

UURMaPA Board Zoom Meeting — December 18, 2025

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

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

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

Guest: Richard Nugent (our soon-to-be Treasurer; referred to by first name as "Richard N")

Opening: Richard called the meeting to order at 3:09pm Eastern - 2:09pm Central - 1:09pm Mountain - 12:09pm Pacific. Christine offered an opening reading from Erika Hewitt, "When Merry Meets Mess."

Agenda Review: Richard added an item to review his proposed budget.

Check-in followed, responding to the question: What are you wishing for this month?

Consent Agenda was accepted. Richard has sent budget and financial report to Richard N, and will talk with Jaco about getting Richard Nugent on the Board aliases list. It was noted later in the meeting that Richard N's email is ranugent@aol.com.

MATTERS FOR DISCUSSION

1. Awards Update

We plan to present the Creative Sageing and Unsung UURMaPA awards at the spring conference. Charles has followed up on last month's suggestion to look at past UURMaPA presidents and Canadians as possible awards committee members and/or award recipients. He hopes to have a selection committee in place in January.

2. Goals Updates and Changes

Richard had sent out the list of goals we discussed last month. He shared the list and asked for any updates or changes.

A. Re: Item C2 (DEI), Barbro has revised the timeline as follows, in hopes that Dr. Glen Thomas Rideout will be the speaker (and possibly musician) at the spring conference:

Invite conference speakers from diverse or marginalized backgrounds

- a. Identify a potential speaker from a diverse or marginalized background in cooperation with the conference planning team convener in December
- b. Have the conference planning team invite the speaker in December/January
- c. Develop the program with the speaker in February/March
- d. Advertise the speaker for the spring conference beginning in January
- e. Hold the conference in April
- f. Evaluate the success of the speaker and program in May

UURMaPA Board Zoom Meeting — December 18, 2025

B. Re: Item A2 (Strengthening Connections), Charles noted that conference attendees asked for a group for those with financial issues. Janet reported that she is hoping to set up a group called "facing financial challenges" or (Christine's suggestion) "living with financial stress." George said he might be willing to be the convener for such a group. Janet is revising the timeline for the goals in this section, and hopes to work on additional connections groups in January and February.

C. Re: Item B1 under Improve Fundraising, Charles asked for clarification. Richard confirmed that the proposed program would be focused on planned giving. He is working on identifying speaker to lead program in February, though the timeline may shift.

D. Re: Item A4 (mentor/companionship program), **Joy will rework the timeline rewrite and make other slight changes.**

E. Re: Item C5 (land acknowledgement), George clarified that he is suggesting offering a land acknowledgement at the Board's summer meeting, not at every gathering.

F. Re: Item C4 (broadening inclusion of those with disabilities), **Barbro will check in with Susan Smith for suggestions.**

We will keep working on these goals throughout the year, and check in on our progress regularly.

3. Budget for 2026

Richard had sent out a draft budget. He took last year's actual figures as a baseline, and proposed a balanced budget of about \$41,000. Several changes were suggested: 1) Barbro asked to raise the speakers line to \$2,000; 2) funding for the Service of the Living Tradition can be dropped this year, as this event will not take place; 3) the amount shown as scholarship income must also show as expenses, since whatever we take in must go out, either to scholarships or to the scholarship endowment fund. **Richard will revise the budget accordingly, and send it out.**

4. Job Descriptions

A. *Treasurer*: Richard shared the existing document, noting that it hasn't changed, except to add the new scholarship endowment. Christine suggested we wait until Richard Nugent comes on board to see if we need to make further changes.

Charles will add a line to the Vice-President's job description to align with this line from the Treasurer's description: "The Treasurer works with the VP to ensure that a periodic financial review is conducted." Joy noted that we decided to send a donation to the ministerial relief fund if no other designation has been made in death notices. **Anne will check minutes to see exactly how we worded that decision.** This raised the issue of whether we have a policy document compiling the policies that Board has decided upon. **Anne will check the existing policy document on the website and see whether we can use that as a foundation.**

UURMaPA Board Zoom Meeting — December 18, 2025

B. UUA/UUMA Relations: Christine had sent out a slightly revised job description adding the coordination of UURMaPA's *Sing Out Love* subscription and changing the update dates. **Her revised job description was approved.** During the following break, Christine noted to those present that our *Sing Out Love* subscription allows personal access, but that *Sing Out Love* materials can only be performed in congregations that have their own subscriptions. **She plans to draft a brief explanation of how *Sing Out Love* works and will send it to us.**

(We took a five-minute bio/stretch break here.)

5. Conferences

In response to a question from Barbro, Richard reported that he has invited a minister and a partner to be our spring Odysseans. Both are considering the invitation. The planning team is still seeking a worship coordinator, and **Barbro plans to reach out to four colleagues in the Boston area who were suggested by Judy Campbell.** Barbro asked if anyone knows Glen Thomas Rideout well and could give him a nudge about speaking at the spring conference. **Richard will email him.**

In January, we plan to discuss Barbro's proposal that we have only one three-day conference each year, along with some shorter programs. To help us think about this, Barbro noted that doing two conferences annually has become unsustainable. It's hard to recruit planning team members, and the workload is too heavy. As we get older, health issues, caregiver needs, and tech hurdles become difficult. We'll continue this conversation next month.

6. Opening and Closing Words

January - Joy
February - Charles
March - Barbro
April - Janet

Closing and Adjournment:

Christine offered a closing reading by Howard Thurman on "The Work of Christmas." The meeting adjourned at 4:29pm Eastern - 3:29pm Central - 2:29pm Mountain - 1:29pm Pacific

Next Meeting:

Tuesday, January 27, 3pm Eastern - 2pm Central - 1pm Mountain - 12pm Pacific

Note: We decided to change our meeting to the fourth Tuesday of each month, starting in January. In April, this conflicts with spring conference dates, so we may choose a different meeting date for that month.

UURMaPA Board Zoom Meeting — December 18, 2025

REPORTS SUBMITTED

1) President's Report - Richard Speck

I have been wearing three hats this month – president, treasurer, and membership coordinator. I am in conversation with Pallas Stanford to possibly take on membership coordinator. I have written to Richard Nugent and invited him to join us at our December meeting. He was voted on to the board at our last meeting. He officially retires in December. I sent him several documents to help bring him up to speed. I have transferred the UUA CEF account to me from Paul Johnson. I will add Richard Nugent to both TD Bank and UUA CEF accounts in January.

I am presently seeking Odysseans for the spring conference. I have reached out to two people and am waiting responses from them. I have drafted our 2026 budget and sent it to the board for review and adoption. It is a balanced budget. The present 2025 budget is a deficit budget and we have prudently reduced the deficit and with our current fundraising effort, I hope we will finish with a slight surplus.

As president, I have contacted the Harvard Archives about sending a box of old financial records to them in the new year. The files date back to 2012 through 2022 and I feel are not necessary for our retention. I wrote my column for Elderberries and submitted it to Webmaster Jaco ten Hove. I gave Jeff Briere access to the UURMAPA Zoom account since he will be the chair of the Spring Conference Planning team. I made suggestions for names for the Nominating Committee as they recruit new people for those leaving the board.

As the year draws to a close, I want to thank each of you for the work you do on behalf of our membership. We are a strong organization because of your efforts. May you have a Merry Christmas and a Happy New Year.

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2) Connections Coordinator's Report - Janet Tillman

Area Connectors

There has been no change in the number of Area Connectors since my November 2025 report (Areas with Connectors: 17, Areas with Identified Connector Prospects: 2, and Areas without Connectors: 15). Recruitment for Area Connectors is an ongoing & challenging process.

Connection Groups

- a. There has been no change in the General-Interest Groups since September report (Total Groups Active: 12, Total Participants: 69).
- b. In addition to the five active Focused-Interest groups, three new Focused-Interest Groups were announced in an email sent to the membership on November 11, 2025. Results of the announcement are noted below:

Penelope's Bones Book Discussion Group - Convener: Holly Horn

Two new people joined this group.

UU Mystics Group - Convener: Lilia Cuervo

Five new people joined this group.

UURMaPA Board Zoom Meeting — December 18, 2025

***Living and Dying Sustainably* - Convener: James Zacharias**

Two people contacted James expressing interest in forming the group. In January, James will meet with the two interested parties to discuss the formation of the group.

Connecting New Retirees/Partners

Last week I received two Intent to Retire forms from the UUA. I sent information about the various ways to connect with UURMaPA members to the new retirees. I usually notify the Area Connectors of the new retirees in their respective areas. Unfortunately, neither of these new retirees live in areas with a connector.

2026 Board Goals assigned to me:

- Explore (and develop, if feasible) a member skills exchange/skill sharing section on the website
- Create new focused interest connection groups (already in process)
- Explore a focused interest support group for BIPOC members (This was already on my radar in my Connection's goal of recruiting conveners for small groups focused on the experiences and needs of marginalized people, such as *LGBTQIA+*, *BIPOC*, people with disabilities, and those financially challenged.)

In addition to the Board's Goals, I have the following goals for 2026:

- Survey partners to see what their interests are to encourage more partner participation in UURMaPA small groups and conferences.
- Collect small group members' testimonials, preferably in a video, sharing their experiences to encourage people to join a group and/or form a group. Testimonials could be added to the UURMaPA website and aired at conferences to promote Connections Zoom Groups.

My work on the above goals will begin in January 2026. I will keep the Board informed of my action steps and timelines for each goal as they are developed.

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3) Conference Coordinator's Report - Barbro Hansson

After successfully putting the fall 2025 conference to bed, my attention is focused on the Spring 2026 Conference. This will be the last conference for which I serve as the Board Conference Coordinator.

Spring 2026 Conference, April 27-29: "Keeping It Together When Democracy Is Falling Apart"

Jeff Briere will serve as the Convener. While reflecting on how to approach the theme, "Keeping It Together When Democracy Is Falling Apart," Jeff proposed that the core question is, "How do we keep it together?" We agreed the theme presenter should be 'like a spiritual advice columnist who offers guidance for keeping our hearts and spirits afloat during this unfortunate deluge caused by the current administration.'

UURMaPA Board Zoom Meeting — December 18, 2025

After careful reflection and research, Jeff and I decided to invite **Dr. Glen Thomas Rideout** to serve as the theme presenter and, if he is available and willing, as the featured musician as well. We are waiting for his response.

The Spring Conference program is likely to be streamlined and straightforward. The UURMaPA Board will have one or two slots for transitions and awards. There will be two Odyssey presentations, three worship services, one theme presentation, and possibly a concert-style offering. Throughout the conference, there will be opportunities for small group connection rooms. Virtual socializing will probably become a more meaningful part of the conference, with attendees able to choose breakout rooms to visit.

Jeff and I decided not to recruit an Odyssey Coordinator. Instead, I will contact the two who accept Richard Speck's invitations. I will also serve as the Registrar. After unsuccessfully trying to recruit UURMaPA members of the Blue Ridge Cluster in Virginia to form a Worship Team for all three worship services, we are exploring the possibility of finding a Worship Coordinator in the Eastern Massachusetts area. I've contacted Judy Campbell to help. Aside from the Worship Coordinator, all essential roles Jeff and I agreed on have been filled. Currently, the Planning Team includes these individuals and roles:

Jeff Briere: Convener, Publicity, Slide Show/Music
Susan Smith: Scribe, Archivist, Tech Assistant
_____ : Worship Coordinator (will recruit a worship team)
Joan van Becelaere: Assistant to Worship Coordinator
Wayne Arnason & Kathleen Rolenz: Opening Worship
_____ : Remembrance Service
Jan Carlsson-Bull: Obits, possibly more
_____ : Closing Worship
Anita Farber-Robertson: Connecting Room Co-coordinator
Ned Wight: Connecting Room Co-coordinator
Sonya Sukalski: Pod Support

Fall 2026 Conference - October 19-21: *It is time to consider Odyssey presenters and a theme.*
Spring 2027 Conference - April 5-7

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4) UUA/UUMA Liaison's Report - Christine Robinson

This month I have succeeded in signing UURMaPA up to be an institutional provider of access to the new Hymnal, *Sing Out Love*. The fact that we're a scattered membership organization rather than a congregation required a variety of work arounds for us and the UUMA, the upshot of which is that the SING OUT LOVE Staff has taken on most of the work of signing our folks up, and our sole responsibility will be certifying that they are indeed "members" of UURMaPA. I will do that this coming year. The *Sing Out Love* staff is working on a sign-up form proposal for us to agree on.

As soon as we are ready to take on sign-ups, I will have an email blast sent out announcing this and giving instructions and explaining the rules. (If the sign-up process or forms seem at all confusing, I will do a trial run with the Board, so please respond with your feedback on the form even if you don't want to join up.) Some of these rules are going to seem

UURMaPA Board Zoom Meeting — December 18, 2025

bizarre unless you understand this business model; for instance, once signed up, a UURMAPAN will be able to browse and download all the music they want to for their own use but this music may only be performed in a congregation (or UURMaPA or UUA program) if that institution is signed up for *Sing Out Love*.

The *Sing Out Love* staff would love to be a part of our next conference and introduce this hymnal to us. If we have enough subscribers, they will also do a group intro for users as an on-line seminar which might mimic the Finance Seminar.

The Intent to Retire forms are now being distributed to Joy, Janet, and Richard. My position description is new and needs only one line of update: I added an item to cover the *Sing Out Love* subscription (item 6 of the Expectations, in green). I also updated the update line to cover the update on Chaplains we made in September and the current one, should you approve it.

A family matter has come up and I will not be able to attend the Friday meeting. (*Note: Christine was able to attend the meeting after all.*) I am very much in favor of re-thinking our conferences as Barbro has suggested in her report. Although we had to have densely packed in-person conferences in the past, this is no longer necessary, and I know that I find the three-day conferences hard to fully attend. I would welcome a discussion of how we can attain the goals of the conferences and UURMaPA in creative ways. I also wonder about the utility of a yearly in person Board meeting. When you add two days of travel to three days of conference, it just doesn't seem like we have enough business for that much time investment, and when several people are attending on-line, that "get to know you" aspect of an in person meeting is muted. Perhaps every other year?

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5) Passages Coordinator's Report - Joy Atkinson

Since the last Board meeting, there have been (happily) no new notices on the deaths of retired ministers or their partners. Jay Atkinson had a recent conversation with potential new people who will help him write up future obituaries for Elderberries and our archives.

I have begun receiving "intent to retire" forms from the UUA—just two so far since June. This info enables me to write personal notes of welcome to new retirees and their partners.

After the holidays, I will contact active mentors and their mentees to thank them for participating in the pilot mentoring program, which began with the training of mentors in early March of last year. I will inform them that they can wrap their connections by March of next year (although of course they can continue if they like). Our meeting with mentors two months ago indicated that the program is going well, and I would like to work with Charles Stephens and perhaps one or two from the group of now "seasoned" mentors to begin a new set of such connections with recent retirees.

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6) Elderberries Editor's Report - George Buchanan

The Fall Elderberries will be available in print and online form sometime this week. The deadline for the Winter 2026 issue is February 12, 2026.

Treasurer's Report and 2026 BUDGET follow on next page(s).

2025 Income and Expenses DECEMBER Report (through Nov.)	2025 Budget	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	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	\$200.00			\$7,659.80	85.11%
Member Donations Stripe	\$4,500.00	\$1,808.61		\$2,488.90							\$297.62	\$73.09	\$4,668.22	103.74%
Memorial Gifts	\$0.00												\$0.00	
Conference Fee Income Checks	\$2,440.00											\$100.00	\$100.00	0.00%
Conference Fee Income Credit Cards	\$13,950.00		\$3,528.78	\$2,617.85	\$3,122.61	\$73.09			\$1,694.52	\$4,385.95	\$4,481.03		\$19,903.83	142.68%
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	\$4,585.95	\$4,778.65	\$173.09	\$33,331.85	98.35%
EXPENSE														
On-Site Board Meetings														
Transportation	\$4,000.00								\$1,319.87	\$1,393.69	\$626.85		\$3,340.41	83.51%
Room and Board	\$5,200.00						\$718.80	\$2,308.20					\$3,027.00	58.21%
Hospitality	\$200.00									\$100.00			\$100.00	50.00%
Total Board Meetings	\$9,400.00							\$2,308.20	\$1,319.87	\$1,493.69	\$626.85		\$5,748.61	61.16%
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					\$5,500.00	\$16,800.00	146.09%
Hospitality	\$0.00												\$0.00	
Scholarships	\$1,000.00												\$0.00	0.00%
Misc.	\$1,000.00									\$106.00	\$115.00	\$300.00	\$521.00	52.10%
Total Conferences	\$17,440.00	\$5,500.00		\$300.00		\$1,000.00	\$5,500.00			\$106.00	\$115.00	\$5,800.00	\$18,321.00	105.05%
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								\$1,026.36				\$1,026.36	141.57%
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			\$2,031.33	\$7,637.53	152.75%
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											\$23.10	\$23.10	2.31%
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			\$2,054.43	\$7,761.37	99.50%
Other Expenses														
Retirement Planning Seminar Exp.	\$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	\$300.00		\$550.00		\$1,950.00	97.50%
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	\$69.00			\$317.00	54.66%
Bank Expenses	\$0.00		\$0.00	\$108.59			\$29.36						\$137.95	
Board Miscellaneous	\$1,250.00											\$129.00	\$129.00	10.32%
Total Other Expenses	\$5,555.00	\$450.00	\$32.00	\$627.59	\$165.00	\$50.00	\$279.36	\$100.00	\$332.00	\$69.00	\$550.00	\$129.00	\$2,783.95	50.12%
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	\$1,668.69	\$1,291.85	\$7,983.43	\$37,900.51	89.56%
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	\$2,917.26	\$3,486.80	-\$7,810.34	-\$4,568.66	54.20%
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	\$96,586.16	\$98,723.48	\$108,808.33		
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	\$19,258.51	\$19,259.33	\$19,260.12		
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	\$11,914.22	\$15,401.02	\$7,590.68		
Scholarship Fund						20,132.00	20,759.17	21,318.03	21,565.42	21,745.34	\$22,226.54	\$22,695.22		
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	149,542.23	\$155,610.37	\$158,354.35		

Income and Expenses 2026		Jan	...	Dec		2026 Total	Budget vs. Actual
BUDGET	2026 Budget						
INCOME							
Member Donations	\$9,000.00						
Member Donations Stripe	\$7,000.00						
Memorial Gifts	\$0.00						
Conference Fee Income Checks	\$500.00						
Conference Fee Income Credit Cards	\$20,000.00						
UUMA Subsidy	\$1,000.00						
Scholarship Income	\$3,000.00						
Other Income	\$0.00						
Scholarship Endowment Income	\$1,000.00						
Total Regular Income	\$41,500.00						
EXPENSE							
On-Site Board Meetings							
Transportation	\$4,000.00						
Room and Board	\$4,000.00						
Hospitality	\$200.00						
Total Board Meetings	\$8,200.00						
Conferences							
Attendee Fee Refunds	\$0.00						
Conference Registration Fees	\$1,000.00						
Speakers	\$1,500.00						
Music	\$500.00						
Technology Support	\$12,000.00						
Hospitality	\$0.00						
Scholarships	\$1,000.00						
Gift Certificates	\$600.00						
Misc.	\$300.00						
Total Conferences	\$16,900.00						
General Assembly							
Transportation-President	\$1,400.00						
Transportation-Vice President	\$0.00						
Room and Board	\$0.00						
Technology Support	\$0.00						
GA Fees & Misc	\$0.00						
New Member Welcoming Gifts	\$500.00						
Total General Assembly	\$1,900.00						
Communications							
Elderberries Publication	\$6,500.00						
Fundraising Appeal	\$1,600.00						
Peer Support Groups (video calls)	\$0.00						
Website	\$1,000.00						
Zoom	\$200.00						
Database Management	\$0.00						
Total Communications	\$9,300.00						

Income and Expenses 2026		Jan	...	Dec		2026 Total	Budget vs. Actual
BUDGET, CONTINUED	2026 Budget						
Other Expenses							
Saging & Unsung & Navius Awards	\$1,000.00						
Rainbow Project	\$175.00						
BLUU Donation	\$250.00						
Finding Your Way Home Scholarship	\$200.00						
Postage	\$200.00						
Sing Out Love Subscription	\$360.00						
Memorial Gifts - UUMA and Others	\$2,000.00						
Donations to the Endowment	\$0.00						
President's Expense	\$100.00						
Credit Card Processing Fees	\$400.00						
Bank Expenses	\$0.00						
Board Miscellaneous	\$200.00						
Total Other Expenses	\$4,885.00						
Total Expense	\$41,185.00						
Profit/Loss	\$315.00						
Ending Account Balance							
Endowment							
Scholarship Fund							
Money Market							
Checking							
TOTALS							