

1 Universalist Retired Ministers and Partners Association Minutes
2 of Zoom Conference Board Meeting August 18,2021

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

6 Excused: Richard Speck and Jaco ten Hove

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

8
9 Opening words read by Ned Wight from Shelter in This Place, edited by Meg Riley

10
11 Standing reports:

12 Secretary-Gloria Perez: The approved minutes of the June 16,2021 were sent to
13 Duane Fickeisen on July 25,2021 for posting on the website. **After a short**
14 **correction by Ann Schranz of a statement made during the July meeting, the**
15 **minutes of the July 21,2021 were approved by the board.**

16
17 Treasurer: in Richard Speck's absence, Susan briefly summarized the report which
18 Richard had sent to the board. **The treasure's report was approved by the board.**

19
20 President – Susan Rak: Susan gave a short recap of her written report saying the
21 ideas in it could wait until all of the board members could be in attendance.

22
23 Vice-President – Ned Wight: Ned would like to send proposed spaces and times
24 for UURMaPa time during Ministry Days and for the new retirees Welcoming
25 Luncheon during GA to the planning team sometime in September. The deadlines
26 are usually in November, no later than December 1st. He asked for information
27 about how to find people to serve on the planning committee for the Creative
28 Saging Award as well as a list of prior awardees. Susan said she could tell him
29 about her experience working on these things and said there is a list of prior
30 awardees on the UURMaPa website. There was a suggestion that he check with
31 Marni Harmony for suggestion of prospective planners.

32 Ned also checked in about peer support groups wanting to know if there is a
33 record of groups and their facilitators. Susan said that once a group has been in
34 existence for a year then UURMaPa lets them be on their own and has no further
35 information about them. The ones we do know about are the Caregivers Group
36 and Duane Fickeisen's Grief group which are ongoing. Ned asked about how
37 vigorous he needs to be in going back to 2020 and 2019 to check in with groups.

38 Wayne talked about his experience with the group he attends and about how the
39 group might be involved with UURMaPa. The UUA sends out spreadsheets with
40 information identifying those who should be invited to the June Luncheon. *Millie*
41 *will send Ned the address of the person who send out the spreadsheet.*

42

43 Conferences – Anne Spatola

44 Fall Conference

45 Anne sent the schedule for the three days and nine sessions of the conference as
46 an addition to her written report. The tech person for this conference is Jon
47 Claney from the Wilmington UU congregation with Richard Speck helping him.
48 The publicity is going well. The main issue, now, is the plans for what UURMaPa
49 will do for the Welcome and for the At Your Service segments. Barbro will send us
50 information as to what is needed.

51 Winter Conference

52 If we do this conference in person it is scheduled to be at the Franciscan Retreat
53 Center in Scottsdale, AZ. We have paid a \$2500 deposit for the dates of Feb 27,
54 2022, to March 4,2022, with Feb 27th and 28th to be Board meeting days. There
55 are six people on the planning team. Wayne supported Anne by writing notes to
56 some people to become possible members of the planning team. Anne will be
57 talking to the group tomorrow (Aug. 19). The issue Anne brings up is making the
58 decision about this being an in-person or a virtual conference noting that a virtual
59 conference requires more time to plan. She also wondered if many people would
60 attend an in-person conference.

61

62 Connections updates

63 Millie Rochester – Millie is thinking about ways in which UURMaPa can be
64 connected to its members. She is disappointed that she is not getting information
65 on new retirees. There are issues with communication methods, lack of lists being
66 up to date and not having information for people who left the UUMA. Susan was
67 able to talk about the information available on the UUA spread sheet. There is a
68 lot of information on it, but it can be hard to tease out exactly what one is looking
69 for. There may be a lack of information about retirees now because people aren't
70 filling out the intent to retire forms at this point in the year.

71 Regarding the list of retired UURMaPa members: the list includes Directors of
72 Religious Educators and is generated by the UUA Transitions Office and does
73 include whether the person is clergy or a religious educator. *Susan will check out*

74 *the list to find the Religious Educators and let Patt know to take them off of our*
75 *list of clergy members.*

76 There was conversation about obituaries and death notices issued from the UUA
77 versus UUMA. *Ann will talk to Duane about highlighting upcoming memorial*
78 *services on the website.*

79

80 UUA/UUMA Liaison – Wayne Arnason

81 Wayne will draft a short summary of a proposal to create a chapter within the
82 UUMA, composed of clergy from UURMaPa, to be listed in the schedule of the Fall
83 Conference for the purpose of inviting conversation from the retired ministers
84 about such a chapter. This conversation would happen in a small group format
85 and would include partners. If and when this chapter is created, it would be for
86 ministers who sign up as members of the chapter. Whatever meetings they had at
87 future conferences would not include partners and would not include UURMaPA
88 ministers who are not UUMA members.

89

90

91

92 Other Business:

93 A question had come up about the use of our UURMaPa eblast. Susan referred to
94 how in the past the eblast was considered a one-way bulletin board that would
95 give notice about organizational information such as conferences, local
96 gatherings, Elderberries and obituaries of ministers and partners. **The board**
97 **agreed to continue with that practice.**

98

99 **The board agreed to get copies of Unitarian Universalists of Color, Stories of**
100 **Struggle, Courage, Love and Faith to determine if will provide a resource as a**
101 **common read for this year.** This is a book of several stories written by UUs of
102 color about their experiences in our congregations, edited by Yuri Yamamoto,
103 Chandra Snell, and Tim Hanami.

104

105 There will be ongoing conversation about topics and concerns already brought up

- 106 • Alternative ways of being together to the two large conferences we have
107 been doing such as doing one national conference and smaller regional get-
108 togethers
- 109 • Creating a larger window arc of planning, maybe planning for an entire year
110 or even multiple years

- 111 • Being aware of how COVID has affected our conference attendance and
112 the timing of our planning
113 • Budgetary concerns for each way of having a conference, virtual or in-
114 person.

115 We will also continue conversations about welcoming and including BIPoC
116 ministers and their partners, forming an “advisory group” of BIPoC ministers and
117 partners and doing our own internal work about issues around white supremacy
118 and anti-racism.

119

120 Respectfully submitted by Gloria Perez, Secretary

121

122 Board Reports

123 President – Susan Rak

124

UURMaPA President Report

125

August 2021

126

127 This being summer, and still being new at this position, my report is somewhat slim.

- 128 • In this past month I had the pleasure of connecting with and inviting our two
129 Odysseyans for the Fall Conference. As you saw on the proposed schedule, there is a
130 minister and a partner/spouse: Charles Stephens and Kathleen Hunter, widow of Alan
131 Deal.

132

- 133 • I have taken part in conversations regarding the crafting and publication of ministers’
134 obituaries through the UUA system. The most recent (Tuesday 17 August) involved
135 UUA staff Marta Valentin and Aastha Poudel; UUMA personnel Janette Lallier and
136 Hannah Franco- Isaacs; Sonja Cohen UUWorld deputy manager, plus UURMaPAns
137 Ann Schranz and Jay Atkinson.

138

139 The conversation focused on the various ways ministers’ deaths are reported,
140 from the initial notifications received by the UUA to crafting and distributing the
141 brief “death notices” that go out. This has been handled a variety of ways over
142 the years but general interest in sharing of these passings is of high interest.

142

143 Regarding the differences between UUA/UUMA “death notices” and
144 UURMaPA’s more in-depth obituaries, the former is formatted in a way that
145 levels the playing field, giving each minister, no matter the length or eminence
146 of their career, the same regard. Changing it to add more detailed biographies
147 and information is not in keeping with the general practice outlines by Marta
148 Valentin. It seems prudent to keep doing it in this several-tiered fashion for now.
However, adding UURMaPA and the UUMA to the UUA distribution of obituaries

149 and pictures they send to the MFC for their memorial gatherings will begin so
150 that we will have access to that information for our planning purposes.
151 In addition, Janette Lallier highlighted the various ways the UUMA distributed
152 death notifications beyond the UUMA-list email.

153

154 • Notes of Condolence remain on my “to-do” list and I will make them a priority in the
155 coming weeks.

156

157 • And I’ve chimed in on or replied to various inquiries and messages- this shows up in
158 my calendar/planner as “UURMaPA stuff”, but sometimes I can’t recall exactly what
159 that involved!

160 with appreciation,

161 Susan

162

163 Reverend Dr. Susan Veronica Rak, ret.

164

165 **Secretary – Gloria Perez**

166 I sent the approved June 16,2021 meeting minutes to Duane Fickeisen for posting on the website on
167 July 25,2021.

168

169 **Treasurer – Richard Speck**

170 Dear Friends,

171 I attach the latest financial report for your review. July was very slow with only one donation
172 and one expense. I am working with the Conference Planning Team as tech liaison to our new tech
173 person, Jon Claney, who is First Unitarian Church of Wilmington Tech team leader. I am exploring using
174 Zoom as our registration portal which will simplify record keeping.

175 I will attempt to join you on Wednesday via phone. I will be with Paul L’Herrou and Sylvia Howe
176 at a state park in Ohio for the week. I do not know what possible coverage there will be.

177 Richard

178

179 **Elderberries – Jaco ten Hove**

180 My report is simple once again: Got the Summer issue out, whew!

181

182 And, as previously noted, I’ll be quite occupied this Wednesday polishing off the 5-day Arts camp
183 Barbara and I are leading at Seabeck Conference Center.

184

185 Do carry on! Cheers, -Jaco

186

187 **Connections – Millie Rochester, Chair**

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190 **Connections – Millie Rochester, Chair**

191 **UURMaPA Connections Board Report**

192 **Millie Rochester**

193 **August 2021**

194

195 Here is a summary of my activities over the past month, as Connections Chair.

196

197 ○ I've been thinking a lot about ways to ensure that members don't feel forgotten. Making
198 lists according to Regions rather than geographic Areas? Divisions according to
199 geographic areas are quite uneven. Perhaps some could be combined? Asking every
200 member to reach out to 2-3 people, wherever they live? I must admit that I just don't
201 know the answer, but I am not convinced that our current system is the only one that
202 could work.

203

204 ○ Ann and I met via Zoom, sharing our thoughts, and brainstorming potential Area
205 Connectors. I have begun conversations, but response so far has been limited to "thinking
206 about it."

207

208 ○ I contacted Sarah Gabbey, reminding her to send me Intent to Retire forms and thanked
209 her for doing that (I still have not received any of these)

210

211 ○ Having experienced difficulty in contacting ministers who have resigned their UUMA
212 membership, it occurs to me to ask whether Janette Lallier or Melissa Carvill Ziemer
213 might be able to share the profiles of people who have recently left. The advantage of
214 UUMA profiles is that they contain names of partners/spouses, even though the
215 information is not always current.

216

217 ○ Somewhat related to the above, when I emailed a colleague I've known for some time,
218 welcoming him to retirement and UURMaPA, I mentioned that I hadn't found him in the
219 UUMA Directory, and asked whether he was still a member; but I haven't gotten a
220 response yet. If he, or anyone, conflates our two organizations and has left the UUMA, he
221 might not want to affiliate with UURMaPA either. In that case, I rely on him to let me
222 know.

223

224 Respectfully,

225 Millie

226 Connections – Ann Schranz, Assistant

227 Hi, everyone. Here are a few highlights of the past month:

228

229 1) Wrote "Welcome to UURMaPa and retirement" notes to several dozen people. I don't have
230 mailing addresses for the non-UUMA members.

231

232 2) I'm tracking these deaths of colleagues or partners, meaning that the obituary has not yet been
233 completed by Jay or Roger:

234

235 Howard Box

236 Robert Taliaferro

237 Charles Eddis

238 Ron Cook

239 Richard Beal

240 John Marsh

241 Fred Rutledge (died in 2019)
242 Denis Meacham (died in 2019)
243 Paul Daniel

244
245 I made the mistake of sending out a lightly edited version of the UUMA obituaries for Fred and Denis
246 since they died two years ago rather than simply sending out a first notice of death based on the
247 UUMA obituaries. I believe Jay will prepare obituaries for them.

248
249 3) As mentioned in an earlier email, there are apparently some DRE's in the UURMaPa roster in
250 error. Someone probably should review lists of DRE's who retired in recent years and remove them
251 from the roster and from the UURMaPa-Announce email list. I am not volunteering. :)

252
253 4) I will attempt to recruit my replacement as Area Connector for the Central Midwest area.

254
255 5) I participated in a Zoom call today about obituaries. Marta Valentin convened the call, and Jay
256 prepared a few questions about obituary processes in advance. Participants were Marta Valentin,
257 Aastha Poudel, and Hannah Franco-Isaacs of the UUA, Janette Lallier of the UUMA, Sonja Cohen of
258 the UU World, and Susan Rak and me of UURMaPa.

259
260 6) I continue to wonder whether there might be a better way to organize volunteers to stay in contact
261 with members given the many Area Connector vacancies we have. Millie and I had a Zoom meeting
262 and discussed this, among other topics.

263
264 Ann Schranz
265 Connections Assistant

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267 Conferences – Anne Spatola
268 August, 2021 UURMaPA Board Report
269 Anne Spatola

270
271 Fall Conference- The New Normal

- 272
- 273 • Barbro is leading a very enthusiastic and committed team of planners
 - 274 • At the last meeting, she shared her vision/passion for the conference with a desire for
275 participants to go deeper in discussions and small groups
 - 276 • Following keynote speaker Rev Bruce Marshall there will be more opportunities to delve
277 into his significant points
 - 278 • Schedule has been finalized – 3 days, 9 sessions (15 hours)
 - 279 • There will be 2 Odyssey presenters, Rev Charles Stephens and Kathleen Hunter (partner
280 of Rev Alan Deale)
 - 281 • Revs Roger Fritz and Leslie Westbrook are responsible for the Service of Remembrance
 - 282 • Rev Art Severance will do the Closing Worship
 - 283 • Planner Rosemarie Smurzynski will publicize bios of all presenters on the website
 - 284 • Technical support will be provided by Jon Claney (Wilmington, DE. UU) and Richard
285 Speck as needed.
 - 286 • Plans for UURMaPA welcome and the presentation on the 3rd day still need clarification.
287 Barbro to send some specifics for Board to work with.

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Winter Conference

- Reserved at the Franciscan Renewal Center in Scottsdale, Arizona, March 1-4, 2022, plus Feb 27-28 (Board days). \$2500 on deposit.
- With Wayne Arnason's help, I have two interested individuals available for planning.
- There are also 2 who responded to my email on the Announce list (a third has failed to follow through)
- Sent preliminary info to all regarding expectations/roles of a planning team.
- Scheduling a zoom call for this week to assess level of commitment and understanding of responsibilities.

	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	\$300.00	\$0.00	\$300.00	\$0.00						\$1,945.00	19.45%
Member Donations Payroll	\$4,000.00	\$1,973.00	\$105.00	\$5.00	\$5.00	\$55.00	\$0.00	\$5.00						\$2,108.00	52.70%
Memorial Gifts	\$2,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$271,179.18	\$0.00	\$0.00						\$271,179.18	1358.86%
Conference Fee Income	\$6,000.00	\$0.00	\$0.00	\$80.00	\$150.00	\$0.00	\$3,735.00	\$0.00						\$3,965.00	66.08%
Conference Fee Income Payroll	\$22,000.00	\$60.00	\$0.00	\$2,200.00	\$1,840.00	\$273.43	\$0.00	\$0.00						\$4,733.43	21.52%
GA Conference Income	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00						\$0.00	0.00%
ULMA Stipend	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00						\$0.00	0.00%
Scholarship Income	\$0.00	\$40.00	\$120.00	\$450.00	\$360.00	\$0.00	\$0.00	\$0.00						\$970.00	104.00%
Other Income	\$0.00	\$0.00	\$0.00	\$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	\$5.00						\$40,900.61	89.89%
EXPENSE															
On-Site Board Meetings															
Transportation	\$0.00	\$0.00	\$0.00	\$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	\$0.00						\$0.00	0.00%
Hospitality	\$0.00	\$0.00	\$0.00	\$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	\$0.00						\$0.00	0.00%
Conferences															
Attendee Fee Refunds	\$300.00	\$0.00	\$0.00	\$0.00	\$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	\$0.00						\$0.00	0.00%
Speakers	\$500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$500.00	\$0.00	\$0.00						\$500.00	100.00%
Music	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$70.00	\$0.00	\$0.00						\$70.00	35.00%
Technology Support	\$3,000.00	\$0.00	\$0.00	\$0.00	\$402.25	\$2,500.00	\$0.00	\$0.00						\$2,902.25	96.74%
Hospitality	\$500.00	\$0.00	\$0.00	\$0.00	\$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	\$0.00						\$40.00	4.00%
Miss.	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$150.00	\$0.00	\$0.00						\$150.00%	150.00%
Total Conferences	\$26,600.00	\$0.00	\$0.00	\$0.00	\$442.25	\$3,220.00	\$0.00	\$0.00						\$3,662.25	13.77%
General Assembly															
Transportation Cost	\$0.00	\$0.00	\$0.00	\$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	\$0.00						\$0.00	0.00%
Transportation-Vice President	\$0.00	\$0.00	\$0.00	\$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	\$0.00						\$0.00	0.00%
Technology Support	\$1,000.00	\$0.00	\$0.00	\$0.00	\$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	\$0.00						\$0.00	0.00%
New Member Welcoming Gifts	\$500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$894.40	\$0.00						\$894.40	178.88%
Total General Assembly	\$1,900.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$894.40	\$0.00						\$894.40	47.07%
Communications															
Elderberries Publication	\$4,000.00	\$0.00	\$967.01	\$0.00	\$0.00	\$970.43	\$0.00	\$0.00						\$1,937.44	48.44%
Fundraising Appeal	\$1,500.00	\$0.00	\$0.00	\$0.00	\$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	\$0.00						\$0.00	0.00%
Website	\$200.00	\$0.00	\$0.00	\$0.00	\$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	\$0.00						\$0.00	0.00%
Database Management	\$200.00	\$0.00	\$0.00	\$0.00	\$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	\$0.00						\$1,937.44	30.27%
Other Expenses															
Retirement Planning Seminar Expense	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00						\$0.00	0.00%
Sabbidg & Ulsaug & Narvus Awards	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$500.00	\$0.00	\$0.00						\$500.00	50.00%
Rainbow Project	\$1,500.00	\$0.00	\$0.00	\$0.00	\$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	\$0.00						\$55.20	27.60%
Conferences Network	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00						\$0.00	0.00%
Memorial Gifts - ULMA and Others	\$2,000.00	\$750.00	\$0.00	\$0.00	\$0.00	\$450.00	\$0.00	\$0.00						\$1,200.00	60.00%
Donations to the Endowment	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$25,000.00	\$0.00						\$25,000.00	60.00%
President's Expense	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00						\$0.00	0.00%
Payroll Fees	\$40.00	\$3.65	\$0.00	\$90.81	\$76.52	\$2.20	\$0.00	\$0.00						\$173.18	43.30%
Bank Expenses	\$50.00	\$0.00	\$0.00	\$0.00	\$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	\$0.00						\$50.00	25.00%
Total Other Expenses	\$5,590.00	\$753.65	\$0.00	\$146.01	\$76.52	\$952.20	\$25,000.00	\$50.00						\$26,978.38	486.10%
Total Expense	\$40,450.00	\$753.65	\$967.01	\$146.01	\$518.77	\$5,142.63	\$25,894.40	\$50.00						\$33,472.47	82.75%
Profit/Loss	\$5,050.00	\$2,224.35	\$727.99	\$2,788.99	\$2,036.23	\$22,364.98	-\$21,959.40	-\$45.00						\$7,428.14	147.09%
Ending Account Balance															
Endowment	\$58,000.00	\$64,765.43	\$66,030.91	\$68,233.09	\$68,159.25	\$68,850.45	\$94,435.10	\$94,435.10 (As of 6/30/21)							
Money Market	\$20,000.00	\$19,210.40	\$19,211.87	\$19,213.50	\$19,215.08	\$19,216.71	\$19,217.53	\$19,218.35							
Checking	\$6,000.00	\$19,740.87	\$20,885.87	\$21,660.32	\$25,400.73	\$48,801.09	\$25,351.26	\$25,301.26							
Total	\$84,000.00	\$103,716.70	\$106,128.65	\$107,106.91	\$112,775.06	\$136,868.25	\$139,003.89	\$138,954.71							