

Unitarian Universalist Church of Bloomington, Indiana

Seeking the Spirit, Building Community, Changing the World

Approved Board Minutes

January 19, 2022



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Board members attending: Stuart Yoak, Steven Gilbert, Abby Gitlitz, Rich Slabach, Drew Schrader, Jane McLeod (Julie Lawson resigned from the board shortly before this meeting)

Board members absent:

Ministers attending: Revs. Mary Ann Macklin and Emily Manvel Leite

Present by invitation: Rev. Michelle Grove, Susan Swaney, Ruth Sanders

Submitted by: Steven Gilbert, Secretary

Attached Documents:

- A. Senior Minister's Report
- B. Minister of Story and Ritual Report
- C. Emeritus Minister's Report
- D. Music Director's Report
- E. Religious Education Report
- F. Treasurer's Report

I. Call to Order

President Stuart Yoak called the meeting to order on Zoom at 7:02 p.m.

II. Chalice Lighting

Stuart Yoak lit the candle.

III. Check-in

IV. Approval of the Minutes

Stuart Yoak moved approval of the December 15, 2021 Board meeting minutes. The motion carried.

He then moved approval of the December 12, 2021 Congregational meeting minutes. The motion carried

V. Monitoring

A. Senior Minister's Report

Rev. Macklin provided the Senior Minister's report, shown in Attachment A.

B. Report from the Minister for Story and Ritual

Rev. Manvel Leite provided the MSR report shown in Attachment B.

C. Report from the Minister Emeritus

Rev. Bill Breeden provided the written report shown in Attachment C, but was unavailable to answer questions.

VI. Monitoring

A. Music Director’s Report

Director Susan Swaney provided the report on the current status of the music program, shown in Attachment D.

B. Interim Director of Religious Education (RE) Report

Interim Director Michelle Grove provided the report on progress in the assessment and revision of the RE program shown in Attachment E.

VII. Treasurer’s Report

Treasurer Rich Slabach discussed the finance committee’s audit report focusing on T accounts provided in Attachments F. Next steps by the committee were briefly discussed.

VIII. Old Business

President Yoak reviewed the timeline for both the Interim Minister Search. A committee will be appointed in February; the committee will prepare a search packet in March; and will receive names of candidates and propose its choices for Interim Minister candidates by May 16. Subsequently the search for a contract minister will begin, as appropriate.

IX. New Business

A. Notice from Karen Jewell

President Yoak reported that a former UU member, Karen Jewell, said her husband Jeff had been taken hostage in the recent attack on Congregation Beth Israel in Texas. She said it was possible that journalists could be contacting UUCB leaders for comment and wanted to give us a “heads up.”

X. Housekeeping

Secretary Gilbert proposed returning to Sign-Up Genius for welcome announcements/candle lighting duties as the church system is not easy to work with. VP Abby Gitlitz set up a new Sign-Up Genius page for use now and in the near future.

XI. Executive Session

The board entered executive session at 8:10 p.m. to discuss possible membership of the interim minister search committee and the appointment of an interim board member to replace Julie Lawson, who has resigned.

XII. Adjournment

President Yoak adjourned the meeting at 8:50 p.m.

ATTACHMENT A

Notes for the Board Senior Minister January 17th for January 19 Board Meeting

A non-detailed report

*NEST Meeting on January 16th. NEST Committee determined to remain with our restricted operations as noted in Friday Update with return to in-person worship on February 6th, requiring Booster, Vaccine and N95 for those attending.

*We have applied, with help from Molly O'Donnell from Green Sanctuary Task Force, for an in-depth energy audit to help us further reduce our carbon footprint.

*I will be taking the final month of sabbatical from a few years ago; thus will be gone February 15th through March 15th. Reverend Breeden will be full-time.

*Since December, during our regular meetings, Dr. Michele Grove has kept me informed regarding her outline and plans for Adult Education; she will soon implement these strategic plans and classes in this area.

*While I will end my ministry in June, just a reminder to be mindful of how ministry will be handled in July through August. (I normally would be taking care of that now---but that's not my gig, unless you need for me to do that?)

*Met with Andy Beargie, Hans Kelson and Susan Swaney. We may need to buy more equipment to go forward. I did not realize that much of the equipment, even for car choir, was from Andy's studio to which we do not always have access.

*Ann LeDuc and I are in conversation about her position as Connections Coordinator and ways forward as we look for a hire.

*Reminder for everyone that our church operations designate the President of the Congregation as the spokesperson during any incidence requiring a response on behalf of the congregation.

Thanks, Mary Ann
Reverend Mary Ann Macklin

Senior Minister

ATTACHMENT B

Minister of Story and Ritual Board Report, January 2022

Reverend Emily Manvel Leite

I have reduced this to its simplest possible form, and look forward to learning together how much detail is appreciated as we adapt to this new format.

Highlights of my work this past month:

- Pivoted to lead Coming of Age online and in pairs until Covid numbers come down again, canceled Coming of Age overnight.
- Maintained momentum of our Covid Memorial Installation
- Made labyrinth banner for the sanctuary (January image)
- Installed labyrinth on the floor of the sanctuary so people can visit, will also install one outdoors if weather permits
- Continued to offer stories and the minister's welcome regularly
- Am planning two covid-safe opportunities for congregational engagement with our February "Widening the Circle" theme

I am looking forward to our conversation this Sunday when we can share some of our experiences from last year. Thanks for making the time.

--

Reverend Emily Manvel Leite (she/her)
Minister of Story and Ritual
Unitarian Universalist Church of Bloomington, Indiana

ATTACHMENT C

Notes to the board from Rev. Bill

I don't have much to report. I have led services since we last met. I was particularly interested in the December 26th service, which had the flavor of a coffee hour conversation rather than the normal worship service. I was thankful that Denise Breeden agreed to be with me when Glenda was called away to be with her mother. I thought the service went better than expected, and allowed folks to participate by text messaging. It might be a format we will try again if this pandemic continues.

I want to thank Hans Kelson for the work he does to make things happen, and the whole congregation for being patient when problems arise.

I am very happy to be working with Mary Ann Macklin again, and the rest of the UU Church staff, and am honored that the board has faith enough, yea even the courage to ask me to be here during these transitional times.

I have been making pastoral calls, and was honored to be with the Lawson family to support them in the hours leading up to John's death, and to be with them for a blessing of his body before cremation. I thank Rev. Macklin for trusting me to do this work. Having done several semesters of CPE years ago, I know how taxing it can be, so I am very happy to be able to support her at this time. This congregation has been blessed by her ministry for twenty years, and I know she is loved.

I will be working with the committee on her leave taking. I will try to have the names of the committee members by the board meeting this week.

I am also thankful for the work of Rev. Leite. Her ability to find stories to go with the theme of sermons is amazing, especially given the tardiness of yours truly in giving her information.

The staff of UUCB has been through some rough waters in the past few years, but seems to have weathered them well, and are working together to keep the ministry of this church strong.

I want to commend the board for your courage and dedication to this congregation during these past few years. You have been honest and open in difficult times.

Be well, stay warm and keep your eyes on the prize.

I guess I am not very good at bullet points, but will be happy to answer any questions you may have.

peace—bill

ATTACHMENT D

-----Original Message-----

From: Swaney, Susan L <sswaney@indiana.edu>

Sent: Tuesday, January 18, 2022 1:00 PM

To: Yoak, Stuart D. <sdyoak@iu.edu>

Subject: Music Director Report to the Board

My goals continue to be to collaborate with the staff to provide meaningful music for services and to create opportunities for members of the congregation to make music together. We have been reinventing the wheel every few months, but with a lot of help from the media team, we have carried on with choir. It feels important, and I believe it really helps to alleviate some of the isolation people are feeling.

Our first adjustment was to Zoom rehearsals (not my strong suit - trying to play the piano, sing parts, deal with my husband singing the tenor part over my shoulder...) and a virtual choir recording of our commissioned choral tango, engineered by the composer. We got a cool recording out of it, and we learned a lot about Zoom rehearsing. Not ideal. Not choral singing.

The choir then operated for eight months as a car choir, which made a number of nice videos and audio recordings we continue to use. We bought a fair amount of equipment for that with Special Purposes funds, but I learned recently that we were also using a lot of Andy Beargie's personal equipment. The new mixer we bought (the biggest expense) has now been integrated into the Meeting Room sound system, and the sound guys are extremely happy with it. But we may not be able - or need - to use the car choir set-up again. If we have to, we can, but only for something important. It was truly a life-saver last year, and I'm so grateful to everyone who helped make it possible.

The choir has also practiced and made recordings outdoors, masked and distanced. It's pleasant and relatively safe, and some folks who didn't like car choir came back. The sound isn't great (thunder, traffic, softball, cicadas, fraternity parties...), but we will keep that as an option as the weather improves.

We moved indoors this Fall, masked and distanced, and it felt wonderful to be together. Hans, Andy, and Miles came and recorded hymns, benedictions and Gifts of Music. Several older members of the choir returned, but unvaccinated and people with health issues are not able to participate.

When the COVID numbers went up, we experimented with a hybrid rehearsal, with some people in the Meeting Room, and others tuning in on Zoom. This worked pretty well, and last week, when the church went to restricted access, we created a more sophisticated version of that, with Hans's help. We Zoom from the Meeting Room, with Ray at the piano, and one miked singer on each part. I run the rehearsal as usual, and everyone else Zooms in, singing but muted. Good reviews on this, and we'll continue this system through January. But we can't record anything, obviously.

So we're looking ahead to how we can start to record music again in February, and hopefully create some really nice music for Rev. Macklin for her last months. This may include recording smaller groups and other adjustments.

It turns out that we have also been using Andy Beargie's nice mikes for the indoor choir recordings. This is something to think about, budget-wise.

Nothing we have done for the last two years would have been possible without our amazing Media team and the support of all of you and the ministers. I am so grateful!

And finally, I can't say enough about the role Ray has played in anchoring the services and the congregation for all these months. He is truly The Gift.

Yours truly,
Susan Swaney

ATTACHMENT E

Unitarian Universalist Church of Bloomington

Report to the Board

January 2022

Interim Religious Education Consultant, Michele Townsend Grove

Dear UU Bloomington Board,

I look forward to being with you at the January board meeting. Now that I have been on staff as the interim religious education consultant for five months, this is an excellent time to assess the interim religious education progress, set goals for the rest of the tenure and talk about your future professional religious education leadership. I plan to attend the January 19th board meeting as an observer and listener. I am also willing to engage in conversation at any point it may be pertinent.

Here are some important notes from my observations and interactions over the past five months:

1. Conversations with individuals, staff, religious education volunteer leadership, and other church leaders have informed me of the complicated and emotionally difficult relationships in which the congregation has had with the past two associate ministers. First and foremost, I am sorry for the pain in which these persons have caused and the harm which lie in their wake. Second, I am profoundly amazed at the courage, level-headedness, maturity, and compassion in which the board has navigated these troubled waters. In both scenarios, religious education professionals were entangled in complicated ways. Such tangled webs are never easily untangled. The fact that you all were able to untangle as much as you did and still stay in conversation and honest relationship with the UU Bloomington community is not just miraculous-it is an act of heroism. I am in absolute awe of your integrity and compassion. Thank you.
2. Even though recent professional religious education staff directed a great deal of their energy to the tension which existed between them, religious education is not a mess as some earlier assessments may have alluded. In fact, there is an inner strength that will bring creative growth and revitalization soon. Part of the interim religious education process will be to see where changes will be helpful AND also to celebrate some of the amazing programs already in place. Both truths are alive and well at the Unitarian Universalist Church of Bloomington, IN. There are amazing components of the lifespan religious education program which will continue to thrive in the future vision. There are also creative ways to shift to meet the needs today's Unitarian Universalist lifelong learners.

3. Stephanie Kimball has gifts in religious education leadership and is currently implementing these in creative ways while also navigating the unsure footing of the pandemic. As she learns more about the tools and process, she will continue to grow into the professional religious education role and bring her creative understanding of children, youth, families, and programming. It is important to note that Stephanie Kimball understands the great shift happening within lifespan religious education at a global level and has some creative ideas in which to embrace our evolving future.
4. Rev. Emily Manvel-Laite brings amazing talent in creating and organizing Coming of Age, Spirit Play, Children and Family Chapel, and multi=generational events. There is much of her work that should be published. These gifts are important to recognize and celebrate.

Here are some future notes:

5. There is a religious education story that needs to be told more broadly. I will have a report ready for you at the February board meeting that focuses on the strengths (which are many) and challenges (yes, a few) facing lifespan religious education. The stories of the two listening sessions will help tell these stories (January 23 and 29th). If any board member has the bandwidth to join one of the listening sessions, *Embracing the interim: Exploring our religious education heritage listening sessions*, your presence would be a gift.
6. In February, UU Bloomington folx are invited to listening sessions that look at our lifespan religious education core values (mission). In March, folx are invited to listening sessions that dream a lifespan religious education future. After each session, I will write a report for the board that helps inform you next steps in the process.
7. No matter how good the current religious education staff is (see #3 and #4), the board should be primarily directed by the congregation's mission and vision as it sorts out future staffing. Questions to discern your search process may include: "*what are your lifespan religious education goals?*" "*How do you wish to intersect lifespan religious education with UUCB's current mission and vision?*" It is possible – dare I say probable – that current lifespan religious education talent is already on staff at UU Bloomington. However, your congregation's mission and vision should be in the driver seat as you start to navigate this future.
8. As the board is already aware, the pandemic has added a layer of work to ministry that is exhausting and often difficult to manage. The religious education staff (myself included) often invent and organize learning opportunities and then have to reinvent them based on current COVID statistics and safety. This is no different than any other area of this congregation's ministry. Some of this will be with us for a while. My heart is with the board, ministers, staff and congregation through this heart-wrenching era. I am grateful for your continued patience, compassion and willingness to learn.

Thank you for all your work. It is a pleasure to be a part of this year's work.

Michele Grove, Interim Director of Religious Education

ATTACHMENT F

Finance Committee T Account Audit Report December, 2021

- Background
 - UUCB Bylaws require that there be an audit in odd-numbered years, with an external audit every 4 years. Since the last external audit was completed in 2020, the Finance Committee (FC) proposed in 2021 to audit the T accounts in an effort to clarify, consolidate, and simplify them.
 - Carol Marks, church administrator, suggested that many of these accounts, which exist because of leftover money from projects finished or abandoned long ago, are not necessary; she suggested that these funds can be transferred to Operating Savings in SPF to free up funds to earn interest income.

- What we looked at:
 - As of October, 2021, there were 49 T Accounts in UUCB's Balance Sheet accounting for \$204,384.34 of the church's total assets of \$316,054.25.
 - Eight of these accounts were Reserve Accounts, which receive funding each month from the current year budget.
 - Audit Savings
 - Green Maintenance & Equipment Replacement
 - Legal Fees Reserve Fund
 - Sabbatical Fund
 - Search Fund
 - Snow Removal Reserve Fund
 - Sound Equipment Replacement
 - UU Staff Health Insurance Reserve
 - The funds in other accounts are from fundraising efforts and/or special donations from church members.
 - As of the end of December, 2021, there were 55 T Accounts. The total amount designated to T Accounts was \$213,833.68 with about 28% of that (\$60,656.47) designated to Reserve T Accounts.
 - Reserve T Accounts represent about 19% of total assets
 - Non-Reserve T Accounts represent about 47% of total assets
 - The FC examined each account for funding and frequency of activity.

- What we found:
 - There are 21 T-accounts that are clearly used or needed on a regular basis.
 - Thirteen of the non-reserve accounts have had no activity in over a year. Five of those haven't had activity for over 2 years. And two of those haven't had activity since 2016.
 - There are 17 T-accounts that beg for clarification of who is the intended recipient, followed by a decision to disperse the funds to the recipient(s), release the funds to the general operating funds of UUCB, or keep them as active accounts.

- There is one T-account (Resilience Production) that holds funds which actually belong to the production company, which could be distributed to that entity.
 - There are some accounts which might benefit from being merged (i.e., two Hope for Prisoners accounts, two Reproductive Justice accounts, Music account which may overlap with some SPF accounts) and some accounts which might be released to SPF management.
 - Finally, there are some accounts, the funds of which, in our opinion, might be best released to the general operating fund and, in the absence of recent activity of any sort, allowed to disappear.
- Concerns:
 - We are at a disadvantage when dealing with T-accounts which date from a period before the current committee members: we do not know the history of who created the account, what its purpose was, and what the long-term plan was for that money. We do not always know the expected end date of a given account. It is often unclear how funds are to be managed at the end of a project, or even the person(s) responsible for managing and dispersing the funds. As personnel in leadership positions transition, this will be more of an issue. Meanwhile, time spent tracking and managing by church admin is onerous.
 - There is a strong argument to be made that funds earned from fundraisers should be immediately disbursed to the project that the fundraiser was focused on, rather than residing indefinitely in the T-account.
 - Carol points out a fiscal responsibility element is involved here. Our balance sheet looks like we have an unusually large amount of money committed to special uses with the social justice task forces' T-accounts. The money should be used as it is earned, because if we save it up, the operating checking account becomes dependent on this money, and we don't have a true idea of our cash position. In the (albeit unlikely) event that all the SJ task forces decided to use all their funds at the same time, there is a chance that we would not have enough cash on hand to cover the next payroll. So, a gradual and ongoing use of earnings from fundraisers for social justice is good fiscal behavior and gives the leadership a true understanding of the congregation's financial health.
 - In addition, amounts held in T-accounts are not earning interest or dividends.
 - It might be better to fund our social justice work through the regular church budget, and not have constant fundraising by social justice task forces on an ongoing basis. If we could fund social justice activities in our budget, then people could be giving their time to actually helping, rather than buying and selling stuff.
 - Recommendations:
 - UUCB should create policies concerning how long funds earned by Social Justice task forces should hang around in the church's accounts. There is a strong argument to be made that funds earned from fundraisers should be immediately disbursed to the project that the fundraiser was focused on.
 - Funds that are not in frequent use should be invested in SPF managed Operating General Fund, where they will be earning interest, or moved into a single savings account at Chase.

- We propose instituting a system of T-Account Forms, to be completed by users of current accounts, and by requesters of new accounts. Among other things, it would include the individual or group making the request, how the funds for the account would be raised, how the funds would be spent, whether this is a one-time funding-spending event or something with no end date, anticipated date that the fund would be closed, and what happens to any remaining funds when the account is closed. Sample forms for T-Accounts and Reserve T-Accounts, subject to board approval, are attached.
- The Forms (see above) would be collected on the UUCB Google drive and would facilitate annual examination of all T-accounts in order to keep active accounts current and cull inactive accounts. The FC would be responsible for the annual review of all T-accounts (probably in March) and for recommending any changes to the list of accounts.
- The review by the Finance Committee would consist of:
 - Assessing the activity (deposits and expenditures)
 - Contacting the "responsible" person or group for updates to the form. If we get no response, that may put the account on the list of recommended closings.
- Our bookkeeper and church administrator would be responsible for implementing the changes in QuickBooks.

T Account Intake Form for non-reserve T Accounts

Date of request or initial documentation: _____

Preferred Name of the T Account: _____

Committee, Task Force, or Person Requesting: _____ Email address:

Name or position of the person who can authorize spending from the T Account:

How will the T Account be funded:

What will the funds be spent on:

Estimated frequency of deposits to the T Account:

Estimated frequency of withdrawals from the T Account:

Estimate how long the T Account will be active:

By signing below, you acknowledge that If the T Account shows no activity for 1 year, the funds may be released to the church's general operating reserve. You may reapply at that point if desired.

Signature: _____

T Account Intake Form for Reserve T Accounts

These are accounts funded by the budget on a monthly basis to accumulate funds for large, periodic expenditures, e.g., snow removal, external audit that occurs every 4 years, search fund, sabbaticals.

Date of Request or initial documentation: _____

Preferred Name of the T Account: _____

Person Requesting: _____

Purpose of the T Account: _____

Being as specific as possible, describe what the money will be spent on:

Who can authorize spending from the account?

Estimate the total amount needed to accomplish the goals of the T Account: _____

What is the estimated time period available to accumulate the total amount (__ number of months X \$__ monthly deposit amount = \$__ total amount)

This account will be reviewed in March of each year to make sure enough is being set aside but not too much to accomplish the goal of the funds.

Signature: _____

Unitarian Universalist Church of Bloomington, Indiana, Inc.

From the Balance Sheet

As of December 31, 2021

Taccounts	Reserve	Non-Reserve	Last 4 transaction dates of non-reserve accounts			
ASSETS						
TOTAL ASSETS	323,904.48					
LIABILITIES AND EQUITY						
T Snow Removal Reserve Fund	1,500.00					
TAesthetics		831.84	2/21/2020	10/28/2019	12/31/2018	3/30/2012
TARE		627.94	9/1/2016	3/15/2016	3/14/2016	3/14/2016
TAudit Savings*	1,563.25					
T Babies and Bailouts		1,505.00	9/30/2020			
T Bazaar		119.00	12/8/2021	4/15/2021	12/18/2020	12/9/2020
T Booktable		672.08	12/6/2021	5/8/2020	3/18/2020	3/9/2020
T Covid Recovery Donations		1,425.00	6/17/2020	5/9/2020	4/22/2020	
T Denom Affairs		5,044.29	3/9/2020	8/23/2019	6/7/2019	6/30/2018
T End of Life Educ		1,341.08	9/27/2019	9/27/2019	9/6/2019	9/5/2019
T Feed Our Hungry Neighbors		7,488.70	12/22/2021	12/20/2021	12/17/2021	12/15/2021
T Future Growth		13,232.63	4/15/2016	12/15/2015	11/25/2015	10/19/2015
T Green Grounds Project		1,138.77	12/14/2021	6/30/2021	5/14/2020	9/3/2019
T Green Mntnce & Eq't Replacem't	33,000.75					
T Green Sanct Global Climate Chg		1,352.99	12/21/2021	12/21/2021	12/17/2021	11/23/2021
T Groc Card Fundraiser		23.69	10/18/2021	10/12/2021	9/21/2021	9/20/2021
T Grounds Watering Paris Plg Fnd		2,848.80	10/9/2019	9/3/2019	7/17/2019	
T Groundskeeping		192.63	11/6/2019	9/17/2019	3/5/2019	8/10/2018
T Habitat		5,396.19	12/16/2021	12/15/2021	12/13/2021	12/8/2021
T Habitat Fundraisers Nov'21		75.00	5/12/2021	5/12/2021	5/12/2021	5/12/2021
T Homelessness Task Force		2,536.35	11/29/2021	7/28/2021	3/17/2021	1/25/2021
T Hope for Prisoners		1,510.20	12/16/2021	11/29/2021	11/29/2021	11/14/2021
T HopeforPrisoners KAP		7,375.28	6/30/2021	6/15/2021	6/13/2021	6/3/2021
T Intl Outreach Task Force		10,496.68	12/20/2021	12/15/2021	12/15/2020	12/7/2020
T Just Peace		978.11	8/20/2020	8/20/2020	5/8/2020	10/21/2019
T Key		3,075.15	10/30/2021	3/9/2021	3/2/2020	1/29/2020

Unitarian Universalist Church of Bloomington, Indiana, Inc.

From the Balance Sheet

As of December 31, 2021

Taccounts	Reserve	Non-Reserve	Last 4 transaction dates of non-reserve accounts			
ASSETS						
TOTAL ASSETS	323,904.48					
LIABILITIES AND EQUITY						
TLegal Fees Reserve Fund*	3,433.29					
TMemorial Svc Contributions		2,253.64	3/11/2021	11/23/2020	11/17/2020	4/15/2020
TMin Disc-Rev. Leite		5,147.38	11/25/2020	11/6/2020	8/11/2020	5/5/2020
TMin Disc-Senior Minister		19,351.03	12/27/2021	12/14/2021	12/14/2021	12/8/2021
TMUSIC		3,391.02	8/19/2021	6/8/2021	5/5/2021	4/5/2021
TOperating Extra		450.00	11/30/2021	7/31/2019	1/28/2019	6/30/2019
TOutreach & Campus Ministry		7,129.22	9/27/2021	9/17/2021	6/15/2021	4/27/2021
TRacial Justice Task Force		4,641.59	11/29/2021	11/5/2021	10/19/2021	7/28/2021
TRainbow Rights Task Force		520.08	6/30/2021	12/12/2017	9/6/2017	7/20/2017
TRefugee & Immigration Support		4,705.99	12/20/2021	12/17/2021	11/29/2021	12/7/2021
TRefugee TF Celebration Nov'21		250.00	11/6/2020			
TRepro Justice Task Force		1,576.90	12/20/2021	12/14/2021	12/13/2021	11/29/2021
TResilience Production		7,879.10	12/20/2021	12/9/2021	12/8/2021	12/6/2021
TSabbatical Fund*	6,466.84					
TSearch Fund*	12,365.22					
TSocJustice		3,816.33	12/8/2021	11/23/2021	9/8/2021	7/15/2021
TSocJustice from Green Spaces		19,811.40	11/6/2020	11/3/2020	11/2/2020	11/2/2020
TSound Eqst Replacement*	-1,017.65					
TUU Staff Health Ins Reserve*	3,344.77					
TUUStaff PremiumContribHlthIns		250.00	11/19/2021	9/9/2021	8/1/2021	7/7/2021
TYRE		2,716.13	10/21/2021	6/28/2021	6/20/2021	6/20/2021
Total of the 8 Reserve T Accounts	60,656.47					
Total of the 47 Non-Reserve T Accounts		153,177.21				
Total T Account			213,833.68			
Percent of Total Assets	18.73%	47.29%	66.02%			