

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

3
4 Board Members Present: Susan Rak, Ned Wight, Gloria Perez, Jaco ten Hove, Ann
5 Schranz, Millie Rochester, Anne Spatola, Wayne Arnason

6 Absent: Richard Speck

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

8
9 Chalice lighting and opening words read by Susan Rak. She chose a selection from
10 Braiding Sweetgrass by Robin Wall Kimmerer

11
12 Standing Reports:

13
14 Secretary: The approved May 19,2021 minutes were sent to Duane Fickeisen for
15 posting to the website on June 28,2021. **The revised minutes of the June 16,2021**
16 **Board meeting were approved.**

17
18 Treasurer: **The treasurer's written report has been sent to the board for this**
19 **meeting and was approved.**

20
21 President: Susan Rak told us that Duane would like to have new photos (head
22 shots) of the board members to post on our website.

23 In response to a request about announcing a class being offered by an UURMaPan
24 but not a UURMaPa sponsored program we began a discussion on how the
25 Announce List can/should be used. Right now, we will keep the policy as it is
26 keeping the email list as short as possible and possibly create a separate venue for
27 some of the announcements which some people might want to make to our
28 membership. We will shelve a final discission about the announce list until
29 Richard can be part of the discussion and decision.

30
31 Susan brought forward questions for us to consider on how we might like to move
32 forward in this coming year as an organization. Some questions she would like us
33 to consider: should we redesign or modify our programing; could we address a
34 concern that we haven't been addressing; are there traditions we should keep or
35 let go of; can we look at new initiatives for our work.

36 She would like to gather thoughts from the board members as to how we might
37 like to change or not change some of the ways we currently do things; how/if we

38 would like to continue opening the meetings with a short reading; have a
39 common read for continuing learning with a focus on anti-racism, social justice,
40 inclusion. We were invited to think about these ideas and either send her emails
41 prior to the next meeting or come to the meeting with our thoughts and
42 suggestions in order to make a choice at that meeting. Several ideas surfaced
43 during the discussion: we would like to continue opening readings possibly from a
44 common source or from a source of the reader's choosing and alternate readers
45 monthly. Ideas for a continuing learning common read included choosing a
46 contemporary book; the book Turning Point, Essays on a New Unitarian
47 Universalism; a book of short chapters or essays to make discussion easy within a
48 brief time frame at the beginning of our meeting; a book focusing on the stage of
49 life which our members are facing; the book, In Later Years, Finding Meaning and
50 Spirit In Ageing by Bruce Marshall. We may consider reading something which
51 may help us answer the question, "Is UURMaPa ready for an influx of BIPOC
52 retired ministers?"; books with a focus on BIPOC issues to help us stay on the path
53 of traveling towards welcoming and inclusion of all of those on the margins. We
54 are all charged with researching books to help welcome BIPOC retirees.
55 There was also discussion regarding how we might go forward in having
56 UURMaPa be welcoming to retiring BIPOC ministers and partners. We talked
57 about the possibility of sponsoring/supporting a conference of BIPOC retirees and
58 partners.

59

60 Elderberries:

61 Jaco invited all to suggest stories and ideas as well as people with whom he can
62 follow-up for including in the Fall issue. He also showed us a preview of the
63 reporting of the Spring Conference, the virtual In Gathering in June and a note
64 from Diane Miller about being temporarily not fully abled due to a broken left
65 wrist and a broken right arm. He also invited anyone to join his pool of
66 proofreaders for Elderberries. *Ned volunteered to join the pool.*

67

68 Conferences:

69 The Fall Conference will be virtual only. The planning group will meet next week
70 and hope to make a decision regarding the Odyssey by the end of the month.
71 Richard will help with technology. He will also check with a member of his
72 congregation to see if he can take care of the technology for the conference.
73 Barbro is proceeding well with no issues for the planning.

74

75 Winter conference- Anne has asked us to think about how we want to do future
76 conferences. She has sent out a call for conference planners and is waiting for
77 responses. She would like to emphasize that the planning team is not to be
78 looking to her as the person who would handle the leadership in planning. Ideas
79 about future conferences were offered including just doing a retreat; delaying
80 having a conference until 2023; a more limited conference including an odyssey
81 as opposed to having a featured speaker. Other thoughts were: how to go about
82 recruiting planners; having the board and the nominating committee look at lists
83 of those who have shown skills in leading and planning a conference in order
84 invite them to become part of a planning team; having a person sign up for
85 leading two conferences with the intention of being co-leader for the first one
86 and with that experience lead the second one; having someone in the Southwest
87 area to find a prospective planner; having one national conference and one
88 regional conference to make recruitment easier; continuing with virtual
89 conferences. Anne would like there to be deeper discussion about conferences in
90 general; how did the tradition of having two national conferences, one in the East
91 and one in the West or one in the East and one in the South come about; having
92 the board meet in person before the Winter/Spring conference. *Susan said that*
93 *we will have these conversations during the next couple of months.* Anne invited
94 us to let her know about people who may be interested in joining in on planning.
95 The dates for the Feb 2022 conference have yet to be set.

96

97 Connections

98 Millie's transition work has highlighted the eight areas of the country which do
99 not have area connectors, recruiting area connectors, catching up on the changes,
100 meeting the needs of members which have recently come up. Updates to the
101 membership directory are coming soon which will be helpful to her. Two of her
102 reflections are that having people opt in is not better than having them
103 automatically become members as a matter of inclusion; and having the country
104 in areas rather than regions means a smaller list of people to connect. She has
105 been receiving positive responses from those who have been in touch with an
106 area connector.

107 Ann is catching up and is concerned about not being able to post on the
108 UURMaPa Announce list yet. She is not a big fan of areas rather than regions as
109 she would rather not be limited by geography. Some area connectors have just
110 stopped making the connections and she wonders if there might be a graceful

111 way for those who no longer want to or who are no longer able to continue as
112 connectors could exit the position.

113

114 Meeting ended with further discussion about what is most important for
115 UURMaPa now and what might be more important in the future. We want to
116 keep people connected, to be welcoming to BIPOC retirees and partners; possibly
117 have an advisory committee of BIPOC folks to talk about their experiences with
118 UURMaPa. *Wayne volunteered to look for people who might be interested in
119 being on an advisory team.* A list of BIPOC retired ministers and those who are
120 about to be retired had been created. Jaco talked to two of the BIPOC
121 ministers who responded to his invitation to talk about UURMaPa. One
122 response was that they were not inclined to be part of UURMaPa, expecting that
123 they would experience too many microaggressions."

124 We would not expect an advisory team to come up with ideas about what we
125 could do. We need to find resources to use to help us move forward in welcoming
126 BIPOC folks as well as other marginalized folks, enlarging the focus of our work of
127 building relationships and keeping and reinforcing them, following through with
128 the way the UUA is going. There is a role for us in self-education as well as in our
129 constituency. Susan asked us to keep in mind, as we look for a common read, the
130 question, what can we do individually and as a group to work on our own issues.
131 UURMaPa is working with the UUMA to create a Chapter of UUMA for retired
132 ministers which would be separate from UURMaPa.

133 We will continue these conversations in future meetings.

134 Respectfully submitted, Gloria Perez

135

136 Board Reports:

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139

UURMaPA President Report

140

141 I've not got much to "report" as we begin our year together as a Board. So, I'll begin
142 with a reflection and introduction.

143

144 My first tasks as President were to provide a new "welcome" note for the UURMaPA
145 Website and a column for Elderberries' next issue (plus photos to go along with each).
146 As I noted in my website piece, my entry into retirement was rather sketchily planned,
147 "let's see what unfolds" frame of mind. And I didn't feel ready to get involved in
148 UURMaPA at that point - I suppose I wasn't convinced I was "retired". But a call from

149 Wayne Arnason a little over two years ago with an invitation to serve on the UURMaPA
150 Board changed all that.

151 Thus, my participation in and service is of a rather short duration! I feel like I am
152 learning as I go, without a lot of UURMaPA institutional memory or connections. But in
153 this short time, I've come to deeply appreciate how UURMaPA connects and inspires us
154 all - retired UU ministers and their partners and spouses. And as it has been said, one
155 of the biggest learnings in this past year-plus - perhaps it's really more of a reminder -
156 is how community is an essential component of health and well-being. Even in our
157 more virtual state these days, UURMaPA creates all kind of community.

158
159 So, as I think about this first meeting as a new Board, I invite us to think together about
160 UURMaPA and where we want to go in this coming year. The pandemic forced us to
161 rethink how we do things, and we need to reinvent cherished traditions. What should
162 we carry forward? How might we redesign UURMaPA programming? What might we
163 modify or even stop doing?

164 I've put this conversation on the Agenda, and I invite you to do a little pre-meeting
165 "reflection" ...

166 as a Board member and participant in, UURMaPA, what do you see as

- 167 • our most important function as we exist now
- 168 • a concern we should be addressing that may be missing from our work
- 169 • possible new direction or initiatives we should have as part of our work in this
170 next year (hopes and dreams...)

171
172 In addition, Ned and I received an inquiry from Patt Herdklotz regarding sending an
173 Announcement about a class being offered by a UURMaPAn but not a UURMaPA-
174 sponsored program. This would not be in keeping with what our Operating Procedures
175 state.

176 Should the policy be amended so that *notices for non-UURMaPA sponsored events or*
177 *programs would be allowed?*

178 from current Operating Procedures: UURMaPA Announce is "intended as a one-
179 way "bulletin board" for announcements that are time-sensitive... Postings will
180 be limited to organizational information, such as announcements of conferences
181 and local gatherings, Elderberries, and obituaries of ministers and partners."

182

183

184 I ended my website "welcome" with these words...

185 "However your retirement has taken shape, whatever the level of your involvement, we
186 are here for you. As President of the UURMaPA Board, it's my honor to invite you to
187 dive in and join us. *Come explore what we can yet be!*"

188 collegially,
189 Susan

190

191 P.S. and this note from our webmaster Duane Fickeisen:

- 192 • "Please have all Board members send me an image. It should be a fairly tight head
193 shot that is at least 150 x 200 pixels or more after cropping. More resolution is even
194 better! I can crop and color adjust to some extent."

195

196 Secretary-Gloria Perez

197 I sent the approved minutes of the May 19, 2021, meeting to Duane for posting on the
198 UURMaPa website under Governance. I attended Ministry Days and GA as a delegate
199 from my home congregation. I am currently studying the Widening the Circle of Concern
200 for my home congregation. I volunteered to be a co-facilitator for a small group moving
201 through the study guide.

202

203 Treasurer-Richard Speck

204 See addendum

205

206 Elderberries-Jaco ten Hove

207 Elderberries prep has, as usual this time each quarter, occupied my activity.

208 FYI, the line-up for this issue, which will hopefully come in at 12 pages, looks like this:

209

210 ~Cover linking the two most recent online events (Spring Conf and June Ingathering), which will
211 jump to the centerfold, where there will also be related material, such as

212 ~The Unsung Award and

213 ~Promos for the next two conferences, Fall 2021 (online) and Winter 2022 (perhaps in AZ)

214 ~The latest newly retired colleagues list

215 ~Happy news of the Brooks bequest

216 ~Announcement of B. Child's new Handbook

217 ~Short review of B. Andrews latest Transcendentalism book

218 ~Cartoon(s) and this meme:

219 *I ordered a chicken and an egg from Amazon. I'll let you know.*

220 ~Three pages of obits

221

222 Cheers, -Jaco

223

224 Connections-Ann Schranz and Millie Rochester

225 Ann

226 Greetings! This is a quick note to share a few items in advance of the meeting.

227

228 1) Transition matters -- I've had phone conversations with Millie Rochester, Cathie Severance, and
229 Judy Gibson (who served as the obituary coordinator in the past). I've had email exchanges

230 additionally with Duane and Patt. I received stationery and the flash drive containing the obituary
231 database from Cathie.

232
233 2) Unresolved issue -- I haven't yet been added as an administrator to the UURMaPa-Announce
234 email list. I need that access to be able to post obituaries. Richard is working with Patt to resolve the
235 issue. Patt apparently has administrator authority and could make the change, but she may not have
236 the list password. Richard may or may not have the list password any longer. The fall back action is
237 apparently to ask the UUA's tech person responsible for email lists to get involved and perhaps reset
238 the password and give it to the appropriate people. Duane also suggested perhaps asking current or
239 past board members if they have the password. At my request, Patt forwarded the obituary for Ron
240 Cook to the UURMaPa-Announce list since I didn't have list access to post it.

241
242 3) Condolences Question -- Who writes notes of condolence when a minister or partner passes
243 away? The president and (ideally) also the Area Connector? Or? As I read the Connections
244 Assistant job description, it didn't seem as though I write a note, although I keep track of things
245 related to the death. I might be wrong.

246
247 4) Intent to Retire Question -- I am prepared to write "Welcome to UURMaPa and retirement" notes
248 to those who filed Intent to Retire forms. However, I'm concerned that some recent folks may have
249 slipped through without such a note during the board transition time. Is there a way for me to search
250 past messages sent to board@uurmapa.org to see who Sarah Gabbey of the UUA has notified the
251 board about concerning Intent to Retire? In the past, she has sent notices to board@uurmapa.org
252 and membership@uurmapa.org. She will start sending them also
253 to connections@uurmapa.org (Millie) and connections-assistant@uurmapa.org (me). It will be
254 redundant for Millie and me, but a little redundancy can't hurt until we see that it's working properly.

255
256 5) Brainstorm -- Regarding Area Connectors and the many geographic areas with vacancies,
257 perhaps it's time to re-think whether Area Connectors need to be geographically based. There's little
258 point in recruiting people into a structure that perhaps could be redesigned to be more effective. This
259 ties into Zoom technology, higher / different expectations, and so on. Food for thought.

260 Ann Schranz
261 Millie Rochester

262 Here's a brief summary of my activities over the past few weeks, working closely with Ann
263 Schranz, as we transition in our roles from the leadership of Art and Cathie Severance.

264
265 - Had several conversations with Art to learn about his experiences in this role and answer
266 some questions

267
268 - Conversations with Ann to brainstorm some means of going forward

269
270 - Followed up with Area Connectors to thank those who are no longer filling that role, and
271 additionally in some cases to resolve discrepancies.

272
273 - Determined that there are 8 Areas currently without Connectors:

- 274 1. Connecticut Valley
- 275 2. Eastern Carolina
- 276 3. Heartland North
- 277 4. Heartland South

278 5. Joseph Priestly South

279 6. Northern California

280 7. Ohio Meadville

281 8. Western Carolina

282

283 - Contacted Patt H requesting changes to the Area Directory

284

285 - As an Area Connector myself, I contacted members in the WA/Alaska area, including one
286 member who has moved to a different area, so her new address could be passed along to Patt
287 (the change had been made on the UUMA website, but it hadn't filtered down to UURMaPA).

288

289 I'm looking forward to seeing you all via Zoom!

290

291 Warmly,

292 Millie

293

294 Treasurer's Report

295

	2021 Budget	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21
INCOME											
Member Donations	\$10,000.00	\$945.00	\$410.00	\$190.00	\$200.00	\$0.00	\$200.00				
Member Donations Paypal	\$4,000.00	\$1,933.00	\$105.00	\$5.00	\$5.00	\$55.00	\$0.00				
Memorial Gifts	\$2,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$27,179.18	\$0.00				
Conference Fee Income	\$6,000.00	\$0.00	\$0.00	\$80.00	\$150.00	\$0.00	\$3,735.00				
Conference Fee Income PayPal	\$22,000.00	\$60.00	\$360.00	\$2,200.00	\$1,840.00	\$273.43	\$0.00				
GA Luncheon Income	\$0.00	\$0.00	\$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	\$0.00				
Scholarship Income	\$500.00	\$40.00	\$120.00	\$450.00	\$360.00	\$0.00	\$0.00				
Other Income	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				
Total Regular Income	\$45,500.00	\$2,978.00	\$995.00	\$2,925.00	\$2,555.00	\$27,507.61	\$3,935.00				
EXPENSE											
On-Site Board Meetings											
Transportation	\$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				
Hospitality	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				
Total Board Meetings	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				
Conferences											
Attendee Fee Refunds	\$300.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				
Room and Board	\$21,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				
Speakers	\$500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$500.00	\$0.00				
Music	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$70.00	\$0.00				
Technology Support	\$3,000.00	\$0.00	\$0.00	\$0.00	\$402.25	\$2,500.00	\$0.00				
Hospitality	\$500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				
Scholarships	\$1,000.00	\$0.00	\$0.00	\$0.00	\$40.00	\$0.00	\$0.00				
Misc.	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$150.00	\$0.00				
Total Conferences	\$26,600.00	\$0.00	\$0.00	\$0.00	\$442.25	\$3,220.00	\$0.00				
General Assembly											
Luncheon Cost	\$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				
Transportation-Vice President	\$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				
Technology Support	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				
GA Fees & Misc	\$400.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				
New Member Welcoming Gifts	\$500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$894.40				
Total General Assembly	\$1,900.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$894.40				
Communications											
Elderberries Publication	\$4,000.00	\$0.00	\$967.01	\$0.00	\$0.00	\$970.43	\$0.00				
Fundraising Appeal	\$1,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				
Peer Support Groups (video calls)	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				
Website	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				
Zoom	\$300.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				
Database Management	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				
Total Communications	\$6,400.00	\$0.00	\$967.01	\$0.00	\$0.00	\$970.43	\$0.00				
Other Expenses											
Retirement Planning Seminar Expense	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				
Saging & Unsung & Navius Awards	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$500.00	\$0.00				
Rainbow Project	\$1,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				
Postage	\$200.00	\$0.00	\$0.00	\$55.20	\$0.00	\$0.00	\$0.00				
Connections Network	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				
Memorial Gifts - UUMA and Others	\$2,000.00	\$750.00	\$0.00	\$0.00	\$0.00	\$450.00	\$0.00				
Donations to the Endowment	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$25,000.00				
President's Expense	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				
PayPal Fees	\$400.00	\$3.65	\$0.00	\$90.81	\$76.52	\$2.20	\$0.00				
Bank Expenses	\$50.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				
Board Misc.	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				
Total Other Expenses	\$5,550.00	\$753.65	\$0.00	\$146.01	\$76.52	\$952.20	\$25,000.00				
Total Expense	\$40,450.00	\$753.65	\$967.01	\$146.01	\$518.77	\$5,142.63	\$25,894.40				
Profit/Loss	\$5,050.00	\$2,224.35	\$27.99	\$2,778.99	\$2,036.23	\$22,364.98	-\$21,959.40				
Ending Account Balance											
Endowment	\$58,000.00	\$64,765.43	\$66,030.91	\$66,233.09	\$68,159.25	\$68,850.45	\$98,850.45				
Money Market	\$20,000.00	\$19,210.40	\$19,211.87	\$19,213.50	\$19,215.08	\$19,216.71	\$19,217.53				
Checking	\$6,000.00	\$19,740.87	\$20,885.87	\$21,660.32	\$25,400.73	\$48,801.09	\$25,351.26				
Total	\$84,000.00	\$103,716.70	\$106,128.65	\$107,106.91	\$112,775.06	\$136,868.25	\$143,419.24				

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