

**UURMaPA Board Zoom Meeting
April 10, 2025**

Board decisions are in bold-face type; action items in red. Reports, incl. Treasurer's, follow minutes.

Present: Joy Atkinson, George Buchanan, Barbro Hansson, Fritz Hudson, Paul Johnson, Anne Marsh, Susan Rak, Ned Wight

Absent: Wayne Arnason

Susan called the meeting to order at 2:08pm Eastern - 1:08pm Central - 12:08pm Mountain - 11:08am Pacific. Ned lit a chalice and read some of his own words from *Bless the Imperfect*.

Agenda Review:

Susan sent an agenda and received no additions or corrections.

Check-in followed.

Consent Agenda was accepted. Joy noted that she had sent out a death notice that had no donation recipient suggested. Since UURMaPA always sends a donation in the deceased person's honor, how shall we handle this one? Fritz says Wayne knows the deceased and may have a suggestion. **Joy will ask Wayne**, and **we agreed to send our donation accordingly**.

Shared Reading:

George led a thoughtful discussion of the daily practice of gratitude, the first step in the *Active Hope* spiral. Ned spoke for all of us when he thanked George for choosing our book and leading these conversations. George will lead the final discussion next month.

Conferences:

Barbro sent a written report. She noted that the Planning Team will meet with Jon Claney tomorrow to review the detailed master schedule. There are 170 registrants as of today; we need 8 more paying registrants to reach the income estimate in the conference budget. The Worship team, centered in Ohio, has done a great job, and has excellent tech support. Pod attendance remains 6 in Wilmington, 11 in Kingston. All preparations are on track.

UURMaPA's "In the Loop" presentations at the Spring Conference will happen in two sessions, for which Susan had sent a draft outline ahead of time. We fleshed out the sessions as follows:

Part One:

Susan will give an introduction to UURMaPA and touch on all the ways we work to connect our membership, including small groups, local area groups, conferences, *Elderberries*, and the new database that allows folks to change their Directory contact information directly. Joy will speak briefly about the new mentorship pilot program. Wayne will talk about UURMaPA's collaboration with the UUMA Retired Ministers chapter on the survey about retired ministers' experiences when they seek to participate in congregational life. It was suggested that visuals for this first session include the dates of upcoming conferences and the link for updating Directory information. **Barbro will send Susan the conference dates, and Susan will send Jon Claney the information for both visuals.**

Part Two:

The focus will be the upcoming transitions on the UURMaPA Board. Susan has contacted the four incoming Board members, and all have agreed to participate. There will be four pairs of outgoing-incoming folks: President (Susan and Richard Speck). Vice-President (Ned and Charles Stephens), Connections Coordinator (Fritz and Janet Tillman), and UUMA/UUA Liaison (Wayne and Christine Robinson). Each pair will have three minutes to speak, with the outgoing Board members talking about what's been meaningful about their time on the Board, and the incoming members speaking about their hopes for UURMaPA. Each pair should submit their script to Susan, who will compile them and send to Jon Claney. Susan will consult with Jon about whether it will work to have all eight people onscreen at once. Susan will speak last and will introduce the next session.

Susan will re-do the outline for both sessions and send out to all, with a more detailed script to Jon. If any Board members think of anything that should be added, let Susan know by Monday.

We took a bio/stretch break here.

Liaison to UUMA/UUA:

Wayne had sent a report on our collaboration with the UUMA Retired Ministers chapter on surveying ministers about their experiences with serving colleagues when wishing to participate in congregational life. He sent us the final version of the cover letter including the links to two brief surveys - one for Ministers Emerita/us wishing to participate in their former congregations and one for those wishing to participate in another congregation. Some have had both experiences and are invited to fill out both surveys. **On a motion from Ned, we unanimously approved the request to use UURMaPA Announce to send out the letter and survey links. Susan will let Wayne know.**

Transitions:

President: Susan met with Richard Speck and updated him on ongoing issues, including the IDI (Intercultural Development Inventory) training, database concerns, and in-person retreat planning. Richard agreed that naming a database manager (possibly paid) is a good idea, and the new Board will discuss this further. Richard is also taking over retreat planning, and may be in touch about dates. Susan has invited the four new members to our June meeting, at which new members can introduce themselves and outgoing members can say their farewells.

Vice President: Ned will talk with incoming VP Charles Stephens about when to schedule our annual zoom gathering to welcome new members. Originally this was part of General Assembly; last year, the online gathering was in July. The sense of the group was that mid-September would be a better time. The meeting could include encouragement to sign up for the fall conference, for which new folks get free registration. We can also include information from the Board's summer retreat about organizational goals for the year ahead.

Susan will put "update on new member welcome event" on the May agenda. Fritz noted that many retirees are planning to be at GA this year and wondered if, in future, we should do some kind of welcome at in-person GAs. After some discussion, we did not come up with a way to do this, but we will continue to send new retirees a gift book, accompanied by a note of congratulations and an invitation to the new member welcome gathering and the fall conference. **Ned will draft a text for this note and present it at the May meeting. He will also talk with Charles Stephens about a date for the new member event, and ask Charles to think about how he wants to involve other Board members.**

Database conversion:

There was nothing new to add to Fritz's Connections Coordinator report send earlier, wherein he noted that he, Jaco ten Hove, and Ann Marie Alderman have collaborated to publish Member/Area Directories using Planning Center's data. The Directory formatting process is complicated, and how to consolidate this into a one-person task is still to be determined.

Rainbow History Project:

Susan has nothing new to report, but will reach out to get an update for our May meeting.

Meeting adjourned 3:47pm Eastern - 2:47pm Central - 1:47pm Mountain - 12:47pm Pacific

Next meeting: Thursday, May 8 at 2pm Eastern - 1pm Central - 12pm Mountain - 11am Pacific

REPORTS FOR APRIL 10 BOARD MEETING

1) President's Report: Susan Rak

Draft for "UURMaPA In the Loop" at Spring Conference

Part 1 - Session I

★ = spotlight

★ Susan: Intro [3+ minutes]

I'm Susan Veronica Rak and it continues to be my honor and pleasure to serve as President of the UURMaPA Board of Directors. We're taking a moment here to bring you "in the loop" with an update of your Board's activities.

... was thinking I might talk about about "widening the circle" and welcome and making connections.

then emphasize our "Connections" small groups...

and how we continue to refine and adjust is how to link people in geographic areas for addition support ("Area Connectors").

Then introduce new "mentoring" program...

[★ Joy Atkinson (or Ned or someone else???) - about Mentoring program development and launch (3 minutes?)]

then back to me ★ ... mentioning again the other ways we connect...

"Elderberries".

"Conferences" - [★ Barbro - do you want to speak here on your work in Conference planning, as they and tis role on the Board have evolved? (3 minutes)]

Now is this the time to talk about "Connections" outside of UURMaPA - the work with the UUMA

Retired Ministers' Chapter and collegial relations... Wayne ★? (3 minutes)

Then ★ Susan wraps up and segues to next part of the Session [2 minutes tops]

~~~~~

## Part II - Session V

Susan: Our Nominating Committee has done a fabulous job over the years, and we can always count on them for consistently supporting UURMaPA's smooth functioning in the people they bring to the table. This year four significant roles on the Board are being handed off and we are so delighted to tell you about this. Now we'll hear from those outgoing Board members and the new folks coming on...

3 minutes each pair (\*)

Current Board members talk about what they've loved about their role and work

Incoming speak about their hopes or goals?

Connections: ★ Fritz Hudson and Janet Tillman

UUMA and UUA liaison: ★ Wayne Arnason and Christine Robinson

Vice President: ★ Ned Wight and Charles Stephens

President: ★ Susan Rak and Richard Speck

(\*) I know I had that brilliant idea about making this presentation lively with a virtual hand-off for each pair but life here took over and I've not had the bandwidth to figure it out... so another good idea wilts on the vine!

★ I will coordinate with Jon Claney about how best to do this... should all eight of us be on screen to facilitate quick highlighting?

\* \* \* \* \*

## 2) Conference Coordinator's Report: Barbro Hansson

***We are now less than two weeks out from the spring conference, and spirits among planning team members are high.***

### **Spring 2025 Conference - April 21-23: "Called to Connect in the Midst of Change"**

- Currently, there are 168 registrations for the spring conference. Three are guests: Karen Hering, our theme speaker; Melanie DeMore, our musician; and Dea Brayden, who is introducing Phyllis Morales. Nine UURMaPAns have registered as first-timers, and twenty-five of the 168 registrants are partners. Eighteen registrants plan to attend a pod: eleven in Kingston, MA, and six in Wilmington, DE. David Bumbaugh will be part of a watch party at his residence in Waverly, OH. Only five Zoom registrants have taken advantage of a \$45 scholarship.
- As of April 8, we have received \$8,105.00, of which \$1,310.00 are donations to the scholarship fund, leaving \$6,795.00 in income toward the projected budget, which is for \$7,200.00 (160 registrants paying \$45.00). Maybe between now and the opening of the spring conference, we'll have an additional nine paying registrants.
- Wednesday afternoon, Sonya, Jeff, Jon, and I met to review plans in detail. At Friday's planning team meeting, Jon Claney will walk us through his Master Schedule, which identifies who does what, how, why, when, and for how long.
- David McFarland, who was the Scribe until some medical needs required him to step back, has agreed to create the evaluation form for the spring conference. We plan to have the link to the online evaluation form sent on the last day of the conference. Attendees will have a week to

share their responses before it closes. I will again collate the raw material, save it as a PDF, and send it to planning team members, UURMaPA Board members, and anyone interested in serving on the Fall 2025 Conference planning team. By mid-May, the spring conference will conclude with a meeting to review evaluation responses.

With a view to the future, here are the dates for future conferences.

**Fall 2025 Conference - October 20-22, 2025**

**Spring 2026 Conference - April 27-29**

**Fall 2026 Conference - October 19-21**

**Spring 2027 Conference - April 5-7**

**Spring 2025 Conference Executive Team**

Sonya Sukalski, Jeff Briere, and Barbro Hansson

**Spring 2025 Conference Planning Team**

Co-Conveners: Sonya Sukalski and Jeff Briere

Scribe: Susan Smith

Publicity: Jeff Briere

Theme Presenter Liaison: Barbro

Music Presenter Liaison: Sonya

Worship Coordinator: Joan van Becelaere

Odyssey Coordinator: Duane Fickeisen

Connection Room Coordinators: Jan Carlsson-Bull and Anita Farber-Robertson

MiniStory Coordinator: Wayne Walder

Slide Show Creator: Jeff Briere

Evaluation Form Editor: David McFarland

On-Site Pod Coordinator: Richard Speck

Registrars: Richard Speck and Jon Claney

Tech Assistant: Richard Speck

Zoom Master & Tech Professional: Jon Claney

UURMaPA Board Liaison: Barbro Hansson

Conference Chaplain Coordinator: Wayne Arnason

\* \* \* \* \*

**3) UUA/UUMA Liaison's Report - Wayne Arnason**

My report for the upcoming Board meeting is sent in the form of this forwarded email (see below) from Christine Robinson which contains the links to the completed surveys we want to send out to the members of the Retired Ministers Chapter and through UURMaPA Announce to all UURMaPA members. I am also attaching a final draft of a cover letter that can would be sent along with the survey links, after receiving your feedback and making changes.

You can review the way that two surveys now work better to capture the different circumstances of former/emeritus ministers and ministers living in the community who want to attend the local church. They are still brief and don't demand much time unless you have a story to tell us. You can review the survey text and the cover letter and comment back to Christine for the survey and to me for the cover letter with any further suggestions. This will be the last round of changes.

You'll recall I cannot attend the April meeting of our Board so I will reply on Susan for a report back on whether you have confirmed permission to use UURMaPA Announce for this purpose and any last minute suggestions.

Christine and I are in transition mode already for her coming on to the Board . We are working together on arranging for a workshop UUMA Ministry Days in Baltimore to discuss the culture of collegiality among retirees and working ministers, and she will be submitting an application to do something similar at UMMA's Institute in January 2026. Christine will also attend the April meeting of the Advisory Committee for the Church Staff Finances team, since I will have to miss that meeting as well.

I know I have a role in the Board segment at the Spring Conference on the first day, but I will need an update after the meeting on how that time block was reviewed and how much time I have, and anything else you need from me in advance of the Spring Conference.

I'll see you at the conference and on May 8, when I will offer the Opening Reading. Thanks to Ned for fielding that for me this time.

### **Cover Letter Draft 2 for Collegial Culture Surveys**

Dear UURMaPA Colleagues/Partners and UUMA Retired Mins Chapter Colleagues:

You are receiving this message through UURMaPA's "Announce" system or the UUMA Retired Ministers Chapter Mailing list because UURMaPA has agreed to support an effort by the UUMA and the Retired Ministers Chapter to collect more data and information about the collegial culture that retired ministers experience when they seek to participate in congregational life. We are grateful to the UURMaPA Board for their vote to allow this one-time use of the UURMaPA mailing list for this purpose.

The people sending and compiling this survey are part of the Chapter Working Group on Collegial Relations, with overlapping members who serve or will serve on the UURMaPA Board: Wayne Arnason and Christine Robinson. Linda Olson-Peebles and Jim McKinley are also members of the Chapter Working Group.

This email has two links to two almost-identical brief surveys using the Google platform. We ask you to fill out Survey #1 if you are Former Minister or Emeritus Minister of a congregation where you have requested or begun active participation as a member or friend. We ask you to fill out Survey #2 if you are a retired minister living in the community who has requested or begun active participation as a member or friend of a nearby congregation. Some of you have been in both these situations during your retirement career. We would be grateful in that case if you took time to fill out both surveys.

The survey has questions asking for numerical answers and adds an optional opportunity for any prose response or story that you might like to share with us. The numerical answers will be compiled and the prose responses will be collected, with all this information reported without name attribution to the UUMA and UURMaPA Boards and the Chapter Co-Convenors without name attribution. We get only a time stamp for each survey filled out and we don't know of a way to get identifying data for the ministers responding.

The goal of the survey is to understand whether the anecdotes about difficult relationships among retirees and their working colleagues reflect a broad pattern in our collegial culture. We send you this survey expecting that UUMA members would be our audience and respondents. However, if you are a partner who has participated in a collegial covenant, or if you have a personal story to tell, we would also be glad to hear from you. The numerical survey questions are almost identical in Surveys 1 and 2, and shouldn't take more than five minutes to answer. Any optional written stories you might want to tell will require more of your time.

If you have questions or concerns about the survey format or platform or confidentiality, feel free to contact Christine Robinson ([revcrobinson@gmail.com](mailto:revcrobinson@gmail.com)) or Wayne Arnason ([warnason@gmail.com](mailto:warnason@gmail.com)) directly.

Thank you for taking some time to click on this link and fill out the survey.

\* \* \* \* \*

#### **4) Passages Coordinator's Report: Joy Atkinson**

Since the last Board meeting, I have sent two death notices to the membership, for the Rev. Edward Anderson (1934-2025) and Barbara Prairie (1939-2024), partner of the late Rev. Michael Boardman.

The mentors and mentees in our pilot mentoring program are currently meeting with each other all of the mentors having been trained for mentorship either in a group or individually by members of the mentoring program task force (Fritz, Ned and myself). We will check in with them next month and again in the summer to see how the program is going, and determine if and how we will continue to offer mentorships to new UURMaPA members in the future.

\* \* \* \* \*

#### **5) Elderberries Editor's Report: George Buchanan**

The recently published Winter Edition was 15 pages long in the electronic edition and 16 pages long in the print edition.

For personal and family reasons I was delayed in producing this Winter Edition.

I appreciate the timely work of all those who provided copy for this issue. My spouse Carrie Buchanan edited the copy and helped with layout.

It seems the most recent Elderberries was printed and sent in paper form to all UURMAPA members. This was a mistake and I accept responsibility for this. I will work with Anne Marie to find out more details and work to ensure this does not happen again.

\* \* \* \* \*

**CONNECTIONS Report follows below, and TREASURER'S Report below that.**

# UURMaPA: Report to Board of Directors

Connections Coordinator Fritz Hudson – April 13, 2025

(New Information in **Red**)

## DELEGATED-PROJECT ACTIVITIES

### Data-Base Conversion:

> "Administrators" Jon Claney & Richard Speck have authorized Ann Marie & Fritz as "Managers" of the "People" module of the Planning Center Database.

#### > Progress made this month:

1. Ann Marie, Jaco & Fritz have collaborated to publish March and April Member/Area Directories drawn from Planning Center's data. The most recently posted edition can be viewed [here](#). (Password: WISDOM).

2. Ann Marie has begun sending All-Member UURMaPA-Announce notices through Planning Center

#### > Remaining challenges:

1. The Directory formatting process is currently multi-phased, time-consuming and requires collaboration. Requirements and resources for consolidating it into a manageable one-person monthly task are still undetermined.

2. Requirements and resources for converting our website to provide personal-password-protected access to Planning Center records and tools are also undetermined.

## CORE ACTIVITIES

### Area Connectors.

#### **Areas with Connectors: 18**

*Eastern Canada*.....Wayne Walder  
*Maine*.....Lucy Ijams  
*New Hampshire*.....Nadine Swahnberg  
*Vermont*.....Brendan Hadash  
*Metro NY/NJ*.....Ann Marie Alderman  
*J.Priestley North*.....Paula Maiorano  
*St.Lawrence*.....Dick Gilbert  
*Ohio-Meadville*.....Janet Newman  
*Western Carolinas*.....Lisa Schwartz

*Florida*.....Bob Murphy,  
Eleanor/Peter Richardson  
*Southwest*.....Jonalu Johnstone  
*Heartland North/South*.....Fred Wooden  
*Cen.Midwest North/South*..Marcia Marino  
*Prairie Star South*.....Diane Miller, Sarah Voss  
*New Mexico*.....Christine Robinson,  
Gary Kowalski, Claudia Elferdink  
*Western Canada*.....Linda Horton, Carl Ulrich

#### **Areas with Identified Connector Prospects: 7**

MassBay North                      Virginia  
Connecticut Valley                Prairie Star North  
J.Priestley South                  Oregon/Idaho

Northern California Inland

#### **Areas with Uncertain Connector Prospects/Activity: 11**

MassBay South                      Mid-South/Tennessee  
Ballou Channing                  Rocky Mountains  
Central Mass                        Arizona/Nevada  
Eastern Carolinas                  Washington/Alaska

Northern California Coast  
Southern California  
Overseas



### General-Interest Zoom Groups

|                                                |    |
|------------------------------------------------|----|
| Total groups reported .....                    | 12 |
| Total participants reported .....              | 73 |
| UURMaPAns referred to prospective groups ..... | 0  |
| UURMaPAns awaiting referral to a group: .....  | 0  |

### Focused-Interest Zoom Groups

#### A. New Groups Formed

- \* *Single Retired Ministers* - Co-Convenors: Beth Miller, Elizabeth Greene
  - Current Participants: 16
  - Current Covenant: Closed to Additional Participants until further notice
- \* *Partners* - Convenor: Janet Tillman
  - Current Participants: 5
  - Current Covenant: Open to Additional Participants

#### B. On-going Groups Open to New Participants

- \* *Goddess Group* - Convenor: Sydney Morris
- \* *Caregivers* - Co-Convenors: Makannah Morris, Yvonne Strejek, Kathleen Ellis
- \* *Grief Support* - Convenors: Duane Fickeisen

### Program Invitations

Program Welcomes sent to date: (July 1 - April 9): Ministers 21; Partners 11

| Income and Expenses 2025 - April 2025 |             | Jan        | Feb        | March      |  | 2025 Total | Budget vs. Actual |        |
|---------------------------------------|-------------|------------|------------|------------|--|------------|-------------------|--------|
|                                       | 2025 Budget |            |            |            |  |            |                   |        |
| <b>INCOME</b>                         |             |            |            |            |  |            |                   |        |
| Member Donations                      | \$9,000.00  | \$4,780.00 | \$1,230.00 |            |  | \$6,010.00 |                   |        |
| Member Donations Paypal               | \$4,500.00  | \$1,808.61 |            | \$2,488.90 |  | \$4,297.51 | 95.50%            | 95.50% |
| Memorial Gifts                        | \$0.00      |            |            |            |  | \$0.00     |                   |        |
| Conference Fee Income Checks          | \$2,440.00  |            |            |            |  | \$0.00     | 0.00%             |        |
| Conference Fee Income Credit Cards    | \$13,950.00 |            | \$3,528.78 | \$2,617.85 |  | \$6,146.63 | 44.06%            |        |
| UUMA Subsidy                          | \$1,000.00  |            |            |            |  | \$0.00     | 0.00%             |        |
| Scholarship Income                    | \$3,000.00  |            |            |            |  | \$0.00     | 0.00%             |        |
| Other Income                          | \$0.00      |            |            |            |  | \$0.00     |                   |        |
| Scholarship Endowment Income          | \$1,000.00  |            |            |            |  |            |                   |        |
| <b>Total Regular Income</b>           | \$33,890.00 | \$6,588.61 | \$4,758.78 | \$5,106.75 |  |            |                   |        |
|                                       |             |            |            |            |  |            |                   |        |
| <b>EXPENSE</b>                        |             |            |            |            |  |            |                   |        |
| <b>On-Site Board Meetings</b>         |             |            |            |            |  |            |                   |        |
| Transportation                        | \$4,000.00  |            |            |            |  |            | 0.00%             |        |
| Room and Board                        | \$5,200.00  |            |            |            |  |            | 0.00%             |        |
| Hospitality                           | \$200.00    |            |            |            |  |            |                   |        |
| <b>Total Board Meetings</b>           | \$9,400.00  |            |            |            |  |            |                   |        |
|                                       |             |            |            |            |  |            | 0.00%             |        |
| <b>Conferences</b>                    |             |            |            |            |  |            | 0.00%             |        |
| Attendee Fee Refunds                  | \$0.00      |            |            |            |  |            |                   |        |
| Conference Registration Fees          | \$2,440.00  |            |            |            |  |            | 0.00%             |        |
| Speakers                              | \$1,000.00  |            |            |            |  |            | 0.00%             |        |
| Music                                 | \$500.00    |            |            |            |  |            | 0.00%             |        |
| Technology Support                    | \$11,500.00 | \$5,500.00 |            | \$300.00   |  |            | 0.00%             |        |
| Hospitality                           | \$0.00      |            |            |            |  |            |                   |        |
| Scholarships                          | \$1,000.00  |            |            |            |  |            |                   |        |
| Misc.                                 | \$1,000.00  |            |            |            |  |            |                   |        |
| <b>Total Conferences</b>              | \$17,440.00 | \$5,500.00 |            | \$300.00   |  |            |                   |        |
|                                       |             |            |            |            |  |            | 0.00%             |        |
| <b>General Assembly</b>               |             |            |            |            |  |            |                   |        |
| Transportation-President              | \$1,400.00  |            |            |            |  |            | 0.00%             |        |
| Transportation-Vice President         | \$0.00      |            |            |            |  |            |                   |        |
| Room and Board                        | \$0.00      |            |            |            |  |            |                   |        |
| Technology Support                    | \$0.00      |            |            |            |  |            | 0.00%             |        |
| GA Fees & Misc                        | \$0.00      |            |            |            |  |            |                   |        |
| New Member Welcoming Gifts            | \$725.00    |            |            |            |  |            | 0.00%             |        |
| <b>Total General Assembly</b>         | \$2,125.00  |            |            |            |  |            |                   |        |
|                                       |             |            |            |            |  |            |                   |        |
| <b>Communications</b>                 |             |            |            |            |  |            |                   |        |
| Elderberries Publication              | \$5,000.00  |            | \$1,512.99 |            |  |            | 0.00%             |        |
| Fundraising Appeal                    | \$1,600.00  | \$1,533.99 |            |            |  |            | 0.00%             |        |
| Peer Support Groups (video calls)     | \$0.00      |            |            |            |  |            |                   |        |
| Website                               | \$1,000.00  |            |            |            |  |            | 0.00%             |        |
| Zoom                                  | \$200.00    |            |            |            |  |            | 0.00%             |        |
| Database Management                   | \$0.00      |            |            |            |  |            |                   |        |
| <b>Total Communications</b>           | \$7,800.00  |            | \$1,512.99 |            |  |            |                   |        |
|                                       |             |            |            |            |  |            |                   |        |
| <b>Other Expenses</b>                 |             |            |            |            |  |            | 0.00%             |        |
| Retirement Planning Seminar Expense   | \$0.00      |            |            |            |  |            |                   |        |
| Saging & Unsung & Navius Awards       | \$1,000.00  |            |            |            |  |            | 0.00%             |        |
| Rainbow Project                       | \$175.00    |            |            |            |  |            | 0.00%             |        |
| BLUU Donation                         | \$250.00    |            |            |            |  |            | 0.00%             |        |

|                                       |             |              |              |              |  |            |                   |
|---------------------------------------|-------------|--------------|--------------|--------------|--|------------|-------------------|
| Finding Your Way Home Scholarship     | \$0.00      |              |              |              |  |            |                   |
| Postage                               | \$200.00    |              |              |              |  | 0.00%      |                   |
| Connections Network                   | \$0.00      |              |              |              |  |            |                   |
| Memorial Gifts - UUMA and Others      | \$2,000.00  | \$450.00     |              | \$450.00     |  | 0.00%      |                   |
| Donations to the Endowment            | \$0.00      |              |              |              |  | 0.00%      |                   |
| President's Expense                   | \$100.00    |              |              |              |  | 0.00%      |                   |
| Credit Card Processing Fees           | \$580.00    |              | \$32.00      | \$69.00      |  | 0.00%      |                   |
| Bank Expenses                         | \$0.00      |              | \$0.00       | \$108.59     |  |            |                   |
| Board Miscellaneous Inclusiveness tng | \$1,250.00  |              |              |              |  | 0.00%      |                   |
| <b>Total Other Expenses</b>           | \$5,555.00  | \$450.00     | \$32.00      | \$627.59     |  |            |                   |
|                                       |             |              |              |              |  |            |                   |
| <b>Total Expense</b>                  | \$42,320.00 | \$7,483.99   | \$1,544.99   | \$927.59     |  |            |                   |
| <b>Profit/Loss</b>                    | -\$8,430.00 | -\$895.38    | \$3,213.79   | \$4,179.16   |  |            |                   |
|                                       |             |              |              |              |  |            |                   |
| <b>Ending Account Balance</b>         |             |              |              |              |  |            |                   |
| Endowment                             |             | \$109,670.33 | \$111,653.14 | \$111,653.14 |  |            |                   |
| Money Market                          |             | \$19,252.19  | \$19,252.86  | \$19,253.68  |  |            |                   |
| Checking                              |             | \$12,390.74  | \$15,604.53  | \$19,783.69  |  |            |                   |
| <b>Total</b>                          |             | \$141,313.26 | \$146,510.53 | 150,690.51   |  |            |                   |
|                                       |             |              |              |              |  |            |                   |
| Income and Expenses 2025 - April 2025 | 2025 Budget | Jan          | Feb          | March        |  | 2025 Total | Budget vs. Actual |