

UURMaPA Board Zoom Meeting — May 8, 2025

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

Reports, incl. Treasurer's, follow the meeting 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 2:06pm Eastern - 1:06pm Central - 12:06pm Mountain - 11:06am Pacific. To open our gathering, Wayne read Noel Coward's poem "Nothing Is Lost."

Agenda Review:

Susan had sent a revised agenda and received no additions.

Check-in followed.

Consent Agenda was accepted.

Common Read:

In our final discussion of *Active Hope*, George invited us to share insights and takeaways from our reading. He then asked what gives us strength to continue the struggle. Some of our sources of strength include: being connected to communities of people who care; knowing we're not alone; living with integrity no matter what; being part of diverse environments; remembering that we are part of a much larger cosmos and history; and taking the long view - this, too, shall pass. Many thanks to George for suggesting *Active Hope* and leading our discussions.

Conferences:

Barbro asked that the June Board meeting (to which incoming Board members will be invited) include a brief discussion of the conference evaluations. **She'll send evaluation results to the new Board members ahead of time for them to peruse.** Barbro offered to send the list of registrants to interested Board members; **Wayne would like these, so Barbro will send them. Barbro will talk with incoming President Richard Speck about the need to invite fall conference Odysseans soon, as they need time to prepare.**

The conference registration fee increases to \$50 in fall. **Barbro will talk with Paul and Richard about how to make it clearer and easier for people to request scholarship aid when they register.** At the suggestion of the Planning Team, **we agreed to invite survivors to attend free of registration the conference at which their deceased partner will be remembered.**

Barbro plans to step back gradually from close involvement in conference planning after the Fall Conference. She will work with the executive committee and eventually attend meetings only as needed. Jon Claney has resigned as UURMaPA Tech Pro. He and Richard Speck may have ideas about who could take over, and conference co-chairs Jeff Briere and Sonya Sukalski are working on it as well. We need a tech expert not only for conferences, but also for other UURMaPA events. Barbro would welcome suggestions for qualified people.

Barbro thanked Board for all their help with conferences, and the Board thanked Barbro for her dedication and leadership.

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We took a bio /stretch break for 4 minutes.

UURMaPA/Retired Ministers Chapter Update:

Wayne reported that he and incoming UUA/UUMA Liaison Christine Robinson are working together on navigating the overlap of UURMaPA and the UUMA Retired Ministers Chapter and ways the two groups can collaborate. Wayne announced that 88 people responded to the Retired Ministers Chapter's survey, and about 25% of respondents reported some issues in their relationships with new ministers at their former congregations. About 12% reported issues in becoming involved in congregations they did not serve. The UURMaPA website includes the 2011 report of the UUMA Task Force on Retired Ministers, much of which is still relevant to these issues. Wayne suggested that he and Christine could be involved in helping to shape the training offered to mentors in our new UURMaPA mentorship program as that program evolves, and/or perhaps the Chapter might offer a pre-retirement program apart from the occasional program the UUA offers.

Joy noted that she, Fritz, and Ned - our Mentorship Task Force - will meet soon with the mentors of the pilot project, and will explore what issues mentees raised with regard to their relationships with their former congregations and the new ministers thereof. These issues could become part of mentorship training in future, perhaps bringing in people from the UUMA or UUA.

Ned shared onscreen what was covered in the pilot project mentor training. **He will send this out to the Board.** Fritz mentioned that mentors were also given a list of issues that might arise, including relationships with former congregations and the difficulties of letting go. He also reminded us that ministers vary greatly in when they let the UUA (and therefore UURMaPA) know they are retiring or have already retired.

Welcoming New UURMaPAns:

Along with his VP report, Ned had sent a draft invitation to the Welcome Event for new UURMaPAns, which will be in September. The new Board will set the date, and the event will be organized by incoming VP Charles Stephens. Richard Speck should be looped in, as the date will need to take into account the availability of our new Tech Pro, if Jon Claney has stepped down by that time.

Ned and Fritz will consult on a cutoff date for retirees to be sent a welcome letter and a gift copy of Eliza Blanchard's *The Seasoned Soul*. Ned will arrange with the InSpirit Bookstore for a July distribution of the book, and Fritz will supply the mailing addresses of the recipients.

Rainbow History Project:

Susan has heard from Mary Bernard at Skinner House, who reported that the manuscripts have been copyrighted and the contributors contacted. Skinner House expects that the book will - at last! - be published in about six months. We want to do a special book launch. If the book is ready in time for the Fall Conference, it would be great to do the launch then.

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Donations in Memory:

Joy has encountered several death notices that do not specify where donations in memory of the deceased should go. If the deceased was a minister, UURMaPA's \$50 donation goes to the UUMA endowment fund, but what about partners? After confirming that the Ministerial Relief Fund does indeed benefit partners as well as ministers, **we agreed that when no other recipient is specified, we will send UURMaPA's donations to the Ministerial Relief Fund, and note in the death notice that the fund benefits both ministers and partners.**

Retreat:

Susan has talked with Richard Speck, and he is leaning toward Bon Secours as the site for the Board's in-person retreat, but dates have not been set.

Meeting adjourned at 3:53pm Eastern - 2:53pm Central - 1:53pm Mountain - 12:53pm Pacific.

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

Reports for Board Meeting May 8, 2025

1) 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.
- ***I will be reaching out to the InSpirit UUA Bookstore soon to arrange for a July distribution of a gift book to new retirees. Fritz Hudson will provide the Bookstore with the address list. Here is the proposed wording to accompany the gift:***
Welcome to UURMaPA! We look forward to your active participation.
President Richard Speck on behalf of the entire Board

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

- ***Susan Rak will be representing UURMaPA at GA this June in Baltimore. I do not plan on attending.***

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.

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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.
- ***I reached out to prospective VP Charles Stephens to arrange a time to plan for smooth transition of VP tasks, including awards. We had a productive session, and I will be forwarding documents to him in the near future.***

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.
- ***At the April meeting, the Board recommended that this event take place in September, so Charles Stephens will take the lead in organizing it. I'll forward to him all my planning documents from prior years. Also, I've attached to the distribution message for this report a draft of the invitations for this event for Board review.***

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.

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- 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.
- ***Participated as a small group facilitator at the Spring Conference and appeared in Board transitions segment.***

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.
- ***Fritz, Joy and I met online to plan mentors' check-in meeting later this month, possibly on Wednesday, May 21.***

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2) Conference Coordinator's Report: Barbro Hansson

The spring conference ended two weeks ago, with all agreeing it was the best virtual conference so far. As you probably all know, this was Jon Claney's last conference as our Zoom Master and Tech Professional. We will need to recruit someone new for that role, and it sounded like Jon and Richard have ideas. Jon also indicated that he will be available to transition.

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

A record-breaking 200 individuals registered for the spring conference. Of those, five were in Canada and one was in Australia. Three of the 200 were non-member guests: Karen Hering, our theme presenter; Melanie DeMore, our featured musician; and Dea Brayden, who introduced Phyllis Morales.

One hundred seventy-one registered as ministers, and 28 as partners, with several registering as both minister and partner. One new member and her partner, and 13 seasoned UURMaPAns attended their very first virtual UURMaPA conference as guests. Nineteen registrants signed up to attend an in-person site: 12 for the Pod in Massachusetts and seven for the Pod in Delaware.

We received 86 overwhelmingly positive evaluation responses, representing 44% of registrants. All UURMaPA Board members should have received the collated evaluation responses. The planning team is meeting on May 9 to review evaluation responses. After that, we begin contacting those who expressed interest in joining the planning team for the fall conference.

In addition to the 12 of us who served on the planning team, there were about 50 individuals involved with the making of the spring conference. The planning team and the two odysseys received InSpirit gift certificates of \$25.00, and our UURMaPA treasurer is writing checks for honoraria and reimbursements. Each planning team member was reminded to send thank-you notes to the people they worked with, and Sonya, Jeff, and I divided up the rest between us.

Financially, the spring conference generated income exceeding expenses by \$871.00. The balance in scholarship donations after awards and charges totaled more than \$1,200.00. The income and expenses report is included in a separate document.

Susan Smith, who joined the planning team after the fall 2024 conference, stepped in as Scribe when David McFarland needed to focus on health and family. In addition to being a fabulous scribe, she is an organizer par excellence, and her role now includes historian and librarian. She has begun developing a way to organize and archive conference documents, and I am thrilled.

With Sonya and Jeff continuing as Co-Conveners, and Susan serving as Scribe/Historian/Librarian, I am confident that UURMaPA conferences are in competent hands with individuals who know what they are doing.

With a view to the future, here are the dates for future conferences.

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

UURMaPA Virtual Spring 2025 Conference

Total of 200 Individuals Registered

Income & Expense Report

*Income

175 Paying Registrants at \$45.00/person

\$7,875.00

170 with US funds and 5 with Canadian funds

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Expenses

Virtual Producer		\$5,500.00
Pre-conference production	\$4,500.00	
Zoom Hosting	+ \$1,000.00	
Tech Support for Presenters		\$106.40
Van Becelaere R/T Mileage	\$106.40	
Theme Speaker		\$500.00
Featured Musician		\$500.00
**System Charges (80.32% of \$216.00)		\$173.49
***Stripe Fee		\$223.75
Charge for 170 US regs = \$1.27/pers	= \$215.90	
Charge for 5 Canada regs = \$1.57/pers	= \$7.85	
Planning Team Expenses		+ <u>\$ 0.00</u>
Total Expenses		<u>\$7,003.64</u>
BALANCE		\$871.36

Scholarship Donations

Amount Received (19.68% of total amount)		\$1,550.00
Charges		
*System Charges (19.68% of \$216.00)	\$42.51	
**Stripe Fee (\$252.55 - \$223.75)	\$28.80	
Scholarships Awarded: 6 at \$45.00	+ <u>\$270.00</u>	
Total Charges		<u>\$341.34</u>
Balance of Scholarship Donations		\$1,208.69

**Total payments came to \$9,425.00, of which 80.32% was for registrations and 19.68% was toward scholarship donations.*

***System Charge: A total of \$216.00 was charged by planningcenteronline, of which 19.68% relates to the amount of scholarship donations.*

****Stripe Fee: A total of \$252.55 was charged as a third-party processing fee. The total third-party processing fee for 170 US registrants amounted to \$215.90, and for 5 Canadian registrants, it was \$7.85. The remaining balance of the third-party processing fee is \$28.80, which is allocated to scholarship donations.*

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3) Passages Coordinator's Report: Joy Atkinson

Since the last Board meeting, I have sent death notices for two partners: Donna Clifford (1949-2025), wife of the late Rev. Dorothy Emerson, and Carole Green (1935-2025), wife of the late Rev. Robert Green. They will be missed. Notices will be sent shortly for three other partners when I receive further information: Dorothy Kjelshus, wife of the late Rev. Bjarne (Ben) Kjelshus, Maia Williams, wife of the Rev. Wyman Rousseau and Carl Haag, husband of the Rev. Susan Haag.

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4) Treasurer's Report: Paul Johnson

As I have been in New York for my daughter's wedding, it has not been opportune to submit my entire Excel report, which I will send to you sometime after May 22. I will give you this rundown of where we stand as of April 30:

Checking 22,371.30

Money Market 19,254.47

Contributions 630

Registrations 3,122.61

Expenditures totaled 165

(115.00 for handling registrations as numbers had increased. We are charged a larger base fee. 50 for memorial gift).

I also filed our annual 990 information form. The IRS requires that it be filed electronically using one of their contractors. I used TaxACT. They would not accept a debit card so I had to use my personal credit card for 129.00.

NOTE: Treasurer's spreadsheet Report follows after last Board Member Report (next page)

UURMaPA: Report to Board of Directors

Connections Coordinator Fritz Hudson – May 8, 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.

> Fritz has

1. sent Jaco May Directories for publication.
2. sent Ann Marie a guide and templates for Directories Preparation using Planning Center's data and Microsoft Excel tools.

> Remaining challenges:

1. The Directory preparation process currently being used is multi-phased, time-consuming and best done with editorial back-up. Ann Marie will evaluate the process and make recommendations for improvements to the 2025-26 Board.
2. Requirements and resources for converting our website to provide personal-password-protected access to Planning Center records and tools remain undetermined.

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
Central 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: 1

Virginia

Areas with Uncertain Connector ProspectsActivity: 17

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

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 Open to New Participants

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

Program Invitations

Program Welcomes sent to date: (July 1 - **May 7**): Ministers **22**; Partners 11

Income & Expenses - May 2025 Report (through April)		Jan	Feb	March	April		2025 Total	Budget vs. Actual	
	2025 Budget								
INCOME									
Member Donations	\$9,000.00	\$4,780.00	\$1,230.00		\$630.00		\$6,640.00		
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	\$3,122.61		\$9,269.24	66.45%	
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	\$3,752.61				
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								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		\$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								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		\$450.00	\$50.00			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	\$115.00			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	\$165.00				
Total Expense	\$42,320.00	\$7,483.99	\$1,544.99	\$927.59	\$165.00				
Profit/Loss	-\$8,430.00	-\$895.38	\$3,213.79	\$4,179.16	\$3,587.61				
Ending Account Balance									
Endowment		\$109,670.33	\$111,653.14	\$111,653.14	\$109,500.00				
Money Market		\$19,252.19	\$19,252.86	\$19,253.68	\$19,254.47				
Checking		\$12,390.74	\$15,604.53	\$19,783.69	\$23,371.30				
Total		\$141,313.26	\$146,510.53	150,690.51	\$152,125.77				
Income & Expenses - May 2025 Report (through April)	2025 Budget	Jan	Feb	March	April		2025 Total	Budget vs. Actual	