

Unitarian Universalist Ministers and Partners Association
Zoom Board meeting — May 16, 2024

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Attendees: Susan Rak, Ned Wight, Gloria Perez, Richard Speck, Barbro Hansson, Joy Atkinson, Wayne Arnason

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

Chalice lighting/Opening reading – Ned Wight

From Poetry of Presence “The Good News” – Thich Nhat Hanh

Reports- Consent Agenda

Reports accepted as submitted with the Board’s approval to send the book, Seasoned Soul: Reflections On Growing Older by Elizabeth Blanchard, to the list of newly retired members.

MATTERS FOR DISCUSSION

Fall Conference

- Theme: Several ideas, from the Spring Conference evaluations, for a theme were discussed. The board expressed a desire to have a theme that would relate to “elder empowerment” as we come out of our productive stage of life, claiming our gifts and how to use them in the current times and ideas.
- Sharon Welch might be a really good presenter for this Conference as it comes just before the election. She would be able to use her previous work and focus on ethics, politics and religion. Her book, After Empire: The Art and Ethos of Enduring Peace, is being updated and she might be able to bring some of those insights into a presentation. The planning team will discuss themes in their meeting tomorrow.
- Barbro noted that there were several registrants from Texas and suggested that there could be a POD developed there.
- The possibility of hybrid conferences was also discussed for the PODS in Wilmington, Columbus, and Kingston .
- The Board discussed the role of the UUA and the UUMA in the Conference, noting that the same question comes up for the newly retired Welcome event in July. ***Susan and/or Wayne to have a conversation with Sophia about relationship building. Wayne will bring up topic with the Planning Team.***
- A group has been formed to talk about Scholarships for the Conferences. Barbro is the convener.

Unitarian Universalist Ministers and Partners Association Zoom Board meeting — May 16, 2024

— — —

Board Retreat

Bon Secours is available. The dates are Sep 23-29. **Wayne will set up the contact with the Retreat Center and send it to Richard who will write the check for the deposit before his term as treasurer ends.**

Setting an agenda for the meetings will be discussed in the June and July meetings. The new Board members are available for the June meeting as well as the Retreat dates.

Approval of Job Descriptions

The Title of Connections Assistant has been changed to Passages Coordinator which is a more accurate description of the job.

Joy will write a letter of welcome to Rick Davis and his spouse.

Job descriptions for Area Connectors, Connections Coordinator, Passages Coordinator, and Treasurer were approved. **Ned will send them to Gloria who will send them to Jaco for posting on the web site.**

Welcome Event – July 15, 2024

Ned shared his screen with the draft of the schedule and edited it while we discussed it. **Ned will check with the UUMA about using their slide show. Wayne will invite members to join the UUMA Chapter for Retired Ministers. Ned will invite a partner to talk about being a Partner in UURMaPA. Richard will check with Jon Claney about his availability for the date.** If he is not available we will change the date to accommodate his availability.

Ned will work on the formation of small groups to best mix the new retirees with the ones who have been members for a while. Ned will write up the invitation for the event, send it to Richard who will send through the announce list. Have a new Board member be the chalice lighter for the event?

Barbro noted that she sends invitations to newly retired folks to attend the Fall Conference without charge and no one registers. This suggested that perhaps we have a “branding” problem. An agenda item for the retreat “Who are we?”

Connections Coordinator – Fritz’s report contained many activities that he is working on. We tabled discussing the report until he could be with us in person. We (Richard) did, however, sing his praises for the work he is doing.

Respectfully submitted – Gloria Perez

Unitarian Universalist Ministers and Partners Association
Zoom Board meeting — May 16, 2024

— — —
REPORTS

President – Susan Rak

As to my work:

- I ordered and distributed "thank you" gift certificates from InSpirit to the Spring Conference Planning Team and the three people who were Sharon Welch's "conversation partners".
- I reached out to incoming Board members advising them on the June meeting date and requesting their availability for a Board Retreat in the last week of August. I heard back from Anne Marsh and George Buchanan who are available for both the June meeting and the August Retreat dates. I have yet to hear back from Paul Johnson.
- I recorded and submitted a short video for the Service of the Living Tradition to welcome/congratulate retired religious professionals.
- I contacted potential participants in a Conference Scholarship Task Force. Everyone who the Board suggested (see April Minutes) agreed. Waiting to hear back from Paul Johnson.
- I received the box of archival UURMaPA files from Jim Eller. Interesting to sift through all the paper and note that there was a time when UURMaPA Board meetings were done on a 1.5 hour conference call.

Vice-president – Ned Wight

Below is a draft schedule for this July's new member welcome event. It is based on last year's, except there is more time for small group interactions because we're not announcing the Creative Sageing Award recipient at this event (but at the Fall conference instead). On Thursday, Let's talk about how well this format worked last year and what additional changes we might want to make.

See next page for a draft schedule of the UURMaPA Virtual Welcome Event – Monday, July 15, 2024 — questions, comments, suggestions welcome! (all times are Eastern Daylight Time)

Unitarian Universalist Ministers and Partners Association
Zoom Board meeting — May 16, 2024

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12:45pm	Zoom Room open: Slide w/event name, date; music	15 min
1:00	Welcome & Announcements (Susan--live)	3 min
1:03	Chalice Lighting (_____--live)	3 min
1:06	Welcoming of Newly Retired Ministers and partners [photos from UUMA program and solicited from partners - with music] (Richard—prerecorded)	8 min (tops)
1:14	Introduction to next segment (Susan--live)	1 min
1:15	Greetings and appreciation from UUMA (Melissa Carvill Ziemer?—live or recorded)	3 min
1:18	Invitation to Retired Ministers UUMA Chapter—____	3 min
1:21	Greetings & appreciation from Ministries & Faith Developmnt (Janice Marie Johnson?—prerecorded)	3 min
1:24	Office of Church-Staff Finances - recorded & live (no time for Q&A) (Gloria Guldager, Rich'd Nugent)	5 min
1:29	Outreach Committee of the Society of Ministerial Relief?(Hal Babcock—live)	3 min
1:32	Welcome to UURMaPA and what we do/"President's Report"— Susan--live)	5 min
1:37	Invitation to a Peer Support Group—Fritz H. (live)	5 min.
1:42	Welcome to UURMaPA Web (Jaco ten Hove—live?)	5 min
1:47	The "P" in UURMaPA: reflection from a partner (_____--prerecorded or live)	5 min.
1:52	Awards Announcements – Unsung UURMaPAn Award—(Ned—live)	5 min.
1:57	Invitation to Conversation (Susan--live)	2 min
2:00	Break-out Rooms (5+ per?) w/reflection question	25 min
2:27	Closing remarks & chalice extinguish (Susan—live)	2 min
2:29	Closing slides with music--prerecorded	5 - 8 min

Unitarian Universalist Ministers and Partners Association Zoom Board meeting — May 16, 2024

— — —

Possible small group reflection questions:

- What are you looking forward to most “in retirement”?
- Is there anything you’re especially worried about entering “retirement”?
- Who are your role models for this next stage of your life?
- What, if any, spiritual practices do you hope to either continue or develop in the year ahead?

Treasurer – Richard Speck

We continue to be financially solvent. Our recent conference returned a modest profit. I continue to be involved in planning the conferences.

Conference Coordinator – Barbro Hansson

Spring 2024 Conference, April 15-17: “Emergent Elderhood: Service is Our Prayer.”

As I write this, Sonya Sukalski and I are deep in the transition of her taking the reins as Planning Team Convener, and I’m thrilled. The spring conference was a huge success. Engaging Sharon Welch was Theme Presenter, Peter Mayer provided a concert and 10 different presenters for the Topics of Interest offerings attracted a record number of registrants.

The total number for the spring conference is 189 UURMaPAns and guests. The RegFox on-line registration page recorded 182 actual registrations. Of those, 26 were Partners and one was our Tech Professional. We had 6 guests, including Sharon Welch, Qiyamah Rahman, Doug McCusker (who recently filed his Intent to Retire form), Peter Mayer, Keith Kron and Richard Nugent. In addition, 1 Planning Team member whose registration was not recorded attended. Of the total 189, 3 were ministers who recently filed their Intent to Retire forms with the UUA and, if my accounting is correct, Richard Speck awarded 11 scholarships, translating to \$495.00 in awards. Two of those scholarship were for presenters of a Topics of Interest offering and one was for a UURMaPA member who registered twice for the fall 2023 conference.

There were 2 pods during the spring conference. One was held at the First Unitarian Church of Wilmington, DE, where 12 registrants indicated they would attend. It was organized again by Richard Speck. The second pod, organized by Judy Campbell, was held at First Parish Unitarian Church in Kingston, MA, where 10 registrants indicated interest in attending.

The format of the spring conference followed the tried and true schedule of previous spring conferences. There were a total of 9 sessions, with 3 held each day.

Unitarian Universalist Ministers and Partners Association

Zoom Board meeting — May 16, 2024

— — —

The conference began with a worshipful ingathering led by UURMaPA President Susan V. Rak and ended with a closing worship led by Wayne Arnason, UURMaPA Member-at-Large for UUA & UUMA Relations.

New this time around was featuring a conference host, recommended by a Planning Team member following the fall 2023 conference. Since this spring conference was the last one for which I served as Planning Team Convener, I decided to follow that recommendation and serve in the role as host. This seems to have been a positive move as 77% of the 92 evaluation responses indicated that it was a good idea.

Also new this time was a Remembrance Service pre-recorded in the sanctuary of First Unitarian Church of Wilmington, DE. Evaluations were very favorable, with one attendee offering this response:

“Lilia did a brilliant job of bringing together a true hybrid of in-person and online worship elements, and kudos to Jon for the beautiful cinematography and skillful editing. The combination of the finely crafted eulogies with the visual of lighting a candle in front of each person’s picture really brought a sense of the presence of each member we honored. I loved the technique of focusing on the chalice flame during some of the meditative music. Every element that Lilia selected added to my feeling of being immersed in a collective journey through spaces of love, loss, grief, and healing. It was very powerful for me.”

Also noteworthy is the presence of Conference Chaplains again (offered for the first time during the fall 2023 conference). Wayne Arnason again recruited three experienced ministers to be on call one day each. This time, there was one call made, with the issue more than adequately resolved. Kudos to Wayne for recruiting and providing needed support and follow up.

The Income and Expense Report (separate document) shows how much was received in registration fees (\$45/each) and in scholarship donations, respectively, as well as all the expenses of \$7,420.66 that came with producing the conference. The only caveat is that Lilia Cuervo has not turned in receipts for the expenses she incurred when preparing for the Remembrance Service. If my math is correct, the bottom line at this time is a net of \$1,836.66.

As noted above, we received 92 evaluation responses, representing about 50% of registrations. In a separate, summary document you can read responses that are overwhelmingly positive and good, constructive feedback, as well as some that are negative. Moving forward, the Planning Team will do its best to plan excellent conference offerings for the fall 2024 conference.

Fall 2024 Conference, October 21-23, 2024.

The Current Planning Team holds its first meeting on Friday, May 17. While Anne Marsh, Terry Ellen, Roberta Finkelstein and I rotate off the Team, 6 members are

Unitarian Universalist Ministers and Partners Association

Zoom Board meeting — May 16, 2024

— — —

staying on, including Sonya Sukalski as new Convener, Jeff Briere as Publicity Coordinator (and 2 additional roles), Lynda Sutherland as Worship Coordinator, Richard Speck as Assistant to the Tech Professional and Jon Claney as Tech Professional. Four new UURMaPAnS will be welcomed into the Team: Duane Fickeisen as Odyssey Coordinator; Jan Carlsson- Bull as Connection Rooms Coordinator (formerly known as Small Breakout Groups); Marni Harmony as Theme Coordinator; and David McFarland as Scribe.

Many spring participants suggested we go deeper with the theme of “Emergent Elderhood” this fall and some suggested they wanted more time with Sharon Welch and her conversation partners. Another theme that has some energy and interest is ‘Letting Go,’ connecting with the season of autumn. In addition, one of the topics of interest, ‘The Soul of Aging,’ had some energy and interest from the attendees of that Topics of Interest offering.

The planning team recognizes that the election two weeks after the fall conference may yet be the most pivotal in our nation, and wants to make sure the theme and programming is timely and relevant to our concerns about voting, elections, democracy and justice. The Planning Team will discuss these and hone in on a direction at its first full meeting on Friday, May 17th.

Sonya is aware that UURMaPA Board members will include a conversation about possible themes during the May 16 Board meeting.

2025 Conferences

The dates are set for the Spring 2025 conference: April 21-23.

The Fall 2025 conference is scheduled for October 20-22, 2025.

In Summary

We have now held a total of 8 virtual conferences in the Land of Zoom, since the first one in the fall of 2020. Of those, I’ve served as Convener of all 4 fall and 2 spring conferences. It has been exciting to see the improvements during these years and how far we’ve come working with modern technologies. We are blessed by having had the same Tech Professional for the past 6 conferences.

Before the pandemic, fall and spring conferences typically alternated between the Northeast and South/Southwest. Planning for fall and spring conference began at least a year in advance, especially securing a conference site, and planning was often done by different teams that tended to include 4 - 5 individuals.

Virtual conferences has seen a shift in that approach, where 6 months seems an adequate time for planning purposes, though dates are set much earlier in the process. In addition, there are now more individuals involved with conference planning, with many continuing to serve on the team.

Unitarian Universalist Ministers and Partners Association

Zoom Board meeting — May 16, 2024

— — —

As I now turn my focus toward the role as UURMaPA Board Member-at-Large for Conferences (Board Liaison to Conference Planning Teams), I look forward to working with Sonya Sukalski in separating and clarifying the roles of Convener and Board Liaison. I will also review the draft of Roles and Job Descriptions for the Planning Team and archiving conference documents and resources on UURMaPA's Google Drive.

UURMaPA Fall 2024 Conference Planning Team:

Convener Sonya Sukalski
Scribe David McFarland
Publicity Coordinator Jeff Briere
Connection Rooms Coordinator Jan Carlsson-Bull
Worship Coordinator Lynda Sutherland
Odyssey Coordinator Duane Fickeisen
Theme Coordinator Marni Harmony
Slide Show & Soundtrack Coordinator Jeff Briere
Pod Coordinator Richard Speck
Evaluation Coordinator Jeff Briere
Tech Assistant & Co-Registrar Richard Speck
Tech Professional & Co-Registrar Jon Claney
UURMaPA Liaison Barbro Hansson
UUA & UUMA Relations Wayne Arnason
Conference Chaplain Coordinator Wayne Arnason

Connections Coordinator Chair – Fritz Hudson

CONNECTIONS ACTIVITY

1. Area Connectors.

Areas with Active Connectors (to June 30)	10
Areas with New Connectors	2
Michigan: Fred Wooden; Central Midwest: Marcia Marino	
Areas with Identified Prospective Connectors	2
(Ballou-Channing, New Mexico)	
Areas with Uncertain Connector Activity:	23

- Membership Coordinator Patt Herdklotz provided me the UURMaPA data base file as of May 1. It suggests our current membership is 1434, in 968 households.
- My review found 55 households whose Area designations did not reflect their current residence.
- Patt has agreed to update these designations for the June 1 Directory.
- In the coming month, I will initiate an "All-UURMaPAn" personal email canvass in each Area to identify 2024-25 Connectors.

Unitarian Universalist Ministers and Partners Association
Zoom Board meeting — May 16, 2024

— — —

2. General-Interest Zoom Groups

- Total groups reported11
- Total group participation reported 62
(Attrition of 7 from 1/1/2024)
- UURMaPAns awaiting connection with a group:6
- Response to Conference report & UURMaPA-Announce "Connection Points."
Currently being matched with on-going groups.
- A "1st Annual" Facilitators' Conclave (Email & Zoom) drew response/participation
from 9 Facilitators. All report their groups will continue. One will change Facilitators.

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

Ongoing Groups continuing: *Caregivers, Grief*

First Year Group: *Spiritual Companionship* (Considering whether open to New Members,)

Proposals publicized in Conference report & UURMaPA-Announce "Connection Points": *Single Ministers; Managing Depression; Living with Financial Constraints; LGBTQ+*

Response: 4 indicated interest in *LGBTQ+*. Will receive an email "launch" next week.

Proposal for publication in Fall Conference & UURMaPA-Announce "Connections Points": *"International UU/U Today"*

4. Peer Support Group Invitations

New "Welcomes" sent to "Intent to Retire" submitters: **7**. Replies received: **4**

UUA Ministries Department has temporarily assigned "Intent to Retire" notice distribution to Amy Szen. Until this responsibility is permanently assigned, Amy will send the notices to me as they are received and I will forward them to Patt & Joy (per our "On-boarding Policy) in monthly batches prior the 15th.

5. Experimental Activity: "Virtual Coffee Hour"

Sonya Sukalski & Sally White plan Coffee Hour #3: May 17, 1pm Pacific, 4pm Eastern

Connections Assistant – Joy Atkinson

In the three weeks since our last Board meeting, there have been no new death notices of colleagues from the UUA, nor have we have heard of any deaths of partners in that time.

We will be considering at this Board meeting a re-working of my job description that I believe more accurately reflects what I have been doing. I have incorporated

Unitarian Universalist Ministers and Partners Association
Zoom Board meeting — May 16, 2024

— — —

the suggestion of Fritz Hudson that the “Connections Assistant” title be changed, since practically speaking he has not requested nor required such assistance. He suggested that the new title be something like “Passages Coordinator,” so I have used that as a working title until the Board can discuss a possible title change.

At Large Member UUA/UUMA Liaison – Wayne Arnason

Regarding our Agenda for this meeting:

I was asked to check on availability at Bon Secours for late August. They have availability for up to ten of us on the Porch (as before) from Monday August 26 to Thursday August 29. I asked Susan if we could discuss whether we need two full days on business plus the first evening and last morning.

Even though we did some evaluation of our part in the recent Spring Conference, I'd like to suggest a brief agenda item in response to my report (no need to add it to the agenda formally, Susan) about whether we think the UUA President or UUMA President should come back to visit our Fall Conference again, and what should be the format? An Update? A Topic? A Conversation with others? I know that the Planning Team will be asking this same question, maybe as early as May 17, but I think that the Board should offer some input on that question as well.

Regarding my activities: It's only three weeks since we last met, so most of my work for UURMaPA since then has been in my role as the Good Offices Person for retired ministers and partners. I have had one ongoing case over the past two months that involves a renegotiation of covenant with a minister emeritus whose relationship with the congregation will be changing due to various circumstances. I am hoping this will be moving towards resolution by the time we meet. I have had an unrelated Good Offices case for my Contracts and Calls Good Offices role having to do with a negotiated resignation. Very time-consuming!!

Some of us attended the last UUMA Chapter Meeting for Retired Ministers which I was part of facilitating. We discussed in small groups how and whether we feel that review and updating of the UUMA Guidelines that describe the relationships that retired ministers of various identity have with settled colleagues and congregations is necessary. We are having a listening session at 4 PM eastern time on May 17 separately from the chapter meeting to collect stories from people about how they feel the Guidelines serve them and the health of our congregations.

Financial Report follows below.

Income and Expenses 2024-MAY							
	2024 Budget	Jan	Feb	March	April	2024 Total	Budget vs. Actual
INCOME							
Member Donations	\$9,000.00	\$150.00	\$0.00	\$0.00	\$0.00	\$150.00	1.67%
Member Donations Paypal	\$5,000.00	\$0.00	\$593.81	\$115.07	\$18.45	\$727.33	14.55%
Memorial Gifts	\$1,700.00	\$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	\$0.00	0.00%
Conference Fee Income Credit Cards	\$15,000.00	\$0.00	\$4,134.66	\$3,312.85	\$1,810.09	\$9,257.60	61.72%
GA Luncheon Income	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
UUMA Subsidy	\$1,000.00	\$0.00	\$0.00	\$0.00	\$1,000.00	\$1,000.00	100.00%
Scholarship Income	\$2,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Other Income	\$500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Total Regular Income	\$34,500.00	\$150.00	\$4,728.47	\$3,427.92	\$2,828.54	\$11,134.93	32.28%
EXPENSE							
On-Site Board Meetings							
Transportation	\$1,250.00	\$0.00	\$0.00	\$823.77	\$0.00	\$823.77	65.90%
Room and Board	\$4,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Hospitality	\$400.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Total Board Meetings	\$6,150.00	\$0.00	\$0.00	\$823.77	\$0.00	\$823.77	13.39%
Conferences							
Attendee Fee Refunds	\$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%
Speakers	\$500.00	\$0.00	\$0.00	\$0.00	\$500.00	\$500.00	100.00%
Music	\$200.00	\$0.00	\$0.00	\$0.00	\$500.00	\$500.00	250.00%
Technology Support	\$12,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Hospitality	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Scholarships	\$400.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Misc.	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Total Conferences	\$13,200.00	\$0.00	\$0.00	\$0.00	\$1,000.00	\$1,000.00	7.58%
General Assembly							
Luncheon Cost	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Transportation-President	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Transportation-Vice President	\$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	
Technology Support	\$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%
New Member Welcoming Gifts	\$750.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Total General Assembly	\$750.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Communications							
Elderberries Publication	\$5,000.00	\$0.00	\$0.00	\$1,894.52	\$0.00	\$1,894.52	37.89%
Fundraising Appeal	\$1,400.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Peer Support Groups (video calls)	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Website	\$1,000.00	\$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%
Database Management	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Total Communications	\$8,700.00	\$0.00	\$0.00	\$1,894.52	\$0.00	\$1,894.52	21.78%
Other Expenses							
Retirement Planning Seminar Expense	\$0.00	\$0.00	\$0.00	\$0.00	\$199.66	\$199.66	0.00%
Saging & Unsong & Navius Awards	\$1,000.00	\$0.00	\$500.00	\$0.00	\$0.00	\$500.00	50.00%
Rainbow Project	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
BLUU Donation	\$250.00	\$0.00	\$0.00	\$0.00	\$250.00	\$250.00	100.00%
Finding Your Way Home Scholarship	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%

Postage	\$150.00	\$0.00	\$0.00	\$74.60	\$0.00	\$74.60	49.73%
Connections Network	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Memorial Gifts - UUMA and Others	\$2,000.00	\$550.00	\$0.00	\$0.00	\$0.00	\$550.00	27.50%
Donations to the Endowment	\$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%
Credit Card Processing Fees	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Bank Expenses	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Board Misc.	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Total Other Expenses	\$5,700.00	\$550.00	\$500.00	\$74.60	\$449.66	\$1,574.26	27.62%
Total Expense	\$34,500.00	\$550.00	\$500.00	\$2,792.89	\$1,449.66	\$5,292.55	
Profit/Loss	\$0.00	-\$400.00	\$4,228.47	\$635.03	\$1,378.88	\$5,842.38	
Ending Account Balance							
Endowment		\$100,830.42	\$101,700.32	\$105,719.66	\$103,110.83		
Money Market		\$19,242.48	\$19,243.24	\$19,244.05	\$19,244.84		
Checking		\$17,390.82	\$21,619.29	\$22,254.32	\$23,633.20		
Total		\$137,463.72	\$142,562.85	\$147,218.03	\$145,988.87		
	2024 Budget	Jan	Feb	March	April	2024 Total	Budget vs. Actual