

1 **Minutes of Zoom Conference Board Meeting –December 17,2020**
2 **Unitarian Universalist Retired Ministers and Partners Association**

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

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

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10 Chalice Lighting, Diane. Reading, Cathie Severance from Spilling the Light
11 by Teresa Ines Soto “The Magic of An Empty Palm”

12 Learning Community:

13 Discussion of Chapters 10-12 of How To Be An Antiracist By Ibram X. Kendi
14 led by Richard Speck.

15 Widening the Circle: Marni yielded her time until the end of the meeting in
16 order to read a Christmas poem to us but did say that she was forming a
17 document to present at the Board Winter Retreat. We are doing our work
18 and want to let others know. Marni tried to add us to a list of groups who
19 are engaging with the report and its recommendations and found that
20 there was a lot of information to report in order to be on the list, so she
21 was unsuccessful.

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23 **November 18, 2020, BOARD MEETING MINUTES:**

24 **Agenda items**

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26 Standing Reports

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28 Secretary— Gloria Perez:

29 The revised Board minutes were approved. They will be sent to Duane to
30 be posted on the website under Governance. The secretary had nothing
31 further to report.

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33 Nominating committee report—Barbara Wells ten-Hove:

34 The slate for next year’s positions in leadership is halfway completed.
35 Susan Rak will continue, Milly Rochester and Judie Gibson are on the slate.
36 The committee is welcoming suggestions for slate nominations. There are
37 two openings, vice president and a second member at large person who is
38 not on the west coast. There are two openings for the nominating
39 committee and there may be a third. Barbara has stated that Barry

40 Andrews is not listed on the Leadership Service History for 2019 to 2021.
41 *Barbara will talk to Judie Gibson about it.* The nominating committee is
42 open to suggestions from the board. Barbara noted that it is OK if the board
43 objects to a recommendation from the committee. She also stated that it
44 would be a good idea to include a person of color on the slate.
45 The deadline for announcing the slate is the Spring edition of Elderberries.

46 47 Treasurer's Report—Richard Speck

48 The spreadsheet in the Treasure's report reflects a cumulative affect from
49 month to month. The fundraising appeal has brought in \$11,000. PayPal is
50 working very well and 20% of the donations have come through PayPal.
51 Expenses this month are few. The major expense is payment for two years
52 of the website service. Left over from the conference is a payment to
53 Barbro and to Steven. There was an expense of \$122 for the Rainbow
54 History Project web hosting that is explained in the worksheet report. The
55 Endowment has grown. There was discussion about some budgeted items
56 versus the actual expense and questions were answered. Fiscally we are
57 doing OK. **The Treasurer's report was approved.**

58 Richard sent a budget proposal to us on December 14, 2020. It contains an
59 estimate of \$45,000 in income. There was discussion about a few questions
60 regarding budgeted expenditures including covering expenses for the
61 President and Vice-president registrations for GA; a welcoming gift for new
62 retirees (in place of a luncheon during GA), money for tech expenses for
63 virtual GA; awards for Creative Sageing, Unsung and Navius; the finishing
64 of the Rainbow Project; memorial gifts.

65 Richard has researched giving coffee mugs with our logo on them to the
66 new members. Also suggested, we could give a T-shirt instead of a mug.
67 Richard will research T-shirts for us. **The board adopted the proposed
68 budget with the visions that came out of the discussion. *He will send us
69 an amended worksheet containing those revisions.***

70 71 Old and Ongoing Business

72 Conferences—Anne Spatola

73 For the spring conference, there is no one, yet, to give the memorial
74 service. Roger is working on having Canadian musicians for music. Ann has
75 told the planners that she won't be able to be involved very much due to an
76 upcoming surgery she will have in February. Evelyn will be doing tech for
77 the conference. An announcement that the registration is open will be
78 placed on our website and there will also be a paper registration form

79 available for those who want to use it and send in a check for the
80 registration fee. *Richard will set up the PayPal process for registering online.*
81 For the Spring conference there are decision-making deadlines coming up.
82 Under consideration are: will there be breakout rooms; no facilitated
83 workshops; creating something that works well so people can talk with one
84 another. The planners are still in the creative planning process. There will
85 be two Odysseys presented and a worship service. The planning committee
86 does not have anyone to do the Memorial Service. Anne asked for ideas.
87 Richard offered to provide some music. Art and Cathie offered to do the
88 Memorial Service if the planners cannot find anyone else.

89

90 Virtual GA Planning—Susan Rak, VP

91 UURMaPa budgets for covering the registration fee for the President and
92 the Vice-president. Neither one will be registering for the 2021 GA.
93 The Secretary is intending to register for GA. UURMaPA offered to cover
94 her registration fee and asked that she take notes on anything which may
95 be pertinent to UURMaPa.

96 Susan talked about our “luncheon” before GA. There are no ideas for the
97 recipients of the Creative Sageing Award. She is working on building a list
98 of people who are doing creative things. She needs two people to work
99 with her. If she is unable to find them, the Board may be called on to help.

100 *Susan will work with UUMA schedule to choose a date for our “luncheon”.*

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102 Virtual Retreat—Diane Miller

103 Diane sent the board a list of possible dates for the retreat. *She will note the*
104 *dates which are in common for each of us when she receives all the responses*
105 *to her email.*

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107 Marni reclaimed her time to read “Sharon’s Christmas Prayer” by John Shea

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109 Respectfully submitted—Secretary, Gloria Perez

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111 December Board Reports

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113 President—Diane Miller

114 I have had a light month with UURMAPA. I have some catch-up note writing later this
115 month.

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117 I have been in touch with Phyllis Hubbell, who has tried to wind off the videos and that is
118 still not completely resolved.

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I tested out the draft of on-line registration, which will be a nice step forward for UURMaPA. Thanks to Anne Spatola for getting this rolling, and to Duane Fickeisen, our webmaster, and Greg Bear, who does the technical work of the website.

Agenda will go out Tuesday.

-- Diane

Vice-President—Susan Rak

Dear all,

my report is brief:

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- continued working on gathering information on the structure of UURMaPA's "peer & support groups" program
- wrote up an article on that for Elderberries (attached, FYI)
- took part in a UUMA Chapter meeting in November, at the request of Melissa Carcille Ziemer and forwarded that report to all of you.

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There are, I think, some larger issues for UURMaPA raised by the questions and concerns I fielded in that meeting - namely, do we have any role in fostering good healthy relationships amongst active and retired UU Ministers?

My hunch is that as much as we might want to, there is no mechanism to do that within UURMaPA's current structure and mission...

especially as some of the recent issues seem to touch on the culture shift within UUism and the UUMA of recent years or months - it's a huge lift.

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"see" you soon...

Susan

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peace,

-- Rev. Susan

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Secretary—Gloria Perez

I sent the approved November,2020 minutes to Duane Fickeisen for posting on our website under Governance. I continued reading How To Be An Antiracist for our discussion.

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Treasurer's Report—Richard Speck

Dear Board,

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We have had good success in soliciting donations. Our members have helped us greatly to reduce the deficit. I have been sending out thank you letters to everyone and still have a bunch to do before the end of the year. I ordered a Treasurer's envelope instead of printing my return address and this should provide enough for a couple of years of letters. I'm using up what I printed on my color laser printer and starting to use the new envelopes.

165 I have drafted a budget for our review and sent it out. I have studied the income and expense
 166 side and feel that I have a workable budget for 2021. I know you will aid me in any additions or
 167 subtractions needed to adopt it. I am planning for a small surplus which could cushion us in the event of
 168 unanticipated expenses.
 169 Richard
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| | 2020 Budget Revised | Jun-20 | Jul-20 | Aug-20 | Sep-20 | Oct-20 | Nov-20 | Dec -20 | 2020 Total | Budget vs. Actual |
|--------------------------------------|---------------------------|-------------|------------|------------|------------|-------------|------------|------------|---------------|-------------------------|
| INCOME | September 2020 | | | | | | | | | |
| Member Donations | \$24,000.00 | \$3,670.00 | \$150.00 | \$425.00 | \$175.00 | \$4,905.00 | \$6,924.00 | | \$16,249.00 | 67.70% |
| Member Donations Paypal | \$1,000.00 | | \$350.00 | \$60.00 | \$175.00 | \$3,325.00 | \$170.00 | | \$4,080.00 | 408.00% |
| Memorial Gifts | \$100.00 | | \$35.00 | \$18.00 | \$5,011.08 | \$0.00 | \$0.00 | | \$5,064.08 | 5064.08% |
| Faithify | \$0.00 | \$0.00 | \$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 | \$1,715.00 | \$620.00 | \$0.00 | | \$13,077.00 | 108.98% |
| Conference Fee Income PayPal | | | \$60.00 | \$760.00 | \$880.00 | \$380.00 | \$0.00 | | \$2,080.00 | |
| GA Luncheon Income | \$0.00 | \$0.00 | \$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 | \$0.00 | | \$0.00 | |
| UUMA Subsidy | \$1,000.00 | \$0.00 | \$1,000.00 | \$0.00 | \$0.00 | \$1,000.00 | \$0.00 | | \$2,000.00 | 200.00% |
| Scholarship Income | \$300.00 | \$0.00 | \$0.00 | \$295.00 | \$245.00 | \$0.00 | \$0.00 | | \$540.00 | 180.00% |
| Other Income | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | | \$0.00 | |
| Total Regular Income | \$38,400.00 | \$12,377.00 | \$1,655.00 | \$3,533.00 | \$8,201.08 | \$10,230.00 | \$7,094.00 | | \$43,090.08 | 112.21% |
| EXPENSE | | | | | | | | | | |
| On-Site Board Meetings | | | | | | | | | | |
| Transportation | \$4,500.00 | \$4,480.00 | \$0.00 | \$0.00 | \$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 | \$0.00 | \$0.00 | | \$4,100.00 | 100.00% |
| Hospitality | \$0.00 | \$0.00 | \$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 | \$0.00 | | \$0.00 | |
| Total Board Meetings | \$8,600.00 | \$8,580.00 | \$0.00 | \$0.00 | \$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 | | \$0.00 | 0.00% |
| Fee Income for Bus Tour | \$0.00 | \$0.00 | \$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 | \$0.00 | \$0.00 | | \$21,826.00 | 112.51% |
| Speakers | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$400.00 | \$0.00 | | \$400.00 | |
| Music | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | | \$0.00 | |
| Technology Support | | | | | | \$1,385.00 | \$0.00 | | \$1,385.00 | |

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| Hospitality | \$0.00 | \$0.00 | \$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 | \$0.00 | \$0.00 | \$40.00 | | |
| Misc. | \$1,700.00 | \$1,655.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$109.34 | \$1,764.34 | 103.78% | |
| Total Conferences | \$21,100.00 | \$20,981.00 | \$0.00 | \$0.00 | \$2,540.00 | \$1,785.00 | \$109.34 | \$25,415.34 | 120.45% | |
| General Assembly | | | | | | | | | | |
| Luncheon Cost | \$0.00 | \$0.00 | \$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 | \$0.00 | \$0.00 | | |
| Transportation-Vice President | \$0.00 | \$0.00 | \$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 | \$0.00 | \$0.00 | | |
| GA Fees & Misc | \$0.00 | \$0.00 | \$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 | \$0.00 | \$0.00 | | |
| Communications | | | | | | | | | | |
| Elderberries Publication | \$4,000.00 | \$2,067.00 | \$0.00 | \$0.00 | \$1,257.58 | \$0.00 | \$0.00 | \$3,324.58 | 83.11% | |
| Fundraising Appeal | \$1,800.00 | \$53.00 | \$0.00 | \$0.00 | \$0.00 | \$1,101.22 | \$0.00 | \$1,154.22 | 64.12% | |
| Peer Support Groups (video calls) | \$320.00 | \$53.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$53.00 | 16.56% | |
| Website | \$200.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$459.19 | \$459.19 | 229.60% | |
| Zoom | | | | \$53.31 | | \$159.83 | \$0.00 | \$213.14 | | |
| Database Management | \$100.00 | \$0.00 | \$0.00 | \$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 | \$1,261.05 | \$459.19 | \$5,150.82 | 80.23% | |
| Other Expenses | | | | | | | | | | |
| Retirement Planning Seminar Expense | \$0.00 | \$0.00 | \$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 | \$0.00 | \$0.00 | | |
| LGBTQ Program Expense | \$6,000.00 | \$4,225.00 | \$1,400.00 | \$0.00 | \$0.00 | \$0.00 | \$122.00 | \$5,747.00 | 95.78% | |
| Saging & Unsung & Navius Awards | \$1,500.00 | \$1,500.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$1,500.00 | 100.00% | |
| Postage | \$100.00 | \$0.00 | \$55.00 | \$0.00 | \$4.10 | \$0.00 | \$55.00 | \$114.10 | 114.10% | |
| Board Misc. | \$200.00 | \$85.00 | \$37.80 | \$0.00 | \$0.00 | \$0.00 | \$181.05 | \$303.85 | 151.93% | |
| Connections Network | \$0.00 | \$0.00 | \$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 | \$0.00 | 0.00% | |
| Memorial Gifts - UUMA and Others | \$1,500.00 | \$1,150.00 | \$0.00 | \$0.00 | \$200.00 | \$250.00 | \$0.00 | \$1,600.00 | 106.67% | |
| PayPal Fees | | | \$13.09 | \$28.58 | \$37.50 | \$109.94 | \$6.44 | \$195.55 | | |
| Bank Expenses | | | \$3.00 | \$0.00 | \$0.00 | \$0.00 | 0 | \$3.00 | | |
| Total Other Expenses | \$9,400.00 | \$6,960.00 | \$1,508.89 | \$28.58 | \$241.60 | \$359.94 | \$364.49 | \$9,463.50 | 100.68% | |

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|-------------------------------------|-------------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|---------|--|--|--|--|
| Total Expense | \$45,520.00 | \$38,694.00 | \$1,508.89 | \$28.58 | \$4,039.18 | \$3,405.99 | \$933.02 | \$48,609.66 | 106.79% | | | | |
| Profit/Loss | -\$7,120.00 | -\$26,317.00 | \$146.11 | \$3,504.42 | \$4,161.90 | \$6,824.01 | \$6,160.98 | -\$5,519.58 | 77.52% | | | | |
| OPERATIONS SURPLUS/(DEFICIT) | | | | | | | | | | | | | |
| Donations to the Endowment | | | | | | | | | | | | | |
| Investment Earnings/(Loss) | | | | | | | | | | | | | |
| TOTAL SURPLUS/(DEFICIT) | | | | | | | | | | | | | |
| Ending Account Balance | | | | | | | | | | | | | |
| Endowment | | \$54,689.95 | \$54,689.84 | \$56,910.45 | \$58,589.68 | \$57,762.02 | \$62,354.27 | | | | | | |
| Money Market | | \$14,180.53 | \$14,182.93 | \$14,185.33 | \$18,187.87 | \$19,202.16 | \$19,205.31 | | | | | | |
| <u>Checking</u> | | \$5,165.69 | \$5,443.95 | \$5,350.65 | \$5,811.01 | \$8,028.88 | \$16,642.76 | | | | | | |
| Total | | \$74,036.17 | \$74,316.72 | \$76,446.43 | \$82,588.56 | \$84,993.06 | | | | | | | |
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- 172 Conference—Anne Spatola
- 173 December 2020 Report
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- 175 Zoom meetings with the Spring conference planning committee:
- 176 Working on fine tuning the schedule
- 177 Reviewing the plan for the breakout groups
- 178 Selecting music- Roger is making contact with Canadian congregations
- 179 Need for minister(s) to do memorial service- I made several contacts without
- 180 success.
- 181
- 182 Coordinated group consisting of Duane Fickeisen, Richard Speck and Roger
- 183 Rochester. Greg Bear, website designer, developed a registration form which we all
- 184 tested. It is very user friendly and with minor modifications should be ready for the next
- 185 conference.
- 186
- 187 Learned that Lois Wesener is willing to assist in future conferences, just not as
- 188 registrar. Always good to have a willing volunteer.
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- 190 Reading Kendi book.

191
192 Anne Spatola

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194 Connections—Art Severance and Cathie Severance

195 Connections Bd Report Art & Cathie Severance 12/20

196 Art-

197 -I received a large file with 24 “Intent to Retire Forms” from Hagar Assi mid-November,
198 after not hearing from her since August. Since it was so large, I assume, I couldn’t open it, and asked
199 her to send me smaller files. I didn’t hear from, so recently again contacted her and asked for the
200 same thing and if there was anything I could do to help. I just got a reply, that there had been a
201 death in the family, and things had been hectic. She will work on getting smaller files. So, I have not
202 had any notices to send out since August.

203 -I completed the UURMAPA sponsored Judith Campbell Writers Workshop with 7 other
204 UURMAPANs and wrote a report on it, submitting it to Jaco for Elderberries. A great experience,
205 and have signed up for second
206 One starting in Jan.

207 Continue my once a month Zoom Preaching at UU Church of the Hill Country, Kerrville,
208 TX. Thanks to Barbara Wells Ten Hove contacting me after I announced the Galveston Fellowship’s
209 request for UURMAPA ministers, I found out Minister’s “rates” had been recently raised. I evidently
210 hadn’t gotten the memo! Neither had either of the Fellowships, Kerrville or Galveston, which led me
211 to wonder-who’s responsibility is to tell THEM?

212 So, I emailed our Southern Region Co-lead Liaison and asked-got no reply. Attended out
213 South TX minister’s cluster and brought it up there. I said that I told the Fellowships I would give
214 them a sliding scale for now, since they had already budgeted for the year. Two of the younger
215 ministers objected, because they don’t have church and are trying to make a living preaching and
216 doing music.

217 We contacted the other Cp-lead of the region and she’s going to get together with us to discuss it.
218 But it doesn’t answer the question. Who is supposed to be in relationship with these fellowships?

219 I miss the Districts and District Executives...

220 Shalom,

221 Art

222
223 Cathie-

224 We are planning Christmas Zoom Bingo with grands as Thanksgiving Zoom Bingo was a hit! Art is
225 planning a Zoom Christmas Eve service for the family. We are anxious about our democracy and
226 concerned about interference from the sore loser.

227
228 Before the Fall Conference I sent a list of all the ministers that I had received notices about from
229 UUA to the people planning the Memorial Service. Barbro asked me about Rev Steeves, and Rev
230 McPherson. I did not know who they were. Fast forward and I learned that the person who was
231 subbing for Aastha stopped sending me notices as she was researching and writing obituaries. I
232 realized this when I received her obits for the two ministers Barbro had asked me about. They are on
233 the list for the next conference. I do not know why there was a change and why I was not informed.

234
235 Aastha has returned and I received Rev. Dr Hope Johnson's information this week.

236
237 Elderberries—Jaco ten Hove

238 December 2020 Report

239 I have mostly been assembling materials and researching for the next issue, the latter involving
240 much perusal of and copying from of the library archive websites of Meadville Lombard, Andover
241 Harvard and Starr King, plus interactions with players at each setting and assorted donators of
242 papers. There is still a lot to sort through as I piece together one of the two cover stories.

243

244 The other lead will be about our various online Support Groups, for which I am depending on a few
245 key authors to send in material, including testimonials from some participants and overall info
246 collected by Susan's good coordination.

247
248 Below is a working outline of the issue's items so far, FYI. (Copy deadline is Jan. 15 or earlier, for
249 those who will be contributing.) I'm still looking for someone's personal profile (ideally a partner) for
250 "What's Up With...?" And I continue to solicit—from you all!--interesting potential story line ideas for
251 future issues!

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253 Cheers, —Jaco

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255 <<

256 WINTER '21 Elderberries Line-up:

- 257 • Cover Features:
 - 258 • Our Online Support Groups - **Susan R** & others)
 - 259 • Our Precious Writings, Archived or Not
- 260 • Prez column - **Diane**
- 261 • By-law change - **Diane**
- 262 • Latest Retirees
- 263 • Boundaries - Barbara ten Hove
- 264 • 2 Inquiries of Readers:
 - 265 • How has the pandemic/COVID most affected you? What are the major ways in which it has
 - 266 affected your life? (For future Elderberries.)
 - 267 • Do you have knowledge of stories of the use of "psychedelic" substances within UU settings?
 - 268 (respond to Karen G. Johnston & Mira Mickiewicz)
- 269 • Rainbow History update? - **Anne S.** (Book update from Diana?)
- 270 • Nom Com Report and candidate bio(s)
- 271 • Winter Conf info—Lyn Stangland Cameron
- 272 • *What Brings You Joy:* John Burciaga
- 273 • *What's Up With...?*
- 274 • *BookBench:* Don Wheat: *Why Not Me? Finessing Life's Slings and Arrows*
- 275 • OCSF: Funny Times Curmudgeon on Money

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277 Member At-Large—Marni Harmony

278 UURMAPA Board Report 12/20

279 At-Large

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281 No UURMaPA activity for me this month.

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283 I have continued to look through the UUA Commission's report on
284 Institutional Change to come up with recommendations for UURMaPA
285 (primarily Board).

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287 We have had little time to discuss these recommendations—hopefully
288 we can take a look at them during our “retreat.” I’ve read through and
289 really only find one more section that stirs a possible action.
290 In the section on accountability, one recommended action is to “develop
291 the capacity within all good officer teams to lead and facilitate
292 conversations around harm, injury and conflict in anti-oppression
293 practices.” That would be part of a larger conversation regarding
294 whether we decide to develop a Good Offices team for UURMaPA.
295 Should we decide to do that, I think any member (of such a team) would
296 be well served with training in the conversations referenced above.

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