

UURMaPA Board — Minutes from 11/16/23 meeting

Present: Susan Rak, Ned Wight (scribe), Richard Speck, Joy Atkinson, Fritz Hudson, Wayne Arnason

Preliminaries

Began at 2:03 p.m. EST with opening words of Kabot-Nye chosen by Gloria.

Began check-in at 2:06 p.m.—vaccination reactions, pet and other family member concerns, study group changes, outdoor adventures, anticipating Thanksgiving

Susan expressed gratitude to Board members for their presence and work.

Reports (Consent agenda): all accepted as submitted. *[Not available for posting.]*

Matters for Discussion

Conferences

Fall Conference: no additional comments.

Follow-up on Board Retreat decisions:

Updates on IDI for Board members:

Ian Evison—will nudge him to submit a proposal;; Sue Sinnamon, Parisa Parsa; table to December meeting

Ministers of Color Conversations: Wayne and Fritz

Wayne submitted a list of questions for us to consider about 10 days ago. Are there people we'd be willing to call on the list prepared? Are there other people to add to the list? Will try to schedule these over the next two-three months; have already reached out to Qiyamah Rahman from the Virgin Islands. Let Wayne know who you might like to talk to. Any suggestions for talking points. Hard to gauge someone's age. If you start out with e-mail, people might respond "I haven't thought about retirement yet and don't want to have this conversation." Do we have a list of BIPOC members? Using "Finding Our Way Home" list, who they send invitations to—Wayne will make contact again. UUMA does not keep identity-based list—or UUA Dept of Ministry either. Maybe DRUUMM. Network through John Gilmore perhaps. Janice Marie was involved in "Finding Our Way Home." From Tuesday's UUMA chapter meeting, Linda interviewed BIPOC retired ministers to find out level of interest; they have already reached out to those members. People we talk to may not want to participate in UURMaPA, but they might have suggestions about concerns that we might address.

Get back to Wayne with names of people and proposed talking points before the December Board meeting on 12/21.

Membership Director and Member Database System: Richard

Planning Center: would cost us if we used this to register people for conferences; Jon could help us if he could play around with our membership database. Do we authorize Jon to do that to help develop a workable, searchable member database? There are a lot of modules we might be able to use: calendar, giving, groups, publishing (Elderberries); most is free, but some you pay for.

Patt wants out of her job (keeping up with changes in membership). Want to provide publicity through a separate list maintained by the UUA, and the mailing list from Elderberries. This might simplify what we're trying to do and allow multiple people to have access. Current is an unsearchable EXCEL spreadsheet.

There was consensus to authorize Jon to play with the member directory. (In the 2024 budget, there's \$1000 in the budget to cover Jon's feasibility work with Planning Center.)

Re the Membership Coordinator, Richard will draft a job description once he has worked with Jon Clane to clarify the database requirements of the job; Barbro thought she had a person to recruit for this position. Susan will follow-up with Barbro re who that person is to move this project forward, hopefully before January 1, when Patt wants to leave that position. Is it possible the job might be simple enough for a volunteer to do it (rather than offer a stipend).

If appropriate, after talking with Barbro, Susan will put out a call for a volunteer on "Announce."

UURMaPA Onboarding

- 1) Regularize when someone actually becomes a member (linked with the UUA's intent to retire forms). Anyone who sends one in becomes a member? There are 4 dates: dates form submitted, date you intend to retire, date you want to be recognized in World or at GA. What if retirement isn't imminent? Will people be responsive to communications from us? Times when people want to be connected with others vary widely. Is this intended to get them into our communications system or to get them involved with our programming? Only about 10% of our members are involved in any case. Getting a personal invitation should come within a month of sending in an ITR form. Group e-mails renew invitations. Fritz wants to offer an invitation (through group e-mail) to consider joining a PSG every quarter. Is Emily Cherry on Board with what we're planning? Fritz asked her to send out the forms as they come in. Bunch them monthly and send them to us prior to the 20th of the month. Also clarify when we'll receive the spreadsheet updated with ITR forms. Richard input info from the ITR forms to create our member directory. Hold off making dramatic changes in the forms submission until we know more about what changes we might make in our system.
- 2) Other uses of the member information: welcome note from Joy—include sending a gift book to people? We'll need to have a conversation with the Bookstore; could suggest using the gift book as a resource for small group discussion. Gift book was part of the gift book distribution just prior to the virtual welcome event.

Keep the books in the VP distribution in conjunction with summer welcoming event. Fritz and Joy will coordinate a monthly welcome to new members, inviting people to participation in the next three months. Can wait for the database questions to be resolved. Ned will continue to use the UUA's spreadsheet to send out the gift book through the UUA Bookstore.

Access to Announce for Connections Coordinator

Because of how Fritz wants to proceed (and having identified 10 people who responded affirmatively to an "Announce" message about PSG participation), could we allow him quarterly to send out invitations to participate in PSG's using the "Announce" feature? When we tried to do this before, because it goes through the UUA Listserve, we can only have two names on that list. Richard could give Fritz permission (because he already has authorization).

Richard checked and verified that there is no limitation to the number of people whom we can authorize. There is consensus to allow Fritz this authorization (including inquiring about interest in special-focus groups). Sonya is also interested in offering an informal “coffee hour,” which Fritz can publicize.

GA Workshop

If we do something, it should have something to do with retirement. A panel discussion would disclose the wide range of approaches to retirement. Might be of interest to GA attendees. Something that could be useful to us on the UURMaPA website. Follow up on our conversation from the retreat about multiple religious professionals—contrast and compare. No response from administrators. Can follow up with them. Also someone from LREDA and Musicians (e.g., Ruth Palmer). Might be an interesting way of approaching this. Might need Jon Claney’s help. Knows Don Plante.

Susan: re logistics and process—need to have someone facilitating this panel; want it to look spiffy. Spring conference is in the middle of April. Having done one last year, Richard noted, they will take whatever they give you. Richard will help with the production end of this. If it’s to happen, it will be a winter project.

Wayne will work on a proposal, including discussions with potential participations. A way to provide service to other religious professionals contemplating retirement. Let’s revisit this at our December Board meeting. Maybe look for co-sponsorship.

UUMA Retired Ministers Chapter—Susan

46 people participated. Tues., December 19, 2 p.m. session will be co-facilitated by Kathleen McTigue and Roberta Finkelstein. Susan challenged the notion that UURMaPA “refused to adopt a covenant.” RE concerns about duplicating UURMaPA programming, there will be future discussions. Framework and focus of discussion might be quite different. Another comment: UURMaPA is a social club for couples? (One response, “Yes, it is, isn’t that great!”)

Nominating Committee

Susan circulated a list of names from the Nom Comm, and wanted to add Holly Horn, re any red flags. Consensus that it was a good list. Fritz when attempting to recruit small group leaders, Paul Johnson didn’t reply to e-mails, but not a deal breaker. Susan will tell Beth to go for it.

Richard appeared with Molly the Cat and adjourned the meeting at 3:59 p.m.

Treasurer’s Report follows (or not)...

Treasurer's Report - Nov. 2023	2023 Budget	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	2023 Total	Budget v. Actual
INCOME														
Member Donations	\$5,000.00	\$200.00	\$0.00	\$0.00	\$5,270.00	\$2,080.00	\$0.00	\$360.00	\$178.00	\$350.00	\$250.00	\$230.00	\$8,918.00	178.36%
Member Donations Paypal	\$8,300.00	\$939.12	\$20.00	\$20.00	\$1,551.71	\$1,722.63	\$206.89	\$20.00	\$316.58	\$20.00	\$18.45	\$182.07	\$5,017.45	60.45%
Memorial Gifts	\$1,700.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$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	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,380.00	\$1,510.00	503.33%
Conference Fee Income Credit Cards	\$15,000.00	\$0.00	\$1,330.70	\$1,315.64	\$1,588.84	\$729.29	\$0.00	\$862.50	\$879.96	\$3,207.00	\$3,175.39	\$0.00	\$13,089.32	87.26%
GA Luncheon Income	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$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	\$0.00	\$0.00	\$0.00	\$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	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,605.00	43.38%
Other Income	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5.00	\$0.00	\$0.00	\$500.00	\$0.00	\$0.00	\$0.00	\$505.00	252.50%
Total Regular Income	\$35,200.00	\$1,139.12	\$2,905.70	\$1,760.64	\$9,035.55	\$4,666.92	\$206.89	\$1,242.50	\$1,874.54	\$3,577.00	\$3,443.84	\$1,792.07	\$31,644.77	89.90%
EXPENSE														
On-Site Board Meetings														
Transportation	\$4,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$417.20	\$774.90	\$0.00	\$1,192.10	29.80%
Room and Board	\$2,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,453.00	\$0.00	\$0.00	\$0.00	\$4,453.00	222.65%
Hospitality	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$373.97	\$0.00	\$0.00	\$373.97	186.99%
Total Board Meetings	\$6,200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,453.00	\$791.17	\$774.90	\$0.00	\$6,019.07	97.08%
Conferences														
Attendee Fee Refunds	\$0.00	\$0.00	\$0.00	\$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	\$0.00	\$762.34	\$762.34	
Speakers	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$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	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$500.00	250.00%
Technology Support	\$10,000.00	\$0.00	\$5,000.00	\$0.00	\$0.00	\$0.00	\$5,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$10,000.00	100.00%
Hospitality	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$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	\$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	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$125.00	125.00%
Total Conferences	\$11,800.00	\$0.00	\$5,000.00	\$0.00	\$125.00	\$500.00	\$5,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$762.34	\$11,387.34	96.50%
General Assembly														
Luncheon Cost	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$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	\$0.00	\$445.34	\$0.00	\$0.00	\$0.00	\$0.00	\$1,319.12	329.78%
Transportation-Vice President	\$400.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$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	\$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	\$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	\$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	\$719.72	\$0.00	\$0.00	\$0.00	\$719.72	71.97%
Total General Assembly	\$3,800.00	\$0.00	\$0.00	\$0.00	\$0.00	\$873.78	\$0.00	\$445.34	\$719.72	\$0.00	\$0.00	\$0.00	\$2,038.84	53.65%
Communications														
Elderberries Publication	\$5,000.00	\$0.00	\$0.00	\$1,248.07	\$0.00	\$0.00	\$1,263.15	\$0.00	\$0.00	\$1,747.66	\$0.00	\$0.00	\$4,258.88	85.18%
Fundraising Appeal	\$1,500.00	\$0.00	\$0.00	\$0.00	\$1,318.46	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$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	\$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	\$971.64	\$0.00	\$0.00	\$971.64	485.82%
Zoom	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$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	\$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	\$1,263.15	\$0.00	\$0.00	\$2,719.30	\$0.00	\$0.00	\$6,548.98	90.96%
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	\$0.00	\$0.00	\$0.00	
Saging & Unsung & Navias Awards	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$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	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$178.00	\$1,178.00	117.80%
Postage	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$126.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$126.00	126.00%
Connections Network	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$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	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,600.00	86.67%
Donations to the Endowment	\$50.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$10,000.00	\$0.00	\$10,000.00	20000.00%
President's Expense	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$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	\$2.78	\$0.00	\$0.00	\$0.00	\$2.78	0.40%
Bank Expenses	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$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	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$442.00	294.67%
Total Other Expenses	\$6,200.00	\$0.00	\$1,700.00	\$900.00	\$192.00	\$250.00	\$1,126.00	\$0.00	\$2.78	\$0.00	\$10,000.00	\$178.00	\$14,348.78	231.43%
Total Expense	\$35,200.00	\$0.00	\$6,700.00	\$2,148.07	\$1,635.46	\$1,623.78	\$7,389.15	\$445.34	\$5,175.50	\$3,510.47	\$10,774.90	\$940.34	\$40,343.01	114.61%
Profit/Loss	\$0.00	\$1,139.12	-\$3,794.30	-\$387.43	\$7,400.09	\$3,043.14	-\$7,182.26	\$797.16	-\$3,300.96	\$66.53	-\$7,331.06	\$851.73	-\$8,698.24	
Ending Account Balance														
Endowment		79,758.20	\$84,540.04	\$82,102.12	\$84,512.62	\$84,512.62	\$83,242.74	\$86,327.75	\$86,066.88	\$86,066.88	\$83,041.41	\$90,700.62		
Money Market		\$19,232.85	\$19,233.59	\$19,234.41	\$19,235.20	\$19,236.02	\$19,236.81	\$19,237.63	\$19,238.45	\$19,239.24	\$19,240.06	\$19,240.85		
Checking		\$34,887.37	\$31,073.07	\$30,665.64	\$38,065.73	\$41,048.87	\$33,866.61	\$34,643.77	\$31,322.81	\$31,369.34	\$24,019.83	\$24,871.56		
Total		\$133,878.42	\$134,846.70	\$132,002.17	\$141,813.55	\$144,797.51	\$136,346.16	\$140,209.15	\$136,628.14	\$136,675.46	\$126,301.30	\$134,813.03		