

Unitarian Universalist Retired Ministers and Partners Association
Minutes
of Zoom Conference Board Meeting November 17, 2022

Board Members Present: Susan Rak, Ned Wight, Richard Speck, Gloria Perez, Barbro Hanson, Ann Schranz, Millie Rochester, Joy Atkinson, and Wayne Arnason

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

Opening words read by Richard Speck “Is This Your Religion?” from Without Apology, Collected Meditations on Liberal Religion by A. Powell Davies

All standing reports:

Approved as circulated.

Matters for discussion

Conferences – Barbro

Barbro will be able to give a more comprehensive debrief for our Dec. meeting after she has read all of the conference evaluations. She expressed gratitude to everyone involved in helping with the conference.

We then began discussion about the job description of the Conference Coordinator board position along with the responsibilities for the Spring Conference. We reviewed the history of the Fall and Spring conferences including the Board’s responsibilities for each one. Points discussed included:

- Board taking on the entire responsibility for planning and implementing the Spring Conference
- May be best for UURMaPA members to plan the conference as a doorway to leadership and board membership
- Board to brainstorm about the theme
- Board to offer feedback when planners have a theme
- Spring conference two for more small group engagement put also have engaging programming
- Fall Conference to be more formal and include UURMA and UUA
- Not limiting our approaches for Conferences to what has been done before
- COVID has made a difference in how we produce a conference as well as who might attend
- Continue with two odysseys and a service of remembrance
- Making overall conference a little shorter

- Paying close attention to time zone differences with longer times between sessions

For the Spring Conference we decided to the Board would set the theme based on its work. A planning team will follow through with it. Several ideas came forth:

- Multigenerational Issues
- Purpose of UURMaPA
- T.J. Ball /Anti-oppression , understanding white privilege
- Reggie Harris & Greg Greenway “Deeper Than the Skin”

Board members are to email Barbro with their ideas and she will distill the information into a theme. We will have an additional meeting on Dec 1st to reflect on the ideas.

Jaco ten Hove, UURMaPA web master, joined the meeting to discuss the posting of conference recordings on our website. We discussed:

- concerns about privacy,
- requirements for accessing the postings
- curating a YouTube channel – might need a job description for a curator
- a uniform policy about permissions
- who would have access to postings
- a framework so that people would not feel restricted in their offerings because of posting

Yvonne Seon and her daughter, Felicity, have given UURMaPA permission to post her odyssey on our website for one year. Permission was granted through emails and texts.

The feedback from the Conference is indicating that the attendees would like to see postings of the Conference.

Wayne is willing to initiate a “think piece” for the Board and Phyllis Hubble to bring back to the Board.

Inclusion of Sarah Lammert, UUA co-director Ministries and Faith Development , and Melissa Carvill Ziemer, UUMA Director of Ministries for Collegial Care, in our December Board meeting

Susan will confer with them prior to the December meeting.

Sarah requested that she be able to attend a meeting. Susan and Wayne will confer about the meeting including Sarah and Melissa as well as the meeting including Leslie.

The questions from the Board were:

- what are the issues involving in UURMaPA,

- what is on their minds about UURMaPA.
- Good Offices for retired ministers and settled ministers
- Social media comments from and about

Connections

Susan's report for this month detailed a conversation between her, Millie, Judy Gibson, NomCom chair and Beth Miller, NomCom member about the job description for the Board Position of Connections Chair. The NomCom is in the process of recruiting for this position. Susan, Ned, Millie, and Joy to be task force for restructuring the position. **Mille will draft a new job description to send to the group for feedback and for bringing back to the board in January**

UURMaPA Purpose statement revision

How might responses that come back from the Conference and Elderberries come up in the conversations with Sarah and Melissa in Dec? As of today there has not been much feedback. Wayne is scheduled to have a conversation with Leslie tomorrow (Nov 18th). We may have a zoom meeting of UURMaPANs in March, with pre-registrations, to discuss the proposal We should do some wordsmithing and place the results on the January meeting agenda.

Respectfully submitted, Gloria Perez, Secretary

Board Reports

President – Susan Rak

For my part, rather than write a separate report I will note that since our last meeting I:

- Took part in the Fall Conference, including two “live” presentations and participated in the Wilmington DE Pod.
- Met with Judy Gibson, Beth Miller and Millie Rochester regarding the evolution of the Communications positions on the Board. A separate report on that conversation is attached.
- Received comments on the revision of UURMaPA's Purpose statement. Have forwarded the three I received on to you all.
- Ordered and distributed InSpirit (UUA Bookstore) gift cards for Fall Conference team members.

bests,
Susan

Revision to Connections Chair and Connections Chair Assistant Job Descriptions
At the request of the Nominating Committee,
the Board is asked to review the job descriptions of these two positions.

On Monday, November 14th, current Connection Chair Millie Rochester and UURMaPA Board President Susan Rak met with Judy Gibson, Nominating Committee Chair and NomCom member Beth Miller to discuss this. Before inviting potential nominees to fill these positions, the NomCom would like to be clear about what the Board is expecting of these members.

We reaffirmed the idea that “connection” is central to UURMaPA and that the need for this has not changed, but everything around us has. We noted the frustration shared by recent holders of these two portfolios, particularly around recruitment of Area Connectors/Coordinators, and that this topic has come up in Board meetings over the past few years. Given that how we connect has changed dramatically in the past few years, it was agreed that these UURMaPA functions must change as well. We have seen such changes successfully adopted in how we present Conferences, in particular. Our “Connections” functions should follow suit.

- It is suggested that the formal system of Area Connectors could be disbanded. UURMaPA would still maintain a separate Membership Directory divided into geographic groups that would be used by members to find one another in a particular area. Rather than recruiting and assigning individuals to serve as “Connectors”, UURMaPAns would be invited or encouraged to voluntarily take on similar activities to connect with one another in a geographic area socially, in person or otherwise.

- This would change the Connections Chair job description dramatically. Rather than focusing on the recruitment and nurture of Area Connectors, which currently is a major focus of the Connections Chair’s work, the Connections Chair would be seen as hub for connections within UURMaPA. “Record keeping” would be part of this: working with the Membership Coordinator to ensure that records are up to date, to facilitate connecting amongst UURMaPAns.

Reaching out to newly retired ministers inviting them into UURMaPA would remain part of their job in this position, as well as coordinating the “Unsung UURMaPAn” award.

The Connections Chair would no longer be solely responsible for doing all the connecting, but is charged with making sure the “Connection” systems and functions UURMaPA has in place are working.

We wondered how this newly defined position might overlap with the Vice President’s role in tracking peer, support, and special interest groups. Might Connections be active in supporting the formation of new groups?

- With the elimination of “Area Connectors” positions, much of the Connections Assistant job changes as well.

This position would then focus mainly on the “obituary coordinator” function, in addition to assuming other duties to support or assist the Connections Chair.

- If the Board approves of this new direction, it was suggested that a sub-group of the Board take up this charge to create new job descriptions of these positions that represents this “new normal”. This group might include the current Connections position holders (Millie Rochester and Joy Atkinson), VP Ned Wight, and perhaps Ann Schranz as former Assistant. They would bring their new recommendation to the Board by its February meeting, so the Nominating Committee can then use this to complete its recruitment process.

Vice-president – Ned Wight

Report to the UURMaPA Board from VP Ned Wight—11/16/22

Here are items on my workplan for 2022-2023 (based on VP job description).

Most recent activity is indicated in ***bold italic type***.

Arrangements for UURMaPA member lunch

- Reassess cost/benefit of in-person lunch at GA in light of rising costs and experience at GA 2022 in Portland
- If we decide to go ahead in Pittsburgh, be ready to request space as soon as I receive notice from GA Planning in December 2022

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

- Plan to attend

Propose workshops during Ministry Days or GA

- Discuss with Board whether or not to solicit workshop ideas through communication to members

Creative Sageing Award selection group

- ***Reached out to Marni and Wendy to see if they will serve for another year. Awaiting their responses.***
- At Millie's request, sent a certificate of the Unsung UURMaPAn Award to Duane Fickeisen

Review financial accounts with the Treasurer

- I'll be in touch with Richard

Organize peer support groups

- Need to contact convenors/facilitators to organize a new group with those who have expressed interest
- Write another article for the fall Elderberries inviting members to express interest in participating in new or existing groups
- Compile a list of current groups and convenors
- Contact convenors to check on status of groups and respond to any questions or concerns
- Forwarded to Jim McKinley the names of five persons who had expressed interest in support group participation for possible inclusion in his support group.
- Drafted article for the fall Elderberries inviting members to indicate interest in joining a support group, either general or specialized focus.
- ***Holding names of members interested in joining a new support group pending receipt of a critical mass (around 10 names); then I will recruit 2 leaders and invite them to initiate a new group***

Communication with UUA re "intent to retire" forms and lists

- ***Received inquiry from Judy Gibson about distribution of "intent to retire" forms by the UUA. Sent a second e-mail inquiry to Emily Cherry about the distribution of these forms to me and to Judy. Still awaiting a response.***

Secretary – Gloria Pèrez

My report:

The September Board Meeting minutes have been sent to Jaco for posting on the website. I think I may have found the solution to my problem for the August minutes. I will see if it works and if it does, I will send the document on to Jaco. I attended the Fall Conference and enjoyed being a part of it.

After making corrections sent to me, this is the final draft of the October minutes for your approval on Nov 17th. See you all then!

Treasurer – Richard Speck

Dear Colleagues,

Please see the attached report of our finances. My other monthly activities were involved with the fall conference and the virtual choir. See you later today.

Richard

Conference Liaison – Barbro Hansson

Conference Coordinator Report November Meeting of UURMaPA Board

- **Fall 2022 Conference**
- I plan to provide a thorough report of the Fall 2022 conference in December, when I've had a chance to carefully review the evaluations from attendees. However, I'm very pleased to share with you that based on preliminary feedback, it was a huge success all the way around. UURMaPAns who attended one of three regional, in-person Pods were super satisfied. There were 189 registrations (inclusive of all non-paying guests). That total represents a 26% increase from the Previous fall conference.
- I owe a huge debt of gratitude to Wayne Arnason and the entire UURMaPA Board. Wayne's work with the Odysseys and institutional programming significantly deepened our engagement with and experience of the Fall Conference.
- The Planning Team, the largest one to date, provided great insights and wisdom, and carried the planning to a successful completion.
- **Spring 2023 Conference - May 1-3**

- The dates that had been set, April 25-27, involved a conflict with Keith Kron's Transitional Ministries Seminar, which includes many retired ministers. To avoid that conflict, the dates for the spring conference were pushed back one week.
- I suspect we will have a few pods be part of the virtual spring conference and my hope is that we will be able to offer a different registration fee for UURMaPAns who attend a pods. I will be exploring that with Richard Speck in his role as a UURMaPA treasurer and the Pod organizers, Jaco, Barbara, Anne and Theresa. No further planning has been done at this point.
- **Future Conference Planning**
- I have now carefully read the job description for the Conference Coordinator, and it is becoming clear to me that we need to have a serious conversation before I can or will move forward with planning any conference. You see, the job description is sorely out of date and in planning conferences during the past 3 years, we have departed from what the job description states by setting up Planning Teams for each conference and the Board basically being informed about plans.
- The job description states that with the fall conference, referred to as the Eastern Conference, the Conference Coordinator works with a team that is responsible for program planning. For the winter/spring conference, referred to as the Western Conference, the Conference Coordinator works with the Board and others to plan the program.
- I recall hearing that from someone in the past, but cannot recall who or when.
- If we were to follow what it says in the Conference Coordinator's Job Description, the Board would be in the driver seat for planning the Spring 2023 Conference. This would include setting a theme and weighing in on programming. I would recruit a team, of course, but that team will be charged with carrying out the Board's agenda.
- I look very much forward to our conversation about conferences.
- Barbro Hansson in Denver, Colorado
- November 14, 2022

Elderberries – Ann Schranz

I completed the two versions of the fall edition of Elderberries -- the 33-page color version for posting on the UURMaPA website and the 15-page black and white version mailed to those members who have not opted out of a mailed newsletter. Thank you to contributors and proofreaders!

My wrists held up better this time than they did last time. It's unfortunate that two of my four annual Elderberries crunch times will coincide with the fall and spring conferences. It means I am busy, distracted, and not particularly interested in participating in a substantive way in those conferences.

In thinking about how I might contribute to the "connections" and maybe even the anti-oppression goals of UURMaPA, I am considering the possibility of hosting a Zoom session during the month following publication / posting. I would try to have contributors present. The idea would be for those interested to have a chance to meet contributors virtually, to ask questions, get details, give feedback, and strengthen connections. It might help contributors feel that their efforts were more rewarded than having something published / posted and it going into the void.

Regarding the fall issue, I have received one piece of feedback, a compliment from Barbara Pescan. I think that the above idea would also give me reinforcement to keep investing so much energy into Elderberries. It might also generate additional story ideas. Speaking of story ideas, please let me know if you have story ideas for the winter issue. Deadline for submission will be early to mid-January, with editions going to proofreaders probably the third week in January.

Ann Schranz

Connections Chair – Millie Rochester

Happy Fall, Everyone! Here in the Pacific Northwest, we're enjoying cool, sometimes rainy weather along with stunning foliage. I hope this finds you well.

Since the Board last met, I've continued to consider how we might best meet our members' needs to make and maintain connections with one another within the Connections Network.

I joined Susan, Beth Miller, and Judy Gibson in a rich conversation yesterday (Nov 14). Susan's report sums it up well. Ironically, just as we're considering whether to

disband the Area Connector positions, Anne Spatola and Sonya Sukalski have offered to be Connectors, wishing to "create some kind of cluster experience."

I've exchanged a few emails with them, saying that even as the institutionalized model of Area Connectors is (likely to be) phased out or eliminated, the idea of a cluster experience is well worthwhile. I also think that a team approach, especially of a minister and a partner as they represent, is a good model.

If the Board approves the formation of a task force to further explore the mechanics of restructuring the Connections Chair job description, I'm happy to help move that forward.

Warmly,
Millie

Connections Assistant – Joy Atkinson

I apologize for the late report. I am still unpacking and trying to get settled after my major move,

Since the last Board meeting, I have sent one obituary to the membership, for the Rev. Kathryn Davis Thomas (1944-2022). I have received no other death notices from the UUA in the past month.

Jaco ten Hove contacted me last week to let me know that some members have not been receiving the obituaries I have been sending since the one I sent for Charlie Kast on August 10th. This was distressing to learn, since I have sent five additional obits since August 10, all via the UURMaPA-announce list. I have consulted with several people about this including Jaco, Ann Schranz, Duane Fickeisen and Richard Speck, and I am at a loss to explain why some members are and some aren't receiving them. Any suggestions on how to troubleshoot or who to contact to fix this problem are welcome.

Joy Atkinson, Connections Assistant

Member at Large UUA/UUMA Liaison – Wayne Arnason

**REPORT OF THE AT-LARGE MEMBER FOR UUA and UUMA RELATIONS –
November 13, 2022**

Wayne Arnason

This month most of my work this month has had to do with following up on the presentations and conversations I was responsible for arranging for our Fall Conference. I wrote up brief descriptions of these segments of the conference for the larger report planned for the next Elderberries. I hope that we continue to have these institutional segments at one of our conferences each year, in the Fall, but look forward to not having much to do with the planning of the Spring Conference. Barbro's report notes the inconsistencies between our recent conference practices and the job description for her position, so I think we will be having some conversation at this meeting about the Board's role in conference planning.

I also have written and circulated to participants and to the Board a report on the Topic of Interest conversation on intergenerational tensions in our ministry. Leslie Takahashi asked me to have a follow up conversation with her following the November meeting of the UUMA's Board, where intergenerational tensions and relationships with retired ministers are expected to be discussed. I have that conversation with Leslie scheduled on Friday the 18th, the day after our Board meeting. I hope to be able to tell her about how we might prefer to follow up. I am presuming Leslie might ask for some time with our Board, so let's discuss whether we could schedule that for January?

During the conference week, after the Day 1 presentation on our proposal to amend the purpose of UURMaPA, I wrote the Board members a reflection on how I felt about the immediate responses we received on our proposal and what we might consider as follow-up events. We have had three letters since then which you have received, each of them essentially opposing the substance of the changes in various ways. Susan has this on our agenda for this meeting. As a reminder of the process involved to take this course of action, it requires only two Board votes, one before and one after publication of the proposed change in our media and receiving comment. However, if the comments influence us to amend what we've proposed, we would need to do that same process over again. I look forward to some conversation at this meeting about next steps.

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Monthly Treasurer's Report 2022													
	2022 Budget	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	2022 Total	Budget vs. Actual
INCOME													
Member Donations	\$3,000.00	\$0.00	\$350.00	\$500.00	\$0.00	\$0.00	\$350.00	\$0.00	\$0.00	\$50.00	\$50.00	\$1,300.00	43.33%
Member Donations Paypal	\$3,000.00	\$1,682.12	\$55.00	\$105.00	\$5.00	\$5.00	\$5.00	\$70.00	\$5.00	\$20.00	\$20.00	\$1,972.12	65.74%
Memorial Gifts	\$2,000.00	\$0.00	\$0.00	\$0.00	\$1,037.01	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$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	\$0.00	\$80.00	\$40.00	\$120.00	2.67%
Conference Fee Income Credit Cards	\$13,000.00	\$1,725.00	\$4,100.00	\$150.00	\$0.00	\$0.00	\$0.00	\$120.00	\$2,053.35	\$2,572.36	\$1,936.98	\$12,657.69	97.37%
GA Luncheon Income	\$300.00	\$0.00	\$0.00	\$0.00	\$70.00	\$465.00	\$251.02	\$472.13	\$0.00	\$0.00	\$0.00	\$1,258.15	419.38%
UUMA Subsidy	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Scholarship Income	\$2,000.00	\$550.00	\$900.00	\$0.00	\$0.00	\$0.00	\$0.00	\$50.00	\$695.00	\$595.00	\$715.00	\$3,505.00	175.25%
Other Income	\$125.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Total Regular Income	\$28,925.00	\$3,957.12	\$5,405.00	\$755.00	\$1,112.01	\$470.00	\$606.02	\$712.13	\$2,753.35	\$3,317.36	\$2,761.98	\$21,849.97	75.54%
EXPENSE													
On-Site Board Meetings													
Transportation	\$3,600.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Room and Board	\$2,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Hospitality	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Total Board Meetings	\$5,800.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Conferences													
Attendee Fee Refunds	\$25.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Room and Board	\$25.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Speakers	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Music	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Technology Support	\$5,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$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	\$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	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Misc.	\$100.00	\$278.68	\$0.00	\$0.00	\$125.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$403.68	403.68%
Total Conferences	\$6,875.00	\$278.68	\$0.00	\$0.00	\$125.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,500.00	\$0.00	\$4,903.68	71.33%
General Assembly													
Luncheon Cost	\$900.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,832.80	\$0.00	\$0.00	\$0.00	\$0.00	\$2,832.80	314.76%
Transportation-President	\$400.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Transportation-Vice President	\$400.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Room and Board	\$1,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Technology Support	\$500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
GA Fees & Misc	\$400.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
New Member Welcoming Gifts	\$500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Total General Assembly	\$4,600.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,832.80	\$0.00	\$0.00	\$0.00	\$0.00	\$2,832.80	61.58%
Communications													
Elderberries Publication	\$4,000.00	\$0.00	\$0.00	\$1,442.46	\$0.00	\$0.00	\$1,049.21	\$0.00	\$0.00	\$0.00	\$1,262.85	\$3,754.52	93.86%

Fundraising Appeal	\$1,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Peer Support Groups (video calls)	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Website	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Zoom	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Database Management	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Total Communications	\$6,200.00	\$0.00	\$0.00	\$1,442.46	\$0.00	\$0.00	\$1,049.21	\$0.00	\$0.00	\$0.00	\$0.00	\$1,262.85	\$0.00	0.00%
Other Expenses														
Retirement Planning Seminar Expense	\$25.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Saging & Unsung & Navius Awards	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$500.00	\$500.00	\$0.00	\$0.00	\$1,000.00		100.00%
Rainbow Project	\$1,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Postage	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$19.19	\$0.00	\$27.75	\$0.00	\$0.00	\$0.00	\$46.94	23.47%
Connections Network	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Memorial Gifts - UUMA and Others	\$2,000.00	\$400.00	\$0.00	\$0.00	\$500.00	\$0.00	\$0.00	\$500.00	\$50.00	\$0.00	\$0.00	\$1,450.00		72.50%
Donations to the Endowment	\$25.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
President's Expense	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Credit Card Processing Fees	\$300.00	\$68.46	\$169.11	\$4.01	\$3.14	\$13.48	\$0.63	\$9.32	\$148.77	\$122.55	\$147.84	\$687.31		229.10%
Bank Expenses	\$50.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Board Misc.	\$150.00	\$0.00	\$134.40	\$0.00	\$15.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$18.50	\$167.90		111.93%
Total Other Expenses	\$5,450.00	\$468.46	\$303.51	\$4.01	\$518.14	\$13.48	\$19.82	\$1,009.32	\$726.52	\$122.55	\$166.34	\$3,352.15		61.51%
Total Expense	\$28,925.00	\$747.14	\$303.51	\$1,446.47	\$643.14	\$13.48	\$3,901.83	\$1,009.32	\$726.52	\$4,622.55	\$1,429.19	\$14,843.15		51.32%
Profit/Loss	\$0.00	\$3,209.98	\$5,101.49	-\$691.47	\$468.87	\$456.52	-\$3,295.81	-\$297.19	\$2,026.83	-\$1,305.19	\$1,332.79	\$7,006.82		
Ending Account Balance														
Endowment		\$95,346.49	\$90,924.71	\$89,210.64	\$83,900.01	\$83,900.06	\$78,817.34	\$78,817.54	\$82,432.71	\$80,074.69	\$77,336.73			
Money Market		\$19,223.21	\$19,223.95	\$19,224.77	\$19,225.56	\$19,226.38	\$19,227.17	\$19,227.99	\$19,228.81	\$19,229.60	\$19,230.42			
Checking		\$32,454.84	\$37,587.79	\$36,558.57	\$37,238.37	\$37,555.73	\$34,255.55	\$33,814.77	\$35,985.37	\$34,687.73	\$36,148.36			
Total		\$147,024.54	\$147,736.45	\$144,993.98	\$140,363.94	\$140,682.17	\$132,300.06	\$131,860.30	\$137,646.89	\$133,992.02	\$132,715.51			