

1 Unitarian Universalist Retired Ministers and Partners Association
2 Minutes of Zoom Conference Board Meeting November 17,2021

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4 Board Members Present: Susan Rak, Richard Speck, Gloria Perez, Millie Rochester,
5 Ann Schranz, Jaco ten Hove, Anne Spatola and Wayne Arnason

6 *Note: **Board decisions are in bold type.** Action items are in red italic type.*

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8 Opening words read by Millie Rochester were a meditation entitled "With Eyes
9 That See" by Marta Valentín, from the meditation anthology Falling into the Sky,
10 edited by Abhi Janamanchi and Abhimanyu Janamanchi.

11
12 Common Read conversation-Unitarian Universalists of Color

13 Ann Schranz led the discussion of the first three essays.

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15 Standing reports:

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17 Secretary-Gloria Perez:

18 After a short discussion about a sentence in the revised draft of the Oct. minutes
19 the decision was made to delete the sentence. **The board then approved the**
20 **minutes as amended.**

21 *Gloria will delete the sentence and then send the approved Oct. minutes to Duane*
22 *Fickeisen for posting on the website.*

23
24 Treasurer-Richard Speck:

25 There were a few questions asked to clarify some items on the spreadsheet
26 Richard sent to us. Richard answered them. We should end the year with a
27 surplus of funds. **The board then approved the treasure's report.**

28 Richard then explained the proposed budget for the next fiscal year 2022.

29 Projected expenses were based on last year's expenses. Richard asked for some
30 clarification of some items regarding expected expenses. He also said that if there
31 are more expenses than allowed for in the proposed budget, we could take funds
32 from the reserves. The biggest moving part of the budget is funding for the in-
33 person board meeting. He verified that our fiscal year runs from January 1st
34 through December 31st. **The board approved the proposed draft of the 2022**
35 **budget.**

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38 President-Susan Rak

39 Susan's concern is how to help UURMaPA and the wider community with the big
40 issues. We will discuss this later in the meeting.

41

42 Connections-Millie Rochester

43 Millie is pleased to have received the spreadsheet of Intent to Retire forms.

44

45 Matters for discussion

46 Anne gave a debriefing of the Fall Conference.

- 47 • Barbro is contacting people for evaluations of the conference.
- 48 • There is a need to have guidelines for ministers and partners Odysseys.
- 49 • There needs to be some improvement for the registration process for the
50 next conference
- 51 • There should not be a clergy couple chosen to do the worship service

52 We discussed the Winter Conference. Points brought up:

- 53 • Registration fees for the conference recognizing that there is a difference
54 in costs between a virtual conference and an in-person conference.
- 55 • Should a couple pay less than two separate individuals? Having a couple's
56 rate might encourage more partners to attend.
- 57 • Could there be a fee for each screen logging in? Anne said she suggested
58 this to the team, and they said "no".
- 59 • Consider the number of segments in the conference as part of setting the
60 registration fee.
- 61 • Anne is working on a fee structure.
- 62 • Should the Board or the planning team set the fee?

63 Along with this discussion came the suggestion that down the road we might find
64 a way to do outreach to the partners of retiring ministers.

65 Tom Owen-Towle offered to be a keynote speaker on the topic "Mindful Dying"
66 for the Winter Conference. Anne may contact him for the Fall Conference next
67 year. The team has already decided that there will not be a keynote presenter.

68 Tom will do a small workshop on Self-care for the Winter Conference. The team is
69 still refining a theme for the Conference. **Anne will talk to Wayne about inviting a**
70 **Latinx minister for the Odyssey.** Two names came up as possibilities. We also
71 noted that there needs to be a clear understanding about what we expect in the
72 role of ministers' partners as an Odyssey presenter. December 1st is the target
73 date to talk to prospective odysseants. Barbro volunteered to create a slide show
74 of registrants along with music background.

75 We will send thank yous with gift cards to Beacon Press to the planning team
76 members for the Fall Conference. *Anne will create a list of recipients to send to*
77 *Susan.*

78
79 Ongoing items

80 There are three positions which we will need to fill.
81 The editor for Elderberries is one. We need to be thinking about who has the skill
82 set to produce the newsletter. As of now, Jaco is doing all the production work for
83 each edition. Shall we think about dividing the tasks or look for someone to do
84 the entire production? Jaco has files describing the way he creates Elderberries
85 and is willing to work with the new editor acknowledging that the new person can
86 use as much or as little of the information as they choose. He will be available to
87 offer this help until July 1, 2022. The first solo issue for the new editor will be July
88 15, 2022. Jaco will develop the issue enough so that the new editor will not have
89 to begin from scratch.

90 The second position is the obituary author for the obituaries of ministers'
91 partners. Roger Rochester is leaving this position in April of 2022. Susan invited
92 suggestions for this position, someone who can do research about the deceased
93 and who is a capable writer. *Millie will ask Roger to send us information about*
94 *how he accomplishes the work of this position.*

95 The third position is that of webmaster. Duane Fickeisen desires to move on to
96 other things. *Susan is the liaison to the webmaster and will talk to Duane for more*
97 *information about the job requirements as well as the transition to his*
98 *replacement.* It was suggested that we look for someone connected to UURMaPA
99 for the best results in maintaining the website.

100

101 New items

102 • A chapter of the UUMA for retired ministers.

103 Wayne asked how much energy do we want to put into this idea and who is "we".
104 He talked about what his role may and may not be.

105 • Having discussions about a covenant, guidelines about how retired
106 ministers and partners interact with each other and with other UUs

107 • Having discussions about joining the UUMA Good Officers Program. UUMA
108 members having a direct link to UURMaPA which could be part of the
109 UUMA Good Officers Program

110 It was proposed that we be thinking about these items for future meetings and
111 allow for more agenda time in order to have these deeper conversations.

112 *Wayne could write up something for the Winter issue of Elderberries after the*
113 *board has talked about these things.*

114

115 In-person board meeting/retreat

116 We spoke about having a virtual meeting or a hybrid type of meeting. Many ideas
117 were offered about location, traveling, using UURMaPA funds, structuring time,
118 and the benefits of meeting in person. We decided to meet in-person with a way
119 for those not wanting to travel to be included in the working sessions. Anne
120 suggested coming to Marin County, CA . We might be able to use her
121 congregation's church for meeting space and find lodging in hotels close by. *She*
122 *will check with her congregation and look for hotels where we could reserve a*
123 *block of rooms for our lodging.*

124 Ideas for topics which we would have time to talk about in a broader and deeper
125 scope in addition to those already discussed were:

- 126 • Needs of aging people
- 127 • Welcoming African Americans, Indigenous, and People of Color

128 We set the date of Feb 8,2022 to Feb 11,2022

129

130 Respectfully submitted by Gloria Perez, secretary

131

132 Board Reports

133 President-Susan Rak

herewith some notes in preparation for our meeting next week...

As you all did, participated in and enjoyed our UURMaPA virtual Fall Conference. Kudos and deep appreciation to Barbro Hansson and her team for putting together and presenting such a rich experience.

Dealt with fallout from spam emails sent out in my name as UURMaPA president. After responding individually to each notification from UURMaPAs and putting a notice on the UURMaPA FB page, I sent out a notice on "Announce". I regret very much that I did not do that sooner - I assumed that people would catch that this was unusual and not really from me, and would have heard of similar scams before and would have ignored it. [and this is not an instance of having a password comprised, so I had no worries there.. (they invent a totally fake identity that directs people to the scammers).] I only received the one complaint report of someone getting taken in.

Am behind on UURMaPA condolence notes and will catch up on them early next week.

Thinking about planning going forward for two non-Board positions: as mentioned previously, Roger Rochester is exiting his post as Obituary Coordinator as of April 1, 2022. Duane Fickeisen wishes to step down as Webmaster down the road - not an immediate move, but we need to start thinking about someone new - with interest and skill in website content maintenance - for this. Should Nominating Committee get involved?

I am not sure how to move forward on structuring the UURMaPA Board's work beyond our monthly meetings. In the past I think the Board relied on having a short retreat or in-depth longer in-person meeting to work this through. As yet I've not come up with anything creative to do this in a "virtual" way. One thing I did consider was would it be helpful for us to still do this in a virtual, but also use the services of a consultant/facilitator to move us through whatever agenda we create???

As part of that "retreat" agenda, there are now several issues that I feel are looming over us - carryovers and newer ones. These will likely be of varying levels of importance to each of us, so I mention them here in no order of preference or consequence:

- *the ongoing conversation (over several years now) regarding welcome and inclusion of BIPoC retired ministers and partners.* We noted some strategies for addressing this in more depth [creating an "advisory group" of BIPoC ministers and partners, involved in UURMaPA and not; continued internal work for UURMaPA (Board, wider community?) on issues around white supremacy, antiracism, etc.], but there are no concrete steps forward as yet.

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**Report to the UURMaPA Board from Vice President Ned Wight—
11/17/21**

Updates on my workplan for 2021-2022 appear in bold italics:

Arrangements for UURMaPA member lunch

- Tentatively planning for day after SOLT in Portland, June 2022
- 9/11 contacted the GA Planning office to update me as their UURMaPA contact person: Don Plante (dplante@uua.org); he has updated his files and I will receive notification when space reservations can be made, most likely in late October or early November
- Plan to request space as soon as I receive notice from GA Planning in December 2021

Attend Service of the Living Tradition and survivor’s luncheon (during GA)

- Plan to attend

Propose workshops during Ministry Days or GA

- *Will solicit workshop ideas in January; will submit article for the next Elderberries*

Creative Sageing Award selection group (3 people)

- Marni Harmony is willing to be part of this group; *will choose one more person for the selection group by mid-December*
- I reviewed the UURMaPA website page listing previous recipients

Review financial accounts with the Treasurer

- I’ll be in touch with Richard

Organize peer support groups

- Inventory groups currently running
- Determine interest among retirees in 2019, 2020 and 2021
- Select conveners/facilitators and get these groups going
- Received from Susan Rak list of 2020 and 2021 retirees to whom we can send an invitation to join a peer support group
- Made video for Fall Conference Board presentation inviting volunteers to serve as peer support conveners
- Sent an article re peer support groups to Jaco as Elderberries editor
- Reached out to Sarah Gabbey at the UUA to confirm that the UURMaPA VP is on the distribution list for new retirees; Keith Kron replied that Emily Cherry (echerry@uua.org) is the new staff person that will be handling retirees.

- 178 • ***In late November, I will send an e-mail inviting new members from 2020 and***
179 ***2021 to consider joining a peer support group beginning in January 2022. Will***
180 ***organize those who respond during December 2021.***

181

182 Secretary Report-Gloria Perez

183 My report is:

184 I sent the approved Sept. minutes to Duane for posting on Nov.26,2021.

185 I attended the Fall Conference and facilitated two small groups on the first day. It was an honor to
186 serve in this way. People really appreciated the opportunity to be together. I also co-presented a
187 workshop with Barbara Child on the last day. The group was small and they, too, appreciated the
188 opportunity to hear about Barbara's Handbook and discussing a little about the relationships
189 between previous ministers and partners with current ministers.

190 I really enjoyed the music which was played during the picture slideshow before each session. The
191 play list inspired me to think that a way to live into the inclusivity and diversity to which we aspire
192 would be to intentionally choose more music by artists of color and marginalized folks. I included that
193 idea in my evaluation of the conference.

194 See you all on Wednesday.

195

196 Treasurer Report-Richard Speck

197 Dear Board,

198 Here is my first attempt at what our budget might be for 2022. You can read my assumptions
199 and comments next to the numbers. I included the 2021 budget for comparison along with the totals
200 thus far in October 2021. We have two more months, but these are usually less busy.

201 Richard

202 See worksheets at the end of the reports

203

204 Elderberries-Jaco ten Hove

205 Well, hopefully you've seen the result of my recent work, either online or in your mailbox within the
206 past few days. I'm also reading into UUs of Color, and I attended most of the Fall Conference.

207

208 I do need to remind y'all that my final *Elderberries* issues will be the next two: Winter and Spring
209 2022, completing two Board terms, producing 16 issues. As much as I have enjoyed rising to the
210 creative challenge of this position, I admit to feeling quite okay about being done with it.

211

212 After putting Spring to bed (around May 1) I am willing to spend the rest of my term, through June,
213 orienting any successor(s), but as of July 1st I expect to be completely out of the loop, to allow a
214 new regime to follow their own path. In fact, I have other plans for my energies come July.

215

216 I can't say that anyone has responded to my column a while back (inviting interested parties to
217 contact me about taking over). I do not have particular suggestions and do not consider it my job to
218 find a replacement, beyond what I've already done. But I remain willing to engage with any
219 interested parties.

220

221 I can say that I was recruited by the then-president, way back when.

222

223 Perhaps you all might want to redouble efforts to search among those you know in order to bring
224 forth viable candidates. I am happy to speak with any such and, as I say, can overlap with them as
225 much as they might wish, up until July 1. I have thorough documentation of my approaches, should
226 they be of value.

227
228 Appreciatively, -Jaco

229
230 Connections-Millie Rochester

231 Here is what I've been up to in terms of Connections since we last met.

- 232
- 233 • Like you, I very much enjoyed our Zoom conference - so much gratitude to the whole team who put it together.
 - 234 • Followed up with folks Ann S was in touch with. Thanks again for your
235 responsiveness, Ann.
 - 236 • Began the process of contacting UURMaPAns in geographic areas without Area
237 Connectors, via email and written notes. My outreach has been well-received,
238 but *I am concerned that our Directory appears to not be current*, judging from
239 the number of emails that have bounced. None of my written notes have been
240 returned, so I'm hopeful that connections can still take place, and will let Patt
241 know to delete the out-of-date email addresses.
 - 242 • Am reconsidering my decision to leave Facebook - weighing the pros and cons -
243 since that was a means of being in touch with many retired colleagues.

244 See you soon,
245 Millie

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247 Connections assistant-Ann Schranz

248 Here are a few highlights of the past month.

249
250 Webmaster Duane Fickeisen and I communicated by email about possibly listing upcoming
251 memorial services on the website. When Duane contacted the website designer for a price quote, he
252 found out that the person is no longer available to do work for UURMaPA. Apparently, this person
253 has moved on to other vocational interests. The Board may need to work with Duane to line up
254 someone new to handle technical updates to the website (updates beyond the scope or skills of a
255 webmaster). The technical work was specifically having memorial service details disappear after the
256 date of the service. Duane offered to post and remove memorial service details on the website
257 himself. I said I didn't want to make more work for him. For now, I'll just post upcoming service
258 details to UURMaPA-Announce and let people keep track of the services as they will.

259
260 I haven't yet updated the database related to deceased ministers and partners and posted it on the
261 new Google Drive location that Richard Speck set up. I'll do it soon.

262
263 I prepared the discussion prompts for the first three essays in our "common read."

264
265 I had an email exchange with an Area Connector who didn't know how to find the member directory
266 or Area Connector directory on the UURMaPA website. He was happy to know how to do it.

267
268 I asked an Area Connector to help a member find clergy support for her clergy husband, who is
269 disabled and residing in a group home. She was grateful.

270
271 Through my participation in the UURMaPA caregiver support group on Zoom, I learned that a
272 UURMaPA member who would like to receive UUMA updates isn't receiving them. I suspect that

273 when the UUMA discontinued using a Listserve and required people to set up an account in the
274 current UUMA system, some UURMaPA members may not have done that. Or perhaps the person
275 changed email addresses and was removed when emails bounced. I told the person to go to the
276 UUMA website and make sure her contact information there was correct.

277

278 I enjoyed the recent UURMaPA virtual conference. Thank you, Anne Spatola, and everyone who
279 had a part in it!

280

281 Ann Schranz

282

283 Conferences-Anne Spatola

284

November Board Report, 2021

In addition to the usual activities of conferences and planning meetings, I forwarded the annual invoice for the Rainbow History Project to Richard. I reminded Gretchen at Ladyweave of several submissions that had not been added to the website from June. She will be looking into these.

Tom Owen-Towle submitted a theme proposal for the winter conference. I reviewed it, requested additional information and also discussed it with Barbro (as a possibility for next fall's conference). Tom's proposal was considered at the winter conference meeting on November 10. The planning team maintained its prior decision to keep the conference focused on small group interaction without including a major presentation. The theme of "Picking Up the Pieces" or possibly "Letting Go" was preferred to Tom's program offer of "Mindful Dying". I shared the team's decision with Tom afterward. I further stated that once a decision is made regarding the fall conference and a convener is selected, his proposal will be reconsidered.

At the post conference meeting, everyone was jubilant over the success and ending of the conference. Two from the winter conference team also attended, Kathleen Ellis and Fritz Hudson. Congratulations and toasting were widespread.

At this meeting, it was suggested that guidelines be developed by the board for Odyssey presenters and partner odysseys might different criteria.

It seems that improvements are needed for the registration system. Integrating it into the zoom platform complicated the process. Kathleen, the winter conference registrar became concerned following her offline discussion with Roger.

The worship coordinator expressed a preference for having clergy couples do the Service of Remembrance. Rosemarie, communications, is working on a piece for the winter issue of Elderberries. All team members are to submit articles to her by December 1. It was noted that the topics of interest small groups were a major challenge. 103 attended the small groups and some delay was experienced with the breakout buttons.

Reading "Unitarian Universalists of Color" and also "The Hate U Give".

Fall Conference

- Attended 3 day fall conference in October
- Many meetings
- Sent "thank you" notes to each team member

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Report of the At-Large Member for UUMA/UUA Relations - Wayne Arnason October 11, 2021

Since we've last met I did some followup at the request of the Conference Planning Team with UUA and UUMA representatives who will be presenting at this month's Fall Conference. Melissa Carvill-Zeimer and I corresponded about whether she should attend the small group session on the Pros and Cons of creating UUMA Retirees Chapter. We agreed it would be a good thing for her to be there, to listen, and to be able to compare notes with me afterwards. She would not be in a leadership role but could answer questions related to the UUMA Chapter requirements if needed. I am brushing up on those requirements so that I can be as well-informed as Melissa.

There has only been one piece of correspondence directed at me as a result of the Pros and Cons statement being sent out. That came from a Planning Team member who had some curiosity about how this process started and what the defined "problem" was that this idea might solve. It was a good question and exchange.

I have had an opportunity follow up on the issue we discussed at the last meeting regarding the process for inviting the theme speaker for the Fall Conference. The UURMaPA member who had concerns that she shared in writing with Susan reached out to me and sent me a copy of the letter. I was glad for the invitation to be in conversation about her feelings and that conversation is ongoing, by email and on the phone.

I undertook a pastoral outreach to a member whose communication with Patt Herdklotz in response to a message she sent out on our behalf raised some concerns for Patt. With no Connections representative in this member's area, Patt asked if I could make some inquiries and possibly reach out, and I was able to do that.

Looking ahead, I wanted to make sure that all UURMaPA members are aware that the UUMA's Convocation in February 2022 will be all-virtual. There are usually some UURMaPA members who attend the Convocations, although others find the costs out of reach. The virtual option has always been there but now that this is the only option I wanted to draw it to our members attention. So I created some publicity for Elderberries about the Institute, coming up in February 2022. This month I also followed up on Jaco's request for any articles we might be able to generate for the fall issue of Elderberries and sent one in.

I have now received my copy of our suggested common read Yamamoto et al. *Unitarian Universalists of Color*. I've barely started it but a deadline for some discussion to start would spur me on.

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| | 2021 Budget | 2021 Total | 2022 Budget | Comments |
|-------------------------------------|--------------------|--------------------|--------------------|---|
| INCOME | | As of October 2021 | | |
| Member Donations | \$10,000.00 | \$2,245.00 | \$3,000.00 | Assume Annual Solicitation not done |
| Member Donations Paypal | \$4,000.00 | \$2,178.00 | \$3,000.00 | Assume Annual Solicitation not done |
| Memorial Gifts | \$2,000.00 | \$27,329.18 | \$2,000.00 | Assume a few gifts through the year and no large gift |
| Conference Fee Income Checks | \$6,000.00 | \$4,315.00 | \$4,500.00 | Assume Virtual Conferences for 2022 |
| Conference Fee Income Credit Cards | \$22,000.00 | \$11,896.85 | \$13,000.00 | Assume Virtual Conferences for 2022 |
| GA Luncheon Income | \$0.00 | \$0.00 | \$300.00 | Assume 10 people at \$30 each |
| UUMA Subsidy | \$1,000.00 | \$1,000.00 | \$1,000.00 | Standard annual subsidy |
| Scholarship Income | \$500.00 | \$2,127.45 | \$2,000.00 | Based on 2021 Experience |
| Other Income | \$0.00 | \$2,500.00 | \$0.00 | Assume no refunds from conference locations |
| Total Regular Income | \$45,500.00 | \$53,591.48 | \$28,800.00 | |
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| EXPENSE | | | | |
| On-Site Board Meetings | | | | |
| Transportation | \$0.00 | \$0.00 | \$3,600.00 | Assume one in person board meeting |
| Room and Board | \$0.00 | \$0.00 | \$2,000.00 | Assume one in person board meeting |
| Hospitality | \$0.00 | \$0.00 | \$200.00 | Assume one in person board meeting |
| Total Board Meetings | \$0.00 | \$0.00 | \$5,800.00 | |
| | | | | |
| Conferences | | | | |
| Attendee Fee Refunds | \$300.00 | \$0.00 | \$0.00 | Assume Virtual Conferences for 2022 |
| Room and Board | \$21,000.00 | \$0.00 | \$0.00 | Assume Virtual Conferences for 2022 |
| Speakers | \$500.00 | \$1,000.00 | \$1,000.00 | Two theme speakers |
| Music | \$200.00 | \$70.00 | \$200.00 | Assume Virtual Conferences for 2022 |
| Technology Support | \$3,000.00 | \$7,402.25 | \$5,000.00 | Assume increased cost for tech support |
| Hospitality | \$500.00 | \$0.00 | \$0.00 | Assume Virtual Conferences for 2022 |
| Scholarships | \$1,000.00 | \$40.00 | \$500.00 | Less demand due to virtual conferences |
| Misc. | \$100.00 | \$200.00 | \$100.00 | Assume Virtual Conferences for 2022 |
| Total Conferences | \$26,600.00 | \$8,712.25 | \$6,800.00 | |
| | | | | |
| General Assembly | | | | |
| Luncheon Cost | \$0.00 | \$0.00 | \$900.00 | Assume 30 people at \$30 each |
| Transportation-President | \$0.00 | \$0.00 | \$400.00 | Airfare to GA |
| Transportation-Vice President | \$0.00 | \$0.00 | \$400.00 | Airfare to GA |
| Room and Board | \$0.00 | \$0.00 | \$1,500.00 | For two people |
| Technology Support | \$1,000.00 | \$0.00 | \$500.00 | Not as much needed |
| GA Fees & Misc | \$400.00 | \$0.00 | \$400.00 | Registration |
| New Member Welcoming Gifts | \$500.00 | \$894.40 | \$500.00 | Gifts |
| Total General Assembly | \$1,900.00 | \$894.40 | \$4,600.00 | |
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| Communications | | | | |
| Elderberries Publication | \$4,000.00 | \$3,304.43 | \$4,000.00 | Assume same cost |
| Fundraising Appeal | \$1,500.00 | \$0.00 | \$1,500.00 | Assume same cost if it is done |
| Peer Support Groups (video calls) | \$200.00 | \$0.00 | \$200.00 | Might not be used |
| Website | \$200.00 | \$0.00 | \$200.00 | Might not be used |
| Zoom | \$300.00 | \$0.00 | \$200.00 | Might not be used |
| Database Management | \$200.00 | \$0.00 | \$100.00 | Might not be used |
| Total Communications | \$6,400.00 | \$3,304.43 | \$6,200.00 | |
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| Other Expenses | | | | |
| Retirement Planning Seminar Expense | \$0.00 | \$0.00 | \$0.00 | None scheduled |
| Saging & Unsong & Navius Awards | \$1,000.00 | \$500.00 | \$1,000.00 | Same as last year |
| Rainbow Project | \$1,500.00 | \$122.00 | \$1,500.00 | Same as last year |
| Postage | \$200.00 | \$165.20 | \$200.00 | Same as last year |

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|----------------------------------|-------------|-------------|-------------|------------------------------|
| Connections Network | \$100.00 | \$0.00 | \$100.00 | Same as last year |
| Memorial Gifts - UUMA and Others | \$2,000.00 | \$1,950.00 | \$2,000.00 | Same as last year |
| Donations to the Endowment | \$0.00 | \$25,000.00 | \$0.00 | Assume no bequests |
| President's Expense | \$100.00 | \$0.00 | \$100.00 | Same as last year |
| Credit Card Processing Fees | \$400.00 | \$240.68 | \$300.00 | Total was less for last year |
| Bank Expenses | \$50.00 | \$0.00 | \$50.00 | Same as last year |
| Board Misc. | \$200.00 | \$50.00 | \$150.00 | Slightly less needed |
| Total Other Expenses | \$5,550.00 | \$28,027.88 | \$5,400.00 | |
| | | | | |
| Total Expense | \$40,450.00 | \$40,938.96 | \$28,800.00 | |
| Profit/Loss | \$5,050.00 | \$12,652.52 | \$0.00 | |