

UMRA Board of Directors Meeting

Monday, November 22, 2021, 1:00 p.m.

By Zoom, link to join the meeting: <https://umn.zoom.us/j/97420278151>

Last board meeting October 25, 2021

Next board meeting January 24, 2022

Proposed Agenda

- | | |
|-----------|---|
| 1:00 p.m. | 1) Greetings and call to order, Morlock |
| 1:05 p.m. | 2) Approval of agenda |
| 1:10 p.m. | 3) Approval of minutes, Sweitzer |
| 1:15 p.m. | 4) Treasurer's report, Hestness |
| | • Proposed administrative policy on timely submission of reimbursement requests |
| | • UMRA insurance |
| 1:25 p.m. | 5) UMRA Transition Task Force, Cerra |
| 1:40 p.m. | 6) Membership Committee outlook for 2022, J. Anderson |
| 1:50 p.m. | 7) Travel Committee and Social Committee outlook for 2022, Hamilton |
| 1:55 p.m. | 8) Program Committee outlook for 2022, Matross |
| 2:00 p.m. | 9) UMRA/URVC working group, Rinehart |
| 2:15 p.m. | 10) Consideration of member dues for next year, charge to a working group |
| 2:20 p.m. | 11) Web and archives update, Lee Gierke |
| 2:25 p.m. | 12) President's report and any new business |
| 2:30 p.m. | 13) Adjourn |

UMRA Board of Directors Meeting (Zoom)
Monday, October 25, 2021
1:00 p.m. to 2:40 p.m.
Draft Minutes

In attendance (virtual): John Anderson, John Bantle, Will Craig, Frank Cerra, Bill Donohue, Gary Engstrand, Cathy Lee Gierke, Cherie Hamilton, Eric Hockert, Laurie Koch, Virgil Larson, Ron Matross, Jan McCulloch, Jan Morlock, Kristine Mortensen, Jerry Rinehart, Barb Shiels, Julie Sweitzer, KaiMay Terry, Cathrine Wambach, Diane Young

Guests: Tracy Ketchem and Lynn Praska from UM Foundation

Jan opened the meeting at 1:00 p.m., asking all members to introduce themselves.

UM Foundation report: Lynn Praska noted she is a Senior Planned Giving Officer and has served as the liaison for UMRA in UMF since she began in 2009. Tracy Ketchem reported on the latest Driven Campaign, a ten-year effort ending June 30, 2021. The campaign exceeded its \$4 billion goal, raising \$4.4 billion. Over 310,000 donors, including 16,135 current and former faculty and staff, contributed to Student Support, Research and Faculty, and U-Wide Initiatives.

590 UMRA members contributed \$32,800,501, based on 2021 membership data. Using the 2018 membership list raises the contribution total to \$33,949,161, meaning there are former UMRA members who contributed around \$1 million. The contribution total includes \$22 million in planned gifts, \$4.2 million in cash/credit contributions, \$3.4 in pledges (for example, a gift to be paid over 5 years), and the rest is IRA, securities, and in-kind (e.g., art or pianos) contributions. The designated uses for the contributions were \$11.6 for student support, \$8.1 million for faculty and staff, \$10 million for programs, \$1.1 million for research (which includes the professional development grants for retirees), \$1.0 million for outreach and community engagement, and \$752 thousand for capital items such as athletic facilities and the Pillsbury renovation.

Eric asked how much money is transferred to UM accounts from the UMF each year, and the answer (later confirmed by email) is around \$200 million each year, about 2/3 of what comes into the foundation. Bill asked how the UM avoids having the legislature reduce its allocation based on these contributions. Tracy explained that U Relations leads the effort to inform legislators about the need for multiple sources, and that it is an ongoing effort as new legislators arrive. Diane noted that in her experience with donors, they want to fund specific efforts towards excellence, not operating expenses like paperclips. Eric asked about volunteer activities in support of the foundation, and Tracy explained the unit-based committees that supported the campaign. KaiMay asked about the UM Arboretum Foundation, and the guests noted that is a separate foundation but is included as part of the U campaign.

At this point the guests signed off. Bill said it would be a good topic for a newsletter article, and Jan agreed. Gary said he'd post such an article on Facebook. Kris said she would get the names of UMRA members who served in volunteer roles for possible interviews.

Minutes: A motion to approve the minutes for May 24, 2021, and September 27, 2021, was made and seconded, and moved unanimously. It was noted that the minutes from the annual meeting in 2019 had not yet been approved, and it was agreed that needs to be done at the next annual meeting in 2022, along with the 2021 minutes. There are no known minutes from any 2020 annual meeting.

Treasurer's Report: Greg presented the September and quarterly reports. He said he filed the necessary state and federal papers to maintain UMRA's non-profit status and is in the process of billing sponsors. Gary moved approval, with a second by Jan, and the report was approved unanimously.

COVID Protocols: Jan introduced the topic by noting that while UMRA is not holding **in-person** membership meetings at the moment, some special interest groups have asked for guidance. The proposal is that full vaccination be required, participants should be ready to show proof of vaccination, and masks or other safety protocols recommended by the MN Department of Health (MDH) be followed. Gary moved approval, and Frank seconded the motion.

Eric asked whether UMRA should just follow MDH recommendations without any changes. He asked whether it was a HIPAA violation to ask about health status. Frank answered that MDH and CDC guidance are the same, and that we are required to follow MDH. UMRA is not asking about health status when asking about vaccinations, and it is not a HIPAA violation. He noted that this is for special interest groups only, and that the Transition Task Force will have additional recommendations. Jan clarified that it will be one policy in the end, but this applies **to any in-person UMRA meeting or gathering until further notice**. Barb said she supported proof of vaccination, agrees asking about vaccination is not a HIPAA violation because UMRA is not a health provider or other covered entity under HIPAA, and asked how UMRA would address the possibility of U requirements being stronger than UMRA's, if UMRA uses a U facility. Frank said UMRA would follow the venue requirements.

Frank clarified that full vaccination includes the booster. There was some discussion about whether the U was requiring proof of vaccination, and the conclusion was that the policy had changed and proof was now required for students and staff. It was agreed that vaccinations are not required for U events, however, such as athletic events. Cathrine asked how UMRA would verify vaccination status, **and suggested that those leading in-person group meetings may need further guidance on how to implement the protocols**. Cherie suggested UMRA include a statement that vaccinations are required in the invitation and do no more. Several members said showing proof has been easy at theaters and traveling. Frank said the proposal left that to the discretion of the event. Jan called for the vote, which was one opposed and the remainder in favor.

URVC Working Group: Jan introduced the proposed charge for the working group, which she drafted with Jerry. Jerry reported there were no significant roadblocks so far, but many details to work out. URVC has an 11 member board with much overlap with UMRA. John said as a former URVC leader, he thought a merger was a good idea. Frank asked about discussions with

U Relations about the \$4,000 in annual funding. Jerry said it had been mentioned in the meeting with Matt Kramer, and it will be again. Others shared their concern about losing funding. Jerry will argue that it aligns with U Relations' function, and added that UMRA should not be afraid of making an investment to reinvent its image and move forward, if needed. Frank asked if they would consider moving UMRA 'inside' the UM, the converse of the discussion to move URVC outside (and into UMRA). He said that when UMRA got the EFS string, UMRA was listed as an "outside supporter" and he recommended exploring what that means. Jerry noted that URVC is very independent from U Relations. Jan noted that this work is an exploration of possible actions, not an intent to merge. Frank moved approval of the task force charge, Laurie seconded it and the vote was unanimous.

Committee Reports: Jan noted time was short and asked if there were any driving points the chairs needed to make beyond their reports (included in the board materials).

Transition Task Force: Frank recommended reading the task force minutes and the full set of recommendations. Gary asked what the reference to "social needs" in item 6 meant. Frank explained it meant following the requirements of the venue, e.g., prohibitions on food, and said he would review terminology. Jan and Frank said there would be more information in November, when the recommendations are expected to be on the board agenda.

Travel and Social Committee: Cherie reported that she is working with Ron and 7 program suggestions will be handled by her committee as social activities. As for travel, the Portugal wine trip is scheduled for next May and 10 people are signed up.

Program: Ron said the **forum and workshop speakers for 2022 are being confirmed now and that it's shaping up to be a good roster for 2022.**

Membership: John will return in November for a report. 34 new members have joined since the last new member event, so he is holding another one on November 11 at 11 a.m. Bill asked for current membership numbers, and Virgil said he will provide that.

President's Report: Jan noted UMRA will host the Big 10 retirees 'association conference in 2026. Cherie has contacted 6 associations to get their mission statements, and Jan said UMRA may want to **review its mission statement to confirm it accommodates travel as an activity for the organization.**

Jan adjourned the meeting at approximately 2:40 p.m.

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Jan adjourned the meeting at approximately 2:40 p.m.

UMRA Executive Committee (Zoom)
Monday, November 15, 1:00 p.m. to 2:15 p.m.
Draft Minutes

Attendees: Will Craig, Bill Donohue, Cherie Hamilton, Greg Hestness, Eric Hockert, Ron Matross, Jan Morlock, Jerry Rinehart, Julie Sweitzer, Cathy Lee Gierke

Regrets: Frank Cerra, Kris Mortensen, John Bantle

Agenda and Minutes: Jan shared the agenda and noted a correction in the last paragraph of the minutes, where Cathrine Wambach was named and it should be Cathy Lee Gierke. During the meeting Julie made the correction.

Treasurer's Report: Greg said it had been a quiet month with payment of renewals from the PayPal site. Renewals have slowed down. He also noted receipt of 3 years of membership expenses, all documented and legitimate, and suggested adopting a policy to require reimbursement requests to be submitted within 6 months.

Greg also noted that he and Bill Donohue have been working to change the tax year to be the same as the fiscal year. They consulted with Kelly Farmer, retired UMN tax director, who recommended UMRA file the change documents with the feds after the first of the year. Bill is drafting the documents and they will submit them after January 1.

Greg reported that he has been communicating with Horizon Agency, an insurance broker UMRA uses for board liability insurance, about general liability insurance. The proposed cost is \$750 per year. Bill noted that the price is reasonable but still a significant sum relative to UMRA's budget. Ron asked if we needed both board and general liability? Bill said he had asked the agent that question, and the agent said general liability is more important, but it is good to have both. Bill that Steve Pardoe, the U's risk manager, said Horizon was a good agency. Greg moved approval of the purchase of general liability insurance, Bill seconded it, and all voted in favor.

During the report there was a discussion of whether UMRA was sponsoring travel, and questions about the role of insurance for trips such as those with Road Scholars or attending AROHE conference. Cherie thought that travelers with Road Scholars took out travel insurance, and Bill thought the liability would be with the travel company. Jan raised the issue of whether travel needed to be included in UMRA's mission statement, and Cherie said she was working with Ron to draft something that included a phrase such as "social activities, including travel." This led to some uncertainty as to what UMRA's official mission statement is, as several versions exist. Jan asked Ron and Cherie to draft a mission statement, and the group agreed it should be confirmed at the annual meeting.

Jan returned the discussion to the issue of expense reimbursement. Cherie noted there is a policy of conference expenses, and Jerry noted that it does not include a time frame. Greg agreed to draft a policy. Jerry moved approval of the financial report, Bill seconded, and the vote was all in favor.

Transition Report: Jerry reported that the Campus Club was the clear favorite choice for events with no close second, and a recommendation to go back to two events per month. The biggest discussion involved the hybrid format. They are recommending treating the first in person event in March as a homecoming, without a hybrid option. Kris and Virgil have talked with Campus Club about the hybrid option, and it is doable with tech support from Campus Club staff, but it would require volunteers from UMRA to operate it. There is a small increase in prices, so the Transition work group proposed exploring a UMRA subsidy of a portion of the room costs. That might mean raising membership fees. Bill said he thinks lunch should be revenue neutral and not be subsidized, assuming the increase in fees for the lunch would only be a few dollars. Jan thought that would be true if attendance remained the same. Jan then asked Greg and John Anderson to look at membership dues (including past proposals to add a lifetime or 5-year option) and to look at costs and fees for luncheon events. Jerry asked whether the hybrid option should include a charge for virtual attendees? Bill suggested trying it once, and if it works, then figure out the costs and charges. Jerry noted that in a new member orientation many new members praised the free first year of membership. He asked whether there was a strategy to keep them? Cherie noted that in the past, non-UMRA members were able to buy lunch and join the events. Ron said he recalled that being a condition of the Campus Club allowing UMRA to use the West Wing. Julie noted there may be an issue if UMRA is requiring vaccinations as a condition of attendance, depending on what the U requirements are for staff and faculty. Bill moved approval of recommendations #1 through #9, holding #10 back for further study. Julie seconded the motion, and the vote was all in favor.

Program: Ron reported there were 3 volunteers for the host committee, and he hoped for at least one more, preferably they have a tech background. They will make sure everything is set for events. He proposed possibly covering the luncheon costs for the hosts, and Jerry suggested a host badge. As to hybrid events, Ron noted the Zoom team is aware of the discussions, but no one has formally asked them to take on those responsibilities.

Ron had shared the list of programs for 2022 and noted that only March is still in flux. The hope was for a possible presentation by Governor Walz, but Bill reports he now thinks that is unlikely. The committee agree that if Walz ever says he is available, UMRA can schedule a special forum. Jan Malcolm and Steve Simon were suggested as alternatives, as was the new Weisman director. Ron said there are alternative dates being considered by speakers the committee has already contacted, and it is possible March will be resolved. Jan said the lineup looks good.

Hiking Club: Ron proposed formal authorization of the Hiking Club organized by Bev Moe as an UMRA Special Interest Group. Bill moved approval, Julie seconded, and all voted in favor.

URVC: Jerry said the committee met once and will again on Wednesday. He found a helpful Wilder Foundation article on merging nonprofits that is a good guide for logistics that need to be considered.

Board Agenda: Jan asked for any comments or changes, and there were none. Jan noted that UMRA is in line to host the Big 10 conference in several years and thinks there will be costs beyond what the conference fees will cover. She asked if anyone knew how that was handled when UMRA hosted in the past, and Eric suggested John Anderson would know. Cherie volunteered that she was on the planning committee with John. Jan moved approval of the agenda, Bill seconded, and the vote was unanimous in approval.

Meeting adjourned at 2:15.

UMRA
October 2021 FINANCIAL REPORT

	<u>10/1/21</u>	<u>10/30/21</u>
Savings Account	\$6,973	\$6,973
Savings Certificate	10,243	10,243
Checking Account	<u>10,331</u>	<u>8,374</u>
Total Checking and Savings	\$27,547	\$25,590

REVENUE:

Paypal Deposit (renewals)	<u>1,340</u>
Total Revenue	\$1,340

EXPENSES

Memorials	\$150
Newsletter	1,345
Membership Expenses	<u>1,814</u>
Total Expense	\$3,309

GAIN/(LOSS) (\$1,969)

- Checking balanced as of October 30th.
- Membership expenses were well documented by Virgil, going back three years. Recommend we require reimbursement requests within six months.
- I have enlisted Bill Donohue to assist with our federal fiscal year IRS change. Making the change and getting the IRS to acknowledge the change is more complex. Bill contacted recently retired UM tax professional Kelly Farmer. We three met. We will submit IRS form 1128 after January 1st to initiate the change. It is not a problem if we have an internal fiscal year and a different federal reporting year, but it is simpler if they coincide. Bill has helped with language.
- We have insurance covering board liability. We do not have general liability insurance. Our broker, Horizon, well respected, recommends we do. Bill contacted UM risk manager Bill Pardoe about the necessity. Bill P recommends we have general liability insurance. It would be about \$750/year. We have a few more questions for Horizon. This is similar in cost to our existing board coverage. Bill D, comments?

Greg Hestness, Treasurer

FBC Notes

UMRA Transition Task Force

12 November 2021.

Zoom Meeting

1. There were no edits to the 10/18/21 Notes
2. There were no additions to the Potential Venue information
3. The Transition Task Force had a unanimous endorsement to hold the inperson meetings at the Campus Club
4. Kris and Virgil delivered their report on IT availability at the Campus Club. Please see the attachment for the details; salient points were:
 - a. The room charge was increased from \$500 to \$600 per event for the West Wing
 - b. AV services can be provided for \$200 per event and include the podium, a podium camera, a portable microphone and two viewing screens for the West Wing
 - c. Hybrid meeting services charges would be over and above the room and AV charges and UMRA would need to provide its own equipment
 - i. An AV expert who is familiar with the CC is available for \$55 per hour. He is interested in training Virgil and the team so that UMRA can be self-sufficient
 - ii. Hybrid events would use the Campus Club internet, and the Zoom platform
 - iii. Events can be recorded via Zoom
 - d. The Task Force expressed an interest in a practice session for the hybrid meeting in the West Wing sometime in early 2022 prior to the March 2022 in person forum
5. There was a rich discussion regarding the inperson meetings and the hybrid model for the forums with general agreement to continue to use the Zoom platform for the workshops. Some of the areas discussed included:
 - a. The experience of the inperson meeting
 - i. Social or content
 - ii. A consensus was reached that while both were part of the experience, the major experience was the social part of an inperson meeting including conversations, being inperson and with a sitdown served luncheon.
 - b. Charging for the online portion of a hybrid meeting
 - i. A controversial notion from the attendance perspective as it may increase or decrease attendance
 - ii. After the training period, Virgil and the team would be able to perform the technical aspects
 - iii. The consensus was to wait and see how the hybrid model performed
 - c. There was clear consensus that the first inperson forum, currently planned for March 2022, would only be an inperson meeting without hybridization, but as a homecoming celebration social gathering.

- d. The hybrid meeting would be tried at a subsequent meeting and after a trial run
 - e. Separate the lunch charge from the room charge
 - i. Cost account the lunch charge and consider an increase in UMRA subsidy
 - ii. The AV use charge and the room charge have a combined base of \$800, with the hybrid charges in addition
 - iii. Consider a dues increase
 - iv. Only one charge for the luncheon for each attendee
6. Recommendations from the Task Force: for Forums and Workshops
1. In person meetings of UMRA should not begin until March 2022
 2. UMRA monthly events should be reduced from three to two, retaining the monthly forum and workshop.
 3. A host Committee should be established to manage the logistics of the monthly forums
 4. An individual member event recommendation should be referred to the Chair of the Program Committee for disposition
 - a. The relative roles of the Program Committee and the Social Committee should be clarified
 5. The venue for the inperson meeting must have IT capacity appropriate for the meeting or be permissive of UMRA providing that capacity. This also applies for hybrid meetings when they occur.
 6. The social component of the inperson meetings is of great importance to the membership, not discounting the quality of the program
 7. In person meetings must comply with the current public health recommendations of the Minnesota Department of Health
 8. Attendees to inperson meetings must be vaccinated for Corona 19 and have validation of that vaccination available if requested
 9. The first inperson meeting currently scheduled for March 2022 needs to be a high quality social event (with a great speaker), and needs to be a sitdown, served luncheon
 10. While a single charge for the inperson meeting will continue, internally separate the room charge from the lunch charge, cost account the lunch charge and consider a dues increase and an increase of the UMRA subsidy.

November 19, 2021

TO: UMRA Board of Directors

FROM: Jan Morlock, President

SUBJECT: Considering UMRA membership dues, charge to a working group

Background. Presently, UMRA offers a membership, renewable annually, with a rate for individuals or a couple. New members are offered a one-year, free trial membership. UMRA's membership dues have been unchanged since (year?). UMRA members and all participants pay a fee to attend and dine at the in-person forums and other occasional all-member events.

Recently there has been discussion of the fairness of the couple membership rate, and consideration of whether UMRA and its members would be well served by offering a multi-year membership to provide more sustained support for the organization and to reduce the administrative effort of managing annual renewals.

UMRA's operating and program costs are expected to increase in the coming year(s) due to factors including purchase of additional insurance, license fees and conversion to new membership software, technology needs related to offering our programs virtually, and higher venue and food costs for programs.

A working group to consider dues and fees. UMRA Treasurer Greg Hestness and Membership Committee Chair John Anderson have offered to co-lead a working group to evaluate our current membership structure and dues and consider recommendations for any changes. They may recruit other members of the working group to assist as they see fit.

A goal or principle we might consider related to our dues: Members are engaged, loyal, and sustain their memberships because they find value at least commensurate with the cost of membership, and membership revenues provide sufficient revenue for the organization to support its operations and anticipated future obligations.

Questions to address. What membership fee structure would serve UMRA best? Should we offer a lifetime or multi-year membership? Go to a minimum renewal period of more than one year? Continue our free trial for new members? Should the charge to members to participate in programs or events cover, in general, the costs of putting on the events? Do we need to raise the dues per member? What changes if any would you recommend that we bring forward for consideration in Spring, 2022?

The working group is to report periodically to the Executive Committee and the Board and bring a report and recommendations by (date).

Membership Committee Report

November 22, 2021

John S. Anderson

1. Membership data - See report by Virgil Larson

2. New Member Welcome event - November 11, 2021 via Zoom
 - 10 new members participated – invitations sent to 81
 - 8 responded to Interest Survey
 - Spreadsheet-report of checked interests with contact information
 - Comments to open-ended questions with contact information

3. Membership committee appointed subcommittee to study dues issues
 - a. Different dues for singles vs. couples (\$30 vs. 40)
 - b. Life-time membership vs. 5 year membership vs. annual renewals
 - c. Is it time to consider an increase in dues?

UMRA Membership Report - November 16, 2021 - Virgil Larson

On September 1, 2021, 86 members were marked inactive because they had not renewed for over a year. Of these 86, 30 were new members (29% of the 104 new members for 2019-2020), and 56 had renewed at least once (10% of the 537 renewed members for 2019-2020).

A total of 741 were considered active members on November 16, 2021.

Of these 741 active members, 120 have not renewed for 2021-2022. Of these 120, 40 were new members (34% of 119 new members for 2020-2021), and 80 had renewed at least once (16% of 508 renewed members for 2020-2021).

The remaining 621 members were 88 new and 533 renewing (249 at the single rate of \$30 and 284 at the couple rate of \$20). Only renewing members pay membership fees.

So far this year 249 paid the single rate of \$30, \$7470, and 284 paid the couple rate of \$20, \$5680, for a total of \$13,150.

	Year		
	21-22	20-21	19-20
Total	741	667	652
New	88	36	67
Renew	533	435	522
Not paid	120	196	63
Removed	86	33	

Responses to Open-Ended Questions

November 2021

Other ways that I would like to be involved with UMRA:

4 responses

Nevin Young neviny@umn.edu 651-216-8789

I'll probably stay active with the Hiking Group, including hosting a hike or two.

Ken Keller kennkeller@gmail.com 651-768-8298

My wife and I are in a transition period in which we are spending more time in the Twin Cities but still spending time in Italy where, until recently, I had been working for Johns Hopkins, teaching and directing its graduate center in Bologna. We need to become more familiar with the various UMRA activities and find our comfort level in a two continent existence before either of us can answer this (or several other) questions in this survey.

Elly Verhagen elverha@gmail.com 612-860-0789

Hiking group -- am currently without a car so would anyone coming from Saint Paul be willing to provide a ride?

Donald Luce lucex001@umn.edu 612-816-6263

Give tour of Bell Museum for UMRA members

My skills or competencies that I would enjoy sharing as I participate in UMRA:

5 responses

Nevin Young neviny@umn.edu 651-216-8789

UMRA should consider developing/offering sites using Canvas software, which would take some negotiating with UMN.

Lee Munnich lmunnich@umn.edu 612-202-9511

Transportation policy, economic development, politics

Francine Linhart flinhart1@gmail.com 630-715-6937

25 years in "corporate" role, overseeing large scale projects. Better than average (especially for my age!) understanding of technology / software. Music - anything to do with music. I love travel, and I play a mean game of Scrabble.

Ken Keller kennkeller@gmail.com 651-768-8298

After almost two decades as a chemical engineering professor working in the field of biomedical engineering, I have spent three more in various academic administrative roles and active participation in the development of international scientific policy across a broad spectrum of current issues. To the extent that those experiences might be useful in providing perspective on issues facing a university like ours-- and a group like UMRA which cares about the university-- I would be happy to share thoughts and participate in discussions.

Don Luce lucex001@umn.edu 612-816-6263

Knowledge of Minnesota natural history, knowledge of ornithological art and illustration.

Other comments?

Nevin Young neviny@umn.edu 651-216-8789

Maybe more active in UMRA and in volunteering after August 2022, when fully retired...

Kristy Frost-Griep frost016@umn.edu 651-262-8670

I'm still new at this retiree stuff and not willing to commit to anything big. I don't want to plan activities, but would be happy to be an assistant, run errands, staff support, etc.

Elly Verhagen elverha@gmail.com 612-860-0789

I prefer not to take on any additional responsibilities in the coming year as I am already very busy with other (non-UMN) volunteer involvements but perhaps in the future. And, thanks for scheduling today's New Member Welcome Zoom.

November 19, 2021

TO: UMRA Board of Directors

FROM: Jan Morlock

SUBJECT: President's report

Consistent with UMRA policy on approval of new special interest groups, the Executive Committee, upon recommendation from the Program Committee Chair, on November 15 approved the UMRA Hiking Club as a new special interest group. UMRA Member Bev Moe is the founder of the Hiking Club and is organizing a starting calendar of two hikes each month, at locations around the metro area and where proposed by Hiking Club members. There are so far 24 members on the Hiking Club email list. With the approval of the Hiking Club as an UMRA special interest group, a web page will be created for the club, and Bev will have access to UMRA communications to promote its activities.

The (draft) minutes from last Monday's Executive Committee meeting are in our board packet, fyi.

**Transition Task Force Recommendations
For Forums and Workshops
(Revised after 11/16/21 EC)**

1. In person meetings of UMRA may begin March 2022 or after.
2. UMRA monthly events should be reduced from three to two, retaining the monthly forum and workshop.
3. A host Committee should be established to manage the logistics of the monthly forums
4. An individual member event recommendation should be referred to the Chair of the Program Committee for disposition
 - a. The relative roles of the Program Committee and the Social Committee should be clarified
5. The venue for the inperson meeting must have IT capacity appropriate for the meeting or be permissive of UMRA providing that capacity. This also applies for hybrid meetings when they occur.
6. The social component of the inperson meetings is of great importance to the membership, not discounting the quality of the program
7. In person meetings must comply with the current public health recommendations of the Minnesota Department of Health
8. Attendees to inperson meetings must be vaccinated for Corona 19 and have validation of that vaccination available if requested
9. The first inperson meeting currently scheduled for March 2022 needs to be a high quality social event (with a great speaker), and needs to be a sitdown, served luncheon

The Executive Committee did not endorse a 10th recommendation, but it is presented here for Board information:

(While a single charge for the inperson meeting will continue, internally separate the room charge from the lunch charge, cost account the lunch charge and consider a dues increase and a increase of the UMRA subsidy).