

1 Unitarian Universalist Retired Ministers and Partners Association
2 Minutes of Zoom Conference Board Meeting
3 December 12, 2021

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

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

7
8 Opening reading by Jaco ten Hove

9 Agenda review- nothing changed or added

10 Common read conversation on the next three stories from the book Unitarian
11 Universalist was led by Gloria Perez

12
13 Standing reports: For the standing reports, we will only add what isn't in the
14 report already sent to the board.

15
16 Secretary-Gloria Perez: **The minutes from the November 17,2021 meeting were**
17 **approved.**

18
19 Treasurer-Richard Speck: **The treasurer's report was approved.** The financial
20 spreadsheets will be included on the website.

21
22 President – Susan Rak

23 Thank you gifts, which were appreciated, were sent to the planners of the Fall
24 Conference. Odysseants have been chosen for the Winter Conference.

25
26 Vice-president – Ned Wight

27 Ned is working on setting the number of the in-person reservations needed for
28 the Luncheon during the 2022 General Assembly. It was suggested that 50 would
29 be enough but there may be fewer than that in attendance.

30 Jan. 14th is the deadline for program and worship submissions to the GA planning
31 team. The Board's only obligation is to submit one or more proposals by that
32 deadline if we chose to do so, and since we have chosen not to do so, we have no
33 obligation to notify our members of the deadline.

34
35 Matters For Discussion

36
37 Winter Conference:

38 The odysseants have been chosen; Rev.Dr. Holly Horn and Rev. Benjamin
39 Maucere will be the celebrants of the Service of Remembrance.
40 Anne had a good meeting yesterday with the planning team about the schedule.
41 The final theme is “Packing It In and Perking It Up: Changing Perspectives”. Jon
42 Claney, the tech person, gave deadlines for timing of the elements and everything
43 looks ok. The team talked about setting the registration fee of \$50 for one person
44 and \$75 for a couple. Anne informed us about the costs involved for producing a
45 conference and what kind of fees there need to be in order to make a profit.
46 Later in the meeting we discussed the pros and cons of several ideas for a
47 registration fee structure. It was noted that the fee structure changed with the
48 first virtual conference in 2020. Ideas and points offered included:

- 49
- 50 • Might there be a disincentive for partners to register if the fee were \$50
 - 51 per person
 - 52 • Emphasize the scholarship aspect—we do have resources to cover
 - 53 scholarships
 - 54 • \$50 per-person
 - 55 • A sliding fee schedule from which each registrant would select what is right
 - 56 for them
 - 57 • \$50 for one person /\$75 for a couple
 - 58 • add a category of Scholarship Donation (Anne will mention this to the
 - 59 planning team)
- 60

61 The board will have ongoing conversations about fee structures with the thought
62 that we would try making any changes for the Fall Conference of 2022.

63 The dates for the Winter Conference are Feb 28, 2022, through March 2, 2022.

64 There was talk about eliminating the elements of participation by the UUA or the
65 UUMA. The planners are trying to compress the sessions. Wayne said that Melissa
66 and the Executive Team may want to attend. They probably won't expect to have
67 a formal workshop. Wayne will talk to them. There will be seven small groups or
68 workshops scheduled. Some topics are:

- 69 • “How Is It With Thy Spirit?”,
 - 70 • the welcoming of BIPOC members,
 - 71 • talk about creating an UURMaPA covenant,
 - 72 • talk about “Widening the Circle of Concern”
- 73

74 Board retreat/In-person meeting

75 **Today we decided that if/since every board member could not attend in-person**
76 **then the retreat/meeting would be virtual.** We need to plan how to use the
77 virtual space and time. The board would like to say something about covenant
78 building during the Conference and then go into more depth about it during the
79 board retreat/meeting. Might we ask Melissa Carville for guidance with ideas for
80 working on the process of covenant building? Susan, Wayne, and Ned
81 volunteered to be a team for submitting thoughts and proposals for the retreat to
82 the rest of the board. There is a possibility that Melissa could be added to this
83 team.

84 The dates for the retreat are Feb 8th and Feb 10th. It was suggested that we have
85 enough financial resources to have snack boxes.

86 We talked about the value of the common read, Unitarian Universalists of Color
87 for UURMaPA. Wayne suggested that we invite a small panel of BIPOC retirees to
88 reflect about their experiences as ministers and partners and how they see
89 UURMaPA. We could use a facilitator and pretape the reflections and/or invite
90 the panelists to the retreat to talk further with the board. He has some people in
91 mind to invite.

92 Susan will convene the planning group. The field of interest for the retreat:

- 93 • how to think about the future ways to plan conferences
- 94 • welcoming and including retiring BIPOC ministers and partners
- 95 • building a covenant

96

97 There was a reminder from Judy Gibson to look at Policies and Procedures in part
98 because the Nominating Committee uses job descriptions and Policies and
99 Procedures in recruiting people for leadership positions.

100

101

102 Respectfully submitted, Gloria Perez

103

104 President Report-Susan Rak

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

- A major focus of these past few weeks has been considerations around holding some kind of in-person UURMaPA Board gathering. As you saw, I took a stab at an agenda, for planning purposes, after Anne Spatola generated some excellent lodging and meeting suggestions.

The news of a new virus variant slowed those plans and ideas considerably. Thus in this next meeting we will need to determine if we can reasonably plan for an in-person gathering in February 2022. And if not, what can we do to address some of the issues that have come before us?

- In reflecting on this, I feel that it may be possible to have a longer virtual workshop-type of meeting to figure a way to generate a UURMaPA covenant [following what seemed to be the direction we were headed regarding the proposed Retired Ministers UUMA Chapter: that we instead focus on covenant and good offices and table the Chapter idea].

I strongly feel that strategic planning to address welcome and inclusion and BIPoC UURMaPAs [plus continuing antiracism efforts and working on issues around white supremacy culture and structures...] needs to be some kind of in-person, sustained effort. I can't see doing it in a virtual sense - but I may be very wrong on that... (*)

- sent condolence cards (and posted notes when a card wasn't possible) for seven deceased UURMaPA ministers.
- arranged for UUA InSpirit bookstore gift certificates to be sent as a "thank you" to UURMaPA Fall Conference planners.
- Still pondering when we will be ready to make some proposals and plans for UURMaPA Conferences beyond this "winter"... we are operating on assumptions that there will be a return to how things were in the "before-time", yet I still wonder about UURMaPA GA events and conferences.

*respectfully submitted,
Susan Veronica Rak*

(*) *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*

106

107 Vice-president Report-Ned Wight

Report to the UURMaPA Board from Vice President Ned Wight— 12/15/21

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
- ***Any idea how many people to expect at the UURMaPA lunch in Portland? As soon as I have a number, I'll submit the space request.***

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

- Plan to attend

Propose workshops during Ministry Days or GA

- ***Received from Don Plante 11/16/21 that the deadline for program and worship service proposals for GA is January 14, 2022; what are the communication channels available for reaching out to members with an invitation to submit program and worship service ideas to the GA office by January 14?***

Propose a Program – You are warmly invited to [submit a Program Proposal](#) for the 2022 UUA General Assembly - a Multi-Platform GA which will have live in-person programming, live webinar programming, and prerecorded on-demand programming. The theme for GA 2022 is "Meet the Moment: Reimagining Radical Faith Community." Proposed programs should provide meaningful opportunities for learning and skill development, as well as address one or more of the following focus areas:

- Opportunities to reimagine and embody our radical and liberating theology
- Skills to Level Up to meet urgent justice needs of the moment
- Strengthening our Community of Communities through connections and skill building

The program proposal deadline is Friday, January 14.

Propose a Worship Service – We are inviting organizations and worship leaders with experience and capabilities to self-produce a complete, high-quality, 45-minute worship service to [submit a GA Worship Proposal](#). Proposals can be for a live worship (in-person or virtual) or for a fully pre-recorded video presentation. Select proposals will be featured in-person in Portland on Thursday, June 23, Friday, June 24 and Saturday, June 25 at 8:15 a.m. These worship services can be either a live event or a live screening to an in-person audience of a prerecorded service. These worship services will also stream live to virtual registrants. Other proposals will be selected to be fully prerecorded and made available for on-demand viewing. **The worship proposal deadline is Friday, January 14.**

109 Secretary-Gloria Perez
110 My report this month:
111 On November 18th I sent the approved minutes of the Oct meeting to Duane
112 Fickeisen for posting on the website. I have been reading the next three stories in
113 our common read and mulling over my thoughts and points for discussion during
114 our Dec. meeting. I have also been putting much attention to the atmosphere of
115 Covid and our upcoming Board Meeting/Retreat.
116 I made the requested edits to the first draft of the Nov meeting minutes. Here is
117 the final draft to be considered for approval at our Dec 15th meeting.

118
119 Treasurer-Richard Speck

120 Dear Friends,

121 I apologize for my lateness. I continue to find your emails in my junk
122 folder for some strange reason. Other than managing our financials, I have
123 attended an UURMAPA gathering organized by Dave Hunter and Kerry Mueller on
124 12/8/21. Eight of us gathered for lunch and conversation. I sent a picture and
125 report to Jaco. I have also transferred our video files to our Google folder to save
126 all the sessions of our fall conference. I was able to take screen shots of the major
127 presenters to send to Jaco for publication. See you later today.

128 Richard

129 Spreadsheet can be found at the end of the reports.GP

130

131 Elderberries-Jaco ten Hove

132 I've been mostly active arranging for and preparing items for the Winter issue,
133 reading the next set of chapters in our shared book, and communicating about
134 possible successors.

135

136 Cheers, -Jaco

137

138 Connections-Millie Rochester

139 Connection

**Report to the UURMaPA Board
Connections – Millie Rochester**

Here is an update as to my activities since the Board last met:

- Reviewed the next three sections of our common read to refresh my memory
- Continued to be in touch with UURMaPA members who are not served by Connectors
 - Had a long conversation with someone who had asked for more information about the duties of a Connector. She ultimately decided that her interest was in institutional, rather than pastoral issues, so I put her in touch with Wayne and alerted him.
 - This person offered to follow up with people she knows well in that Area who might be a good match for the duties of Connector but did not respond to my notes.
- Contacted all of the Connectors in whose Areas newly retired ministers and partners reside, with gratifying responses. One Connector told me that he's planning a Zoom get-together for folks in his Area.
- Communicated with Ann Schranz.

Respectfully submitted,
Millie Rochester, Connections Chair

140

141 Connections Assistant-Ann Schranz

142 Hi, board members. I'm tracking 25 ministers or partners who have passed away
143 or had obituary information posted in the past six months. I plan to update the
144 database and post the database to the UURMaPA Google Drive that Richard set
145 up by the end of the week. As a cross check for myself, these are the people:

146

147 Rev. Howard Box

148 Robert Sorrells

149 Rev. Dr. Charles Eddis

150 Rev. Ron Cook, Jr.

151 Rev. Richard Beal

152 Rev. John Marsh

153 Rev. Fred Rutledge

154 Rev. Dr. Denis Meacham

155 Rev. Paul Daniel
156 Rev. Carol Rosine
157 Rev. Eleanor Smith Duhamel
158 Rev. Jan Knost
159 Rev. Charles Reinhardt
160 Rev. Walter Braman
161 Rev. Diana Marie Heath
162 Rev. Bill Weir
163 Elissa Beryl Bishop-Becker
164 Gary Wyke
165 Mary Mullarkey
166 Rev. Gail Berger
167 Catherine Sterling
168 Rev. Roger Greeley
169 Rev. Dr. Judy Smith-Valley
170 Rev. Dr. Dale Robison
171 Rev. Dr. Dale Arnink

172

173 I have handwritten and mailed "Welcome to UURMaPA" letters to everyone listed
174 in the Summer Elderberries and to people who subsequently filed "Intent to
175 Retire" forms with the exception of Rev. Alex Holt, whose address I don't have. I
176 donated the cost of the postage. I have just about used up the UURMaPA
177 stationery. I am not sure how to go about ordering more stationery.

178

179 I read the next three chapters in our "common read" in preparation for the
180 meeting.

181

182 Ann Schranz

183

184 Conferences-Anne Spatola

185

December Board Report for Anne Spatola

With the conclusion of the fall conference behind us, this month has been somewhat less hectic. After costs were totaled, the conference resulted in a profit of **\$2485**. I have not seen any new information regarding evaluations. Preliminary results were very positive overall and some comments were shared at the November meeting. Rosemarie Smurzynski consolidated all of the individual pieces (written by the planners) on the conference and submitted to Jaco for inclusion in the next issue of Elderberries. It is very well organized and presented and gives an excellent summary of the 3 day event.

With focus on the winter conference, Wayne and I had a few discussions on the possibilities for the Odyssey presenters. He was successful in acquiring positive responses from one minister and a partner. Names were sent to Susan for formal invitations.

Anne Hines and I also had a few contacts regarding the challenge of finding celebrants for the Service of Remembrance and the closing worship. It seems that the requirement for pre-recording was a major factor in their declining. I gave her more names to contact with some suggestions.

- Compared several hotels in Marin county for the February retreat. Made direct contact with two and sent info to Susan.
- Prepared and facilitated conference planning meetings on November 16 and December 14.
- Wayne contacted and secured Odyssey presenters
- Anne Hines is trying to find ministers for the Service of Remembrance and closing worship
- Fritz and Walt are working on a 2 session 3 day schedule and possible small groups
- Working on several budget scenarios utilizing a one fee schedule
- Contacted my local congregation for conference room availability. Our minister is very happy to host our group. Also reviewing any changes in county infections. Currently, county is at 89% vaccination rate for all residents 5+ years old. No evidence of omnicron or increase in hospitalizations. Masking is still prevalent in indoor settings throughout the county.

188

189 As Anne Spatola has noted in her report, I followed up this month with the
190 volunteer commitment I made to the winter conference planning team to be the
191 contact for the Odyssey presentations. I enjoyed talking to possible candidates,
192 and also noted that preparing a virtual presentation is a concern for some
193 potential Odyssey presenters. Susan will be reporting to us on her follow up with
194 recommended candidates.

195 I am the person who is now on other end of the email address:
196 goodoffices@uurmapa.org and I had my first invitation this month to support a
197 retired colleague facing a complaint from an active younger colleague. I may
198 need to refer this person to a someone else with Good Offices experience if this
199 case was to end up in front of the MFC, but I hope it doesn't go that far.

200 At our last Board meeting, I said I would follow up with Melissa Carvill
201 Ziemer of the UUMA Executive Team to report on our desire to set the chapter
202 idea on the back burner for now and to explore her ideas about how to move
203 forward with a process for covenant building and models for Good Offices for
204 situations involving retirees.

205 Melissa was supportive of the UURMaPA Board's direction and offered to
206 be of whatever help she could in developing a process for creating a draft
207 UURMaPA covenant that could be affirmed by both ministers and partners. In our
208 conversation we reviewed the concerns about membership and covenant that
209 had brought the idea of a retirees' chapter to the fore. Since UURMaPA
210 membership is open to all fellowshipped UU ministers and their partners, without
211 regard to whether the ministers choose to be members of the UUMA, we have
212 had concerns that some active UURMaPA members would be outside the
213 Covenant, Code, and Guidelines of the UUMA. However, reviewing membership
214 statistics, we realized that there are currently very few participating UURMaPA
215 members who fall into this category, and no active leaders. We both saw the
216 possibility of working on a covenant that could be affirmed by all UURMaPAns
217 (partners and ministers) as a positive process of engagement about what we
218 promise to each other and the congregations of the UU Association as members
219 of UURMaPA.

220

221 Regarding the ways that UURMaPA might participate in the new structure
222 for the UUMA's Good Offices, the conversation produced two new possibilities
223 that the Board can consider. The first is to take advantage of the UURMaPAns
224 who are already serving as Good Offices Persons for their UUMA Chapter or for

225 one of the newer identity-based chapters. We quickly thought of four or five!
226 These colleagues have already had UUMA Good Offices training, and although
227 they are not identified as specialists in Good Offices issues involving retirees, they
228 already have experience that might be brought to bear and be willing to be in
229 service if asked. They at least could be a focus group to help the Board and the
230 UUMA executive in thinking about next steps. Melissa has offered to convene
231 such a focus group to invite their thoughts.

232

233 The second possibility considered was whether UURMaPA might instigate a
234 dedicated team of “coaches” for dealing with issues in retirement. We recognized
235 that this function often happens informally among friends. It’s also true that some
236 of our retired colleagues are less well connected than others and would take
237 advantage of a defined role for a UURMaPA coach. Partners in particular can be
238 isolated from the experiences of other partners as they try to navigate their role
239 in a congregation their spouse has retired from or a role in a new congregation
240 near a new retirement home. While not intended to be a Good Offices role, the
241 coach could possibly help head off conflicts through advice about best practices
242 for congregational participation by retired professionals and their spouses.

243

244 I will be submitting a version of this report for publication in Elderberries in
245 order to promote transparency in our discussions but also as an invitation for
246 UURMaPA and interested UUMA members, especially those with Good Offices
247 experience, to share any thoughts or ideas they may have.

248

249

	2021 Budget	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	2021 Total	Budget vs. Act
INCOME														
Member Donations	\$10,000.00	\$945.00	\$410.00	\$190.00	\$200.00	\$0.00	\$200.00	\$0.00	\$100.00	\$200.00			\$2,245.00	22.45%
Member Donations Paypal	\$4,000.00	\$1,933.00	\$105.00	\$5.00	\$5.00	\$55.00	\$5.00	\$5.00	\$5.00	\$5.00			\$2,123.00	53.08%
Memorial Gifts	\$2,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$27,179.18	\$0.00	\$0.00	\$0.00	\$150.00			\$27,329.18	1366.46%
Conference Fee Income	\$6,000.00	\$0.00	\$0.00	\$80.00	\$150.00	\$0.00	\$3,735.00	\$0.00	\$0.00	\$0.00			\$3,965.00	66.08%
Conference Fee Income PayPal	\$22,000.00	\$60.00	\$360.00	\$2,200.00	\$1,840.00	\$273.43	\$0.00	\$0.00	\$0.00	\$4,563.42			\$9,296.85	42.26%
GA Luncheon Income	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	
UUMA Subsidy	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	0.00%
Scholarship Income	\$500.00	\$40.00	\$120.00	\$450.00	\$360.00	\$0.00	\$0.00	\$0.00	\$0.00	\$657.45			\$1,627.45	325.49%
Other Income	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	
Total Regular Income	\$45,500.00	\$2,978.00	\$995.00	\$2,925.00	\$2,555.00	\$27,507.61	\$3,940.00	\$5.00	\$105.00	\$5,575.87			\$46,586.48	102.39%
EXPENSE														
On-Site Board Meetings														
Transportation	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	
Room and Board	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	
Hospitality	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	
Total Board Meetings	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	
Conferences														
Attendee Fee Refunds	\$300.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	0.00%
Room and Board	\$21,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	0.00%
Speakers	\$500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$500.00	\$0.00	\$0.00	\$0.00	\$0.00			\$500.00	100.00%
Music	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$70.00	\$0.00	\$0.00	\$0.00	\$0.00			\$70.00	35.00%
Technology Support	\$3,000.00	\$0.00	\$0.00	\$0.00	\$402.25	\$2,500.00	\$0.00	\$0.00	\$0.00	\$0.00			\$2,902.25	96.74%
Hospitality	\$500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	0.00%
Scholarships	\$1,000.00	\$0.00	\$0.00	\$0.00	\$40.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$40.00	4.00%
Misc.	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$150.00	\$0.00	\$0.00	\$0.00	\$0.00			\$150.00	150.00%
Total Conferences	\$26,600.00	\$0.00	\$0.00	\$0.00	\$442.25	\$3,220.00	\$0.00	\$0.00	\$0.00	\$0.00			\$3,662.25	13.77%
General Assembly														
Luncheon Cost	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	
Transportation-President	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	
Transportation-Vice President	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	
Room and Board	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	
Technology Support	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	0.00%
GA Fees & Misc	\$400.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	0.00%
New Member Welcoming Gifts	\$500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$894.40	\$0.00	\$0.00	\$0.00			\$894.40	178.88%
Total General Assembly	\$1,900.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$894.40	\$0.00	\$0.00	\$0.00			\$894.40	47.07%
Communications														
Elderberries Publication	\$4,000.00	\$0.00	\$967.01	\$0.00	\$0.00	\$970.43	\$0.00	\$0.00	\$0.00	\$1,366.99			\$3,304.43	82.61%
Fundraising Appeal	\$1,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	0.00%
Peer Support Groups (video calls)	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	0.00%
Website	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	0.00%
Zoom	\$300.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	0.00%
Database Management	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	0.00%
Total Communications	\$6,400.00	\$0.00	\$967.01	\$0.00	\$0.00	\$970.43	\$0.00	\$0.00	\$0.00	\$1,366.99			\$3,304.43	51.63%

Other Expenses														
Retirement Planning Seminar Expense	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	
Saging & Unsung & Navius Awards	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$500.00	50.00%
Rainbow Project	\$1,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	0.00%
Postage	\$200.00	\$0.00	\$0.00	\$55.20	\$0.00	\$0.00	\$0.00	\$110.00	\$0.00	\$0.00	\$0.00		\$165.20	82.60%
Connections Network	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	0.00%
Memorial Gifts - UUMA and Others	\$2,000.00	\$750.00	\$0.00	\$0.00	\$0.00	\$450.00	\$0.00		\$0.00	\$0.00	\$0.00			
Donations to the Endowment	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$25,000.00	\$0.00	\$0.00	\$0.00	\$0.00		\$25,000.00	
President's Expense	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	0.00%
PayPal Fees	\$400.00	\$3.65	\$0.00	\$90.81	\$76.52	\$2.20	\$0.63	\$0.63	\$0.63	\$0.63	\$0.63		\$175.70	43.93%
Bank Expenses	\$50.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	0.00%
Board Misc.	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$50.00	\$0.00	\$0.00	\$0.00		\$50.00	25.00%
Total Other Expenses	\$5,550.00	\$753.65	\$0.00	\$146.01	\$76.52	\$952.20	\$25,000.63		\$0.63	\$0.63				
Total Expense	\$40,450.00	\$753.65	\$967.01	\$146.01	\$518.77	\$5,142.63	\$25,895.03		\$0.63	\$1,367.62				
Profit/Loss	\$5,050.00	\$2,224.35	\$27.99	\$2,778.99	\$2,036.23	\$22,364.98	-\$21,955.03		\$104.37	\$4,208.25				
Ending Account Balance														
Endowment	\$58,000.00	\$64,765.43	\$66,030.91	\$66,233.09	\$68,159.25	\$68,850.45	\$94,435.10	\$94,435.10	\$96,277.64	\$96,277.64	\$96,277.64	As of 8-31-21		
Money Market	\$20,000.00	\$19,210.40	\$19,211.87	\$19,213.50	\$19,215.08	\$19,216.71	\$19,217.53	\$19,218.35	\$19,219.17	\$19,219.96	\$19,219.96			
Checking	\$6,000.00	\$19,740.87	\$20,885.87	\$21,660.32	\$25,400.73	\$48,801.09	\$25,351.26	\$25,301.26	\$25,401.26	\$29,605.13	\$29,605.13			
Total	\$84,000.00	\$103,716.70	\$106,128.65	\$107,106.91	\$112,775.06	\$136,868.25	\$139,003.89	\$138,954.71	\$140,898.07	\$145,102.73	\$145,102.73			