

## UURMaPA Board Zoom Meeting — January 9, 2025

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

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

Susan called the meeting to order at 2:03pm Eastern - 1:03pm Central - 12:03pm Mountain - 11:03am Pacific. To open, Paul offered a tribute to Jimmy Carter, whose state funeral was today.

Susan reviewed the revised agenda she had sent out. A check-in followed.

Consent Agenda was accepted.

### **1) Shared Reading:**

George led a ten-minute discussion of the early pages of our common read, *Active Hope*, by Joanna Macy and Chris Johnstone, noting the differences between optimism and active hope. Many feel stuck between the stories of "The Great Unraveling" and "Business as Usual." Susan felt the book's question: What happens through you? may be a starting point for moving beyond feelings of hopelessness this stuck-ness engenders. **For our next meeting, George asked us to read Chapter 2, "Trusting the Spiral."**

### **2) Spring Conference:**

As noted in Barbro's written report, the Spring Conference is coming together nicely. Barbro is the contact for theme speaker Karen Hering; Sonya Sukalski is talking with musician Melanie DeMore; and Jeff Briere is doing publicity and working with Wayne Walder on his MiniStories program. Joan van Becelaere and Columbus area colleagues will coordinate the worship services. The registration fee will go up to \$50 per person in the fall.

### **3) 2025 Budget:**

**Paul will present a final proposal in February.** He noted that some contributions have come in response to Susan's fundraising letter. He has budget requests from Barbro and George. Finances are in good shape at the moment.

### **4) General Assembly:**

**We agreed that UURMaPA should continue to be a presence at GA,** and that it makes sense for us to welcome retirees at the Service of the Living Tradition and the survivor luncheon. Susan offered to represent us. We will need a budget line item to cover her costs. **Susan will look at previous years' budgets and get back to Paul. She will also reach out the UUA/UUMA and let them know that UURMaPA expects to participate in these events.**

### **5) Database conversion:**

Fritz and Membership Coordinator Ann Marie Alderman have been given management of the "People" part of the new database, but our tech pro Jon Claney has sometimes been slow to respond to their questions. Fritz and Ann Marie need to be able to update the directory and

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local area connectors info. George asked about building a directory for printing *Elderberries*, and Fritz suggested he contact Jon directly, as Jon knows best what the new system can do and how to do it. We hope to have the membership directory up and running in the new system by February.

Questions were raised about database security, and we particularly wondered about protecting members' information on our website. How "hackable" is our website? How restricted should the directory be? As security is a Board responsibility, we would like to have an overview of what is now in place. We will need to talk with Jon Claney, webmaster Jaco ten Hove, and perhaps others who could report to us on these issues. George has an IT background and will talk with Jon and maybe Jaco about *Elderberries*. We will keep database and security issues on the agenda for the next few months.

*4-minute bio/stretch break*

### **6) Good Offices:**

Wayne asked the Board to consider whether Good Offices should continue to be part of the job description for the UUA/UUMA Liaison At-Large Board member, since the new Retired Ministers Chapter of the UUMA has just appointed three Good Offices people. Ned pointed out that Good Offices is a defined UUMA function, with set policies and procedures that are set in motion when someone contacts Melissa Carvill-Ziemer. UURMaPA "good offices" have tended to be more informal, with requests for consultation or pastoral concerns. UURMaPA also provides such services for partners, while the UUMA is for ministers only. We agreed that some kind of pastoral care, consulting, serving as a resource, etc., is important and helpful for UURMaPA members, be they ministers or partners, but that we shouldn't call this role Good Offices. We were also not sure that this pastoral role should always be part of the UUA/UUMA Liaison's portfolio. Ditto for recruiting Chaplains for conferences - Wayne has been doing this, but it doesn't necessarily fall to the UUA/UUMA Liaison.

What shall we call this role, and who should do it? Could we use the name Chaplain? However we name this role, we want to be sure it includes partners. How can we ensure more partner participation? The Nominating Committee tries to recruit partners for the Board; this should be a top priority, but we know it is sometimes difficult. Might a partner be willing to be a non-Board Liaison to Partners, providing resources, encouraging participation, possibly serving in the Chaplain role? This liaison could work through the Connections Coordinator.

Wayne noted that for the immediate future, "Good Offices" (with a different name and less formal structure than official GO) will stay in the UUA/UUMA Liaison portfolio, but this will likely change going forward. **Wayne will write up the pastoral/chaplaincy aspect of the position and will take a stab at describing the related-but-not-quite-the-same partner liaison idea.**

### **7) Miscellaneous:**

- Susan has no further update yet from the Rainbow History Project

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- For the 2025 budget, Paul needs to include the cost of the Intercultural Development Inventory (IDI) the new Board will be undertaking. **Susan will check with Richard Speck on the amount expended last time.**
- Ned reminded **Barbro that he needs an updated job description for her Conference Liaison Board position.**
- Fritz reported that a potential nominee for Connections Coordinator has ideas for changing the job description. Susan noted that the Nominating Committee should come to the Board with any such proposed changes. In response to a question from Barbro, Susan also said that the Nominating Committee usually brings the names of all its proposed nominees to the Board in February. The Board then has an opportunity to register any concerns before the names are publicized.

**Meeting adjourned** 3:59pm Eastern - 2:29pm Central - 1:59pm Mountain - 12:59pm Pacific

**Next meeting:** Thursday, February 13 at 2pm Eastern - 1pm Central - 12pm Mountain - 11am Pacific

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## REPORTS FOR BOARD MEETING - January 9, 2025

### 1) President's Report: Susan Rak

Since our last meeting I spoke with and confirmed the Odyssey presenters for the Spring 2025 conference: Scotty McLennan (minister), Phyllis Morales (spouse/partner).

I followed up on the fundraising appeal letter and am waiting to hear back on that. I contacted Jaco re: email alias glitch. No news on the Rainbow History Project book - also held back on that because of the holiday break.

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### 2) Vice-President's Report: 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)

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### 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.

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- Participated in the Fall Conference as a small group facilitator (and opening worship leader, pre-recorded).
- Participated in online post-conference assessment with facilitators of the small group experience.

### 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 once again 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.
- Reviewed revised roll-out plan prepared by Fritz and discussed it with members of the TF. Plans call for rolling out the pilot in early January 2025.
- ***Sent out e-mails to 6 Northeast and 2 Mid-Atlantic "new" retirees to inquire about their interest in having a "mentor." To date, I've received 1 NO and 1 YES. Will send list of possible mentors who live in their region to those who express interest, ask for their top five, and contact them in order until we make a match.***

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### 3) Conference Coordinator's Report: Barbro Hansson

At the December Board meeting, I realized that in my role as Conference Coordinator I need to provide yearly conference income and expense amounts to the Treasurer for the UURMaPA annual budget. To that effect, I reviewed actual income & expense reports from the most recent conference and created what I now refer to as the "UURMaPA 2025 Conference Budget." In doing that, I recognized that the current registration fee of \$45.00 per person needs be increase to \$50.00 per person for the fall 2025 conference. You should all have received that document about a week ago. I have since shared the information with Sonya Sukalski and Jeff Briere.

#### *Spring 2025 Conference - April 21-23, 2025:*

Theme TBA: about turning points & thresholds. Plans for the spring conference are well underway and I continue to meet with Sonya and Jeff on a regular basis between Planning Team meetings. We are in effect the Executive Committee, a.k.a. Secret Cabal.

The first spring conference publicity is scheduled to go out this week. It will be a short and general piece that alerts UURMaPA members that online registration opens on February 4. In addition, it'll feature the names of our theme presenter, musician, and odyssey presenters: Rev. Karen Hering, Melanie DeMore, Phyllis Morales and Rev. William "Scotty" McLellan.

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While I will be the contact person for Karen Hering and Sonya for Melanie DeMore, Jeff agreed to be the contact who works closely with Wayne Walder. We thought this would be a good idea as Wayne's MiniStory offering is quite new and Wayne is new to the Planning Team.

At the most recent Executive Committee we decided to limit the number of sessions for the spring conference to eight instead of nine. It'll be tight, but the tentative schedule looks good. This means a little bit of puzzling. Right now we have placed UURMaPA in the Loop immediately after the worshipful ingathering in Session I, with a Connections Room session following that. The tentative program schedule is provided in a separate document.

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

### Spring 2025 Conference Executive Team

Co-Conveners: Sonya Sukalski and Jeff Briere  
Scribe: Susan Smith, taking over for David McFarlane  
Publicity: Jeff Briere  
Theme Presenter Liaison: Barbro Hansson  
Music Presenter Liaison: Sonya Sukalski  
Worship Coordinator: Joan van Becelaere  
Odyssey Coordinator: Duane Fickeisen  
Connection Room Coordinators: Jan Carlsson-Bull & Anita Farber-Robertson  
Ministry Coordinator: Wayne Walder  
Slide Show Creator: Jeff Briere  
Evaluation Form Editor: Jeff Briere  
On-Site Pod Coordinator: Richard Speck  
Registrars: Richard Speck and Jon Claney  
Tech Assistant: Richard Speck  
Zoom Master & Tech Professional: Jon Claney  
UURMaPA Board Liaison: Barbro Hansson  
Conference Chaplain Coordinator: Wayne Arnason

### UURMaPA 2025 Conferences

#### BUDGET

#### INCOME

##### Registrations for Virtual Attendance

134 Individuals @ \$45.00 (Spring 2025)	\$6,030.00
159 Individuals @ \$50.00 (Fall 2025)	<u>\$7,950.00</u>

TOTAL INCOME

\$13,980.00

#### EXPENSES

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Virtual Producer (Fall & Spring)		\$11,000.00
Pre-conference production	\$9,000.00	
Zoom Hosting	+ \$2,000.00	
Tech Support for Presenters (Fall & Spring)		\$500.00
Theme Speaker (Fall & Spring)		\$1,000.00
Featured Musician (Spring only)		\$500.00
System Charges (Fall & Spring)		\$180.00
3rd Party Processing Fee		\$400.00
Planning Team Expenses		+ \$200.00
Miscellaneous & Other		<u>+ \$200.00</u>
 TOTAL EXPENSES		 \$13,980.00

### SCHOLARSHIP INCOME

Received Spring 2025 Conference		\$1,500.00
Received Fall 2025 Conference		<u>\$1,500.00</u>
 TOTAL SCHOLARSHIP CONTRIBUTIONS		 \$3,000.00

### SCHOLARSHIP EXPENSES

Awards: 15 @ \$50 - Spring Conference		\$750.00
Awards: 30 @ \$50 - Fall Conference		\$1,500.00
System Charges (Fall & Spring)		\$25.00
3rd Party Processing Fees (Fall & Spring)		<u>\$100.00</u>
 TOTAL SCHOLARSHIP EXPENSES		 \$2,375.00

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#### 4) UUA/UUMA Liaison Report: Wayne Arnason

I have been in Southeast Asia for most of the time since we last met, and have nothing to report! However, I will copy a few sentences from my report last month to remind us of an agenda item I've asked Susan to put on our agenda if time allows:

"I was asked by the Nominating Committee for the new Retired Ministers Chapter to be one of three Good offices people for the new Chapter. We should probably formally buy into this new system, note it in our minutes, and discuss whether any Good Offices role is built into my position on the Board when my successor takes over in July."

At the last meeting of the Chapter they did have formal officer elections and I was elected to this role for the year ahead within the chapter.

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I think a case could be made for the value of continuing to have a Good Offices Person within UURMaPA since I could imagine a Partner-based Good Offices situation arising. So dropping the role from the job description for my position is not a slam dunk decision for me. Let's talk about it.

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### **5) Passages Coordinator's Report: Joy Atkinson**

Since the last Board meeting, I have sent death notices to the membership regarding the following members: Lackey Rowe (1938-1924), partner of the Rev. Jean Rowe; Maxine Steeves (1929-1925), partner of the late Rev. Bertrand Steeves; and the Rev. Harry Hoehler (1928-2024). The Rev. Dick Weston died on January 4. I will send a notice when I receive information from Aastha Poudel at the UUA.

Along with Ned and Fritz, I have sent out invitations to recent new members regarding our pilot mentoring program. We are awaiting responses from those we sent letters to in our respective regions, and will send to those responding positively a list of members in their area who could serve as potential mentors to them. Out of ten new members in the Pacific Northern and Pacific Southern areas, I have received no responses yet. We hope to hear from them by next Monday, January 13th.

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### **6) Elderberries Editor's Report: George Buchanan**

I will publish the winter Elderberries edition by March 1, 2025. The submission deadline for this issue is February 12.

The recently published fall edition was 14 pages long in the electronic version, and 16 pages long in the printed version. We mailed the print version to 663 subscribers using Minuteman Press.

In getting out this fall edition, I appreciated the advice and support of membership coordinator Ann Marie Alderman and web master Jaco ten Hove. Ned Wight provided valuable and timely copyediting. My spouse Carrie Buchanan also edited the copy and helped with layout. Susan V. Rak, Ned Wight, Fritz Hudson and Jeff Briere - among others - provided copy.

I had hoped to publish this fall edition by December 1. However, I was not able to publish this until December 23 and January 2 – for the electronic and print versions respectively.

I accept responsibility for this unacceptable delay. I hope to arrange my affairs more effectively in future, so this kind of delay does not recur. I hope to publish the winter edition by March 1.

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*Treasurer's Report follows last Board member's Report below.*

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# UURMaPA: Report to Board of Directors

Connections Coordinator Fritz Hudson – January 9, 2025  
(*New Information in Red*)

### DELEGATED-PROJECT ACTIVITIES

#### 1. Data-Base Conversion:

\* Project Co-Managers Jon Claney & Richard Speck have authorized & trained Ann Marie & Fritz as "Editors" on the Planning Center Database. Jon and Richard remain as "Administrators".

\* Ann Marie and Fritz have updated the individual Planning Center entries in keeping with information received since August (when Jon and Richard transferred our data into Planning Center).

\* Remaining challenges include:

A. Updating the "Local/Caring Area" assignment options in Planning Center to reflect changes made since August.

B. Developing an "export protocol" for Ann Marie to use in transferring Planning Center data into publishable monthly Website Directories (Member & Local Area). At present, our January 1 Website Directories cannot be accurately updated.

C. Reviewing Planning Center's data categories (those intrinsic to the program and those transferred from our prior Excel file data base) to retain, alter or add those best suited to our needs and to populate them appropriately.

The Connections Coordinator will continue to provide monthly progress reports to the Board.

2. Mentoring Program: On January 6, the Task Group (Joy, Fritz, Ned) began sending program invitations to the 27 Ministers who retired in 2024. I'm presently aware that 5 have responded with interest. Responses have been requested by January 13. On the basis of interests, the Task Force will create conversation pairings as quickly as possible. The Mentor Orientation/Training Session is projected for mid-February. Monthly conversations are projected to begin in March.

### CORE ACTIVITIES

#### 1. Area Connectors.

##### Areas with Connectors: 16

<i>Maine</i> .....Lucy Ijams	<i>Southwest</i> .....Jonalu Johnstone
<i>Vermont</i> .....Brendan Hadash	<i>Heartland North &amp; South</i> ...Fred Wooden
<i>Metro NY/NJ</i> .....Ann Marie Alderman	<i>Central Midwest</i> .....Marcia Marino
<i>St.Lawrence</i> .....Dick Gilbert	<i>Prairie Star South</i> ..... Diane Miller, Sarah Voss
<i>Ohio-Meadville</i> .....Janet Newman	<i>New Mexico</i> .....Christine Robinson,
<i>Western Carolinas</i> ...Lisa Schwartz	Gary Kowalski, Claudia Elferdink
<i>J.Priestley North</i> .....Paula Maiorano	<i>Eastern Canada</i> .....Wayne Walder
<i>Florida</i> .....Bob Murphy,	<i>Western Canada</i> .....Linda Horton, Carl Ulrich
Eleanor/Peter Richardson	

##### Areas with Identified Connector Prospects: 5

New Hampshire	Ballou Channing	J.Priestley South	Virginia
MassBay North			

##### Areas with Uncertain Connector Prospects/Activity: 13

Central Mass	<b>Mid-South/Tennessee</b>	Rocky Mountains	Oregon/Idaho
Connecticut Valley	Eastern Carolinas	Arizona/Nevada	Northern California Inland
MassBay South	Prairie Star North	Washington/Alaska	Northern California Coast
			Southern California

Income and Expenses JAN 2025		Jan		2025 Total	Budget vs. Actual
	2025 Budget				
<b>INCOME</b>					
Member Donations	\$9,000.00	\$4,780.00			0.00%
Member Donations Paypal	\$4,500.00	\$1,808.61			0.00%
Memorial Gifts	\$0.00				
Conference Fee Income Checks	\$2,440.00				0.00%
Conference Fee Income Credit Cards	\$13,950.00				0.00%
UUMA Subsidy	\$1,000.00				0.00%
Scholarship Income	\$3,000.00				0.00%
Other Income	\$0.00				
Scholarship Endowment Income	\$1,000.00				
<b>Total Regular Income</b>	<b>\$33,890.00</b>	<b>\$6,588.61</b>			
<b>EXPENSE</b>					
<b>On-Site Board Meetings</b>					
Transportation	\$4,000.00				0.00%
Room and Board	\$5,200.00				0.00%
Hospitality	\$200.00				
<b>Total Board Meetings</b>	<b>\$9,400.00</b>				
					0.00%
<b>Conferences</b>					0.00%
Attendee Fee Refunds	\$0.00				
Conference Registration Fees	\$2,440.00				0.00%
Speakers	\$1,000.00				0.00%
Music	\$500.00				0.00%
Technology Support	\$11,500.00	\$5,500.00			0.00%
Hospitality	\$0.00				
Scholarships	\$1,000.00				
Misc.	\$1,000.00				
<b>Total Conferences</b>	<b>\$17,440.00</b>	<b>\$5,500.00</b>			
					0.00%
<b>General Assembly</b>					
Transportation-President	\$1,400.00				0.00%
Transportation-Vice President	\$0.00				
Room and Board	\$0.00				
Technology Support	\$0.00				0.00%
GA Fees & Misc	\$0.00				
New Member Welcoming Gifts	\$725.00				0.00%
<b>Total General Assembly</b>	<b>\$2,125.00</b>				
<b>Communications</b>					
Elderberries Publication	\$5,000.00				0.00%
Fundraising Appeal	\$1,600.00	\$1,533.99			0.00%
Peer Support Groups (video calls)	\$0.00				
Website	\$1,000.00				0.00%
Zoom	\$200.00				0.00%
Database Management	\$0.00				

<b>Total Communications</b>	\$7,800.00				
<b>Other Expenses</b>					0.00%
Retirement Planning Seminar Expense	\$0.00				
Saging & Unsong & Navius Awards	\$1,000.00				0.00%
Rainbow Project	\$175.00				0.00%
BLUU Donation	\$250.00				0.00%
Finding Your Way Home Scholarship	\$0.00				
Postage	\$200.00				0.00%
Connections Network	\$0.00				
Memorial Gifts - UUMA and Others	\$2,000.00	\$450.00			0.00%
Donations to the Endowment	\$0.00				0.00%
President's Expense	\$100.00				0.00%
Credit Card Processing Fees	\$580.00				0.00%
Bank Expenses	\$0.00				
Board Miscellaneous Inclusiveness tng	\$1,250.00				0.00%
<b>Total Other Expenses</b>	\$5,555.00	\$450.00			
<b>Total Expense</b>	\$42,320.00	\$7,483.99			
<b>Profit/Loss</b>	-\$8,430.00	-\$895.38			
<b>Ending Account Balance</b>					
Endowment		\$109,670.33			
Money Market		\$19,252.19			
Checking		\$12,390.74			
<b>Total</b>		\$141,313.26			
Income and Expenses JAN 2025	2025 Budget	Jan		2025 Total	Budget vs. Actual