

Unitarian Universalist Ministers and Partners Association
Zoom Board Meeting — January 18, 2024

Attendees: Susan Rak, Gloria Perez, Richard Speck, Barbro Hansson, Fritz Hudson, Joy Atkinson, Wayne Arnason

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

Chalice lighting/Opening reading: Wayne Arnason
A Kol Nidrei by Mark Bellettini

Reports (below) accepted by consent agenda with an addition by Wayne regarding a multigenerational topic brought up by Mellissa Carvill-Ziemer

MATTERS FOR DISCUSSION

Conferences – Barbro

The Spring Conference is three months away. Today the priorities are: sending invitations to prospective Odyssey presenters, theme speakers, music presenters. We discussed a list of possibilities for each of these categories. Board members gave feedback on several possible choices. *Susan will send out invitations to prospective Odyssey presenters. Barbro will talk to the planning committee about possibilities for theme speaker and for music presenters.*

We would like to have the Spring Conference and the Fall Conference to be close to six months apart. The Fall Conference for 2024 will be Oct 21–23. Barbro is continuing to check on the dates of other UUA/UUMA events in order to choose dates for the 2025 conferences.

Follow - up on business items

Ministers of Color Conversations – Wayne and Fritz

Wayne talked about the list of folks who might be close to thinking about retirement along with board members who volunteered to talk with them. He referred to a list of points to cover during a conversation, which he had sent out to the board earlier, for us to use as we have these conversations. *He will look for someone with whom Gloria might be able to have a conversation.*

Membership Director/Membership Database system update – Richard

A want ad for the position will go out in Elderberries and the e-announce list. Susan did have a conversation with Jaco about changing the password for the directories. Jaco said it is easy to do and that it might be a bit clunky to provide the new password to those who need to use the directory. *Susan will tell Jaco to go ahead and change it.* [LATER NOTE: This action item is on hold, pending further considerations.]

Richard and Jon Clane are working on moving our data base to a cloud-based data service. Richard explained the ways that this service will simplify the tasks we need use the database for. Each individual who needs to use it will be able to access it with their own individual password. Richard will add \$2000 to the Budget to compensate Jon for his time and work.

Onboarding new members

Fritz proposed a revision of the policy and procedures which he included in his report for this month (below). **The Board approved the changes.** *Fritz will advise Emily Cherry regarding the changes.*

Fritz proposed a change to the job description for the Area Connectors: The responsibility of an Area Connector would be to send a letter once a year to folks in their area to maintain a connection and to write a condolence note to folks who have experienced a death. He also sent the change to Ned. **The Board approved the proposed job description change.**

Budget — *Richard explained the updated revised 2024 Budget. The Board adopted it.*

Respectfully submitted, Gloria Perez, Secretary

REPORTS:

President – Susan Rak

I don't have a lengthy report for you. Basically, I have:

- written my Elderberries column plus "help wanted" piece(*) for the two open positions (Membership Coord & Historian) for Elderberries.
- Will get those (*) out in UURMaPA-Announce soon.
- Contacted Jaco TenHove (Webmaster) re: changing Directories Password
- And reviewed the Odyssey list, as mentioned above.

Report to the UURMaPA Board from VP Ned Wight—1/18/24

Here are items on my workplan for 2023-2024 (based on VP job description). Most recent activity is indicated in ***bold italic type***.

Arrangements for UURMaPA gift distribution

- In follow-up re 7/10 event, received words of thanks from a few ministers and partners about receiving the book.

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

- I attended the service in Pittsburgh (singing in the choir) and the lunch, which took place on Thursday, June 22. It was rewarding to speak with surviving spouses.

Propose workshops during Ministry Days or GA

- Board decided last year this was not a function of the UURMaPA Board.
- I sent out a notice from Don Plante regarding proposing a workshop for GA 2024. Richard proposed “a panel presentation on easing into retirement for religious professionals. We could discuss what worked and didn’t.” Wayne seconded this idea, writing, “It would be a step towards our stated interest in exploring how we might offer services or support to other religious professionals beyond ministers. I’d be able to offer some ideas for how to approach that.” The GA Theme is “Love Unites, Stories Ignite” and they’re soliciting pre-recorded programs 90-minutes or less for on-demand access. Proposal deadline is January 12, 2024, and video submissions are due April 30. Here is a link to the full proposal guidelines: <https://www.uua.org/ga/program/contribute/proposing>. We should discuss.
- ***At our December meeting, we decided not to submit a proposal for a GA workshop.***

Creative Sageing Award (CSA) selection group and Unsung UURMaPA Award

- Responded to CSA recommendations from UURMaPA members who were not selected; will retain suggestions in our files for subsequent years.
- Worked with Marni Harmony, Wendy Fish and Millie Rochester to complete certificates and arrange for video from Janne Eller-Isaacs (with help from her daughter Hannah).
- Announced both awards at the 7/10 Zoom event.
- Reached out to Marni and Wendy about serving for a third year on the CSA selection committee. They have both agreed to do so.
- Sent announcement article about both awards to Ann for the summer issue of Elderberries.
- Mailed certificates to Marni Harmony and Janne Eller-Isaacs.

Review financial accounts with the Treasurer

- I’ll be in touch with Richard

Organize peer support groups

- Drafted article for the summer Elderberries inviting members to indicate interest in joining a support group, either general or specialized focus. Included Fritz Hudson’s name and contact information.
- I received a Social Justice group leader’s name, which I’m still holding until others express interest in a group with that specific focus.
- I will continue to head up this effort until roles are formally clarified and I have thoroughly briefed Fritz.
- At the retreat I met with Fritz and passed along names I had received expressing interest in a Peer Support Group. I also sent him a list of group leaders and members (which may not be complete).

Communication with UUA re “intent to retire” forms and lists

- Have received 9 new intent-to-retain forms from Emily Cherry. Still need to determine distribution plan going forward given changes in VP role vis-à-vis Peer Support Groups, although Fritz appears to be receiving forms from Emily.
- ***Received several new “intent to retire” forms from Emily.***

Administrative Tasks

- Prepared a draft revision of the VP Job Description for review and discussion by the Board (attached to the transmittal e-mail for my April report).
- Proofed the summer newsletter for Ann.
- Met virtually with Susan and Fritz to outline plan and schedule for September Board retreat.
- Participated in the in-person Board Retreat Sept. 5-8.
- Proofed the fall newsletter for Ann.
- ***Will review and post revised Board job descriptions that I have received before our February meeting.***
- ***Will review by-laws and propose revisions before our March meeting.***

New Member Welcome Event

- Forwarded the July 10 welcome event invitation with registration link to the entire membership in late June.
- With input from other Board members and Jon Claney, drafted and revised the schedule for the 7/10 virtual welcome event, invited and confirmed participants, sent them the registration link, and updated the schedule as Jon received videos.
- Participated in 7/10 virtual event (announcing award winners).

Conferences

- Offered to lead the closing worship for the Fall Conference. Consulted with Lynda Sutherland and Jon Claney about the format, outline and script for the service. Met with the Conference Planning Group to get their OK for the service content. Recruited Marni Harmony as a reader. Forwarded the script link to Jon.
- Led the closing worship, and participated in post-conference evaluation sessions.
- Stepped in to facilitate break-out groups during the fall conference.

Secretary – Gloria Perez

I sent the approved minutes of the Dec meeting for Jaco to post on the web site.

I sent an email to Jacqueline Duhart and Cynthia Dodge on January 22. I did not receive a reply.

Treasurer – Richard Speck

January has been rather slow. I only wrote two checks and received two checks to deposit. With registration opening for the Spring Conference, people have been registering quickly in February, so I'll have more to report next time. I continue serving on the planning committee. I see by Susan's report that Paul Johnson has agreed to be the new treasurer in July. I will plan on working with him for a smooth transition.

Conference Coordinator – Barbro Hansson

Fall 2023 Conference, October 23-25—"Blessings & Challenges: Faithfully Negotiating Change." Leaving Fall 2023 behind, after a thorough report at the December meeting. It is time to look forward to the Spring Conference: April 15-17: "Emergent Elderhood: Service is Our Prayer." Yes, we have a theme for the conference and are currently reviewing names of possible theme presenters for the first 90-minute session on Tuesday, April 16. The short list include the following names:

- Sharon Welch, Affiliate Faculty member at Meadville Lombard Theological School and author of six books on ethics, theology, politics, religion and spirituality.
- Jennifer L. Brower, Minister Emerita of the UU Congregation at Shelter Rock and author of Faith, Spirituality, and Aging.
- Connie Zweig, retired psychotherapist, former columnist for Esquire magazine, contributor to the LA Times and author of The Inner Work of Age, and many other books.

We hope to also include a substantial music offering during the Spring Conference, one fitting the theme. Reggie Harris, whom we featured during the Spring 2023 Conference, was well received by attendees. Following that conference, we received a number of suggestions for musicians to feature at a future conference. The following list includes some of the suggested musicians, with the number of attendees who mentioned each:

Peter Mayer (3) - of "Blue Boat Home" fame.

Emma's Revolution (3) - Known to many of us. We are waiting for a response.

Greg Greenway (1) - Blends his performances with story telling.

Indigo Girls (1) - also known to many of us.

Olympia's Daughters (1) - A group of about 16 women.

Glen Rideout (1) - Director of Worship Arts at First Univ. Church of Minneapolis.

Fred Small (1) - Featured theme presenters for Fall 2020 Conference.

In addition, one of our Planning Team members suggested Roy Zimmerman, American satirical singer-songwriter and guitarist. I am of the opinion that he would not be appropriate for this UURMaPA conference and have encouraged the Team to re-review the names above. In his response to an initial query, he said he is available.

One of our members reached out to Emma's Revolution and the initial response was promising. We will hear more in the near future.

I would very much like to hear from Board members any feedback, reviews, comments, concerns and/or recommendations you would like to share or make regarding theme presenters and musicians.

At the January 10 meeting of the Planning Team, we agreed to not recruit for a number of possible roles, except a Topics of Interest Coordinator since we will offer topics of interest again. However, my attempts to recruit have been unsuccessful. In a recent conversation with Roberta Finkelstein, she expressed an interest in taking that on if I would work with the theme presenter. We agreed to that, but have not yet made that known to the Planning Team .

Fall 2024 Conference, October 21-23, 2024. Nothing new to report.

Spring and Fall 2025 Conferences. As I mentioned in my December report, it's time to look at dates for the 2025 spring and fall conferences. I'm currently leaning toward late March and early October dates, but have not had a chance to check the pertinent UUA and UUMA schedules. It is likely that in 2025, the virtual conference and the pod at Seabeck will take place at different times, unless we stick to holding the fall conference in late October.

I look forward to your thoughts about any and all of the above and any recommendations you might have, as our bi-annual conferences are programming offered by UURMaPA for its members.

UURMaPA Spring 2024 Conference Planning Committee

Convener/Board Liaison Barbro Hansson (603) 213-2130

Scribe+ Anne Marsh (505) 500-6460

Publicity Coordinator Jeff Briere (423) 667-0855

Breakout Groups Coordinator Terry Ellen (443) 904-6727

Worship Coordinator Lynda Sutherland (774) 249-5169

Odyssey Coordinator Sonya Sukalski (510) 695-5359

Topics of Interest Coordinator Roberta Finkelstein (703) 508-1336

UUA & UUMA Coordinator Wayne Arnason, Ex Officio (440) 653-0817

Conference Chaplain Coordinator Wayne Arnason, Ex Officio

Slide Show & Soundtrack Jeff Briere (423) 667-0855

Pod Coordinator Richard Speck (302) 528-3762

Evaluation Coordinator Jeff Briere (423) 667-0855

Tech Assistant & Co-Registrar Richard Speck (302) 528-3762

Tech Professional & Co-Registrar Jon Claney (302) 300-6637

Connections Coordinator – Fritz Hudson

New Member On-Boarding: On the basis of our November discussion, *I present below a revised proposal for our Policy & Procedure Statement "UURMaPA NEW MEMBER ON-BOARDING". I request further discussion at our January meeting.*

Position Description: I've submitted a newly proposed Connections Chair/
Coordinator Position Description to the Vice-President

CONNECTIONS ACTIVITY:

1. Area Connectors. My research to date suggests we have

* **7 Areas with Active Connectors** (to June 30) *Colorado/Montana/Wyoming;
Northeast; Ohio-Meadville; St. Lawrence; Tennessee, Vermont; Western-Canada.*

* **1 Area with an Identified Prospective Connector**: *Ballou/Channing*

* **7 Areas with Uncertain* Connector Activity**: *Arizona/Nevada; Central-
Massachusetts; Florida; Metro-New-York/New-Jersey; Mid-South; Overseas; Western-
Carolinas.*

~ "Uncertain" Areas have Connectors identified on our Website, but they have not responded to 2 emailed requests for contact. I plan a third request in January. If no response is received by February 15, I propose to declare these positions "Vacant"

* **18 Areas** for which the Connector position is **Vacant**: *Central Midwest;
Connecticut Valley; Eastern-Canada; Eastern-Carolinas; Heartland-North; Heartland-
South; Joseph-Priestley-North, Joseph-Priestley-South, Mass-Bay-Central; New-
Hampshire; New-Mexico; Northern-California/Hawaii; Oregon/Idaho; Prairie-Star/Mid-
West-Canada; Southern-California; Southwest; Virginia; Washington/Alaska*

The current Connections Chair Job Description (2016) provides that "Each designated Area . . . **is** served by . . . Connectors." "

The Connections Chair

~ maintains **regular** contact with Area Coordinators

~ **replaces** Area Coordinators when necessary.

My proposed Connections Coordinator Description provides that

"Areas . . . **may be** served by Connectors"

"The Connections Coordinator will **annually**

~ **determine the willingness** of current Connectors to continue service

~ (for Areas with no continuing Connector) send an All-Area-Member **email soliciting interest** in serving as Connector

I request discussion of these proposed changes at our January meeting

2. General-Interest Peer Support Groups

Our total groups reported remains at 11.

Our total group participation reported has changed from 71 to 69 (3 lost, 1 gained)

UURMaPAns awaiting connection with a group: 0

3. Special-Interest Peer Support Groups Open to New Members

Our Ongoing Groups, continuing: 2: *Caregivers, Grief*

New groups reported: 1. *Spiritual Companionship*. (currently considering whether they are open to New Members

New groups solicited but not formed: 2: *Chronic Illness/Pain/Injury; LGBTQ+ Elderhood*

Proposed Invitations for Future Publication: 3: *Single Ministers; Managing Depression; Living with Financial Constraints*

4. Peer Support Group Invitations

* Invitations to new filers of UUA “Intent to Retire Notices”: 2

5. Experimental Activity: "Virtual Coffee Hour"

Conference Small Group Coordinator Sonya Sukalski will host a “Virtual Coffee Hour 2” on February 15.

UURMaPA NEW MEMBER ON-BOARDING

Policy & Procedure - Proposed by Fritz Hudson – January 17, 2024

1. We deem a minister or partner to become a UURMaPA member upon our receipt of the minister's "Notice of Intent to Retire" (*Notice*) filed with the UUA Transitions office (irrespective of the dates they indicate for "Date of Retirement," "recognition in the UU World Milestones" or "appearance in the service order Service of the Living Tradition.")
2. We request that the UUA Transitions office send, by the 20th of each month, copies of received *Notices* to:
 - * the Membership Coordinator
 - * the Connections Coordinator
 - * the Connections Assistant
 - ? *Elderberries Editor*
3. We direct that the Membership Coordinator
 - * enter into the data base the contact information for all filers of *Notices* so as to receive all UURMaPA mailings sent on or after the 1st of the following month
 - * forward an updated Membership Directory and Area Connections Directory to the Webmaster for posting by the 1st of each month.
4. We direct that the Connections Assistant, by the 15th of the month following receipt of *Notices*, send a hand-written personal welcome note to each colleague & partner listed on the *Notices*
5. We direct that the Connections Coordinator,
 - * by the 15th of the month following receipt of *Notices*, send each new UURMaPAN an emailed notice of upcoming opportunities to engage with UURMaPA (eg. support groups, conferences, Elderberries)
 - ? *by the Elderberries deadline date in January, April, July, October, send the Editor a list of all new UURMaPANs for publication in the next edition*
 - * by the date set by the Vice-President, send to them the names and contact information of all new UURMaPANs—to invite to the Annual Welcoming Program—to receive the gift authorized by the Board of Directors

Communications Assistant – Joy Atkinson

I have not heard from Aastha Poudel at the UUA on any deaths of ministers in over a month, and have also not heard of any deaths of partners in that time. I know that Aastha was on vacation for a month, so might not have caught up on death notices. It is also possible that there have been none in the past month plus. Eleanor Richardson, our obituary editor for partners, has also not heard of the passing of any partners for a while.

Report of the At-Large Member for UUMA/UUA Relations Wayne Arnason

The holiday season has made for a quiet month of UURMaPA activities for me.

I have continued to move forward with my tasks associated with the spring conference, contacting our two UUA staff members who are routine presenters, Keith Kron and Richard Nugent, about their roles for this conference, and confirming their times and participation. I am waiting to recruit chaplains until a little later when we know more about who's coming and how the schedule shakes down.

Five Board members responded to my request to volunteer to call any individual colleagues or partners of color approaching retirement (or in retirement who are not participating in UURMaPA) to interview with some suggested questions drawing out how they see their future collegial participation. I'll update you on this agenda item during the Board meeting about assignments, and about the possibility that the upcoming UUA sponsored Pre-Retirement Seminar in March offers us to pursue some of these conversations.

I have one ongoing Good Offices consultation mentioned last month which is still underway.

I was interested that the Retired Ministers UUMA chapter has people interested in creating a small task force to discuss whether the UUMA Guidelines need amending, and I offered to participate in that group. They have scheduled a meeting for the end of January.

The Advisory Group to the Office of Church Staff Finances, which I attend as UURMaPA's representative, had its quarterly meeting on January 16. In case you hadn't heard, Janice-Marie Johnson, who served with recently retired Sarah Lammert as Co-Director for Ministries and Faith Development has been asked to assume this role solo. She is the first lay leader to assume this position since the old Departments of Ministry and Faith Development were combined. This is good news for UURMaPA, in the sense that Janice-Marie has attended and occasionally presented at several of our conferences, and we know her well.

TREASURER'S REPORT BELOW...

Treasurer's Report** JAN. 2024	2023 Budget	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec	2023 Total	Budget vs. Actual
INCOME															
Member Donations	\$5,000.00	\$200.00	\$0.00	\$0.00	\$5,270.00	\$2,080.00	\$0.00	\$360.00	\$178.00	\$350.00	\$250.00	\$230.00	\$1,565.00	\$10,483.00	209.66%
Member Donations Paypal	\$8,300.00	\$939.12	\$20.00	\$20.00	\$1,551.71	\$1,722.63	\$206.89	\$20.00	\$316.58	\$20.00	\$18.45	\$182.07	\$742.45	\$5,759.90	69.40%
Memorial Gifts	\$1,700.00	\$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%
Conference Fee Income Checks	\$300.00	\$0.00	\$0.00	\$0.00	\$0.00	\$130.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,380.00	\$0.00	\$1,510.00	503.33%
Conference Fee Income Credit Cards	\$15,000.00	\$0.00	\$1,330.70	\$1,315.64	\$1,588.84	\$729.29	\$0.00	\$862.50	\$879.96	\$3,207.00	\$3,175.39	\$0.00	\$0.00	\$13,089.32	87.26%
GA Luncheon Income	\$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	0.00%
UUMA Subsidy	\$1,000.00	\$0.00	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,000.00	100.00%
Scholarship Income	\$3,700.00	\$0.00	\$555.00	\$425.00	\$625.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,605.00	43.88%
Other Income	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5.00	\$0.00	\$0.00	\$500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$505.00	252.50%
Total Regular Income	\$35,200.00	\$1,139.12	\$2,905.70	\$1,760.64	\$9,035.55	\$4,666.92	\$206.89	\$1,242.50	\$1,874.54	\$3,577.00	\$3,443.84	\$1,792.07	\$2,307.45	\$33,952.22	96.46%
EXPENSE															
On-Site Board Meetings															
Transportation	\$4,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$417.20	\$774.90	\$0.00	\$0.00	\$1,192.10	29.80%
Room and Board	\$2,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,453.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,453.00	222.65%
Hospitality	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$373.97	\$0.00	\$0.00	\$0.00	\$373.97	186.99%
Total Board Meetings	\$6,200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,453.00	\$791.17	\$774.90	\$0.00	\$0.00	\$6,019.07	97.08%
Conferences															
Attendee Fee Refunds	\$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	0.00%
Room and Board	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$762.34	\$2,030.00	\$2,792.34	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	\$0.00	0.00%
Music	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$500.00	250.00%
Technology Support	\$10,000.00	\$0.00	\$5,000.00	\$0.00	\$0.00	\$0.00	\$5,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,500.00	\$15,500.00	155.00%
Hospitality	\$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	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	\$0.00	\$0.00	\$0.00	\$125.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$79.94	\$204.94	204.94%
Total Conferences	\$11,800.00	\$0.00	\$5,000.00	\$0.00	\$125.00	\$500.00	\$5,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$762.34	\$7,609.94	\$18,997.28	160.99%
General Assembly															
Luncheon Cost	\$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	0.00%
Transportation-President	\$400.00	\$0.00	\$0.00	\$0.00	\$0.00	\$873.78	\$0.00	\$445.34	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,319.12	329.78%
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	\$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	0.00%
New Member Welcoming Gifts	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$719.72	\$0.00	\$0.00	\$0.00	\$0.00	\$719.72	71.97%
Total General Assembly	\$3,800.00	\$0.00	\$0.00	\$0.00	\$0.00	\$873.78	\$0.00	\$445.34	\$719.72	\$0.00	\$0.00	\$0.00	\$0.00	\$2,038.84	53.65%
Communications															
Elderberries Publication	\$5,000.00	\$0.00	\$0.00	\$1,248.07	\$0.00	\$0.00	\$1,263.15	\$0.00	\$0.00	\$1,747.66	\$0.00	\$0.00	\$1,300.36	\$5,559.24	111.18%
Fundraising Appeal	\$1,500.00	\$0.00	\$0.00	\$0.00	\$1,318.46	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,318.46	87.90%
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	\$971.64	\$0.00	\$0.00	\$0.00	\$971.64	485.82%
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	\$19.99	\$19.99	19.99%
Total Communications	\$7,200.00	\$0.00	\$0.00	\$1,248.07	\$1,318.46	\$0.00	\$1,263.15	\$0.00	\$0.00	\$2,719.30	\$0.00	\$0.00	\$1,320.35	\$7,869.33	109.30%
Other Expenses															
Retirement Planning Seminar Expense	\$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	0.00%
Saging & Unsung & Navias Awards	\$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%
Rainbow Project	\$1,000.00	\$0.00	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$178.00	\$0.00	\$0.00	\$1,178.00	117.80%
Postage	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$126.00	\$0.00	\$0.00	\$0.00	\$0.00	\$139.40	\$0.00	\$265.40	265.40%
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	\$3,000.00	\$0.00	\$700.00	\$900.00	\$0.00	\$0.00	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$250.00	\$2,850.00	95.00%
Donations to the Endowment	\$50.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$10,000.00	\$0.00	\$0.00	\$10,000.00	20000.00%
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	\$700.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2.78	\$0.00	\$0.00	\$0.00	\$0.00	\$2.78	0.40%
Bank Expenses	\$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	0.00%
Board Misc.	\$150.00	\$0.00	\$0.00	\$0.00	\$192.00	\$250.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$18.50	\$460.50	307.00%
Total Other Expenses	\$6,200.00	\$0.00	\$1,700.00	\$900.00	\$192.00	\$250.00	\$1,126.00	\$0.00	\$2.78	\$0.00	\$10,000.00	\$178.00	\$407.90	\$14,756.68	238.01%
Total Expense	\$35,200.00	\$0.00	\$6,700.00	\$2,148.07	\$1,635.46	\$1,623.78	\$7,389.15	\$445.34	\$5,175.50	\$3,510.47	\$10,774.90	\$940.34	\$9,338.19	\$49,681.20	141.14%
Profit/Loss	\$0.00	\$1,139.12	-\$3,794.30	-\$387.43	\$7,400.09	\$3,043.14	-\$7,182.26	\$797.16	-\$3,300.96	\$66.53	-\$7,331.06	\$851.73	-\$7,030.74	-\$15,728.98	
Ending Account Balance															
Endowment		79,758.20	\$84,540.04	\$82,102.12	\$84,512.62	\$84,512.62	\$83,242.74	\$86,327.75	\$86,066.88	\$86,066.88	\$83,041.41	\$90,700.62	\$100,830.42		
Money Market		\$19,232.85	\$19,233.59	\$19,234.41	\$19,235.20	\$19,236.02	\$19,236.81	\$19,237.63	\$19,238.45	\$19,239.24	\$19,240.06	\$19,240.85	\$19,241.67		
Checking		\$34,887.37	\$31,073.07	\$30,665.64	\$38,065.73	\$41,048.87	\$33,866.61	\$34,643.77	\$31,322.81	\$31,369.34	\$24,019.83	\$24,871.56	\$17,840.82		
Total		\$133,878.42	\$134,846.70	\$132,002.17	\$141,813.55	\$144,797.51	\$136,346.16	\$140,209.15	\$136,628.14	\$136,675.46	\$126,301.30	\$134,813.03	\$137,912.91		