

1 Universalist Retired Ministers and Partners Association Minutes  
2 of Zoom Conference Board Meeting May 18, 2022

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4 Board Members Present: Susan Rak, Ned Wight, Richard Speck, Gloria Perez,  
5 Jaco ten Hove, Millie Rochester, Ann Schranz, 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 Ned Wight, "Camas Lilies" by Lynn Unger  
9 Common Read discussion of Unitarian Universalists of Color was led by Wayne  
10 Arnason

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12 Standing reports:

13 Secretary - Gloria Perez

14 **After discussion about the deletion of two sentences in the final draft of the**  
15 **April minutes, the board approved the minutes of the April 19, 2022, meeting**  
16 **minutes.**

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18 Treasurer - Richard Speck advised us that there was \$1000 left from George  
19 Brooks' estate donation and asked where he should put it. We decided to leave it  
20 in the checking account to help cover General Assembly expenses. We also  
21 decided to make a \$100 contribution to support the DRUUMM worship service. In  
22 the future we will budget to provide a scholarship to a UURMaPAN for attending  
23 the "Finding Our Way Home" retreat. **The treasurer's report was approved.**

24  
25 President – Susan Rak

26 Nothing to add to her report.

27  
28 Vice-president – Ned Wight

29 Ned has sent out 47 invitations to the UURMaPa luncheon at General Assembly.  
30 He has received 14 RSVPs. He mentioned that there is no minimum requirement  
31 of attendees for this event. He will send another email invitation to those who  
32 have not sent an RSVP, along with an invitation to join a small group. Board  
33 members must sign up and pay for the luncheon.

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35 Conference Liaison – Anne Spatola

36 Nothing to add to the report other than there will be a meeting of the Fall  
37 Conference planning team on June 10<sup>th</sup>.

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UUA/UUMA Liaison – Wayne Arnason

“Wayne attended the quarterly meeting of the Advisory Committee for the Office of Church Staff Finances. A continuing issue is whether the UUA can produce a suitable template contract for congregations to use for non-clergy religious professional hires. The UUA’s lawyer cautions against this, and the Advisory Committee hopes for more clarification about why, possibly through a clearer communication from the office UUA Exec VP Cary McDonald. Wayne noted that we still need to arrange a time for an open Zoom briefing for UURMaPA members about the changeover from TIAA to a new manager for retirement accounts, pending by the end of 2022.”

Elderberries – Jaco ten Hove

Nothing to add to his report. Ann Schranz asked if he would be doing an article about the POD experience for the Fall Conference. He will submit a piece for Elderberries. Jaco and Richard talked about getting information for producing a successful POD experience, e.g., figuring the costs involved; looking for an appropriate venue; generating interest in attending.

Connections – Millie Rochester

Millie asks if there is anything she needs to know or to do for the Unsung UURMaPAn Award, which will be presented during the virtual Welcoming Event on July 13<sup>th</sup>. There was talk about who will present the award and being sure that the recipient will be in attendance. The Creative Sageing Award will be presented by Ned during the live luncheon at GA.

General Assembly

Emily Cherry is the contact person for coordinating with Ned for the SLT. There will not be a remote camera provided by the hotel to live stream the Luncheon. There can be something like a Facebook live video if someone can do a set up for a phone camera. Maybe there could be a reprise of a live recording posted on the UURMaPA Facebook page. **Wayne will work on figuring something out. Anne can take pictures and post on FB.** Susan has the UURMaPA banner to hang in the Center or on the podium for the luncheon. **She will send it to Millie who will take it to the luncheon.**

76 New Retirees Virtual Event July 13, 2022

77 For planning, Susan will look at last year's plan and recreate a plan for this year's  
78 July event. The event will be from 1:00pm Eastern time to 2:00pm Eastern Time.

79

80 Recruit new Spouse/Partner Obituary Editor

81 A new job description for the Spouse/Partner Obituary Editor has been drafted.

82 Ann pointed out that the Announce list can be used for posting the position as

83 well as asking for an assistant for Jay Atkinson, who is doing the Ministers'

84 obituaries. The question came up about knowing of any spouses/partners of color

85 we could approach to see if they might be interested in the position. We will use

86 the announce list to post the positions for now and see what happens. Interested

87 people would respond to Susan. Ann will use the Announce list to post the job

88 description Susan sent to the board.

89

90 Ned will put out a "last call" to the membership for the luncheon. He will send the  
91 text to Ann for the Announce list.

92

93 Susan plans for people retiring as of July 2022 to sign up for the event. Ned has a

94 list from Emily Cherry of the retirees and asks where this list should reside. The

95 answer is in the Membership Data base that Patt Herdklotz has. Ned talked about

96 having a reliable data base of UURMaPA membership. Points brought up in the

97 discussion:

98 • We spoke of each person keeping up their own information.

99 • There was a discussion of having a part-time administrator. Since we are  
100 not a dues-collecting organization, we have no source of income to pay a  
101 part-time administrator.

102 • Is there a way to create a reliable source of income?

103 • Emily Cherry's presence should be helpful for keeping a list of members for  
104 the data base.

105 • Ned asked if he needed to create a spreadsheet with the retiree's names to  
106 hand on to the next Vice-president.

107 • A spreadsheet is not a reliable data base.

108 • An assessment of how we manage keeping up with membership list

109 This is a discussion which may continue into next year.

110

111 Respectfully submitted, Gloria Perez

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113 **Board Reports**

114 **President – Susan Rak**

115 UURMaPA President’s Report

116 May 2022

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118 a short report of my activities on behalf of UURMaPA since our last meeting:

119

120 Followed up with Richard Nugent re: Q&A session (with him and Gloria Guldager, the  
121 new Retirement Plan Director) on the transfer to a new retirement funds record-keeper,  
122 moving from TIAA. Again, I apologize for dropping the ball: Richard responded to me  
123 and proposed two dates, but I didn’t see that email until just now and the proposed  
124 dates have passed. I have written back to Richard and await his response.

125

126 Recorded the greetings for newly retiring UU religious professionals to be included in  
127 the Service of the Living Tradition at General Assembly. Deep appreciation to Ned  
128 Wight for standing in for me (no pun intended) representing us in the Service. I am  
129 sorry to miss all this and am already looking forward to Pittsburgh next year.

130

131 Have written the “Partner Obituary Coordinator” job description, submitted for your  
132 review.

133

134 I remain behind on condolence notes and promise to do this.

135

136

137 respectfully submitted

138 Susan Veronica Rak

139

140 **Vice-president – Ned Wight**

141 **Report to the UURMaPA Board from Vice President Ned Wight—5/18/22**

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

143

144 **Arrangements for UURMaPA member lunch**

145

- 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

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- 152 • Any idea how many people to expect at the UURMaPA lunch in Portland? As soon as  
153 I have a number, I'll submit the space request.
- 154 • On 12/16/21, submitted a room request for 50 people on the day after the SLT.  
155 Expect to receive confirmation in mid-January.
- 156 • Don Plante in the GA planning office confirmed to me via email (prior to official  
157 confirmation later this month) that we do, indeed, have a meeting room for lunch  
158 (max capacity 50) in the Hyatt from 12 to 2 on Friday, June 24.
- 159 • Contacted LaTonya Richardson, Event Planner at the Hyatt Regency, to determine  
160 arrangements, menu, set-up (including possibility of virtual participation) and  
161 deadlines. After several e-mail exchanges, chose salad and dessert menu for  
162 \$57.50/person. I'm recommending that we charge \$35 and make up the difference  
163 from our budget.
- 164 • Sent out an e-mail inquiry to Emily Cherry about the status of the list of newly  
165 retired ministers (and partners) identified by the UUA; received intent to retire  
166 forms and a list from which to generate invitations.
- 167 • ***Prepared a lunch invitation and sent it to 47 individuals or couples (71 people in  
168 total) before the end of April with a response deadline of May 20 (to meet the  
169 Hyatt's 5/24 deadline for number of participants).***
- 170 • ***Have currently received "Yes" confirmations from 11 people: 6 new retirees or  
171 spouses (comps) and 5 current members (who have paid to attend the lunch).***
- 172 • ***We should send out another invitation to participate. What would be the best  
173 vehicle?***
- 174 • Received a \$2,359 quote from the Hyatt for AV services for the lunch (to enable  
175 simultaneous Zoom viewing by offsite members). I'm thinking we schedule a Zoom  
176 meeting at another time, dispense with the camera, and just go with the podium mic  
177 for about \$350.
- 178 • ***Confirmed minimal AV support for the event; the cost will be \$520.67.***
- 179 • Submitted an article about the lunch to Jaco for the next Elderberries.

180  
181 **Attend Service of the Living Tradition and survivor's luncheon (during GA)**

- 182 • ***Plan to attend representing UURMaPA***

183  
184 **Propose workshops during Ministry Days or GA**

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

193  
194 **Creative Sageing Award selection group (3 people)**

- 195 • Marni Harmony is willing to be part of this group; will choose one more person for  
196 the selection group by mid-January.

- 197 • I reviewed the UURMaPA website page listing previous recipients  
198 • My first choice for the third member of the selection group declined, so I have  
199 reached out to another prospect and am awaiting confirmation. We will meet later  
200 this month to plan our selection strategy. Leads and suggestions are welcome.  
201 • Wendy Fish joined the selection team (with Marni Harmony). We met virtually to  
202 determine our outreach strategy and timetable. I sent the e-mail the board received  
203 to about 20 other individual members as well, soliciting nominees. The team has a  
204 couple more virtual meetings scheduled. We plan to make our selection(s) in late  
205 April.  
206 • I confirmed that we choose only one recipient, who will receive a \$500 award.  
207 • ***Marni, Wendy, and I have chosen a recipient and are drafting an award***  
208 ***statement.***  
209 • ***We have decided that the award will be a surprise revealed at the lunch.***  
210

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

- 212 • I'll be in touch with Richard  
213

#### 214 **Organize peer support groups**

- 215 • Inventory groups currently running  
216 • Determine interest among retirees in 2019, 2020 and 2021  
217 • Select conveners/facilitators and get these groups going  
218 • Received from Susan Rak list of 2020 and 2021 retirees to whom we can send an  
219 invitation to join a peer support group  
220 • Made video for Fall Conference Board presentation inviting volunteers to serve as  
221 peer support conveners  
222 • Sent an article re peer support groups to Jaco as Elderberries editor  
223 • Reached out to Sarah Gabbey at the UUA to confirm that the UURMaPA VP is on the  
224 distribution list for new retirees; Keith Kron replied that Emily Cherry  
225 ([echerry@uua.org](mailto:echerry@uua.org)) is the new staff person that will be handling retirees.  
226 • The last week of December 2021, I mastered the technical challenge of exporting  
227 Excel addresses to my e-mail program and sent an e-mail inviting new members  
228 from 2020 and 2021 to consider joining a peer support group beginning in January  
229 2022.  
230 • Received responses from 14 members interested in joining a peer group and four  
231 people interested in leading a group. Sent an e-mail to two pairs of leaders, listing  
232 names of 5 additional group members and inviting the leaders to convene their  
233 groups in early 2022.  
234 • Received confirmation that both groups have launched; facilitated placement of  
235 another member with one of the groups  
236 • Am participating in one group that meets twice a month to experience how they  
237 work firsthand  
238 • Will follow up with the two leader pairs in mid-March to check in  
239 • ***Have received one inquiry about a "social action focused group." Will include***  
240 ***that possibility in the invitation I send out to the newly retired ministers and***  
241 ***partners inviting them to join a Peer Support Group if they choose. (This is the***

242 *same list we're also inviting to the welcome lunch on June 24.) I plan to do that*  
243 *later this week, also including the lunch invitation.*

- 244 • *Made one referral to the Caregiver Support Group that Makaanah Morris*  
245 *coordinates.*
- 246 • Gretchen Thomas submitted an article to the next Elderberries about forming a  
247 group focusing on practitioners of SoulCollage.

248  
249 **Covenant Discussion Group**

- 250 • *Facilitated 4-person hour-long Zoom discussion on Sat., May 14, to consider a*  
251 *UURMaPA Covenant. Prepared a report and forwarded it to Wayne.*

252  
253 Secretary – Gloria Perez

254 I sent the approved March minutes to Duane on March 23,2022. `I need to finish  
255 reading our common read. I am preparing to facilitate a small group on the  
256 prospect of UURMaPA covenant.

257 Gloria Perez

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259 Treasurer Report – Richard Speck

260 Dear Colleagues,

261 For whatever reason, I cannot send using [Board@UURMAPA.org](mailto:Board@UURMAPA.org) to send  
262 my report. Here is our monthly statement of finances. We are starting to get  
263 registrations for the GA Luncheon. I am forwarding them on to Ned, so he has a  
264 proper count for the hotel. We received \$1037.01 as the remainder of the  
265 George Brooks estate from the UUA. There has been little other financial  
266 activity. I sent a \$500 check to the UUMA Endowment in memory of ten  
267 colleagues. I have seven more which will go out this month or next. I like to  
268 gather up several and write one check.

269 I am working with Jon Claney on technical issues for creating pods. I am  
270 also creating a document to identify logistics for pods. Cynthia Cain and I have yet  
271 to meet but I hope this will happen soon. She will coordinate the pods for the  
272 planning team. See you Wednesday.

273 Richard

274  
275 Elderberries – Jaco ten Hove

276 Having recently put to bed the last of my 16 *Elderberries* issues, I also arranged  
277 with successor Ann to pass along to her a variety of pertinent documents and logs  
278 that may be helpful as she picks up this baton. I also copied her on numerous  
279 correspondences with contributors, proofreaders, and the printer.

280

281 As noted in my column in this Spring issue, I especially shout out great thanks to  
282 former board members Diane Miller and Barbara Child, along with current  
283 boardie Ned and our ongoing historian Susan LaMar, for their most excellent help  
284 in proofreading many if not all of the 16 issues. Much credit for the product  
285 quality goes to them.

286  
287 Meanwhile, on a different front, I have set in motion significant plans for our  
288 Pacific Northwest pod to gather at Seabeck Conference Center during the Oct. 24-  
289 26 virtual conference. (Getting the popular new space we wanted at Seabeck  
290 required making an early commitment.)

291  
292 We'll be there from Sunday dinner thru lunch Wednesday, assuming that will  
293 allow us to view the bulk of the programming. But it would help me to see a  
294 proposed schedule for the virtual event soon. For instance, it will cost us  
295 an additional \$100 an hour to stay beyond 1 PM on Wednesday, should there be  
296 compelling program in that slot (4 pm ET). If so, I would need to factor that into  
297 the full registration cost.

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299  
300 So far, we have 16 individuals (seven couples and 2 singles, from WA, OR & BC,  
301 including some notables) who have committed a deposit toward this event, and  
302 we plan to have at least 20.

303  
304 To that end, I anticipate putting out a brief but enticing listserv invitation to the  
305 wider UURMaPA audience and would be happy to collaborate with other pods on  
306 that, should there be interest.

307  
308 I imagine there could be some people who might see this event at Seabeck as  
309 good reason to schedule a fall visit in our beautiful region (maybe you?!), as has  
310 been the case with earlier in-person conferences.

311  
312 Still up in the air (and hopefully decided soon) is whether we have to add even  
313 more cost for pod viewers of the big screen.

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315 I'll be interested to hear what is emerging for any other pods in other regions.

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317 Cheers, -Jaco



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Connections Chair – Millie Rochester

The nominee for the Unsung Hero of UURMaPa has been determined, with Board approval, and will be revealed at the Welcome to UURMaPA gathering.

Connections Assistant – Ann Schranz

Hi, Board members. I continued handling notices of deaths of ministers and partners. I estimate that we're about 46 weeks into UURMaPA's year, and I've handled 41 death notices in some way. I have emailed my replacement, Joy Atkinson. We're going to work on the job hand-off during June.

I've been in email contact with Jaco about Elderberries. Jaco has done excellent work profiling the incoming UURMaPA leaders, so no need for me to contact them. (I was behind in reviewing things sent to me.) Thank you, Jaco. and thank you for the "Adieu from This Perch" column.

I wrote paper copy welcome notes to the newly retired.

Ann Schranz

Conferences – Anne Spatola

Continuing to work with Barbro on transition

Several discussions with Barbro over planning for the fall conference

Attended the first fall conference planning meeting with the entire team. A draft schedule has been prepared. Publicity expectations were discussed. A process for identifying odyssey nominations was discussed and finalized. All team members are enthusiastic and prepared for their respective roles.

Received a couple of responses for the live pod conference from the initial email.

Some work may be needed on the list per Joy.

Communicating with Joy Atkinson on the area connector issues.

Sent from my iPhone

Monthly Treasurer's Report 2022							
	2022 Budget	Jan	Feb	March	April	2022 Total	Budget vs. Actual
<b>INCOME</b>							
Member Donations	\$3,000.00	\$0.00	\$350.00	\$500.00	\$0.00	\$850.00	28.33%
Member Donations Paypal	\$3,000.00	\$1,682.12	\$55.00	\$105.00	\$5.00	\$1,847.12	61.57%
Memorial Gifts	\$2,000.00	\$0.00	\$0.00	\$0.00	\$1,037.01	\$1,037.01	51.85%
Conference Fee Income Checks	\$4,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Conference Fee Income Credit Cards	\$13,000.00	\$1,725.00	\$4,100.00	\$150.00	\$0.00	\$5,975.00	45.96%
GA Luncheon Income	\$300.00	\$0.00	\$0.00	\$0.00	\$70.00	\$70.00	23.33%
UUMA Subsidy	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Scholarship Income	\$2,000.00	\$550.00	\$900.00	\$0.00	\$0.00	\$1,450.00	72.50%
Other Income	\$125.00	\$0.00	\$0.00	\$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>\$755.00</b>	<b>\$1,112.01</b>	<b>\$11,229.13</b>	<b>38.82%</b>
<b>EXPENSE</b>							
<b>On-Site Board Meetings</b>							
Transportation	\$3,600.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Room and Board	\$2,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Hospitality	\$200.00	\$0.00	\$0.00	\$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>\$0.00</b>	<b>0.00%</b>
<b>Conferences</b>							
Attendee Fee Refunds	\$25.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Room and Board	\$25.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Speakers	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Music	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Technology Support	\$5,000.00	\$0.00	\$0.00	\$4,500.00	\$0.00	\$4,500.00	90.00%
Hospitality	\$25.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Scholarships	\$500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Misc.	\$100.00	\$278.68	\$0.00	\$0.00	\$125.00	\$403.68	403.68%
<b>Total Conferences</b>	<b>\$6,875.00</b>	<b>\$278.68</b>	<b>\$0.00</b>	<b>\$4,500.00</b>	<b>\$125.00</b>	<b>\$4,903.68</b>	<b>71.33%</b>

<b>General Assembly</b>								
Luncheon Cost	\$900.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Transportation-President	\$400.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Transportation-Vice President	\$400.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Room and Board	\$1,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Technology Support	\$500.00	\$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%
New Member Welcoming Gifts	\$500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
<b>Total General Assembly</b>	\$4,600.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
<b>Communications</b>								
Elderberries Publication	\$4,000.00	\$0.00	\$0.00	\$1,442.46	\$0.00	\$1,442.46		36.06%
Fundraising Appeal	\$1,500.00	\$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%
Website	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Zoom	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Database Management	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
<b>Total Communications</b>	\$6,200.00	\$0.00	\$0.00	\$1,442.46	\$0.00			
<b>Other Expenses</b>						\$0.00		0.00%
Retirement Planning Seminar Expense	\$25.00	\$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	\$0.00	\$0.00	0.00%
Rainbow Project	\$1,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Postage	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Connections Network	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Memorial Gifts - UUMA and Others	\$2,000.00	\$400.00	\$0.00	\$0.00	\$500.00	\$900.00		45.00%
Donations to the Endowment	\$25.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
President's Expense	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Credit Card Processing Fees	\$300.00	\$68.46	\$169.11	\$4.01	\$3.14	\$244.72		81.57%

Bank Expenses	\$50.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Board Misc.	\$150.00	\$0.00	\$134.40	\$0.00	\$15.00	\$149.40	99.60%
<b>Total Other Expenses</b>	\$5,450.00	\$468.46	\$303.51	\$4.01	\$518.14	\$1,294.12	23.75%
<b>Total Expense</b>	\$28,925.00	\$747.14	\$303.51	\$5,946.47	\$643.14	\$7,640.26	26.41%
<b>Profit/Loss</b>	\$0.00	\$3,209.98	\$5,101.49	-\$5,191.47	\$468.87	\$3,588.87	
<b>Ending Account Balance</b>							
Endowment		\$95,346.49	\$90,924.71	\$89,210.64	\$83,900.01		
Money Market		\$19,223.21	\$19,223.95	\$19,224.77	\$19,225.56		
<u>Checking</u>		\$32,454.84	\$37,587.79	\$36,558.57	\$37,238.37		
<b>Total</b>		\$147,024.54	\$147,736.45	\$144,993.98	\$140,363.94		