

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

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 2:05pm Eastern - 1:05pm Central - 12:05pm Mountain - 11:05am Pacific. Barbro lit a chalice and read "The Pond in Winter," from *Walden*, by Henry David Thoreau.

Susan reviewed the agenda. She added items for the Connections Coordinator nominee and for thanks to Sylvia Howe. Paul asked about UURMaPA membership. The policy is that one doesn't have to be a UUMA member to belong to UURMaPA, but must be in fellowship with UUA. **Fritz suggested this topic be an agenda item in future. Susan will put it on the March agenda.**

A check-in followed.

Consent Agenda was accepted.

1) Shared Read:

George led a discussion of chapter 2 of *Active Hope*, focusing on the four parts of the spiral: feeling gratitude, honoring the pain of the world, seeing with new eyes, and going forth. Hope and action can emerge from this process.

2) Spring 2025 Conference:

Barbro had sent a report. She encouraged us to register for the conference, and reminded us that the theme is connecting and reconnecting, with lots of storytelling. First-timers are once again invited to attend free of charge; Barbro or Jeff Briere will issue the invitations.

3) Chaplain Role in UURMaPA:

Barbro had sent a piece giving background on the history of UURMaPA chaplains, and Wayne had earlier sent a draft for inclusion of the Chaplain role in the job description for the Board's UUA/UUMA Liaison position, as follows:

Serves as a UURMaPA Chaplain-At-Large, with publicized availability as a listening ear for UURMaPA members, both ministers and partners, with interpersonal problems with fellow members that might inhibit full participation. The Chaplain-at-Large also can serve as an intake and referral resource for UURMaPA members whose concerns might suggest UUMA Retired Ministers Good Offices support or UUA or UUMA staff support. If the Board has no partner member, the Chaplain-At-Large will be asked to be sensitive to partners' concerns as they arise in Board deliberations. The Chaplain-At-Large also recruits and manages the three-person chaplain teams serving during UURMaPA Conferences.

The Board approved Wayne's Chaplain-at-Large description. Ned will revise the job description for the UUA/UUMA Liaison to incorporate this role. He will send the revision to Wayne to check, and then send it on to Susan for approval at next Board meeting.

Wayne noted that Good Offices will now be done through the Retired Ministers chapter of the UUMA.

4) Conference Coordinator Job Description:

Ned had sent out a reformatted version of the draft Barbro had written. Ned shared the new job description onscreen. Barbro noted that many changes to the previous job description were needed now that conferences are on zoom. She consulted with the current conference co-convenors in coming up with the new job description. Wayne noted that the description is very detailed and roles of convenor(s) and coordinator have some overlap. Barbro has attempted a comprehensive list of tasks to ease the way for the next Conference Coordinator, and she noted that the job description may need to be revised again when a new person takes this position. **The Board voted to approve the Conference Coordinator job description.**

Ned suggested we institute an annual review of job descriptions. This could be done at each Board retreat.

Anne will remove the "draft" watermark from Ned's document and send the Conference Coordinator job description to Jaco ten Hove to post on our website.

Four-minute bio / stretch break

5) 2025 Budget

Paul had sent a proposed budget, which he shared onscreen. It's a deficit budget, but we have funds in our money market reserve that can cover the deficit. After a lengthy discussion, including such issues as whether to present a balanced budget, clarifying scholarship endowment funds, when to send fundraising letters, and late cashing of checks for tech support, **we decided to accept Paul's proposed budget as our road map for the year ahead.** We will review the budget at each meeting, and make changes as needed.

Suggestions arising from the discussion:

- Look into setting up ACH to deposit payments to tech pro Jon Claney directly into his bank account.
- October might be a good time for fall fundraising, rather than December.
- At a future meeting, we could plan fundraising for the coming year, including exploration of sustaining memberships.

At this point, Wayne and George had to leave the meeting for other commitments.

6) Connections Coordinator:

The Nominating Committee's nominee for Connections Coordinator wants to change the job description before she accepts the nomination. The Board does not want to change it at this time, but revisions can be suggested once someone is in the position, and job descriptions will be reviewed each year. After a thoughtful discussion, **we decided to return the issue to the Nominating Committee**, ask them to ensure that the nominee has the current board-approved job description, and see if she is interested in accepting the position on those terms, knowing that revisions can be proposed later. **Susan will contact Beth Miller to convey this decision.**

7) Database Conversion:

Fritz reported that the way we send out announcements will soon change to a new system. He asked whether the Board wanted announcements sent to all members, or only to one per household. **The Board opted for announcements going out to all members.**

Fritz noted that having the membership directory on the website makes that data more susceptible to identity theft. At present, no one is working on this issue. We agreed that we need to find a way for each person to set up their own password for access. **Susan will start by asking Jaco ten Hove and Richard Speck about how to do this.** It was noted that many churches have directories accessible by individuals' passwords.

8) Thanking Sylvia Howe:

Fritz proposed that the Board thank Sylvia Howe for her years of excellent work with Caregivers Support group. **Susan will send her a note of appreciation.**

Meeting Adjourned at 4:22pm Eastern - 3:22pm Central - 2:22pm Mountain - 1:22pm Pacific

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

REPORTS FOR BOARD MEETING - February 13, 2025

1) President's Report: Susan Rak

Since we last met, I've undertaken these items on behalf of UURMaPA

- submitted an estimate of my costs for UURMaPA representation at GA/Service of the Living Tradition to Paul Johnson, to be included in the 2025 budget

UURMaPA Board Zoom Meeting — February 13, 2025

- continued work with Beth Miller/Nominations regarding Connections position on Board
 - shared our thoughts on the changes proposed by the potential candidate and that we would not be entertaining them at this time; Candidate could accept as is or withdraw. I have not heard what transpired as a result.
- talked with Ann Marie Alderman, Membership Coordinator, regarding frustrations with moving UURMaPA information to the new database system. It has been difficult enough that she considered resigning.
- confirmed with Janice Marie Johnson, UUA Ministries & Faith Development, that UURMaPA is expected to participate in the Service of the Living Tradition, as is customary (19 June 2025, Baltimore MD)
- clarified budget requirements for IDI training for Board members who will begin working together July 2025; submitted info to Paul
- wrote a President's Message for the next issue of Elderberries
- no updates available on Rainbow History book at this time

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)

Propose workshops during Ministry Days or GA

Creative Sageing Award selection group and Unsung UURMaPA 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.

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- 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

- *Received draft of final job description from Barbro; reformatted it and forwarded it to the Susan for final Board approval at the February meeting 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).
- Participated in online post-conference assessment with facilitators of the small group experience.

Financial/Scholarship Review Task Force

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- 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.
- ***Have met several times with the Task Force. Identified at least 10 people interested in having a mentor, and have reached out to their lists of five possible mentors. Currently have 10 matches, and have sent out request to mentors to confirm possible orientation dates in February or early March. Mentoring pairs should begin their virtual sessions shortly after the orientation.***

3) Conference Coordinator's Report: Barbro Hansson

I am pleased to share that the work on creating an archival library for UURMaPA conferences on Google Docs has begun. Susan Smith, the new scribe on the conference planning team, is uploading documents for us. After reviewing my computer files for pertinent resources, I will send forward what I think will be essential for future conference conveners and planning teams. This project has been on my todo list for several years and I'm delighted it is finally happening.

Spring 2025 Conference - April 21-23: "Called to Connect in the Midst of Change"

On-line registration opened on February 4th and at this writing, there are 40 registrations. We are again offering free registration for ministers who have submitted to the UUA their Intent to Retired form. In addition, UURMaPAs who have not yet attended a virtual conference will be invited to register as guests.

Sonya, Jeff and I continue to meet between planning team meetings and it is proving quite effective and efficient. We discuss where we are with plans and where attention is needed. Jeff is taking seriously his role as "producer" and has been in touch with all individuals who are presenting at the conference. I am impressed by the effectiveness and can-do attitude of members on the planning team. Susan Smith stepped in as scribe for David McFarland who had health issues. Joan Van Becelaere

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is working with a group of UURMaPAns in the Columbus, Ohio, area. They are planning all three worship services and are well underway.

The program schedule, which is provided in a separate document, has been corrected to reflect not only a limit of 8 sessions but an early start time each of the three days.

With a view to the future, I have identified dates for conferences through spring 2027 all of which avoid major religious holiday. All conference dates are listed on the UUMA calendar.

Fall 2025 Conference - October 20-22, 2025

Spring 2026 Conference - April 27-29

Fall 2026 Conference - October 19-21

Spring 2027 Conference - April 5-7

Spring 2025 Conference Executive Team

Sonya Sukalski, Jeff Briere & Barbro Hansson

Spring 2025 Conference Planning Team

| | |
|---------------------------------|---|
| Co-Conveners | Sonya Sukalski and Jeff Briere |
| Scribe | Susan Smith |
| Publicity | Jeff Briere |
| Theme Presenter Liaison | Barbro |
| Music Presenter Liaison | Sonya |
| Worship Coordinator | Joan van Becelaere |
| Odyssey Coordinator | Duane Fickeisen |
| Connection Room Coordinators | Jan Carlsson-Bull, Anita Farber-Roberts |
| 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 |

4) UUA/UUMA Liaison's Report: Wayne Arnason

During this past month I attended the quarterly meeting of the advisory team to the Church Staff Finances staff, where we discussed on-boarding of new staff.

I prepared the draft UURMaPA Chaplain At Large job description for a vote at this meeting and went over it with the person who has been approached by the Nominating Committee to take on this role. I also attended a mandatory check-in session for Good Offices people. I'll do this one more time as the UURMaPA Good Offices person role is taken over by the Chapter.

I've spent much more time this month on the work in the UUMA Retired Ministers Chapter Guidelines working group. The chapter members (those signed on through the UUMA web site) meet directly after our meeting on February 13, where our working group will make a presentation about our work and hear from Leslie Takahashi, UUMA Board President, regarding the Board's response.

I have recruited the three chaplains for the Spring Conference and responded to Barbro's invitation to write up a short history of this decision to have chaplains at our conferences, to be included in her institutional knowledge being passed on.

5) Passages Coordinator's Report: Joy Atkinson

Since the last Board meeting, I have sent death notices to the membership regarding the following members: Jean Newton Box (1925-2024), Faith Grover Scott (1941-2024), the Rev John Richard Weston (1935-2025), the Rev. Barbara Carlson (1935-2025). They will be missed.

The Task Force on Mentoring (Fritz, Ned and I) is pleased to report that we have ten responders to our inquiry among members who joined UURMaPA in the last year, indicating their interest in connecting with a mentor. Mentors for most of them have now been chosen according to their preferences and the mentors' availability. The mentors will undergo a brief training presented by Fritz, Ned and me shortly, and then we will be ready to launch the pilot program, which we will evaluate after a few months. We will also discuss and present to the Board ways to create an ongoing program of mentorship as people join UURMaPA and express interest in connecting with a mentor.

6) Elderberries Editor's Report: George Buchanan

I will publish the winter *Elderberries* edition by February 28, 2025. The submission deadline for this issue is February 12. The spring 2025 *Elderberries* edition will be published at the end of May.

UURMaPA: Report to Board of Directors

Connections Coordinator Fritz Hudson – February 13, 2025
(New Information in Red)

DELEGATED-PROJECT ACTIVITIES

1. Data-Base Conversion:

* "Administrators" Jon Claney & Richard Speck have authorized Ann Marie & Fritz as "Managers" of the "People" module of the Planning Center Database.

* Progress made this month:

A. Local Area assignment options have been updated to those currently in use.

B. Jon & Ann Marie have produced our first monthly Membership Directory for publication on our website

C. People Module structure and internal records are being formatted to access historical data in usable categories

* Remaining challenges include:

A. Setting up "Planning Center" to make UURMaPA-Announce Bulk Emails.

B. Creating forms to publish monthly Local Area Directories on the Website

C. Creating forms for Connectors to access current Area rosters on Planning Center

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

NOTE: The Data-Base Conversion, thus far, does not address the Board's desire to enhance the security of members' personal data posted on Website Directories. **I ask: Does the Board wish to pursue a "Website Conversion" for this purpose?**

2. Mentoring Program: Passages Coordinator Joy Atkinson has assumed the lead for this program. See her report.

CORE ACTIVITIES

1. Area Connectors.

Areas with Connectors: 17

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|--|--|
| <i>Maine</i>Lucy Ijams | <i>Southwest</i>Jonalu Johnstone |
| <i>Vermont</i>Brendan Hadash | <i>Heartland North/South</i>Fred Wooden |
| <i>Metro NY/NJ</i>Ann Marie Alderman | <i>Cen.Midwest North/South</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: 3

New Hampshire MassBay North Virginia

Areas with Uncertain Connector Prospects/Activity: 15

| | | | |
|----------------------------|---------------------------|---------------------|---------------------|
| MassBay South | Ballou Channing | Central Mass | Connecticut Valley |
| J.Priestley South | Eastern Carolinas | Mid-South/Tennessee | Prairie Star North |
| Rocky Mountains | Arizona/Nevada | Washington/Alaska | Oregon/Idaho |
| Northern California Inland | Northern California Coast | | Southern California |

UURMaPA Board Zoom Meeting — February 13, 2025

On January 28, 17 Active Connectors (of 23 total) and 4 "Interested Auditors" participated in Zoom Swap Shops to share triumphs & challenges and provide mutual stimulation & support. I recommend that arranging and hosting this as an annual event become a Connections Coordinator responsibility.

2. General-Interest Zoom Groups

| | |
|--|----|
| Total groups reported | 12 |
| Total participants reported | 74 |
| UURMaPAns referred to prospective groups | 0 |
| UURMaPAns awaiting referral to a group: | 0 |

3. Focused-Interest Zoom Groups

A. New Groups Formed

- * *Single Retired Ministers* - Co-Convenors: Beth Miller, Elizabeth Greene
 - Initial Meeting held: January 6, 2025
 - Monthly Meeting planned: 2nd Fridays
 - Current Participants: 16 (all self-identified female)
 - Current Covenant: Closed to Additional Participants until further notice
- * *Partners* - Convenor: Janet Tillman
 - Initial Meetings held: December, January
 - Monthly Meetings planned
 - Current Participants: 5
 - Current Covenant: Closed to Additional Participants until further notice

B. On-going Groups Open to New Participants

- * *Goddess Group* - Convenor: Sydney Morris
 - Monthly Meetings
- * *Caregivers* - Co-Convenors: Makannah Morris, Yvonne Strejek, Kathleen Ellis
 - **THANK YOU TO RETIRING CO-CONVENOR SYLVIA HOWE FOR YEARS OF LEADERSHIP!**
- * *Grief Support* - Convenors: Duane Fickeisen

4. Program Invitations

Program Welcomes sent to date: (July 1 - February 12): Ministers 18; Partners 11
New UURMaPAns since July 1 will be invited to register to attend the Spring conference w/o fee.

Treasurer's Report follows below.

| Income and Expenses 2025-FEBRUARY | | Jan | Feb | | 2025 Total | Budget vs. |
|------------------------------------|--------------------|-------------------|-------------------|--|------------|------------|
| | 2025 Budget | | | | | |
| INCOME | | | | | | |
| Member Donations | \$9,000.00 | \$4,780.00 | \$1,230.00 | | | 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 | | \$3,528.78 | | | 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 | | | | | |
| Total Regular Income | \$33,890.00 | \$6,588.61 | \$4,758.78 | | | |
| EXPENSE | | | | | | |
| On-Site Board Meetings | | | | | | |
| Transportation | \$4,000.00 | | | | | 0.00% |
| Room and Board | \$5,200.00 | | | | | 0.00% |
| Hospitality | \$200.00 | | | | | |
| Total Board Meetings | \$9,400.00 | | | | | 0.00% |
| Conferences | | | | | | |
| Attendee Fee Refunds | \$0.00 | | | | | 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 | | | | | |
| Total Conferences | \$17,440.00 | \$5,500.00 | | | | 0.00% |
| General Assembly | | | | | | |
| 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% |
| Total General Assembly | \$2,125.00 | | | | | |
| Communications | | | | | | |
| Elderberries Publication | \$5,000.00 | | \$1,512.99 | | | 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 | | | | | |
| Total Communications | \$7,800.00 | | \$1,512.99 | | | |

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|---------------------------------------|-------------|--------------|--------------|--|------------|------------|
| Other Expenses | | | | | | 0.00% |
| Retirement Planning Seminar Expense | \$0.00 | | | | | |
| Saging & Unsung & 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 | | \$32.00 | | | 0.00% |
| Bank Expenses | \$0.00 | | \$0.00 | | | |
| Board Miscellaneous Inclusiveness tng | \$1,250.00 | | | | | 0.00% |
| Total Other Expenses | \$5,555.00 | \$450.00 | \$32.00 | | | |
| | | | | | | |
| Total Expense | \$42,320.00 | \$7,483.99 | \$1,544.99 | | | |
| Profit/Loss | -\$8,430.00 | -\$895.38 | \$3,213.79 | | | |
| | | | | | | |
| Ending Account Balance | | | | | | |
| Endowment | | \$109,670.33 | \$111,653.14 | | | |
| Money Market | | \$19,252.19 | \$19,252.86 | | | |
| Checking | | \$12,390.74 | \$15,604.53 | | | |
| Total | | \$141,313.26 | \$146,510.53 | | | |
| Income and Expenses 2025-FEBRUARY | | Jan | Feb | | 2025 Total | Budget vs. |
| | 2025 Budget | | | | | |