

Unitarian Universalist Retired Ministers and Partners Association
Minutes of Zoom Conference Board Meeting **June 20, 2023**

Board Members Present: Susan Rak, Ned Wight, Gloria Perez, Richard Speck, Millie Rochester, Joy Atkinson, Barbro Hansson, Wayne Arnason, Fritz Hudson, Ann Schranz by phone

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

Reports: Consent agenda. All reports accepted as distributed

Matters for Discussion

Conferences:

There will be a complete report of the Spring Conference at the July Board meeting. The dates for the Spring 2024 Conference are April 22, 23 and 24.

Board retreat :

We will begin after dinner on Sept 5th, and leave on Sept 8th. No agenda for Sept 8th. Richard asked for confirmation from us about whether we would like to have the availability of the fire pit. He will check with the retreat center about the availability of coffee and tea between meals.

Those flying should try to fly into Dulles airport or Baltimore airport. Ann Schranz may attend some parts of the retreat virtually.

Susan, Ned, and Fritz will talk offline to gather ideas for program planning. The Board is invited to suggest topics we would like to see covered during the retreat.

Virtual Welcome Event:

Ned sent invitations to the newly retired ministers and got some responses. Will send invitation to the whole membership. The registration form can be sent to the entire membership embedded in the invitation. There is no fee involved for this event. ***Gloria will offer video reflections on her experience with UURMaPA to be shown during the event.***

After Richard Nugent, or someone on his staff, speaks, the outreach committee of the Society of Ministerial Relief would like to speak to the membership. Susan will have a conversation with Harold Babcock to get some clarity about how during this event the goal is to let folks know about the Society. Then later on in the coming year send a request for donations to the Society.

The Board lifted up appreciation for Millie Rochester's term of service with us.

Respectfully submitted, Gloria Perez, Secretary

Board Reports

Vice-president – Ned Wight –6/15/23

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 (eighty-seven elegant essays reflect on aging, using wise and inspiring quotations from many cultures and religious traditions.)
- 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 send that out on June 10 to 44 new retirees and 21 partners. Twelve retirees have replied to me, 9 of whom plan to attend on July 10. Richard Speck just sent me a registration link, which I will send out to the entire list later this week.***

- *Several new members who contacted me expressed appreciation for the gift book.*
- *I'll forward the July 10 welcome event invitation with registration link to the entire membership later this week.*

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

- *I plan to attend the service in Pittsburgh and the lunch, which is scheduled for Thursday, June 22.*

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 UURMaPA 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 10 virtual gathering.*

Review financial accounts with the Treasurer

- I'll be in touch with Richard

Organize peer support groups

- Need to contact convenors/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 convenors
- Contact convenors 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.
- 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. One of our new members has expressed interest in joining a group.***

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).

New Member Welcome Event

- ***I drew up a draft schedule for the July 10 new member welcome Zoom event, ran it past the Board, and reached out to UUA, UUMA, and UURMaPA presenters, all of whom have agreed to participate. Some are preparing videos to send to Jon Claney by July 3.***

Secretary – Gloria Perez

I sent the approved May minutes to Jaco for posting on the website. I recorded some reflections about being a member of UURMaPA as a partner and sent it to Jon Claney. I attended GA in person and was part of the choir which sang for the Service of the Living Tradition. It was an honor to be part of that service.

Treasurer – Richard Speck

The fundraising effort has continued this past month. Checks and electronic donations are still trickling in. We have received approximately \$12,000 thus far. I hope to move most of this to the endowment in July. We are five months into the fiscal year and have brought in 55% of budgeted income and spent 34% leaving us with a surplus of \$7400. As we contemplate the first in-person meeting in several years, this will come in handy. We will also have expenses for the president and vice president attending GA this year. I am in the process of printing donation letters to go out in July to all who have given.

I participated in the latest UUMA/UURMAPA conversation around joy in ministry. I agree with Wayne that these are worthy endeavors and hope they will continue. I also was active in our conference working with Jon Claney. I am now working to set up the registration for the new member welcoming gathering in July. I hope to see some of you in Pittsburgh next week.

Conference Coordinator – Barbro Hansson

(However,) I will not be able to prepare a report as I had hoped to do for the June meeting. Other than saying that I am thrilled about the Spring Conference and the responses with got from the On-line evaluation, not to mention the stellar Planning Team. I am looking forward to preparing a complete report and providing all Board members with the evaluation responses.

The Fall Conference is coming up in October and I will complete the recruitment of a Planning Team, complete with a convener or co-convener. The Planning Team will begin meeting in July. 😊

Connections Chair – Millie Rochester

Here's what I've been up to during the month of June:

- Wrote a note to the current Area Connectors to thank them for their service and introduce Fritz Hudson as the incoming Area Connections Chair, cc-ing Joy and Fritz (attached FYI)
 - Received one thank-you, and one person saying they aren't, after all, an Area Connector
 - There are, by my count, 19 ACs and 13 geographic areas without ACs now, as Kit Ketcham is moving.
 - Informed Patt Herdklotz of changes
- Hand wrote and mailed additional notes of condolence to the surviving kin of recently deceased UURMaPAnS
- Wrote words of introduction for the Unsung UURMaPAn (attached FYI, in case you haven't seen it). I welcome any revisions.
- Corresponded with Joy Atkinson regarding Welcome Notes to newcomers.

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.

At Large Liaison UUMA/UUA – Wayne Arnason — June 13, 2023

I have some updates on the three ongoing areas of work in my portfolio that I reported on last month.

I arrange for the presence of UUA and UUMA leaders at our Fall Conference. I have written to Sofia Betancourt, incoming UUA President and Melissa Carvill- Zeimer of the UUMA Executive Team to alert them about our fall dates. Understandably, especially for Sofia, her commitments are not yet clear, but she has noted the dates. The UUMA Executive Team will definitely have one full-conference participant. How we weave them in is a topic for the next Planning Team and I we will see how that conversation goes when the team convenes.

In my Board role, I have continued to work with Melissa Carvill-Zeimer of UUMA as a co-convenor of the multigenerational clergy conversations. We had a facilitators' evaluation session in early June of the group we convened on May 10, focused on professional joys. Richard Speck attended that session along with me. Overall we felt positively about the way our two sessions so far have gone and see this as a continuing

viable program. We considered future topics and methods for encouraging or recruiting people to come. Melissa has taken the lead on designing the format and is willing to continue in that role. She will call us back together in the fall to consider the next session we publicize.

The UUMA Chapter for Retirees is cooking along, with a half dozen participants sharing ideas about how to frame the description of the chapter for the formal application. All the convening leaders are UURMaPA members who aren't very active with us. I have not been active in this conversation but appreciate being copied on all the emails. Here are a couple of sections from the draft application that I thought we would all find interesting:

"2. What has been missing for this group in the current chapter options?"

The focus of conversations in local chapters are important and meaningful to those in active ministry, but often give only a respectful but brief "nod" to the concerns/ issues of retired colleagues. UURMAPA, while offering wonderful programs and connections, includes non-ministers and is not held in the UUMA covenant and guidelines.

3. How will you invite UUMA members to join this chapter?"

An invitation (in person or by email to the whole retired list) - something like "You are invited to join the new on-line chapter of the UUMA for Retired Ministers. This chapter is not meant to replace the benefits of your participation in UURMAPA or your local UUMA chapter. The purpose will be to offer support to ministers who have retired, and are no longer employed; to provide a UUMA -covenanted community of conversation about roles, responsibilities, opportunities, challenges retired ministers encounter; to link directly with the UUMA concerning Guidelines, mentoring and coaching, Good Officers specialization. If you would like more information, contact _____." "

I am feeling pretty good about how this is being described and I hope you do as well. We agreed that when they are ready we would make available our media to issue an invitation to our membership list to consider joining.

TREASURER'S REPORT BELOW...

Treasurer's Report - JUNE 2023								
	2023 Budget	Jan	Feb	March	April	May	2023 Total	Budget vs. Actual
INCOME								
Member Donations	\$5,000.00	\$200.00	\$0.00	\$0.00	\$5,270.00	\$2,080.00	\$7,550.00	151.00%
Member Donations Paypal	\$8,300.00	\$939.12	\$20.00	\$20.00	\$1,551.71	\$1,722.63	\$4,253.46	51.25%
Memorial Gifts	\$1,700.00	\$0.00	\$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	\$130.00	\$130.00	43.33%
Conference Fee Income Credit Cards	\$15,000.00	\$0.00	\$1,330.70	\$1,315.64	\$1,588.84	\$729.29	\$4,964.47	33.10%
GA Luncheon Income	\$0.00	\$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	\$0.00	\$1,000.00	100.00%
Scholarship Income	\$3,700.00	\$0.00	\$555.00	\$425.00	\$625.00	\$0.00	\$1,605.00	43.38%
Other Income	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5.00	\$5.00	2.50%
Total Regular Income	\$35,200.00	\$1,139.12	\$2,905.70	\$1,760.64	\$9,035.55	\$4,666.92	\$19,507.93	55.42%
EXPENSE								
On-Site Board Meetings								
Transportation	\$4,000.00	\$0.00	\$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	0.00%
Hospitality	\$200.00	\$0.00	\$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	0.00%
Conferences								
Attendee Fee Refunds	\$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	
Speakers	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Music	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$500.00	\$500.00	250.00%
Technology Support	\$10,000.00	\$0.00	\$5,000.00	\$0.00	\$0.00	\$0.00	\$5,000.00	50.00%
Hospitality	\$0.00	\$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	0.00%
Misc.	\$100.00	\$0.00	\$0.00	\$0.00	\$125.00	\$0.00	\$125.00	125.00%
Total Conferences	\$11,800.00	\$0.00	\$5,000.00	\$0.00	\$125.00	\$500.00	\$5,625.00	47.67%
General Assembly								
Luncheon Cost	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Transportation-President	\$400.00	\$0.00	\$0.00	\$0.00	\$0.00	\$873.78	\$873.78	218.45%
Transportation-Vice President	\$400.00	\$0.00	\$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	0.00%
Technology Support	\$500.00	\$0.00	\$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	\$0.00	
New Member Welcoming Gifts	\$1,000.00	\$0.00	\$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	\$873.78	\$873.78	22.99%
Communications								
Elderberries Publication	\$5,000.00	\$0.00	\$0.00	\$1,248.07	\$0.00	\$0.00	\$1,248.07	24.96%
Fundraising Appeal	\$1,500.00	\$0.00	\$0.00	\$0.00	\$1,318.46	\$0.00	\$1,318.46	87.90%
Peer Support Groups (video calls)	\$200.00	\$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%
Zoom	\$200.00	\$0.00	\$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	0.00%
Total Communications	\$7,200.00	\$0.00	\$0.00	\$1,248.07	\$1,318.46	\$0.00	\$2,566.53	35.65%
Other Expenses								
Retirement Planning Seminar Expense	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Saging & Sung & Navias Awards	\$1,000.00	\$0.00	\$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	\$0.00	\$1,000.00	100.00%
Postage	\$100.00	\$0.00	\$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	0.00%
Memorial Gifts - UUMA and Others	\$3,000.00	\$0.00	\$700.00	\$900.00	\$0.00	\$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	0.00%
President's Expense	\$100.00	\$0.00	\$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	0.00%
Bank Expenses	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Board Misc.	\$150.00	\$0.00	\$0.00	\$0.00	\$192.00	\$250.00	\$442.00	294.67%
Total Other Expenses	\$6,200.00	\$0.00	\$1,700.00	\$900.00	\$192.00	\$250.00	\$3,042.00	49.06%

Total Expense	\$35,200.00	\$0.00	\$6,700.00	\$2,148.07	\$1,635.46	\$1,623.78	\$12,107.31	34.40%
Profit/Loss	\$0.00	\$1,139.12	-\$3,794.30	-\$387.43	\$7,400.09	\$3,043.14	\$7,400.62	
	2023 Budget	Jan	Feb	March	April	May	2023 Total	Budget vs. Actual
Ending Account Balance								
Endowment		79,758.20	\$84,540.04	\$82,102.12	\$84,512.62	\$84,512.62		
Money Market		\$19,232.85	\$19,233.59	\$19,234.41	\$19,235.20	\$19,236.02		
<u>Checking</u>		\$34,887.37	\$31,073.07	\$30,665.64	\$38,065.73	\$41,048.87		
Total		\$133,878.42	\$134,846.70	\$132,002.17	\$141,813.55	\$144,797.51		