

# Universalist Retired Ministers and Partners Association Minutes of Zoom Conference Board Meeting — June 15, 2022

Board Members Present: Susan Rak, Ned Wight, Richard Speck, Gloria Perez, Jaco ten Hove, Millie Rochester, Ann Schranz, Anne Spatola, and Wayne Arnason plus oncoming new member Joy Atkinson

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

Opening words read by Gloria Perez “We Are Called” by Derrick Jackson

Standing reports:

Secretary - Gloria Perez

**After reporting that I made the requested edits to the final draft of the May minutes, the board approved the minutes of the May 18, 2022, meeting minutes for posting on our web site.** I will not be available for the July meeting.

Treasurer - Richard Speck

Richard advised us that our finances are stable this month. The income from the GA luncheon is being processed. He also explained the entries in the spreadsheet. **The treasurer’s report was approved.**

President – Susan Rak

Susan added to her report regarding an eldering ritual. It will happen on Tuesday during the second annual Milestones of Ministry.

Vice-president – Ned Wight

Reviewed the plans for GA. Anne Spatola volunteered to assist with check-ins at the GA luncheon. Ned asked if any board members in attendance would linger a little longer after the luncheon to chat with the new retirees. He would like to have any other handouts regarding the Fall Conference to be available for attendees. He can ask the publicity person for the Fall Conference, Rosemarie, about any handouts. He also asked if he should talk about Area Connectors. Millie will be in the room. She will be able to answer questions and tell them about the directories on our web page.

*Ann Schranz will contact Rosemarie about publicity for the Fall Conference which she can post in Elderberries.*

Conference Liaison – Anne Spatola

The planning group has several people to consider as Odyssey presenters and went over the list with us. The board agreed that all under consideration were appropriate considerations. Barbro will let us know whom they have chosen.

UUA/UUMA Liaison – Wayne Arnason

Nothing to add to his written report. He will not be available for the July meeting.

Elderberries – Jaco ten Hove

Jaco has completed the handover of Elderberries to Ann Schranz. He is working with Duane Fickeisen to learn about becoming UURMaPA’s webmaster.

Connections – Millie Rochester

Millie thanked Susan for sending our banner to her for using at the Luncheon.

Millie would like to host a breakout room for Area Connectors, and those who might like to become an Area Connector, during the Fall Conference.

Connections Assistant – Ann Schranz  
Ann had nothing to add to her written report.

Affirm the new Partner Obituary Coordinator

**The board affirmed Eleanor Richardson as the new Partner Obituary Coordinator.** She will coordinate with the Connections Assistant Joy Atkinson. **Susan will send an email, copying Joy and Ann, to confirm. Joy and Ann will talk with Eleanor about the position. We affirmed that the official name for this position is Partner Obituary Coordinator.**

UURMaPA “Covenant” development/study – Wayne Arnason

(I use the word “covenant” for lack of a descriptive noun for what we are desiring to develop.)

As we began the discussion about the “covenant”, Wayne updated Joy as to what we were working on. He then went on to summarize the responses from the five small groups which were formed to talk about the idea of having an iteration of saying how we will be with one another as members of UURMaPA. The discussions revolved around a prospective draft of a covenant. Points from the summary included:

- There was much reluctance to have a written covenant
- Accountability was an undesirable point to be included
- A few people liked the idea of accountability, felt it was necessary
- Aspirational principles were more acceptable than covenant
- There was a desire to have something outlining how we are to be with one another

Points in the board discussion included:

- We might not get universal affirmation of a document
- We said we would study this for a year, so we will have more discussions at the Fall Conference
- How does a “covenant” fulfill our purpose of being a social and support group for retirees and their partners?
- We want to develop ways to be accountable to our welcoming and including black, indigenous, people of color to UURMaPA
- Should we invite people to opt in or out of a code of behavior?
- We need to create UURMaPA to be inclusive
- We need to help partners to know about us and that we are for them as well as for the ministers
- An affirmation of some kind people can see about a code of behavior
- Personal accountability rather than organizational accountability
- Not be a public statement
- As a board, how we lead can be enough of a statement without being too much
- We can continue the conversation without the point of coming to a document
- We pay more attention to our board covenant
- We may have another round in the fall to go deeper into the subject and to include more people

**For the August meeting, Wayne will write a summary of the groups’ discussions.**

**He will update Joy and Barbro as to what we have been talking about. He will write a new draft based on the UUMA board covenant by July 10<sup>th</sup> so we can show the covenant to the Nominating Committee to use as they consider nominees to the board.** Susan is the liaison to the Nominating Committee.

New Retirees Virtual Event July 13, 2022

Susan sent us her draft of the schedule of the elements of the event. She asked for volunteers to share in taking part. **Richard will do a chalice lighting and welcoming to the retiring ministers and partners. Jaco will introduce UURMaPA and what we do. Together, he and Ned will screen share the UURMaPA web site to show what is available there.**

Millie will talk to Roger to see if he would be interested in saying something about the benefit of being a part of UURMaPA as a partner, and to introduce Eleanor as the Partner Obituary Coordinator. Richard would like to prepare pictures of partners for the event and needs a list of new retirees. Ned has a list which he can share with Richard.

Before we ended the meeting Jaco , Anne Spatola and Ann Schranz spoke a few parting words about their time on the board.

**There will not be a meeting in July.**

Respectfully submitted, Gloria Perez

## ***Board Reports***

UURMaPA President's Report  
June 2022

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

- coordinated with Ann Schranz on recruiting a new Partner Obituary Editor. We had two people come forward. One had to withdraw but Eleanor Richardson, partner of Rev. Peter Richardson, has agreed to take this on. She notes this:  
"I served 4 years on the Board around 2004-2008 and edited Elderberries. After that, just one small piece sounds doable. Previously, I was obituary writer for the Journal Tribune, a local paper in Biddeford, ME, for three years, so have quite a bit of professional experience. I have written 6 books of local and family history and enjoy research."

We will, I hope, affirm her appointment in the June Board meeting.

- Continued work on the UURMaPA Virtual Welcome Event:
- Duane Fickeisen created a registration "form" link; sent out an invitation via "UURMaPA Announce" with that
- in my initial note I had the date wrong, so I contacted early registrants with correct information
- Contacted UUA and UUMA reps inviting them to offer very brief congratulations and greetings
- Gloria Guldager, the new Retirement Plan Director, also agreed to take part. Richard Nugent may or may not be available.
- A more complete report on this - with a slightly revised proposed schedule - is being sent. There are questions/requests for input in that report...

- sent the UURMaPA Banner to Mille Rochester for GA
- have caught up on condolence notes!
- Also, as noted last month, I received a supply of UURMaPA notecards (\*). Please notify me if you would like a set of them for your UURMaPA correspondence and I'll get them off to you. (they're 4.25 x 5.5, with envelopes)

respectfully submitted

Susan Veronica Rak

Vice-president – Ned Wight

**Report to the UURMaPA Board from Vice President Ned Wight—6/15/22**

***Updates on my work-plan 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.
- Contacted LaTonya Richardson, Event Planner at the Hyatt Regency, to determine arrangements, menu, set-up (including possibility of virtual participation) and deadlines. After several e-mail exchanges, chose salad and dessert menu for \$57.50/person. I'm recommending that we charge \$35 and make up the difference from our budget.
- Sent out an e-mail inquiry to Emily Cherry about the status of the list of newly retired ministers (and partners) identified by the UUA; received intent to retire forms and a list from which to generate invitations.
- Prepared a lunch invitation and sent it to 47 individuals or couples (71 people in total) before the end of April with a response deadline of May 20 (to meet the Hyatt's 5/24 deadline for number of participants).
- ***Invited UUA staff members to participate in the 6/24 lunch.***
- ***Have currently received "Yes" confirmations from 36 people: 10 new retirees or spouses (comps), 3 UUA staff members, and 23 current members (who have paid to attend the lunch).***

- Received a \$2,359 quote from the Hyatt for AV services for the lunch (to enable simultaneous Zoom viewing by offsite members). I'm thinking we schedule a Zoom meeting at another time, dispense with the camera, and just go with the podium mic for about \$350.
- Confirmed minimal AV support for the event; the cost will be \$520.67.
- Submitted an article about the lunch to Jaco for the next Elderberries.
- ***Signed a contract with the Hyatt Regency for \$2382.80 for food, venue, and AV, and forwarded the contract to Richard Speck for payment.***
- ***Contacted Allison Carter at the Hyatt Regency to confirm final logistical details for the 6/24 lunch.***
- ***Drafted a program outline and script for the 6/24 lunch.***

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

- ***Plan to attend representing UURMaPA***

#### **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.
- Wendy Fish joined the selection team (with Marni Harmony). We met virtually to determine our outreach strategy and timetable. I sent the e-mail the board received to about 20 other individual members as well, soliciting nominees. The team has a couple more virtual meetings scheduled. We plan to make our selection(s) in late April.
- I confirmed that we choose only one recipient, who will receive a \$500 award.
- Marni, Wendy and I have chosen a recipient.
- ***Drafted an award statement to be read at the lunch, as a surprise for the recipient.***

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

- I'll be in touch with Richard

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

- Inventory groups currently running

- Determine interest among retirees in 2019, 2020 and 2021
- Select conveners/facilitators and get these groups going
- Received from Susan Rak list of 2020 and 2021 retirees to whom we can send an invitation to join a peer support group
- Made video for Fall Conference Board presentation inviting volunteers to serve as peer support conveners
- Sent an article re peer support groups to Jaco as Elderberries editor
- Reached out to Sarah Gabbey at the UUA to confirm that the UURMaPA VP is on the distribution list for new retirees; Keith Kron replied that Emily Cherry ([echerry@uua.org](mailto:echerry@uua.org)) is the new staff person that will be handling retirees.
- The last week of December 2021, I mastered the technical challenge of exporting Excel addresses to my e-mail program and sent an e-mail inviting new members from 2020 and 2021 to consider joining a peer support group beginning in January 2022.
- Received responses from 14 members interested in joining a peer group and four people interested in leading a group. Sent an e-mail to two pairs of leaders, listing names of 5 additional group members and inviting the leaders to convene their groups in early 2022.
- Received confirmation that both groups have launched; facilitated placement of another member with one of the groups
- Am participating in one group that meets twice a month to experience how they work firsthand
- Will follow up with the two leader pairs in mid-March to check in
- ***Sent out an invitation to the newly retired ministers and partners inviting them to join a Peer Support Group if they choose. (I used the same list we're also inviting to the welcome lunch on June 24.)***
- Made one referral to the Caregiver Support Group that Makaanah Morris coordinates.
- Gretchen Thomas submitted an article to the next Elderberries about forming a group focusing on practitioners of SoulCollage.
- ***Will invite 6/24 lunch invitees to join a Peer Support Group, and will make group assignments to those who express interest in July, after GA.***

### **Covenant Discussion Group**

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

Secretary – Gloria Perez

My report for June

I sent the approved May meeting minutes to Duane, for the last time, for posting on our web site. I also worked on an idea for beginning a support group on classism with Anne Spatola. Anne sent a blurb to Ned to request his input. He thought it was a worthy idea. Anne sent the blurb to Ann Schranz for the Fall edition of Elderberries. I have attached the write up to this report.

At GA this year, there was a workshop on "class". It was a welcome addition to the variety and diversity of available workshops. As we all consider how to "widen the circle", it is critical that we include the impact that class has had in UU interactions.

As ministers or partners, we have had many opportunities to engage with UU's over the years. Not all of these experiences have been positive. Unfortunately, these have resulted in misunderstandings or awkward interchanges.

Therefore, we strongly feel that it would behoove us to create a support group focused on "class" and other issues affecting marginalized groups. Class, unlike other statuses, may change over the course of one's life. However, it seems that the class you are born into and spent your early years is never fully erased. It is an integral part of your identity.

If this blurb speaks to you and you wish to explore further, please contact one of us. We would love to talk even if you are not looking for a group but just want some individual contact.

Gloria Perez, UURMaPA Board Secretary  
Anne Spatola, former Board member

Connections Chair – Millie Rochester

Hello All, I hope this finds you well. Here's what I have to report of my activities since our last meeting.

- Welcomed new retirees and partners in personal emails, inviting them to peruse the website, as well as to connect in other ways; and letting them know who their Area Connector is.
- Sent contact information of the newly or soon-to-be retired ministers to Area Connectors, and to Patt H for the Directories. (I asked Patt whether this is necessary to do, but she didn't address that question, just thanked me for doing it)
- Sent Patt updated contact information as I learned about changes both directly from UURMaPAns and from their Area Connectors.
- Communicated with Joy Atkinson regarding her taking on the Assistant Connections position (Yay, good work, NomCom and Ann!).
- Checked in with Duane F, inquiring whether he can send me the names of registrants for the Virtual Welcome event. (I haven't heard back from him yet, but if he does not have access to that information, I will ask him if he plans to attend. It's my understanding that Susan will announce the Unsung UURMaPAn Award recipient at that event.)

Respectfully submitted,  
Millie

Connections Assistant – Ann Schranz

Hi, everyone. I had a Zoom call with Joy Atkinson to begin to orient her to the position. I gave her "viewer" access to the obituaries database in the Board's Google Drive. As of July 1, I will change that to "editor" status. She'll shadow me on handling any minister or partner deaths in the coming weeks.

[Susan, were you going to invite incoming folks to sit in on the meeting?]

I have not written greeting cards welcoming the latest new retirees to UURMaPA. I figure it may be the end of the congregational year for some, GA is coming up, and it's a busy time. I will do so at the end of June so that Joy can start with a clean slate, so to speak.

I sent the invoice for the last Elderberries issue to Richard.

Regarding Elderberries, here are the articles in the hopper. I have what I need (or have commitments to receive it) unless the item has a question mark. These are in no particular order. I welcome comments.

What brings you joy? -- Alicia Forsey will provide an article and photos.

What's up with . . .? -- Dee Graham will provide an article and photos.

Do you know about the Massachusetts Congregational Charitable Society (MCCS)? by Mark Harris

New books -- "Senior Moments: Poems" by Betty Jo Middleton, "Poems from the Gravel Road" by Sarah Voss, and "The Healing Way: A Path to Recovery after Abuse" by Lillie Mae Henley

Obituaries -- ministers Jean Zoerheide, Denis Meacham, Dennis Kuby, and perhaps others that Jay Atkinson will provide

List of new retirees

Fall conference article? Perhaps by Rosemarie Smurzynski (publicity)

President's message?

Thanking Jaco and introducing myself as Elderberries editor. Thanking Duane and noting Jaco's new role.

Creative Sageing award recipient? (Elderberries goes to the printer at the end of July, but four proofreaders need to review it first, and I need to make corrections.)

Introduce Gloria Guldager (UUA retirement plan) -- I have invited her to submit info if she wants something other than what's on the UUA website.

"Covenant" process update?

Introduce Eleanor Richardson as partner obituary editor

Poem on hearing loss by Karen Lewis Foley? -- She contacted me but hasn't sent it to me.

Article on grief support group by Tom Korson

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Regarding my "covenanting" process comments sent in a separate message, I might elaborate that "continuing education" could also be thought of as "religious education." My opinion is that as we age, in some senses, we become more childlike in terms of abilities, including cognitive abilities. So maybe we older people need more concrete lessons instead of solely conceptual ones, and maybe we need more repetition of lessons than we did at whatever our cognitive "peak" was.

I'm also thinking about trying (as a Board) to change the course of the ocean liner that is UURMaPA regarding troublesome boundary violations -- getting in the way of our successors and making life harder for former congregants -- and regarding intentionally welcoming BiPOC members. I'm thinking we might be most effective doing what we can as an executive Board, using repetition and concrete examples as much as possible rather than more elaborate, conceptually based processes. I reserve the right to change my mind! These are part of my "thinking out loud."

Ann Schranz

Conferences – Anne Spatola  
Board Report for June 2022- Anne Spatola

This is my final report as a board member. It has been a pleasure to work with the UURMaPA board over the past two years. I have found the discussions to be enlightening and stimulating. I have been inspired by the board's commitment to anti-racism and diversity. I have also appreciated the support I received for my conference work.

During the past month, I have been involved in discussions with Joy, Ann, and Millie regarding the role of the Area Connector. I am not sure if this is an appropriate transition for me and I feel I need to consider its level of responsibility more seriously.

I have also been contacted by the UU Church of Akron requesting use of photos from the Rainbow History Project. I have sent a couple of emails inquiring as to the process of granting permission.

I had another zoom meeting with Barbro to go over her board role separate from the conference portfolio. I shared the work that the board has been doing with regard to inclusion and anti-racism. We talked about the meetings, book discussions, and readings. We discussed the recent focus groups and covenant.

I attended a pod initial meeting in which we covered the uniqueness of the pod experience. The handling of small groups will be different from the virtual depending on the type of technology available at the venue. I reviewed Richard's detailed document on pods. I sent information to Jaco on the Marin venue for his article. Currently there remains 3 pods, Bellingham, Marin and Wilmington. Florida recently dropped out. Cynthia Cain is the liaison to the planning team.

In addition to the April 30<sup>th</sup> meeting, the conference planning team held a meeting on June 10<sup>th</sup>. Frequency of meetings will increase as the conference approaches. At the June meeting, we discussed possible Odyssey presenters. There was a lot of good thought that went into the conversation with consideration given to many factors. The Service of Remembrance potential celebrants were discussed and a priority list for those names were developed as well. Rosemarie is planning to submit publicity for the July Elderberries including info on the theme, dates, fees, program schedule and names of the planning team. They are all fully engaged in their respective roles.

At-Large Member Liaison to UUA/UUMA – Wayne Arnason

**REPORT FROM AT-LARGE MEMBER FOR UUA/UUMA RELATIONS**  
**Wayne Arnason – June 13, 2022**

At the last meeting, I noted verbally that the quarterly meeting of the advisory group to the UUA's Church Staff Finances staff had just met the day before our last meeting. There has been follow up

this month by staff on one of the major discussion points from that meeting – whether the UUA can deliver a template contract for non-ministerial religious professionals. Despite our pushback, the UUA’s attorney continues to advise against the UUA creating a template document, but Jan Gartner has invited us to consider a work-around. Already there are a number of resources to help congregations with benefits, personnel policies, compensation, etc. for non-ordained religious professionals. Jan proposes creating a checklist of issues that need to be addressed and the values that need to be considered in contracts with non-ordained staff, along with available resources to help with these contracts, including the recommendations from the various professional organizations. I am feeling good about staff responsiveness to our concerns and hope this direction will produce a good compromise result.

With the opportunities Susan and Ned have arranged for presence or greetings by Church Staff Finances staff at our GA and July welcoming events, I know that the change of recorder away from TIAA to a new provider will continue to be noticed and discussed by our members. Writing this report on the day when the S&P 500 entered a bear market and many retirees’ equities assets are down 7-8% in 2022, I expect some of our collective anxiety will be displaced in the direction of whatever choice is made about a new provider and we need to do our part to ensure our members have their questions answered.

You already have the report on my major activity of the month: managing the focus groups on “covenant”. We will devote some time to following up on this and our next steps. Thanks again to each of you who contributed to the success of this approach to inclusive dialogue.

In my Good Offices role, I have had no new cases this month. (Yay!) I attended the last segment of the UUMA Good Offices Training, however – and lo and behold – the case study we discussed in small groups was a about us! Well, sort of about us – actually a retired former and emeritus minister who has sloppy boundaries within the congregation he used to serve and still attends. There were problems with the case because it was created to be used in many different judicatories and didn’t reflect understanding of our guidelines and system – nevertheless – all the small groups had lively discussions about what is a very real concern for all Good Offices people. There was much appreciation expressed for our efforts to engage in the covenant discussions and consider offering retirement mentoring, much ignorance about the Barbara Child book on our web site, and much support for holding up these issues for all new retirees as they attend our welcoming events.

I have taken no new initiatives with Millie on a mentoring system and feel fine about that – one thing at a time – but I am confident she and I will make some plans to work on this together as the summer progresses and we will be bringing something back for you to review and discuss prior to the fall conference.

Treasurer – Richard Speck

Dear Friends,

May has been a little slower. I am working with the Conference Planning Team and paying bills. I have processed the payments for people attending the GA luncheon. I forwarded on to Ned the names of people who paid by credit card or check. I have paid for the GA luncheon by credit card - \$2,832.80. Thus far, about \$600 has come in for the subsidized meals from attendees. We will probably use about \$2,000 from the general treasury for the luncheon. Everything else is going well except the CEF. It has gone down about \$11,000 since January or a little over 10% in value. I expect it will drop further in the next report.

I think that we should hold a fund raising solicitation in the fall. We didn’t do one last year. I suggest that we split it between operating and endowment. We would need to decide on when to send out the letters before the end of the calendar year.

See you tomorrow.

Richard

Spread Sheet to follow Board Reports

Monthly Treasurer's Report 2022									
	2022 Budget	Jan	Feb	March	April	May	June	2022 Total	Budget vs. Actual
<b>INCOME</b>									
Member Donations	\$3,000.00	\$0.00	\$350.00	\$500.00	\$0.00	\$0.00		\$850.00	28.33%
Member Donations Paypal	\$3,000.00	\$1,682.12	\$55.00	\$105.00	\$5.00	\$5.00		\$1,852.12	61.74%
Memorial Gifts	\$2,000.00	\$0.00	\$0.00	\$0.00	\$1,037.01	\$0.00		\$1,037.01	51.85%
Conference Fee Income Checks	\$4,500.00	\$0.00	\$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	\$0.00		\$5,975.00	45.96%
GA Luncheon Income	\$300.00	\$0.00	\$0.00	\$0.00	\$70.00	\$465.00		\$535.00	178.33%
UUMA Subsidy	\$1,000.00	\$0.00	\$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	\$0.00		\$1,450.00	72.50%
Other Income	\$125.00	\$0.00	\$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>\$470.00</b>		<b>\$11,699.13</b>	<b>40.45%</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	0.00%
Room and Board	\$2,000.00	\$0.00	\$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	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>0.00%</b>
<b>Conferences</b>									
Attendee Fee Refunds	\$25.00	\$0.00	\$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	0.00%
Speakers	\$1,000.00	\$0.00	\$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	0.00%
Technology Support	\$5,000.00	\$0.00	\$0.00	\$4,500.00	\$0.00	\$0.00		\$4,500.00	90.00%
Hospitality	\$25.00	\$0.00	\$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	0.00%
Misc.	\$100.00	\$278.68	\$0.00	\$0.00	\$125.00	\$0.00		\$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>\$0.00</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	\$2,832.80	\$2,832.80	314.76%
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	0.00%
GA Fees & Misc	\$400.00	\$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	\$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	0.00%
<b>Communications</b>									
Elderberries Publication	\$4,000.00	\$0.00	\$0.00	\$1,442.46	\$0.00	\$0.00	\$1,442.46	\$1,442.46	36.06%
Fundraising Appeal	\$1,500.00	\$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%
Website	\$200.00	\$0.00	\$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	0.00%
Database Management	\$100.00	\$0.00	\$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	\$0.00	\$0.00	\$0.00	0.00%
<b>Other Expenses</b>									
Retirement Planning Seminar Expense	\$25.00	\$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	\$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	0.00%
Postage	\$200.00	\$0.00	\$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	0.00%
Memorial Gifts - UUMA and Others	\$2,000.00	\$400.00	\$0.00	\$0.00	\$500.00	\$0.00	\$900.00	\$900.00	45.00%
Donations to the Endowment	\$25.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
President's Expense	\$100.00	\$0.00	\$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	\$13.48	\$258.20	\$258.20	86.07%
Bank Expenses	\$50.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Board Misc.	\$150.00	\$0.00	\$134.40	\$0.00	\$15.00	\$0.00	\$149.40	\$149.40	99.60%
<b>Total Other Expenses</b>	\$5,450.00	\$468.46	\$303.51	\$4.01	\$518.14	\$13.48	\$1,307.60	\$1,307.60	23.99%
<b>Total Expense</b>	\$28,925.00	\$747.14	\$303.51	\$5,946.47	\$643.14	\$13.48	\$7,653.74	\$7,653.74	26.46%
<b>Profit/Loss</b>	\$0.00	\$3,209.98	\$5,101.49	-\$5,191.47	\$468.87	\$456.52	\$4,045.39	\$4,045.39	
<b>Ending Account Balance</b>									
Endowment		\$95,346.49	\$90,924.71	\$89,210.64	\$83,900.01	\$83,900.06			
Money Market		\$19,223.21	\$19,223.95	\$19,224.77	\$19,225.56	\$19,226.38			
Checking		\$32,454.84	\$37,587.79	\$36,558.57	\$37,238.37	\$37,555.73			
<b>Total</b>		\$147,024.54	\$147,736.45	\$144,993.98	\$140,363.94	\$140,682.17			