

Unitarian Universalist Retired Ministers and Partners Association Minutes
of Zoom Conference Board Meeting — **May 18, 2023**

Board Members Present: Susan Rak, Ned Wight, Gloria Perez, Richard Speck, Millie Rochester, Joy Atkinson, Wayne Arnason

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

Chalice lighting and opening words – Wayne Arnason
Words from the writing of Eudora Welty

We began by noting the death of Barbro's sister and offering gratitude for the work Barbro did on the Spring Conference.

Agenda Review – Wayne asked that points in his report be addressed at the beginning of the meeting because he needed to leave early for an appointment.

Reports: "Consent Agenda" - all reports accepted as submitted.

Secretary - Gloria Perez - Approval of April minutes as distributed

Treasurer - Richard Speck Monthly Financial report

President - Susan Rak

Vice-President - Ned Wight

Barbro Hanson - Conference Liaison

Wayne Arnason – UUMA/UUA relations

Millie Rochester and Joy Atkinson – Connections updates

Wayne Arnason – UUMA/UUA relations (more on these items in his full report, way below)

Update on in-person board retreat possibilities: we should decide on the dates during this meeting; will check for the availability of Seven Oaks for the dates September 5-7 or September 12-14; Pendle Hill can be an alternative to check out.

UURMaPA role in establishment of Retired UU Ministers UUMA Chapter:

A group has been convened to discuss forming a chapter for retired ministers. We can use *Elderberries* and our own announcement system to invite those interested in forming a chapter to join in further conversation about it. We will make a clear statement that UURMaPA is not sponsoring the chapter and does not have the intention of replacing UURMaPA. We can print out whatever the group wants to send out, including our points about not sponsoring the chapter and making it clear that there is no intention to replace UURMAPA.

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MATTERS FOR DISCUSSION

Spring Conference

We will have a more in-depth debrief about the Spring Conference when Barbro is able to attend.

Virtual “Welcome Event” in July - Ned

We chose the date of July 10 at 1 o'clock Eastern time, as an alternative July 17, at 1 pm Eastern time. We need to confirm Jon Claney's availability. **Ned and Susan will talk, off-line to create the details and responsibilities for this welcome event.**

We will :

- invite all newly retired ministers and partners as well as the rest of the membership.
- recognize the newly retired ministers and their partners with a slide show of their pictures and names. Ask partners to send in a picture
- invite Melissa Carvill Ziemer to do a UUMA welcome
- invite Richard Nugent to speak about financial issues in retirement.
- have Richard S provide some music.
- Invite a current partner member to give a testimonial about UURMaPA
- Send a zoom link to those who have filled out a registration form (no fee) found in our usual publicity avenues

At the event Ned will announce the Unsung Hero Award.

Ned and his group are discussing the Creative Saging award nominee.

The gifts for the new members have been sent out with cards signed by Susan.

Ned will send the invoice to Richard for payment.

Jeff Liebmann did not receive a welcome gift as he resigned his fellowship and will not become a member of UURMaPA.

We want to make this a welcoming and engaging event for lasting for about 1 ½ hours. We can ask partners to send in photos for the slideshow and invite a partner to do a testimonial about their experience in UURMaPA.

Respectfully submitted – Gloria Perez

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REPORTS: (SEE WAYNE ARNASON'S ABOVE AND BELOW)

President – Susan Rak

- After our last meeting my work centered on preparations for the Spring Conference - especially the Board presentation and then the Closing Worship.
- In addition, we were hit by another spammer using a fake version of an email address for me. So time was also spent replying to individuals who contacted me about it and getting the word out to our folks alerting them. Also curious how they harvest UURMaPA email addresses to spam.
- I participated in the UUMA Multigenerational Conversation on May 10th. As Wayne noted, the mix of participants tended to retired ministers, but the conversations were rich. I
- The Article II Conversation with Meg Riley and Cheryl Walker is scheduled for May 23rd on Zoom at 2:00 pm (Eastern). I created and had the Announcement sent out. So far I've received 30 responses asking to participate. I will send them all the Zoom link on Thursday or Friday. I have asked Meg and Cheryl about how this will be structured - I am not expecting to have any other role than opening and welcome, and then they will take it from there. Have not heard about format or any other details yet.
- Prepared and recorded a greeting to newly retired ministers, credentialed religious educators and musicians for the Service of the Living Tradition, as part of our participation in the Service.
- Sent a follow-up email to the insurance agent re: coverage; have not sent the application in since it asks for the latest financial audit.

Vice-president – Ned Wight

Here are items on my workplan for 2022-2023 (based on VP job description). Most recent activity is indicated in ***bold italic type***.

Arrangements for UURMaPA member lunch/alternative gift distribution

- Reassess cost/benefit of in-person lunch at GA in light of rising costs and experience at GA 2022 in Portland
- If we decide to go ahead in Pittsburgh, be ready to request space as soon as I receive notice from GA Planning in December 2022
- Board decided not to proceed with in-person lunch at GA, but rather send some sort of welcome gift to each new UURMaPA member in late May or early June.
- I will request time on the February Board agenda to brainstorm possible welcome gifts to send new UURMaPA members later this spring.
- I contacted the UUA Bookstore. They can distribute books to individuals if I supply them an address list. I'm recommending "Landscapes of Aging and Spirituality: Essays" edited by Kay Montgomery (2015), at \$12 each (minus a 20% discount).
- We decided to send one book to each retiree household, including both retiring clergy and their partners. I've reached out to Emily Cherry at the UUA regarding the most up-to-date retiree spreadsheet but have not yet heard from her. As soon as I do, I'll submit the address list and book order to the UUA bookstore.
- ***Emily Cherry sent me the spreadsheet, I copied out this year's retirees and partners, and sent to the list to the UUA Bookstore with instructions to send to each household one copy of [The Seasoned Soul: Reflections on Growing Older](#) by Eliza Blanchard (87 elegant essays reflect on aging, using wise and inspiring quotations from many cultures and religious traditions).***

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- ***On May 10 I received the following message from the Bookstore: “The 44 orders have been processed and should begin shipping tomorrow morning, I was able to add the gift message to the orders. The total came to \$719.72, each order cost \$16.20 with the exception of both orders to Canada which were \$29.76 each and the order for a couple who are both retiring and 2 books were added to their order for \$28.40. We ask that you refrain from sending payment until we send a statement at the end of this month to ensure that all orders have shipped and arrived.” The message said, “Welcome to UURMaPA! We look forward to your active participation. —President Susan Rak on behalf of the entire Board”***
- ***I’ll prepare an e-mail to new retirees and partners, referencing the welcome gift and inviting them to consider joining a Peer Support Group. I’ll send that out in early June.***

Attend Service of the Living Tradition and survivor’s luncheon (during GA)

- ***I plan to attend the service in Pittsburgh.***

Propose workshops during Ministry Days or GA

- Discuss with Board whether or not to solicit workshop ideas through communication to members
- Board decided this was not a function of the UURMaPA Board.

Creative Sageing Award selection group

- At Millie’s request, sent a certificate of the Unsung UURMaPAn Award to Duane Fickeisen
- Reached out to Marni and Wendy to see if they will serve for another year. They agreed to do so.
- Will convene selection group in a virtual meeting on March 17.
- Marni and Wendy agreed to serve again this year. We’ve met virtually twice, and are in the process of finalizing our recommendation for an awardee. We anticipate announcing the recipient in June and presenting the award virtually at our welcoming Zoom event in July.
- ***We have selected this year’s recipient. I am still receiving recommendations from other UURMaPA members, which I will respond to and retain in our files for subsequent years.***
- ***We are in the process of preparing a citation and making arrangements for a video that could be shown at the July virtual gathering.***

Review financial accounts with the Treasurer

- I’ll be in touch with Richard

Organize peer support groups

- Need to contact conveners/facilitators to organize a new group with those who have expressed interest
- Write another article for the fall Elderberries inviting members to express interest in participating in new or existing groups
- Compile a list of current groups and conveners
- Contact conveners to check on status of groups and respond to any questions or concerns
- Forwarded to Jim McKinley the names of five persons who had expressed interest in support group participation for possible inclusion in his support group.
- Drafted article for the fall Elderberries inviting members to indicate interest in joining a support group, either general or specialized focus.

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- Still holding names of 4 members interested in joining a new support group; I'll proceed to recruit a leader and invite them to initiate a new group
- Sent four names to Barbara Gadon, who volunteered to facilitate a new group. She has reached out to them, and three have agreed to join her. I will forward to her any additional names I receive in response to the winter Elderberries article that I submitted. (I received no additional names.)
- I forwarded one name to Makaanah Morris of a person interested in the Caregiver Support Group. She will follow up with him.
- Susan Rak and I discussed the possibility of designating a separate Peer Support Group Coordinator (in response to Millie Rochester's revised Connector job description). We will discuss this more fully with Millie and the full Board.
- Had an engaging conversation with Fritz Hudson about shifting responsibility for Peer Support Group Coordination from the VP portfolio in conjunction with his considering nomination to be Millie's successor as Connections Chair.
- I submitted an article to Ann for publication in the spring Elderberries.
- ***I placed one member in an existing group, initiated a new group with three members (which can be expanded as new retirees indicate interest later in May or June), and received a Social Justice group leader's name, which I'll hold until others express interest in a group with that specific focus.***
- ***I will continue to head up this effort until roles are formally clarified. I will gather any names I receive either to reach out to directly or to pass along to the Connections Coordinator.***

Communication with UUA re "intent to retire" forms and lists

- Received inquiry from Judy Gibson about distribution of "intent to retire" forms by the UUA. Sent a second e-mail inquiry to Emily Cherry about the distribution of these forms to me and to Judy. Emily sent me a batch of forms and a new member data base, which I forwarded to Judy.
- Sent two inquiries to Emily Cherry about when I might expect to receive the most current list of intended retirees from July 1, 2022 through September 30, 2023. This will be the list we'll use to send books out. ***Received Emily's response and list on April 19.***

Administrative Tasks

- Prepared a draft revision of the VP Job Description for review and discussion by the Board (attached to the transmittal e-mail for my April report).

Secretary – Gloria Perez

I sent the approved April minutes to Jaco today, a bit later than I usually send the document off for posting. I will not tarry that long with the May minutes.

I am working on a script for a video recording of my thoughts about being a partner in UURMaPA which I will then send to Jon Claney.

Treasurer – Richard Speck

Find attached (below) the monthly report. Highlights are that we are having a successful appeal. Checks and electronic donations are still coming in. I made a deposit of another \$1880 this week. Another \$1722.63 was transferred from PayPal recently. We will have received over \$10,000 as of now. Our cost for the appeal is a little over \$1300. I think we will be able to transfer \$10,000 to the endowment in June.

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I went back to look at the conference registrations and total scholarship donations from the attendees. This resulted in \$1600 being credited to scholarships. I only was approached for two scholarships for this conference. I reduced the registration totals accordingly. I am paying our conference expenses this month. Our major expense is our technical support. Our musician was the other major expense. If we include the scholarship totals along with registrations, we break even.

Our money market continues to languish with little interest payments each month. But it means we have ready access to almost \$20,000 in an emergency. The endowment fund is now at \$84,500. My hope is that we can gradually boost this to over \$100,000. This year's appeal will add to it and perhaps we can move more at the end of the fiscal year.

Other than these duties, I participated in the conference helping with technical issues and moderating the Q&A sessions. I hope we can decide to have an in-person meeting this summer in August or September.

Conference Coordinator – Barbro Hansson

Basically, I believe I may have a full or nearly full Planning Team for the fall. Hoping to find a person who is willing to either convene or co-convene the Team. This past Planning Team was so delightful, and many of them re-upped. I feel really good going into the next one, whether I convene it, or co-convene it or just liaison with the Team.

The evaluations and responses from the Spring Conference are mostly super positive, as in "Wow! This was the best virtual conference so far." Though there are of course some curmudgeonly comments here and there. And of course some really good suggestions for future conferences.

Connections Chair – Millie Rochester

Since we last met, I've again reviewed and tweaked the job description for my Board position and communicated with Joy. Fritz might have thoughts, but I haven't spoken with him about it.

Wrote and mailed 5 additional condolence notes as a token of support to spouses of deceased UURMaPAns.

Reviewed past Unsung UURMaPA awardees on the website with an eye toward this year's recipient. I suggest either Marni Harmony or Ann Spatola and would appreciate feedback from you.

Am composing a note to current Area Connectors to sign off and pass the torch to Fritz.

Connections Assistant – Joy Atkinson

Since our last Board meeting, I have sent out notices regarding the deaths of colleagues Emily Palmer, Robert Wolf and Hannah Rappolt, and partner Margi Naseman. They will be missed.

I am hearing more information about the deaths of partners from UURMaPA members, so I am able to send notices to the membership, but I suspect that we are not hearing about all of those. Besides a standing note in *Elderberries* reminding members to let us know about partner deaths, which is now included there, and occasional other reminders, there is not much more we can do to make the list for partners as complete as the one for ministers is, since the minister information comes from the UUA, but we are doing better at gathering information about partners.

UUMA/UUA Liaison – Wayne Arnason (more from him at the top of these minutes)

Though languishing in post-conference torpor, I felt motivated today to send you a brief report on my activities beyond the conference itself, which most of you had a chance to attend.

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As Barbro will tell you, we've had one Planning Team post-conference evaluation, and a second one coming up soon when we've had a chance to review the evaluation forms. All in all, I've felt personally good about and gratified by the response to the work I did on the Theme Panels. My goal was to have them represent the commitments expressed in the new Purpose statement, without being heavy-handed about it. I hope that future themes can continue to hold space for themes that are cognizant of inclusivity and multi-generational conversations.

For the next conference, I will only be involved in my Board role, arranging for the presence of UUA and UUMA leaders. How we weave them in is a topic for the next Planning Team and I will try to represent their wishes.

In my Board role, I have continued to work with Melissa Carvill-Zeimer of UUMA as a co-convenor of the multigenerational clergy conversations – with the most recent one on May 10 focused on professional joys. We once again had more people register than turn out, and those not able to come after all tilted towards the working ministers, so we were a little top-heavy on retirees – but overall not too bad. This idea works! The conversations were excellent! Melissa and I and the volunteer facilitators will evaluate and consider new initiatives along these lines for the fall. Thanks to Richard for volunteering to facilitate and to Board members who attended.

I attended a second meeting since the conference with Melissa and four UUMA members – retired, semi-retired, about to retire – who are interested in the conversation about a UUMA Chapter for Retirees and were ultimately willing to sign on as “convenors”. There's no promise from these folks about what that word will mean in the long term, but at the end of our conversation, everyone agreed that the best way to start this would be to describe the need and the hopes, have some leaders who are willing to be convenors, and ask for expressions of interest in membership and ideas for programs. I expect that the first conversation will be about the importance of covenant and mutual accountability in professional relationships for these folks and this new chapter. Melissa is sending them the formal papers to fill out. My attendance was understood to be at Melissa's invitation, for liaison and information sharing with the UURMaPA Board. I mostly provided historical context for this conversation, and represented the encouragement I heard from the full Board the last time we discussed a new chapter to express support for its organization. The furthest stretch beyond my memory of what we said we could do was this – I told them we would be willing to make UURMaPA media available to share their announcement of a chapter forming and seeking expressions of interest. I hope that was OK, but we might want to have a confirming (or denying) conversation about this when we go through the reports, or make it a formal agenda item.

Another agenda item on my mind is confirming whether we are having an in-person retreat and whether my nomination of Seven Oaks near Charlottesville is of interest. I haven't pursued a space reservation, but saw the dates I suggested available on their on-line calendar only. Whether their staff thinks those dates are available is another question. So let's make sure we talk about this at the May meeting.

My Good Offices role for UURMaPA has been quiet. I am continuing to train as a Contracts and Call Good Offices Specialist and have one case I'm helping with that obviously doesn't involve a retiree.

Treasurer's Report — May, 2023								
	2023 Budget	Jan	Feb	March	April	May	2023 Total	Budget v. Actual
INCOME								
Member Donations	\$5,000.00	\$200.00	\$0.00	\$0.00	\$5,270.00		\$5,470.00	109.40%
Member Donations Paypal	\$8,300.00	\$939.12	\$20.00	\$20.00	\$1,551.71		\$2,530.83	30.49%
Memorial Gifts	\$1,700.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	0.00%
Conference Fee Income Checks	\$300.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	0.00%
Conference Fee Income Credit Cards	\$15,000.00	\$0.00	\$1,330.70	\$1,315.64	\$1,588.84		\$4,235.18	28.23%
GA Luncheon Income	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	
UUMA Subsidy	\$1,000.00	\$0.00	\$1,000.00	\$0.00	\$0.00		\$1,000.00	100.00%
Scholarship Income	\$3,700.00	\$0.00	\$555.00	\$425.00	\$625.00		\$1,605.00	43.38%
Other Income	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	0.00%
Total Regular Income	\$35,200.00	\$1,139.12	\$2,905.70	\$1,760.64	\$9,035.55		\$14,841.01	42.16%
EXPENSE								
On-Site Board Meetings								
Transportation	\$4,000.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	0.00%
Room and Board	\$2,000.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	0.00%
Hospitality	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	0.00%
Total Board Meetings	\$6,200.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	0.00%
Conferences								
Attendee Fee Refunds	\$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	
Speakers	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	0.00%
Music	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	0.00%
Technology Support	\$10,000.00	\$0.00	\$5,000.00	\$0.00	\$0.00		\$5,000.00	50.00%
Hospitality	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	
Scholarships	\$500.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	0.00%
Misc.	\$100.00	\$0.00	\$0.00	\$0.00	\$125.00		\$125.00	125.00%
Total Conferences	\$11,800.00	\$0.00	\$5,000.00	\$0.00	\$125.00		\$5,125.00	43.43%
General Assembly								
Luncheon Cost	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	
Transportation-President	\$400.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	0.00%
Transportation-Vice President	\$400.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	0.00%
Room and Board	\$1,500.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	0.00%
Technology Support	\$500.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	0.00%
GA Fees & Misc	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	
New Member Welcoming Gifts	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	0.00%
Total General Assembly	\$3,800.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	0.00%
Communications								
Elderberries Publication	\$5,000.00	\$0.00	\$0.00	\$1,248.07	\$0.00		\$1,248.07	24.96%
Fundraising Appeal	\$1,500.00	\$0.00	\$0.00	\$0.00	\$1,318.46		\$1,318.46	87.90%
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	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	0.00%
Database Management	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	0.00%
Total Communications	\$7,200.00	\$0.00	\$0.00	\$1,248.07	\$1,318.46		\$2,566.53	35.65%
Other Expenses								
Retirement Planning Seminar Expense	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	
Saging & Unsong & Navius Awards	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	0.00%
Rainbow Project	\$1,000.00	\$0.00	\$1,000.00	\$0.00	\$0.00		\$1,000.00	100.00%

Postage	\$100.00	\$0.00	\$0.00	\$0.00	\$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	\$3,000.00	\$0.00	\$700.00	\$900.00	\$0.00	\$1,600.00	53.33%
Donations to the Endowment	\$50.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
President's Expense	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Credit Card Processing Fees	\$700.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Bank Expenses	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Board Misc.	\$150.00	\$0.00	\$0.00	\$0.00	\$192.00	\$192.00	128.00%
Total Other Expenses	\$6,200.00	\$0.00	\$1,700.00	\$900.00	\$192.00	\$2,792.00	45.03%
Total Expense	\$35,200.00	\$0.00	\$6,700.00	\$2,148.07	\$1,635.46	\$10,483.53	29.78%
Profit/Loss	\$0.00	\$1,139.12	-\$3,794.30	-\$387.43	\$7,400.09	\$4,357.48	
Ending Account Balance							
Endowment		79,758.20	\$84,540.04	\$82,102.12	\$84,512.62		
Money Market		\$19,232.85	\$19,233.59	\$19,234.41	\$19,235.20		
Checking		\$34,887.37	\$31,073.07	\$30,665.64	\$38,065.73		
Total		\$133,878.42	\$134,846.70	\$132,002.17	\$141,813.55		