

**MINUTES
of the
UAA EXECUTIVE COMMITTEE MEETING^[1]**

Thursday, September 21, 2023

10:15 am – 12:15 pm

The Executive Committee ("ExCom") of the USAID Alumni Association ("UAA") met via Zoom on Thursday, September 21, 2023, at 10:15 a.m. The following UAA Board members, ExCom committee co-chairs, Senior Advisors, staff members, and guests participated in the meeting:

BOARD MEMBERS

Present

Carol Dabbs
Chris Milligan

Margaret Neuse
Joy Riggs-Perla

Denise Rollins

Absent

Roberta Mahoney
Miles Toder

COMMITTEE CO-CHAIRS

Present

Barbara Bennett
Terry Brown
Bette Cook
Margot Ellis^[2]
Karen Freeman

Steve Haykin
Beth Hogan^[2]
Tom Nicasro
Sharon Pauling
Carol Peasley

Alex Shakow
Christine Sheckler
Rob Sonenthal
Steve Wingert

Absent

Gail Spence

SENIOR ADVISORS

Present

Nancy Tumavick
(Communications)

Jim Bever^[2]
(Public Outreach)

Absent

NEWSLETTER EDITOR-ELECT

Present

Jean Lange

Absent

WEBMASTER

Stu Callison

SYSTEMS MANAGER

Present:

Absent:

Ven Suresh

^[1] These minutes benefited greatly from detailed decision notes prepared by Denise Rollins on behalf of the Mentoring Committee; an aide mémoire on the September 7 Board meeting provided by Joy Riggs-Perla, and comments on an early draft of these minutes by Bette Cook and Carol Dabbs. The assistance of these ExCom members is gratefully acknowledged. [RBS]

^[2] Joined in progress.

MEETING CHAIR

Joy Riggs-Perla

* * * * *

Joy Riggs-Perla called the meeting to order at 10:15 a.m. She noted that (i) a quorum of the Board was present; (ii) on behalf of the Mentoring Committee, Denise Rollins would be taking notes on the decisions reached during the meeting; and (iii) at the October 19 ExCom meeting, the ADST/History of USAID Committee would be responsible for recording decisions.

1. MINUTES.

Final approval of the minutes of the July 20 ExCom meeting was deferred to allow for addition comments and changes to the draft minutes circulated earlier in the week.

2. FINANCIAL/BUDGET AND MEMBERSHIP REPORTS.

A. Financial and Budget Reports.

Carol Dabbs, UAA Treasurer, called the ExCom's attention to the Financial Reports for July and August 2023 (Attachments A and B) and the Budget Report through August 2023 (Attachment C) that she had circulated to the ExCom prior to the meeting.

The Financial Reports show total balances in all UAA checking and savings accounts of just over \$141,000 as of July 31, and just over \$137,000 as of August 31. The decrease was due in large part to a slow-down in member contributions, which is not unusual for this time of the year. The pace of contributions usually picks up again in the run-up to the AGM, and especially in December.

In the Budget Report through August 31, Carol noted that—

- Expenditures for July/August included payments to Systems Manager Ven Suresh and to the MemCom's administrative assistant; expenses for the Spring Reception; and fees for Constant Contact and Click & Pledge.
- For the History of USAID, in July we received quarterly interest (\$492.00) and, for the first time, a royalty (\$311.00) based on sales of *The Enduring Struggle*, which was almost offset by the cost (\$230) of shipping copies of the book to USAID Missions abroad in August.

B. Membership Statistics.

Barbara Bennett called attention to the Membership Report through August 31, 2023 (Attachment D). She reported that, as of August 31, UAA had—

- 451 contributing members for the 2023 calendar year, 26 more than at the same time in 2022 (additional sign-ups are expected in anticipation of the AGM); and
- 1,289 registrants, 41 more than at the same time in 2022.

MemCom representatives met with retiring USAID employees at the FSI Job Search Program in August; 4 of the retiring employees have already joined UAA.

3. **ISSUES.**

A. September Board Meeting.

Joy Riggs-Perla reported on the principal decisions and other actions taken by the Board at its meeting on Thursday, September 7, 2023. The Board—

- Confirmed that to be eligible to attend the AGM and vote in the Board election, a member's contributions for 2023 must be received no later than September 30. (A note to that effect was included in the September newsletter, with a link to the contribution page, and will be followed by a stand-alone email.)
- Decided that because the UAA website consultant resigned, Treasurer Carol Dabbs was authorized to identify possible individuals/businesses who can replace him.
- Considered offering additional options to make their annual contributions through Click and Pledge other than via credit card, such as PayPal or Venmo but decided against doing so, since the current arrangement seems to be working smoothly.
- Agreed that the draft UAA Annual Report will be sent to the ExCom for discussion at the September 21 meeting,
- Endorsed the two “bookend” social events planned for before and after the AGM in October.
- Concurred that if, by the September 21, ExCom meeting, no Board members have indicated an interest in attending the DACOR Black Tie dinner on October 26, the invitation will be extended all ExCom members (up to 2 people, at \$85.00 each to be paid by UAA).

B. 2023 Strategic Framework and Implementation Reports.

Joy continued with an update on the 2023 Results Report.

- A first draft of the Implementation Report has almost been completed.
- Miles Toder, who is currently on travel, has identified the gaps to be filled and the additional information required. It is urgent that this task be completed quickly so that a link to the final version can be included in the newsletter, scheduled to be issued on October 2. (Nancy Tumavick noted that, if the October 2 deadline is missed, a link to the final version can still be circulated as part of the planned stand-alone email about the AGM.)
- The deadline for submission of a 2024 Implementation Plan, originally set for September 28, may have to be delayed. But keep in mind that the Implementation Plan consists of bullets in a matrix, and revising the existing plan for 2024 should not take much time/effort. No narrative is needed. Once Miles has sent out the matrix with instructions, committee co-chairs should consider the task to be urgent.

C. Annual General Meeting.

Terry Brown reported that planning for the 2023 AGM is proceeding smoothly. The following key items are all but settled:

- Agenda
- Keynote speaker.
- Panelists — all confirmed. All bios but one have been received.
- Questions for each panel — meetings are scheduled for September 28 (first panel) and October 4 (second panel) to finalize.
- Contract with CGD for the meeting space has been signed.

- Contract with the caterer is in process; the caterer has promised a quick response to questions raised by UAA legal counsel.
- The Alumni of the Year awardees have been chosen, but the names remain embargoed until the AGM.

Steve Wingert discussed the process of identifying guests and sending out invitations.

- An email soliciting suggestions has already been circulated. (We look to Karen Freeman, in particular, to provide suggestions for guests from the regions.)
- Terry and Steve will review the suggestions and prepare a final guest list.
- The person who originally suggested the guest will be responsible for sending the invitation, absent special circumstances.
- Invitations should ask the guest to indicate whether attendance will be in person or virtual (since only in-person attendees affect the catering contract.)
- The in-person guest list needs to be finalized quickly so that we can provide the caterer with an accurate estimate.

Steve noted, in addition, that this year's AGM evaluation has been simplified (e.g., it has fewer questions, and calls for a 1-5 ranking in response). The evaluation form will be available at the AGM for in-person attendees and will be emailed to remote attendees as soon as possible afterward. The responses will be tabulated using Excel.

Terry raised the specter of a government shutdown beginning October 1 and lasting beyond the AGM. The ExCom consensus was that there were too many contingencies (for one, the shutdown might not take place) to devote time and effort to planning. The discussion of the issue was therefore deferred until after September 30.

Nancy Tumavick alerted ExCom members to the need for volunteers to help with AGM logistics. Anne Aarnes will circulate an email on the subject in early October.

D. Mentoring Program.

Denise Rollins reported on the USAID/UAA Mentoring Program:

- The evaluation of Cohort #12 has been completed and the cohort has been closed.
- The committee is now launching Cohort #13.
- The original plan was for around 50 mentors, but the final total is 66, including 49 veteran and 17 first-time mentors.
- USAID will begin recruiting prospective mentees at the beginning of October; matching mentors and mentees will take place in November and December; and, in January, Neil Levine will facilitate a training session for mentors on the 17th followed on the 18th by a training session for mentees.

[Beth Hogan joined the meeting.]

E. USAID/UAA MOU.

Chris Milligan reported on discussions with USAID regarding the USAID/UAA Memorandum of Understanding.

- The Board's next meeting with Deputy Administrator Adams-Allen is scheduled for Monday, September 25. The DA will open the meeting, and Co-Chair Joy Riggs-Perla will speak for the Board.
- The principal topics we will want to discuss include, among others:
 - the status of the Mentoring Program;
 - UAA support for Agency employees, including FSNs (e.g., at FSN conferences);
 - UAA efforts through PPL to support USAID field Missions (the Agency agreed to resend the notice publicizing the availability of UAA support);
 - the next Retirement Ceremony (USAID has accepted responsibility for organizing the ceremony);
 - cooperation with the World Affairs Council; and
 - our proposal that the UAA newsletter be announced to USAID staff with a link to the UAA website.

[Jim Bever joined the meeting.]

F. New Board Members.

Margaret Neuse reported that the Board has prepared an item for publication in the October newsletter announcing the nomination of Roberta Mahoney and Denise Rollins for a second term on the Board, and two additional nominations to replace Carol Dabbs and Margaret herself. The item will include a link to capsule biographies of the nominees and to an official ballot. Votes must be received by Monday, October 23, in order to be counted.

G. History of USAID/ADST.

Carol Peasley reported on UAA's relationship with ADST:

She proposed that, in addition to the in-kind support UAA now provides to the ADST oral history project, UAA consider contributing to ADST to support its other activities. For example, UAA could provide general financial support to ADST, a 501(c)(3); UAA members who contribute to ADST could also, without restriction, earmark their contribution to support ADST's campaign for legislation authorizing the minting of a coin commemorating the 100th anniversary of the Foreign Service.

A number of questions were raised during the subsequent discussion: Since one of ADST's principal activities is the USAID oral history project, and John Norris made extensive use of those oral histories to write *The Enduring Struggle*, could we fund the contribution from the History of USAID account? If we decide to contribute, would we amend the 2023 Budget and make the contribution in 2023, or wait until the 2024 Budget is in place and make the contribution in January?

In light of these and other questions, further discussion of the issue was deferred until the October 7 Board meeting.

H. UAA Website.

Nancy Tumavick reported that—

- Stu Callison is doing his excellent work on the UAA website.
- Because our behind-the-scenes website consultant is retiring, we have begun looking for a replacement. A notice soliciting interest in the position is pending for the October newsletter.
- Jean Lange, originally scheduled to take over management of the newsletter on October 1, is unable to do so until later in the year.

- There are continuing problems with the ExCom group email address that we are working diligently to resolve. Nancy has sent us all a list of email addresses we should use to reach all Executive Committee members, instead of using the "executivecommittee@usaidalumni.com" email address.

4. **COMMITTEE REPORTS.**

A. Awards.

Bette Cook reported that the Awards Committee has selected two exceptional recipients for the 2024 Alumni of the Year Awards. Their names will be announced at the AGM.

B. USAID History/ADST.

Alex Shakow reported that Stu Callison had recently contributed a large volume of personal files (including digital files) from his USAID service to the American University Archives, and he encouraged other Ex-Com members to do the same. He noted that an intern, partially funded by UAA, is now working at the Archives on past USAID contributions.

C. Social Events.

Karen Freeman reported on the activities of the Social Events Committee:

- The Summer Picnic took place on Saturday, September 9, at Fort Hunt Park in Virginia. Approximately 70 people attended. While a final reckoning is not yet available, the event appears to have come in under budget.
- Two "bookend" events have now been scheduled for the AGM—
 - a visit to the Rubell Museum in Southwest DC on the day before the AGM, and
 - a visit to two Virginia wineries on the day after the AGM. Bus transportation for the visit has been arranged, leaving from Tysons Corner at 9:30 AM. Total cost will be \$135 per person.

D. Annual General Meeting.

[See Part 3.C above.]

E. Public Outreach.

Beth Hogan reported that the Public Outreach Committee is continuing its efforts to build alliances with other organizations. For example, the committee is—

- coordinating with FSRA in Florida to organize UAA events in connection with FSRA meetings; and
- assisting the World Affairs Council to persuade Administrator Power to speak at the upcoming WAC annual meeting in Washington DC.

Christine Sheckler, who heads the WAC affiliate in San Diego, reported that she and Jim Bever are working to arrange a lunch with the President of WAC at the WAC annual meeting during the week of November 11. At the suggestion of Karen Freeman, Christine recommended that we invite the WAC President to the AGM. According to Jim Bever, developing a close relationship with WAC offers UAA a unique opportunity to expand its outreach: WAC has 90+ affiliates located throughout the U.S., with a total membership of around 250,000.

Jim also noted that he will be using the updated version of the PowerPoint on development assistance to lecture at the Roads Scholar Program in Chautauqua, New York, from September 24-29, after which he plans to forward the PowerPoint to USAID for review and, if necessary, further refinement.

F. Membership.

Chris Milligan agreed to continue acting as the principal point of contact with USAID for the Retirement Ceremony, at least until the MemCom identifies someone to take over that role. Tom Nicastro will continue to work with Chris on this.

G. Development Issues.

Steve Haykin reported on the activities of the Development Issues Committee:

- On Monday, October 30, the DIC will sponsor a virtual discussion with Dean Karlan, USAID's Chief Economist, on his role within the Agency and on the economic outlook for lower- and middle-income countries.
- The DIC has been in contact with USAID staff working on AI issues, and plan to meet with them during the second week in November.
- PPL has sent an email to USAID field missions on the availability of UAA volunteer support, but received only a handful of nibbles in response, mostly in the EXO (rather than the PO) area, which is not our strength. We plan to discuss the program with PPL again in October.

Tom Nicastro noted that the DIC might be able to identify UAA members with an EXO background by searching the thumbnail bios submitted by the 187 members who joined UAA for the first time in 2023. Steve will ask Ven Suresh to send him that complete data set for review.

H. Mentoring.

[See Part 3.D above.]

5. OTHER BUSINESS.

A. System and Administrative Issues.

Nancy Tumavick reminded ExCom members to provide timely information to Stu Callison on scheduled meetings (including all Zoom meetings) and other activities for inclusion in the website calendar, as well as new or updated items for the website.

On behalf of the Board and the ExCom, Bette Cook thanked Nancy Tumavick for her filling in as manager of the newsletter, and performing brilliantly, in anticipation of Jean Lange's arrival.

B. Schedule/Venue of Future Meetings.

The schedule of upcoming meetings:

- Next meeting with Deputy Administrator Paloma Adams-Allen to discuss the USAID/UAA MOU is scheduled for Monday, September 25, 2023, at 2:00 pm.

- Next Board meeting: Thursday, October 7.
- Next ExCom meeting: Thursday, October 19, 2023, via Zoom. At that meeting, the ADST/History Committee will be responsible for reporting on decisions and other actions.

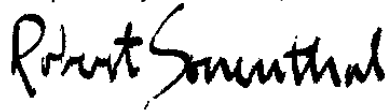
C. Other Upcoming Events.

- Thursday, October 26: UAA visit to the new Rubell museum in Southwest DC, at 12:00 Noon.
- Friday, October 27: UAA Annual General Meeting, at the Center for Global Development, from 8:30 AM to 1:30 PM.
- Saturday, October 28: "Wine and Wagyu" trip to Virginia vineyards (leaving at 9:30 AM by bus from Tysons Corner Mall in group transport).

6. **ADJOURNMENT.**

A motion to adjourn, duly seconded, was adopted unanimously. The meeting adjourned at 11:45 a.m.

Respectfully submitted,



Rob Sonenthal
Assistant Secretary

Approved: December 14, 2023.

Attachments:

- A. UAA Financial Report as of July 31, 2023
- B. UAA Financial Report as of August 31, 2023
- C. UAA 2023 Operating and History Budget Report (through August 31, 2023)
- D. UAA Membership and Contributions Summary, December 1, 2022 through August 31, 2023

ATTACHMENT A

**UAA FINANCIAL REPORT
AS OF JULY 31, 2023**

(U.S. Dollars)

	Balance 06/30/2023	Deposits	Disburse- ments	Balance 07/31/2023
UAA Operations Account				
Checking Account	6,636.97	1,303.28	5,084.47	2,855.78
Savings Accounts	79,887.60	19.70	0.00	79,907.30
Total Operations Member Acct	89,415.37	1,322.98	5,084.47	82,763.08
UAA History Project Account				
Checking Account	5,386.01	0.00	0.00	5,386.01
Savings* Accounts	52,616.41	492.11	0.00	53,108.52
Total History Project Member Acct	58,002.42	492.11	0.00	58,494.53
UAA Total Bank Accounts				
Checking Accounts	14,913.78	1,303.28	5,084.47	8,241.79
Savings* Accounts	132,504.01	511.81	0.00	133,015.82
Total LFCU Accts	147,417.79	1,815.09	5,084.47	141,257.61

* Includes both Main Savings and Premier Savings Accounts

09/18/2023

ATTACHMENT B

**UAA FINANCIAL REPORT
AS OF AUGUST 31, 2023**

(U.S. Dollars)

	Balance 07/31/2023	Deposits	Disburse- ments	Balance 08/31/2023
UAA Operations Account				
Checking Account	2,855.78	5,655.24	4,706.17	3,804.85
Savings Accounts	79,907.30	0.00	5,000.00	74,907.30
Total Operations Member Acct	82,763.08	5,655.24	9,706.17	78,712.15
UAA History Project Account				
Checking Account	5,386.01	310.94	229.65	5,467.30
Savings* Accounts	53,108.52	0.00	0.00	53,108.52
Total History Project Member Acct	58,494.53	310.94	229.65	58,575.82
UAA Total Bank Accounts				
Checking Accounts	8,241.79	5,966.18	4,935.82	9,272.15
Savings* Accounts	133,015.82	0.00	5,000.00	128,015.82
Total LFCU Accts	141,257.61	5,966.18	9,935.82	137,287.97

* Includes both Main Savings and Premier Savings Accounts

09/18/2023

ATTACHMENT C

**UAA 2023 OPERATING AND HISTORY BUDGET REPORT
THROUGH AUGUST 31, 2023**

	2023 Budgets as approved 06/15/2023	January	February	March	April	May	June	July	August	Thru latest month	Remaining approved 2023 budget	Comments
UAA 2023 OPERATIONS BUDGET												
REVENUE												
Estimated Revenue by Source												
Click and Pledge (from C&P Settlement Statements)	41,000	6,075	3,200	3,550	1,250	2,050	1,775	1,090	749	19,739	21,261	15 dues payers July, 13 dues payers August
Checks (recorded when received)		925	225	1,100	0	0	0	0	TBD	2,250	-250	August checks not yet picked up
Interest on LFCU ops acct deposits	2,000	18	0	0	17	0	0	20	0	55	NA	
ESTIMATED REVENUE TOTAL	43,000	7,000	3,425	4,650	1,250	2,050	1,775	1,090	749	21,989	21,011	
EXPENDITURES												
Expenditure Items and Categories												
Annual General Meeting (program)												
Awardees & Speaker Travel	1,150									0	1,150	
AGM Catering Services	6,000									0	6,000	
Costs to host virtually or hybrid	0									0	0	
Sub-Total, AGM program	7,150	0	0	0	0	0	0	0	0	0	7,150	
Development Issues Committee												
Arizona State University or Other (only if resume use of facilities)	500									0	500	
Other	0									0	0	
Sub-Total, Development Issues Committee	500	0	0	0	0	0	0	0	0	0	500	

Membership Committee												
Retirement Ceremony	750						676			676	74	
USAID Day at DACOR	0									0	0	
Alumni Awards	300									0	300	
Brochure Printing	300			300						300	0	
Administrative Assistant R2M Expenses	3,080 10						10		924	924 10	2,156 0	
Sub-Total, Membership Committee	4,440	0	0	300	0	0	686	0	924	1,910	2,530	
Mentoring Committee (name changed from USAID Strengthening in November 2022)										0	0	
Administrative Assistant	5,000									0	5,000	
Technical Assistance & Facilitator Travel for Virtual Training	0									0	0	
Other	0									0	0	
Sub-Total, Mentoring Committee	5,000	0	0	0	0	0	0	0	0	0	5,000	
Public Outreach Committee												
Public Outreach Materials Production	2,000									0	2,000	
Travel to establish alumni branches	2,000			478			891			1,369	631	
DACOR	1,000			1,000						1,000	0	
CGD	1,000			1,000						1,000	0	
USGLC General Membership	1,000			1,000						1,000	0	
Sub-Total, Public Outreach Committee	7,000	0	0	3,478	0	0	891	0	0	4,369	2,631	
Social Events Committee												
Winterfest	1,203			1,203						1,203	0	
Spring Reception	4,085		425		100			3,617		3,717	368	
Summer Picnic	1,000									425	575	
Other Social	997									0	997	
Sub-Total, Social Events Committee	7,285	0	425	1,203	100	0	0	3,617	0	5,345	1,940	
Administrative Costs												

Systems Manager	20,000			4,800			3,325		3,564	11,689	8,311	
Website: Web Master	1,250									0	1,250	
Domain Hosting (was bundled with Web Master in initial 2022 budget)	1,000	144					408			552	448	
Constant Contact	900	70	70	70	70	70	70	81	81	582	318	
Survey Monkey Subscription--1 year	470						496			496	-26	
Zoom subscription	160									0	160	
Bank Charges: Click & Pledge, transfer fees	2,100	304	163	184	70	116	99	65	51	1,051	1,049	C&P fees
Liability Insurance	500									0	500	
D & O Insurance	750									0	750	
Tax Preparation	650					650				650	0	
Office Supplies, mailing costs, parking to pick up mail	300	16	4	46	0	1		1	1	68	232	parking to pick up mail at DA-COR
Sub-Total Administrative Costs	28,080	533	236	5,100	140	837	4,398	147	3,696	15,088	12,992	
Contingency	1,000										1,000	
ROUTINE EXPENDITURES TOTAL	60,455	533	661	10,082	240	837	5,974	3,764	4,620	26,712	33,743	
REVENUE MINUS EXPENDITURES	-17,455	6,467	2,764	-5,432	1,010	1,213	-4,199	-2,674	-3,871	-4,723	-12,732	
UAA 2023 HISTORY PROJECT BUDGET												
Revenue												
Interest on Savings Accounts	325	309	0	0	483	0	0	492	0	1,285	-960	
Royalties on Enduring Struggle	0	0	0	0	0	0	0	311	0	311	-311	
Sub-Total, History Project Revenue	325	309	0	0	483	0	0	803	0	1,596	-1,271	

Expenditure Items												
History Committee												
<i>Enduring Struggle</i>	500	0	0	0	0	0	0	0	230	230	270	mailing copies to USAID Mis- sions
ADST support	0	0	0	0	0	0	0	0	0	0	0	
AU Archives Internship Program	10,000	5,000	0	0	0	0	0	0	0	5,000	5,000	
Sub-total, History Project Expenditures	10,500	5,000	0	0	0	0	0	0	230	5,230	5,270	
*History Project funded by specific donations in prior years; no expected revenue other than interest on those funds.												

Items with this highlighting are changed from last report

09/18/2023

ATTACHMENT D

UAA MEMBERSHIP AND CONTRIBUTIONS SUMMARY

December 1, 2022 – August 31, 2023
(includes 2022 data for comparison)

Registrations:

New alumni registrants, July 1 – August 31, 2023:	11
New associate registrants, July 1 – August 31, 2023:	0
Total new registrants, July 1 – August 31, 2023:	11
Total new registrants for 2023 through August 31:	42
Registrants whose names were removed in August 2023:	0
Total registrants through August 31, 2023:	1289
Total registrants through August 31, 2022:	1248

New registrants in July/August 2023:

Mirwais Noor	Sumaira Naqvi	Nyembezi Mfune
Jason Singer	Mikaela Meredith	Polly Dunford
Cheryl Anderson	Thomas Williams	Abdul Qadeer
Sumaira Usman	Tahir Qamar	

New associate registrants in July/August 2023:

None

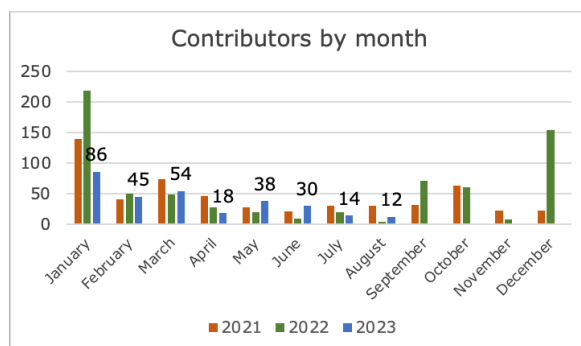
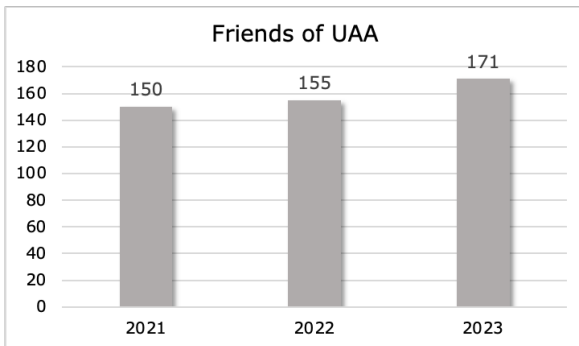
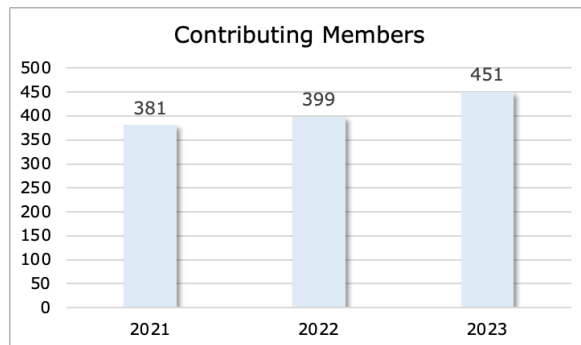
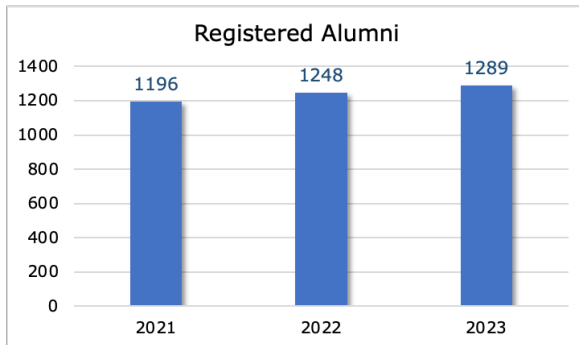
Registrants whose names were removed in July/August 2023: deceased/unsubscribed:

None

Membership Contributions Summary:

Alumni contributions, July 1 – August 31, 2023:	26
Total number of contributors, December 1, 2022, through August 31, 2023:	451
Total number of contributors for 2022 through August 31:	399
% of contributors through August 2023 as compared to August 2022:	113%
Total number of \$100+ contributors, July 1 – August 31, 2023:	11
Total number of \$100+ contributors, December 1, 2022, through August 31, 2023:	171
Total number of \$100+ contributors for 2022 through August 31:	155
% of \$100+ contributors through August 31, 2023 as compared to August 31, 2022:	110%
Number of new contributing members, July 1 – August 31, 2023:	0
Total number of new contributing members for 2023 through August 31:	9
New contributors as a % of new registrants for July/August 2023:	0%

Comparison over the years as of the end of August:



Contributions received through August 2023: (Number of * indicates number of repeat contributions from members; "Friends of UAA," who contributed \$100 or more, are indicated in bold).

New Contributing Members: 0

Contributing Members: 26

Norma Parker

Patrick Fine

Anne Simmons-Benton

Donald Muncy

Henrietta Fore

Robert Beckman

Mellen Tanamly

Richard Burns

Laura Slobey

Stephen Grant

Susan Brems

Jenny Mcgee

Paul White

Bill Anderson

Douglas J Clark

Oren Whyche-Shaw

Michael Casella

Robert Archer

Susan Fritz

William Elliott

Robert Trister

Allen Fleming

Margaret Healey

Bruce Abrams

Sara Walter

Jeffrey Cochrane