

# UUJEC Annual Report: June 2024



UUJEC envisions a world  
that nourishes and sustains all living beings,  
where all people share the riches of the planet,  
where all voices are heard, where democratic process is practiced,  
where the inherent worth and dignity of every person  
is recognized and affirmed as set forth in our UU principles.

*The UUJEC works to overcome racism, economic injustice, and other forms of oppression, by its support for religious, community, and worker organizations that are democratic and accountable, and that affirm human rights and dignity.*

## Our History

UUJEC was founded in 1989, concentrating ever since on systemic problems of economic injustice. Early gatherings at the Rowe Camp and Conference Center in Massachusetts brought together a core group of clergy and nonclergy activists who wished to inspire congregations to work for a more just society through study, teaching, advocacy, and direct action to address national- and global-governance structures and features of society that buttressed economic injustice.

In our first year, UUJEC started a quarterly newsletter, *The Call*, and distributed an enhanced version of the UU Purposes and Principles in the language of economic justice (see page 5). In 1993, the group held a Los Angeles conference focused on human rights. With more than 100 people present, that conference marked the emergence of UUJEC as a nationwide organization.

From the start, UUJEC has provided congregations with action-oriented materials through its General Assembly (GA) booth each year, as well as via engagement with local chapters and representatives, at national and regional conferences, and more recently through its Web site and regional conferences. As a response to growing inequality in wealth distribution, both nationally and globally, UUJEC helped organize marches countering the WTO in Seattle and the FTAA in Miami, and worked to develop and promote the Congregational Study/Action Issue, *Escalating Inequality*, adopted in 2014.

Subsequently, UUJEC developed its own curriculum for *Escalating Inequality* and used its Web site to help distribute alternative curricula and materials developed by several UU congregations across the country. We have also expanded our resources to include materials for engaging on the Statement of Conscience *Our Democracy Uncorrupted* and on healthcare justice and the Green New Deal.

This year, we endorsed the Actions of Immediate Witness presented to the delegates at the General Assembly session on Saturday. We hosted 2 on-demand workshops at GA this year: *Organizing for Health Equity*, and *Sustaining Democracy*. The keynote speaker at our July 2024 annual meeting is Professor Sut Jhally, speaking on how Israel uses atrocity propaganda to justify genocide.

**CO-CHAIRS:** Ms Sally Jane Gellert, Woodcliff Lake, N.J. ★ Terry Lowman, Ames, Iowa/Miami, Fla.

**TREASURER:** Jane Bannor, Chicago, Ill. ★ **SECRETARY:** Kit Marlowe, Cape May, N.J.

Dick Burkhart, Seattle, Wash. ★ David e. Delk, Portland, Ore. ★ Rev. Judith Deutsch, Corrales, N.M. ★ Rev. Dr. Lucy Hitchcock, Salem, Ore. ★ Ms Mona Lee, Seattle, Wash. ★ Carl McCargo, Springfield, Mass. ★ Cindy Piester, Ventura, Calif. ★ Dean Wanderer Springfield, Va.

**ADMINISTRATOR:** Rachel Bennett Steury (Paauilo, Hi.)

# Annual Report Executive Summary

## Achievements since 2023 Annual Meeting

1. Presented 11 Webinars<sup>1</sup> on subjects related to environmental & economic justice (see page 7). Many recordings are on YouTube; see <https://uujec.org/webinars>.
2. We continue to update our Web site and opened a forum for open discussion.<sup>2</sup>
3. Hosted a September conference in Washington, D.C., in late September, in conjunction with our UU partners (see page 7).<sup>3</sup>
4. Sponsored 2 GA 2023 on-demand workshops: *World on Fire: Humanitarian Work and Climate Change*, and *Sustaining and Growing Democracy in 2024 and 2 poster sessions: Peace for Intergenerational and Climate Justice and Organizing for Health Equity* (see page 5).<sup>4</sup>

## Communications

*UUJEC News & Views*, our quarterly newsletter, provides articles on economic-justice topics, photos from our events, book reviews, etc. We are on Facebook and Twitter (see page 3).<sup>5</sup>

## Finance Committee/Treasurer's Report (by Treasurer Jane Bannor)

UUJEC reported \$22,802 in income for 2023 and expenses of \$25,277, excluding the reporting of a fraudulent check (\$3,714) cashed and returned. Our end-of-year balance (Dec. 31, 2023) was \$25,277. As of June 1, 2024, our bank balance is \$10,544.34, with \$12,000 having been moved to a CD at a local community bank. (see pages 5, 8).<sup>6</sup>

## Green New Deal Task Force Report (by Chairperson Rev. Dr. Lucy Hitchcock)

Our monthly Green Webinars host engaging speakers month after month (see pages 4, 7).<sup>1</sup>

## Healthcare Task Force (by Chairperson Rev. Judith Deutsch)

We endorsed the AIW *Organize for Health Equity*, and continue to work to support Medicare for All, express concerns about "Medicare Advantage", and look at ways to improve access to health care in our country (see page 5). We collaborate with Radical Elders and the People's Response Network.<sup>7</sup>

## Reparations Task Force and Team (by Chairperson Carl McCargo)

Our team's chairperson has been actively meeting with legislators and UU groups, primarily in Massachusetts, and we continue to invite groups to use our curriculum. (see page 5).<sup>8</sup>

## General Assembly

We hosted 2 poster sessions of our own (*Peace for Intergenerational and Climate Justice* and *Medicare [dis]Advantage*), and collaborated on a Class Aware poster session, but did not have a virtual booth this year. We also provided 2 on-demand workshops and endorsed 3 Actions of Immediate Witness (see page 5). We look forward to GA 2025 in Baltimore.<sup>4</sup>

## Membership

With a simplified dues structure, we welcome new and returning members.<sup>9</sup>

## UUJEC Board of Trustees

The Board meets monthly. We ask you to consider nominating someone and possibly running for our board. Nominations are accepted through October for our December election.<sup>10</sup>

## We work toward justice with other organizations

Some of the UU and nonUU partners with whom we have worked this year are UUSJ (Washington, D. C.), UUMfE, UU CSW, UU state advocacy networks, Radical Elders, AFL-CIO, National Nurses United, Healthcare-NOW!, Public Citizen, Green Amendments for the Generations, Climate Crisis Policy, Veterans for Peace.

*Superscript "footnote" numbers will be found at the point in the full report where details may be found.*

## Accomplishments Since Our June 2023 Meeting

1. Cindy Piester attended the UN's biggest annual climate conference, known as COP 28, held in the United Arab Emirates, as a badged virtual participant with the Women's International League for Peace and Freedom. Her report backs this year were in the form of an interview with the VFP Radio Hour and discussion of the inadequate, unjust global climate funding in her article *Rising Resistance at COP 28*. (Both may be found on the UUJEC web site.) Cindy also spoke in protest of the unjust economics of the >50% of the U.S. annual discretionary budget going the Department of Defense at a protest in front of Raytheon in Goleta, California, on April 15<sup>th</sup>, Tax Day.
2. The Green New Deal task force planned and held 2<sup>nd</sup>-Thursday Webinars on environmental topics, inviting participation from members and friends of UUJEC, UU climate organizations, and other advocates and experts. The task force has broadened its focus and consequently changed its name to Peace-Equity-Climate.
3. Our 4<sup>th</sup>-Thursday Web seminars on issues of economic justice are less frequent than our 2<sup>nd</sup>-Thursday series; our most recent was June 27<sup>th</sup> screening of the short version of *COOKED Survival by ZIP Code* with filmmaker Judith Helfand and members of the People's Response Network and Radical Elders.
4. At GA 2024, we endorsed the 3 Actions of Immediate Witness: *World on Fire: Humanitarian Work and Climate Change*, *Solidarity with Palestinians*, and *Centering Love amidst the Ongoing Impact of COVID-19*. We sponsored 2 GA 2024 on-demand workshops: *Organizing for Health Equity* and *Sustaining and Growing Democracy in 2024*. As soon as the UUA releases the video recordings to us, they will be added to our Web site.
5. We are planning our support of the UU Climate Justice Revival on September 28 & 29.
6. We have developed individual logos for our task forces—used throughout this report.

Our board continually reevaluates what we can realistically accomplish, how to build membership, and how to organize to best serve our members, collaborate with other UU groups, and promote our Unitarian Universalist principles, even without major consistent funding. We know that grants, especially from the UU Funding Program and the Live Oak Endowment Fund, have made a huge difference in our reach, so we will continue to pursue grants for our future work.

## Communications<sup>5</sup>

UUJEC publishes a quarterly newsletter, *UUJEC News & Views*, with articles on topics of economic justice, reports and photos from our events, book reviews (also on our Web site), reports on our coalition work exemplified by letter-signing on national and regional campaigns, and information on UUA matters. Past newsletters have covered our Webinar series, healthcare justice, UUJEC's involvement in GA, environmental justice, and similar subjects. *News & Views* is circulated via e-mail to about 1575 subscribers, is posted to our Web site, and is distributed at all UUJEC events. Board member Ms Sally Jane Gellert is our newsletter editor.

## Web Site & Forum<sup>2</sup>

The transition to our new Web site, <https://uujec.net>, continues, with administrator Rachel Benet Steury and board member Sally Jane Gellert doing most of the data transfer. Our current site, <https://uujec.org>, continues to be maintained by board member Terry Lowman, though new material there will mostly be links to [uujec.net](https://uujec.net). Once the transfer is complete, [uujec.org](https://uujec.org) will be the surviving domain. We will be transferring most of our current site's contents: recordings of Web seminars, curriculum materials (video and print), information about past economic-justice award winners, links to allied organizations, social media, and UUJEC membership information.

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In addition, to open our board e-mail discussions to a wider audience, we have opened a new forum on our new site: <https://uujec.net/forum>. Each of our task forces has a section, and large-scale UU events, such as GA, the Article II discussions, our Sept. 2023 *Farming for Our Future* conference, and the like have had or will have a forum as well. If we can convince folks to use our forum (which enables e-mail subscription and reply), others may join in our conversation. As the two sites currently exist in tandem, we encourage all to explore both sites, enjoy, and learn.

### Finance Committee/Treasurer's Report<sup>6</sup> (by Treasurer Jane Bannor)



**UUJEC finances in 2023** remained stable, ending the year with a balance close to \$25,600. Thanks to grants from the UU Funding Program and others, our joint Washington, DC conference in September 2023 with UUSJ and UUMFE, supporting a climate-friendly Farm Bill, successfully met both its advocacy and budget goals. For the year, individual and congregational donations decreased by 27% to \$4,738; and expenses were 3% below budget, after receipt of ~\$3,700 reimbursement for a fraudulent check. We have adapted our check-writing processes to minimize the potential for future problems.

**Through May 2024**, UUJEC's balance has decreased slightly, to approximately \$23,000. Congregational donations so far this year are above expectations, whereas individual contributions are somewhat below. To-date expenditures are 7% above budgeted amounts. We recently added an additional \$2,000 to the certificate of deposit UUJEC holds at a local community bank, both for a better rate of return and to ensure that more of our assets support our values. The finance committee of Jane Bannor and Carl McCargo look forward to putting into practice some of the ideas from a recent fundraising conference, to which UUJEC was given access by the UU Funding Program, to improve the group's outreach to potential and current donors in the coming year.

### Peace-Equity-Climate Task Force (née Green New Deal) Report<sup>2</sup> (by Rev. Dr. Lucy Hitchcock)



In response to years of global challenges—from brutal wars, political upheaval and polarization between and within nations, to environmentally escalating disasters to Nature and society due to “negative externalities” (read corporate coal, oil, and gas subterfuge)—our Green New Deal Task Force is changing its name to the Peace-Equity-Climate Task Force. Although the New Deal seemed a great model to follow for social improvement, its “green” addition is dying on the vine and the Supreme Court's *Citizens United* decision has undercut the welfare of all but the top 10%. Our wish for betterment was naïve. We must now focus on social accord, fairness to all beings, degrowth economics, and a mutually beneficial Ecological Civilization to realize our religion's promise of universal salvation.

Observing climate has been the wake-up call. Temperature, wind, fire, and rain will be the gauges of the success of our response. Without peace, we cannot afford to help Nature or the disadvantaged. Without equity, we cannot achieve tranquility. Earth, in its generosity, has revealed climate as our visible monitor for our restoration of positive relationship, or not.

We invite all interested in this approach to join us. Our meeting day has changed to the **third Tuesday of the month at 5:30 P.M. Eastern Time** (4:30, 3:30, 2:30 going west across the continent). With our goal of providing resources to congregations and individuals, we will continue webinars, brainstorming and experience-sharing meetings, videos with discussion, will recommend legislation, and hopefully will have in-person/hybrid conferences. Let's be creative with art, composition, new modalities, and building interfaith and interspecies partnerships. Let's reorganize ourselves to share leadership, create topical working groups, and build relationships for action. It's time to upset apple carts, love even our enemies, make new friends, and break up and restore hardened, polluted ground. Regenerative farmers are doing it. We can, too.

## Healthcare Task Force Report<sup>5</sup> (Chairperson Rev. Judith Deutsch)



*World on Fire: Humanitarian Work and Climate Change* was a popular Action of Immediate Witness at the 2024 General Assembly. The statement developed because of previous UUJEC statements about health equity and labor union organizing in an era of climate change. Former UUJEC board member Rev. Bob Murphy, still active in UUJEC projects, introduced the proposal. It was endorsed by more than 95% of the delegates who voted. Rev. Murphy also helped with the *Organizing for Health Equity* on-demand video workshop that was included in the General Assembly program. As a follow-up to General Assembly, we joined with the People's Response Network and Radical Elders to host a screening and discussion of *COOKED: Survival by ZIP Code*.

## Reparations Task Force & Team Report<sup>8</sup> (by Task Force member Jane Bannor)



We are continuing work on this important issue, including supporting H.R. 40 and considering other options for UU reparations. The reparations task force is led by UUJEC board member Carl McCargo.

The 2023 AIW, *Next Steps into Anti-Racism and Reparations*, was chosen by the GA delegates. It is our intent to continue the focus of *Next Steps* into the next year. Our UUJEC Reparations Task Force looks forward to offering this presentation to congregations, racial justice teams, individuals, and social justice teams. Our goal is to give Reparations visibility as the unifying or divisive social force it can be. It is our belief those factors that gave rise to our nation's legacy of Chattel Enslavement are the same processes that fuels our culture's "isms" in this the 21<sup>st</sup> century.

We welcome new members for our Reparations Task Force.

## Labor Day: A Stronger Focus

As a UU organization, the UUJEC encourages religious celebrations of liberation, resistance, sustainability, and accountability. The Labor Day weekend in September and the harvest holidays during the autumn months are especially important. Food justice and "ethical eating" are important themes in economic-justice work. This year's *World on Fire: Humanitarian Work and Climate Change* statement recognizes the significance of labor union organizing.

The UUJEC encourages all congregations to celebrate Labor Day and the harvest holidays with an emphasis on social and economic justice. We've prepared a religious resource list for Unitarian Universalists who are planning events for the Labor Day weekend. Labor organizations are involved with all of the major UUJEC concerns, including our antiracism work and Green New Deal and Medicare for All campaigns. As congregations develop their autumn activities, the UUJEC encourages religious support for the today's working people and for labor organizing in the 21<sup>st</sup> century. For the harvest holidays, multicultural celebrations of healthy living and environmental protection will be helpful. Health equity is an important theme. We are preparing for the 2024 Labor Day Day weekend with appropriate outreach activities.

## General Assembly: Actions of Immediate Witness, On-Demand Workshops<sup>4</sup>

At GA this year, UUJEC offered two on-demand workshops at GA:



1. *Organizing for Health Equity*  
Speakers: Dr. Rashid Shaikah; Rev. Ben Atherton-Zeman; Lisa Pineda; UUJEC Board Member Ms Sally Jane Gellert
2. *Sustaining and Growing Democracy in 2024*  
Speakers: Nora Rasman; Amy Weintraub; UUJEC Board Member Dean Wanderer; Rev. Robert Murphy

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In addition, three Actions of Immediate Witness (AsIW) were affirmed. Our focus at UUJEC is on the AIW *World on Fire: Humanitarian Work and Climate Change*. We have written to UUA President Sofia Betancourt to ask for UUA support for congregations/fellowships/societies (CFSs) in areas suffering extensively in another record-setting summer of heat, as well as for those who are less affected—at least for now!—and can offer support to their neighbors. We encourage celebrations of Labor Day that focus on those who work outdoors in extreme heat, on the union organizing that has grown so since the pandemic, and on those left out of minimum-wage laws and other labor regulation. At your CFS's in-gathering, we encourage you to make your water ceremony more than a travelogue of distant vacations (though some of us have been known to enjoy vicarious travel, we do want to respect those whose options are limited).

## Membership<sup>9</sup>

Our membership includes both individuals and congregations. We welcome new and returning members to join our task forces and to participate in our webinars, actions, GA activities, conferences, and our annual meeting. We work in partnership with a variety of groups, both within and outside of the UU universe, including Unitarians for Social Justice (UUSJ), UU Ministry for Earth (UUMfE), and Interfaith Power & Light. UUJEC currently has about 1575 e-mail subscribers who receive the quarterly *UUJEC News & Views* and updates on our events. With our simple dues structure, we welcome you to sign up here: <https://uujec.org/membership>.

## UUJEC Board of Trustees<sup>10</sup>

The UUJEC Board has been involved with both policy and implementation of programs. There is no reasonable way to track all the hours of contributions they have made.

The board meets monthly by video conference. The executive committee works by e-mail between general board meetings. We held a virtual board retreat in February 2023, and are due for another strategic planning retreat, though we have not yet set a formal date.

We have been consolidating our efforts recently, focusing on our periodic Web seminars (we try to keep our second-Thursday Green New Deal seminars and fourth-Thursday seminars on other economic-justice topics relatively consistent monthly). With 3 newly passed AsIW, we are looking toward implementation—especially of *World on Fire: Humanitarian Work and Climate Change*, which addresses the health impacts of climate change on the most vulnerable among us and is in line with our interest in assisting UUs to work on local issues and community support. We are actively looking for UU congregations/fellowships/societies to engage with our Reparations curriculum. We will connect with interested UUs—and others—on those topics. In addition, we supported Class Aware's poster session at GA this year, and look forward to making classism a stronger focus of our work. The Farm Bill, which was the subject of our in-person conference last September, is still being negotiated, and it is critical to maintain the programs designed to help farmers cope with climate change.

We are always interested in attracting dedicated economic-justice advocates to join our task forces and even our working board! Please e-mail us at [uujec@uujec.org](mailto:uujec@uujec.org) to get connected. We have a staggered board for institutional continuity, with members serving 3-year terms. Our elections take place in December, with nominations in November. We have on occasion had board members start midterm, with their position confirmed in the first possible election.

## Current Board Members come from various regions of the country

Jane Bannor (Evanston, Ill.) ★ Dick Burkhart (Seattle, Wash.) ★ David e. Delk (Portland, Ore.) ★ Rev. Judith Deutsch (Corrales, N.M.) ★ Ms Sally Jane Gellert (Woodcliff Lake, N.J.) ★ Rev. Dr. Lucy Hitchcock (Salem, Ore.) ★ Ms Mona Lee (Seattle, Wash.) ★ Terry Lowman (Ames, Iowa & Miami, Fla.) ★ Carl McCargo (Springfield, Mass.) ★ Kit Marlowe (Cape May, N.J.) ★ Cindy Piester (Ventura, Calif.) ★ Dean Wanderer (Springfield, Va.)

### Webinars since our last annual meeting!

- ★ August 24, Clayola Brown, *“Working with Labor”* (UUJEC gives action ideas for Labor Day)
- ★ September 14, Juan Pablo Echeverria, *What’s at stake in the farm bill: food justice, the climate, and public health*
- ★ October 12, Emily Schoerling, *America 2050: Our Most-Likely Climate Future*
- ★ November 16, Todd Fernandez, esq., *The Earth Bill: The Political & Policy Solution to the Climate Crisis*
- ★ December 14, Curtis Bell, *The current situation in Palestine, the world wide response to it, and UUs*
- ★ January 12, Cindy Piester, *Report Back on COP27: Peace for Climate Justice*
- ★ February 8, Dr. Sailesh Rao, *The Greatest Transformation in Human History*
- ★ April 11, Manuel Pérez-Rocha, Stuart Trew, and Stephanie Camarillo, *What is ISDS, Investor-State Dispute Settlement?*
- ★ April 25, Lena K. Gardner, *Highlights of BLUU’s Cooperative Housing Initiative*
- ★ May 9, Dr. Howard Ehrman, *Power To Heal, Medicare and the Civil Rights Revolution*
- ★ June 27, short film and discussion, *COOKED: Survival by ZIP Code*

### Farming for Our Future/Climate Justice Conference, September 2023

Our Climate Justice conference, *Farming for our Future: Advancing Economic and Climate Justice as a Moral Issue, Building a Movement for a “Green New Deal”*, was held at All Souls, Unitarian in Washington, D.C., Tuesday through Thursday, September 26<sup>th</sup> to 28<sup>th</sup>. We had excellent speakers and services, and on our last day we visited Senators’ offices after a briefing at the Capitol Visitors’ Center. The conference was exclusively in person, although in the future, we will have more hybrid sessions or even preconference virtual sessions. During the height of the pandemic, visits to legislators’ offices were all virtual, and we could consider that again,



though there is a quality to an in-person visit that is missing from a Zoom meeting. All in all, we



would have liked a larger audience, but the evaluations from those who attended were quite positive. *Photos courtesy of Rev. Kelly Dignan of UU Ministry for Earth: Left, Senate-visiting group outside a senator’s office; Above, our group with Rep. Chellie Pingree (D-Me.-1) at the Capitol Visitors’ Center; Top, Capitol building.*



### Climate Justice Revival, September 28 & 29, 2024

We are supporting this UUA/UU Ministry for Earth project as an excellent, UU-specific follow-up to the Summer of Heat actions centered around Citigroup headquarters in N.Y.C. Our Fall issue of the quarterly *UUJEC News & Views*, due out in late August, will have information on joining the Revival as well as some resources for Labor Day.

# Financial Report for Calendar Year 2023<sup>6</sup>

	<u>2022 Actual</u>	<u>2023 Budget</u>	<u>2023 Actual</u>	<u>2024 Budget</u>	
<b>Opening Balance</b>	<b>\$35,549</b>		<b>\$28,991</b>	<b>\$25,277</b>	
<b><u>Income</u></b>					
Individual Donations	\$5,724	\$6,750	\$4,438	<b>\$5,200</b>	
Congregational Donations	750	1,200	\$350	<b>\$800</b>	
Donations for books/t-shirts etc.	0	0	\$0	\$0	
Other Income, Ann Meets Contribs	116	125	\$0	\$0	
Fraud Reimbursement	16,888	0	\$3,700	\$0	
Conference Registrations	0	3,500	\$1,814	\$0	
Grant Income	500	4,000	\$12,500	\$2,000	
Grant Transfers from Earlier Years	<u>0</u>	<u>6,908</u>	<u>\$0</u>	<u>\$5,908</u>	LvOak=\$624,UUF = \$5284
	<b>\$23,978</b>	<b>\$22,483</b>	<b>\$22,802</b>	<b>\$13,908</b>	(In 2023)
<b><u>Expenses</u></b>					
Bank/PayPal/Credit cd fees/ <b>FRAUD</b>	\$16,963	\$60	\$3,885	\$75	
Internet Security, hosting (GoDaddy)	1,169	750	\$240	\$500	
Website fees (Brinkster, Zoom)	60	150	\$33	\$200	
Annual MA State filing fee, duplicatin	162	70	\$35	\$50	
Postage	0	50	\$0	\$50	
Fundraising, Letter Printing, Mailing	266	500	\$528	\$600	
Other Expenses	0	75	\$0	\$75	
Brochure Printing, Publicity	0	100	\$0	\$50	
Printing/Copying for GA/other	0	200	\$0	\$83	
Other Office Expenses	70	100	\$120	\$75	
Board & Staff GA, Conf Travel	700	1,200	\$0	\$0	
General Assembly Booth, Wkshops	750	750	\$905	\$500	
Speakers, Reg'n Fees for GA	400	1,200	\$450	\$1,200	
Webinar Honoraria	1,800	2,000	\$1,800	\$1,800	
Conference Expenses	0	5,678	\$10,805	\$0	
Annual Mtg - Lunch, Rm Rent, Spkr	0	600	\$200	\$250	
Genl Assembly Shipping To and Fro	0	150	\$0	\$0	
Staff/Webmaster @ 7 Hours/Wk*	6,457	7,000	\$5,984	\$7,000	
Employer's FICA Payment	1,739	1,400	\$1,531	\$1,400	
CPA/Legal consultation	0	150	\$0	\$0	
Retreat Expenses	<u>0</u>	<u>300</u>	<u>\$0</u>	<u>\$0</u>	
	<b>\$30,536</b>	<b>\$22,483</b>	<b>\$26,516</b>	<b>\$13,908</b>	
	<b>-\$6,558</b>		<b>-\$3,714</b>	<b>-/+</b>	
<b>Ending Balance</b>	<b>\$28,991</b>		<b>\$25,277</b>	<b>\$25,277</b>	

NOTES: 2022, annual fee payment covers 2 years. 2023, grant income includes new UU Funding Program conference grant. Both years: staff payment both years is gross, not net; retreat was virtual, not in person.