

UURMaPA Board Zoom Meeting — March 13, 2025

Board decisions are in bold-face type; action items in red. Reports, incl. Treasurer's, follow minutes.

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. George offered an opening reading from *Gaia and God: An Eco-Feminist Theology of Earth Healing*, by Rosemary Radford Ruether.

Agenda Review:

Susan had sent a revised agenda and a summary of decisions about UURMaPA membership requirements.

Check-in followed.

Consent Agenda was accepted. Paul reported that he has sent paperwork to Susan to sign for setting up an account in the UU Common Endowment Fund; he has one more document to send her. More contributions have come in, which he will include in his next Treasurer's report.

Shared Reading:

George led a discussion of the chapter "Three Stories of Our Time" in our common read, *Active Hope*. The authors present three narratives: the Great Unraveling, Business as Usual, and the Great Turning. We considered how these narratives might (or might not) apply to our present situation, in the wider world and in our personal lives.

Conferences:

Barbro reports that the Spring 2025 conference planning team is on top of everything, and as a result, she has been able to pull back from some of the detail work. With tech pro Jon Claney, the team will soon put together the master calendar for the event. Barbro reminded Board members to register for the conference.

The Board has two 15-minute time slots in the conference -- the first in session one, the second in session five. We decided to focus our first slot on the ways UURMaPA helps members connect, especially through our small groups, and to describe the new mentoring program. The second slot will focus on leadership transitions, introducing new Board members, thanking those stepping down, and modeling collaboration between the outgoing and incoming Board.

These UURMaPA presentations will be live, and at Susan's suggestion, they could involve passing something from the outgoing members to the incoming, at least for the presidential transition. **Susan will draft an outline of the two sessions and send it out to Board for comment. The four Board members who are stepping down (Susan, Ned, Wayne, and Fritz) will contact their incoming counterparts to talk about how they might present together.** Each pair would have about 3 minutes.

Nominating Committee:

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Susan reported that the slate is complete. The nominees are:

Richard Speck, President
Charles Stephens, Vice President
Janet Tillman, Connections Chair
Christine Robinson, UUMA/UUA Liaison

At-Large UUMA/UUA Liaison:

Wayne raised the issue of encouraging a culture of collegiality between retired ministers and our settled and transitional colleagues. This is an area where UURMaPA and the UUMA Retired Ministers Chapter overlap and can work together. The aim is to deepen the conversations about relationships and boundaries, rather than quickly leaping into rules and guidelines. UURMaPA's new mentor program might play a role in this, but since mentorship is a pilot program now, we'll need to see how it evolves over the next year or so. Relationships with serving colleagues can be a thorny issue for retired ministers, and we seek ways to help us be better prepared.

Wayne asked if UURMaPA would like to co-sponsor with the UUMA Retired Ministers Chapter a Ministry Days conversation on the culture of collegiality. **We agreed to do so. Wayne and Christine Robinson will ask for this issue to be put on the Ministry Days agenda.**

We took a 4-minute bio/stretch break.

Job Descriptions:

With input from Wayne, Ned had sent out a job description for the Board's At-Large UUMA/UUA Liaison. **We approved this job description. Anne will sent it to Jaco ten Hove for posting on the website.**

Database:

Fritz reported frustration that an up-to-date Directory is still not available on the website. He and Membership Coordinator Ann Marie Alderman have been hard at work, but have encountered problems with lack of response from tech support. Ned asked whether it would be helpful to recruit a database manager who is not the Membership Coordinator or Connections Coordinator or Board President. **Susan will raise this concern with incoming President Richard Speck when she talks with him about the leadership transition.**

Membership Requirements for Ministers:

Susan had sent out a summary of past conversations and decisions on ministerial eligibility for UURMaPA membership. She noted that our present policy is that retired ministers must be in fellowship with the UUA to join UURMaPA; they do not need to be members of the UUMA. The Board is empowered to make exceptions upon petition, and may grant membership to a retired minister not in fellowship (e.g., a minister ordained by a congregation, but not in fellowship with the UUA.)

A thoughtful discussion ensued, focused in part on how to list couples in the Directory if the minister (or one of the ministers in the case of a clergy couple) is removed from fellowship. We did not make a final decision, but the sense of the meeting was that we should ask the partners

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of the no-longer-in-fellowship ministers whether they wish to continue as UURMaPA members. For now, the Board (probably Susan as President) may need to make these inquiries as we clean up the database and Directory. But once a policy is set up, a form letter could be drafted to this effect and sent out by the Membership Coordinator as needed. For now, the issue of how to list these couples was tabled at Fritz's suggestion until we can look at the new Directory format.

For widows and widowers who remain UURMaPA members, Barbro suggested that the Directory should list the names of their deceased spouses (especially if that spouse was a minister) to make it easier to identify their connection with UURMaPA. The Board agreed with this point.

Barbro noted that conference planners need ways to check that potential theme speakers who are ministers are in good standing. What about a minister who has been through a reconciliation process with credentialing bodies and has been brought back into fellowship? Past hurt could still be an issue for some conference attendees, and the back stories are not always known.

Schedule Questions:

We still need to schedule the IDI (Intercultural Development Inventory) and a retreat for the incoming Board. **Susan will talk with Richard Speck about setting dates for these.**

Adjourned 4:02 Eastern - 3:02 Central - 2:02pm Mountain - 1:02pm Pacific

Next meeting: April 10, 2pm Eastern - 1pm Central - 12pm Mountain - 11am Pacific

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Reports Submitted for March 13, 2025 Meeting

1) Vice-President's Report - Ned Wight—3/13/25

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.

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- 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

- 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.
- ***Added Wayne Arnason's proposed edits to the "At-Large Member for UUMA/UUA Relations Job Description" and sent out to Board for review (and approval) at the March meeting.***

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).

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- 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.
- 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.
- ***Refined orientation agenda with Fritz and Joy and conducted orientation for nine mentors on Thursday, March 6. Responded to comments or questions from several of them.***
- ***Fritz, Joy and I plan to meet with the mentors again in May to check on their progress and answer questions.***

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2) Conference Coordinator's Report - Barbro Hansson

Usually, five weeks out from a conference, I am deep in all kinds of followup and details. Not so this time. The Planning Team, with Sonya and Jeff as Co-Conveners, is on top of their respective tasks and responsibilities. Five years after the Pandemic shut down in-person gatherings and with 10 virtual conferences behind us, I can confidently say that we have found our groove.

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

- As of this writing, 92 individuals are registered to attend the spring conference. Among them, three are guests: Karen Hering, our theme speaker; Melanie DeMore, our musician; and Dea Brayden, who is introducing Phyllis Morales. Additionally, six are First Timers who have not yet attended a UURMaPA virtual conference. Eleven of the 92 registrants indicated that they would attend a pod, and one registrant has

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taken advantage of a \$45 scholarship. To date, we have received \$4,420, of which \$775 are donations to the scholarship fund.

- This coming week, Sonya, Jeff, Jon, and I will meet to review the detailed program schedule to make sure we are not missing anything and are on the same page.
- I meet with Sonya and Jeff before the Planning Team meetings, and I find this to be quite helpful. The next Planning Team meeting is scheduled for March 21, and at that point, the Planning Team will meet weekly. David McFarland, who was the Scribe until some medical needs required him to step back, has agreed to create the evaluation form for the spring conference.
- The UURMaPA Board will have two 15-minute slots for updates. One is in Session I on Monday, April 21, and the second is in Session V on Tuesday, April 22.
- The Planning Team has requested clarification about who is included in Remembrance Services. I used the definition of UURMaPA membership from the bylaws and hope that is clarification enough.
- With a view to the future, I identified conference dates through spring 2027, all of which avoid major religious holidays. These are all 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

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3) UUMA/UUA Liaison's Report - Wayne Arnason

I'll make this brief, because the things I have been concerned about this month are represented as agenda items already in our Very Full Agenda for this month. We're going to have be brisk to get through it all.

Thanks to Ned for getting the new job description for my position in shape for a vote.

As I transition out and prepare Christine Robinson for taking my role, she's interested in how UURMaPA can cooperate and support the UUMA Chapter's work on improving the culture of collegial connections among retired ministers and our settled or transitional working colleagues. The agenda item for later today on this topic will just open that door to explore how much we want to go through it. Joy let me know that the training for the first class of mentors has already happened, but for the future, I'm interested in exploring how the mentoring for pre-retirees can prepare our incoming folks for what they might encounter emotionally as they retire.

One note for the future: I am unable to attend our April Board meeting because I will be managing the registration process for arrivals at the UU Buddhist Fellowship Convocation that begins that begins April 10. Ned has offered to switch with me on the Opening Reading for that day. I will open the May meeting.

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4) Passages Coordinator's Report - Joy Atkinson

Since the last Board meeting, I have sent death notices to the membership regarding the following beloved colleagues: the Revs. Edwin Lynn, Daniel Brosier and Patrick O'Neill. We will miss them.

The Mentoring Pilot Program Task Force (Fritz, Ned and myself) held a Zoom training session on March 6 for those who have agreed to be mentors for new UURMaPAs who have requested mentors. Nine mentors were present, and Roberta Finklestein joined us to inform mentors about the UUMA Retired Ministers Chapter. Within a month, mentors will begin their mentoring with the new UURMaPA colleagues. In May, the Task Force will meet with the mentors and mentees to check in and assess how the program is going. In the summer, we will evaluate the program and, if it is deemed successful, discuss how to "institutionalize" the program so that new members of UURMaPA can have a mentor as they enter UURMaPA if they so choose.

The mentors will help orient mentees to UURMaPA's programs, make referrals as needed to UUA services, and assist them as they move into retirement. The mentor-mentee pairs were eager to begin, and we are anticipating that this new kind of connection will be useful to ministers newly entering retirement, and will enhance connections within UURMaPA.

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5) Elderberries Editor's Report - George Buchanan

I have been delayed in preparing the February Elderberries issue. I hope the electronic edition will be available early next week. I accept responsibility for this delay. This has been due to personal and family challenges.

I appreciate the timely work of all those who provided copy for this issue.

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Connections Coordinator's Report follows below.

UURMaPA: Report to Board of Directors

Connections Coordinator Fritz Hudson – **March 13, 2025**

(*New Information in Red*)

DELEGATED-PROJECT ACTIVITIES

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: **Ann Marie & Fritz are currently exchanging/improving proofs of Member/Area Directories drawn from Planning Center's March 1 data. Website publication is anticipated within days.**

> Remaining challenges include:

A. Moving UURMaPA-Announce Bulk Email system to Planning Center.

B. Transferring full responsibility for producing monthly Directories to Ann Marie.

C. Determining whether Jon/Richard/Jaco can/will facilitate a "Website Conversion" to provide personal-password-protected access to Planning Center records and tools.

CORE ACTIVITIES

Area Connectors.

Areas with Connectors: 18

Eastern Canada.....Wayne Walder
Maine.....Lucy Ijams
***New Hampshire*.....Nadine Swahnberg**
Vermont.....Brendan Hadash
Metro NY/NJ.....Ann Marie Alderman
J.Priestley North.....Paula Maiorano
St.Lawrence.....Dick Gilbert
Ohio-Meadville.....Janet Newman
Western Carolinas.....Lisa Schwartz

Florida.....Bob Murphy,
Eleanor/Peter Richardson
Southwest.....Jonalu Johnstone
Heartland North/South.....Fred Wooden
Cen.Midwest North/South..Marcia Marino
Prairie Star South.....Diane Miller, Sarah Voss
New Mexico.....Christine Robinson,
Gary Kowalski, Claudia Elferdink
Western Canada.....Linda Horton, Carl Ulrich

Areas with Identified Connector Prospects: 7

MassBay North	Virginia	Northern California Inland
Connecticut Valley	Prairie Star North	
J.Priestley South	Oregon/Idaho	

Areas with Uncertain Connector Prospects/Activity: 11

MassBay South	Mid-South/Tennessee	Northern California Coast
Ballou Channing	Rocky Mountains	Southern California
Central Mass	Arizona/Nevada	Overseas
Eastern Carolinas	Washington/Alaska	

General-Interest Zoom Groups

Total groups reported	12
Total participants reported	73
UURMaPAs referred to prospective groups	0
UURMaPAs awaiting referral to a group:	0

Focused-Interest Zoom Groups

A. New Groups Formed

- * *Single Retired Ministers* - Co-Convenors: Beth Miller, Elizabeth Greene
 - Current Participants: 16
 - Current Covenant: Closed to Additional Participants until further notice
- * *Partners* - Convenor: Janet Tillman
 - Current Participants: 5
 - **Current Covenant: Open to Additional Participants**

B. On-going Groups Open to New Participants

- * ***Goddess Group* - Convenor: Sydney Morris**
- * *Caregivers* - Co-Convenors: Makannah Morris, Yvonne Strejek, Kathleen Ellis
- * *Grief Support* - Convenors: Duane Fickeisen

Program Invitations

Program Welcomes sent to date: (July 1 - **March 12**): Ministers **19**; 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 - MARCH		Jan	Feb	March		2025 Total	Budget vs. Actual	
	2025 Budget							
INCOME								
Member Donations	\$9,000.00	\$4,780.00	\$1,230.00			\$6,010.00		
Member Donations Paypal	\$4,500.00	\$1,808.61		\$2,488.90		\$4,297.51	95.50%	95.50%
Memorial Gifts	\$0.00					\$0.00		
Conference Fee Income Checks	\$2,440.00					\$0.00	0.00%	
Conference Fee Income Credit Cards	\$13,950.00		\$3,528.78	\$2,617.85		\$6,146.63	44.06%	
UUMA Subsidy	\$1,000.00					\$0.00	0.00%	
Scholarship Income	\$3,000.00					\$0.00	0.00%	
Other Income	\$0.00					\$0.00		
Scholarship Endowment Income	\$1,000.00							
Total Regular Income	\$33,890.00	\$6,588.61	\$4,758.78	\$5,106.75				
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							
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		\$300.00			0.00%	
Hospitality	\$0.00							
Scholarships	\$1,000.00							
Misc.	\$1,000.00							
Total Conferences	\$17,440.00	\$5,500.00		\$300.00				
							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					
Other Expenses								
Retirement Planning Seminar Expense	\$0.00							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		\$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	\$69.00			0.00%
Bank Expenses	\$0.00		\$0.00	\$108.59			
Board Miscellaneous Inclusiveness tng	\$1,250.00						0.00%
Total Other Expenses	\$5,555.00	\$450.00	\$32.00	\$627.59			
Total Expense	\$42,320.00	\$7,483.99	\$1,544.99	\$927.59			
Profit/Loss	-\$8,430.00	-\$895.38	\$3,213.79	\$4,179.16			
Ending Account Balance							
Endowment		\$109,670.33	\$111,653.14	\$111,653.14			
Money Market		\$19,252.19	\$19,252.86	\$19,253.68			
Checking		\$12,390.74	\$15,604.53	\$19,783.69			
Total		\$141,313.26	\$146,510.53	150,690.51			
Income and Expenses 2025 - MARCH		Jan	Feb	March		2025 Total	Budget vs. Actual