

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

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

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

7  
8 Opening words read by Art Severance from My Grandmother's Hands by  
9 Resmaa Menakem

10  
11 Learning Community

12 This month's discussion of How To Be An Antiracist by Ibram Kendi deferred to  
13 end of meeting, if there remains time after going through the agenda items.

14  
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.

20  
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.**

26  
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.**

34 The board discussed both the Creative Saging award and the Unsung Hero  
35 award. **The Board decided on a recipient for the Unsung Hero Award which**  
36 **will be presented during the Spring Conference.**

37

38 Vice president-Susan Rak  
39 Susan reported having difficulty in acquiring a tech person for our time  
40 together during GA. She will check with Liz Roper who will be doing tech for  
41 the Spring Conference. The dates for the June gathering will depend on  
42 availability of the tech person. *Susan and Ann will try communicating with Liz*  
43 *to see if she can be the tech person for our June gathering.*

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

46 Susan has been checking out T-shirts as welcoming gifts for the new retirees.  
47 We can write individual note to those who retired this past year. Can a list of  
48 these names be generated? We talked about offering T-shirts for sale on our  
49 website and how we might handle the ordering and mailing them out. Peer  
50 Groups are not coming together. The already established groups are doing  
51 well. Discussion about peer groups ended in maybe UURMaPa not trying to  
52 initiate groups but rather supporting those initiated for a specific themed  
53 purpose.

54  
55 Conferences-Anne Spatola

56 Spring Conference "Renaissance in Retirement"

57 The planning group is doing well. It is exploring the need for a back-up tech  
58 support person. Forty-six people have registered for the conference. *Marni will*  
59 *check with the UUMA executive team to invite someone do a five-minute*  
60 *recording as a greeting for this conference and for the June gathering.*

61 There was much discussion about the Fall Conference. Should it be in person;  
62 should it be a hybrid of in person and virtual; what would the cost involved in  
63 recording some segments for streaming and streaming live; what might  
64 attendance look like regarding COVID safety; would attendance be mostly be  
65 those traveling from the east coast; the greater accessibility if the conference  
66 consisted of virtual segments in addition to in person segments; in person  
67 would be more of a full experience; is it practical to have both virtual and in  
68 person at the same time; concerns about CDC recommendations regarding  
69 Covid; we might not know what the considerations will be at the time we have  
70 to make a decision regarding the deposit on the venue; could we have a target  
71 date by which we would make a decision as to whether or not the conference  
72 would be live, this date would probably be in the summer; could we have small  
73 groups in person and a whole conference done virtually; could we record the  
74 live presentation to post online at a later date; give people a choice to attend

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

#### 83 84 Elderberries-Jaco Ten-Hove

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

#### 87 88 Connections-Art Severance

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

#### 92 Member at-large, Good Offices-Marni

93 Marni, Diane and Susan will be attending a Good Offices Zoom meeting  
94 tomorrow, March 18<sup>th</sup>. Marni will be attending the Retirement Seminar on  
95 May 3,2021 representing UURMaPa. She organized a panel for the topic,  
96 “What I Wish I Had Known Before I Retired”

#### 97 98 Big Topics

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

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

110 *Diane will do a Doodle to schedule another Zoom retreat day before June*

111 Respectfully submitted by Gloria Perez, Secretary



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

144

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

148

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

154

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

157

158 **BIG QUESTIONS:**

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

161

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

166

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

169

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

172

173 **COMMUNICATIONS:**

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

178

179 **RETIREMENT SEMINAR:**

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

183

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*

206 there seems to be a dearth of interest - perhaps due to the slow roll-out last year. Or another  
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  
217 my board hello for the conference and sent it to Liz Roper. I am reading Barbara Child's Handbook  
218 on navigating unknown territory regarding current minister, former minister and former minister's  
219 partner.

220

221 Treasurer-Richard Speck

222 February was slow. The donations have slowed to a trickle. Registrations are picking up. You will see  
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.

226 Richard

	2021 Budget	Jan-21	Feb-21	Mar -21	Apr -21	May -21	Jun -21	Jul -21	Aug -21	Sep -21	Oct -21	Nov -21	Dec -21	2021 Total	Budge t vs. Actual
<b>INCOME</b>															
Member Donations	\$10,000.00	\$945.00	\$410.00											\$1,355.00	13.55%
Member Donations Paypal	\$4,000.00	\$1,933.00	\$105.00											\$2,038.00	50.95%
Memorial Gifts	\$2,000.00	\$0.00	\$0.00											\$0.00	0.00%
Conference Fee Income	\$6,000.00	\$0.00	\$0.00											\$0.00	0.00%
Conference Fee Income PayPal	\$22,000.00	\$60.00	\$360.00											\$420.00	1.91%
GA Luncheon Income	\$0.00	\$0.00	\$0.00											\$0.00	
UUMA Subsidy	\$1,000.00	\$0.00	\$0.00											\$0.00	0.00%
Scholarship Income	\$500.00	\$40.00	\$120.00											\$160.00	32.00%
Other Income	\$0.00	\$0.00	\$0.00											\$0.00	
<b>Total Regular Income</b>	\$45,500.00	\$2,978.00	\$995.00											\$3,973.00	8.73%
<b>EXPENSE</b>															
<b>On-Site Board Meetings</b>															
Transportation	\$0.00	\$0.00	\$0.00											\$0.00	
Room and Board	\$0.00	\$0.00	\$0.00											\$0.00	
Hospitality	\$0.00	\$0.00	\$0.00											\$0.00	
<b>Total Board Meetings</b>	\$0.00	\$0.00	\$0.00											\$0.00	
<b>Conferences</b>															
Attendee Fee Refunds	\$300.00	\$0.00	\$0.00											\$0.00	0.00%
Room and Board	\$21,000.00	\$0.00	\$0.00											\$0.00	0.00%
Speakers	\$500.00	\$0.00	\$0.00											\$0.00	0.00%
Music	\$200.00	\$0.00	\$0.00											\$0.00	0.00%
Technology Support	\$3,000.00	\$0.00	\$0.00											\$0.00	0.00%
Hospitality	\$500.00	\$0.00	\$0.00											\$0.00	0.00%
Scholarships	\$1,000.00	\$0.00	\$0.00											\$0.00	0.00%
Misc.	\$100.00	\$0.00	\$0.00											\$0.00	0.00%
<b>Total Conferences</b>	\$26,600.00	\$0.00	\$0.00											\$0.00	0.00%
<b>General Assembly</b>															
Luncheon Cost	\$0.00	\$0.00	\$0.00											\$0.00	
Transportation- President	\$0.00	\$0.00	\$0.00											\$0.00	







255  
256 Marni  
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