

## UURMaPA Board Zoom Meeting — June 12, 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

**Incoming Board Members:** Richard Speck, Charles Stephens, Janet Tillman (Christine Robinson was unable to join us.)

**Joining for part of the meeting:** Ann Marie Alderman

**Opening:** Susan called the meeting to order at 2:05pm Eastern - 1:05pm Central - 12:05pm Mountain - 11:05am Pacific. She lit a chalice and read "Desert Flowers," from *Seeds of a New Way*, edited by Manish Mishra-Marzetti and Nancy McDonald Ladd.

**Agenda Review:** Susan had sent a revised agenda; no additions were made.

**Check-in** followed.

**Consent Agenda** was accepted.

### **Conferences:**

1) *Evaluations:* Barbro had sent the evaluation summary from the Spring Conference, and asked for the Board's responses. We noted that attendees' evaluations were overwhelmingly positive. Respondents especially liked the Odysseys, the story-telling, David Bumbaugh's "straight-up UU" worship service, and, perhaps surprisingly, the "UURMaPA in the Loop" sessions. Attendance for the concert was lower than for other sessions; planners may wish to revisit the concert idea. There may be too many Connecting Room sessions, and the quality of facilitation was uneven, but that experience may encourage folks to join an ongoing small group.

2) *Theme suggestions* for future conferences from the evaluations fell into several broad categories: aging in retirement (10); activism/politics (7); theology/ministry (5); "Simplify, savor, and serve" from Scotty McLennan's *Odyssey* (4); sharing stories (3). The Planning Team will hold a theme retreat later this month to work on the theme for the Fall Conference. Board members are invited to participate; **let Barbro know if you are interested.**

3) *Odysseys:* Barbro reminded us that Odysseans (one minister, one partner) for the Fall Conference need to be invited soon. **Richard asked Board members to send him suggestions.**

4) *Zoom tech:* Jon Claney has retired as our Zoom master - now to be called our Zoom showrunner. Barbro, Jon, and Richard are working on a job description. **The Board agreed to have the Planning Team executive team form a search committee to bring a candidate to the Board, who will do the formal hiring.**

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5) *Rainbow History Project*: Susan noted that while Skinner House hopes to have the Rainbow History book published in time for the Fall Conference, uncertainty abounds, so the Planning Team shouldn't count on it. Richard (or someone he designates) will take over from Susan as liaison with Skinner House. Susan also reminded us that Dorothy Emerson initiated the project, with Phyllis Hubbell stepping up to move it forward after Dorothy's death.

6) *Worship*: Board members have right of first refusal for leading the opening and closing worship services. **Richard will put this item on the agenda for our July board meeting.**

7) *Financial assistance*: The registration fee will be \$50 for the Fall Conference. Paul reported that the special financial aid fund authorized by the Board has been set up, so we now have two endowment funds - general and scholarship. All who request aid will have their registration fee waived. Those attending a pod may request an additional \$50 reimbursement to help cover expenses. Paul will handle these reimbursements. **The Board agreed with the Planning Team's request to designate one of their members (probably from the executive team) as Registrar.** The Registrar will be empowered to grant registration fee waivers and will notify the Treasurer. Registration will go live on August 6.

*We took a two-minute stretch break.*

### **Connections:**

Membership Coordinator Ann Marie Alderman joined us for this discussion.

1) *Welcoming new UURMaPAns*: As part of his report, Fritz included a proposal from Ann Marie Alderman, Janet Tillman, and himself for changing our on-boarding procedures for new members. Fritz gave some background and explained the need to consolidate and streamline welcoming activities. **After a friendly amendment from Ned added "mailing out gift books" to the proposal, the Board agreed to adopt the new policy and procedures.** Here is the text:

#### UURMaPA NEW MEMBER ON-BOARDING

Policy & Procedure Revision Proposal

Approved by the Board, June 12, 2025

1. We deem a minister or partner to become a UURMaPA member upon either
  - the date entered as their "Date of Retirement" in the minister's "Notice of Intent to Retire" filed with the UUA Transitions office, or
  - the date a UUA-fellowshipped minister affirms as their "Date of Retirement" in a written notice received by the Membership Coordinator.
2. We request that the UUA Transitions office send copies of all "Notices of Intent to Retire" to our Membership Coordinator as they are received.

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3. Within a month of having received written notice of a minister's retirement or intent to retire, the Membership Coordinator will email the minister and their partner notice that they have been entered into UURMaPA's membership records and will begin receiving all membership communications.
- 4a. Within a month following a minister's Date of Retirement, the Membership Coordinator will forward copies of the notice establishing that date to:
  - the Passages Coordinator, and
  - the Connections Coordinator.
- 4b. Within a month of receiving these notices,
  - the Passages Coordinator will send a hand-written welcoming note to both the minister and the partner, and
  - the Connections Coordinator will send a welcoming email to both the minister and the partner outlining UURMaPA's program opportunities, inviting responses of interest, and introducing their Local Area Connector (if active).
5. Each updated Website Directory the Membership Coordinator prepares will include entries for all new UURMaPAs whose Date of Retirement precedes the Directory's publication date.
6. At the submission deadline for each *Elderberries* edition, the Membership Coordinator will send the *Elderberries* Editor the names of new UURMaPAs whose Date of Retirement precedes that edition's publication date.
7. In preparation for the annual New UURMaPAN Ingathering and the mailing out of gift books, the Membership Coordinator will send the Vice-President the names and email addresses for all UURMaPAs who have entered membership since the prior Ingathering.

2) *Condolences*: At one time, the President wrote a welcome letter to new members and notes of condolence when a member dies. Now the Connections Coordinator writes the welcoming letter. In response to a question from Richard, Susan realized that the condolence letters have fallen through the cracks. The writing of condolence letters, noting that UURMaPA has made a donation in honor of the deceased, should be on the agenda for a future board meeting.

3) *Directory*: Fritz and Ann Marie reported that it is still time-consuming and difficult to update the membership directory in such a way that it can be posted on the website. Until we find an efficient way of creating a directory, the goal of monthly updates is too ambitious. **The Board agreed to quarterly updates for the present. Richard will work toward a solution.** Janet suggested that once issues have been resolved, Zoom classes could be offered on how to access the data.

At this point, Ann Marie and Janet left the meeting, and we returned to:

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### Conferences, part two:

- Barbro noted that for the Fall Conference, the Board will need a slot for presenting the Creative Sageing and Unsung UURMaPA awards.
- There will also be a slot for UUA/UUMA programming. What might that include? We might want an update on the changes to the targeted ministry program, which began as a co-project of Transitions and UURMaPA, but which has now evolved and broadened.
- Barbro asked whether Richard Nugent and/or his staff would be doing a Zoom program on finances apart from the conference, as was done last year.

Incoming Board member Christine Robinson will be coordinating some of these programs in her role as UUA/UUMA liaison. Wayne offered to assist her as needed in making contacts.

### UUMA Retired Ministers Chapter:

Wayne sent us the results of the chapter's survey on relationships between retired ministers and serving colleagues. He's happy to have Board members send him comments or questions.

### Farewells:

Outgoing Board members Susan, Ned, Fritz, and Wayne shared brief reflections on their time on the Board. Much gratitude to them for their wisdom, creativity, and commitment.

**Meeting adjourned** 4:05pm Eastern - 3:05pm Central - 2:05pm Mountain - 1:05pm Pacific

**Next meeting:** Thursday, July 17, at 2pm Eastern - 1pm Central - 12pm Mountain - 11am Pacific

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## REPORTS FOR JUNE 12 MEETING

### 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 us at GA this June in Baltimore. I don't plan on attending.

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### 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.
- 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 the treasurer send her a \$500 check.
- ***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.***
- ***I will reach out to Marni and Wendy to see if either of them would like to continue to work with Charles on the Creative Sageing Award committee.***

#### 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 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 a register link for the event.
- Welcome event took place on Zoom on July 15 with over 50 members participating, including 18 new members.

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- *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.*

### 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 groups.
- 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.

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- ***Fritz, Joy and I met online to plan mentors' check-in meeting later this month, which took place on Monday, May 19. I will continue to be part of this task force during the coming year.***

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### **2) Conference Liaison's Report - Barbro Hansson**

*As we put the Spring 2025 Conference behind us, I look forward to reviewing evaluation responses with the Board, answering any questions you may have, and receiving feedback and suggestions.*

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

We've held 10 virtual conferences since 2020, all with small group connecting rooms and sometimes breakout groups connected to the theme presentation. The feedback has been mixed. Some connecting rooms function quite well while others do not, leaving people frustrated and wanting. I have come to believe that UURMapA's ongoing Connection and Focused Support Groups offer better venues for connections that deepen relationships, and I hope the Board can encourage more UURMaPAns to sign up and try them out.

Even though only 86 out of 200 registrants completed an evaluation, the responses and feedback are both helpful and enlightening. I was struck by what was most well-received and appreciated by attendees. Hearing and sharing stories are at the center of what draws people to attend our virtual conferences:

1. Scotty McClellan Odyssey
2. Mini-Stories organized by Wayne Walder
3. Phyllis Morales Odyssey
4. UURMaPA In the Loop
5. Ingathering Service with David Bumbaugh
6. UURMaPA Transitions
7. Remembrance Service with Worship Team

Susan Smith kept track of “attendance” and shared how many screens were logged in during each session:

1. Session IV - Theme Presentation = 141
2. Session VII - Scotty McClellan Odyssey = 140
3. Session I - Ingathering = 131
4. Session II - Phyllis Morales = 123
5. Session V - Mini-Stories = 116
6. Session VI - Remembrance Service = 110
7. Session VIII - Final Connecting Rooms and Closing Worship = 105
8. Session III - Concert with Melanie DeMore = 93

As conference planning continues to evolve, we strive to offer programming that is relevant, meaningful, and inspiring.

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### Fall 2025 Conference -October 20-22: Theme to be announced

The planning team has now begun its work on the fall conference with Sonya Sukalski and Jeff Briere as co-conveners, and the Executive Team has expanded to include Susan Smith. Here is what you need to know and what I hope we will have a chance to discuss at the June Board meeting:

- Richard suggested that the Executive Team form the search committee for a new Zoom Master. We are currently in the process of creating a job description, and Richard has reached out to Janette Lallier, who may have names of people who might be qualified. Once a qualified candidate has been identified, we will present them to the Board for hiring. I want to make sure this is agreeable to all Board members.
- Theme possibilities include:
  - Faithful Stories.
  - Wayne Walder mentioned the changes in the central narrative of the US and of UUism and the need to ask what is "the new narrative."
  - Artificial Intelligence
  - If published before the conference, the Rainbow History Project.
- Do we have an update on the publishing of the Rainbow History Project? Phyllis Hubbell received the 2021 Unsung UURMaPA award for being the visionary who launched the Rainbow History project, with Diana McLean as the editor. If it is published before the fall conference, does the UURMaPA Board want to feature a presentation about it?
- Sonya Sukalski, Jeff Briere, Susan Smith, and I are planning to hold a theme retreat later in June (post GA) to hone in on a theme for the fall conference, and we invite interested Board members to join us. We'll also discuss the idea of "mega" themes and what that means. Please let me know if you are interested in participating.
- Board members have the "right of first refusal" to lead the opening and the closing worship services. It's not too soon to step up or decline. I would like to know who is interested and can commit. Joan van Becelaere is the worship coordinator and is assembling a worship team.
- The registration fee for the fall conference is set at \$50 per person. Anyone needing financial aid for the registration fee will receive a \$50.00 award.
- We need to fine-tune the process for requesting financial aid and make sure our publicity is clear about the difference between financial aid toward the registration fee and reimbursements for expenses to attend a regional, in-person pod.
- What is the status of the Financial Aid Fund?
- What amount of reimbursement will be permitted for regional, in-person pod attendees? Paul Johnson will handle all reimbursement requests
- The planning team would like to establish a Registrar who will handle requests for financial aid toward the registration fee. The person in this role needs to be tech-savvy and familiar with the virtual World of Zoom, as well as have some experience with UURMaPA's virtual conferences.

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- The registration site will go live on August 6 or shortly thereafter.
- UURMaPA Board programming during the fall conference will include:
  - UURMaPA In the Loop, or whatever the new Board titles it.
  - Award presentations for UURMaPA Unsung Hero and Creative Sageing.
  - Rainbow History Project, if published in time for the conference.
  - Other ...
- The fall conference will include programming featuring UUA and UUMA.
- What about an update on the Ministerial Transitions office and staff?
- Do we need to include any update about the Targeted Ministry Program?
- Will the Board set up a special Zoom event featuring retirement finances with Richard Nugent and his staff?

### With a view to the future:

Spring 2026 Conference - April 27-29

A virtual retreat is planned for September to begin the process of establishing a theme for the spring 2026 conference and connect with Odyssey presenters. Interested Board members will be invited to join.

Fall 2026 Conference - October 19-21

Spring 2027 Conference - April 5-7

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### 3) Passages Coordinator's Report - Joy Atkinson

Since the last Board meeting, I have sent death notices to the membership regarding the following beloved ministers and partners: the Rev. John Rex (1940-2025), the Rev. Joyce Smith (1928-2025) and Carl Herbert Haag, partner of the Rev. Carol Haag. They will be missed. I have also been informed of the recent deaths of the Revs. Marjorie (Sams) Montgomery and Richard Boeke, and will send notices for when I receive further information from the UUA.

The Task Force on the pilot mentoring program (Fritz, Ned and myself) met to discuss the meeting we held with the mentors just before the last Board meeting. We learned that the connections between mentors (UURMaPA members of a least one year, and mentees (newer members of UURMaPA) have been fruitful, and we discussed ways of “institutionalizing” this program in the future, for new retirees who choose to participate. We believe we should wait until the pilot program is over next March before starting with a new group, and thence have two to three groups begin per year, based on the level of interest among newer UURMaPans. Since Fritz and Ned are going off the Board, I would like to work with two other Board members to help oversee this program, or perhaps one Board member and one other member of UURMaPA. I am hoping we can discuss the program further at our retreat. I expect to meet with mentors to assess the program again in three or four months.

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### 4) Report of the Liaison for UUA/UUMA Relations - Wayne Arnason

For this final report of my tenure, I took the time to go through four years of previous reports to remind myself how far we've come in the territory that I cover in my very loosely defined Board role. As with children that you raise day by day but don't notice until you look at previous photos how much they have changed, I was astonished by all the things that saying yes to this position opened up for me as areas of service and leadership for UURMaPA. Here's a summary:

- In my formal role as a member of the Advisory Committee to the Office of Church Staff Finances, we have been through interpreting the change from TIAA to Empower, a new iteration of Compensation Guidelines, a revision of template contracts, the aftermath of the pandemic, and the realization that all of this is relevant to retirees who keep being asked to work and who say yes to those invitations.
- We decided to take a new step in the long discussion about whether UURMaPA should be a UUMA chapter or have a covenant or continue to be a primarily social and continuing education group for our members. We became clear that UURMaPA leadership did not want to create a chapter but would be supportive of that leadership arising elsewhere. After focus groups and discussion, we concluded that enough of our members did not want to go through the process of creating a covenant.
- As a consequence of the covenant discussion, and our Board's personal anti-racism work through shared reading and conversation, I was one of the leaders in proposing a change in our statement of purpose which was accepted by the Board. The intention of the change was to signal our awareness that becoming welcoming and inclusive of the diversity of our membership was a commitment that UURMaPA takes seriously and should be reflected in our programming.

As a further signal of the commitment, I proposed, and we adopted a budget line item supporting DRUUMM through their annual worship service. I hope we remain open to considering scholarship support for retired colleagues to attend DRUUMM and UUA events.

- My Board service was marked by several losses, including my mother and my dear friends Rob and Janne Eller-Isaacs. Another colleague's death brought me into a larger relationship with the Conference Planning Team. Mark Ward was supposed to coordinate the Odysseys for Fall 2022, and I stepped in to take his place after his death. I had experience with the Planning Team already arranging for UUA and UUMA staff to attend and participate as requested, but this was a more demanding role outside my usual Board duties. I can never say no to Barbro so when she asked me to play a new role with the Planning Team, as the first Chaplain Coordinator, I began that new task that has now been built into the job description of this Board position, as a component of the

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UURMaPA Chaplain role replacing the Good Offices Person role which is transferring over to the Chapter.

- Speaking of the Chapter, it happened (!! ) – without UURMaPA leadership but with important UURMaPA support. Obviously, there are overlapping people attending and I have been one of them. This has allowed me to pursue a passion of mine that was not appropriate for my UURMaPA Board role – considering updates to the UUMA Guidelines that describe and affect retired ministers. That project, undertaken with Christine Robinson and others, has morphed into a larger conversation that **has been** appropriate for my UURMaPA Board role, and that in fact was raised by Leslie Takahashi when we met with her three years ago: the collegial relationships we have across the generations and in the diverse roles of ministry that we have. This is an ongoing project that you will stay in touch with through Christine after I conclude my Board service.
- I have been UURMaPA's Good Offices person and as we conclude this year and begin a new one that role is expanded and given over to the Chapter. I am now part of a three person team offering Good Offices services to and about Retired Ministers. This role has brought me steady requests for advice, support, and intervention which is only expanding because I have a higher profile within UUMA as a leader in this conversation with various kinds of settled ministers. I enjoy the Good Offices role and feel good about how I have been available to colleagues over these last four years and that I can continue for a while longer under the auspices of the Chapter.

I look forward to the chance to say more about leaving Board service in my concluding comments at our June 12 meeting. It's been a pleasure and an honor to serve, and I am delighted that Christine Robinson, who has a lot of continuity with projects important to both of us, will be stepping into the role.

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### **5) *Elderberries* Editor's Report - George Buchanan**

I have been delayed in preparing the May *Elderberries* issue. I hope the electronic edition will be available 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.

# UURMaPA: Report to Board of Directors

Connections Coordinator Fritz Hudson – June 11, 2025

(New Information in Red)

## DELEGATED-PROJECT ACTIVITIES

New Member On-Boarding: The Board's Policy & Procedure (adopted January 2024) allocates responsibilities for New Member On-Boarding among various Board members. On the basis of 18 months' experience with this procedure, Connections Co-ordinators Fritz Hudson (outgoing) & Janet Tillman (incoming) and Membership Coordinator Ann Marie Alderman propose a revision of this allocation (appended below.)

## CORE ACTIVITIES

### Area Connectors

Areas with Connectors: 22

|                                     |   |  |   |
|-------------------------------------|---|--|---|
| <i>Eastern Canada</i> .....         | Wayne Walder                            | <i>Western Carolinas</i> .....               | Lisa Schwartz   |
| <i>Maine</i> .....                  | Lucy Ijams                              | <i>Southwest</i> .....                       | Jonalu Johnstone  |
| <i>New Hampshire</i> .....          | Nadine Swahnberg                        | <i>Heartland North &amp; South</i> .....     | Fred Wooden   |
| <i>Vermont</i> .....                | Brendan Hadash                          | <i>Central Midwest North &amp; South</i> ... | Marcia Marino   |
| <i>Metro NY/NJ</i> .....            | Ann Marie Alderman                      | <i>Prairie Star North</i> .....              | Roberta Haskin  |
| <i>Joseph Priestley North</i> ..... | Paula Maiorano                          | <i>Prairie Star South</i> .....              | Diane Miller, Sarah Voss                                |
| <i>St. Lawrence</i> .....           | Dick Gilbert                            | <i>New Mexico</i> .....                      | Christine Robinson,<br>Gary Kowalski, Claudia Elferdink |
| <i>Ohio-Meadville</i> .....         | Janet Newman                            | <i>Western Canada</i> .....                  | Linda Horton, Carl Ulrich                               |
| <i>Virginia</i> .....               | Fritz Hudson                            | <i>Washington/Alaska</i> .....               | Julie Aegerter  |
| <i>Florida</i> .....                | Bob Murphy,<br>Eleanor/Peter Richardson | <i>Oregon/Idaho</i> .....                    | Suzie Matranga-Watson                                   |

Areas with Identified Connector Prospects: 2

*Joseph Priestley South*                      *Northern California Inland*

Areas with Uncertain Connector Prospects/Activity: 12

|                        |                            |                                  |
|------------------------|----------------------------|----------------------------------|
| <i>MassBay North</i>   | <i>Connecticut Valley</i>  | <i>Arizona/Nevada</i>            |
| <i>MassBay South</i>   | <i>Eastern Carolinas</i>   | <i>Northern California Coast</i> |
| <i>Ballou Channing</i> | <i>Mid-South/Tennessee</i> | <i>Southern California</i>       |
| <i>Central Mass</i>    | <i>Rocky Mountains</i>     | <i>Overseas</i>                  |

Connector Support: In May, I reported "The Website Directory preparation process currently being used (based on the Planning Center Database), is multi-phased and time consuming . . . (Membership Coordinator) Ann Marie Alderman will evaluate the process and make recommendations for improvements to the 2025-26 Board." In the Interim, Ann Marie and I propose that the publication schedule for updated Website Directories be reduced from monthly to quarterly, on the following dates: August 1, November 1, February 1, May 1.

### General-Interest Zoom Groups

|  |    |
|--|----|
| * Total groups reported .....                    | 12 |
| * Total participants reported .....              | 69 |
| * UURMaPAns referred to prospective groups ..... | 1  |
| * UURMaPAns awaiting referral to a group .....   | 0  |

## Focused-Interest Zoom Groups

### Ongoing 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

### Proposed Groups Seeking Participants

- \* *Writing for Witness as Resistance* - Convenor: Gail Collins-Ranadive
- \* *Atlanta GA Area Retired UU Clergy* - Convenor: Jeff Jones

## Program Invitations

- \* Program Welcomes sent to date: (July 1, 2024 - June 11, 2025): Ministers 32; Partners 16

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# UURMaPA NEW MEMBER ON-BOARDING

## Policy & Procedure Revision Proposal

*Proposed June 11, 2025 by*

- *Connections Coordinator Fritz Hudson*
- *Membership Coordinator Ann Marie Alderman*
- *Connections Coordinator Nominee Janet Tillman*

1. We deem a minister or partner to become a UURMaPA member upon either
  - \* the date entered as their "Date of Retirement" in the minister's "Notice of Intent to Retire" filed with the UUA Transitions office
  - or
  - \* the date a UUA-fellowshipped minister affirms as their "Date of Retirement" in a written notice received by the Membership Coordinator.
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3. Within a month of having received written notice of a minister's retirement or intent to retire, the Membership Coordinator will email the minister and their partner notice that they have been entered into UURMaPA's membership records and will begin receiving all membership communications.
- 4.A. Within a month following a minister's Date of Retirement, the Membership Coordinator will forward copies of the notice establishing that date to:
  - \* the Passages Coordinator, and
  - \* the Connections Coordinator.
- B. Within a month of receiving these notices,
  - \* the Passages Coordinator will send a hand-written welcoming note to both the minister and the partner, and
  - \* the Connections Coordinator will send a welcoming email to both the minister and the partner outlining UURMaPA's program opportunities, inviting responses of interest, and introducing their Local Area Connector (if active).

5. Each updated Website Directory the Membership Coordinator prepares will include entries for all new UURMaPAn whose Date of Retirement precedes the Directory's publication date.
6. At the submission deadline for each Elderberries edition, the Membership Coordinator will send the Elderberries Editor the names of new UURMaPAn whose Date of Retirement precedes that edition's publication date.
7. In preparation for the annual New UURMaPAn Ingathering, the Membership Coordinator will send the Vice-President the names and email addresses for all UURMaPAn who have entered membership since the prior Ingathering.

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This Proposal is offered to supplant the Policy and Procedure adopted by Board– January 18, 2024, as follows:

1. *We deem a minister or partner to become a UURMaPA member upon our receipt of the minister's "Notice of Intent to Retire" (Notice) filed with the UUA Transitions office (irrespective of the dates they indicate for "Date of Retirement", "recognition in the UU World Milestones" or "appearance in the service order Service of the Living Tradition.")*
2. *We request that the UUA Transitions office send, by the 20th of each month, copies of received Notices to:*
  - \* the Membership Coordinator*
  - \* the Connections Coordinator*
  - \* the Connections Assistant*
3. *We direct that the Membership Coordinator*
  - \* enter into the data base the contact information for all filers of Notices so as to receive all UURMaPA mailings sent on or after the 1st of the following month*
  - \* forward an updated Membership Directory and Area Connections Directory to the Webmaster for posting by the 1st of each month.*
4. *We direct that the Connections Coordinator,*
  - \* by the 15th of the month following receipt of Notices, send each new UURMaPAn an email notice of upcoming opportunities to engage with UURMaPA (eg. support groups, conferences, Elderberries)*
  - \* by each Elderberries deadline date, send the Editor a list of all new UURMaPAn whose Notice "Date of Retirement" is prior to the Elderberries publication date.*
  - \* by the date set by the Vice-President, send to them the names and contact information of all this year's new UURMaPAn*
    - to invite to the Annual Welcoming Program*
    - to receive the gift authorized by the Board of Directors*
5. *We direct that the Connections Assistant, by the 15th of the month following receipt of Notices, send a hand-written personal welcome note to each colleague & partner listed on the Notices*
6. *We direct that the Elderberries Editor publish the names of New UURMaPAn in the edition immediately following the "Date of Retirement" entered in their Notice.*

| 2025 Income and Expenses<br>JUNE Report (through May) | 2025 Budget        | Jan               | Feb               | March             | April             | May               | 2025 Total | Budget vs. Actual |        |
|-------------------------------------------------------|--------------------|-------------------|-------------------|-------------------|-------------------|-------------------|------------|-------------------|--------|
|                                                       |                    |                   |                   |                   |                   |                   |            |                   |        |
| <b>INCOME</b>                                         |                    |                   |                   |                   |                   |                   |            |                   |        |
| 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        | \$73.09           | \$9,342.33 | 66.97%            |        |
| 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         |                   |                   |                   |                   |                   |            |                   |        |
| <b>Total Regular Income</b>                           | <b>\$33,890.00</b> | <b>\$6,588.61</b> | <b>\$4,758.78</b> | <b>\$5,106.75</b> | <b>\$3,752.61</b> | <b>\$73.09</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>                                    |                    |                   |                   |                   |                   |                   |            |                   |        |
| Attendee Fee Refunds                                  | \$0.00             |                   |                   |                   |                   |                   |            |                   | 0.00%  |
| Conference Registration Fees                          | \$2,440.00         |                   |                   |                   |                   |                   |            | 0.00%             |        |
| Speakers                                              | \$1,000.00         |                   |                   |                   |                   | \$500.00          |            | 0.00%             |        |
| Music                                                 | \$500.00           |                   |                   |                   |                   | \$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         |                   |                   |                   |                   |                   |            |                   |        |
| <b>Total Conferences</b>                              | <b>\$17,440.00</b> | <b>\$5,500.00</b> |                   | <b>\$300.00</b>   |                   | <b>\$1,000.00</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>  |                   |                   |                   |                   |                   |            |                   | 0.00%  |
| <b>Communications</b>                                 |                    |                   |                   |                   |                   |                   |            |                   |        |
| Elderberries Publication                              | \$5,000.00         |                   | \$1,512.99        |                   |                   | \$2,025.35        |            | 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>                           | <b>\$7,800.00</b>  |                   | <b>\$1,512.99</b> |                   |                   | <b>\$2,025.35</b> |            |                   | 0.00%  |
| <b>Other Expenses</b>                                 |                    |                   |                   |                   |                   |                   |            |                   |        |
| 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          | \$50.00           | \$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%             |  |
| <b>Total Other Expenses</b>                           | <b>\$5,555.00</b>  | <b>\$450.00</b>   | <b>\$32.00</b>    | <b>\$627.59</b>   | <b>\$165.00</b>   | <b>\$50.00</b>     |            |                   |  |
|                                                       |                    |                   |                   |                   |                   |                    |            |                   |  |
| <b>Total Expense</b>                                  | <b>\$42,320.00</b> | <b>\$7,483.99</b> | <b>\$1,544.99</b> | <b>\$927.59</b>   | <b>\$165.00</b>   | <b>\$3,075.35</b>  |            |                   |  |
| <b>Profit/Loss</b>                                    | <b>-\$8,430.00</b> | <b>-\$895.38</b>  | <b>\$3,213.79</b> | <b>\$4,179.16</b> | <b>\$3,587.61</b> | <b>-\$3,002.26</b> |            |                   |  |
|                                                       |                    |                   |                   |                   |                   |                    |            |                   |  |
| <b>Ending Account Balance</b>                         |                    |                   |                   |                   |                   |                    |            |                   |  |
| Endowment                                             |                    | \$109,670.33      | \$111,653.14      | \$111,653.14      | \$109,500.00      | \$89,420.00        |            |                   |  |
| Money Market                                          |                    | \$19,252.19       | \$19,252.86       | \$19,253.68       | \$19,254.47       | \$19,255.29        |            |                   |  |
| Checking                                              |                    | \$12,390.74       | \$15,604.53       | \$19,783.69       | \$23,371.30       | \$20,369.04        |            |                   |  |
| <b>Scholarship Fund</b>                               |                    |                   |                   |                   |                   | 20,132.00          |            |                   |  |
| <b>TOTALS</b>                                         |                    | <b>141,313.26</b> | <b>146,510.53</b> | <b>150,690.51</b> | <b>152,125.77</b> | <b>149,176.33</b>  |            |                   |  |
|                                                       |                    |                   |                   |                   |                   |                    |            |                   |  |
| 2025 Income and Expenses<br>JUNE Report (through May) |                    | Jan               | Feb               | March             | April             | May                | 2025 Total | Budget vs. Actual |  |
|                                                       | 2025 Budget        |                   |                   |                   |                   |                    |            |                   |  |