

1 Minutes of Zoom Conference Board Meeting –January 17, 2021  
2 Unitarian Universalist Retired Ministers and Partners Association

3  
4 Board Members Present: Diane Miller, Susan Rak, Gloria Perez, Marni  
5 Harmony, Jaco ten Hove, Cathie Severance, Art Severance, and Anne  
6 Spatola. Richard Speck expected to join later.

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

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

13 Learning Community:

14 Richard Speck was not in attendance until close to the end of the  
15 meeting, so we did not discuss the reading from How To Be An  
16 Antiracist this month.

17 **January 17, 2021, BOARD MEETING MINUTES:**

18 **Agenda items**

19 Standing Reports:

20 President-- Diane Miller

21 Diane made a motion that UURMaPa endorse the GA 2021 virtual  
22 workshop, most likely a panel, proposal to be submitted by Diana  
23 MacLean, about the Rainbow History Project and Book. **The Board**  
24 **passed the motion unanimously.**

25 Diane also made a motion to endorse the slate of nominees for  
26 leadership as submitted by the Nominating Committee. **The Board**  
27 **passed this motion unanimously.** This list will be published in the  
28 Spring edition of Elderberries

29  
30 Vice-President—Susan Rak

31 In place of the GA Luncheon there will be a virtual presentation of the  
32 Creative Sageing Award.

33  
34 Secretary—Gloria Perez:

35 **The revised Board minutes for December 17<sup>th</sup> meeting were**  
36 **approved.** The approved minutes of the November minutes were sent  
37 to Duane Fickeisen on November 21<sup>st</sup>. I continue to read the Ibram X.  
38 Kendi book.

39 Treasurer's Report—Diane Miller  
40 Due to Richard's absence, Diane gave a brief summary of a discussion  
41 she had with him. We will be ending this year with a deficit. *Diane will*  
42 *work on a fund-raising letter and asked if anyone would like to help.*  
43

#### 44 Conferences-Anne Spatola

45 For the Spring Conference Jim Eller and Marni Harmony will be the  
46 Odysseys. Christine Robinson has expressed interest in doing the  
47 Service of Remembrance.

48 Anne will talk to Evelyn about the pros and cons of having a recording of  
49 the presentation and then have live Q&A or have only recorded  
50 presentations and maybe small workshops after the presentations.

#### 51 Elderberries-Jaco ten Hove

52 Thanked the proofreaders for their input for the Winter issue. Of  
53 Elderberries. He also offered thoughts about his upcoming end of term  
54 as the editor for Elderberries and who might have the type of skills  
55 required to produce Elderberries. He also offered his ideas for the  
56 Spring Issue: how the Pandemic has affected people in major ways, the  
57 nominating slate bios and space for both the Sageing and Unsung  
58 UURMaPan awards. The board acknowledged and offered words of  
59 appreciation for Jaco's skills in presenting Elderberries.  
60

#### 61 Old and Ongoing Business

62 Board meeting opening readings:

63 We created a list of readers for the next four months.

64 Feb- Gloria; March- Art; April- Marni; May-Anne

65 Readings can be from BIPOC writers in addition to the poetry by Rev.  
66 Teresa I. Soto

67 The board thought it would be helpful to have a list of readings which  
68 have already been used. *Gloria will create the list and email it to*  
69 *members.*  
70

#### 71 Board Retreat

72 Our Tuesday retreat Will be on January 26 at 1 pm EST. The main  
73 agenda will be looking again at the recommendations Marni Harmony  
74 has culled from the Commission On Institutional Change report that  
75 might be useful for UURMaPa. The goal of our time is to move from  
76 ideas to decision making about specific implementation steps and future

77 plans with a timeline; to apply the suggestions to our context and see  
78 how they can be built into the context of UURMaPa.

## 79 80 New Business

### 81 The Bless and Release of the 25/50 Service during Ministry Days

82 Susan attended two meetings regarding UUMA's announcement about  
83 ending the 25/50 Service during Ministry Days, a "Bless and Release".  
84 She reported: there are concerns from some BIPOC ministers about the  
85 structure of the sermons; the challenge of getting people to participate;  
86 the meaning of the service to some younger ministers; a desire to be  
87 more inclusive and reduce the risk of causing harm; speakers reflecting  
88 on a beginning, middle and end of a life in ministry; suggestion of listing  
89 members of the 25/50 cohort during the Service of the Living Tradition.  
90 There is planning now happening for something to be presented on June  
91 23, 2021 regarding the 25/50.

92 Diane reported about some thoughts from Wayne Arnason: wider  
93 conversation about this change including the UURMaPa community; a  
94 process concern; the letter from the BIPOC community; the 25 and the  
95 50 are two different groups; UURMaPa might be the only voice of the 50  
96 cohort. Further thoughts included: once we can meet in person,  
97 UURMaPa could do something special for the 50 cohort as our guests;  
98 feedback from the first meeting expressed curiosity about where this  
99 service is going; acknowledgement that there is a necessary need for  
100 change making the service more inclusive of BIPOC community; only  
101 three people made the decision to end the service; no checking with  
102 UURMaPa about making a change; referring to the book Centering, "not  
103 to discount the unique difficulties of ministers of color, but many of the  
104 challenges described were also similar to the challenges most of us  
105 new white ministers faced as well." –there is wisdom which applies to all;  
106 the structure of the 25/50 doesn't always present the perspectives of  
107 what has been learned as opposed to the achievements of the  
108 speakers; the service is a way to share wisdom from experience; there  
109 have been problems getting the best speaker to accomplish this goal.  
110 Diane proposed that we ask the UUMA board that we be included in the  
111 planning for what would happen with the 25/50 Service. **The Board**  
112 **unanimously approved the proposal.** We will ask the Exec of the  
113 UUMA to our Board meeting. *Diane will draft a letter for our approval to*

114 *be sent to the UUMA EXEC team. Marni will help draft the letter and*  
115 *liaison with the EXEC.*

116  
117 Spring Conference

118 During the month of February, Diane will be the point person, regarding  
119 board issues, for the planners of the conference and Lyn will take the  
120 lead in making contact with the Board. Rev Barbro Hansson can also  
121 offer support to the planning committee. Sue Redfern-Campbell and  
122 Christine Robinson may offer the Service of Remembrance. Lyn would  
123 like to be included in the list of past presenters. Dennis and Lyn will be  
124 offering the closing worship service.

125 The Board will have the 7pm to 8pm time slot on the last day of the  
126 conference.

127 Fall Conference

128 Anne and Barbro have had conversations about ideas presented in  
129 Anne's board report. The Board was in agreement with the ideas  
130 presented. The UURMaPa membership will be dependent on the  
131 website, Facebook page, and email list targeting those who attended the  
132 Fall 2020 conference, for information about the Fall 2021 conference and  
133 registration. There will also be a link which Roger Rochester will send to  
134 Cathie for the area connectors. At the next meeting, a list of people for  
135 the Unsung UURMaPan will be generated.

136  
137 Planning for our Retreat Session tomorrow.

138 Marni will present suggestions from the Commission on Institutional  
139 Change report for us to decide what we might like to spend some time  
140 on. Other suggestions about things we don't have time to talk about  
141 during regular board meetings,

- 142 1. Conferences—how do we see UURMaPa using advances in
- 143 technology such as broadcast streaming or other models for events.
- 144 2. What is the Good Offices piece of the Liaison & Good Offices board
- 145 position.
- 146 3. The Emeritus/Emerita situation among UURMaPa members.

147  
148 Respectfully submitted, Gloria Perez, Secretary

149  
150 Reports:

151

152 President-Diane Miller

153 Many thanks to the Nominating Committee for sending us their report and  
154 excellent plans for the new team starting July 1st.

155

156 Rainbow Project update: Diana McLean is proposing a panel for GA 2021,  
157 virtual programming. I would like you to sponsor the workshop via a vote  
158 during our meeting.

159

160 I have communicated with various members to prepare for our agenda  
161 items. I have extended two invitations to present Odysseys in April and  
162 await responses. I'll let you know as soon as I do.

163

164 Our Tuesday retreat block of two hours is on Tuesday, Jan 26 at our usual  
165 time, 11 AM Eastern. The main agenda will be looking again at the  
166 recommendations Marni Harmony has culled from the report that might be  
167 useful for UURMaPA. The goal of our time is to move from ideas to  
168 decision making/specific implementation steps/ future plans & timeline. Or  
169 something like that. To apply the suggestions to our context and see how  
170 they can be built into UURMAPA.

171

172 We will consider future additional blocks of time, and topics.

173

174 -- Diane

175

176 Vice-President-Susan Rak

177 My main activity was to take part in two of the "Conversations" organized  
178 by Melissa Carvile Ziemer for the UUMA regarding the changes happening  
179 with the Ministry Days 25/50 Service. [I'm in this year's "25" cohort]. The  
180 first one was for people in the "25" group, and the second was a general  
181 conversation. While this was not specifically on behalf of UURMaPA, I  
182 knew that information gathered there would be of use to us in our  
183 conversations; and UURMaPA was also represented by others on that call.

184

185 look forward to seeing you all tomorrow.

186 Susan

187

188 Secretary-Gloria Perez





Retirement Planning Seminar Expense	\$0.00	\$0.00																		
Saging & Unsung & Navius Awards	\$1,000.00	\$0.00																		
Rianbow Project	\$1,500.00	\$0.00																		
Postage	\$200.00	\$0.00																		
Connections Network	\$100.00	\$0.00																		
Memorial Gifts - UUMA and Others	\$2,000.00	\$750.00																		
Donations to the Endowment	\$0.00	\$0.00																		
President's Expense	\$100.00	\$0.00																		
PayPal Fees	\$400.00	\$3.65																		
Bank Expenses	\$50.00	\$0.00																		
Board Misc.	\$200.00	\$0.00																		
<b>Total Other Expenses</b>	<b>\$5,550.00</b>	<b>\$753.65</b>																		
<b>Total Expense</b>	<b>\$40,450.00</b>	<b>\$753.65</b>																		
<b>Profit/Loss</b>	<b>\$5,050.00</b>	<b>\$2,224.35</b>																		
<b>Ending Account Balance</b>																				
Endowment	\$58,000.00	\$64,765.43																		
Money Market	\$20,000.00	\$19,210.40																		
Checking	\$6,000.00	\$19,740.87																		
<b>Total</b>	<b>\$84,000.00</b>	<b>\$103,716.70</b>																		

209

210

Conference-Anne Spatola

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**Board Report for January 2021**

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213

Lyn prepared an update on the conference for the Winter Elderberries

214

215

Christine Robinson has expressed interest in doing the Service of Remembrance.

216

Some technical questions were submitted to Evelyn, tech support. We are hoping

217

that Christine will confirm.

218

219

Sent final information to Duane for developing the online registration link.



220  
221 Attended/facilitated three conference meetings with Evelyn Warren, Barbro  
222 Hansson and the Planning Committee.

223  
224 **Spring Conference**

225 Lyn is working with Fred Muir re: details surrounding his keynote presentation.  
226 Dennis is preparing a photo presentation of Asilomar with theme music played  
227 simultaneously.

228 The committee requests the Board's identification of the Odyssey presenters.,  
229 especially if technical support is needed. They also would like the list of past  
230 presenters. One suggestion is Rev Walt Weider who currently resides in Surprise,  
231 AZ.

232 Obtained contacts for Star Island as another music resource.

233 Sent several YouTube music links and contacts to Roger who will review and  
234 pursue.

235 Dennis and Lyn plan to do the closing worship at the conference.

236 One hour on the 3<sup>rd</sup> day is available to the Board to plan accordingly as well as a  
237 short welcome during the opening of the conference.

238 Barbro agreed to be available to the spring committee on a support basis.

239 Lyn will take the lead in contact with the Board, Barbro or Evelyn to minimize any  
240 duplication.

241  
242 **Fall Conference**

243  
244 Barbro is very interested in proceeding with some planning for a live conference at  
245 the Barbara Harris center. I discussed the Board's concern about attendance and  
246 possible cancellation. We also considered the live portion having more of a  
247 regional focus with a virtual component that is national.

248  
249 She would like to start recruiting a planning team.

250  
251 Barbro has some excellent ideas for a theme which entails UURMaPA better  
252 understanding white supremacy with a focus on being more diverse and responsive  
253 to POC. She very much would appreciate the Board's approval and/or input for  
254 other directions/ideas. Her thoughts for keynote speakers or workshop leaders  
255 include Gordon Gibson, Leon Spencer or Ibram Kendi.

256 Identifying a temporary liaison for the committee to report to or contact.

257 Input for Barbro on the Fall conference

258 Providing a list of previous Odyssey presenters and the 2 names for the spring  
259 conference

260 Planning for the Board's time at the conference  
261 Additional items for the Board's consideration include:

262  
263

264 Anne

265

266 Connections-Art Severance and Cathie Severance

267 Connections Report 1//21

268

269 We currently have 4 Vacant Area Connectors Vacancies- Eastern &  
270 Western Carolinas, Heartland North, And Joseph Priestly South. Jean  
271 Rowe stepped down as Connectors on Eastern Carolina due to health  
272 problems but gave me a lead which I have followed up with, waiting to hear  
273 back.

274 I have sent out New Year's Greetings/Check in to Area Connectors  
275 and to folks in SW Area with little feedback.

276 I continue to host Colleague Chat with 4 other colleagues, who value  
277 the weekly time together. We discussed the recent move by the UUMA  
278 Exec to eliminate the 25-50 sermons at Ministry Days with feelings of  
279 dismay and anger, especially the feeling of being thought of "put out to  
280 pasture "irrelevant," or worse "offensive" in our old age. I told them I would  
281 bring up the concern at UURMaPA Meeting after forwarding my concern by  
282 email to the board.

283 Diane asked me to say something about the issue either inane email  
284 or pin my report, so I'm doing it in the report. As I said in me original email  
285 to the UURMAPA board, I was angry to read that the UUMA Exec made  
286 the decision to eliminate the 25–50-year homilies from the Worship service  
287 at UUMA Ministry Days without consultation from UURMAPA, who  
288 represent the retired ministers, or from UUMA membership in general. I  
289 chose not to attend the "Community Information" meeting on Thursday,  
290 because I no longer feel that I know what kind of language to use among  
291 the present UUMA; I feel like I can't speak freely anymore, but feel  
292 defensive, being among those of the "dominant culture", I find so much  
293 jargon that I often literally have to ask what words, and especially acronyms  
294 mean. I am fervently antiracist but find myself uncomfortable with the rift in  
295 the generations that seem to be taking place. It reminds me of the old  
296 Theist-Humanist Controversy, then the times when people were accused of  
297 not being Humanist ENOUGH! Or what I call the Humanist-Spirituality  
298 Controversy.

299 So, what should action UURMAPA take? It depends on the will of the  
300 board, of course, but I think we there might be a dialogue with the UUMA  
301 about possible issues with retired ministers, and the elimination of  
302 programs without any input from us. Possibly we should take a survey  
303 about how UURMAPA members feel about this. Again, if I'm the only one  
304 this bothers, then there is no issue.

305 Shalom,  
306 Art

307  
308 Cathie's report

309 Hello,

310 I have sent out the UURMaPA obit notice and condolence notes this month  
311 for the following ministers:

312 William "Bill" Welch

313 Barbara Earl.

314 The only partner obit done this month was Dr. William J. Gnagey, the  
315 spouse of Rev. Dr. Ruth Gnagey.

316  
317 I contacted Jay Atkinson concerning the fuller obits that I have recently  
318 received from Aastha. This was a new communication from her. He  
319 explained that they were a more complete obituary and not to be  
320 announced. I forwarded it to Jay.

321  
322 We have an appointment to get our second vaccination on Ground Hog's  
323 Day!

324 Cathie

325

326 Newsletter-Jaco ten Hove

327 Ahead of Monday's delayed Board meeting, perhaps the laid-out draft sent  
328 earlier today can testify as to what I've been up to in recent  
329 weeks. Appreciatively, --Jaco

330

331 Nominating Committee-Barbara ten Hove

332 **Report to the UURMaPA Board**

333 **From Barbara W. ten Hove, Nominating Committee Chair**

334

**January 2021**

335

336 The UURMaPA Nominating Committee (Judy Gibson, Barry Andrews,  
337 Wayne Arnason the late Judy Welles and me) was tasked this year with  
338 nominating for five board positions (President, Vice-President, At-Large  
339 Good Offices/UUMA/UUA, Connections Chair and At-Large Connections  
340 Assistant) and three Nominating Committee positions. I am happy to report  
341 that we have been successful!

342

343 Here is the slate as we will present it to the membership in Elderberries. All  
344 have agreed to serve a two-year term starting July 1, 2021

345

346 **President:** Susan Rak

347 **Vice-President:** Ned Wight

348 **At-Large #3 Good Offices & UUMA/UUA:** Wayne Arnason

349 **Connections Chair:** Millie Rochester

350 **At-Large #2 Connections Assistant:** Ann Schranz

351

352 **Nominating Committee #3:** Judy Gibson (*second term*)

353 **Nominating Committee #4:** Ginger Luke

354 **Nominating Committee #5:** Sue Redfern-Campbell

355

356 And to finish the one year remaining on Wayne Arnason's term:

357 **Nominating Committee #1:** Diane Miller.

358

359 We believe this is an excellent slate of candidates and are grateful to the  
360 support we've received from the board in finding and recruiting them. I have  
361 written to each nominee encouraging them to reach out to the board (or  
362 Nominating Committee) members currently filling the position to which  
363 they've been nominated. If you haven't heard from them by late spring, I'd  
364 urge you to reach out.

365 There will be an article about the candidates in the spring Elderberries.

366 I want to dedicate this year's slate of candidates and the process to my  
367 dear friend Judy Welles who was not only a dedicated member of the Nom  
368 Com but was also a leader of our organization. As I complete this report, I  
369 can't help but have her smiling face in my mind.

370 I deeply appreciate the opportunity to serve our organization in this way.

371 All the best,

372 Barbara Wells ten Hove

373 *UURMaPA Nominating Committee Chair*

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