

UURMaPA Board Zoom Meeting — September 18, 2025

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

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

Present: Joy Atkinson, George Buchanan, Barbro Hansson, Paul Johnson, Anne Marsh, Christine Robinson, Richard Speck, Charles Stephens, Janet Tillman

Opening: Richard called the meeting to order at 3:03pm Eastern, 2:03 Central, 1:03 Mountain, 12:03 Pacific. Anne lit a chalice with words from (and a little story about) Charles Howe.

Agenda Review: Paul asked to add setting up payment for our new Zoom Master to the agenda. We will include this in the discussion of conferences.

Check-in followed, responding to the question: *What has brought you joy this month?*

Consent Agenda was accepted. Anne noted that she received some, but not all, of the reports submitted for this meeting. Paul and Richard did not receive them all either. **Anne will ask Jaco ten Hove to check on possible issues with the board@uurmapa.org group email address.**

Matters for Discussion

1) Goals for 2025-26:

Richard noted three major goals from our retreat:

- Strengthening connections (among ourselves, primarily)
- Improving fundraising
- Diversity and inclusion

We decided to put these on the October agenda, with a commitment to think about them and send our ideas to Richard before that meeting. Among the questions to consider are:

- Why are these goals important right now?
- Which of our UURMaPA purposes underlie each goal?
- Where would we like to be on each goal in a year?
- What actions could lead to these ends?

We then explored the topic of finances briefly. Paul noted that while we have a solid endowment, we are running an operating deficit. Most agreed that a balanced budget was a positive. Barbro reminded us that last year's Board members made pledges of financial support; we may wish to consider this. Encouraging monthly donations and building up the scholarship fund were also mentioned as possible "mini-goals" under the fundraising umbrella.

2) Sing Out Love subscription:

"Sing Out Love" is the new online music resource from the UUA. It includes many hymns from the gray and teal hymnals, as well as new hymns. Richard screen-shared an entry, showing the lyrics and music (in every key), lyrics slides, and information on the composer and lyricist.

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"Sing Out Love" is available only for institutions, who can then make it available to up to 999 users; there are no individual subscriptions. Christine has talked with Erika Hewitt about the possibility of UURMaPA having an institutional subscription, and Erika liked the idea of UURMaPA being a model of a non-church institution. A subscription would enable our members to get access to this resource, and would also make it available to our conference planners. We would need to appoint someone to manage our subscription.

Christine will propose to Erika that UURMaPA subscribe at the "small church" rate (\$240 per year), though we authorized her to go to the "mid-size church" rate (\$360) if need be. Christine will also ask Erika what is involved in managing the subscription, and we will then seek out someone for this role.

3) Welcome for new UURMaPA members:

This online gathering is set for Monday, September 22, at 1pm Eastern, 12pm Central, 11am Mountain, 10am Pacific. Charles learned that some on his list of new retirees have already been part of UURMaPA, and he still trying to reach a few folks. Charles reviewed the agenda he had sent. For the new retirees slide show, Richard is talking with the UUA about getting photos from the Service of the Living Tradition; we can use slides with names if we don't have a photo.

Richard Nugent will not be able to be with us, but he suggested two staff members who could join Anna Gehres in representing his department. Christine and Richard Nugent are working a date for a stand-alone finances Zoom in November, and we hope to announce that date at the gathering.

An addition to the agenda Charles sent out: Joy will do a very brief intro to the mentor/companions program. Charles will join Joy on the committee that coordinates this program. Janet will encourage partners to participate and will let them know about the survey she will send out soon to ascertain partners' needs and get their ideas. Barbro noted that the breakout group questions are geared mostly toward new retirees, but we didn't change them.

4) Meeting dates

Christine reported that our Board meeting time conflicts with UUMA Retired Ministers chapter meeting, which she also needs to attend. After trying - and failing - to find a new meeting day and time, we decided to keep our meetings as they are for now and change in January. **We will revisit this issue at our next meeting and seek a new meeting day and time.**

5) Chaplain-at-Large job description:

Christine created and sent a **job description, which was approved by acclamation.**

6) UURMAPA in the Loop timing:

For the Fall Conference, the "UURMaPA in the Loop" segment has 40 minutes for presentations, followed by 15 minutes for questions and comments. Richard asked each presenter how much time they would like, and members responded as follows:

- Richard – Intro and wrap-up - 2 minutes

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- Charles – Awards deferred and call for nominations - 2 minutes
- Janet – Small groups - 5 minutes
- Joy – Companions and mentors - 1 minute
- Christine – Chaplains, targeted ministry, Richard Nugent program - 4 minutes
- Paul – Financial update, include request for contributions - 4 minutes
- George – Next *Elderberries* - 1 minute
- Barbro – Next conference dates, scholarships - 5 minutes

This totals less than 40 minutes, so each presenter could take a little more time. We may end up with more than 15 minutes for Q&A.

7) Fall Conference update:

Barbro had sent a report and noted that we have 94 registrants so far. Planning has gotten more complex, but the team is working together beautifully. Her report includes dates for upcoming conferences. The Spring Conference theme will be explored at a meeting on September 25, to which Board members will receive an invitation. So far registrants have donated \$585 to the scholarship fund, and Barbro has issued 5 registration waivers (\$50 each). Accounting procedures for registration waivers and financial aid for pod attendees are still being figured out. Christine asked if we might find a way to clarify the bookkeeping. Barbro noted that the conferences expect to break even or make money, and that unused scholarship donations go into scholarship fund.

8) Zoom Master contract:

Barbro clarified that our new Zoom Master, Cynthia Becker, is a contractor, not an employee. For tax purposes, we will need to send a W-9 form to her and to the IRS. Cynthia would like to be paid by direct deposit, but Paul has been unable to set this up with her bank yet. **Barbro will talk with her to see if she can manage with checks until we figure out how to do direct deposit, and will let Paul know.**

9) Elderberries Co-Editor:

George would like to have a co-editor or assistant editor for *Elderberries*, and proposes his wife Carrie for this position. She is a retired journalist and journalism professor. Richard noted that we could create an assistant editor position without needing to add that position to the Board or change the bylaws. **George will email us with more information and a draft job description, which we will discuss at our next meeting.**

10) Google calendar for Board:

Richard created a Google calendar for us: uurmapa@uuma.org, LetUs1n! He has also given us access to the UURMaPA Zoom account: uurmapa@uuma.org, LetUs1n! Anyone wishing to use the Zoom account should put it on the Google calendar to avoid duplication.

Closing:

Anne extinguished the chalice, and the meeting was adjourned at 5:00pm Eastern, 4pm Central, 3pm Mountain, 2pm Pacific.

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Coming up:

- New Member Welcome Gathering, Monday, September 22, 1pm, 12pm, 11am, 10am
- Next Board meeting: Thursday, October 16, 3pm, 2pm, 1pm, 12pm
- Fall Conference, October 20-22

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REPORTS Submitted for September 2025 Meeting

1) President's Report - Richard Speck

This past month since our retreat seems to have flown by. I have been involved with the planning for the fall conference and the New Member Welcoming program coming up soon. I have created a Google Calendar for the board to use to reserve the Zoom Account. I have sent out the sign in information for both. I added the board to the Planning Center so they have access to the membership database. I added MailChimp to Planning Center to facilitate emails. I revised the job description for the membership coordinator and am actively seeking a new person for the role.

I created the agenda for our September meeting to include all items from the retreat that needed to be added. I still have work to do to address issues with Planning Center to get a functional membership directory operational for everyone.

I also have to record my introduction for the New Member Welcoming program. I also have to record my program for the fall conference discussing the historical foundation of our theme. I am in the process of writing new copy for the web site.

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2) Vice-President's Report - Charles Stephens

As Richard said in his report, the past month since our retreat has flown by. Primarily, I have been involved in the planning of the New Member Welcoming program. An open invitation was sent out for the Website and Elderberries inviting existing UU retired ministers and their partners to attend the virtual Welcome. I communicated with Harold Babcock who will be traveling on the day of our Welcoming event so I arranged with him to record his presentation and sent that off to Richard to be edited. In communicating with those on the list of ministers and their partners, who have retired since the last UURMaPA Welcome Event, I discovered a number of people on the list had retired earlier and had attended the prior Welcoming event and were already active in the UURMaPA. Also there are several people on the list whose emails were returned to me as nondeliverable. They are Karen Brammer and Rick Davis. I tried calling their former congregations but have not heard back. Some of the rest have indicated that they are traveling and hope the event will be recorded, while others indicated that they or their partners are not interested in the UURMaPA at this time.

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At our retreat it was noted that the UUA now notifies the Membership Coordinator of those who've filed an Intent to Retire, and at this time Ann Marie sends this info to Joy and Janet. Instead of this 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). After all the difficulty I had with identifying those who actually did retire this year I think this is a very good idea. But I did not get this accomplished. When I have called the UUA I have had a difficult time actually speaking with someone. Oftentimes even the operator isn't able to answer the phone. I will work on this after the Welcoming Event happens.

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3) Connections Coordinator's Report - Janet Tillman

Core Activities

1. Area Connectors

In August, I contacted 26 Area Connectors to request they consider serving as a Connector for another year. Of the 26 Connectors contacted, 22 agreed to serve another year with four declining due to health or family issues. Of the four, one was a Co-Connector.

Areas with Connectors - 17

Area	Connector	Area	Connector
Maine	Lucy Ijams	Heartland No. & So.	Frederick Wooden
New Hampshire	Nadine Swahnberg	Cen. Midwest No. & So.	Marcia Marino
Vermont	Brendan Hadash	Prairie Star North	Roberta Haskin
Jos. Priestley North	Paula Maiorano	Prairie Star South	Diane Miller**
Ohio Meadville	Janet Newman	New Mexico	Christine Robinson Claudia Elferdink Gary Kowalski
St. Lawrence	Richard Gilbert*	Canada West	Carl Ulrich Linda Horton
Virginia	Fritz Hudson	Oregon/Idaho	Suzie Matranga-Wilson
Florida	Bob Murphy Eleanor/ Peter Richardson	Western Carolinas	Lisa Schwartz
Southwest	Jonalu Johnstone		

*Would like a Co-Connector for 2025-26

**Seeking a replacement Co-Connector

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Areas with Identified Connector Prospects – 2

Joseph Priestley South and Northern California Inland

Areas without Connectors - 15

Eastern Canada Mass Bay North Mass Bay South Central Mass Connecticut Valley	Metro NY/NJ Ballou Channing Eastern Carolinas Mid-South/Tennessee Rocky Mountains	Arizona/Nevada Northern California Coast Southern California Washington/Alaska Overseas
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Connector Support

- As I am informed of new UURMaPA members (including partners), I notify the Area Connector so they can welcome the retired minister and partner to the area.
- As I learn of the death of a retired minister or partner, I contact the Area Connector so they can make contact and offer condolences/support.

Connector Recruitment

I am in the process of contacting areas with no Connectors to find those interested in becoming a Connector. Thus far, I have contacted seven areas with eight to go. Thus far, no success. I am recruiting Co-Connectors for those who wish it to lighten the load, especially for large geographic areas or those areas with more than 30 members.

2. Small Groups

General-Interest Zoom Groups

Total Groups Active – 12 Total Participants – 69

Focused-Interest Zoom Groups

Ongoing Groups Open to New Participants

Goddess – Convener: Sydney Morris

Caregivers – Co-Conveners: Makannah Morris, Yvonne Strejek, Kathleen Ellis

Grief Support – Convener: Duane Fickeisen

Writing for Witness as Resistance – Convener: Gail Collins

Proposed Groups Seeking Participants

Atlanta, GA Area Retired UU Clergy – Convener: Jeff Jones

Ongoing Focused-Interest Groups at Maximum Number and Seeking Additional Convenors

Partners – Convener: Janet Tillman

3. Connections Coordinator’s Assigned Tasks from the Board Retreat

1.	Assess interests in additional focused-interest groups	TBD
2.	Contact Area Connectors asking them to report partner deaths to Passages Coordinator	Completed 9/16/25

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3.	Survey partners to see what their interests are to encourage more partner participation in UURMaPA small groups and conferences	Developed a draft survey to be completed and distributed Nov. 2025
4.	Collect small group members’ testimonials, preferably video, sharing their experiences to encourage new members and/or form new groups	Will contact group conveners in October/ November to ID members to do testimonials

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4) UUA/UUMA Liaison and Chaplain-at-Large Report - Christine Robinson

This month I have:

1. Created a Chaplain-at-Large job description for your approval (see below).
2. Recruited Richard Nugent to offer UURMaPAN’s a 90 minute program in November. (Scheduling details incomplete)
3. Contacted Carey McDonald and Mary Katherine Morn about offering a piece of the “Faith and Freedom” theme at the Fall Conference.
4. Created several pieces of the “UURMaPA in the Loop”:
 - a. Targeted Ministry Update
 - b. Invitation to special program by Richard Nugent.
 - c. Introduction to the Chaplain program and invitation to volunteer
5. Recruited one chaplain (Marni Harmony). Working on a third.
6. Contacted Erika Hewett about how UURMAPAN’s could be included in the online worship music project (the new hymnal). This online resource will only be available through institutions. UURMaPA could serve our retired ministers by buying a subscription and managing log-ins for our members who desire access. This matter will be on the agenda.
7. Edited the document created by Wayne and myself last year, “Guidelines that specifically apply to Retired Ministers.” It will be sent out to all newly retired/retiring ministers with the invitation to our welcome event. Here it is for you! <https://docs.google.com/document/d/104cNttWOUfLxltAAkifplluaSk6fjHMtpTj3HkM8z4/edit?usp=sharing>

I said I would check in with my retired minister friends from other denominations about the existence of other Retired Minister Groups. UCC, Jewish, LCA, Christian, no. Episcopalians have regional groups in some places and an impressive national newsletter. (Far beyond our scope!)

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UURMaPA Board Chaplain-At-Large Position Description

Duties

1. Recruit a group of three chaplains to each “do” a day of each conference and remain in the chaplain corps until the next conference. Orient this group and schedule.
2. Serve as an intake chaplain, talking to those who call or email the Chaplain@uurmapa.org address. Involve other chaplains as appropriate.
3. (The scope of the chaplain work is to follow up on referrals and offer basic short term (one conversation and perhaps a follow up) pastoral care and helpful listening to their fellow UURMaPAns. This might include listening, reflecting, suggesting next steps, referring the caller to UUMA Good Offices, if appropriate, and, according to the chaplain’s comfort level, providing informal support, advocacy or mediation services if asked (and referring back to the Chaplain-At-Large if necessary).
4. Make sure that spouse members of UURMaPA have access to Good Offices level advocacy and support if they are in a dispute with a UUMA member who has a Good Officer.
5. Follow up (or ask a fellow chaplain to do so) when UURMaPA leaders or conference volunteers discover a UURMaPA member in need of a pastoral outreach.
6. Publicize Chaplain availability with at least a mention in each *Elderberries* issue.
7. Publicize the availability of conference chaplains in Conference Publicity.
8. Once a year be in touch UUMA Leadership and Regional Staff to alert them to both chaplain and advocate services.
9. Coordinate with the regional outreach folks to let them know about chaplain services for those they reach out to or if they could use support in their role.

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5) Passages Coordinator's Report - Joy Atkinson

Since the Board meeting on July 17, I have sent death notices regarding the following ministers and partners: the Revs. Sandra Fitz-Henry and Penelope Allderdice, and partners Nancy Schwartz-Young (partner of the Rev. Michael Young), Dorothy Kjelsis (partner of the late Rev. Bjarne Kjelsis) and Gerald Oelberg (partner of the Rev. Sarah Oelberg). They will be missed.

I have communicated with Jay Atkinson about his ongoing need for help in preparing obituaries, and Joan Van Becelaere about the possibility of recruiting one or two of the volunteers who have prepared obituaries for our virtual memorial services during conferences to help Jay with this task. Jay would welcome this help, I am hopeful that we will soon have

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more people on this task. In the meantime, as the Board authorized at our retreat, I have sent Webmaster Jaco ten Hove the obituaries I receive from the UUA to fill in those missing from the end of January through August in our archives, and have also forwarded some of them to those who are preparing obituaries for the memorial service at our upcoming conference.

I am organizing a second Zoom check-in of mentors in our pilot mentoring/companioning program, for the end of September/beginning of October, during which the mentors will share their feedback on the program so far and discuss ideas on how this program can move forward with new mentor/mentee match-ups. Charles Stephens will join me at this meeting and will join the effort to institutionalize this program. I am hoping that we can recruit one more person for the task force, perhaps from the recent group of mentors.

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6) Elderberries Editor's Report - George Buchanan

I have been delayed in preparing the August 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.

Treasurer's Report follows on next page(s).

Income and Expenses 2025 SEPT Report (through Aug.)	2025 Budget	Jan	Feb	March	April	May	June	July	Aug	2025 Total	Budget vs. Actual
INCOME											
Member Donations	\$9,000.00	\$4,780.00	\$1,230.00		\$630.00		\$422.25	\$197.55	\$200.00	\$7,459.80	82.89%
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			\$1,694.52	\$11,036.85	79.12%
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	\$1,894.52	\$23,794.16	70.21%
EXPENSE											
On-Site Board Meetings											
Transportation	\$4,000.00								\$1,319.87	\$1,319.87	33.00%
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	\$1,319.87	\$3,628.07	38.60%
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			\$2,067.86	\$5,606.20	112.12%
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		\$2,067.86	\$5,706.94	73.17%
Other Expenses											
Retirement Planning Seminar Expense	\$0.00									\$0.00	
Saging & Unsong & 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	\$300.00	\$1,400.00	70.00%
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				\$32.00	\$248.00	42.76%
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	\$332.00	\$2,035.95	36.65%
Total Expense	\$42,320.00	\$7,483.99	\$1,544.99	\$927.59	\$165.00	\$3,075.35	\$7,631.69	\$2,408.20	\$3,719.73	\$26,956.54	63.70%
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	-\$1,825.21	-\$3,162.38	37.51%
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	\$95,787.00		
Money Market		\$19,252.19	\$19,252.86	\$19,253.68	\$19,254.47	\$19,255.29	\$19,256.08	\$19,256.98	\$19,257.72		
Checking		\$12,390.74	\$15,604.53	\$19,783.69	\$23,371.30	\$20,369.04	\$14,159.60	\$11,848.95	\$8,997.38		
Scholarship Fund						20,132.00	20,759.17	21,318.03	21,565.42		
TOTALS		141,313.26	146,510.53	150,690.51	152,125.77	149,176.33	146,380.72	147,112.11	\$145,607.52		