

1 Universalist Retired Ministers and Partners Association Minutes
2 of Zoom Conference Board Meeting April 21, 2021

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

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

7
8 Opening words read by Marni Harmony: "Spirit of the Pioneer" by Mel Hoover
9 from the meditation manual Been In The Storm So Long

10 Learning Community

11 This month's discussion of How To Be An Antiracist by Ibram Kendi completed
12 our reading of the book.

13 Standing reports:

14
15 Secretary-Gloria Perez

16 The approved minutes of the Feb 17, 2031 meeting were sent to Duane
17 Fickeisen for posting on our website under Governance. **The revised minutes**
18 **of the March 17, 2021 meeting were presented and approved by the board.**

19
20 Treasurer-Richard Speck

21 The income from Conference Registrations continues to come in. There are
22 100+ people registered. There will be funds for Fall Conference Scholarships.
23 The Endowment is up. Some funds from PayPal have been transferred to the
24 checking account. There will be funds for the technical support for the Spring
25 Conference. There is still time to register for the Spring Conference. The
26 donations to the Scholarship Fund have been put into a separate fund. The
27 budget for the June gathering is the biggest expense right now. Regarding the
28 Fall Conference, there may be expenses for the registration and expenses of
29 the attending board members if the conference is in person. What is the policy
30 for covering board members expenses? **The Treasurer's report was approved.**

31
32 **AGENDA ITEMS:**

33 President –Diane Miller

34 Follow through on Barbara Child's Handbook: The action Barbara had in mind
35 is that we would post the Handbook on our website under Resources.

36 Discussion followed about the form and wording of the document. *Jaco*
37 *volunteered to take the thoughts and suggestions to Barbara.* A question came

38 up about how we would let people know about the document. We should
39 contact UUMPs to answer the concerns they brought up when the changes to
40 the UUMA Guidelines first came up last year.

41 Diane is working on the citation for the Unsung Hero Award

42

43 Vice president-Susan Rak

44 The date and time for the June Gathering is June 15, 2021 at noon Central

45 Time. *Diane will invite UUA President Susan Frederick Gray to tape a greeting.*

46 The board discussed a suggestion about music breaks and what possibilities for
47 music there might be. *Richard to check with UUAUM about it.*

48 There was discussion about the presentation of gifts to the new retirees. Susan
49 has been checking out the pros and cons of several ideas and brought them to
50 the board for consideration. More suggestions came forth. **The board decided
51 to present new retirees with a gift certificate to In Spirit bookstore.**

52 Publicity for the event can go on the announce list and at the Spring
53 Conference.

54 Susan discussed the meaning and criteria for the Creative Saging Award. After
55 discussion about the award for this year and with input from the board, she
56 made the decision to not present the award this year.

57

58 Spring Conference “Renaissance in Retirement”

59 Liz Roper, the technological person for the conference, wants to have some
60 time with the board, on screen, to plan the set-up for our segment and how
61 we will handle Q&A on the last day of the conference. We will stay online for a
62 few minutes after Marni’s Odyssey and breakout rooms in order for Liz to plan
63 the set up. *During our segment, Jaco will watch the chat to bring forth
64 questions from the attendees for members of the board to answer.*

65

66 Respectfully submitted by Gloria Perez, Secretary

67

68 Board Reports

69

70 President-Diane Miller

71 Report to the Board for April 21, 2021, from

72 Diane Miller, President of UURMaPA

73

74 This month since our last meeting has been busy, as we gear up toward the Spring
75 Conference, Elderberries, and the annual June gathering.

76

77 I became curious about the evolution of UURMaPA organizationally, especially in
78 terms of how it related to the UUMA and became a separate organization. This
79 led me to a great conversation with Nancy Doughty, UURMaPA President 2008-
80 09, who conducted oral history interviews with several of the founding members.
81 Those interviews became the brief history that appears on our website. I had
82 some communication with David Hubner, David Pohl and Wayne Arnason, who
83 were had roles long before their retirements with UURMaPA. I dove into reading
84 past issues of Elderberries, which held names of ministers I knew or knew of in my
85 decades of service. This turned into my final column for Elderberries.

86

87 Since I have not been preaching online as many of you have, taping for the Spring
88 Conference was challenging, and writing the script for our Board program was a
89 hard task to complete. I do need for all of you to be familiar with where you come
90 in both in the brief taped intro on Monday, and the At Your Service on
91 Wednesday. Please print out the script and highlight when you come on.

92

93 Lyn wrote: Liz has affirmed that she will be asking board members to remain
94 together for a few minutes (20 minutes to 1/2 hour) during the break after the
95 conclusion of the April 28 - Wednesday's afternoon session at 3:30 pm. That time
96 will be an opportunity for board members to do a quick dry run of the evening's
97 question answer event.

98

99 This week on Tuesday I will prepare the very brief welcome to retirees at the
100 Service of the Living Tradition, recorded for GA. On Thursday I have two short
101 rehearsals for the welcome segment of the Conference and our group session.
102 Susan Rak and I have been asked to be part of the rehearsal for At Your Service
103 because we are speaking live. Jaco has agreed to track the chat and field
104 questions or comments to us for the Q&A. IF ANYONE ELSE PLANS TO SPEAK LIVE,
105 PLEASE LET ME KNOW ASAP.

106

107 I've had the usual varied correspondence and conversations over the month.

108

109 ■ Diane

110

111

112 **UURMaPA Vice-President Report**

113 April 2021

114

115 Creative Sageing

116 we are still in discussion - there wasn't one particular candidate that
117 jumped out as "the one". Apologies for the delay. I may have a name for
118 you at our meeting on the 21st. If not, it will be an email soon thereafter.

119

120 UURMaPA swag

121 The decision to gift new retirees with a T-shirt was an ongoing project this
122 month. Per the email recently circulated, we have now decided to go with
123 a utilitarian item: a fleece travel blanket. Currently the expense for this will
124 be around \$1,220 for 125 items (includes one-time printing set-up fee). I
125 have no idea yet of packing and shipping.

126

127

128 June PreGA program

129 As indicated in my email to you, the date we had settled on - Thursday
130 June 17th - is not workable for the tech person we are working with. We
131 will decide on an alternate plan in this month's meeting.

132 The proposed program outline (which closely follows last year's) is
133 included in this report.

134

135

136 Welcome/recognition of newly retired since last June

137 I don't know how we're handling it this year - last year we divided up the
138 list and sent notes to each person. and their names were listed in a
139 "welcome" moment in the "luncheon" event. This year I would like this
140 part of the PreGA event to be more than a list of names. I do not know
141 how cumbersome or possible it would be to ask the newly retired ministers
142 to send us a headshot of picture that could be part of a slide show to
143 accompany a scrolling list of their names * in that part of the June event. *
144 [scroll names on the screen with their location/where they live, and a

145 montage of random pictures so we don't have to try and match them with
146 names...].

147

148 respectfully submitted,

149 Susan

150 Susan Veronica Rak, UURMaPA VP

151

152

153 **UURMaPA PreGA Event - draft program**

12:45 pm	Zoom Room open - Opening slide w/name of event, date; music of some kind	15 min
1:00	Welcome Announcements (VP)	4 min
1:05	Chalice Lighting (President or VP)	3 min
1:08	Welcoming of Newly Retired Ministers [reading or listing of names; photo gallery or random slideshow?]	5 - 8 min (tops)
1:20	Introduction to UURMaPA and what we do - President's Report	5 min
1:25	Intro - VP	3 min
1:28	Office of Church-Staff Finances (R. Nugent, L. Rose) -	10 min
1:38	music break	2 min
1:40	intro - VP	2 - 3 min
1:43	Ministries and Faith Development (Janice Marie Johnson, Sarah Lammert)	5 - 8 min (tops)
1:50	music break	1 - 2 min
1:52	Introduction of Creative Sageing award (VP)	4- 5 min

1:56	Reflection from Awardee	5 min
2:02	music break	2 min
2:05	Break-out Rooms (5+ per "room"?) w/reflection question	15+ min
2:25	Closing remarks (Pres)	3 - 4 min
2:29	closing slides with music	5 - 8 min

154

155 All times Eastern Daylight Time

156 Last year almost all of this program was live. The only pre-recorded elements
157 were the President Report and the music interludes.

158 We are open to doing it differently if that makes it easier. But people seemed to
159 prefer the "live" aspect of being together in a virtual space.

160 Secretary-Gloria Perez

161 My report for this month:

162 I recorded a video for my introduction and description of my duties as Secretary
163 for the Fall Conference which I also attended. I took notes on the suggestions
164 from the attendees during our At Your Service segment of the conference. I sent
165 the approved minutes of the March 2021 meeting to Duane for posting on our
166 website under Governance.

167 Respectively submitted, Gloria Perez

168 Treasurer-Richard Speck

169 Dear Friends,

170 The major activities are the funds flowing in for the Spring
171 Conference. There have been very little expenses thus far. I expect that we will
172 spend down our income as the bills for the conference come due. We will learn
173 about what the true cost is to have technical support to put on a virtual
174 conference. The Money Market is stable, and the endowment has grown. We
175 are strong financially heading into the summer.

	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	Budget vs. Actual
INCOME															
Member Donations	\$10,000.00	\$945.00	\$410.00	\$190.00										\$1,545.00	15.45%
Member Donations Paypal	\$4,000.00	\$1,933.00	\$105.00	\$5.00										\$2,043.00	51.08%
Memorial Gifts	\$2,000.00	\$0.00	\$0.00	\$0.00										\$0.00	0.00%
Conference Fee Income	\$6,000.00	\$0.00	\$0.00	\$80.00										\$80.00	1.33%
Conference Fee Income PayPal	\$22,000.00	\$60.00	\$360.00	\$2,200.00										\$2,620.00	11.91%
GA Luncheon Income	\$0.00	\$0.00	\$0.00	\$0.00										\$0.00	
UUMA Subsidy	\$1,000.00	\$0.00	\$0.00	\$0.00										\$0.00	0.00%
Scholarship Income	\$500.00	\$40.00	\$120.00	\$450.00										\$610.00	122.00%
Other Income	\$0.00	\$0.00	\$0.00	\$0.00										\$0.00	
Total Regular Income	\$45,500.00	\$2,978.00	\$995.00	\$2,925.00										\$6,898.00	15.16%

EXPENSE																		
On-Site Board Meetings																		
Transportation	\$0.00	\$0.00	\$0.00	\$0.00													\$0.00	
Room and Board	\$0.00	\$0.00	\$0.00	\$0.00													\$0.00	
Hospitality	\$0.00	\$0.00	\$0.00	\$0.00													\$0.00	
Total Board Meetings	\$0.00	\$0.00	\$0.00	\$0.00													\$0.00	
Conferences																		
Attendee Fee	\$300.00																	0.00%
Refunds		\$0.00	\$0.00	\$0.00													\$0.00	
Room and Board	\$21,000.00	\$0.00	\$0.00	\$0.00													\$0.00	0.00%
Speakers	\$500.00	\$0.00	\$0.00	\$0.00													\$0.00	0.00%
Music	\$200.00	\$0.00	\$0.00	\$0.00													\$0.00	0.00%
Technology Support	\$3,000.00	\$0.00	\$0.00	\$0.00													\$0.00	0.00%
Hospitality	\$500.00	\$0.00	\$0.00	\$0.00													\$0.00	0.00%
Scholarships	\$1,000.00	\$0.00	\$0.00	\$0.00													\$0.00	0.00%

Endowment	\$58,000.00	\$64,765.43	\$64,765.43	\$66,233.09															
Money Market	\$20,000.00	\$19,210.40	\$19,211.87	\$19,213.50															
Checking	\$6,000.00	\$19,740.87	\$20,885.87	\$21,660.32															
Total	\$84,000.00	\$103,716.70	\$104,863.17	\$107,106.91															

177

178 Connections-Art Severance and Cathie Severance

179

180 Conferences-Anne Spatola

181 Anne Spatola’s Board Report for April, 2021.

182

183 Attended several meetings with the Spring conference planners and provided
184 input.

185 Met with Barbro Hansson and discussed possible plans for the Fall conference.

186

- 187 • The Spring conference plans are being handled very well by the planners.
- 188 • They are meeting weekly and putting out messages with the schedule to
189 encourage attendance.
- 190 • The planners are paying close attention to details that might impact the
191 overall presentation. Excellent guidance is being provided by the technical
192 support, Liz Roper. A back-up for technical support was secured. Joel
193 Nelson will assist Liz as needed.
- 194 • Outstanding presenters for the keynote and service of remembrance
195 should affect attendance. 90 have already registered for the spring event.
- 196 • Dennis and MaryKay Hamilton will emcee the conference and there will be
197 more opportunities for getting reacquainted. There will not be any focused
198 workshops.’ Most of the conference will be pre-recorded except for the
199 service of remembrance and a few of the Board pieces. There are two
200 Odyssey presentations.

- 201 • Liz will be sending a message to the Board as some expected recorded
202 messages have not been received. Apparently, some were not labeled per
203 Liz' instructions and she is having a difficult time trying to identify them.
204 • A dry run is planned for April 22nd. All live presenters will be invited. The
205 Board can attend this session but there will also be a separate instructional
206 guide on the day of the conference. Liz will notify us accordingly.

207
208 The Fall conference:

209
210 Barbro and I are assessing the pros and cons of conference options with close
211 attention to the cost/benefit effect.

212
213 After careful consideration and input from other ministers, Barbro has identified
214 Bruce Marshall for the keynote speaker. Bruce will attend the spring conference
215 so that there is no repetition in his fall presentation. However, he plans to go
216 deeper into the "new normal" and what we all face with the changing
217 environment and the limited choices we will have along with grieving and loss.
218 The theme will focus on adjusting to post COVID, adjusting to the aging process
219 and negotiating through all of these changes.

220
221 A major factor affecting the fall conference is whether it will be virtual or in
222 person.

223
224 Barbro is conducting a cost/benefit analysis and reviewing the document from the
225 Barbara Harris center. We have discussed the various options and the cost
226 factors. She will do further research before a final recommendation is made. The
227 3 options are:

- 228
229 Hybrid- onsite technical professional requiring a daily fee
230 Virtual only
231 Onsite only with recordings of key events for a future publication

232
233 The biggest unknown is the number of potential attendees for an onsite meeting.
234 Given the cost of the center, we would need to charge around \$450 for
235 accommodations and meals with a minimum of 50 attending. The cost can be
236 prohibitive when taking transportation costs and the risks of travel. Barbro and I

237 will continue to evaluate the numbers and a recommendation will be made by the
238 summer.

239

240 Barbro will provide an update at the end of the spring conference and has sent a
241 detailed article for the next Elderberries. The newsletter article will include a
242 survey to determine potential attendance.

243

244 Connections-Art Severance and Cathie Severance

245 Suzanne Redfern Campbell and I have been communicating concerning the list of
246 names for the Memorial Service.

247 Our youngest daughter, Elizabeth, is coming home tomorrow with the new
248 addition to the family. I will be in Austin to help.

249

250 Cathie

251

252

253 Memorial List for Service of Remembrance April, 2021

254 Rev Carl Victor Bretz 10/04/20

255 Rev Linda M. Hansen 10/30/20

256 Rev Robert P. Throne 11/04/20

257 Rev Bruce Edmund Kennedy 10/22/20

258 Rev William Chester McCall 11/16/20

259 Rev Ellen Brandenburg 9/4/20

260 Rev David Allen Pettee 9/13/20

261 Rev Vernon C Nichols 9/11/20

262 Rev Bertrand Steeves 9/16/20

263 Rev David Hicks MacPherson 9/25/20

264 Eva A. Morin 12/3/20

265 Rev Dr Hope Johnson 12/11/20

266 Dr William Gnagey 11/14/20

267 Rev William "Bill" Welch 11/15/20

268 Rev Barbara Earl 12/7/20
269 Rev Dr Khoren Arisian 1/14/21
270 John "Jack" Hayes 1/13/21
271 Rev Kenneth "Ken" Norman Helms 12/12/20
272 Steven Keyes "Sky" Yardley 2/23/21
273 Patricia Prevost 3/11/21
274 Rev Dr Elizabeth "Liz" M. Strong 3/20/21
275 Mary Rose "MZ" Curtis 3/4/21
276 Rev. Richard Allen Kellaway
277 Sam "Sam" Berliner III
278 Rev. Dr William "Bill" E. Alberts
279 Rev. Cynthia A. Frado
280 Rev. Ernest "Ernie" D. Pipes
281 Elderberries-Jaco ten Hove
282 Well, as usual, I've been busy mostly with prep on this latest issue, to be put to
283 bed by the end of the month, with complementary proofs to you all soon.
284
285 Cover will diagram the expected leadership turnover and include the nice, smiling
286 Zoom shot of us from our last meeting (Cathie "photoshopped" in), with
287 intriguing bios of incoming folks inside, flowing over two full pages.
288
289 Centerfold is a set of poems from the likes of Joy Atkinson, Art, Betty Jo
290 Middleton and Sarah Voss.
291
292 Also, inside will be "What's Up With" Mary Kay Hamilton, "Covid & Me" from
293 Susan, "Have Hope" from Richard, "Post-Retirement Boundaries" from mine
294 spouse Barbara, and a preview of Diana McLean's GA panel, "Defiantly Joyful:
295 LGBTQ+ Unitarian Universalism Past, Present, Future."
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297 A "Book Bench" page profiles the latest offerings from three prolific colleagues:
298 Tom Owen-Towle, Barry Andrews and Judith Campbell.

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Columns from me and Diane, a bunch of preliminary info (and a questionnaire) about the Fall Conference, announcement of the web posting of last GA's Ingathering recording, a short financial message from Linda Rose and three pages of obits round out the issue.

I imagine the next Summer issue will feature events: reportage on both the Spring and GA events, plus more details about the Fall conference.

Onverd, appreciatively, --Jaco