

## UURMaPA Board Zoom Meeting — January 27, 2026

**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, Anne Marsh, Richard Nugent, Christine Robinson, Richard Speck, Charles Stephens, Janet Tillman.

**Opening:** Richard S. called the meeting to order at 3:04pm Eastern - 2:04pm Central - 1:04pm Mountain - 12:04pm Pacific. Joy offered moving opening words she wrote for Minnesota.

**Agenda Review:** Janet added an item about the skill-sharing questionnaire, which we'll discuss after the special educational meetings item.

**Check-in** followed, responding to the question: *What new actions inspired you this month?*

**Consent Agenda** was accepted.

### MATTERS FOR DISCUSSION

#### 1. Awards:

Charles reported that joining him on the awards committee are Ned Wight and Susan Rak. He will submit an article for *Elderberries* asking for nominations for the Unsung UUMaPA and Creative Sageing awards, and invited suggestions from the Board as well.

#### 2. Date of April Board meeting:

Our regular meeting date would fall on April 28, which conflicts with the April conference, so we agreed to meet on April 21. George may be unable to attend.

#### 3. Odysseys:

As stated in his report, Richard has recruited Diane Miller (minister) and Barry Finkelstein (partner) to be the Odysseans at our spring conference, and Duane Fickeisen (minister) and Roger Rochester (partner) for the fall.

#### 4. Video subscription for conferences:

Barbro requested Board approval of a subscription to Vimeo or another premium hosting platform for recordings of UURMaPA conference presentations. Zoom Master Cynthia Becker will use the platform to store our video recordings and provide links to the recordings for which we have received signed release forms. **The Board approved this request and authorized Cynthia to subscribe to a platform costing up to \$200 per year.** Barbro noted that the cost will be covered by conference registration fees.

#### 5. Conference registration fees:

Barbro noted that it is much easier to plan conferences when people register earlier. To encourage early registration, **the Board approved a two-tiered system: registration will be \$50 up to three weeks before the conference and \$70 thereafter.**

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### 6. Number of conferences:

Barbro had sent an email giving a little history of our in-person and virtual conferences and noting the volunteer burnout issues we now face when trying to put on two full virtual conferences each year. Discussion followed, with many creative suggestions made. The sense of the meeting was that - for now - we continue to have two conferences, but with only the fall conference being three days, with a programmatic theme and speaker, much like what we have been doing. The spring conference would be less labor-intensive, shorter (possibly 1-1/2 days) and focused on making connections, with no theme speaker. Both conferences would include Odysseys and a Remembrance Service. Ideas for the "connections" conference include small group sharing about important points in our lives; sharing a meaningful object; and offering affinity group connecting rooms that might morph into ongoing groups. Board members are invited to send additional feedback and ideas to Barbro.

*We took a 5-minute bio/stretch break here.*

### 7. Special webinars:

Christine noted that the retirement finance webinars held in the past two years have been very well-attended. She plans another finance workshop in the fall. She has been in conversation with Erika Hewitt about doing a webinar on the new *Sing Out Love* program, and with an advisory panel working on re-doing the UUA's transition process. This latter group would like to hear ideas and experiences from retirees. **Christine will try to organize the transitions webinar for March.** Barbro noted that there is a little space in the spring conference for *Sing Out Love*. **She and Christine will talk about whether an additional full webinar on *Sing Out Love* would also be good.**

Richard S. reminded us that we also have a New Members Welcome zoom in the late summer or early fall, which would bring the number of special programs to four, if we include *Sing Out Love*. Cynthia's Zoom Master fees for these programs are about \$350 each. We can probably afford this, or we could ask a small (\$10) registration fee from those wishing to attend. **The Board approved these webinars.**

In the chat, Richard N. suggested programs with Sofia Betancourt and Rebekah Savage on the state of UUism. Either or both of these might be part of the fall conference.

### 8. Skills-sharing questionnaire:

Janet had sent out a draft of an email to members about the proposed Skills-Sharing Network and asked for feedback from the Board. **The Board thought Janet's proposal looked great** and encouraged her to send it out. In response to a question from Barbro about whether the questionnaire could be used to find out who might be interested in helping out with conferences, Janet noted that she was planning another questionnaire (originally for partners, but perhaps now going out to all) asking about areas of interest; that one could include questions about volunteering.

### 9. Job Descriptions:

*Connections Coordinator:* Janet had sent a revision of the Connections Coordinator job description, which Richard S. screen-shared. She pointed out parts written by her predecessor Fritz Hudson and submitted to the Board in June 2025, and her own changes. Richard N.

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expressed concern about a special interest group for those with financial difficulties. A brief discussion followed, and the idea of a group sharing experiences on "learning to live with less" was proposed. **The Board approved the Connections Coordinator's job description. Janet will make the revisions and send the document to Anne.**

*Elderberries:* George had made only a minor change to the existing job description, changing the months when *Elderberries* comes out. **The Board approved the *Elderberries* Editor's job description. George will send the revised version to Anne.**

*Passages Coordinator:* Joy needs to revise her job description to include the mentoring program. **She will submit her job description next month.**

**Barbro will submit her Conference Coordinator's job description next month.**

### 10. Goals:

Janet had submitted changes to the goals in the Connections Coordinator's portfolio, and Barbro had submitted goals from the Conferences Coordinator on inclusion of those with disabilities. **Richard S. will compile these changes and send out the resulting revision.**

### 11. Other business:

Since Charles will be away for our February meeting, **Barbro offered to do the opening and closing words next month, and Charles could do these in March. Janet will take April, Richard N. will take May, and Richard S. will take June.**

### Adjournment and Closing:

Richard S. adjourned the meeting at 4:50pm Eastern - 3:50pm Central - 2:50pm Mountain - 1:50pm Pacific

Joy offered closing words from British-Indian writer Nikita Gill. At Richard S.'s request, **Joy will send all of us her opening and closing words.**

**Next meeting:** Tues, Feb. 24, at 3pm Eastern - 2pm Central - 1pm Mountain - 12pm Pacific.

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## REPORTS SUBMITTED FOR JANUARY 2026 BOARD MEETING

### 1) President's Report - Richard Speck

Over the past month, I have worked to secure the people who will give odysseys for the next two conferences. At the Spring 2026 we will hear Diane Miller and Barry Finkelstein. The fall presenters are Duane Fickeisen and Roger Rochester. I'll continue looking for presenters for the next two conferences.

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I am in the process of training Pallas Stanford as our new Database Manager. I have been monitoring the death notices and can work with her to navigate the Planning Center to make additions and changes in our membership. She should be fully trained by February.

I also drove down to DC to meet with Richard Nugent to get him on our TD accounts. I have transferred the current files and met with him on 1/26/26 to develop the monthly financial report that you got recently. I have added him to Planning Center to access our financial data on member's giving. I will continue assisting him until he is comfortable in the role. We still have to add him to the UUACEF to access the reports. We also need to add him to the PayPal account.

I traveled to Minneapolis to participate in the national call for clergy to witness the ICE invasion of that city. I heard directly from those who are fighting against the inhumane treatment of immigrants by an out-of-control federal agency. I helped patrol a street looking for ICE vehicles in a Hispanic neighborhood. I attended a training for ways to organize resistance in hyper-local neighborhoods. I am still processing what I learned and experienced and hope to share my learnings with a larger audience at a later date. I am glad I went.

I wrote a letter to Rev. Fred Cappuccino on the occasion of his 100<sup>th</sup> birthday in Canada. He had gone to Selma in 1965. He and his wife founded Child Haven International in 1985 which supports homes in India, Bangladesh, Nepal, and Tibet for children and women; a program which over four decades has served thousands of children and women, and for which they both were awarded the Order of Canada. I was alerted to his celebration by Mark Morrison-Reed who asked that I write a letter to be read by Mark.

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### 2) Connections Coordinator's Report - Janet Tillman

#### A. Status of 2026 Board Goals assigned to the Connections Coordinator

1. Explore (and develop, if feasible) a member skills exchange/skill sharing section on the website.
  - I developed an email with questions regarding members' interest in forming a Skill-Sharing Network. Following the Board's review of the questions, I will send the brief questionnaire to all UURMaPA members in February. If there is interest in a Skill-Sharing Network, I will proceed with the next steps in forming the network to be posted on the website.
2. Create new focused interest connection groups.
  - I hope to soon confirm a convener/facilitator for the *Managing Financial Crises* focused interest group and publicize the group.
  - I have been in email conversations with Susan Smith, Mykel Johnson, and Diane Teichert regarding the formation of a *Living with Chronic Illness* focused interest group. They have provided valuable suggestions. I have also contacted (but have not

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heard back from) Florence Caplow, co-author of *Tend to Your Spirit: Mindful Living with Chronic Illness*, to seek her advice. As soon as I have identified two co-facilitators/conveners, I will publicize the group.

3. Explore a focused interest support group for BIPOC members.
  - I plan to contact BIPOC members in February to seek advice on how to proceed in forming a BIPOC focused interest group.

### B. Area Connectors

- a. There has been no change in the number of Area Connectors since my December 2025 report Recruitment for Area Connectors is an ongoing and challenging process.
- b. I am in the process of sending all Area Connectors an updated roster of the retirees/partners in their areas.

### C. Connection Groups

- a. There has been no change in the General-Interest Groups. (Total Groups Active – 12, Total Participants – 69).
- b. Of the three new focused-interest groups publicized in November 2025, two of the three successfully added members. The *Living and Dying Sustainably* group did not have sufficient members to start the group.

### D. Connecting New Retirees/Partners

There were no retirees in January.

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### 3) Conference Coordinator's Report - Barbro Hansson

One last item remains before we can close the books on the Fall 2025 Conference: We have not yet been able to share the video recordings with registrants who requested to view them. It's been a frustrating process, as the required two-step authentication makes it impossible to find a secure, private place to store the video recordings on UURMaPA's current platforms.

I am asking Board members to **approve opening a special account on a video hosting platform**. Cynthia Becker, our Zoom Master, will store all UURMaPA video recordings and share links to those recordings for which we have signed release forms. The subscription cost will be covered by the conference registration fee.

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

- **Jeff Briere convened the Spring 2026 Conference Planning Team on January 16** and welcomed new team members, Tom Schade as Worship Coordinator and Ned Wight as Connecting Rooms Co-Coordinator. Susan Smith has stepped down from the Team for health reasons. We hope to use Zoom AI summaries until a Scribe can be recruited.

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- Dr. **Glen Thomas Rideout** accepted the invitation to serve as the theme presenter and featured musician. His fees are slightly higher than the budget, by only \$500.00. I don't think that will be a problem. Registration will open on Monday, February 16. Jeff and I are exploring promoting early registration by increasing the registration fee two to three weeks before the conference opens.
- **The first E-Blast is scheduled to be sent on February 2** with basic information about the theme, the theme presenter, the featured musician Odysseys, and pods. Sonya Sukalski will promote pods and assist new pod organizers.
- Cynthia Becker has begun working with **Dianne Miller, who accepted the invitation to share her Odyssey**. We are looking forward to hearing who the partner Odyssey presenter will be.
- **Tom Schade** has recruited a Worship Team that includes Lilia Cuervo, Laurel Hallman, Rosemarie Smurzynski, and Jan Carlsson-Bull, who will write the brief but profound obits.
- The next planning team meeting is scheduled for Feb 12 at 2:30 pm Eastern Time.

### Fall 2026 Conference - October 19-21:

It would be incredibly helpful to have a few theme suggestions.

**Duane Fickeisen and Roger Rochester** are our two **Odyssey presenters** for the fall. Thank you, Richard.

### Spring 2027 Conference - April 5-7

### Fall 2027 Conference - October 25-27

I'm proposing these dates because they don't conflict with any major religious holidays.

### Spring 2026 Conference Planning Team

Convener: **Jeff Briere**

Scribe: \_\_\_\_\_

Publicity: **Jeff Briere**

Theme Presenter Liaison: **Jeff Briere**

Music Presenter Liaison: **Jeff Briere**

Worship Coordinator: **Tom Schade, with Joan van Becelaere assisting**

Opening Worship: **Wayne Arnason & Kathleen Rolenz**

Worship Team: Lilia Cuervo, Laurel Hallman, Rosemarie Smurzynski, and  
Jan Carlsson-Bull, who is writing obits

Connection Room Co-Coordination: **Anita Farber-Robertson & Ned Wight**

Odyssey Coordinator: **Barbro Hansson**

Slide Show: **Jeff Briere**

Pod Promotion & Support: **Sonya Sukalski**

Registrar: **Barbro Hansson**

Archivist: \_\_\_\_\_

Tech Assistant: \_\_\_\_\_

Tech Assistant: *Jef Gamblee - hopefully, during the conference*

Zoom Master: **Cynthia Becker**

UURMaPA Board Liaison (Conference Coordinator): **Barbro Hansson** (Handles all communication to and from the UURMaPA Board.)

Chaplain Coordinator: **Christine Robinson** (Makes sure the Conf Chaplains are ready to serve.)

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

My main accomplishment this month was working with the *Sing Out Love* team to get a workable process for UURMaPans to get log-in rights to *Sing Out Love*. The notice went out to our members in early January, and as of a week later, 96 of us had signed up!!! My continuing work is to publicize this opportunity in the next *Elderberries*, and to make sure that the Conference Planning Team understands how they can use these resources.

There is a team looking into our settlement process with an eye to reforms that would make the process work better for ministers, especially those with marginalized identities. They would love a chance to explain their work to UURMaPans, and would like a chance for all UURMaPans to tell them about experiences with settlement, even in the far past, so they will have a full picture of what works and doesn't work. I propose an hour zoom meeting for this but it could also be a part of the program of the Spring meeting. (Cooperating with this team would count towards our Diversity and Inclusion halo)

The *Sing Out Love* hymnal team has also expressed a willingness to intro their work to UURMaPA in some sort of free standing or Spring Conference workshop. I am aware that we have two free-standing info meetings in our budget for technical assistance with large zoom meetings, and that one has historically been the always popular Retirement Plan meeting featuring Richard. I'm sure next Fall's meeting will be a hit as well, as we introduce Hugh Dennis, the new head of Church Staff Finances. Now we have two other possibilities. I wonder if the Spring Conference planners would like to consider incorporating one, or if the budget can be expanded for two special meetings? I would like to put this on the agenda.

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

I appreciate the timely work of all those who provided copy for the November issue. The deadline for the upcoming February issue is February 12.

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

<b>2025 Income and Expenses JAN '06 Report (through DEC '25)</b>		Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec	2025 Total	Budget vs. Actual
2025 Budget															
<b>INCOME</b>															
Member Donations	\$9,000.00	\$4,780.00	\$1,230.00		\$630.00		\$422.25	\$197.55	\$200.00	\$200.00			\$6,545.00	\$14,204.80	157.83%
Member Donations Stripe	\$4,500.00	\$1,808.61		\$2,488.90							\$297.62	\$73.09	\$3,050.59	\$7,718.81	171.53%
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%
<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>\$1,422.25</b>	<b>\$197.55</b>	<b>\$1,894.52</b>	<b>\$4,585.95</b>	<b>\$4,778.65</b>	<b>\$173.09</b>	<b>\$9,595.59</b>	<b>\$42,927.44</b>	<b>126.67%</b>
<b>EXPENSE</b>															
<b>On-Site Board Meetings</b>															
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%
<b>Total Board Meetings</b>	<b>\$9,400.00</b>							<b>\$2,308.20</b>	<b>\$1,319.87</b>	<b>\$1,493.69</b>	<b>\$1,493.69</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$6,615.45</b>	<b>70.38%</b>
<b>Conferences</b>															
Attendee Fee Refunds	\$0.00													\$0.00	
Conference Registration Fees	\$2,440.00												\$2,510.00	\$2,510.00	102.87%
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												\$150.00	\$150.00	15.00%
Misc.	\$1,000.00									\$106.00	\$115.00	\$300.00	\$135.00	\$656.00	65.60%
<b>Total Conferences</b>	<b>\$17,440.00</b>	<b>\$5,500.00</b>		<b>\$300.00</b>		<b>\$1,000.00</b>	<b>\$5,500.00</b>			<b>\$106.00</b>	<b>\$115.00</b>	<b>\$5,800.00</b>	<b>\$2,795.00</b>	<b>\$21,116.00</b>	<b>121.08%</b>
<b>General Assembly</b>															
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%
<b>Total General Assembly</b>	<b>\$2,125.00</b>						<b>\$1,032.79</b>						<b>\$0.00</b>	<b>\$1,032.79</b>	<b>0.00%</b>
<b>Communications</b>															
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	\$19.99		\$43.09	4.31%
Zoom	\$200.00						\$100.74						\$107.16	\$207.90	103.95%
Database Management	\$0.00													\$0.00	
<b>Total Communications</b>	<b>\$7,800.00</b>		<b>\$1,512.99</b>			<b>\$2,025.35</b>	<b>\$100.74</b>		<b>\$2,067.86</b>			<b>\$2,054.43</b>	<b>\$127.15</b>	<b>\$7,888.52</b>	<b>101.13%</b>
<b>Other Expenses</b>															
Retirement Planning Seminar Expense	\$0.00													\$0.00	
Saging & Unsong & Navius Awards	\$1,000.00													\$0.00	0.00%

Rainbow Project	\$175.00												\$201.00	\$201.00	114.86%
BLUU Donation	\$250.00						\$250.00							\$250.00	100.00%
Finding Your Way Home Scholarship	\$0.00													\$0.00	
Postage	\$200.00											\$156.00	\$156.00	78.00%	
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	\$378.50	\$507.50	40.60%
<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>\$279.36</b>	<b>\$100.00</b>	<b>\$332.00</b>	<b>\$69.00</b>	<b>\$550.00</b>	<b>\$129.00</b>	<b>\$735.50</b>	<b>\$3,519.45</b>	<b>63.36%</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>\$7,631.69</b>	<b>\$2,408.20</b>	<b>\$3,719.73</b>	<b>\$1,668.69</b>	<b>\$2,158.69</b>	<b>\$7,983.43</b>	<b>\$3,657.65</b>	<b>\$42,425.00</b>	<b>100.25%</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>-\$6,209.44</b>	<b>-\$2,210.65</b>	<b>-\$1,825.21</b>	<b>\$2,917.26</b>	<b>\$2,619.96</b>	<b>-\$7,810.34</b>	<b>\$5,937.94</b>	<b>\$502.44</b>	<b>-5.96%</b>
<b>Ending Account Balance</b>															
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	\$100,678.97		
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	\$19,260.94		
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	13,528.62		
<b>Scholarship Fund</b>						20,132.00	20,759.17	21,318.03	21,565.42	21,745.34	\$22,226.54	\$22,695.22	22,666.80		
<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>	<b>146,380.72</b>	<b>147,112.11</b>	<b>\$145,607.52</b>	<b>149,542.23</b>	<b>\$155,610.37</b>	<b>\$158,354.35</b>	<b>\$156,135.33</b>		
		Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec	2025 Total	Budget
	2025 Budget														vs. Actual