

Unitarian Universalist Retired Ministers and Partners

Zoom Meeting January 19, 2022

Board members present: Susan Rak, Ned Wight, Gloria Pérez, Richard Speck, Ann Schranz, Barbro Hansson, Millie Rochester, Joy Atkinson, Wayne Arnason

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

Chalice Lighting – Gloria Pérez

Opening words - Ned Wight. "In the Middle" by Barbara Crooker from *Poetry of Presence: An Anthology of Mindfulness Poems*

All board reports accepted as submitted.

Matters for discussion

Conferences – Barbro

All of the Fall Conference evaluations were sent to each Board member. In general, attendees were happy with the Conference and gave helpful feedback. Some of that feedback is already being implemented.

Planning for the Spring Conference is off to a good start. Barbro is looking for a Publicity Programmer. Barbro had fruitful conversations with pod organizers. They are in agreement about having guidelines regarding Covid protocol for specific pod locations. So, the question is: where we go now regarding Covid issues and pods. We discussed whether to encourage the organization of pods and looking for/finding places for pods. We discussed relying on local authorities to be the ones to set the standards for the pod policies regarding Covid. Some doubt was voiced about the reliability of the information from local health authorities. Could there be a resource from the UUA that could give us some scientific input regarding Covid safety in the Pods? Agreement among the Board members is that we should be able to give information about organizing a pod and stay neutral about inviting the organization of pods realizing that there will be some people who will organize a pod on their own. Pod organizers will need to make the decisions themselves about how they will handle Covid safety issues. We talked about the possibility of creating a disclaimer about not being responsible for the health of the attendees of a pod and adding a paragraph about following the guidelines of the local health authorities. We are aware that there are risks in being isolated from one another as well as risks in getting together in person. ***Ned will check with the GA planners regarding the extent of medical information they use for the in- person aspect of GA.*** Summary: We are neither encouraging nor prohibiting the organization of pods. We do have information we can share with pod organizers in order to help them organize a pod.

There will be only one available session for an Odyssey in the Spring Conference. Susan can go ahead with searching out a presenter. She is open for suggestions from the board. We can email Susan with our ideas.

In our time slot Ned will do presentation of the existing small groups. He will ask facilitators of small groups to speak about their group.

The planners will keep a slot open for Richard Nugent or someone from his office to give us needed financial information. They will keep the possibility of a time slot open for the candidate or candidates for UUA President to speak to the attendees.

Barbro will follow up on the recommendations to 1) downsize conferences; 2) not to do a Spring Conference for 2024.

Budget approval for fiscal year 2023 to 2024

Points discussed:

- Fund-raising this year
- Richard to request UUA subsidy for 2022
- New member welcoming gift raise amount from 500 to 1000 with the possibility of not using all of that amount
- Richard sent a \$5000 payment for Fall Conference work to Jon Claney who has not cashed the check yet
- Elderberries expenses are more than budgeted. Should we increase the budget? Should we urge folks to go paperless and read it online? We could still be over budget even with these accommodations.
- Richard can amend the budget to achieve a balanced budget

Budget approved as amended.

Richard will send us the end of 2022 report and the 2022-2023 amended budget

The Board approved the draft of the policy on advances for conference centers.

Items for future meeting agendas

- Determine whether we will have a Spring Conference for 2024 and/or the following years.
- Focusing more on zoom programming; or stand-alone conferences?
- Peer support group coordinator separate position, not necessarily a Board member
- Millie, Susan, Ned to write up proposed job descriptions
- Gift ideas as a welcome for new retirees: e.g. book from Skinner House or Beacon Press; chocolate chalice; forget-me-not seeds; snack package; M&Ms with chalice
- Further suggestions for welcoming gifts
- UURMaPA Purpose statement revision – Wayne
- On a winter retreat: should the current board have a book discussion on the topic of interest (e.g., something to maintain engagement in “Widening Our Circle of Welcome and Participation”)? Something that informs and inspires us, energizing us in our work.
- We will pursue the suggestion of a more in-depth retreat (virtual or in person, or both? perhaps in August 2023) after the new Board is configured, so that planning for that group’s work can be done together.

Conversation with Leslie Takahashi

Leslie first talked about some of the concerns younger and newer ministers have about life in the ministry. Some are calling for unionization with specific needs/wants, e.g., changes in by-laws and ethics, truth, and reconciliation with other religious professionals regarding ministerial colleagues. The thought is that ministry is becoming an unlivable profession. Several reasons were cited: hours ministers are expected to put in, decreasing numbers of volunteers to help with congregational matters, concerns that UU faith tradition continue as cultural changes evolve, while wondering what the role of minister and other professional staff may be. How do we continue in the movement of Unitarian Universalism?

The UUMA and UURMaPA can work together, initiating a non-geographic UUMA Chapter for Retired Ministers. The need for a non-geographic retired ministers chapter discussed were:

- Some geographic UUMA chapters are not welcoming to retired ministers or of some of the diverse identities among ministers
- The UUMA already does have some non-geographic chapters
- The possibility of a developing a mentoring program
- Some retired ministers desire to keep up with UUMA issues

The UUMA does have a model for the creation of the chapter. It will be up to UURMaPA to create it. Members of the chapter will maintain it. This Board is positive about the chapter. The next step, the UUMA can announce this new chapter and invite retired ministers to organize it and develop the leadership. Melissa Carvill Zeimer has the energy for the mentorship program even if there is no organized Retired Ministers Chapter. Wayne is willing to be the liaison between the Chapter and the UUMA.

Conversation then turned to inviting a zoom group to talk about grieving the losses in UU life. Points from this conversation included:

- A curated conversation started by a recruited group of people with others listening moving into getting more people involved
- A presentation followed by a small group to reflect on what had been presented.
- A large group to talk about ideas then invite others to assume leadership for smaller groups
- Conversations about the gains of retirement
- Conversations about intergenerational tensions
- From the Fall Conference evals, people were interested in having time with colleagues to grieve losses and to reflect on their own deaths
- Grief themes are different for each stage of ministry including seminarians

We talked about the Spring Conference with theme of “30 Years Both Ways” with a panel of folks from different generations in conversation while others listen. Wayne will explore choosing a panel of more than four members from active/younger ministers as well as retired ministers.

The UUMA is seeing differences in how to proceed with COVID protocols and the need to embrace giving options, keeping in mind those most vulnerable.

Respectfully submitted, Secretary, Gloria Pérez

BOARD REPORTS

Vice-president – Ned Wight – 1/19/23

Here are items on my work plan 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
- Board decided not to proceed with in-person lunch at GA, but rather send some sort of welcome gift to each new UURMaPA member in late May or early June.
- ***I will request time on the February Board agenda to brainstorm possible welcome gifts to send new UURMaPA members later this spring.***

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
- Board decided this was not a function of the UURMaPA Board.

Creative Sageing Award selection group

- At Millie's request, sent a certificate of the Unsung UURMaPAn Award to Duane Fickeisen
- Reached out to Marni and Wendy to see if they will serve for another year. They agreed to do so.
- ***Will convene selection group in a virtual meeting in February.***

Review financial accounts with the Treasurer

- I'll be in touch with Richard

Organize peer support groups

- Need to contact conveners/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 conveners
- Contact conveners 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.
- Still holding names of 4 members interested in joining a new support group; I'll proceed to recruit a leader and invite them to initiate a new group
- ***Sent four names to Barbara Gadon, who volunteered to facilitate a new group. She has reached out to them, and three have agreed to join her. I will forward to her any additional names I receive in response to the winter Elderberries article.***
- ***Susan Rak and I discussed the possibility of designating a separate Peer Support Group Coordinator (in response to Millie Rochester's revised Connector job description). We will discuss this more fully with Millie and the full Board.***

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. Emily sent me a batch of forms and a new member data base, which I forwarded to Judy.

Secretary – Gloria Pérez

My report is short. I sent the approved Nov 2022 minutes to Jaco for posting on the UURMaPA website. I have read the Wayne's summary of the conversation we had with Melissa Carvill Ziemer and Sarah Lammert as well as his thoughts about the conversation we will have with Leslie Takahashi during our January meeting.

I have been in consultation with Jaco ten Hove about the difficulty I was having with the August minutes. That situation has been resolved and the minutes are now on the web site.

Treasurer – Richard Speck — Report follows all the reports.

Conferences – Barbro Hansson

After struggling mightily with trying to summarize the evaluation responses from the Fall Conference, I've decided to send you the document I created after the evaluation time closed. It is 24 pages long.

The evaluation responses are overwhelmingly positive, and include a good amount of helpful feedback, comments, and suggestions. Some of those suggestions are already being implemented.

Elderberries – Ann Schranz

It's Elderberries crunch time. I completed the 41-page online version, which has been proofread and sent to Jaco for posting on the website. I'll let you know when it's been posted. For the first time, I posted the draft to my Google Drive and asked all proofreaders to make comments and corrections on the same document. That worked well. I'm working on the 15-page printed version.

This is my third Elderberries issue. My wrists and hands are not able to handle much mouse clicking without problems, so the newsletter style is getting simpler. If I can't hold mouse clicks to a minimum, I might not be able to fulfill my whole term as editor. I'll keep trying and will keep using my symptom mitigation strategies as long as I can. One reason I want to have a variable-length online version (besides fostering creativity and robust content) is because I don't have to make as many fine edits with mouse clicks.

Typing isn't so much the issue because that uses a variety of muscles and tendons. The repetitive motion of placing the cursor and making lots of mouse clicks is the issue. My strategy for going from the long online version to the short print version centers on minimizing mouse clicks. Typically articles such as those originating within the Board are included in their entirety in the short print version. A sampling of other articles are included in their entirety, especially if they have photos. Remaining articles are merely referenced, and readers are directed to the website for the whole story.

I would be fine with moving to "online only" Elderberries some day and saving the expense and extra work of the print version. I realize that may not be advisable for many reasons, however. After this Spring 2023 issue, I have five more issues to go before my editor term is up. Perhaps the lead-up to recruiting my replacement might be a good time to consider alternatives. If a new editor is readily found, great! If that proves difficult, the Board may wish to look at how to make the job easier.

Connections Chair – Millie Rochester

Happy New Year, Everyone! Here's what I've been up to since we last met.

- Read and responded to the several emails distributed by various Board members.
- Sent hand-written notes conveying the Board's condolences on the death of UURMaPAns.
- Updated the Draft revision of the Connections Chair job description (attached), to reflect Susan and Ned's preference that responsibility for UURMaPA small groups remain in the portfolio of the VP.

Connections Assistant – Joy Atkinson

Since our last Board meeting, I have sent death notices to the membership for two of our dear colleagues:

Jack Young (1933-2022)

Blane Frances Hartford (1931-2023)

They will be missed.

UUA/UUMA Liaison – Wayne Arnason

My report for this month is modest, probably like most of yours, since we had the holiday season intervene since we last met.

After our last meeting, I summarized the conversations we had with Sarah Lammert and Melissa Carvill-Ziemer and sent Leslie Takahashi a list of the topics we wanted to get into with her when she visits with us at this upcoming meeting.

I also sent Leslie and Melissa an email early in the new year expanding my own thoughts about the ways that we could describe and promote a small group Zoom experience focused on what we are grieving (across the generations) as we consider our careers in ministry. In that email I also expanded the idea that came up last time we talked that a mentoring program for new retirees might be a function of the proposed UUMA Chapter for Retirees. My e-mail was acknowledged with responses by both recipients.

It's not in my Board portfolio, but because I had the idea accepted as the Spring Conference theme, I've continued to talk with Barbro about ideas for the theme. As there hasn't been a recruit forthcoming to be the theme coordinator as yet, and plans need to be made, I offered to take this on. I was already far along in pursuing the idea of having Carolyn Owen-Towle, Diane Miller and Laurel Hallman as one of our theme panels. So I'm enthusiastic about shaping the other elements of the theme.

I have had some follow up with one UURMaPA member who wanted some Good Offices advice and I expect to attend a UUMA Good Officers training program on-line at the end of January.

Monthly Treasurer's Report JAN 2023															
	2022 Budget	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec	2022 Total	Budget v. 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	\$100.00	\$875.00	\$2,275.00	75.83%
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	\$164.10	\$1,025.00	\$3,161.22	105.37%
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	\$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	\$0.00	\$0.00	\$120.00	2.67%
Conference Fee Income Credit Card	\$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	\$0.00	\$90.79	\$12,748.48	98.07%
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	\$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	\$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	\$0.00	\$0.00	\$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	\$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	\$264.10	\$1,990.79	\$24,104.86	83.34%
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	\$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	\$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	\$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	\$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	\$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	\$1,380.00	\$1,380.00	5520.00%
Speakers	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$500.00	\$0.00	\$500.00	50.00%
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	\$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	\$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	\$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	\$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	\$300.00	\$0.00	\$703.68	703.68%
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	\$800.00	\$1,380.00	\$7,083.68	103.04%
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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$0.00	\$1,193.91	\$4,948.43	123.71%
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	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	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	\$157.00	\$19.99	\$176.99	88.50%
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	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	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	\$1,262.85	\$157.00	\$1,213.90	\$5,125.42	82.67%
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	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	\$0.00	\$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	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	\$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	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	\$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	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	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	\$0.00	\$0.00	\$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	\$59.10	\$59.10	118.20%
Board Misc.	\$150.00	\$0.00	\$134.40	\$0.00	\$15.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$18.50	\$0.00	\$0.00	\$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	\$0.00	\$59.10	\$3,411.25	62.59%
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	\$957.00	\$2,653.00	\$18,453.15	63.80%
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	-\$692.90	-\$662.21	\$5,651.71	
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	\$77,336.73	\$79,758.20		
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	\$19,231.21	\$19,232.03		
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	\$35,455.46	\$33,768.25		
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	\$132,023.40	\$132,758.48		

UURMaPA Proposed Budget 2023

	2022 Budget	2022 Total	2023 Budget	Comments
INCOME				
Member Donations	\$3,000.00	\$2,275.00	\$4,000.00	Assume Fundraising Appeal
Member Donations Paypal	\$3,000.00	\$3,161.22	\$6,000.00	Assume Fundraising Appeal
Memorial Gifts	\$2,000.00	\$1,037.01	\$1,700.00	Encourage end of life giving
Conference Fee Income Checks	\$4,500.00	\$120.00	\$300.00	Assume most will use credit cards
Conference Fee Income Credit Cards	\$13,000.00	\$12,748.48	\$15,000.00	Assume more attendees
GA Luncheon Income	\$300.00	\$1,258.15	\$0.00	Not happening
UUMA Subsidy	\$1,000.00	\$0.00	\$1,000.00	No change
Scholarship Income	\$2,000.00	\$3,505.00	\$3,700.00	Slight increase
Other Income	\$125.00	\$0.00	\$200.00	
Total Regular Income	\$28,925.00	\$24,104.86	\$31,900.00	
EXPENSE				
On-Site Board Meetings				
Transportation	\$3,600.00	\$0.00	\$4,000.00	Assume an in-person meeting
Room and Board	\$2,000.00	\$0.00	\$2,000.00	Assume an in-person meeting
Hospitality	\$200.00	\$0.00	\$200.00	Assume an in-person meeting
Total Board Meetings	\$5,800.00	\$0.00	\$6,200.00	
Conferences				
Attendee Fee Refunds	\$25.00	\$0.00	\$0.00	
Room and Board	\$25.00	\$1,380.00	\$0.00	
Speakers	\$1,000.00	\$500.00	\$1,000.00	Assume two speakers
Music	\$200.00	\$0.00	\$200.00	
Technology Support	\$5,000.00	\$4,500.00	\$10,000.00	Cost is \$5000 each
Hospitality	\$25.00	\$0.00	\$0.00	
Scholarships	\$500.00	\$0.00	\$500.00	
Misc.	\$100.00	\$703.68	\$100.00	
Total Conferences	\$6,875.00	\$7,083.68	\$11,800.00	
General Assembly				
Luncheon Cost	\$900.00	\$2,832.80	\$0.00	Assume no luncheon
Transportation-President	\$400.00	\$0.00	\$0.00	

UURMaPA Proposed Budget 2023

Transportation-Vice President	\$400.00	\$0.00	\$0.00	
Room and Board	\$1,500.00	\$0.00	\$0.00	
Technology Support	\$500.00	\$0.00	\$500.00	
GA Fees & Misc	\$400.00	\$0.00	\$0.00	
New Member Welcoming Gifts	\$500.00	\$0.00	\$1,000.00	
Total General Assembly	\$4,600.00	\$2,832.80	\$1,500.00	
Communications				
Elderberries Publication	\$4,000.00	\$4,948.43	\$5,000.00	Assume no changes
Fundraising Appeal	\$1,500.00	\$0.00	\$1,500.00	Assume Fund Raising Appeal
Peer Support Groups (video calls)	\$200.00	\$0.00	\$200.00	Assume no changes
Website	\$200.00	\$176.99	\$200.00	assume no changes
Zoom	\$200.00	\$0.00	\$200.00	Assume no changes
Database Management	\$100.00	\$0.00	\$100.00	Assume no changes
Total Communications	\$6,200.00	\$0.00	\$7,200.00	
Other Expenses				
Retirement Planning Seminar Expense	\$25.00	\$0.00	\$0.00	
Saging & Unsung & Navius Awards	\$1,000.00	\$1,000.00	\$1,000.00	
Rainbow Project	\$1,500.00	\$0.00	\$1,000.00	
Postage	\$200.00	\$46.94	\$100.00	
Connections Network	\$100.00	\$0.00	\$100.00	
Memorial Gifts - UUMA and Others	\$2,000.00	\$1,450.00	\$2,000.00	
Donations to the Endowment	\$25.00	\$0.00	\$50.00	
President's Expense	\$100.00	\$0.00	\$100.00	
Credit Card Processing Fees	\$300.00	\$687.31	\$700.00	Assume more credit card fees
Bank Expenses	\$50.00	\$59.10	\$0.00	
Board Misc.	\$150.00	\$167.90	\$150.00	
Total Other Expenses	\$5,450.00	\$3,411.25	\$5,200.00	
Total Expense	\$28,925.00	\$18,453.15	\$31,900.00	
Profit/Loss	\$0.00	\$5,651.71	\$0.00	