			\$53.00	16.56%				
Website	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	0.00%				
Database Management	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	0.00%				
Total Communications	\$6,420.00	\$2,173.00	\$0.00	\$0.00	\$1,257.58			\$3,430.58	53.44%				
Other Expenses													
Retirement Planning Seminar Expense	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00					
TMP Program Expense	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00					
LGBTQ Program Expense	\$6,000.00	\$4,225.00	\$1,400.00	\$0.00	\$0.00			\$5,625.00	93.75%				
Saging & Unsung & Navius Awards	\$1,500.00	\$1,500.00	\$0.00	\$0.00	\$0.00			\$1,500.00	100.00%				
Postage	\$100.00	\$0.00	\$55.00	\$0.00	\$4.10			\$59.10	59.10%				
Board Misc.	\$200.00	\$85.00	\$37.80	\$0.00	\$0.00			\$122.80	61.40%				
Connections Network	\$0.00	\$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	0.00%				
Memorial Gifts - UUMA and Others	\$1,500.00	\$1,150.00	\$0.00	\$0.00	\$200.00			\$1,350.00	90.00%				
Bank Expenses			\$3.00	\$0.00	0			\$3.00					
Total Other Expenses	\$9,400.00	\$6,960.00	\$1,495.80	\$0.00	\$204.10			\$8,659.90	92.13%				

Total Expense	\$45,520.00	\$38,694.00	\$1,495.80	\$0.00	\$4,001.68				\$44,191.48	97.08%									
Profit/Loss	-\$7,120.00	-\$26,317.00	\$152.09	\$2,713.00	\$3,654.40				-\$19,797.51	278.05%									
OPERATIONS SURPLUS/ (DEFICIT)																			
Donations to the Endowment																			
Investment Earnings/ (Loss)																			
TOTAL SURPLUS/ (DEFICIT)																			
<u>Ending Account Balance</u>																			
Endowment		54689.95	\$54,689.84	\$56,910.45	\$58,589.68														
Money Market		\$14,180.53	\$14,182.93	\$14,185.33	\$18,187.87														
Checking		\$5,165.69	\$5,443.95	\$5,350.65	\$5,811.01														
Total		\$74,036.17	\$74,316.72	\$76,446.43	\$82,588.56														

Secretary's Report- Gloria Perez

On Sept 16, 2020 I sent the approved minutes of the August 19, 2020 Board meeting to Duane Fickeisen for posting on the UURMaPa website under Governance. I sent the first draft of the Sept 16, 2020 meeting minutes to the board for any revisions on Sept 22, 2020.

On Oct 10, 2020. I attended a special meeting of the board in which the board decided on the following statement: **The board is not taking a position on the recent controversies related to the UUMA or the UUA.** I am continuing to read the Kendi book.

I attended the UURMaPa Fall Conference Oct 12,2020-Oct 14,2020. During the UURMaPa *At Your Service* segment of the conference I took notes on the discussion. Topics which came up included: a change in language about UURMaPa from mission to asking/answering the question “why” we are here; in 2021 have a focus on out-reach and education; requests for material for Elderberries from Jaco for things retirees are involved in, creative ways of dealing with COVID; support groups from UURMaPa; area connectors needed in two geographic areas, Joseph Priestly South and Heartlands North; a chat group; it’s important for us to know when a partner dies; Anita Faber-Robertson would like to be in a group; is there a common name for UUMaPa groups; as a way to know what groups are already formed, Susan Rak asked for names of those who are in groups; how do people deal with retirement; a book about aging, What Are Old People For?

The most consistent comments I heard were about the need to be in connection with one another and the gratefulness to this conference for the opportunity to be connected.

Respectfully submitted, Gloria Perez

Elderberries- Jaco

I’ve been very busy collecting and assembling the Autumn Elderberries together, much of which I got reasonably situated before the conference, since I knew I would have to scurry a bit with that late material, as I am now. I attended the first and third days of the event and am reviewing the recording of the middle day now, all to craft a summary of what felt like a really successful thang.

I’m also reading the Antiracist chapters, but I had to miss the special board call on a Saturday when we were in traveling transit mode.

Cheers, -Jaco

Connections- Art and Cathie

Connections Report. 10/20/20

- I still have received no retirement notifications from the UUA.
- The good news is Ginger Luke has agreed to be Area Connector for Southern Joseph Priestly District.
- We still need someone for Heartland North.
- I will not be able to make meeting, I am attending our Colleague, Judith Campbell’s Creative Writing Program for Memoirs & Short Fiction.

-I have read, "How to be an Anti-racist", and am working on his other book, "Stamped from the Beginning"

Cathie and I thought the conference went well for the first attempt but needed much more time and a better platform for socializing. Because we were sharing a computer, Fred's Breakout's didn't work for us.

Cathie reports that she sent out one death notice, Carl Bretz.

See you next month!

Shalom,

Art

Conference-Anne

UUrMaPa Board Report

October 21,2020

The past month has been focused on the Fall conference:

Multiple contacts with Barbro to discuss or finalize various details

Wrote and recorded a chalice reading

Prepared my draft for the board segment

After being alerted by Phyllis Hubblell to the possible need for a release form, I made some modifications to the existing one used for the rainbow project conferences. Upon further discussion, it is unclear whether or not we even need one. Questions remain regarding the use of and access to the recording, who maintains copyrights and does the recording get stored in the archives.

Working with Dennis and Lyn on a Spring conference.

Reviewed Lyn's draft for Elderberries.

Reviewing costs associated with the Fall conference to assess how to proceed for the next one.

Attended Board special meeting on October 10 and participated in 3 days of fall conference.

Wrote an update for Elderberries on the rainbow project.

Trying to be current with Kendi book.

1.

At Large – Liaison to UUMA and UUA-Marni

10/20 UURMaPA Board Report
At Large: Liaison to UUMA and UUA

Other than my two preparatory tasks for the Fall conference, attending the special Board meeting, and attending the conference, I haven't done much. (The conference was excellent and made me so proud of UURMaPA)

I re-read the next three chapters of How To Be an Anti-Racist.

And since we didn't get to it at our October meeting, I want to repeat my comments regarding the Hospitality and Inclusion section of the Commission's report.

1. What might be some multicultural hospitality practices that UURMaPA could develop?
2. Ministers of Color likely know each other. Might we want to create a partners of color support group?

And, as in my October report, three cheers for The Gray Pastors and Partners. May we live up to the vivacity of the Gray Panthers of 50 years ago.

Report from the Rainbow History Program Planner

UURMAPA BOARD REPORT

From the Rainbow History Program Planner

October 21, 2020

Background

One of the big issues raised by the archiving of our materials from the Rainbow History Conferences is privacy. We learned a lot about these issues but have some concerns we'd like to share with you for your decisions regarding privacy.

The Andover-Harvard Theological Library ("A-H") requires waivers from all participants in the videos they archive. John Manwell and I have received complete privacy waivers from most of the participants. We have notified the remaining participants that if we did not receive their waiver by a certain date, we would assume that they were authorizing us to make the materials public. That date is long since passed. A-H would classify all of these records, those with signed releases and those with assumed authorizations as Unrestricted Records. (See Attachment.)

Mark Belletini submitted his release with the general restriction that he reserves right to review, edit and approve recording before it is placed on the project website or in the Archives. He also specified that videos of his Odyssey not be placed on YouTube. Jane Dwinell has requested nondisclosure of her records. No-one else has requested privacy.

Remaining Privacy Issues with Regard to Andover-Harvard

You may wonder why after obtaining all of these releases, I am even concerned about privacy. After receiving Jane's request for confidentiality, she and I had a conversation in which she encouraged me to consider whether UURMaPA should take any additional measures to protect materials from people who might harass them even if they have waived their rights. Many of us have not had the experience of being harassed over online postings, possibly by strangers, so may have given permission, trusting that UURMaPA would take prudent steps to limit the likelihood of accidental disclosures to people seeking to shame or harass them.

After reviewing these issues with Andover-Harvard, I think privacy is unlikely to be a problem with records we give them. A-H's cataloging system is set up so that someone doing a casual search on Google or some other search engine is unlikely to turn up personal data. They would instead turn up the A-H cataloging system and have to do a second search in order to find specific records about specific individuals. A/H also would not be placing our records on YouTube. All of the *videos* from the conference would at least initially be limited to *"In-library use" partial restriction*. At some point that will probably change. A-H is currently erring on the side of caution in this regard until they iron out all the details, but they are able to (and prefer to) make things fully accessible via links from the collection inventory (aka Finding Aid) to Harvard's digital repository.

ATTACHMENT

Explanation of Terms Regarding Library Materials Provided to Andover-Harvard Theological Library (“AHTL”)

October 21, 2020

For the **Unrestricted** material, AHTL will

- **Collect, organize,** and safely **store** this material
- **promote awareness of** this collection via creation of an online finding aid/inventory
- **provide access to** this material (as technology permits)
 - we normally enable researchers to request copies for personal research use upon request (logistics TBD at a future time)
 - researchers may also be able to download copies directly as technology permits (analogous to permitting users to scan a physical file)
- **grant reproduction/ reuse requests** to researchers
 - we normally would grant publishing/reproduction requests (excerpts) to researchers upon request

For the **in-library restricted** material, AHTL will

- **Collect, organize,** and safely **store** this material
- **promote awareness of** this collection via creation of an online finding aid/inventory
- **provide access to** this material per “in-library use” guidelines (as technology permits)
 - we normally enable researchers to request copies for personal research use upon request (logistics TBD at a future time)
- **grant reproduction/ reuse requests** to researchers
 - we normally would grant publishing/reproduction requests (excerpts) to researchers upon request

For the **fully restricted** material, AHTL will

- **Collect, organize,** and safely **store** this material
- **promote awareness of** this collection via creation of an online finding aid/inventory

Without explicit instruction from UURMaPA, AHTL will not

- **provide access to** this material by any means
- **grant reproduction/ reuse requests** to researchers