

Agenda

UMRA Board Meeting, January 23, 2023

1. Approval of November and December Board meeting minutes
2. Financial report—Kristy Frost-Griep
3. Discussion of dues income and dues communications—Ron Matross
4. Program Committee report—Eric Hockert
5. Report of Big 10 meeting—Ron Matross and Jan Morlock
6. Nominations Committee update—Jan Morlock
7. PDGR Report—John Bantle
8. Travel Committee report—Cherie Hamilton
9. Other?

UMRA Board of Directors Special Meeting (Zoom)
Monday, December 12, 2022
1:00 p.m.
Draft Minutes

In attendance (virtual): John Bantle, Frank Cerra, Will Craig, Kristy Frost-Griep, Cathy Lee Gierke, Cherie Hamilton, Eric Hockert, Laurie Koch, Russell Luepker, Ron Matross, Jan Morlock, Kris Mortensen, Jerry Rinehart, Barb Shiels, Julie Sweitzer, KaiMay Terry, Cathrine Wambach, Diane Young

Ron Matross opened the meeting just after 1:00 p.m., noting that the sole item on the agenda was the location of the March, April and May meetings. He reminded members that in October the board had decided on Midland Hills for the spring meetings, but that was before the Campus Club received a reprieve on funding. Ron then summarized the significant findings among the responses to the Program Survey. There was a good response of 346 members. The majority of respondents said that Covid, schedule conflicts and parking were major or minor obstacles to attending. A majority of non-attendees responded that not knowing people was an obstacle, with 16% saying it was a major obstacle, something UMRA needs to continue to work on. As to format, the two lunch formats (hot and a lighter option) were the favorite of 46% with only 19% preferring one of the coffee options, but when offered a mix of luncheons and coffees 35% said that was their top choice. Ron felt the responses indicated an openness to new options but a preference for lunch. Holding events on campus was very or somewhat important to 54% of respondents. Regular attendees were strongly in favor of a campus location while non-attendees registered as slightly favoring campus or no preference.

Ron then asked for other observations. Laurie was impressed by the large number who were willing to complete the survey. Eric noted what didn't rise to the top, which is cost. It allayed some of his fears of cost as a barrier. Jan agreed with Laurie, noting the respondents were roughly half the membership, and agreed price is not a serious issue. Ron noted his concern that small obstacles can add up to become barriers, and price may not be a major barrier on its own, but possibly a small obstacle we should be mindful of. Will agreed the price itself is not a problem but perhaps a sense of little value for the price. A salad or cookie could help. Russ said we need to facilitate the needs of those who are attending, and location is a testable question. Julie agreed, saying it is why she like the proposal to hold two events at Midland Hills with the promise of the return to Campus Club in May. She also noted that people who liked the Zoom option apparently didn't know that the January and February meetings would be on Zoom, so we need to communicate that clearly. Cathrine and Cathy Lee agreed it was worth a try.

Ron then reported on the meeting he and Diane had with the Campus Club. The club is fully staffed with occasional morning shortages of student employees but does not have enough staff for plated lunches. The price for the West Wing will increase from \$600 to \$800 in fall, plus the charge for technology. Diane noted that the charge for non-U renters is \$2,000, so the increases reflect what things cost today. Food (buffet lunch) will remain at \$25 until UMN increases the amount departments are permitted to spend on food. Morning coffees would

cost \$18.50, so if we charge \$20 it isn't much cheaper than lunches. The Campus Club wishes us to know that they provide good pay and benefits to employees, and hope that is a factor we consider. UMRA is an important customer among many. The club has a more philanthropic vision of the future focusing on feeding the U community. Currently they provide some free student meals but a possible switch to 501(c)(3) tax status could allow them to accept donations and provide more support to food shelves in the area. Russ asked if that model is feasible. Frank said they are receiving good legal advice but there is no market study. Frank noted that the provost has told the Campus Club that she will continue their funding for this fiscal year and provide half that amount for fiscal 2023-24, but nothing is in writing. The club is to negotiate with the real estate office regarding rent in 2024-25.

Ron then asked for consideration of the proposal (made by Ron and Bill) to hold the March and April luncheons at Midland Hills Country Club and return to the Campus Club for the May annual meeting. Frank said it was tenuous to put all our eggs in the Campus Club basket and we need to try other venues even though our allegiance might be to the U. Jerry agreed, noting the financial strain was not a new situation for the Campus Club. He values the club but feels reality caught up with the club during the pandemic. Kristy also favored the proposal. She does not want to give up on the idea of coffees and suggested using free or inexpensive campus space such as Hasselmo Hall's foyer or Mayo Auditorium, with cookies and coffee from the current university dining services provider. Ron noted the added benefit of not being 'required' to eat and thus remove a mask at such events. He wants to vary one variable at a time in spring, however, specifically location. Jan asked if we were ready for a motion? Ron said the proposal is to hold the march and April luncheons at Midland Hills Country Club, and the May annual meeting at the Campus Club. Eric moved approval of the proposal, and Will seconded it. Ron asked for discussion, to which Barb said she favored approval but it was important to communicate clearly and emphasize the May return. Frank said 'ditto that' and we need to provide a clear decision to the Campus Club. Ron said Kris was holding the January newsletter for an article on this decision, which he was drafting. Diane said we also need to reconfirm with Midland Hills. Ron asked who was responsible for that. Diane said the president should confirm with the schedule with both locations on behalf of the organization. Jean Kinsey is the member contact for the Midland reservation. The Host Committee will take it from there to work out the event details. There was general agreement, and Ron said he would handle it. He called for a vote which was unanimous in approval.

As a final note, Eric wanted to recognize the quality of the work done by Ron, Will and Cathrine in drafting and analyzing the survey. Cherie recommended a bulleted list for communicating the schedule and locations, including Zoom, for January through May. Kris asked about a previous idea to hold a board meeting at Midland to develop familiarity. Ron suggested that instead a few members could go look at the location informally.

Ron **adjourned** the meeting at approximately 2:00 p.m.

UMRA Board of Directors Meeting (Zoom)

Monday, November 28, 2022

1:00 p.m.

Draft Minutes

In attendance (virtual): John Bantle, Frank Cerra, Will Craig, Bill Donohue, Kristy Frost-Griep, Cathy Lee Gierke, Cherie Hamilton, Eric Hockert, Laurie Koch, Russell Luepker, Ron Matross, Jan McCulloch, Jan Morlock, Kris Mortensen, Jerry Rinehart, Barbara Shiels, KaiMay Terry, Diane Young

Regrets: Julie Sweitzer

UMRA President Ron Matross called the meeting to order at 1:00 p.m. He invited comments on or additions to the published agenda and there were none.

The approval of the minutes of the October 24, 2022 board meeting was moved by Will Craig, seconded by Laurie Koch and were approved unanimously.

Financial Report: Treasurer Kristy Frost-Griep summarized the financial report as of October, 2022 that had been provided in the meeting materials. She said that revenues and expenses were generally consistent with what had been budgeted except for revenue from dues. Dues revenue to date were anticipated to be \$15,000 (estimates from John Anderson of the Membership Committee based on historical renewal rates), while actual revenue from dues is approaching \$11,000. There was a discussion with recommendations that we set an earlier deadline for members to pay their dues, with notices sent when members are in arrears. There was a question about how this year's dues payment status compares to other years at this time, and there was a question about whether we have considered offering an arrangement for paying multiple years ahead. Ron indicated that he will ask the Membership Committee to consider the questions about prompt payment of dues, and to report back to the board in February or March.

Program Survey:

Ron, with a small task force of other board members, has developed a draft survey to be sent to members regarding preferences for locations and formats for monthly UMRA forum programs. Questions have been prompted because of recent uncertainties in the operations and future of the Campus Club, and the need to finalize arrangements for venues for the March, April, and May forum dates, and communicate with members via the newsletter. Ron summarized the survey's purpose and asked board members for comment on the draft questions. The survey includes questions about preferred formats for the monthly forums, the importance of keeping the monthly forum program on campus, and pricing of the events. Several board members offered comments on the questions. Ron and Will Craig will confer and finalize the survey to send out immediately in order to have preliminary data by the second week in December.

Venues for UMRA in-person events, March through May, 2023:

Frank Cerra, UMRA's representative to the Campus Club board, reported on the current status with the Campus Club. The Campus Club will continue to receive a partial subsidy from the Provost's Office, and will remain open at least through 2023. The Provost's help on rent for the Campus Club goes to zero in 2024 - 2025. The Campus Club is working on a plan to become self-sustaining. Frank reported that UMRA is an important, but not critical, customer for the Campus Club, and the Campus Club's survival does not depend on us maintaining that as our venue. Several board members commented on the history and value of the UMRA connection with the Campus Club, and/or with meeting on campus in general. Diane Young of the Host Committee commented that the Host Committee could adapt and do its job whether the forums are held at the Campus Club or if we move to new location(s).

It was decided

- Ron will have preliminary results from the member survey by 12/9 or so;
- a small group of UMRA leaders, to include at least Ron, Diane, and Jerry Rinehart, will meet with Ann Holt of the Campus Club and among other things to let her know that UMRA may experiment with other locations;
- Ron will call an UMRA special board meeting for 12/12 to review survey results and make a decision about forum venues for the remainder of the 2022 -2023 program year (through May).

UMRA/URVC integration and by-laws changes:

A working group led by Jerry Rinehart has completed its work looking at recommended changes to integrate UMRA and URVC operations and governance. (See report included in board packet.) Highlights of the recommended by-laws changes, to be brought to the membership for a vote at the May annual meeting:

Article III: that membership in UMRA can include URVC Council Members (who may not otherwise be University retirees).

Article IV: officers of UMRA—the Chair of the URVC Council will be a member of the Executive Committee, in addition to the UMRA officers and the immediate past-president.

Article V: The maximum number of board members increases to 21 (from 20), to include the Chair of the URVC Council. The UMRA Nominating Committee will include eight members: the immediate past-president (who chairs), the president-elect, two other current members of the board, three UMRA members who are not currently on the board, and the URVC Council Chair.

These proposed by-law changes should be voted on by the board by the April meeting, to be on agenda for a vote by the members at the annual meeting in May.

Nominating Committee update:

Jan Morlock presented a timeline for the 2023 nomination of new board members and officers. The Nominating Committee will this year be eight members, to include the URVC Council Chair. There were no comments or recommendations to the timeline.

Program Committee update:

Program Committee Chair Eric Hockert provided data on participation in recent monthly programs. Programs like the one in October on health insurance options were highly attended, consistent with other years. Eric pointed out, however, that the participation seems to be softening since the midst of the pandemic. Has our content not been as engaging? It was commented that, with everyone's programming and in-person activity roaring back, there is a great deal of competition for people's attention. Eric posed the question of how to engage, especially, new members to come to forums and events; and invited recommendations for other topics and speakers. Laurie Koch asked, in addition to the number who attend the programs in real time, if we have data on how many see the videos after the fact? Cathy Lee Gierke said that we can retrieve that information.

Website update: Cathy Lee Gierke has been leading a team of volunteers for the last year to prepare our website for the transition to a new platform on Drupal. The new website will be ready to go live in mid-December. Some improvements that it will include: UMRA News now will have its own page, and there will be an UMRA Calendar of Events, something that we have been seeking to create on the website for several years. Cathy thanked the UMRA volunteers and Communications Committee members whose work has helped make this possible, with special mention to Kathy Jensen and Kris Mortensen. Communications Committee Chair Eric Hockert and other board members thanked Cathy for her leadership on the website, especially given the recent demands of making the transition to a new platform.

The meeting was adjourned at 2:40 p.m.

UMRA Executive Committee (Zoom)
Monday, January 16, 2023, 1:00 p.m.
Draft Minutes

Attendees: Kristy Frost-Griep, Eric Hockert, Ron Matross, Jan Morlock, Julie Sweitzer

Ron called the meeting to order shortly after 1:00 p.m. November minutes were not yet ready for review.

Budget Report: Kristy pointed out her financial report now includes URVC, which is operating within budget. UMRA is roughly on target for expenses (luncheons and other events), and sponsorships are current. Dues revenue is at \$11,490, significantly lower than the budgeted \$15,000. Kristy shared a report from Virgil stating that total membership is up but the total is about 10% less than predicted. Virgil recommended one further communication encouraging renewal, which would require \$110 if done by print mail.

Ron said he thought we had decided to eliminate the dual membership for next year. He wants the Membership Committee to meet and make a plan for encouraging memberships, such as setting a deadline for renewal, and he hopes they will report back by March. Eric suggested adding an opportunity to give an additional contribution when renewing membership. Ron will ask the Communication committee to get involved with Membership and provide assistance in developing a print and email communication plan, writing messages, etc. He appreciates Virgil's work and wants to build on it. Kristy wants to be sure the board knows we are unlikely to make the budgeted amount. Jan said she was in favor of approving postage for a print mailing, especially if the letter is aimed towards better results than email. Eric raised the concern that a letter requires the recipient to take extra steps to go to a computer and log on or even to write a check. Jan moved approval of the postage and sending renewal reminders by both mail and email, with the Communications committee helping create the messages. Eric seconded the motion, and the vote was unanimous in favor.

Program Committee: Eric reported on four items. First, Frank Cerra had suggested a special Forum on the proposed Sanford-Fairview merger and related issues, with Jakob Tolar as the guest. Planning is in progress and the date is tentatively set for February 7 on Zoom. A moderator is still needed. Second, the March forum will include several efforts to engage new members, as encouraged by Jan Morlock. Eric will personally invite new members. Jan McCulloch will coordinate board hosts for new members, including email invites. There will be a 30 minute 'new member' session before the luncheon, where Ron will provide information on UMRA and ways to get involved. Jan said this was fabulous.

Third, Eric will work with Diane Young and Jean Kinsey (UMRA's member liaison with Midland Hills) to arrange a time to tour the location. He will then invite board members to attend if they wish. Finally, Eric is starting to plan events for spring, summer and fall, as previously discussed, and possibly a holiday party. He has already spoken with

Cherie about aligning with her social committee. Ron likes the symmetry of seasonal events, although he's heard some push back that it may be too many events. Jan expressed her willingness to help. She also summarized the new Cabinet of Curiosities series, inspired by Sally Kohlstedt, where small groups visit interesting collections around the University, hosted by a curator of the collection. The first is at the Bell Museum on February 8, hosted by retired curator Don Luce, and followed by gathering at Stout's Pub and Grill. Eric noted a campus tour of interesting buildings could be another event. Jan hopes the first Cabinet event will fill based on the notice in the January newsletter, but if it is not filled by January 24, she will prepare an email invitation for the membership.

Board Meeting: Ron reviewed the items for the board agenda and asked for any other suggestions. Jan suggested a tour of the website updates by Cathy Lee Gierke. Eric said we may not need to discuss all of the program items, but Ron thought there was enough time to cover them. Looking forward Ron said the Communications committee would have a proposal for consideration in February, and he hopes the Membership committee will have a plan developed by March. For the January meeting, Ron thought Kristy should share Virgil's report on membership and share the lower-than-expected dues revenue. Jan said Jerry's task force on governance changes had largely completed its work and that the full membership would need to vote on bylaw changes in May. Ron said that the board should address those in April. Julie noted the nominating committee was formed around this time last year and Jan said she was working on that (delayed due to illness.) Julie suggested creating an annual calendar of decisions the board and executive committee address each year and volunteered to create the first draft.

Meeting adjourned by Ron at 2:00 p.m.

University of Minnesota Retirees Association

Financial Report

December 2022

Fiscal year July 1 through June 30

UMRA		
	6.30.22	12.31.22
Savings Certificate	\$ 10,243	\$ 10,254
Savings Account	\$ 6,973	\$ 6,974
Checking Account	\$ 3,402	\$ 7,562
Total Checking and Savings	\$ 20,618	\$ 24,790

URVC	
Carryforward	\$ 5,130
Total Available 12/31/22	\$ 7,383

	UMRA		
	Budget FY23	December	YTD
Revenue:			
Sponsorships	\$ 6,500	\$ 1,500	\$ 3,000
Summer Social	\$ 2,000		\$ 1,950
Annual Dues	\$ 15,000	\$ 280	\$ 11,490
Luncheons/Events	\$ 14,400	\$ 90	\$ 8,345
Future Luncheons			\$ 1,710
Donations			\$ -
Transfer out of Savings	\$ 2,600		
Total Revenue	\$ 40,500	\$ 1,870	\$ 26,495
Expenses:			
Cares Committee (memorials and expenses)	\$ 900	\$ 100	\$ 630
Newsletter printing/ mailing	\$ 3,820	\$ 544	\$ 1,693
Newsletter personnel contracts	\$ 8,000		\$ 2,750
Membership committee costs	\$ 600		\$ -
Other Annual Meeting costs	\$ 1,060		\$ 1,060
Luncheons/Events	\$ 17,700		\$ 10,194
Host Committee	\$ 460	\$ 25	\$ 122
Square / Stripe fees		\$ 9	\$ 691
Summer Social	\$ 2,000		\$ 1,813
Big 10 Conference costs	\$ 3,700		\$ 2,126
Insurance	\$ 1,500	\$ 579	\$ 579
AROHE	\$ 220		\$ 120
Other	\$ 540	\$ 35	\$ 557
Total Expense	\$ 40,500	\$ 1,292	\$ 22,335
Net Income (Loss)	\$ -	\$ 578	\$ 4,160

	December	YTD
Revenue:		
Allocation		\$ 4,000
Total Revenue	\$ -	\$ 4,000
Expenses:		
Student workers	\$ 459	\$ 1,440
Parking	\$ -	\$ 180
Crash Plan License		\$ 57
Food		\$ 70
Other	\$ -	
Total Expense	\$ 459	\$ 1,747
Net Income (Loss)	\$ (459)	\$ 2,253

Notes:

Other annual mtg cost for Joel Westacott due to late invoicing

Sponsorships receivable \$0

Net event expense YTD = (\$2,525), approx 67% of budget...approx 63% of events have occurred

UMRA Membership Report - January 3, 2023 - Virgil Larson

On September 1, 2022, 87 members were marked inactive because they had not renewed for over a year. Of these 87, 41 were new members (34% of the 119 new members for 2020-2021), and 46 had renewed at least once (9% of the 507 renewed members for 2020-2021).

A total of 786 were considered active members on January 1, 2023.

Of these 786 active members, 184 have not renewed for 2022-2023. Of these 184, 44 were new members last year (54% of 81 new members for 2021-2022), and 140 renewed last year (26% of 538 renewed members for 2021-2022).

The remaining 602 members were 128 new and 474 renewing. Of the 474 renewing members, 251 paid the single rate of \$30 each (\$7530) and 223 paid the couple rate of \$20 each (\$4460) for a total of \$11,990. Only renewing members pay membership fees.

Renewals appear to be running 10% behind last year. If we increase renewals by 10%, we will gain 61 more members and \$1,525 additional membership dues. It's time to send another membership reminder. The question is should it be by email at no cost, or should it be send by letter at a cost of \$110 in postage.

Membership Year September 1 – August 31

	19-20	20-21	21-22	22-23
Total	675	695	743	786
New	85	67	74	128
Renew	537	507	538	474
Not paid	53	121	131	184
Removed	79	33	86	87

Membership Year	New and renewed members for this year		NOT RENEWED former new and renewed members					Total*	
	New	Renewed	New last year	% not renewed*	Renewed last year	% not renewed*	Total new and renewed		% not renewed*
2022-2023 Jan 1	129	474	44	54%	140	26%	184	30%	787
2021-2022 Mar 1	81	541	55	46%	72	14%	127	20%	749
2020-2021 Mar 1	105	508	52	50%	82	15%	134	21%	747
2019-2020 Mar 1	103	537	33		20		53		693

Total* includes new and renewed from this year and not renewed from last year.

% not renewed* is the percent of last year's total for this quantity, for example $44/97 = .4536$ or 45%.

UMRA Renewal Rates by Year

	19-20	20-21	21-22	22-23
Total Members	675	695	743	786
New Members	85	67	74	128
Renewed	537	507	538	474
Not renewed	53	121	131	184
Eligible to renew	590	628	669	658
Renewal %	91%	81%	80%	72%
Non-renewal %	9%	19%	20%	28%

Notes: Eligible to renew = total - new

Renew % = renewed/eligible

22-23 renewal rates are as of Jan 1, 2023

Other year renewals as of ??