

NOTES from 2025 UURMaPA Board Retreat, August 18-20, 2025

Held at Bon Secours Retreat and Conference Center, Maryland

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

Reports, incl. Treasurer's, follow the meeting minutes.

Attending in person: Joy Atkinson, Barbro Hansson, Christine Robinson, Richard Speck, Charles Stephens, Janet Tillman

Attending on Zoom: George Buchanan (when he was able to be with us), Paul Johnson, Anne Marsh

Monday evening, August 18

Richard led an opening worship on the theme of inclusion.

We then reviewed the retreat agenda Richard had sent out. Joy asked to add an item on issues with clergy obituaries, and this topic was placed in Session II. No other changes were made to the agenda.

Barbro reported that she found an old UURMaPA brochure. It's very outdated, but might possibly be useful if revised and put on our website. **Barbro will send Richard a PDF of the brochure, and he will take a crack at revising it.**

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Tuesday, August 19—Session I

Opening:

Charles led an opening worship time, centered on our need for belonging, and identifying four aspects of this that many seek from UURMaPA: being seen, feeling connected, being supported, and being called to work for shared values.

1) UURMaPA Purpose statement and Board covenant:

The Purpose statement is our mission/vision, and the Board covenant is how we promise to treat each other. Our discussion focused mainly on the Purpose statement and the desire to have our goals for the year ahead reflect our UURMaPA purposes. We noted that "serving the interests" of our members is concerned mainly with larger issues of well-being. In thinking about the "informational communication" part of our Purpose, we noted that some members need technical help and support—some are uncomfortable with technology, some have cognitive issues. **Richard suggested that we develop and publicize a cadre of tech-savvy folks who can help others.** It was noted that the word "connecting" doesn't appear in the Purpose statement, even though it is woven into all we do. Rather than change the bylaws to add "connecting," we can consciously incorporate the connecting function. **Christine suggested including "strengthening connections" in our goals as Board for the year, and Richard expanded on this to say he would add "goals for the year ahead" to the agenda for our next regular Board meeting. As we choose these goals, we should be aware of which of our Purposes underlie each.**

2) What does UURMaPA do well?

- *Conferences!* Our Zoom conferences can include many more people at a reasonable cost. Our tech is getting better and the programs more engaging. Is there a way to make even stronger connections at conferences? Better facilitating and timekeeping help everyone participate, but ongoing small groups can go deeper. We will advertise these small groups at conferences. Those who don't want to participate in conference connection rooms should be asked to sign off before breakout groups are formed, so that groups can be assigned knowing how many will be in each group. Conferences also keep us connected to what's going on in wider UU world. Keeping us informed.
- *Stand-alone Zoom programs* for topics like finance have worked well. (We will discuss this topic further later in the retreat.)
- *Connections:* Small groups are going well, with more folks joining both the regular support groups and those with special foci. We are still working on having more area connectors reaching out. New chaplain-at-large program (to be discussed later in the retreat) should also help with connections.
- *Elderberries* is a good way to reach out to all, whether they attend conferences or not.
- *Keeping track of those who have died:* The Remembrance Service is a highlight at each conference, and brief death notices also help keep us connected. The Planning Team will invite survivors to attend the next conference (for free), especially the Remembrance service. **It was suggested that the Planning Team make the Remembrance Service open to all family members, regardless of age. Barbro will pass this idea along.**

3) What are we not doing so well?

- Reaching out beyond ourselves to action in the wider community
- Making suggestions to UUA/UUMA? Christine noted that she and Wayne Arnason have reached out to UUMA/UUA about issues in collegial relationships.
- Fundraising could be improved. On the conference registration form, we could add a button for a donation to UURMaPA as well as the button we already have for scholarship donations. **Goal for next year: ideas for improving fundraising.**

4) What does it mean to be a member of UURMaPA?

Financial contributions aren't an expectation of membership, and Paul reported that financial contributions come from a small percentage of members. Our most recent fundraising letter was late, but will go out earlier this year. We don't know for sure, but estimate that 200-400 of our 1400 members are active. All ministers who have filed their Intent to Retire and their partners automatically become members of UURMaPA unless they opt out, so it is not a conscious decision to join. Yet some feel more connected to UURMaPA than to any congregation. We are more like an extended family than a non-profit organization.

15-minute break here

5) What do I bring to UURMaPA Board?

Each of us shared a little about our journeys to UURMaPA and the experiences we bring to the Board.

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6) IDI (Intercultural Development Inventory)

Richard explained the IDI process, which is all online. Each of us would complete the instrument, followed by a private session with the facilitator, and then a group session for all of us. This process aims to deepens our understanding of oppression and our own biases. We had a lengthy and thoughtful discussion about whether to undertake the IDI. All agreed that the IDI would be valuable to each of us as individuals. But could what we learn about ourselves filter down to inform the organization as a whole? Would the Board's doing IDI help those UURMaPans who don't feel safe in our midst? Are there other strategies that might involve more of our members? What might we do that would address not just race, but other oppressions and marginalizations?

We talked about a common read open to all UURMaPans as one step in addressing the above issues. This common read could happen whether the Board does the IDI or not. Barbro suggested *Mistakes and Miracles*, edited by Nancy Palmer Jones and Karen Lin, and Joy suggested *Microaggressions in Everyday Life*, by Derald Wing Sue and Lisa Beth Spanierman. **Richard will find out who is in charge of diversity efforts at the UUA and will ask them for suggestions for a common read for UURMaPA.**

Other strategies to help everyone be seen, respected, and included could be: offering more financial assistance for conferences and providing information on other financial resources; making conferences and other programs accessible; raising awareness of class diversity; recognizing that current challenges to health care may put more of us in financial difficulties. Christine noted that we might ask of everything we do: How does this serve those on the margins? To that end, **new small groups could be formed to support those on the margins. Janet can put out the word to assess interest.**

Lunch Break

Session II:

1) IDI Continued:

As we continued our discussion of IDI, it was noted that there are sometimes generational differences in awareness of diversity issues. Retired ministers are not always in the loop about changes, and communication can be difficult.

When we took a straw poll, three people voted yes to going ahead with IDI, four voted no, and one abstained. George was not present, so we will hold off on a final decision until he has a chance to weigh in. Richard announced that UURMaPA will fund IDI for any who wish to do it, even if the Board as a whole does not.

2) UURMaPA Slot for Fall Conference:

We will have 30 minutes for "UURMaPA in the Loop," followed by 15 minutes of Q&A . Board members will update attendees on programs and goals we are focusing on this year. Richard will coordinate, and **we will finalize who will speak and for how long at our next board meeting.** Planning Team member Jeff Biere will facilitate the Q&A portion; Richard will handle most questions, or direct them to another Board member as needed.

We decided to move the presentation of the Creative Sageing and Unsung UURMaPA awards to the spring meeting to allow more time to choose the recipients. Christine will help Charles with the selection, and **he will ask last year's selectors if any wish to join them. Charles will put an article in *Elderberries*, send out an announcement, and do a short spiel in "In the Loop" asking for nominees.**

3) Zoom Master:

A search committee of Susan Smith (chair), Barbro (ex-officio), Sonya Sukalski and Jeff Briere (conference co-convenors), and Jef Gamblee) interviewed three people. Their unanimous choice was Cynthia Becker, whose resume Barbro had sent us. Cynthia has a wealth of experience, including working with older adults. She'll need to get up to speed on Planning Center. On a motion from the Planning Team, seconded by Barbro, we **voted unanimously to hire Cynthia A. Becker as our new Zoom Master.** Her starting date is September 1. **Barbro will talk with the Planning Team about recommending to the board that Jon Claney be asked to provide tutoring to Cynthia on Planning Center and that he be compensated for doing so.**

4) Sharing recordings of Odysseys with Meadville/Lombard:

Jeff Briere learned that the Meadville/Lombard archives is collecting Odysseys from various sources. We have recorded Odysseys since 2020. We decided **Barbro should ask Jeff Briere to go back to Meadville/Lombard and have them contact Richard for Odysseans' names. Then it will be up to Meadville to contact the Odysseans and ask whether they will give permission or not.**

15-minute break here

5) Encouraging UUA/UUMA participants to relate their conference presentations to our theme: Faith Behind Freedom

After much discussion, the consensus was that we would like denominational representatives to speak about what they are doing to help congregations and individuals resist authoritarianism and what resources are available. This fits with our Faith Behind Freedom theme. Although we usually hear from UUA and UUMA representatives, it may be that the UUSC could address the theme instead of or in addition to. Barbro noted that there are several summaries of our theme we could send to denominational participants: an *Elderberries* article about the historical background and one from Wayne Walder asking for mini-stories that connect with the theme, and a brief piece by Sonya Sukalski that Barbro read to us.

The UUA and/or UUMA may have other things they want us to know about, but we hope they can mainly focus on the theme of Faith Behind Freedom. **Christine will seek out UUA, UUMA, and/or UUSC people to invite.** We have a total of one hour for these presentations, which follow Richard's piece on the historical roots of Faith Behind Freedom. The denominational presentations could be live or pre-recorded, individual speakers or a panel. (Later in the retreat, we returned to this topic with the plan to invite UUA VP Carey McDonald to speak. See Session IV, item 1.)

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On other denominational issues, Christine reported that, after our last meeting, she contacted Patrice Curtis in Transitions about the Targeted Ministry Program. The program is now part of the regular transitional ministry process, which includes a more expansive list of short-term ministry opportunities. **Christine was asked to report on this during "UURMaPA in the Loop,"** rather than having Transitions do a presentation. Also, Barbro suggested **that Christine ask Richard Nugent to take five minutes in the conference to introduce himself and announce that there will be an upcoming stand-alone Zoom program on finances.**

6) Aid for conference attendees who are part of a pod:

At present, pod attendees can ask Paul for a \$50 reimbursement for expenses, plus a waiver of the \$50 registration. Next year, should we increase this amount to \$100? We have about \$21,000 in the scholarship endowment and can use 5% for these reimbursements, which is just over \$1,000. Seabeck attendees raise some of their own funds to help people attend that pod. Barbro suggested we might want to use a form for reimbursement requests. She noted that very few participants request registration waivers, but this will be easier to do with our new registration process, so that could change. **We decided to postpone a decision on the \$100 reimbursement and revisit it at our December meeting after we see how the fall conference goes.**

Wednesday, August 20—Session III

Opening:

Christine led a centering time inspired by the Mary Oliver's "one wild and precious life."

1) Return to IDI for George's input: George votes no, since there is no consensus, but he wants to be sure we continue deeper discussions of diversity goals. **Goals, including diversity and inclusion, are already on the agenda for our next meeting.** George suggested we give Sue Sinnamon a clear no on IDI. **Richard will contact Sue to let her know our decision and thank her.**

2) Obituary Issues:

Joy explained the current process: She sends out death notices she receives from the UUA, then Jay Atkinson creates lengthy obituaries for ministers and Eleanor Richardson for partners. The UUA also publishes longer clergy obituaries fairly soon after the brief notices come out. Eleanor is doing a good job with partner obits, but Jay has fallen far behind and would like help. After much discussion, we wondered if those writing obits for our conference Remembrance Services might be willing to be on a team with Jay to create longer obituaries. Sylvia Howe and Jan Carlsson-Bull are doing obits for the fall Remembrance Service and Karen Fowler did them last spring. **Barbro will check with conference worship coordinator Joan van Becelaere about this plan, and Joy will contact the Remembrance Service obit writers to see if they'd like to work on this project.** The team members would divide the obituaries among themselves and send their completed obits to George for *Elderberries* and Jaco ten Hove for the website. Jay would not edit others' work. We might want to add a few additional volunteers initially to help with the large backlog.

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Meanwhile, Joy will replace the death notices with UUA obits for now. These can be replaced later by longer obits from the team if/when these are completed. The goal is to have an obituary appear in the next *Elderberries* after the death, or within six months. George was asked about a word limit for *Elderberries* obits. There is no limit at present, but **George will think on this and suggest a word limit.** Sometimes we don't hear about deaths of partners, since the UUA doesn't track these. Area Connectors may be a good source. **Janet will email Area Connectors and ask them to let Joy know of any partner deaths they learn about.** Joy will then contact Eleanor Richardson. **Christine offered to make a flow chart of the process.**

3) Board Job Descriptions:

When to review and update? **We will review them at November at board meeting. Richard will place this on the agenda.**

15-minute break here

4) New Member Welcome Event:

Charles suggested doing this on September 22. He reviewed last year's invitation and the parts of the event. He will invite partners as well as clergy in separate emails. Christine suggested adding a piece on her and Wayne Arnason's compilation of guidelines and code of conduct points that apply to retired ministers. Joy will give update on the mentoring program. **Charles will draft a revised agenda for the event and send it out for comments. He'll check with Ned on the list of new UURMaPAns to invite and work with Richard on how to email the list.** Richard thinks we can do the Zoom ourselves. **Susan Smith might help with tech; Barbro will ask her.**

5) Participation in Small Groups:

Ideas for encouraging more people to participate include sending e-blasts with links to short video testimonials and putting these videos on the website as well. We could also find facilitator(s) and announce new retiree group(s) at the new member welcome, and invite people to sign up right then. Groups are open to partners. There is also a separate partners group now, and another may be added. Testimonials from partners as well as ministers are encouraged. We have a UURMaPA Zoom account small groups could use, though we'd need to figure out how to schedule, since we can't have two groups at the same time on the same account. (See Session IV, item 3 for update.) **Janet will work on getting videos and continue to encourage groups to form.**

6) Brainstorm conference themes

Barbro announced that there will be a Zoom meeting on September 25, noon–2pm Eastern, to explore possible themes for spring conference. All Board members welcome to join the discussion. Sonya Sukalski will send us all the link.

7) What would we want to do (if money were not an object):

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- Paul: Can we talk with retired ministers' groups from UCC or other denominations and ask what they've done that's been successful for them? **Richard will try to contact some of these groups. Christine will also check with some of her contacts.**
- Paul: Brief video interviews with people who been helped by a particular service, e.g., Empower, UUA program, etc., and those who've received help from UU relief funds.
- Charles: Bigger scholarships for pods
- Christine: Every few years, have an in-person conference
- Barbro: Hire a membership director—it's a huge job for a volunteer. (We will discuss this at a future Board meeting.)
- Charles: Invite expensive speakers for conferences, like Heather Cox Richardson, Robert Reich, etc.
- Joy, Richard, et al: Email everybody at the same time instead of in batches of 500 - would need to add MailChimp. Paul says we can afford to do this now, so **Richard will add MailChimp to Planning Center.**

8) Main programs and undertakings for the year ahead **(to be discussed further at September meeting and beyond):**

- Richard Nugent stand-alone program
- common read selection
- considering diversity in all we do
- UUA changes—new language, new expectations—what's behind the changes, help UURMaPA folks understand the reasons—could create program on this
- breakdown of comity, collegiality
- Welcoming Congregation program—can we adapt in some way?
- neurodivergence (including aging as neurodivergence)
- generational differences
- concern for wider world and how retired people can contribute to work for justice

Lunch Break

Session IV

- 1) **Membership directory:** It's presently posted on the UURMaPA website under the same password we've used for years, and is not very secure. We are moving instead to Church Center (the public-facing "front door" for the Planning Center database). Richard sent instructions for entering one's own information, but everyone can't yet access others' data. Our short term plan, until we figure out how to give everyone access to directory-type information, is to create a PDF file using Planning Center data and post it on the website with a new password. **Richard will check with Jon Claney on whether we can opt everyone into making their data available for searching on Church Center, unless they opt themselves out. RICHARD WILL RE-SEND EMAIL TO EVERYONE WITH INSTRUCTIONS FOR ENTERING ONE'S DATA INTO CHURCH CENTER. This should be done soon, as it's needed for conference registration.** We can use Planning Center email to announce the new password and let folks know the change is to improve security. Christine suggested we use 4RetBliConCol (phrase

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to remember—4 Retired Bliss Contact Colleagues). **Richard will contact Jaco ten Hove about this password change.** Once everything is ready, we should offer special Zoom programs on how to access and use data on Church Center.

2) **2) Membership Coordinator Job Description:**

Ann Marie Alderman is stepping down from the Membership Coordinator position. Richard sent out a revised job description to which a few minor changes were made. The UUA now notifies the Membership Coordinator of those who've filed an Intent to Retire form, and she sends this info to Joy and Janet. Instead, we would like the UUA to notify four people: Membership Coordinator (membership@uurmapa.org), Passages Coordinator (passages@uurmapa.org,) Vice-President (vice-president@uurmapa.org), and Connections Coordinator (connections@uurmapa.org). **Charles will contact the UUA and ask them to do this.** Joy needs a new alias for her Passages title, and Christine needs to change her alias to Chaplain. **Joy will contact Jaco ten Hove and ask him to make the alias changes for her and Christine. Joy's term ending also needs to be changed to 2027.**

At present, the Membership Coordinator is a volunteer position, but the workload is heavy. We will talk in a future meeting about whether to budget for a Membership Coordinator stipend in 2026. **Christine as Chaplain will call Ann Marie Alderman to thank her, see what she might want to tell us, and also find out the hours required, etc. Richard will ask Jon Claney how to ensure email bounce-backs go to Membership.**

3) **Mentoring Program:**

Joy gave an update on the pilot mentorship program. About half of the new folks the task force contacted were interested in participating. They were invited to suggest mentors, and all those asked to serve as mentors said yes. A training session was held for the mentors, and mentors and mentees agreed to meet at least monthly for a year. The task force had a follow-up meeting with mentors, and feedback was positive. When there is a critical mass of new people (10?), we'll repeat the same process. Mentors and mentees will have been meeting for a year in March 2026. We will start a second group at the beginning of the year. Joy would like two more people to join her on the task force that coordinates this program. Charles would help, but feels it would be good to move leadership to folks beyond the Board. All agreed that, in general, adding leaders who are not on the Board is a good way to involve more members. Richard noted that he has a list of new retirees that Ann Marie had added to Planning Center.

15-minute break here

Session IV

An addition to mentorship discussion in the previous session: Joy noted that some mentors didn't like the term "mentor" and felt "UURMaPA Companion" better expressed their role. The Board is fine with that change.

Barbro announced that Cynthia Becker accepted our offer to be UURMaPA's Zoom Master and is signing the paperwork to get started on September 1. Yay!

1) Special Zoom programming outside conferences:

- Richard Nugent on finances, a 90-minute program, scheduled sometime after the conference. **Christine will check with Richard on dates.**
- UUA VP Carey McDonald on what's happening with the UUA. Christine reported that his talk at the UUMA annual meeting was riveting, touching on the UUA as a social justice organization vs. a religious organization. **Christine will see if he's available for our fall conference. He could record his piece in advance.**
- Something for partners, perhaps a program on navigating retirement with their clergy partners? We would like to survey all the partners on our membership list to see what interests them. **Janet will work on this—table it for now.**
- Educating ourselves and others about diversity with a common read, followed by a Zoom gathering to discuss the book.
- Future of UUism—our membership is down—children and youth numbers down, congregations getting smaller—how might we help members deal with change (both positive and negative)? This could be a conference topic, since there are many aspects to explore. We could suggest this at September 25 conference brainstorming meeting.
- Budgeting for Zoom Master assistance for stand-alone programs needs to be part of the 2026 budget. We might need this assistance for two or three programs each year. Barbro suggested that we put a new line of \$1500 in next year's budget for additional Zoom programming. **We'll approve this budget in December, so will discuss this issue further in meetings leading up to that.**

2) Chaplain Publicity:

Christine reported on her ideas for the Chaplain program. At present, we have a designated chaplain for each day of our conferences, but they are seldom called upon. In addition, the Chaplain-at-Large now replaces the UURMaPA Good Offices role, which will be done by the UUMA Retired Ministers chapter, although a UUMA member can ask anyone they choose to take on this role. Partners, however, are not included in UUMA Good Offices services, so UURMaPA should offer this, as, for example, in a case of a clergy spouse in conflict with the minister at a local church. Would the UUMA allow UURMaPA partners' chaplains to be part of Good Offices training? **Christine will ask Melissa Carvill-Ziemer.**

Since Chaplains are not often called upon at conferences and are seldom needed as Good Offices for spouses, what else might they do? Christine proposes that a team of Chaplains could take a step down from Good Offices and offer "pastoral care and conflict resolution lite" when listening ears and/or referrals to other services are needed. **In addition to herself, Christine will recruit three people to be Chaplains for a year, including at the conferences.** To contact the Chaplain team, UURMaPAns could email chaplain@uurmapa.org, and Christine will handle the request or pass it along to someone else on the team. This first year will be experimental, as we see what kinds of requests come in. **To publicize the availability of Chaplains, Christine will put articles in Elderberries, submit information for conference PR, and let regional staff know about the program, so they can refer people as needed.** Chaplains could also call survivors when we learn of a death and/or perhaps write a note of condolence. They should coordinate with Area

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Connectors, who sometimes are the first to learn of a death and who often reach out themselves. Christine hopes to recruit a partner for the Chaplaincy team, and will also seek diversity in age and other areas, so as to offer people choices about whom they might talk to. Janet will send out information to the Area Connectors once the program is up and running. **All agreed that Christine should go ahead with her plans.**

3) Finishing up:

- Richard will make a Google calendar for reserving use of the UURMaPA Zoom account. He'll let us know when this is ready.
- Richard will add us all to Planning Center for membership access.
- Barbro wished to clarify the "UURMaPA in the Loop" segment of the fall conference, which will include (not necessarily in this order):
 - Christine - chaplains; targeted ministry; Richard Nugent program
 - Janet - small groups
 - Joy - "companions" (mentoring update)
 - Charles - announce that awards will be in spring and ask for nominations
 - Paul - financial update
 - George - next *Elderberries*
 - Richard - Intro and wrap up; membership directory
 - Q&A for 10-15 minutes
 - The slot for all of the above is 45 minutes.
 - Richard will put on the agenda for our September Board meeting: finalize time frame for each person speaking.
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REPORTS for UURMaPA Board Retreat, August 18-21, 2025

1) Vice-President's Report—Charles Stephens

Gift to Newly retired UU Ministers

Former (and very helpful) VP, Ned White, has included me in the loop concerning the books given to newly retired UU ministers. These book orders were made in April by Ned, to be sent out in July/August. The InSpirit warehouse is conducting inventory the last week of July, so these books will all be shipped in early August. They will bill account #292976 and send UURMaPA a final statement once everything goes out. *The Seasoned Soul: Reflections on Growing Older* by Eliza Blanchard will be sent to 44 households. In the 23 cases where people are partnered, there would be two names on the address label. The message included (if possible):

Welcome to UURMaPA! We look forward to your active participation.

President Richard Speck on behalf of the entire Board

Lyn Kardatzke, the Assistant Manager of inSpirit is the person Ned and now I am communicating with.

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Creative Sageing Award

Each year, UURMaPA recognizes one of its members—a minister or partner—with a “Creative Sageing Award.” Drawing upon the wisdom of rabbi Zalman Schachter-Shalomi in his landmark *From Age-ing to Sage-ing*, this annual award recognizes one of our members who has done something particularly impressive and/or inspiring during their retirement. Previous recipients have written books, undertaken significant projects, or done something unusually creative during this chapter of their lives. (Find a complete list of previous recipients on our website, www.uurmapa.org.)

The following information for the Creative Sageing Award was sent out in the Spring 2025 issue of *Elderberries*, requesting nominations for oneself or another UURMaPA for this year’s award: “If you would like to nominate yourself or another UURMaPA for this year’s award, simply identify the person and submit a brief description of their achievement(s) or project to UURMaPA’s Vice President, Charles Stephens (vice-president@uurmapa.org) by September 1, 2025. Charles and a small committee will review submissions, select an awardee and announce the recipient at the UURMaPA Fall Conference in October.”

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2) Conference Coordinator’s Report—Barbro Hansson

After five years and a total of 10 virtual conferences, I think we are finally hitting a stride. The current planning team includes people who understand technology and the importance of collaborating to produce excellent virtual conferences. The fall conference is coming together well, and everyone is hard at work to make this the best conference to date. Though Jon Claney is missed, everyone is excited about welcoming a new Zoom Master/Show Runner to the team.

Fall 2025 Conference, October 20-22: “Stories of the Faith Behind Freedom”

The theme comes from a choir piece, “The Faith Behind Freedom,” that was first presented at the United Unitarian Advance Meeting in 1943, and later in a worship service at All Souls Church in Washington, DC, in 1945. The planning team envisions most, if not all, conference programming to connect with the theme in the form of stories about our faith and interactions with freedom.

- **Monday** begins with a worshipful ingathering and small group connecting rooms in session I. Session II includes a presentation on the theme in a historical context and UUA and UUMA representatives addressing the theme. The first of two odysseys will be presented in session III.
- **Tuesday** will offer a continuation of exploring the theme and breakout groups in session IV. Session V features the UURMaPA “In the Loop” segment, along with the award presentations, and possibly a recorded update about the Targeted Ministry Program. In session VI, we remember ministers and partners who have died in a moving worship service that highlights stories connected to the theme.

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- **Wednesday** includes two sessions, with the first one featuring the second of two odysseys, and the last session of the conference is dedicated to a theme conclusion and small group connecting rooms, followed by a closing worship service.

Registration will go live on August 21. In separate documents, you will be able to read in more detail what the plans are for the conference.

Spring 2026 Conference, April 27-29: Theme to be determined

A virtual theme retreat to brainstorm and explore a relevant theme for the spring 2026 conference has been scheduled for September 25, from 12:00 noon until 2:00 pm Eastern. Board members are invited to attend and contribute. It is hoped that Odyssey presenters for the Spring 2026 conference have been identified by then.

With a view to the future:

Fall 2026 Conference - October 19-21

Spring 2027 Conference - April 5-7

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Fall 2025 UURMaPA Conference Planning Team

Sonya Sukalski, Co-Convenor

Jeff Briere, Co-Convener and Co-Producer, Publicity, Slide Show

Susan Smith, Scribe, Historian, Assistant to the Zoom Master

David McFarland, Evaluations

Joan VanBecelaere, Worship

Wayne Walder, Mini-stories

Anita Farber-Robinson, Connecting Rooms

Linda Wright, Connecting Rooms, All ability access

Jef Gamblee, Co-Producer, Assistant to the Zoom Master

Terry Ellen, Odysseys

Barbro Hansson, Registrar, Board Member at Large for Conferences

TBA, Zoom Master/Show Runner

3) UUA/UUMA Liaison report—Christine Robinson update to July 18, 2025 report

I checked in with Patrice Curtis about the Targeted Ministry Program. Here is her response.

"There is now a category on MinistrySearch called Short-Term Searches, which holds these opportunities. The idea with having them listed now so they are easily accessible is to move toward transparency of opportunities. Currently, there is one opportunity upcoming, but there have been several listed in the last several months—the advent of virtual ministry has widened the number of colleagues interested in and available for short-term opportunities. Checking regularly is the best way to keep up to date." I did check this. You need to be registered and have a password but other than that, it is as she says.

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Secondly I asked Melissa Carver Zimmel what provisions there are within the Good Offices system for providing support for ministers' spouses. The answer is that they don't do that. (another reason spouses should not be included in the UUMA guidelines in my opinion!) She says that at times in the past Regional Staff has found support for spouses in conflict with UUMA member but she has not heard of that lately. It seems like this is an important role for UURMAPA to take on, and I will provisionally include it in the Chaplain job description.

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4) Membership Coordinator Job Description edited by Richard Speck

Rationale: The Membership Coordinator performs important functions for UURMaPA in keeping membership and communication lists current and accurate. They manage posting and use of the membership list for communications and serve as primary administrator for the UURMaPA emails communicating changes of membership such as deaths of members.

Expectations: Basic duties of this job include the following:

- Maintains current membership information using Planning Center database software.
- When a minister retires, the Intent to Retire form is sent from the UUA to the Membership Coordinator, and the minister (and spouse if any) are added as new members to the database. This includes adding the email address to the database.
- When a minister or partner dies, changes the database to reflect that status.
- Other duties include preparing extracts of the data to send to the printer for mailing the newsletter, the appeal letter, or other needed listings or mailings upon request of board members.

This is an appointed position with Board liaison that begins or may be renewed each July.

Treasurer's Report follows on next page.

Income and Expenses 2025		Jan	Feb	March	April	May	June	July	2025 Total	Budget vs. Actual
AUGUST Report (through July)		2025 Budget								
INCOME										
Member Donations	\$9,000.00	\$4,780.00	\$1,230.00		\$630.00		\$422.25	\$197.55	\$7,259.80	80.66%
Member Donations Paypal	\$4,500.00	\$1,808.61		\$2,488.90					\$4,297.51	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						\$1,000.00		\$1,000.00	100.00%
Scholarship Income	\$3,000.00								\$0.00	0.00%
Other Income	\$0.00								\$0.00	
Scholarship Endowment Income	\$1,000.00								\$0.00	0.00%
Total Regular Income	\$33,890.00	\$6,588.61	\$4,758.78	\$5,106.75	\$3,752.61	\$73.09	\$1,422.25	\$197.55	\$21,899.64	64.62%
EXPENSE										
On-Site Board Meetings										
Transportation	\$4,000.00								\$0.00	0.00%
Room and Board	\$5,200.00						\$718.80	\$2,308.20	\$3,027.00	58.21%
Hospitality	\$200.00								\$0.00	0.00%
Total Board Meetings	\$9,400.00							\$2,308.20	\$2,308.20	24.56%
Conferences										
Attendee Fee Refunds	\$0.00								\$0.00	
Conference Registration Fees	\$2,440.00								\$0.00	0.00%
Speakers	\$1,000.00					\$500.00			\$500.00	50.00%
Music	\$500.00					\$500.00			\$500.00	0.00%
Technology Support	\$11,500.00	\$5,500.00		\$300.00			\$5,500.00		\$11,300.00	98.26%
Hospitality	\$0.00								\$0.00	
Scholarships	\$1,000.00								\$0.00	0.00%
Misc.	\$1,000.00								\$0.00	0.00%
Total Conferences	\$17,440.00	\$5,500.00		\$300.00		\$1,000.00	\$5,500.00		\$12,300.00	70.53%
General Assembly										
Transportation-President	\$1,400.00						\$225.72		\$225.72	16.12%
Transportation-Vice President	\$0.00								\$0.00	
Room and Board	\$0.00						\$559.07		\$559.07	
Technology Support	\$0.00								\$0.00	0.00%
GA Fees & Misc	\$0.00						\$248.00		\$248.00	
New Member Welcoming Gifts	\$725.00								\$0.00	0.00%
Total General Assembly	\$2,125.00						\$1,032.79		\$1,032.79	0.00%
Communications										
Elderberries Publication	\$5,000.00		\$1,512.99			\$2,025.35			\$3,538.34	70.77%
Fundraising Appeal	\$1,600.00	\$1,533.99							\$1,533.99	95.87%
Peer Support Groups (video calls)	\$0.00								\$0.00	
Website	\$1,000.00								\$0.00	0.00%
Zoom	\$200.00						\$100.74		\$100.74	50.37%
Database Management	\$0.00								\$0.00	
Total Communications	\$7,800.00		\$1,512.99			\$2,025.35	\$100.74		\$3,639.08	46.65%
Other Expenses										
Retirement Planning Seminar Expense	\$0.00								\$0.00	
Saging & Unsung & Navius Awards	\$1,000.00								\$0.00	0.00%
Rainbow Project	\$175.00								\$0.00	0.00%
BLUU Donation	\$250.00						\$250.00		\$250.00	100.00%
Finding Your Way Home Scholarship	\$0.00								\$0.00	
Postage	\$200.00								\$0.00	0.00%
Connections Network	\$0.00								\$0.00	
Memorial Gifts - UUMA and Others	\$2,000.00	\$450.00		\$450.00	\$50.00	\$50.00		\$100.00	\$1,100.00	55.00%
Donations to the Endowment	\$0.00								\$0.00	0.00%
President's Expense	\$100.00								\$0.00	0.00%
Credit Card Processing Fees	\$580.00		\$32.00	\$69.00	\$115.00				\$216.00	37.24%
Bank Expenses	\$0.00		\$0.00	\$108.59			\$29.36		\$137.95	
Board Miscellaneous Inclusiveness tng	\$1,250.00								\$0.00	0.00%
Total Other Expenses	\$5,555.00	\$450.00	\$32.00	\$627.59	\$165.00	\$50.00	\$279.36	\$100.00	\$1,703.95	30.67%
Total Expense	\$42,320.00	\$7,483.99	\$1,544.99	\$927.59	\$165.00	\$3,075.35	\$7,631.69	\$2,408.20	\$23,236.81	54.91%
Profit/Loss	-\$8,430.00	-\$895.38	\$3,213.79	\$4,179.16	\$3,587.61	-\$3,002.26	-\$6,209.44	-\$2,210.65	-\$1,337.17	15.86%
Ending Account Balance										
Endowment		\$109,670.33	\$111,653.14	\$111,653.14	\$109,500.00	\$89,420.00	\$92,205.87	\$94,688.15		
Money Market		\$19,252.19	\$19,252.86	\$19,253.68	\$19,254.47	\$19,255.29	\$19,256.08	\$19,256.98		
Checking		\$12,390.74	\$15,604.53	\$19,783.69	\$23,371.30	\$20,369.04	\$14,159.60	\$11,848.95		
Scholarship Fund						20,132.00	20,759.17	21,318.03		
TOTALS		141,313.26	146,510.53	150,690.51	152,125.77	149,176.33	146,380.72	147,112.11		