



**REA Annual Business Meeting**  
**Friday, November 3<sup>th</sup>, 2017**  
**Union Station Hotel, St. Louis, Missouri**  
**7:00-8:00 PM**  
**Minutes**

- I. Opening Remarks: The meeting opened at 7:00pm with a welcome by Bert Roebben, President.
- II. Approval of Meeting Agenda: Consent agenda was approved unanimously.

A consent agenda is a process whereby items which generally do not elicit much conversation are presented to the membership in advance of the meeting. Then, at the meeting itself, these items are clustered together in a format that makes clear that they are on the consent agenda. The chair of the meeting inquires of the membership if there are any items they would like moved from the consent agenda to the regular agenda, thus allowing for discussion of them. Any member may ask for something to be moved, and one request is all that is necessary for that movement. Any items remaining on the consent agenda are adopted in whole as they are presented. This is a mechanism that makes it possible to move through items more quickly, thus creating more room for substantial discussion of items that truly require discussion.

*Please note: all of the business meeting materials (which includes everything that was approved through the consent agenda) are here:*

<https://religiouseducation.net/rea2017/2017/11/01/2017-business-meeting-materials/>

*These materials are formally part of the minutes as well.*

- Slate of nominees
- Executive Secretary's report
- Treasurer's report
  - REA Balance Sheet (with previous year comparison)
  - REA 2018 proposed budget
  - REA Revenue and Expenses
- Networking Secretary's report
- Proposed changes to the by-laws

- III. Member Survey Results

Bert Roebben presented results of the Member-wide Survey conducted in 2016. These were discussed in small groups with the help of focus questions. A Board member sat with each group to listen and take notes.

Points offered from discussion of Survey

Kathy Winings' table.

One of the participants was a former president of REA when we were 2 separate organizations and hence a long-time member. The other 4 were brand new and this was the first time at REA. They noted that they were having a good experience, however 2 of them were feeling they are new and cannot really offer ideas.

Mission of REA Question:

- a. REA states it is an association of scholars, researchers, religious educators and practitioners. The question was raised that it does not seem that there is enough support for practitioners. For some faith communities, they have no support from their faith community.
- b. There was an initial question about having more time for denominational educators who teach in their denominational schools to meet, but the others at the table were not in agreement because they want more time with the whole membership saying that there is more in common among everyone and so learning from each other is a better way to spend time.

What to focus on in the Board:

- a. Many of the sessions focused on and offered wonderful ideas but they want to have some more "how tos" as take aways; how to implement these ideas; a kind of "best practices" idea. More best practices to show how others are implementing some of these ideas.

Arch Wong's table:

In the world of constrained budgets, should the organization let go of some aspects of its mission? Are there nuances of understanding that can help the board focus on the most compelling needs that also align with higher "returns on investment"?

- Place of reinterpreting the "professor role" of the mission (point 4 of the mission). What does that mean?
- The journal is productive for research. The importance of publicizing the download.
- Meet with other from different parts of the world is a draw. It is not international enough. It is mainly European and North American.

Rachelle Green's table:

We believe that REA should increase focus on the part of our mission concerned with interpreting the nature, purposes, and values of RE for the world. RE needs to be reinterpreted, translated even, to both the wider society and within theological circles. We should OWN how RE is perceived in the world. We do not know if the theological world understands the value of RE anymore. Even as, or especially because, theological schools are declining, we need to define the importance of RE beyond "the seminary and the sanctuary to include the streets." Some ways of doing this might be focusing on what skills theological educators can provide i.e. theological reflection as a practice and expanding our imaginations concerning where RE takes place and who is involved. We also discussed the necessity of focusing not just on the history of RE, but on religious education in the here are now ... RE for today. What does this look like? In short, our

table challenged REA to own shaping the identity of RE for the present and to create "brave spaces" for the reimagining of RE for the future.

Bud Horell's table:

What issues should be raised when thinking about the future of the REA.

- 1) The finances and financial priorities of the REA
  - Table participants were interested in learning more about the finances of the REA, and thought it would be worthwhile to have discussions at future business meetings about how the REA can raise the funds it needs to operate and engage in projects.
  - Table participants were interested in the financing of the journal *Religious Education*, and learning more about how the finances of the journal relate to the finances of the REA.
- 2) Welcoming and Supporting Practitioners and Focusing on Religious Educational Practices
  - This item was discussed the longest.
  - After an extended discussion, there was a consensus that the REA should reflect on what it means to value a focus on religious education practices and how the organization welcomes and supports practitioners.
  - One person commented that she quit doing workshops at annual meetings because she found it too difficult to engage practitioners in practical learning exercises. She suggested that the organization needs to find ways to get the its membership more involved, intentionally and concretely, in practical learning activities. This suggested was affirmed by two others at the table.
  - It was suggested that there should be a greater focus on religious educational practice in the journal *Religious Education*.
  - It was suggested that the leadership should continue to place a focus on religious education practice at annual meetings.
  - Participants discussed the difference between being a scholar-practitioner who holds an academic position and a scholar-practitioner whose primary commitment is to religious educational practice (such as running an organization that offers lifelong learning programs within and beyond congregations). It was suggested that the REA leadership needs to include more scholar-practitioners working in the field, or at least find ways to listen to the concerns of such practice-based scholar-practitioners.

There was then brief feedback from groups in the plenary, e.g.,

- White pedagogy needs to be problematized
- Inter-religious space is necessary, and it's important that REA offers it
- Thank you for the collegiality of Being able to sit down with professors
- Meetings are disproportionately oriented to professors
- Need to reinterpret the field, not the history, meaning and purpose, but its current role
- Need to build bridges to NAPCE, Methodist groups, and other RE groups

#### IV. Announcement of Wornom Innovation Grant Award

Boyoung Lee, Chair of the Harper/Wornom Committee, announced the first Wornom Innovative Grant of \$3,000 to the project, "Art, Faith, and the Pursuit of Justice: The

Sanctuaries and Interreligious Interculturalism among Artists Working for Social Change,” proposed by Lakisha Lockhart and Callid Keefe-Perry.

V. 2018 Annual Meeting

Kathy Winings, 2018 Program Chair, presented the theme for the 2018 Annual Meeting in Washington, DC (Reston, VA): *Beyond White Normativity: Creating Brave Spaces*.

VI. Adjournment

There being no further business, the meeting was adjourned at 8:15pm.

## **Appendices included in Consent Agenda**

### REA Nominations for 2018

1. Vice-President & 2019 Program Chair

Hanan Alexander, University of Haifa, Israel

2. Treasurer (3-year term)

Tony Vrame, Greek Orthodox Archdiocese of America

3. Recording Secretary (3-year term) [nominated Dec 2017]

Elena Soto, Fordham Graduate School

4. Member, Harper/Wornom Committee (4-year term)

Lucinda Mosher, Hartford Seminary

5. Nominations Committee, At-Large member (3-year term)

Sheryl Kujawa-Holbrook, Claremont School of Theology

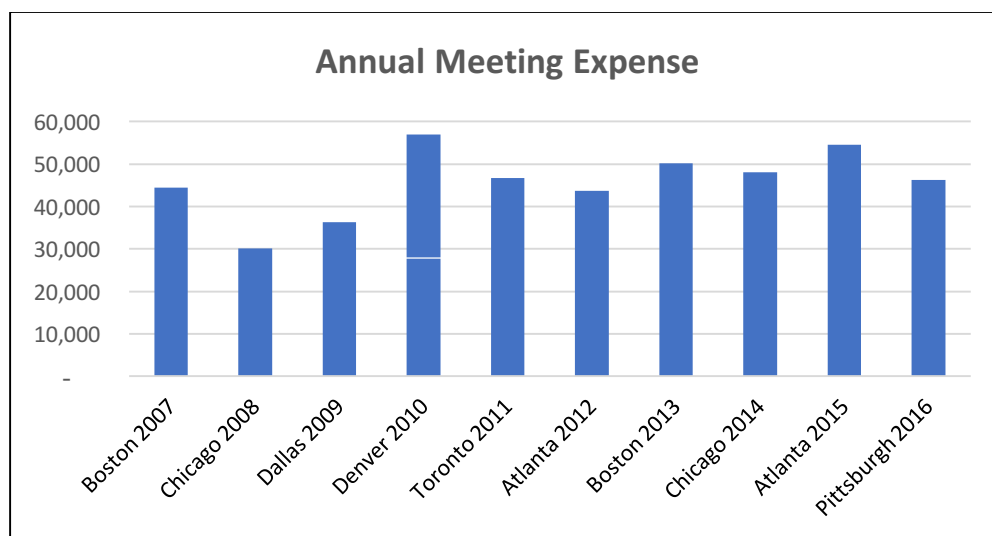
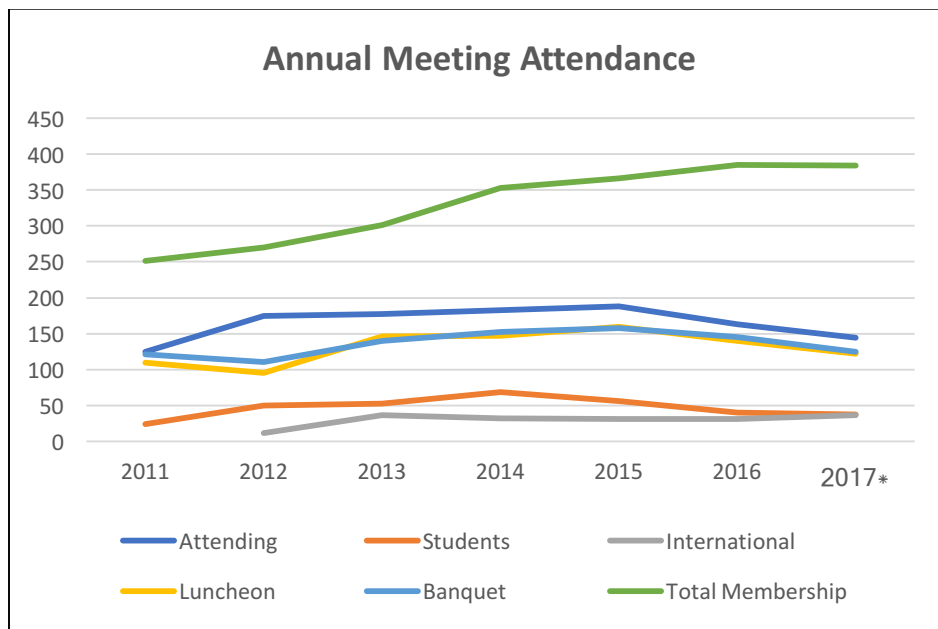
6. Chair, Religious Education in Academic Disciplines and Institutions Standing Committee (3-year term) [vacancy created by Tony Vrame's nomination as Treasurer]

Jos de Kock, Protestant Theological University, The Netherlands

Mary Elizabeth Moore will rotate into chair of the Harper/Wornom Committee--and serve on the Board.

# Executive Secretary Report November 4, 2017

## Annual Meetings



### 2017 St. Louis

Breakout sessions: 25 (+7 posters)

Presenters: 68 (+7)

Cancellations: 6

Criteria for selecting meeting sites: major international airport, low nightly price, transportation from airport, catering prices, restaurant choices, hotel's concessions e.g. free meeting internet.

**2018 - Hyatt Regency, Reston, VA** (quaint downtown, airport shuttle, close to train to DC, \$149/night). <https://reston.regency.hyatt.com/en/hotel/home.html>

**2019 - Holiday Inn Toronto International Airport** (\$139CAD/night)  
<https://www.ihg.com/holidayinn/hotels/us/en/toronto/yyzia/hoteldetail>

## Office Administration, Communication and Finances

### New membership software

Last year we signed a 2-year proposal with Tenseg, our web support company, that includes an additional \$2,000 for A-V negotiations plus travel expenses for the annual meeting. This continues to be but a token fee for technology services, and they consider their work for REA to be service to the community.

Three years ago, Tenseg researched, negotiated purchase of, and implemented our first membership software. That enabled REA to assume responsibility for membership management and finances from Taylor and Francis, which, in turn, has allowed us to provide more responsive and reliable service to our members and more accurate financial data. However, that software has become less adequate as REA has increased its digital services, e.g., online proposal submission, registration, payment, and conference scheduling.

We are considering implementation in 2018 of an integrated membership system that will provide a seamless interface with registration and submissions. This will eliminate duplication and simplify workflow and the member's user experience.

### Horizon Series

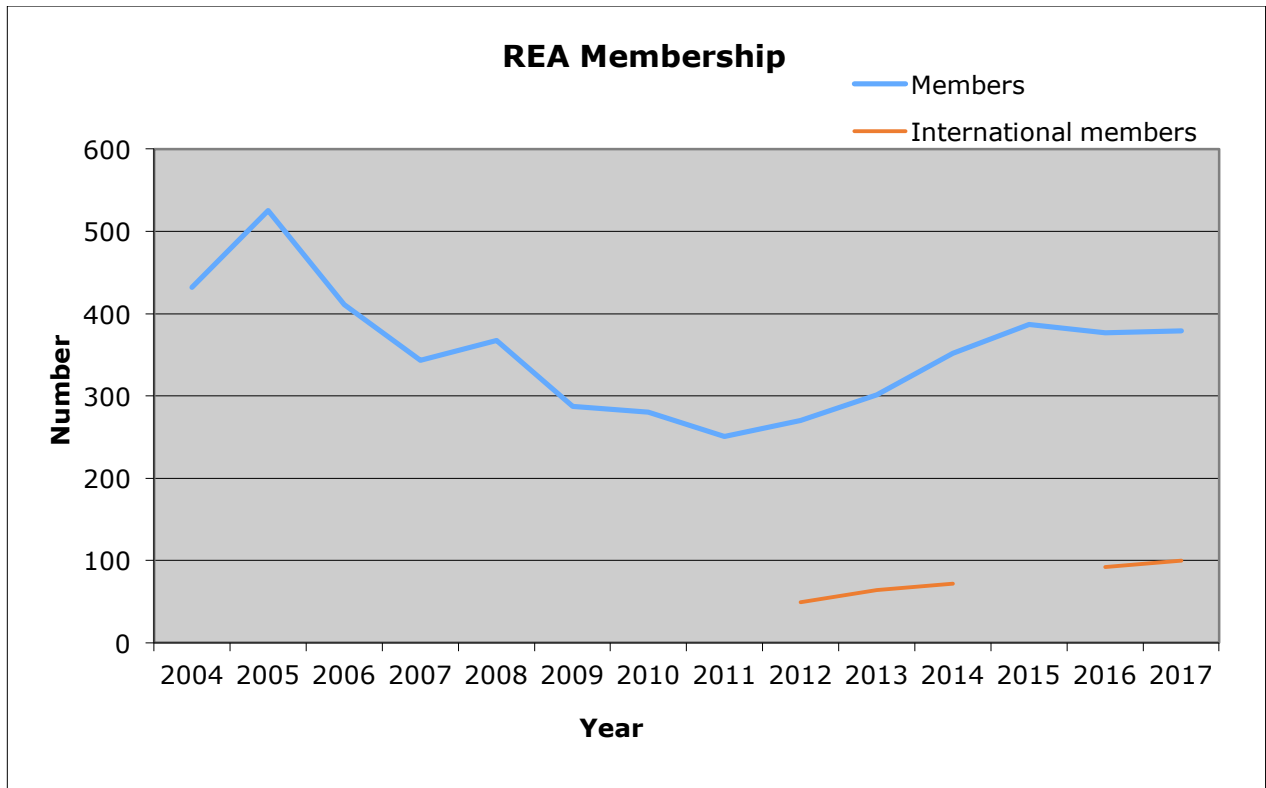
Horizons Financial Report							
Period End	Date Rec'd/Pd	Received			Paid	Total	Notes
		Beyond Borders	Open Minds	Grace of Play			
					(250.00)	(250.00)	Typesetting Kujawa-Holbrook
3/31/14	12/24/14	5.40				5.40	
9/30/14	12/24/14	205.99				205.99	
3/31/15	7/31/15	124.93				124.93	
	9/2/15				(276.00)	(276.00)	Typesetting Tauber
9/30/15	12/28/15	83.72	65.21			148.93	
3/31/16	5/27/16	50.12	36.25	43.20		129.57	
	2/15/16				(258.00)	(258.00)	Typesetting Goto
9/30/16	12/2/16	33.50	14.58	43.22		91.30	
3/31/17	6/6/17	78.37	40.46	54.48		173.31	
	TOTAL	582.03	156.50	140.90	(784.00)	95.43	

**2017 Travel Awards** – 6 submissions out of 22 student presenters (including 3 posters)

### Renewal as an AAR Related Scholarly Organization

Documents filed with the American Academy of Religious resulted in continuance of REA’s association with AAR as an RSO. This status facilitates REA’s participation in the AAR Annual Meeting by providing REA with reduced meeting space cost and inclusion in the Annual Program.

### Membership



### Bylaw revisions

After months and years of discussion and incremental changes, we have submitted major revisions to the 2005 Reorganization Bylaws to the membership for approval. Next, we will elaborate the responsibilities of the various Board positions.



## Mary Hess / Networking Coordinator

### November 2017 Report for the Business Meeting

Right now we have 1037 email contacts in our database (a net increase of 57 from March), of which 388 are active members (a net increase of 18 from March). We seem to be “holding our own” in general membership terms, but are by no means growing appreciably.

**eREACH:** I believe that our newsletter has the most reach of anything we do in terms of communication. We now publish it on a regular schedule (January, April, July and October), with a mix of news which generally includes something from our president and/or program chair, information about association members, religious education resources that are freely available, and other information that I believe is pertinent.

**Website:** I have been updating our website as necessary. Given the sprawling and participatory nature of this organization’s leadership, it is easy to make mistakes – I welcome content and editing suggestions! Note that you can find all of our proceedings from recent years there for easy download in a nicely formatted pdf, as well as links to our social media.

**Facebook:** Currently we have 518 “likes” for our page, which means that that is the potential immediate audience for our posts there, with more “reach” as people share information outward. This is an increase of 28 from my last report. We are not currently paying for any promotion at Facebook.

**Twitter:** We currently have 221 followers, which is a net increase of 6 since my last report, and we are following 103 people/organizations, which has remained static. We not currently paying for any promotion at Twitter.

**Vimeo:** Our video stream is held at Vimeo, and the analytics there report that we’ve had 82 plays since March, with 4 watched through to the end. The most watched video since March is the first plenary from the November 2016 meeting, followed by the video which was produced for the 2014 meeting (*Remembering Violence: Risky Pedagogies and Contested Aesthetics*).  
Oversee development and integration of technical networking resources/digital tools.

**Additionally:** This year I have also worked to prepare and publicize the AAR / REA session. The session will be held on Sunday, November 19th - 6:45 PM-8:15 PM at the Marriott Copley Place in Boston, and will celebrate and engage a book just published, which was edited by Eleazar Fernandez and includes chapters by several REA members: *Teaching for a Multi-Faith World* ([goo.gl/uPBTSb](http://goo.gl/uPBTSb)).

**Religious Education Association  
Treasurer's Report  
November 2017**

**A. Informational Items**

1. Investment Performance

	end of 3Q 2017	end of 3Q 2016	\$ change	%/annum
	\$203,983	\$181,330	\$22,653	12%
DJIA	22,405	18,308		22%

2. Accruals

- Harper Fund                   \$9,000.00 (set aside: \$3,000/yr)
- Wornom Fund                 \$7,035.00 (set aside: \$3,000/yr)
- Travel Fund                 \$3,745.00 (see B.4 below)

3. Disaggregated Endowment Reporting

- 82.1% of endowment is REA:APPREA
- 17.9% of endowment is Harper/Wornom

4. Five Year Comparisons

	2013 Boston	2014 Chicago	2015 Atlanta	2016 Pittsburgh	2017 St. Louis	2018 WashDC	notes:
Annual Meeting	\$48,306	\$49,535	\$44,588	\$49,753	\$49,500	\$52,000	'17, '18 = budget
Board Retreat	\$9,454	\$8,074	\$7,901	\$11,120	\$11,276	\$14,000	internationalize

5. Budget year-to-date. See 2018 Budget Proposal for Approval at:

see: [https://docs.google.com/spreadsheets/d/152xq0Y3S-ZjTJ5AcHT9SbfrJYf6jYrK\\_\\_5tcaAociPc/edit?usp=sharing](https://docs.google.com/spreadsheets/d/152xq0Y3S-ZjTJ5AcHT9SbfrJYf6jYrK__5tcaAociPc/edit?usp=sharing)

6. Financial Review Results: Passed

**continued**

**B. Action Items**

1. New Accounting Firm: one bid received
2. Association membership dues (incremental increases suggested)
  - o 2016 membership dues were 16% above budget (\$3,345)

College Theology Society		REA		AAR	
		\$0	[10%]		
\$30	Grad Student	\$40	Y < \$30,000 (D) [33%]	\$55	student (ten year limit)
\$60	Associate Member -pastoral work, retired mbr	\$70	Y=\$30k-45k (C) [12%]	\$55	professional < \$20k
\$75	Professional Member -teach, hold grad degree	\$90	Y=\$45-\$65 (B) [23%]		
		\$105	Y > \$65,000 (A) [23%]	\$110	professional \$20-\$60k
				\$165	professional \$60-\$100k
				\$220	professional \$100k+
	Free joint membership for spouse			\$15	special international (student, professional, retired)

AAR: \*Special International: International Scholars working or residing outside those countries designated as high income by the World Bank may take advantage of a discounted rate of \$15 plus international postage. Members from the following countries are not eligible: USA, Australia, Austria, Belgium, Canada, Czech Republic, Denmark, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Italy, Japan, Korea, Luxembourg, Netherlands, New Zealand, Norway, Portugal, Slovak Republic, Spain, Sweden, Switzerland, and the United Kingdom.

3. Conference registration fee
  - o 2016 Conference fees were \$6,000 below budget
  - o Suggestion: increase by no less than \$25.00/person
4. Travel Award Amount
  - o Continue to offer same arrangement
  - o Will be made a line-item annual outlay instead of accrued
5. Donations (need to increase)
6. Grants (need to pursue)
7. Investments: will switch from Wells Fargo to Vanguard; can keep some of same funds, others will be socially responsible; looking for stability
8. Harper Wornom: it is possible to reduce rate of increase (hoped for doubling might be too much for reduced revenue stream)
9. Adopt Budget for 2018 to propose at Business Meeting (consent agenda)  
see: [https://docs.google.com/spreadsheets/d/152xq0Y3S-ZjTJ5AcHT9SbfrJYf6jYrK\\_\\_5tcaAociPc/edit?usp=sharing](https://docs.google.com/spreadsheets/d/152xq0Y3S-ZjTJ5AcHT9SbfrJYf6jYrK__5tcaAociPc/edit?usp=sharing)

1	Proposed 2018 REA Budget	2017 St Louis			2018 DC		c h a n g e
		Jan-Oct	Budget	%	Actual	Budget	
2	<b>Revenue</b>						
3	Membership Dues	18,996	19,000	100%		28,750	▲
3	Conference Registrations	21,010	29,000	72%		28,750	
4	Journal Stipend	31,827	30,900	103%		32,782	▲
4	Journal Guarantee	10,000	10,000	100%		10,000	
5	Journal Royalties	19,512	30,000	65%		20,000	▼
5	Horizons Royalties	173	150	115%		150	
6	Grants	0	2,500	0%		1,000	▼
7	Contributions-Unrestricted	967	2,000	48%		1,000	▼
8	Contributions-Wornom Fund	100	2,000	5%		250	▼
8	Contributions-Harper Fund	300	2,000	15%		250	▼
9	Contributions-Travel Fund	75	2,000	4%		250	▼
11	Endowment Draw (5%)	0	9,325	0%		9,000	
13	<b>Total Revenue</b>	<b>102,960</b>	<b>\$138,875</b>	<b>74%</b>		<b>\$132,182</b>	▼
14	<b>Expenses</b>						
15	Journal Subscriptions	7,000	\$7,000	100%		\$6,000	v
16	<b>Administration--personnel</b>						
16	Executive Secretary	9,200	10,080	91%		10,080	
17	Travel - Personnel	115	2,500	5%		2,500	
18	Journal Editor	9,200	10,080	91%		10,080	
19	Journal Book Review Editor	2,200	2,400	92%		2,400	
19	<b>Total Admin--personnel</b>	<b>20,715</b>	<b>\$25,060</b>	<b>83%</b>		<b>\$25,060</b>	
20	<b>Association Advancement</b>						
21	Membership Management Software	2,189	1,400	156%		300	v
21	Video Software	0	450	0%		60	v
22	Contract Labor	0	500	0%		0	
22	Networking Coordinator	9,200	10,080	91%		10,080	
23	Web Management Support	8,000	8,000	100%		9,000	▲
23	Association Survey	5,000	4,000	125%		0	
24	Board Retreat	11,276	12,000	94%		14,000	▲
24	Committees (Papers/Publications)	0	1,500	0%		750	v
26	Horizons Series	526	1,000	53%		250	v
26	Professional Society Networking	671	500	134%		400	v
27	<b>Total Advancement</b>	<b>36,862</b>	<b>\$39,430</b>	<b>93%</b>		<b>\$34,840</b>	
28	<b>Annual Meeting</b>						
28	Catering	22,402	26,000	86%		32,000	▲
29	Audio-Visual	0	10,000	0%		9,000	v
32	Program	-970	12,000	-8%		10,000	v
29	Other (copies, etc.)	8	1,500	1%		1,000	v
33	<b>Total Annual Meeting</b>	<b>21,440</b>	<b>\$49,500</b>	<b>43%</b>		<b>\$52,000</b>	
34	<b>Administration--overhead</b>						
34	Banking Fees	1,403	1,200	117%		1,500	
35	Accounting - Tax Returns	0	1,000	0%		3,000	▲
35	Accounting - Audit	0	0			0	
36	Insurance	2,845	2,900	98%		2,900	
37	Internet Service Provider	315	400	79%		400	
37	Prof Fees - Legal	0	0			0	
38	Licenses and Fees	50	100	50%		50	v
39	Office Supplies	-3	400	-1%		400	
39	Postage	0	50	0%		25	v
40	Printing/copying	178	100	178%		200	
40	Telephone	0	0			0	
41	Travel Grants	0	1,600	0%		1,600	
	Archives	0	250	0%		250	
42	Harper & Wornom accrual	0	6,000	0%		6,000	
42	Travel fund accrual	0	2,300	0%		2,000	v
43	<b>Total Overhead</b>	<b>4,788</b>	<b>\$16,300</b>	<b>29%</b>		<b>\$18,325</b>	
44	<b>Total Expenses</b>	<b>90,805</b>	<b>\$137,290</b>	<b>66%</b>		<b>\$136,225</b>	
45	<b>Surplus/Deficit</b>	<b>12,155</b>	<b>1,585</b>			<b>\$4,043.00</b>	

# Religious Education Association

## Balance Sheet Prev Year Comparison

As of December 31, 2016

	Dec 31, '16	Dec 31, '15	\$ Change	% Change
<b>ASSETS</b>				
<b>Current Assets</b>				
<b>Checking/Savings</b>				
Checking - Key Bank	22,647	26,972	-4,326	-16.0%
Harper Fund - 1st Niagara	9,000	7,500	1,500	20.0%
Wornom Fund - 1st Niagara	7,035	5,535	1,500	27.1%
Travel Fund - 1st Niagara	3,745	3,445	300	8.7%
<b>Total Checking/Savings</b>	<b>42,428</b>	<b>43,453</b>	<b>-1,026</b>	<b>-2.4%</b>
<b>Other Current Assets</b>				
Advances and Deposits	1,271	3,302	-2,031	-61.5%
Investments - Wachovia/WF	183,269	170,599	12,669	7.4%
Accounts Receivable	0	2,774	-2,774	-100.0%
<b>Total Other Current Assets</b>	<b>184,540</b>	<b>176,676</b>	<b>7,864</b>	<b>4.5%</b>
<b>Total Current Assets</b>	<b>226,968</b>	<b>220,129</b>	<b>6,839</b>	<b>3.1%</b>
<b>Fixed Assets</b>				
Fixed Assets	5,033	5,033	0	0.0%
Accumulated Depreciation	-5,033	-5,033	0	0.0%
<b>Total Fixed Assets</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>
<b>TOTAL ASSETS</b>	<b>226,968</b>	<b>220,129</b>	<b>6,839</b>	<b>3.1%</b>
<b>LIABILITIES &amp; EQUITY</b>				
<b>Equity</b>				
Unrestricted Net Assets	220,129	200,292	19,837	9.9%
Net Income	6,839	19,837	-12,998	-65.5%
<b>Total Equity</b>	<b>226,968</b>	<b>220,129</b>	<b>6,839</b>	<b>3.1%</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>226,968</b>	<b>220,129</b>	<b>6,839</b>	<b>3.1%</b>

500 retreat deposit, 560  
prepaid software, 211 books

# Religious Education Association Revenue and Expense - Budget vs. Actual

January through December 2016

NOTES

	Jan - Dec '16	Budget	\$ Over Budget	% of Budget	
<b>Income</b>					
Conference Registrations	23,736	30,000	-6,264	79.1%	
Contributions-Wornom Fund	0	0	0	0.0%	
Contributions-Unrestricted	2,428	1,000	1,428	242.8%	1800 after Kevin's challenge
Contributions-Travel Fund	500	250	250	200.0%	
Contributions-Harper Fund	200	0	200	100.0%	
Journal Guarantee	10,000	10,000	0	100.0%	
Journal Royalties	19,048	30,000	-10,952	63.5%	
Horizons Royalties	221	125	96	176.7%	
Journal Stipend	30,900	30,900	0	100.0%	
Membership Dues	23,345	20,000	3,345	116.7%	
Grants	0	2,500	-2,500	0.0%	Wabash paid in 2017
Endowment Draw (5%)	0	8,325	-8,325	0.0%	
Interest & Dividends	10,923				
Unrealized Gain/Loss Invst	1,872				
<b>Total Income</b>	<b>123,173</b>	<b>133,100</b>	<b>-9,927</b>	<b>92.5%</b>	
<b>Expense</b>					
<b>Association Advancement</b>					
Contract Labor	0	500	-500	0.0%	
Networking Coordinator	9,600	9,600	0	100.0%	
Professional Society Networking	194	500	-306	38.8%	
Horizons Series	258	1,000	-742	25.8%	
Committees	0	1,000	-1,000	0.0%	
<b>Board Retreat</b>					
Room and Board	5,603				
Travel - Board	5,517				
Board Retreat - Other	0	11,385	-11,385	0.0%	
<b>Total Board Retreat</b>	<b>11,120</b>	<b>11,385</b>	<b>-265</b>	<b>97.7%</b>	
Association Survey	0	7,500	-7,500	0.0%	paid in Jan 2017
Web Management Support	6,000	6,000	0	100.0%	
Video Software	323	300	23	107.6%	
Membership Management Software	1,465	1,200	265	122.1%	
<b>Total Association Advancement</b>	<b>28,960</b>	<b>38,985</b>	<b>-10,025</b>	<b>74.3%</b>	
Journal Subscriptions (to T&F)	5,600	7,000	-1,400	80.0%	
<b>Administration-Personnel</b>					
Travel - Personnel	2,907	2,500	407	116.3%	
Executive Secretary	9,600	9,600	0	100.0%	
Journal Editor	8,800	9,600	-800	91.7%	
Journal Editor-Elect	1,600				
Journal Book Review Editor	2,200	2,400	-200	91.7%	
<b>Total Administration-Personnel</b>	<b>25,107</b>	<b>24,100</b>	<b>1,007</b>	<b>104.2%</b>	
<b>Annual Meeting</b>					
Catering	32,032	28,200	3,832	113.6%	
Audio-Visual	8,423	15,000	-6,577	56.2%	
<b>Program</b>					
Travel - Speakers	4,992				
Program - Other	3,085	8,000	-4,915	38.6%	
<b>Total Program</b>	<b>8,077</b>	<b>8,000</b>	<b>77</b>	<b>101.0%</b>	
Other (copies, etc.)	1,221	700	521	174.4%	
<b>Total Annual Meeting</b>	<b>49,752</b>	<b>51,900</b>	<b>-2,148</b>	<b>95.9%</b>	
<b>Administration-Overhead</b>					
Archives at Yale	401				
Travel Fund Accrual	0	300	-300	0.0%	
Harper/Wornom accrual	0	3,000	-3,000	0.0%	
Travel Grants	1,600	1,200	400	133.3%	2,015.00
Professional Fees-Legal	0	0	0	0.0%	
Insurance	2,782	2,600	182	107.0%	
Accounting-Tax Returns	0	1,000	-1,000	0.0%	
Banking Fees	1,104	1,200	-96	92.0%	
Accounting - Audit	0	500	-500	0.0%	
Internet Service Provider	340	400	-60	85.0%	
Licenses and Fees	0	50	-50	0.0%	
Office Supplies	335	500	-165	66.9%	
Postage	49	50	-1	98.0%	
Printing/copying	305	0	305	100.0%	
Telephone	0	0	0	0.0%	
<b>Total Administration-Overhead</b>	<b>6,915</b>	<b>10,800</b>	<b>-3,885</b>	<b>64.0%</b>	
<b>Total Expense</b>	<b>116,334</b>	<b>132,785</b>	<b>-16,451</b>	<b>87.6%</b>	
<b>Net Income</b>	<b>6,839</b>	<b>315</b>	<b>6,524</b>	<b>2,171.0%</b>	