

1 Unitarian Universalist Retired Ministers and Partners Association Minutes  
2 of Zoom Conference Board Meeting March 15, 2022

3  
4 Board Members Present:

5 Susan Rak, Ned Wight, Richard Speck, Gloria Perez, Anne Spatola, Jaco ten Hove,  
6 Millie Rochester, Wayne Arnason. Ann Schranz was excused

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

8  
9 Opening words: "In Honor" by Amanda Schuber read by Anne Spatola

10  
11 Unitarian Universalists of Color common read discussion led by Susan Rak

12  
13 Standing reports:

14 Secretary – Gloria Perez

15 **Minutes of the February 16, 2022, meeting approved.**

16  
17 Treasurer- Richard Speck:

18 There was some adjusting done to the January income due to Conference  
19 registrations and scholarships. Endowment is down a bit due to the war in  
20 Ukraine.

21 **The treasurer's report was approved.**

22 The spreadsheet detailing the report follows the minutes on the website.

23  
24 President – Susan Rak

25 Nothing to highlight from her written report.

26  
27 Vice-President – Ned Wight

28 Ned has two points:

- 29 1) He is not receiving communication from Sarah Lammert about new retirees  
30 and needs information for the invitations to the UURMaPA luncheon during  
31 GA. He was advised that Emily Cherry would be the one to contact. She is  
32 working on organizing the process of getting information out to those who  
33 need it. The information from the data base is sent out twice a year. The list  
34 also contains the names of Religious Educators, which means there is work to  
35 be done to separate them from the names of the Ministers. **Ned will follow up**  
36 **with Emily.**

37 2) Ned wanted clarification about details for the Creative Sageing Award and the  
38 Unsung UURMaPAn award. The Creative Sageing Award has been awarded to  
39 a minister but could also be awarded to a partner. The awardee is chosen by  
40 the team. The Unsung UURMaPAn is chosen by the board. One thousand  
41 dollars is the total amount budgeted for the two awards.

42

43 Conferences – Anne Spatola

44 Anne reports that the Fall Conference planning team may be in place.

45

46 UUMA/UUA Relations – Wayne Arnason

47 Wayne adds to his report that Melisa Carville Ziemer will initiate contact to  
48 retired UUMA Good Officers to invite them to attend a Good Officers Training.

49 Wayne will be participating in the training.

50 Wayne has received a response to his letter to Ayanna Kufi and Matthew  
51 Crumpler of DRUUMM. Michael is UUA liaison and works with LGBTQI issues and  
52 “Finding Our Way Home” conferences. He is interested in how we might  
53 collaborate with DRUUMM.

54 Wayne offers an additional agenda item: helping Black, Indigenous people, and  
55 People of Color to attend the “Finding Our Way Home” conference. We could set  
56 aside funds to enable us to offer some financial assistance to retirees who wish  
57 to attend the conference. We would need to do some discovery about costs  
58 involved, the interest level of retirees in attending the conference and how many  
59 are signing up; how we might be able to be a partner in the conference. There  
60 will be a hybrid conference next month. We and DRUUMM could share  
61 information about our and their experiences of hybrid conferences. They do  
62 theirs differently and we could learn from the way they do “Finding Our Way  
63 Home”. We are willing to have conversations with Michael for their next  
64 conference. In the future, might there be a space for UURMaPA in their  
65 conferences?

66

67 Elderberries – Jaco ten Hove

68 Jaco has lots of material for his last issue. April 15<sup>th</sup> is the deadline for material to  
69 be submitted, although sooner would be helpful. There will be a review of Tom  
70 Owen-Towle’s book included in the issue.

71

72 Connections – Millie Rochester

73 Millie is putting off looking for Area Connectors because of the conversations  
74 about reorganizing the system of how Connections works. The formatting of the  
75 Area Directors Directory and the Membership Directory needs to be revised to  
76 allow for ease in locating information. Jon Claney may be able to help with ideas  
77 on the ability to make these two directories work better.

78  
79 Matters for discussion

80  
81 The UUA will use a multi-platform for General Assembly this year in Portland,  
82 Oregon.

83 There are no details yet about the Service of the Living Tradition. We do know  
84 that it will be limited to GA registrants. Ned, as Vice-president, will be standing in  
85 for Susan during the luncheon and for other responsibilities to be carried out by  
86 the UURMaPa board president. The luncheon is scheduled for Friday, June 24<sup>th</sup> at  
87 12pm to 2pm in the Hyatt Hotel. **For those who will not be attending GA in  
88 person, there will be both a Welcome and Luncheon that will be virtual on July  
89 13<sup>th</sup>, 1:00pm to 3:00pm Eastern Time.** There was a question as to whether we  
90 should consider planning this virtual event as an on-going GA event. The thought  
91 would be to allow for more participation by the retirees and their partners in the  
92 Welcome and Luncheon. We will send something to welcome them. There will  
93 not be a charge for this event. Ned asked if he needs to invite people to present  
94 at the in-person Luncheon. It was noted that there usually is someone from the  
95 UUA staff to give a bit of information for the newly retired. There will be a  
96 mention of the event in the Spring issue of Elderberries noting that details will be  
97 forthcoming. Traditionally the Board sends invitations to the Luncheon to newly  
98 retired ministers and their partners. We mentioned the possibility of using a  
99 mentor type of relationship as a more formal way to welcome new retirees and  
100 their partners.

101  
102 UURMaPA “Covenant” development/study-small groups on-line with “study  
103 guide”

104 Wayne described his design for small group conversation. There will be an  
105 offering of two rounds of conversations about the “covenant,” one in May and  
106 one in September. We will choose the dates. An announcement will be made in  
107 Elderberries about the group conversations and the dates. We discussed  
108 platforms to use for people to sign up and create the Zoom link all at once. **We**

109 **will use Survey Monkey to determine who is available for which dates and then**  
110 **form the groups.** Several Board members volunteered to facilitate the groups.

111

112 Imagining “connections” beyond geographic groups

113 Millie has expressed that the Area Connectors have tried to make connections  
114 between members with varying degrees of success. She is suggesting that there  
115 might be better ways to help with keeping folks connected. We discussed the  
116 subject of small groups. During the discussion, we noted that there is no follow  
117 up contact with a group once it is formed. A group usually begins with some  
118 newly retired folks and then continues without contact with the Board. There is  
119 no information about how many are in a group, how often it meets or how long it  
120 has been in existence. There are several established groups that are ongoing. We  
121 may put something in the email list to call for groups to check in. A list of current  
122 group coordinators will be given to Millie. We would like to invite the formation  
123 of groups for LGBTQI, People of Color and other identity-focused interests. We  
124 are open to suggestions of other common interest groups such as Social Justice.  
125 The idea is to maintain connections with others through common interests as  
126 well as to just get together and follow their own similar interests. This invitation  
127 will be extended to all new retirees as well as current UURMaPAns. Millie is  
128 desirous of finding ways to get people connected without more bureaucracy. She  
129 wants a way to find out how many small groups are meeting and how things are  
130 going. Ned has received a request from someone to join a group with the interest  
131 of Social Justice. When he receives more names of people who would like to  
132 participate in a small group, he will go back to this person and ask them if they  
133 would be willing to facilitate this new small group.

134 There was further discussion about how to move forward in the vision of  
135 maintaining Area Connectors while offering small groups for broadening spiritual  
136 and intellectual interests.

137 Plans for this vision include drafting a job description of a Mentor, as person who  
138 would welcome a new retiree and partner and keep in contact with them for a  
139 while as they navigate retirement and UURMaPA itself. The UUA has material  
140 about mentorship of couples who retired at the same and for couples who  
141 retired at different times.

142

143 Ongoing agenda items will be discussed in the next, and future, meetings.

144 Respectfully submitted, Gloria Perez, Secretary

145

146 Board Reports

147 President – Susan Rak

148

149 Since our last meeting I devoted several days to participating in the UURMaPA Winter virtual  
150 conference, as all of you did. Given our new initiatives, there was a lot of attention devoted to  
151 presenting those and now planning on how to move forward with them.

152

153 • “Covenant”: Wayne Arnason will bring us deeper into this conversation and creating a plan  
154 for moving it forward at this meeting. I anticipate a decent amount of interest and  
155 participation in this conversation from our membership.

156

157 • Widening the Circle: as you saw, this effort is moving forward through outreach initiated by  
158 Wayne Arnason who has reached out to leaders of DRUUMM. I expect these will not be easy  
159 conversations but are essential to the future of UURMaPA.

160

161 I thought many of the conversations at the conference were indicative of where UURMaPA  
162 finds itself today: generational and culture changes, looking beyond building a personal legacy  
163 to what is *UURMaPA’s legacy\** [which is a framework that seems helpful as UURMaPA widens its  
164 circle and deepens its understanding of relationships (ministers and partners/spouses) within  
165 Unitarian Universalism in retirement (\*which may be the theme of my column for the next  
166 Elderberries)].

167

168 • UURMaPA @ GA: I remain ambivalent about attending in person (costs to UURMaPA seem  
169 excessive for me to do this, if others will be there; and I know people have traveled far and  
170 wide now and it seems to be fine, but I am still wary). Even if I changed my mind in the next  
171 few weeks, I am relieved to know that UURMaPA will be well represented in person and what  
172 would be Presidential responsibilities will be undertaken by this most able Board.

173

174 However, related to this, do we also need some kind of virtual event for those who will not be  
175 at the luncheon? In the past of course this never came up - you either were there at GA or you  
176 weren’t. But now we’ve had two virtual “pre-GA” events that were well-attended.

177 I know the luncheon is geared to ministers who will be there to participate in the SoLT, but that  
178 does not include everyone, and it will be interesting to see how it plays out this year after two  
179 virtual SoLT’s. I have added this item (to consider if we need to do more than the luncheon) for  
180 discussion\* to the Agenda.

181 \*Let me say up front, I know this is adding work to our already packed schedule, and I would  
182 not expect that if we did something like this in addition to the luncheon it would fall on the VP  
183 shoulders (as it has these past two years). Having done it once, I know what it takes.

184 *But perhaps this is something we should do apart from GA - part of the “mentoring” idea?*

185

186

187

*respectfully submitted,*

*Susan Veronica Rak*

188 Vice-president – Ned Wight

189 **Report to the UURMaPA Board from Vice President Ned Wight—3/15/22**

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

191

192 **Arrangements for UURMaPA member lunch**

- 193 • Tentatively planning for day after SOLT in Portland, June 2022
- 194 • 9/11 contacted the GA Planning office to update me as their UURMaPA contact
- 195 person: Don Plante ([dplante@uua.org](mailto:dplante@uua.org)); he has updated his files and I will receive
- 196 notification when space reservations can be made, most likely in late October or
- 197 early November
- 198 • Plan to request space as soon as I receive notice from GA Planning in December
- 199 2021
- 200 • Any idea how many people to expect at the UURMaPA lunch in Portland? As soon as
- 201 I have a number, I'll submit the space request.
- 202 • On 12/16/21, submitted a room request for 50 people on the day after the SLT.
- 203 Expect to receive confirmation in mid-January.
- 204 • Don Plante in the GA planning office confirmed to me via email (prior to official
- 205 confirmation later this month) that we do, indeed, have a meeting room for lunch
- 206 (max capacity 50) in the Hyatt from 12 to 2 on Friday, June 24.
- 207 • ***I will contact the Event Planner at the Hyatt Regency on Thursday, 3/17, to***
- 208 ***discuss arrangements, menu, set-up (including possibility of virtual***
- 209 ***participation) and deadlines.***
- 210 • ***I will send out an e-mail inquiry to Sarah Gabbey about the status of the list of***
- 211 ***newly retired ministers (and partners) identified by the UUA.***
- 212 • ***I will prepare a lunch invitation to be sent to that list.***

213

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

- 215 • Plan to attend

216

217 **Propose workshops during Ministry Days or GA**

- 218 • Received from Don Plante 11/16/21 that the deadline for program and worship
- 219 service proposals for GA is January 14, 2022; what are the communication channels
- 220 available for reaching out to members with an invitation to submit program and
- 221 worship service ideas to the GA office by January 14?
- 222 • At the December Board meeting, decided not to notify full membership of this
- 223 deadline since our main concern is whether the Board will take responsibility for
- 224 proposing either a program or a worship service at GA; our decision was not to
- 225 propose either for GA2022.

226

227 **Creative Sageing Award selection group (3 people)**

- 228 • Marni Harmony is willing to be part of this group; will choose one more person for
- 229 the selection group by mid-January.
- 230 • I reviewed the UURMaPA website page listing previous recipients

- 231 • My first choice for the third member of the selection group declined, so I have  
232 reached out to another prospect and am awaiting confirmation. We will meet later  
233 this month to plan our selection strategy. Leads and suggestions are welcome.
- 234 • ***Wendy Fish joined the selection team (with Marni Harmony). We met virtually***  
235 ***to determine our outreach strategy and timetable. I sent the e-mail the board***  
236 ***received to about 20 other individual members as well, soliciting nominees. The***  
237 ***team has a couple more virtual meetings scheduled. We plan to make our***  
238 ***selection(s) in late April.***
- 239 • ***Question for the Board: Do we choose a minister or partner, or one of each?***  
240 ***How much money do we have available for the award(s) (at \$500 each)?***

241

242 **Review financial accounts with the Treasurer**

- 243 • I'll be in touch with Richard
- 244

245 **Organize peer support groups**

- 246 • Inventory groups currently running
- 247 • Determine interest among retirees in 2019, 2020 and 2021
- 248 • Select conveners/facilitators and get these groups going
- 249 • Received from Susan Rak list of 2020 and 2021 retirees to whom we can send an  
250 invitation to join a peer support group
- 251 • Made video for Fall Conference Board presentation inviting volunteers to serve as  
252 peer support conveners.
- 253 • Sent an article re peer support groups to Jaco as Elderberries editor
- 254 • Reached out to Sarah Gabbey at the UUA to confirm that the UURMaPA VP is on the  
255 distribution list for new retirees; Keith Kron replied that Emily Cherry  
256 ([echerry@uua.org](mailto:echerry@uua.org)) is the new staff person that will be handling retirees.
- 257 • The last week of December 2021, I mastered the technical challenge of exporting  
258 Excel addresses to my e-mail program and sent an e-mail inviting new members  
259 from 2020 and 2021 to consider joining a peer support group beginning in January  
260 2022.
- 261 • Received responses from 14 members interested in joining a peer group and four  
262 people interested in leading a group. Sent an e-mail to two pairs of leaders, listing  
263 names of 5 additional group members and inviting the leaders to convene their  
264 groups in early 2022.
- 265 • Received confirmation that both groups have launched; facilitated placement of  
266 another member with one of the groups
- 267 • Am participating in one group that meets twice a month to experience how they  
268 work firsthand
- 269 • Will follow up with the two leader pairs in mid-March to check in
- 270 • ***Have received one inquiry about a "social action focused group." Will include***  
271 ***that possibility in the invitation I send out to the newly retired ministers and***  
272 ***partners inviting them to join a Peer Support Group if they choose. (This is the***  
273 ***same list we're also inviting to the welcome lunch on June 24.)***
- 274
- 275

276 Secretary – Gloria Perez

277 I sent the approved minutes from the February Board meeting to Duane Fickeisen  
278 for posting on our website on March 24,2022. I have been read the proposal from  
279 Wayne about the focus groups for the covenant discussions. I have volunteered to  
280 be a facilitator for a small group.

281 I am working on finishing Unitarian Universalist's of Color, the panel discussion.

282

283 Treasurer - Richard Speck

284 Dear Board Members,

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

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

299 Richard

300

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

302 Spread sheet to follow the reports (GP)

303

304 Connections Chair – Millie Rochester

305 Since our last meeting, I've had conversations by phone, text and email with some  
306 of our retired colleagues.

- 307
- 308 • I reached out to one colleague who is especially disappointed that we  
309 continue to gather via Zoom
  - 310 • Alerted Patt that a phone number listed in the Directories is incorrect  
311 and sent her the correct one
  - 312 • Had an extended conversation with a colleague who expressed a  
desire that the Area Directory include the same detailed information



313 as the Membership Directory, so that flipping back and forth wouldn't  
314 be necessary, and being in touch would be easier.  
315 • Visited at length with a colleague and put her in touch with her Area  
316 Connector.  
317 • Continuing to consider ways of envisioning the Connections Network  
318 that doesn't rely on geographic distribution of UURMaPA members, I  
319 very much appreciate Wayne's work, as well as Ann's input. Between  
320 the peer support, Covenant groups and other potential sources of  
321 connection, I wonder whether our current system, as it is now  
322 configured, is optimal. I look forward to this conversation among the  
323 Board on Wednesday.

324 See you all then,  
325 Millie  
326 Rev. Millie Rochester

327  
328 Connections Assistant – Ann Schranz

329 Greetings, board members. I thought the recent virtual conference went very  
330 well. To make a note for the future Connections Assistant, there were four people  
331 who passed away before Benjamin and Holly had obituary information to work  
332 with -- Linda Eppert, William Murchison, Jeanne Pupke, and Patricia Jimenez. They  
333 will be remembered at the next conference.

334  
335 I have postponed welcoming the latest newly retired ministers until the board has  
336 clarified whether there might be changes, such as a mentoring program or an  
337 online welcome event, and so on. I don't recall receiving the spreadsheet listing  
338 the most recent retirees. I can obtain the names from Elderberries. As incoming  
339 Elderberries editor, I will need to receive the information.

340  
341 Wayne, to respond to a question you asked in an email, I don't have Regina's  
342 contact information (she is Jeanne Pupke's partner). Wayne invited Regina to  
343 become part of UURMaPA, and Regina said yes. We will need her contact  
344 information. Presumably it is in the Intent to Retire paperwork that Jeanne  
345 submitted. I feel sad that Jeanne didn't have a chance to enjoy retirement.

346  
347 I support the move away from geography as being the primary way that retired  
348 ministers and partners are organized for UURMaPA purposes. Two years of  
349 pandemic Zoom experiences have changed the sense of what is possible and

350 desirable, for one thing. It also reminds me of the UUMA's change in recent years  
351 to accommodate chapters not anchored in geography. It seems to me as if we are  
352 reconstituting ourselves into a "coalition of the willing," if that's not too  
353 militaristic a reference. I mean willing to keep grappling with ethical issues, keep  
354 improving our abilities to be anti-racist and more welcoming, and to keep on  
355 developing our interests and skills.

356

357 Wayne, thank you for the letter to DRUMM and for the proposal on small group  
358 processes on "covenant" / commitments. Regarding the final sentence, I suggest  
359 dropping "consensus" and just use "responses." I doubt we'll have consensus  
360 after a small group session, and I don't think that should be the goal at the early  
361 stage of the process. It also places too much pressure on the facilitator to try to  
362 guide the group to consensus. My two cents.

363

364 See you all on Wednesday,

365

366 Ann Schranz

367

368 Member of the Member At Large for UUMA/UUA Relations

369 **Report of the At-Large Member for UUMA/UUA Relations** - Wayne Arnason March 13, 2022

370

371 I felt good about how the conference went and look forward to the ongoing  
372 conversations about how the next conference might be managed. Thanks to everyone who  
373 played a part. In particular, I felt that the workshop I offered on "Ethical Dilemmas for Retirees  
374 in Congregational Life" was a very positive conversation. There was an expressed desire to have  
375 the recording available as a unique item. I hope I can clarify with Jon and Richard how that  
376 might be possible.

377 I have encouraged the small group of UUA/UUMA/UURMaPA leaders to re-convene for  
378 a second conversation in April about the ways we are experiencing the alleged uptick in ethical  
379 violations on the part of retired ministers. I say "alleged" because, as I indicated in my last  
380 report, I am wondering if "retiree" status is actually the most helpful common identifying  
381 description of the cases under consideration.

382 A good example of this is a new case I was asked by the UUA staff to consult on this  
383 month in my UURMaPA Good Offices role. This case is lumped in with the "retirees uptick" but  
384 the minister involved is not retired and doesn't want to be retired. But this person is retirement  
385 age! I am starting to believe that the cultural changes within our ministry that align with the  
386 procession of generations is why some retirement age ministers are having ethical trouble.  
387 Their opinions, and their ways of trying to influence decisions in their congregations or in the  
388 UUA are out of step with the prevailing ethos. I expect to participate in a series of UUMA-  
389 sponsored training events for Good Offices persons in April/May to sharpen my skills and bring  
390 me up to date on how currently serving ministers see the Good Offices landscape.

391 In my previous report I mentioned that Susan and I were interested in pursuing two new  
392 ideas that might make a difference in how retirement age ministers deal with the challenges of  
393 facing retirement in a time of culture change: one was a mentoring program for new retirees  
394 modeled on the UUMA's mentoring program for new ministers, and the other, webinars and  
395 videos describing ethical behavior by retirees in congregations. I hope we can get into those  
396 possibilities, or at least the mentoring program idea, at our upcoming meeting.

397 As noted in an email to Susan about our agenda for this meeting, I am also hoping we  
398 can discuss and affirm a proposal I have been working on for focus groups about the  
399 "covenant" conversation. I will be sending a draft of a possible Elderberries article out to all of  
400 you as a separate email prior to our meeting on Wednesday. I will be suggesting we try to have  
401 these focus groups in May to precede the General Assembly and to allow enough time for there  
402 to be an announcement and signups.

403 I look forward to seeing you all on the 16<sup>th</sup>.

404

405

Monthly Treasurer's Report 2022					
	2022 Budget	Jan	Feb	2022 Total	Budget vs. Actual
<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>	<b>\$4,600.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>0.00%</b>
<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 & Unsung & 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		