

1 Unitarian Universalist Retired Ministers and Partners Association  
2 Minutes of Zoom Conference Board Meeting February 16,2022  
3

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 words read by Millie Rochester: *Go Boldly*, by Jean M. Olson  
9

10 Agenda review:

11 No Items added

12 Richard Speck facilitated the discussion about the next three stories from  
13 Unitarian Universalists of Color, our common read.  
14

15 Standing reports:

16 President and Vice-president had nothing to add to their written reports already  
17 distributed to board members.

18 Secretary-Gloria Perez: **The minutes from the January 19,2021 meeting were**  
19 **approved.**  
20

21 Treasurer-Richard Speck: Richard provided an Excel spreadsheet of an analysis of  
22 past Conferences. He found data regarding expenses and income going back to  
23 2012. He explained that the Feb. 2019 conference in New Braunfels, TX had an  
24 over run of \$11,675.59 mostly due to the expenses of the Board being paid for by  
25 UURMaPA. **We decided to make the expenses of the in-person board meeting**  
26 **attendance of board members be separate from conference expenses.** It was  
27 noted that the last three conferences, which were virtual, had a larger attendance  
28 than the in-person conferences. **The treasurer's report was approved.** Susan  
29 noted that we have access to the use of Survey Monkey for the next 11 months.

30 President – Susan Rak

31 Susan had nothing to add to her report as distributed prior to the meeting.

32 Vice-president – Ned Wight

33 Ned has informal confirmation that we have a meeting room for lunch (max  
34 capacity 50) in the Hyatt from 12 to 2 on Friday, June 24 for our Luncheon during  
35 GA. Wendy Fish will be the third person on the Odyssey Team. Ned asked for any  
36 suggestions for possible Odysseys. He also asked for any input for identity-based  
37 support groups. A suggestion came up to possibly use Slack as a way for members

38 to communicate with one another, forming small groups of members with similar  
39 interests. He will do some research about this idea and bring it back to the board.  
40 **Ned will contact Richard to find out more about Slack and how we might be able**  
41 **to use it.**

42

43 Conferences - Anne Spatola

44 Anne had nothing to add to her report at this time.

45

46 Member at large UUMA/UUA Liaison – Wayne Arnason

47 Wayne highlighted two initiatives which came from a UUA and UUMA meeting he  
48 and Susan attended: first, a mentoring program for new retirees modeled on the  
49 UUMA’s mentoring program for new ministers, and second, collaboration on  
50 ideas for webinars and videos describing ethical behavior by retirees in  
51 congregations. **Wayne, Millie, and Ann, as the new initiatives group, will meet**  
52 **after the Conference**

53

54 Elderberries – Jaco ten Hove

55 Jaco is about to publish his last issue of Elderberries and is ready to pass the baton  
56 to Ann. He asks us to keep in mind the need and ideas for articles for the next  
57 issue. He will begin work on the next issue with the Conference being part of the  
58 cover story.

59 Connections Chair – Millie Rochester

60 After reviewing the job description of Connections Chair. Millie would like to add  
61 “alerting the Membership Coordinator of changes in contact information for  
62 UURMaPAns for the Directories”. She will send this addition to Judy Gibson

63

64 Connections Assistant-Ann Schranz

65 Ann added a postscript to her report.

66 She asks Wayne about asking Jeanne Pupke’s partner if she would like to join  
67 UURMaPA.

68 She is using her own stationary for notes and will let the next assistant decide  
69 what to do about stationary.

70

71 **Matters for Discussion**

72 Winter Conference (virtual: Feb 28 Mar 2, 2022

73 Fritz Hudson will send out a request for small group facilitators for the check-in  
74 segment. There are 72 registrants as of now. Anne says that everything is pretty  
75 much in order. Theresa Novak will offer the closing worship.

76 For the Board's segment, we don't have to use the entire 20 minutes, we should  
77 not take more than 30 minutes, we will be live, we will talk about the Retreat and  
78 do a Q&A. Anne and the planning team will have another meeting next week so if  
79 any changes need to be made, let her know. Richard has checked in with to Jose  
80 Ballester to see how he is doing. Ann Hines will mention him in her opening  
81 remarks.

82 Susan suggested that we might have a place for a pastoral moment to keep us  
83 connected during a conference.

84 GA in Oregon

85 Susan sent an email to Sarah Lammert about the Service of the Living Tradition to  
86 check in about the planning of the service. She will check in around the middle of  
87 April to see how things are going. It is tradition that the president of UURMaPA  
88 reads the names of the new retirees and sits with the families of the deceased  
89 members at the luncheon. Susan may not be attending GA. Ned, Wayne and  
90 Millie offered to stand in her place. The final arrangements will be announced  
91 when available.

92 Covenant

93 Wayne has written and sent the board a draft of a possible covenant for us to  
94 consider as well as possibly present to our membership. In an article for  
95 Elderberries Wayne reported the board's conversations about covenant building.  
96 There were several comments posted on our Facebook page about it. Points  
97 made during our discussion:

- 98 • Introducing the draft at the Winter Conference and asking at what point in  
99 the Conference we would do it.
- 100 • The possibility of forming study groups about it
- 101 • Editing the draft to make the Board Covenant a footnote to avoid any  
102 confusion between it and the draft Covenant
- 103 • Would we be bringing up the larger question of "What is membership?"  
104 Can we separate the membership piece from the covenant piece?

- 105 • What do we name this document?
- 106 • Are we trying to influence the culture of UURMaPA by framing how we are
- 107 to be with one another?
- 108 • Introduce it in the Conference.
- 109 • Test use it in support groups and/or study groups.
- 110 • We need to be a non-anxious presence for those who are anxious about it.
- 111 • Have Susan highlight the piece in her short presentation and then have
- 112 discussion about it.
- 113 • In six months, at the next Conference have more discussion about it.
- 114 • Put the whole document in other venues.
- 115 • Have a yearlong study about it and then see what the current thought
- 116 about the proposal is.
- 117 • The board would facilitate the group conversations.

118 During the Conference, Susan will mention what came up in our retreat and say  
119 that the membership will receive more information about it and will be invited to  
120 discuss and have input in the concept of how we are together as UUs.

121 Before our next meeting, Wayne will do some amending of the draft and will  
122 circulate it among the board.

123 We will distribute the draft when we have a plan for opportunities to talk about it  
124 and make suggestions.

125 Additional Item

126 Statement in Elderberries on page 4 regarding non-elected positions needs to be  
127 clarified. Susan will call Judy to clarify.

128 Ongoing Items not discussed

129 Filling “non-elected” positions (Partner Obituary Coordinator; Webmaster;  
130 Others?): share job descriptions and ask for volunteers at conference?

131 Respectfully submitted, Gloria Perez, Secretary

132

133 Board reports:

134 President – Susan Rak

Because of our recent retreat, this is a very short report. Herewith some notes for our upcoming meeting ...

- my major UURMaPA focus since our last meeting continued to be planning for and facilitating, along with Wayne Amason, Ned Wight, our Virtual Retreat.

I am very pleased with both the planning process and the outcomes of our Retreat. Even though it was virtual, it felt personal. And I thank you all for your participation, giving a big chunk of your week to this.

- I have yet to address dealing with finding a new Webmaster. I plan to follow-up with Duane before the winter conference and will add a “help wanted” segment to our UURMaPA Board portion of Wednesday’s conference program.
- I am caught up on condolence notes to survivors of deceased UURMaPA ministers.
- Participated in a meeting convened by Sarah Lammert (Co-Director of Ministries and Faith Development) to begin discussing issues around “Retired Ministers and Vital Boundaries”. It is a bit of a thorny topic but I believe we are finding a way forward. Wayne will be reporting in more detail on this project. [this meeting included Wayne Amason, Janice Marie Johnson (UUA - Co-Director of Ministries and Faith Development), Melissa Carvill-Ziemer (UUMA), Heather Bond (UUA, Congregation Life-Office of Ethics and Safety)]

respectfully submitted,  
Susan Veronica Rak  
UURMaPA Board President

135

136 Vice-president – Ned Wight

## **Report to the UURMaPA Board from Vice President Ned Wight—2/15/22** *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](mailto: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.
- On 12/16/21, submitted a room request for 50 people on the day after the SLT. Expect to receive confirmation in mid-January.
- ***Don Plante in the GA planning office confirmed to me via email (prior to official confirmation later this month) that we do, indeed, have a meeting room for lunch (max capacity 50) in the Hyatt from 12 to 2 on Friday, June 24.***

### **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?
- At the December Board meeting, decided not to notify full membership of this deadline since our main concern is whether the Board will take responsibility for proposing either a program or a worship service at GA; our decision was not to propose either for GA2022.

### **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-January.
- I reviewed the UURMaPA website page listing previous recipients
- ***My first choice for the third member of the selection group declined, so I have reached out to another prospect and am awaiting confirmation. We will meet later this month to plan our selection strategy. Leads and suggestions are welcome.***

### **Review financial accounts with the Treasurer**

- I'll be in touch with Richard

138 Secretary – Gloria Perez

139 Good day everyone!

140 Here is my report for this month.

141 On Jan 21,2022 I sent the approved Dec15,2021 Board meeting minutes to Duane  
142 Fickeisen for posting on our web site. I happily attended the Board retreat on Feb  
143 8 and Feb 10, 2022, via zoom.

144 I am continuing with our common read Unitarian Universalists of Color.

145 Treasurer – Richard Speck

146 Dear Board Members,

147           The major activity of the previous month was the Winter/Spring  
148 Conference. I organized two virtual choir pieces for worship. I participated on  
149 the planning team before and during the conference. We had another successful  
150 conference with everyone paying using our Square payment account. Gross  
151 income was \$5,825.00 in registrations and \$1,450.00 in scholarship  
152 donations. Processing Fees were \$237.57. Additional expenses will be handled in  
153 March and reported next month. I took the liberty of adding \$125 to the income  
154 under miscellaneous and spreading it in several small amounts in the expenses to  
155 have something that the formula can use in the budget vs. actual column.

156           I am working with Barbro and Jon Claney on what will be needed for a  
157 pod at First Unitarian in Wilmington for the fall conference. I have given it some  
158 thought and plan to help create a guide for anyone wanting to create their own  
159 pod for future conferences. I already know of two people wanting to have a pod  
160 for the fall in their area. I look forward to seeing everyone this week.

161 Richard

162

163 Rev. Dr. Richard Speck (he, him, his)

164 4721 Mermaid Blvd

165 Wilmington, DE 19808

166 Home: 302-239-6286

167 Cell:302-528-3762

168 Excel Spread sheet to follow minutes

169

170 Connections Chair – Millie Rochester

171 Hi everyone, happy Valentine's Day. Here's what I've been up to this past month.

172

173 - Reviewed the next section of our common read in preparation for our  
174 conversation  
175  
176 - Continued contacting members whose geographic areas don't have Connectors  
177  
178 - Reviewed my Job Description and determined that this position and that of the  
179 Assistant Connection Chair (position #2), work together so closely, would only  
180 add ***alerting the Membership Coordinator of changes in contact information for***  
181 ***UURMaPAns for the Directories***. Other than that, it seems fine as written. There's  
182 always the potential of some overlap and duplication of efforts, but I don't see  
183 that as a problem.  
184  
185 - Very much enjoyed the Retreat last week. Thanks again to the planning team  
186 and fellow Board members.  
187  
188 See you all Wednesday,  
189 Millie  
190 -  
191 -  
192 Rev. Millie Rochester  
193 Happily retired, Vancouver, WA  
194 360-214-4866  
195  
196 Connections Assistant – Ann Schranz  
197 Hi, everyone. Thank you to the planners and facilitators of the excellent virtual  
198 Board retreat. It was more meaningful than I imagined it could be.  
199  
200 This past month, I have had extensive email correspondence with Benjamin  
201 Maucere about the Service of Remembrance / In Memoriam portion of the  
202 upcoming virtual conference. My role is to provide the list of names of deceased  
203 ministers and partners. He and Holly will decide who to include and who to defer  
204 to the next conference, perhaps depending on whether obituaries have been  
205 written by Jay and Roger.  
206  
207 I explained that Jay and Roger work on their own schedule, which is largely driven  
208 by Elderberries deadlines. I don't know how much, if any, crafting of obituaries  
209 Benjamin and Holly will do. The process for this conference has felt a bit



210 challenging at times compared to the last conference. The last conference was my  
211 first in the Connections Assistant role of support regarding the Service of  
212 Remembrance. For the last conference, Roger Fritts didn't need much of my help  
213 at all.

214  
215 I purchased a desktop computer to allow me to do Elderberries layout more easily  
216 than on my laptop computer. I wanted an excuse to get a desktop computer, and  
217 my upcoming Elderberries role provided the perfect "excuse." It didn't come with  
218 a camera, speakers, or microphone, so I had to buy and set up those items in  
219 order to have the computer be functional for Zoom calls, if needed.

220  
221 I'm almost done reading the chapters in UU's of Color for our discussion.

222  
223 Ann Schranz

224  
225 Conferences – Anne Spatola  
226 February 2022 Board Report for Anne Spatola

227  
228 It feels like a lot has happened since our January board meeting, but I seem to be drawing a  
229 blank. It's possible I may leave out some parts due to brain lapse. Starting to feel a little  
230 nervous about the outcome of the conference and hoping all is place.

231  
232 Facilitating weekly conference meetings

233  
234 Finetuning with planners all aspects of the schedule

235  
236 New registration program is working well with increasing sign-ups

237  
238 More publicity is being disseminated including the schedule on FB and website (Corrections had  
239 to be made to format)

240  
241 Worked with Anne Hines on identifying a minister to do the “closing worship”. After many  
242 refusals from extensive outreach, Theresa Novak offered to do it.

243  
244 Working on opening remarks for the conference in gathering

245  
246 Participated in the board's two-day retreat which was an intense and productive experience

247  
248 Continuing to meet with Barbro to plan for fall conference and smooth her transition

249  
250 Need to reread UU's of Color

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## Member At- Large for UUA/UUMA Relations – Wayne Arnason

### **Report of the At-Large Member for UUMA/UUA Relations - Wayne Arnason February 15, 2022**

This report should be more brief than usual because we've had some time together recently and you are aware of my activities, but I've had two meetings early this week connected to my role that I want to report on, one on Monday the 14<sup>th</sup> and one on Tuesday the 15<sup>th</sup>.

Much of my month's work was involved in prep with Susan and Ned for the Board retreat and the conference roles I am playing. After our retreat was over, the conversations about the draft of a possible statement of promises encouraged me to work on a format for presenting this to the membership at some point. We can discuss during this meeting whether this is the time and format to move forward with this. The document I drafted is attached to the email with this report.

In my Good Offices role, the support I was offering to a retired colleague dealing with a formal complaint to the MFC has ended "well", in the sense that the decision was to not refer the unethical behavior involved to the MFC for a hearing. In part, I this resulted from the willingness of our colleague to recognize that the behavior engaged in was indeed in violation of our professional ethics and express that recognition and contrition.

This case was one of several ongoing cases of retired minister violating UUMA's ethical code that was the focus of a meeting Susan and I attended February 14 with UUA and UUMA staff. We learned that in addition to the type of case which I described above, the staff people are very concerned about retired ministers who clearly are in violation of the guidelines but who argue that their right to free speech, their resignation from UUMA, or their right to engage in congregational life despite a history of previous misconduct is more important to them. On-line behavior experiencing as bullying is also a cause for concern.

I had a good feeling about some possible responses to this behavior coming out of this meeting, but also concerns about how the problem is being framed. My concerns reflect the fact that what is described as a big increase in ethical violations cases by retirees is also happening when there is a big increase in the number of retirees, so I'm not convinced that the instances of ethical violations are increasing. Another concern is uplifting the status of retiree as a common critical factor in these cases. Some of them have more to do with the personalities and politics of the individual ministers and they have been and will continue to express themselves in setting where their status as a retired minister isn't what creates the problem.

However, Susan and I both felt that we (as UURMaPA) could be partners on some new initiatives: first, a mentoring program for new retirees modeled on the UUMA's mentoring program for new ministers, and second, collaboration on ideas for webinars and videos describing ethical behavior by retirees in congregations. There was enthusiasm for my upcoming small group workshop at the conference and a desire to see it recorded.

The Advisory Team for the Office of Church Staff Finances met on the 15<sup>th</sup>. You may recall that two long-time staff members, Jim Sargent and Linda Rose, are leaving the Office of Church Staff Finances this spring and that searches are underway. We met the new Compensation and Benefits Consultant, Sean Griffin. Some other updates related to our retirement plans will be released later this month, but we were given a preview. If you've noticed

299 concerning changes in TIAA servicing (a new advisor? tech problems?) be assured that there is a  
300 review of our plan service provider underway.

301

302

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Monthly Treasurer's Report 2022																
	2022 Budget	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec	2022 Total	Budget vs. A	
<b>INCOME</b>																
Member Donations	\$3,000.00	\$0.00	\$350.00											\$350.00	11.67%	
Member Donations Paypal	\$3,000.00	\$1,682.12	\$55.00											\$1,737.12	57.90%	
Memorial Gifts	\$2,000.00	\$0.00	\$0.00											\$0.00	0.00%	
Conference Fee Income Checks	\$4,500.00	\$0.00	\$0.00											\$0.00	0.00%	
Conference Fee Income Credit Cards	\$13,000.00	\$1,725.00	\$4,100.00											\$5,825.00	44.81%	
GA Luncheon Income	\$300.00	\$0.00	\$0.00											\$0.00	0.00%	
UUMA Subsidy	\$1,000.00	\$0.00	\$0.00											\$0.00	0.00%	
Scholarship Income	\$2,000.00	\$550.00	\$900.00											\$1,450.00	72.50%	
Other Income	\$125.00	\$0.00	\$0.00											\$0.00	0.00%	
<b>Total Regular Income</b>	<b>\$28,925.00</b>	<b>\$3,957.12</b>	<b>\$5,405.00</b>											<b>\$9,362.12</b>	<b>32.37%</b>	
<b>EXPENSE</b>																
<b>On-Site Board Meetings</b>																
Transportation	\$3,600.00	\$0.00	\$0.00											\$0.00	0.00%	
Room and Board	\$2,000.00	\$0.00	\$0.00											\$0.00	0.00%	
Hospitality	\$200.00	\$0.00	\$0.00											\$0.00	0.00%	
<b>Total Board Meetings</b>	<b>\$5,800.00</b>	<b>\$0.00</b>	<b>\$0.00</b>											<b>\$0.00</b>	<b>0.00%</b>	
<b>Conferences</b>																
Attendee Fee Refunds	\$25.00	\$0.00	\$0.00											\$0.00	0.00%	
Room and Board	\$25.00	\$0.00	\$0.00											\$0.00	0.00%	
Speakers	\$1,000.00	\$0.00	\$0.00											\$0.00	0.00%	
Music	\$200.00	\$0.00	\$0.00											\$0.00	0.00%	
Technology Support	\$5,000.00	\$0.00	\$0.00											\$0.00	0.00%	
Hospitality	\$25.00	\$0.00	\$0.00											\$0.00	0.00%	
Scholarships	\$500.00	\$0.00	\$0.00											\$0.00	0.00%	
Misc.	\$100.00	\$278.68	\$0.00											\$278.68	278.68%	
<b>Total Conferences</b>	<b>\$6,875.00</b>	<b>\$278.68</b>	<b>\$0.00</b>											<b>\$278.68</b>	<b>4.05%</b>	
<b>General Assembly</b>																
Luncheon Cost	\$900.00	\$0.00	\$0.00											\$0.00	0.00%	

Transportation-President	\$400.00	\$0.00	\$0.00												\$0.00	0.00%
Transportation-Vice President	\$400.00	\$0.00	\$0.00												\$0.00	0.00%
Room and Board	\$1,500.00	\$0.00	\$0.00												\$0.00	0.00%
Technology Support	\$500.00	\$0.00	\$0.00												\$0.00	0.00%
GA Fees & Misc	\$400.00	\$0.00	\$0.00												\$0.00	0.00%
New Member Welcoming Gifts	\$500.00	\$0.00	\$0.00												\$0.00	0.00%
<b>Total General Assembly</b>	\$4,600.00	\$0.00	\$0.00												\$0.00	0.00%
<b>Communications</b>																
Elderberries Publication	\$4,000.00	\$0.00	\$0.00												\$0.00	0.00%
Fundraising Appeal	\$1,500.00	\$0.00	\$0.00												\$0.00	0.00%
Peer Support Groups (video calls)	\$200.00	\$0.00	\$0.00												\$0.00	0.00%
Website	\$200.00	\$0.00	\$0.00												\$0.00	0.00%
Zoom	\$200.00	\$0.00	\$0.00												\$0.00	0.00%
Database Management	\$100.00	\$0.00	\$0.00												\$0.00	0.00%
<b>Total Communications</b>	\$6,200.00	\$0.00	\$0.00													
<b>Other Expenses</b>															\$0.00	
Retirement Planning Seminar Expense	\$25.00	\$0.00	\$0.00												\$0.00	0.00%
Saging & Unsong & Navius Awards	\$1,000.00	\$0.00	\$0.00												\$0.00	0.00%
Rainbow Project	\$1,500.00	\$0.00	\$0.00												\$0.00	0.00%
Postage	\$200.00	\$0.00	\$0.00												\$0.00	0.00%
Connections Network	\$100.00	\$0.00	\$0.00												\$0.00	0.00%
Memorial Gifts - UUMA and Others	\$2,000.00	\$400.00	\$0.00												\$400.00	20.00%
Donations to the Endowment	\$25.00	\$0.00	\$0.00												\$0.00	0.00%
President's Expense	\$100.00	\$0.00	\$0.00												\$0.00	0.00%
Credit Card Processing Fees	\$300.00	\$68.46	\$169.11												\$237.57	79.19%
Bank Expenses	\$50.00	\$0.00	\$0.00												\$0.00	0.00%
Board Misc.	\$150.00	\$0.00	\$134.40												\$134.40	89.60%
<b>Total Other Expenses</b>	\$5,450.00	\$468.46	\$303.51												\$771.97	14.16%
<b>Total Expense</b>	\$28,925.00	\$747.14	\$303.51												\$1,050.65	3.63%
<b>Profit/Loss</b>	\$0.00	\$3,209.98	\$5,101.49												\$8,311.47	

<b>Ending Account Balance</b>																
Endowment		\$95,346.49	\$90,924.71													
Money Market		\$19,223.21	\$19,223.95													
Checking		\$32,454.84	\$37,587.79													
<b>Total</b>		\$147,024.54	\$147,736.45													