

# Unitarian Universalist Retired Ministers and Partners Association **Minutes** of Zoom Conference Board Meeting October 20, 2022

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

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

*Chalice lighting and Opening Reading – Gloria Perez*

From To Wake, To Rise Edited by William G. Sinkford , “When We Pause to Remember...”

All reports accepted as distributed (below).

## ***Matters for discussion***

*Membership contributions/donations appeal – Richard*

**Richard will send out an appeal in Susan’s name**

*Fall Conference – Barbro*

The video from the UUMA Executive Team will be sent to the UURMaPA membership prior to the Conference. A cover letter by Wayne and Yvonne Seon’s chapter in Mark Morrison-Reed’s book, Darkening the Doorways will go out to Conference attendees. Then later an announcement will go out that Yvonne’s chapter can be found on our website. **Susan will contact Jaco ten Hove, our web master, about posting it.**

There are no last minute updates about the Conference. There are 182 registrants. Barbro will debrief with the POD coordinators after the Conference.

We planned the Board’s segment during the last session of the Conference. Susan, Ned, Millie, Gloria, Ann, Richard , Barbro will each have about 2 minutes to speak about what each has been up to regarding board activities. We will then open up for Q&A.

Topics we will speak about include:

- Our intention to pay attention to widening the circle of welcome and inclusion
- Keeping up with culture changes within our membership
- Developing new ways to keep connections with one another independent of geographic areas
- Small groups for support and connections for partners as well as ministers
- PODs for regional areas
- A new vision for Elderberries

As we discussed these topics, we talked about job descriptions for the Nominating Committee, which needs them to present to prospective candidates for upcoming open positions. We talked about revising the Connections Chair job description noting that it leans on pastoral skills.

### *UURMaPA Luncheon, Presence at GA – Ned*

We are asked to discuss points in the VP job description.

The Welcome Luncheon is no longer cost effective. We could send some type of welcome gift to newly retired ministers and partners.

There has been a change in how GA is being conducted. Following up with the changes:

- we can offer our own workshops independent of GA and apart from Conferences
- Instead of a luncheon after the SLT, we will do something virtually after GA
- **Rather than a Luncheon for new retirees at GA we will send a welcoming gift to each one prior to GA with a cover letter for the virtual gathering in July.**
- **Ned will ask the Transitions Office if there is anything they think would be helpful from UURMaPA for new retirees.**

We discussed likely items for a future meeting including:

- Conversation about job descriptions for the slate of candidates for open Board positions
- Review slate at the Jan 2023 meeting.
- **Susan to speak with Judy Gibson about the Board continuing to review the slate prior to the Nom-Com posting in Elderberries.**
- A common read for the Board ; a separate meeting, Feb, or March; possibly at the Board Retreat in 2023
- Be thinking of book proposals

Respectfully submitted, Gloria Perez

### **Board Reports**

#### *President – Susan Rak*

Much of my UURMaPA time in these weeks since our last meeting has centered around Fall Conference planning. I had a fine conversation with Susan Frederick-Gray regarding her participation in the Fall Conference. I shared with her some thoughts on what we, the Board, have been thinking about and working on for our UURMaPA community, mainly around “covenant” conversations and how we perceive UURMaPA to be evolving to meet new retirees in a multicultural, diverse community and our role in the larger UU world. I have been in conversation with Wayne Arnason and Ned Wight regarding different aspects of Board participation and presentations in the Fall Conference. Since we chose to take a different approach than the usual “report from the Board”, this required more thinking and in-depth planning.

In the end, because we are focusing on linkages right now, a lot of this fell to Wayne to converse and coordinate with different people involved, especially with Leslie

Takahashi for the UUMA Board. He'll be playing a major role in these sessions. And appreciation to Gloria Perez for coordinating with Darrick Jackson on the Board conversation with UUMA staff. There are still bits and pieces to work out vis-à-vis the "conversation with the Board" near the Conference close, and this will be part of this October meeting's Agenda. And I recorded two pieces for the Conference, expecting that there will be other places where I or other Board members will be presenting "live".

I have contacted Sarah Lammert, Co-Director of Ministries and Faith Development, who is glad to be able to meet with the UURMaPA Board, as she has suggested/requested often in the recent past. I invited her for the November or December meetings, thinking our Agenda might have more room in it then, and she has opted for December. This gives us time to consider what we would most like to talk with her about - and I imagine she has things she'd like us to hear as well. She and I will be in conversation before that meeting and I put this item on our November Agenda.

There are two things that have been customary for the UURMaPA Board in the past: (a) inviting each of you to offer the Opening & Chalice Lighting reading each month and (b) choosing a "common read" that addresses an issue or concern facing the Board, to briefly discuss as part of each month's meetings. (a) is pretty simple: I've gone ahead and assigned each of us (\*) and we can swap dates if these don't work for you. (b) As our recent meetings have been chock-a-block with important discussions, there didn't seem time to bring this up - where could it fit in our meetings to be meaningful? But once the Fall Conference is behind us, we may want to take this up again. I do not have any Page of 1 2 suggestions for this - and perhaps there is another approach we would want to take besides a "book club" format (terrific and rich as it has been). Suggestions welcome. If we have any time at all at the end of this meeting, we can check in on this.

And with respect to customary Board activities, in the past when all Conferences were in person, the Board had a "Retreat" (for planning and in depth discussion), preceding the Winter Conference, which we were all expected to attend. Last year we were successful in holding a virtual retreat (February 8 & 10) to go into more depth on some topics too big to address in a Board meeting. These conversations informed some of our discussions and actions around "covenant" and addressing concerns around diversity and "welcome" of BIPOC UURMaPAns. So we accomplished good things. *T\_h\_e\_ \_q\_u\_e\_s\_t\_i\_o\_n\_ \_i\_s\_ \_w\_h\_a\_t\_ \_t\_o\_ \_d\_o\_ \_t\_h\_i\_s\_ \_y\_e\_a\_r\_...* I assume we will take this up on November, but I mention it here to file away for future thinking. (\*)

Proposed UURMaPA Opening reading & chalice lighting schedule 2022 September - Millie October - Gloria November - Richard December - Susan 2023 January - Ned February - Barbro March -Joy April - Ann May - Wayne June - Millie

*Report from VP Ned Wight—10/20/22*

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**

- ***Reach out to Marni and Wendy to see if they will serve for another year***
- At Millie's request, sent a certificate of the Unsung UURMaPA 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.***

#### **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 e-mail inquiry to Emily Cherry about the distribution of these forms to me and to Judy. Awaiting a response.***

*Secretary – Gloria Perez*

*For this month I have made a recording with Rev. Darrick Jackson for a segment of the Fall Conference.*

*I have attempted to email the approved minutes of the August meeting to Jaco for posting on the website, but I ran into technical difficulties after attempting to add one of the reports to the document. I think that I will have to ask Jaco or someone how to proceed. I am unable to troubleshoot the problem any further and need help. I will continue to work on the issue.*  
the issue.

*Treasurer – Richard Speck*

Here is our financial statement for September. We are seeing a great registration for the conference next week. The main thing to note is that Jon Claney last month deposited our payment to him for the spring conference. I had written the check in March. I also have been on the planning team for this coming conference and working on six choir videos for the three worship services. I will be leading the closing worship of the conference.

*Conference – Barbro Hansson*

Here is my report about Conferences:

### **Fall 2022 Conference**

We are a few days away from the Fall 2022 Conference and it is challenging for me to think about anything else. The PlanningTeam is meeting Friday, October 21 to make sure we have all our ducks in a row.

This conference is the most ambitious of our virtual conferences so far. It is chock-full of programming that is relevant, thoughtful and meaningful. The content of the Conference is the result of a magnificent Team of volunteers putting their hearts and minds and energy into the process. I am deeply grateful to all of them, and to Wayne and the entire Board for your valuable contributions. Thank you!

### **Spring 2023 Conference**

The Spring Conference, scheduled for April 24-26, is only 6 months away. I'm hoping the announcement of the Spring Conference next week can include the dates as well as a theme. The two annual conferences have different flavors. For example, the Fall

Conference is the one where representatives from the UUA and UUMA are invited to provide reports and engage with us.

I don't know if there is interest or if it is relevant to recognize the 30th anniversary of the TJ Ball debacle at GA 1993 in Charlotte, NC, but it has come up in conversations. The Spring Conference could include a TJ Ball panel and also Reggie Harris doing one of his solo programs, or Reggie together with Greg Greenway presenting their "Deeper than the Skin" program.

I am, of course, open to other ideas and hope there can be some conversation about a relevant theme for the Spring Conference at our Board meeting.

### **Other Conference Thoughts**

With the help of Richard Speck, we now have a UURMaPA Conference file on Google Drive and it is my hope to begin storing important conference documents there. We need to build an archival system of resources and documents that can be easily accessed by volunteers.

For now, I'm 99% focused on the Fall Conference and look forward with great anticipation to next week.

### *Connections Chair – Millie Rochester*

I don't have a lot to report this month, other than having been in supportive contact with a couple of colleagues and partners whose family members have recently died; also note that the change in locale of an Area Connector means that there are now 10 Areas without a Connector.

Just a couple of things to add to my report, in addition to the email exchange with Wayne, which he mentioned in his report...

Thanks to Barbro for alerting me to a means of accessing the identity of Area Connectors in addition to the link on the Publications page (which doesn't seem to be working). Many of the Area Connectors are out of date, so I'm bringing that to Jaco's attention (11 positions are vacant now).

Upon reflection, I let Joy know that I think the task of contacting/welcoming new UURMaPAns should continue to be included in the Assistant Connections job description. As I told Ann Schranz, my taking that on was a mistake, probably an over-functioning consequence of my feeling ineffective in other, official, areas of the Connections Chair job description.

Along those lines, I should tell you that I had a follow-up conversation with Mel Hoover, of the Nom Com. I've decided to step away from the Board when my term is up, for several reasons. One is that I've taken on additional responsibilities in other areas of my life, but more importantly, I want to make room for a partner to serve. And, as I said before, I don't think I'm doing a particularly good job anyway. We can do better!

### *Connections – Joy Atkinson*

After eight weeks of packing, and fifteen trips with a car full of STUFF to Goodwill, I am finally making my move from my long-term home in Berkeley to my new home in Beaverton Oregon this week. I expect to be driving up on Wednesday or possibly Wednesday and Thursday to meet the moving truck. I will try to attend the Board meeting from my son's home (I won't even have WiFi yet), but if I'm not there, you will know why.

My Board report is simply this:

Since our last Board meeting, we have lost three dear colleagues: David Keyes, H. Christine Brownlie and Bruce Clear. We will miss them all.

### *Member at Large UUA/UUMA Liaison – Wayne Arnason*

I'm not going to write my usually overly wordy report, because my activities since last month have all been connected to following up on fall conference responsibilities mentioned in previous reports. I'm comfortable with where things stand with our UUA and UUMA leaders' participation, and the Odysseys, and all the necessary videos are in.

Susan asked me to prepare a video for our first Board-dedicated conference session describing our decision to propose an amendment to the Purpose in our by-laws. I did that. Susan and Ned reviewed the video before we sent it in.

Some important conversations I participated in and that Susan has already mentioned in her report included:

- Susan and I discussed the time block with Leslie Takahashi (which I was already "hosting" on behalf of the Planning Team) and decided it would be smoother if I stayed on screen to introduce Leslie and set up her opening remarks with some questions.
- Susan, Ned and I discussed how to manage the second half hour block in the last session of the conference that the Board has been given for presenting updates to the conference. We had some ideas but thought it would be best for the entire Board to be involved in mapping that time out. You've seen that this will take up a chunk of our agenda.
- I exchanged some e-mail with Millie following up on this conversation above to see how she feels about whether our "mentoring" program discussions are far enough along to justify bringing the idea forward to the full conference for wider conversation. I presume she will offer her thoughts about that during the meeting.

Monthly Treasurer's Report Oct. 2022	2022 Budget	Jan	Feb	March	April	May	June	July	Aug	Sept	2022 Total	Budget vs. Actual
<b>INCOME</b>												
Member Donations	\$3,000.00	\$0.00	\$350.00	\$500.00	\$0.00	\$0.00	\$350.00	\$0.00	\$0.00	\$50.00	\$1,250.00	41.67%
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	\$1,952.12	65.07%
Memorial Gifts	\$2,000.00	\$0.00	\$0.00	\$0.00	\$1,037.01	\$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	\$80.00	1.78%
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	\$10,720.71	82.47%
GA Luncheon Income	\$300.00	\$0.00	\$0.00	\$0.00	\$70.00	\$465.00	\$251.02	\$472.13	\$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%
Scholarship Income	\$2,000.00	\$550.00	\$900.00	\$0.00	\$0.00	\$0.00	\$0.00	\$50.00	\$695.00	\$595.00	\$2,790.00	139.50%
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%
<b>Total Regular Income</b>	\$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	\$19,087.99	65.99%
<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	\$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%
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%
<b>Total Board Meetings</b>	\$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%
<b>Conferences</b>												
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%
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%
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%
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%
Technology Support	\$5,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,500.00	\$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%
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%
Misc.	\$100.00	\$278.68	\$0.00	\$0.00	\$125.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$403.68	403.68%
<b>Total Conferences</b>	\$6,875.00	\$278.68	\$0.00	\$0.00	\$125.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,500.00	\$4,903.68	71.33%
<b>General Assembly</b>												
Luncheon Cost	\$900.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,832.80	\$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%
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%
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%
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%
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%
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%
<b>Total General Assembly</b>	\$4,600.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,832.80	\$0.00	\$0.00	\$0.00	\$2,832.80	61.58%
<b>Communications</b>												
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	\$2,491.67	62.29%
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%
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%
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%
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%
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%
<b>Total Communications</b>	\$6,200.00	\$0.00	\$0.00	\$1,442.46	\$0.00	\$0.00	\$1,049.21	\$0.00	\$0.00	\$0.00	\$2,491.67	40.19%

<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	\$0.00	\$0.00	\$0.00	0.00%
Saging & Unsong & Navius Awards	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$500.00	\$500.00	\$0.00	\$1,000.00	\$0.00	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%
Postage	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$19.19	\$0.00	\$27.75	\$0.00	\$46.94	\$0.00	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%
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	\$1,450.00	\$0.00	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%
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%
Credit Card Processing Fees	\$300.00	\$68.46	\$169.11	\$4.01	\$3.14	\$13.48	\$0.63	\$9.32	\$148.77	\$122.55	\$539.47	\$0.00	179.82%
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%
Board Misc.	\$150.00	\$0.00	\$134.40	\$0.00	\$15.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$149.40	\$0.00	99.60%
<b>Total Other Expenses</b>	<b>\$5,450.00</b>	<b>\$468.46</b>	<b>\$303.51</b>	<b>\$4.01</b>	<b>\$518.14</b>	<b>\$13.48</b>	<b>\$19.82</b>	<b>\$1,009.32</b>	<b>\$726.52</b>	<b>\$122.55</b>	<b>\$3,185.81</b>	<b>\$0.00</b>	<b>58.46%</b>
<b>Total Expense</b>	<b>\$28,925.00</b>	<b>\$747.14</b>	<b>\$303.51</b>	<b>\$1,446.47</b>	<b>\$643.14</b>	<b>\$13.48</b>	<b>\$3,901.83</b>	<b>\$1,009.32</b>	<b>\$726.52</b>	<b>\$4,622.55</b>	<b>\$13,413.96</b>	<b>\$0.00</b>	<b>46.37%</b>
<b>Profit/Loss</b>	<b>\$0.00</b>	<b>\$3,209.98</b>	<b>\$5,101.49</b>	<b>-\$691.47</b>	<b>\$468.87</b>	<b>\$456.52</b>	<b>-\$3,295.81</b>	<b>-\$297.19</b>	<b>\$2,026.83</b>	<b>-\$1,305.19</b>	<b>\$5,674.03</b>	<b>\$0.00</b>	
<b>Ending Account Balance</b>													
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			
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			
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			
<b>Total</b>		<b>\$147,024.54</b>	<b>\$147,736.45</b>	<b>\$144,993.98</b>	<b>\$140,363.94</b>	<b>\$140,682.17</b>	<b>\$132,300.06</b>	<b>\$131,860.30</b>	<b>\$137,646.89</b>	<b>\$133,992.02</b>			