1	Universalist Retired Ministers and Partners Association Minutes
2	of Zoom Conference Board Meeting March 17,2021
3	Decard Marshaus Duscout, Diana Millan Cusan Dale Dishaud Cusale Claris Dager
4	Board Members Present: Diane Miller, Susan Rak, Richard Speck, Gloria Perez,
5	Marni Harmony, Jaco ten Hove, Art Severance, and Anne Spatola.
6 7	Note: Board decisions are in bold type. Action items are in red italic type.
8	Opening words read by Art Severance from My Grandmother's Hands by
9	Resmaa Menakem
10	Resiliaa Meriakerii
11	Learning Community
12	This month's discussion of <u>How To Be An Antiracist</u> by Ibram Kendi deferred to
13	end of meeting, if there remains time after going through the agenda items.
14	5 1 5 1 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5
15	Standing reports:
16	Secretary-Gloria Perez
17	After noting two minor corrections, the revised February 17 minutes were
18	approved. The approved January 25, 2021 minutes were sent to Duane
19	Fickeisen on February 1, 2021 for posting on the website under Governance.
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21	Treasurer-Richard Speck
22	The income from Conference Registrations and donations has
23	exceeded the expenses for this month. Richard feels he can contact the
24	person he would like to ask to do our audit. The treasurer's report was
25	approved.
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27	AGENDA ITEMS:
28	President – Diane Miller
29	Diane asked the Board to approve the request from the Conference planning
30	committee to increase the budget to cover the fee of a person to handle the
31	technology for the conference. The Board approved an increase of \$2500 as
32	well as an increase of up to half of the music allocation for the Memorial
33	Service. The board discussed both the Creative Saging award and the Unsung Hore
34 35	The board discussed both the Creative Saging award and the Unsung Hero award. The Board decided on a recipient for the Unsung Hero Award which
35 36	will be presented during the Spring Conference.
30 37	will be presented during the spring conference.
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Vice president-Susan Rak 38

Susan reported having difficulty in acquiring a tech person for our time

together during GA. She will check with Liz Roper who will be doing tech for

the Spring Conference. The dates for the June gathering will depend on

availability of the tech person. Susan and Ann will try communicating with Liz

to see if she can be the tech person for our June gathering.

The programing will include an introduction to UURMaPa, a Welcome to new retirees, presentation of the Creative Sageing Award.

Susan has been checking out T-shirts as welcoming gifts for the new retirees.

We can write individual note to those who retired this past year. Can a list of

these names be generated? We talked about offering T-shirts for sale on our

website and how we might handle the ordering and mailing them out. Peer

Groups are not coming together. The already established groups are doing

well. Discussion about peer groups ended in maybe UURMaPa not trying to

initiate groups but rather supporting those initiated for a specific themed

purpose.

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Conferences-Anne Spatola

Spring Conference "Renaissance in Retirement"

The planning group is doing well. It is exploring the need for a back-up tech

support person. Forty-six people have registered for the conference. Marni will

check with the UUMA executive team to invite someone do a five-minute

recording as a greeting for this conference and for the June gathering. 60 61

There was much discussion about the Fall Conference. Should it be in person;

should it be a hybrid of in person and virtual; what would the cost involved in

recording some segments for streaming and streaming live; what might

attendance look like regarding COVID safety; would attendance be mostly be

those traveling from the east coast; the greater accessibility if the conference

consisted of virtual segments in addition to in person segments; in person

would be more of a full experience; is it practical to have both virtual and in

person at the same time; concerns about CDC recommendations regarding

Covid; we might not know what the considerations will be at the time we have

to make a decision regarding the deposit on the venue; could we have a target

date by which we would make a decision as to whether or not the conference

would be live, this date would probably be in the summer; could we have small

groups in person and a whole conference done virtually; could we record the

live presentation to post online at a later date; give people a choice to attend

live or view a recorded conference; the possibility of doing both at the same time using a camera during the live presentation and recording that session, using a laptop to record the presentation; the technological ability of the venue to project live sessions; Richard volunteered to be part of tech support. Continuing with the theme from the Spring Conference, Bruce Marshall will talk about "Ageing and Spirituality". There is a preference to have Bruce's presentation recorded. The planning team is working toward having the conference be live.

Elderberries-Jaco Ten-Hove

Jaco took a screen shot of the Board for the next issue. The changeover of Board members in June and Poetry will be featured in the issue as well.

Connections-Art Severance

We are still looking for Area Connectors for East and West Carolinas as well as Heartland North and Joseph Priestly South. Hoping to do a push at the upcoming conference.

Member at-large, Good Offices-Marni

Marni, Diane and Susan will be attending a Good Offices Zoom meeting tomorrow, March 18th. Marni will be attending the Retirement Seminar on May 3,2021 representing UURMaPa. She organized a panel for the topic, "What I Wish I Had Known Before I Retired"

Big Topics

Discussion of Barbara Child's Handbook was moved to next month's meeting. An email from Richard Nugent regarding a suggestion from Andrea Lerner about "a post-retirement group for non-ministers" initiated a discussion about UURMaPa incorporating other retired credentialed professionals in some way. Several points were brought up during the exploration of this idea including: the needs of the non-clergy being different from those of the clergy; do the other professionals want to be incorporated into UURMaPa; this might not be a primary issue we want to focus on right now; we can be available to other retired professionals for conversations about how UURMaPa was formed without actually incorporating those professionals into UURMaPa.

The Board decided that this is not a major item for us to decide on.

Diane will do a Doodle to schedule another Zoom retreat day before June Respectfully submitted by Gloria Perez, Secretary

112 **Board Reports:** 113

114 Report to the UURMaPA Board from Diane Miller 115 for March 17, 2021 meeting 116 1 pm Eastern time zone 117

ZOOM https://uuma.zoom.us/j/4074433604 Meeting ID: 407 443 3604

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Hey all, I hope you are doing well in pandemic times, at this One Year mark, as we move into mass vaccinations while still dealing with illness and deaths due to COVID-19. Our February 2020 Conference in Scottsdale was for me the last travel and the last gathering before shifting to a much-restricted life.

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CONFERENCES: An immediate issue for action is to support the Planning Team creating our Spring 2021 Conference, "Renaissance in Retirement," to be held virtually April 26-28. As you saw in an email sent by Lynn Stangland Cameron, they were essentially ghosted by the person who had agreed to do tech for the Conference. They contacted UUMA and other resources for recommendations, and have found and interviewed Liz Roper, a UU DRE. Her assessment was that the budget of \$1500 was insufficient and needed to be more like \$2,500. The Board is now asked to agree to an increase in funds for tech support.

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Our budget for 2021 was drawn up by Richard Speck with many unknowns, based on prior expenses, and approved by the Board. It is a plan, best we could predict. Tech support for the two conferences was budgeted at 3,000 without a specific breakout for each conference. There is another \$500 "assumes expenses to assist one speaker" so essentially, we have \$3,500 for tech support for the two conferences. [There is a separate line item for the June Gathering of \$1,000 in that section of the budget]

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Conferences

Attendee Fee Refunds	\$300.00	Possibly high
Room and Board	\$21,000.00	Virtual April, October inperson and
Speakers	\$500.00	Assumes expenses to assist one spe
Music	\$200.00	Musicians or videos
Technology Support	\$3,000.00	Based upon current costs
Hospitality	\$500.00	One inperson gathering
Scholarships	\$1,000.00	2-4 people
Misc.	\$100.00	Supplies
Total Conferences	\$26,600.00	

The spring committee had expected to use half the amount, or \$1500. They are advised by their new person that it is likely to be closer to \$2,500. So, the request is for the Board to approve the increase. This leaves us \$1000 in the tech budget. We will need to find additional funds to cover tech for the fall 2021 conference, which is to be in-person.

I think this is a relatively small percentage of our budget and is a necessity at this time. So, I urge you to approve it. By the way, Liz Roper has already communicated with the speakers and presenters, offering clear guidance for recording and for sending materials to her.

With Anne Spatola still recovering from surgery, we may need to defer questions about what will be needed for the fall. When Anne is able to be back, we need to address questions about the cost of tech for a hybrid conference. Also, where did we leave the questions about permissions for recording, and posting recorded content to the public? We have several programs on YouTube and others on our website.

Other Conference info: the recording deadline will be sooner, new date March 29th. The Board update segment was done live last time around, and I hope we can do that again.

BIG QUESTIONS:

Richard Nugent wrote to Marni and to me, asking if UURMaPA could include retired UU professionals in other fields. He wrote:

"Andrea Lerner recently suggested a post-retirement group for non-ministers. Rather than reinventing the wheel, I'm wondering whether UURMaPA might consider incorporating credentialled religious educators, certified musicians, and administrators/UUA staff/Membership Professionals who served 10 years or more into UURMaPA either as full members, or as associate/friends?"

Marni and I think this question is one for the Board to consider. We have discussed it in passing, but I will put it on our agenda so that we can have a "decide how we decide" conversation.

HANDBOOK: prepared by Barbara Child. Please read this, sent last month, so that we can discuss.

COMMUNICATIONS:

We received the e-mailing with a flier about an April 17 conference by the UUMUAC (the "Gadfly" group, and at least one inquiry about how our Facebook groups admit or exclude members. Their conference does not require any response on our part. If you would like to see it, let me know.

RETIREMENT SEMINAR:

Will be virtual this time, and Marni Harmony, who has represented us in prior seminars and will again, has organized a panel including UURMaPA Board members to participate – Jaco ten Hove, Anne Spatola, Richard Speck, and me. (May 3 from 7-8:30 Eastern time zone.)

184 --- Diane 185 186 **UURMaPA Vice-President Report** 187 March 2021 188 189 Two big things that are moving along slowly: 190 191 Planning for the UURMaPA June Gathering 192 last month it was suggested that this event be held around the same time as last years - the 193 week of June 14 - 18. But settling on the date was left open until we confirmed with the Zoom 194 Tech person. As you saw, the person I had hoped to have for this will not be available - I 195 emailed her at least twice and received no response. So back to square one. 196 I am contacting the person we're using for the Spring Conference - not sure if the cost will 197 exceed the \$1000 budgeted though. Will keep you posted. 198 199 Creative Sageing 200 sent a list of nominees to Gordon Gibson and Nana' Kratochvil for consideration - awaiting 201 their suggestions. There were three new names as nominees, plus I carried over five names 202 from last year's longer list. I will have a name for your consideration next month. 203 204 A third item, also moving slowly... 205 Support Groups there seems to be a dearth of interest - perhaps due to the slow roll-out last year. Or another 206 207 thought I had was is this partly due to the shift in our sense of "community" in this pandemic 208 year? Anyway, I had just seven people indicate interest and sent them invitations. Have had 209 only two replies. I will keep plugging away on this. 210 211 Finished reading Kendi ... and reviewing the handbook for retired minister & partners and 212 current minister. 213 214 Secretary-Gloria Perez 215 I sent the approved February meeting minutes to Duane Fickeisen for posting on the website. I 216 continue to read the last of the chapters of How To Be An Antiracist by Ibram X. Kendi. I recorded my board hello for the conference and sent it to Liz Roper. I am reading Barbara Child's Handbook 217 218 on navigating unknown territory regarding current minister, former minister and former minister's 219 partner. 220 221 Treasurer-Richard Speck February was slow. The donations have slowed to a trickle. Registrations are picking up. You will see 222 223 that the income continues to exceed expenses which is good. Registrations for the conference are 224 coming in. We are getting scholarship donations to help any who need one to attend. I finished 225 preparing our last training using the Kendi book. See you later.

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Richard

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	2021	T 21	E 1 01			May		Jul	Aug			Nov		2021	t vs.		
INCOME	Budget	Jan-21	Feb-21	-21	-21	-21	-21	-21	-21	-21	-21	-21	-21	Total	Actual	Ш	+
INCOME	440.000.0																+
Member Donations	\$10,000.0 0	\$945.00	\$410.00											\$1,355.0 0	13.55 %		
Member	U	\$943.00	\$410.00											U	70	Ж	+
Donations														\$2,038.0	50.95		
Paypal	\$4,000.00	\$1,933.00	\$105.00											0	%		
Memorial Gifts	\$2,000.00	\$0.00	\$0.00											\$0.00	0.00%	Ш	T
Conference Fee																Ш	T
Income	\$6,000.00	\$0.00	\$0.00											\$0.00	0.00%	Щ	1
Conference Fee	\$22,000.0 0	\$60.00	\$260.00											¢420.00	1.040/		
Income PayPal GA Luncheon	U	\$60.00	\$360.00											\$420.00	1.91%	Ш	+
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	\$1,000.00	\$0.00	\$0.00											\$0.00	0.00%	Ш	t
Scholarship	, , , , , , , ,		1												32.00	+++	\dagger
Income	\$500.00	\$40.00	\$120.00											\$160.00	%		
Other Income	\$0.00	\$0.00	\$0.00											\$0.00		Ш	Ī
Total Regular	\$45,500.0													\$3,973.0		Ш	T
Income	0	\$2,978.00	\$995.00											0	8.73%	Ш	
																Ш	Ш
EXPENSE																Ш	\downarrow
On-Site Board																	
Meetings																Ш	Щ
Transportation	\$0.00	\$0.00	\$0.00											\$0.00		Ш	\downarrow
Room and Board		\$0.00	\$0.00											\$0.00		Ш	\downarrow
Hospitality	\$0.00	\$0.00	\$0.00											\$0.00		Ш	Ц
Total Board Meetings	\$0.00	\$0.00	\$0.00											\$0.00			
Wieeungs	30.00	\$0.00	\$0.00											\$0.00		+	+
Conferences																Ж	+
Attendee Fee																+	+
Refunds	\$300.00	\$0.00	\$0.00											\$0.00	0.00%		
	\$21,000.0	*****														##	t
Room and Board		\$0.00	\$0.00											\$0.00	0.00%		
Speakers	\$500.00	\$0.00	\$0.00											\$0.00	0.00%	Ш	Ť
Music	\$200.00	\$0.00	\$0.00											\$0.00	0.00%	\prod	T
Technology																\prod	T
Support	\$3,000.00		\$0.00											\$0.00	0.00%	Щ	\downarrow
Hospitality	\$500.00	\$0.00	\$0.00											\$0.00	0.00%	Щ	\downarrow
Scholarships	\$1,000.00		\$0.00											\$0.00	0.00%	Щ	\downarrow
Misc.	\$100.00	\$0.00	\$0.00											\$0.00	0.00%	Щ	\downarrow
Total	\$26,600.0	00.00	00.00											40.00			
Conferences	0	\$0.00	\$0.00											\$0.00	0.00%	\mathbb{H}	\downarrow
General																Щ	+
Assembly																	
Luncheon Cost	\$0.00	\$0.00	\$0.00											\$0.00		+	+
Transportation-	70.00	φυ.υυ	φυ.υυ											70.00		+	+
President	\$0.00	\$0.00	\$0.00											\$0.00			

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Transportation- Vice President	\$0.00	\$0.00	\$0.00				\$0.00		Щ
Room and Board	\$0.00	\$0.00	\$0.00				\$0.00		
Technology Support	\$1,000.00	\$0.00	\$0.00				\$0.00	0.00%	
GA Fees & Misc	\$400.00	\$0.00	\$0.00				\$0.00	0.00%	
New Member Welcoming Gifts	\$500.00	\$0.00	\$0.00				\$0.00	0.000/	
Total	\$300.00	\$0.00	\$0.00				\$0.00	0.00%	Ш
General Assembly	\$1,900.00	\$0.00	\$0.00				\$0.00	0.00%	
Communicatio									
ns									Ш
Elderberries Publication	\$4,000.00	\$0.00	\$967.01				\$967.01	24.18 %	
Fundraising Appeal	\$1,500.00	\$0.00	\$0.00				\$0.00	0.00%	
Peer Support									Ш
Groups (video calls)	\$200.00	\$0.00	\$0.00				\$0.00	0.00%	
Website	\$200.00	\$0.00	\$0.00				· · · · · · · · · · · · · · · · · · ·	0.00%	Ш
			-				\$0.00		\mathbb{H}
Zoom	\$300.00	\$0.00	\$0.00				\$0.00	0.00%	Ш
Database Management	\$200.00	\$0.00	\$0.00				\$0.00	0.00%	
Total Communicatio								15.11	
ns	\$6,400.00	\$0.00	\$967.01				\$967.01	%	
Other Expenses									Ш
Retirement Planning Seminar									
Expense	\$0.00	\$0.00	\$0.00				\$0.00		
Saging & Unsung &	\$1,000.00		\$0.00				\$0.00	0.00%	
Rianbow Project	1	\$0.00	\$0.00				\$0.00	0.00%	Ш
Postage	\$200.00	\$0.00	\$0.00		-+		\$0.00	0.00%	H
Connections Network	\$100.00	\$0.00	\$0.00				\$0.00	0.00%	
Memorial Gifts - UUMA and Others	\$2,000.00		\$0.00				\$750.00	37.50	
Donations to the Endowment	\$0.00	\$0.00	\$0.00				\$0.00		
President's	¢400 00	Φ0.00	00.00				1		
Expense	\$100.00	\$0.00	\$0.00		_		\$0.00	0.00%	Щ
PayPal Fees	\$400.00	\$3.65	\$0.00		_		\$3.65	0.91%	Щ
1	\$50.00	\$0.00	\$0.00				\$0.00	0.00%	Щ
Board Misc.	\$200.00	\$0.00	\$0.00				\$0.00	0.00%	Щ
Total Other Expenses	\$5,550.00	\$753.65	\$0.00				\$753.65	13.58 %	

Total Expense	\$40,450.0	\$753.65	\$967.01						\$1,720.6 6	4.25%	H
Profit/Loss	\$5,050.00	\$2,224.35	\$27.99						\$2,252.3 4	44.60 %	
Ending Account Balance											
Endowment	\$58,000.0 0	\$64,765.43	\$64,765.43								
Money Market	\$20,000.0 0	\$19,210.40	\$19,211.87								
Checking	\$6,000.00	\$19,740.87	\$20,885.87								П
Total	\$84,000.0 0	\$103,716.7 0	\$104,863.1 7								
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Connections-Art Severance and Cathie Severance

3/21 Connections Report-No Retirements received. Sent out a Check-In to SW Area folks to see how they had weathered the recent Blizzard and and cold snap. We are still looking for Area Connectors for East and West Carolinas as well as Heartland North and Joseph Priestly South. Hoping to do a push at the upcoming conference.

Cathie Report: From the Texas Blizzard of 2021-We have maintained our power and have had all the conveniences of modern life. I have been grand parenting at swim classes on Monday and Wednesday as Katie was at a conference on stem cells. Grandkids Linus is not a fan and Evie may be a fish.

Last week was spring break for Cristina and her family. She became ill and ended the break with an operation Saturday on a ruptured appendix. Our fifth grader, Liberty, spent time with us. Art enjoyed watching many You Tube adventures of Funny cat videos with her.

Shalom,

242 Art

Elderberries-Jaco Ten Hove

Hi, gang. I've been busy doing outreach and prep for the next issue (copy deadline of April 15), plus reviewing Barbara Child's handbook, and reading the last chapters of Kendi's book.

See you soon. -Jaco

At large-Marni Harmony

Well, once again there's no formal report from me. Diane has already mentioned the Retirement Seminar, so you know I've been communicating about that. Later this week I'll be part of the call thinking about how UURMaPA relates to the re-visioned UUMA Good Offices program. And, of course, I've finished reading Kendi (for the second time).

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