

## UURMaPA Board Zoom Meeting — November 14, 2024

**Board decisions are in bold-face type; action items are in red.** Reports appended to minutes.

**Present:** Wayne Arnason, Joy Atkinson, George Buchanan, Barbro Hansson, Fritz Hudson, Paul Johnson, Anne Marsh, Susan Rak

**Absent:** Ned Wight

Susan called the meeting to order at 2:03pm Eastern - 1:03pm Central - 12:03pm Mountain - 11:03am Pacific. Fritz offered an opening reading for the broken-hearted from Martin Luther King, Jr.

Susan reviewed the agenda, to which she added the Mentorship Task Force proposal, possible GA participation, and a brief bylaws discussion. A check-in followed.

**Consent Agenda** was accepted. Paul noted that some people had trouble opening his Treasurer's report. If one keeps moving through the sheets, his report will appear.

### **Conferences:**

Barbro reported Melanie DeMore will be our featured musician at the spring conference. The theme is "Turning Points." The Planning Team is contacting storyteller Neal Foard to be a possible theme presenter. Barbro noted some concerns about whether his values fit for us. The Planning Team will check on this, and they have back-up ideas for presenters.

The fall conference came in under budget. Only two online attendees requested scholarships; there may be two more from pods. That will leave funds for future scholarships once the Financial Aid Task Force comes up with a plan for handling those funds.

Wayne noted that we will need \$500 to pay Jon Claney for tech support for the upcoming webinar with UUA staff. **It was agreed that Paul could pay Jon from general conference expenses, since this program is an offshoot of the conference.**

Barbro asked if any Board members would like to do the opening or closing worship services for the spring conference. There were no volunteers; Barbro will raise the issue again later.

Barbro noted that many fall conference evaluations were negative about the theme presentation, but did appreciate the UUA staff panel Wayne facilitated. It also seems clear that the main reason people attend is to connect with each other.

### **Office of Church Staff Finances Webinar:**

Wayne reported that the date of the program was changed to accommodate Richard Nugent's family needs and other staff members' schedules. The program is now set for November 21. Wayne expressed concern about getting webinar information posted on UURMaPA Announce. He got no response from Ann Marie Alderman, so asked Richard Speck to post, which he did. Fritz noted that Ann Marie is usually very responsive, but since she is new to her position, she may be uncertain about her responsibilities. Fritz raised the question of whether all Board members should be authorized to post announcements directly, but no decision was made.

Wayne asked whether we need video releases from UUA staff in order to make the recording of the webinar available for later viewing. We are unclear on this, so **Wayne will check with UUA staff**. Wayne feels the registration process for webinar is cumbersome, but there does not seem to be a way to streamline this at present. Wayne will make sure that the question raised at the Board retreat about whether Empower is investing our funds in accordance with UU values gets asked at the webinar.

**For next year's budget, we should add a line item for tech support for webinars, welcome event, etc.**

Barbro reported that Jon Clane hopes to train us in some aspects of webinars and registrations, so that we can take over some of the responsibilities and he'll be able to charge less. Paul noted that Jon charged \$300 for tech support for our new member orientation (but that he hasn't cashed his check yet.) As noted above, his fee for this OCSF webinar is \$500.

### **Fundraising Appeal Letter**

Susan send us her draft and has received feedback. **She will do some editing, and will ask Richard Speck to assist with distribution**. Her goal is to get the letter out before Thanksgiving.

*We took a brief bio/stretch break.*

### **Bylaws:**

George led a brief discussion on the "Elections" section of our bylaws. It seems that as long as the Nominating Committee presents only one nominee for each office, those nominees are considered elected. That is the process we have followed. The bylaws do require voting if there are multiple nominees for any position. George will work further on this and bring a proposal to the Board. It was acknowledged that the bylaws as a whole should be reviewed and perhaps revised, but we will postpone that process.

### **Mentorship Proposal:**

The Mentorship Task Force (Fritz, Ned, and Joy) sent its report earlier today. All agreed that the task force did a great job, and **we approved their proposal for a pilot project**. For this pilot, **Fritz will contact the 24 ministers and 12 partners retiring in the past six months or so and ascertain their interest in having a mentor**. For those interested, Fritz will first ask if the new retiree has someone they'd like as a mentor, and if not, Fritz will seek out 2 or 3 potential mentors (living nearby, if possible) for the mentee to choose from. We realized that sometimes the desire for a mentor becomes clearer after one has been retired for a while, but we'll start with new retirees for the pilot. Joy agreed to coordinate if needed after Ned and Fritz step down from the Board next year.

### **Common Read:**

The book we had planned to read together, *Love at the Center*, is out of print until a new edition comes out next year. George suggested instead Joanna Macy and Chris Johnstone's *Active Hope* (revised edition). **We agreed to read this book, and George will lead the first discussion at our Jan. meeting.**

### **2025 Budget:**

The UURMaPA budget for 2025 will be discussed at our December meeting, and approved either then or in January. **Paul suggested that rather than having him draft a budget, we all participate as a committee of the whole, and we agreed to do so**. Susan suggested we include the line for tech support proposed earlier in the meeting. **Everyone should look over the budget, consider which other areas may need more (or less) support, and be ready with proposals in December.**

### GA Proposal:

Wayne asked whether UURMaPA would like to offer a daily check-in group at GA. This would be online, in order to accommodate UURMaPAn attending virtually, but it might also be possible to have an in-person component. We see this idea as another way to facilitate connections with each other, and as outreach to newly-retired folks as well. We would need a host for each session; Wayne offered to host at least one. We will discuss further in December.

**Meeting adjourned** at 3:43pm Eastern - 2:43pm Central - 1:43pm Mountain - 12:43pm Pacific.

**Next meeting:** Thursday, December 12, 2pm Eastern - 1pm Central - 12pm Mountain - 11am Pacific

## REPORTS FOR NOVEMBER 14, 2024 MEETING

### 1) Vice-President's Report 11/14/24 - Ned Wight

Here are items on my workplan for 2024-2025 (based on VP job description). Most recent activity is indicated in ***bold italic type***.

#### Arrangements for UURMaPA gift distribution

- The InSpirit Bookstore confirmed sending out 42 copies of [The Seasoned Soul: Reflections on Growing Older](#) by Eliza Blanchard to our new members in the U.S. and Canada. We were billed \$720.52. We received one thank you e-mail.

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

#### Propose workshops during Ministry Days or GA

#### Creative Sageing Award selection group and Unsung UURMaPAn Award

- This month I will convene a meeting with Marni Harmony and Wendy Fish to begin this year's selection process for the award to be announced at our Fall Conference.
- I specified 9/21 as the deadline for submitting suggestions to me regarding this year's CSA recipient. To date, I have received no suggestions. Marni and Wendy and I will be meeting within the next week to make this year's selection. (Suggestions still welcome.)
- Selection group made its choice and I'm in the process of confirming information with the recipient. I will prepare a certificate for the award-winner and make the presentation on Wednesday of the conference.
- ***Prepared citation and script for CSA presentation to Carole Martignacco at the Fall Conference. Made the presentation online and welcomed Carole's insightful remarks. Sent Carole a copy of the citation, and requested that the treasurer send her a check for \$500.***

#### Organize peer support groups

- This function has been graciously taken on by Fritz Hudson.

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

- Gratitude to Fritz Hudson, who is now managing this relationship.

### **Administrative Tasks**

- ***Awaiting receipt of final job descriptions for reformatting and forwarding to the Board for final approval and posting on the website.***

### **New Member Welcome Event**

- Finalized the “run of show” for the July 15 virtual welcome event, confirmed participation of all presenters and sent them confirming e-mail reminders.
- Secured use of the SOLT slide show for this event and forwarded it to Richard Speck with a listing of all those on the new retiree and partner list that Fritz Hudson sent me that were not included in the SOLT this year.
- Sent an invitation e-mail to 42 retirees and 16 partners with the link to register for the event.
- Welcome event took place on Zoom on July 15 with over 50 members participating, including 18 new members.

### **Conferences**

- Met via Zoom with worship planning team to discuss opening worship.
- Met via Zoom with Anne Marsh to outline the opening worship service before the 9/27 outline submission deadline.
- Conferred with Anne, Lynda, Jon and Sonya about the opening worship; selected music and drafted script with Anne; selected slides; sent slides to Lynda for integration with music; recorded my portions of the script and forwarded them to Jon on 10/7.
- ***Participated in the Fall Conference as a small group facilitator (and opening worship leader, pre-recorded).***

### **Financial/Scholarship Review Task Force**

- Met three times with this Task Force and volunteered to serve as notetaker. Prepared and sent out notes to participants.
- ***Met online with the TF.***

### **Mentoring Task Force**

- Participated in first meeting of the mentoring task force on 9/24.
- ***Drafted mentor orientation plan for discussion at the 11/8 TF meeting.***
- ***Participated in a follow-up meeting of the TF. Edited a document summarizing the plan for full Board review at the November 14 meeting.***

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## **2) Conference Coordinator’s Report 11/14/24 - Barbro Hansson**

### **Fall 2024 Conference - October 21-23, 2024: “Generative Eldering & Democracy’s Future”**

There were 174 individuals registered for the fall conference. Of those, 160 were paying registrants. We had five presenting guests, three newly or soon-to-be retired individuals, and six first-timer UURMaPAns. With the new system in place for registering, we identified 25 partners and 149 ministers. Forty-nine individuals attended one of three different on-site locations, with Seabeck having 28 registered attendees, while the Kingston, MA, pod had 11 and Waverly, OH, five.

The actual budget report, which is attached in a separate document, shows that income exceeded expenses. I show the accounting for Scholarship Donations separately from the conference income and expenses for clarity. We received scholarship donations totaling \$1,635 and gave out only two at \$45 each. The balance of donations, \$1,482.38, reflects a system charge of \$18.90 and a 3rd Party Processing Fee of \$43.72, both representing 18.52% of the total monies received.

We are still processing 74 responses to our online evaluation form (nearly 44%). Overall, the feedback has been mostly favorable. The theme presentation did not go over as well as we expected, in part because of Sharon Welch's fast pace of speaking and intellectual focus and in part because of the poor quality of the wi-fi connection and audio. The theme panel with UUA & UUMA representatives moderated by Wayne redeemed the theme. The small group connecting rooms, Odyssey presentations, and "UURMaPA in the Loop" were all well-received. The wrap-up meeting for the fall conference is taking place on Friday, November 15.

### **Spring 2025 Conference - April 21-23, 2025: "Turning Points"**

The planning for the spring conference has begun with Sonya Sukalski and Jeff Briere serving as Co-Conveners. After several meetings and checking in with UURMaPA Board members, we decided on a theme that provides a huge umbrella for our 3-day, 9-session spring conference, "Turning Points." Sonya, Jeff, and I are in the process of recruiting additional team members. David McFarland, Lynda Sutherland, Duane Fickeisen, Jan Carlsson-Bull, and Richard Speck continue, as is Jon Claney, our Zoom Wrangler and Tech Professional.

Our goal for the spring conference is to facilitate deeper connections through a variety of programs and focus on small-group interaction. Jeff is currently in conversation with a potential theme presenter, Neal Foard, a talented author, creative director, and motivational speaker. I have been in touch with Melanie DeMore, an inspiring singer-songwriter, conductor, and storyteller. She is available to be our featured musician for the spring conference.

### **Fall 2025 Conference - October 20-22, 2025 — Nothing new to report.**

### **Conferences Financial Aid Task Force**

The Task Force met early November and will be meeting again early December. Nothing new to report yet.

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### **3) Connections Coordinator's Report 11/14/24 - Fritz Hudson (New Information in Red)**

#### **DELEGATED-PROJECT ACTIVITIES**

- \* Data-Base Conversion: Jon Claney (Project Manager) will convene a "communications group" session **Nov. 20.**: Membership Coordinator, Webmaster, Connections Coordinator, **Elderberries Editor, Conference Publicity Coordinator**
- \* Receive training in tools available in "Planning Center / Church Center"
- \* Consider whether to replace the current membership mailing system with the Planning Center mailing system
- \* Develop workflow and assign responsibility for publishing the membership list
- \* Develop workflow and assign responsibility for publishing the local area rosters

2. Mentoring Program: Task Group (Ned Wight, Vice-President; Joy Atkinson, Passages Coordinator; Fritz Hudson, Connections Coordinator) proposes that a "Mentoring Program Pilot" be undertaken in 2025. [See Separate Report](#)

**CORE ACTIVITIES**

1. Area Connectors.

**Areas with Connectors: 11:**

Maine:	Lucy Ijams	J.Priestley North:	Paula Maiorano
Vermont:	Brendan Hadash	Florida:	Bob Murphy, Eleanor Richardson Peter Richardson
Metro NY/NJ:	Ann Marie Alderman	Heartland North:	Fred Wooden
St.Lawrence:	Dick Gilbert	Central Midwest:	Marcia Marino
Ohio-Meadville:	Janet Newman	Southwest:	Jonalu Johnstone
		New Mexico:	Christine Robinson <a href="#">Gary Kowalski</a> <a href="#">Claudia Elferdink</a>

**Areas with Identified Connector Prospects/Partners: 10**

New Hampshire	J.Priestley South	<a href="#">Western Carolinas</a>	<a href="#">Eastern Canada</a>
Mass Bay North	<a href="#">Virginia</a>	<a href="#">Prairie Star South</a>	<a href="#">Western Canada</a>
Ballou Channing	<a href="#">Mid-South/Tennessee</a>		

**Areas with Uncertain Connector Prospects/Activity: 14**

Central Mass	Heartland South	Washington/Alaska	Northern California
Connecticut	Prairie Star <a href="#">North</a>	Oregon/Idaho	Southern California
Mass Bay <a href="#">South</a>	<a href="#">Rocky Mountains</a>	Northern California	Overseas
Eastern Carolinas	Arizona/Nevada		

**Connection Census:** As of [November 10, 2024](#)

	Active Members	Email Connected
Retired Ministers	<a href="#">766</a>	<a href="#">723</a>
Household Partners	<a href="#">420</a>	<a href="#">199</a>
Surviving Partners	<a href="#">208</a>	<a href="#">96</a>
<b>TOTALS</b>	<b><a href="#">1,394</a></b>	<b><a href="#">1,018</a></b>

[Area Connectors & Partners are conducting a phone/mail canvass seeking add'l valid email addresses](#)

1. Connections Zoom Groups

Total groups reported .....	11
Total group participation reported .....	70
UURMaPAns referred to prospective group .....	8
UURMaPAns awaiting referral to a group: .....	2

2.

2. Focused Zoom Groups Open to New Members

Ongoing Groups continuing: *Caregivers* - Convenors: Sylvia Howe, Makannah Morris

*Grief Support* - Convenor: Duane Fickeisen

New Groups currently seeking members

\* *Single Retired Ministers* - Convenor: Beth Miller

\* *Partners* - Convenor: Janet Tillman

\* *Book Discussion, Life After Doom by Brian McLaren* - Convenor: Shelley Page

3. Program Invitations

Program Welcomes sent to date (July 1 - **November 12**): Ministers 11, Partners 6

New UURMaPAns (July 2022-October 2024) invited as no-fee 1st time attenders to Fall Conference: Ministers 70, Partners 35; **Registered for Conference: Ministers 8, Partners 2**

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**4) Passages Coordinator's Report 11/14/24 - Joy Atkinson**

Since the October Board meeting, I have sent death notices to the membership regarding the following beloved colleagues: the Rev. Beth Williams, the Rev. Sylvia Falconer, the Rev. Colleen Squires and the Rev. Arthur Curtis.

I also met with Fritz Hudson and Ned Wight to outline a plan for a pilot project to create a Mentorship program for UURMaPA members. Ned has submitted our outline to the Board for your consideration.

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**5) UUA/UUMA Liaison's Report 11/14/24 - Wayne Arnason**

My month has been spent as follows:

- follow up on the Fall Conference
- picking up the threads of two Good Offices cases that took the summer off and are back in business this fall!
- arrangements for the Zoom with the Church Staff Finances folks.

The date for that Zoom had to be moved ahead to Nov 21 because of health issues in Richard's family and other conflicts for the staff people. I'll give a briefing at the meeting on Thursday.

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## 6) *Elderberries* Editor's Report 11/14/24 - George Buchanan

I will publish the fall *Elderberries* edition by December 1, 2024. The submission deadline for this issue is now November 18.

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## 7) UURMaPA Mentorship Task Force Report

Proposal - November 14, 2024

*Submitted by Task Force:* Fritz Hudson, Joy Atkinson, Ned Wight  
*Description*

**Rationale:** Mentors welcomes new UURMaPANs individually and help to orient new members to the services and activities of UURMaPA.

**Expectations:** The Mentor will initially contact one new member assigned as a mentee, and maintain contact for a period of six months to a year.

- Mentors may provide pastoral attention to members assigned to them as mentees, as needed or requested.
- Mentors will inform mentees about the availability of Connections Groups and Focused Support Groups, and refer mentees who are interested in joining a group to the Board Connections Coordinator.
- Mentors will direct mentees to the appropriate department of the UUA to address questions regarding financial services for retired clergy.
- During their time of service as a Mentor, Mentors will personally invite their mentees to upcoming events and activities of UURMaPA such as conferences, special meetings, pod meetings during conferences and area gatherings.

### *Recruitment*

1. The Connections Coordinator will send out an Email Interest Survey to new UURMaPANs:
  - a. Ideally within +/- 3 months of their Retirement Date
  - b. Initial Pilot: Retirement Dates: May 1, 2024 - Dec. 31, 2024: **24 Ministers, 12 Partners**
2. Mentor Prospects
  - a. Try to recruit 2-3 Mentor Prospects per Interested Mentee
  - b. Qualifications
    - i. Prospective mentor will have attended a UURMaPA Conference within the past 5 years
    - ii. Prospective mentor will live in the same local area as the Mentee (to facilitate the possibility of in-area meetings)
  - c. Appointment: Mentee Chooses from among Prospect Mentors
  - d. Participation Requirements Beyond Mentoring Sessions
    - i. Participate in online Orientation: 1 Session
    - ii. Mid-Term Zoom Evaluation Participation (4 months)
    - iii. Pilot-End Evaluation Evaluation Participation (12 months)



*Orientation*

**Duration:** One Zoom session, 90 minutes

**Participants:** Two members of the UURMaPA Board and members who have expressed interest in serving as a mentor (up to 15 total)

**Outline of session:**

:15 Welcome, introductions and questions you bring

:05 Review purpose and goals of UURMaPA

:10 Outline expectations of mentor

- Check-in once a month (by Zoom, FaceTime, phone)
- Provide pastoral deep listening
- Problem-solve whenever possible
- Suggest referrals
- Review the mentor/mentee relationship after four months; continue or not
- End the mentorship around the one-year anniversary

:05 After Matching process

- Mentees express their preferences, which are communicated to the Mentors
- Mentors reach out to mentee within one week of receiving the contact information

:30 Review UURMaPA resources and opportunities

- Consult Website resources
- Join a Peer Support Group
- Attend conferences (2/year), virtual or in-person Pods
- Serve on Conference Planning Team
- Become an Area Connector
- Attend Webinars
- Serve on the Board
- Volunteer in other ways (e.g., write/edit obituaries)
- OCSF: Service Gratuity, Empower pension questions, Emergency financial assistance
- Retired Ministers' UUMA Chapter

:25 Q&A

**Follow-up:** The TF will reach out to mentors within three weeks of the orientation to see how they're doing.

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TREASURER'S REPORT FOLLOWS BELOW

