

**AFM Local 1000
Minutes of Executive Board Meeting**

Date: 9/8/2015; 9/9/2015

Location: Local 802 Conference Room, 4th Floor, 322 W. 48th St, New York, NY 10036

Members in Attendance: Tret Fure, President; Debra Cowan, Vice-President US; Eve Goldberg, Vice-President Canada; Scott Berwick, Secretary-Treasurer; Charlie Pilzer, Eastern Regional Representative; Aaron Fowler, Midwestern Regional Representative; Daniel Boling, Western Regional Representative;

Opening Song: Aaron Fowler led the group in a song of welcome.

Call To Order: A quorum being present, President Fure called the meeting to order at 12:20 PM, Tuesday, 9/8/2015.

Board Member's News: Each of the executive board members gave a short review of their travels, adventures, and projects since we were last together face-to-face.

Approval of the Minutes: Minutes from the 7/8/2015 Executive Board Skype Meeting were accepted as presented.

Secretary-Treasurer's Reports:

Secretary-Treasurer Berwick presented the Balance Sheet and the Profit & Loss reports for the year-to-date ending September 8, 2015. He noted that he had worked with the accountants to clean up old receivables in Quick Books that were deemed “noncollectable”. This makes our accrual based interim reports more useful for planning. It does not affect our annual filings which are done on a “Cash Basis”. (The Balance Sheet and the P&L are attached.)

He also reported that the Emergency Relief Fund (ERF) account was now below \$1000 due to recent demand. He plans to send annual statements to past recipients of ERF loans to see if any of them will start making even small payments. The proposed letter/statement was reviewed by the board and deemed more a “gentle reminder” than a “demand for payment” in keeping with the “Repay it when you can” terms of the loans. (SampleERFStatement.pdf attached) He also suggested that we raise our ERF Loan limit to \$1100 to reflect the increased cost of living since the loans were first instituted in 2008. No action was taken on this change in amount. Meanwhile, we will change our online dues payment process to prompt members to make an optional donation to ERF each time they pay their dues. We also included a note in our enewsletter urging members to make donations to the ERF.

The Union Plus credit card that we have been using for Local 1000 business will be discontinued by the issuer at the end of 2015. To that end, we are planning to open a Savings Account at the Actor's Federal Credit Union that has an office in the Local 802 building so that we can get an AFCU Credit Card for Local 1000 business. This action was approved on a motion by Charlie Pilzer and second by Debra Cowan.

Office Report: V-P US Cowan gave the office report. She generally praised the work of the Office Co-managers, but noted that she had needed to remind them to file timely weekly reports to DropBox so that the board could all be kept up to date with office activities. She noted that she was very pleased that our co-managers have brought a new level of professionalism to the operation of the office.

She suggested that we review and update our Office Policies. She will ask Colin Dean to do the ground work on this.

She reported that Colin Dean's third annual performance review was coming up in October. She urged us to continue the practice after she leaves her post as V-P US in January.

In general discussion of the office, we decided to encourage our co-managers to attend workshops that build skills and value to Local 1000 if they are interested. Local 1000 would pay for these workshop requests when approved on a case by case basis. We will review the co-managers' pay rates at our next board meeting.

Recess: The board took a break at 2:00 PM and reconvened at 2:15PM

Canadian Report: V-P Canada Eve Goldberg's "Canadian VP Report is attached. Report covers: Canadian Conference; Canadian Committee; P2 Visas and Border Crossing for Canadians; "Harperman" Campaign; Folk Music Ontario; Canadian Exchange Rate; Dual Membership. There was also some discussion about seeking Collective Bargaining Agreements for some Canadian Folk Festivals. (Canadian VP Report 2015-09-08.pdf)

Local 1000 By-Laws: After some discussion, Charlie Pilzer offered to write up proposed changes to the By-laws relative to the Eastern, Midwestern, and Western Representative executive board positions and elections. Further consideration was deferred to tomorrow's meeting.

Membership Report: Aaron Fowler reported that the first Virtual Union Hall meeting was quite successful for a first effort. There was good interaction with participants, but there were some limitations to the video platform used. Future events are planned for September 28, 2015 "Crossing the Border US to Canada" with Debra Cowan, and October 26, 2015 "Crossing the Border Canada to US with Eve Goldberg. Both events are planned for 9 PM Eastern Time.

Ratification of New Members:

Shawna Caspi, Marc Doucet, and Chris Vallillo were ratified as members on a motion by Aaron Fowler and second by Dan Boling. Unanimously approved.

Ratification of CBAs:

Encompass Records LLC CBA – Unanimously approved on motion by Charlie Pilzer and second by Eve Goldberg.

The Dubs CBA – Unanimously approved on motion by Charlie Pilzer and second by Debra Cowan.

Recess: The meeting recessed for dinner at 5:30 PM and reconvened at 6:45 PM.

Pension Questions: In preparation for our meeting with William J. Luebking and Maureen Kilkelly from the AFM Pension Fund we discussed what information we needed from them to better serve our members. We decided to ask for the following:

- 1) A brief review of how members can enroll and become vested in the pension fund.
- 2) Can you submit pension payments on work in Canada? Other countries?
- 3) If you have a CBA, how do you end a CBA and start collecting your pension?
- 4) What is the value to younger members who may choose a 401K or IRA, etc.

Election of AFM Convention Delegates: Charlie Pilzer raised the question of election of Delegates to the AFM Convention in June 2016. Local 1000 is allowed 3 delegates based on the number of members in our local. Local 1000 by-laws provide for the President to be the first delegate, and for the Secretary-Treasurer to be the second delegate. President Tret Fure plans to attend. Sec-Treas Berwick indicated that he will not be available to attend. V-P Canada Eve Goldberg indicated that she was interested in attending and founding member John O'Connor asked to be considered for election as a delegate. The executive board decided to recommend Eve Goldberg and John O'Connor be elected second and third delegates at the Fall Member meeting at NERFA. The AFM Convention is June 19 – 22, 2016 in Las Vegas, NV.

Recess: The meeting recessed at 7:50 PM with plans to reconvene at 9:30 AM Wednesday, September 9, 2015. The meeting reconvened at 9:40 AM, Wednesday, September 9, 2015.

By-Laws Change: Charlie Pilzer presented the proposed By-Laws changes to the Exec Board. The proposed changes would remove the designated Eastern Representative, Midwestern Representative and Western Representative board positions and replace them with three At-Large representatives. The Nominating Committee would be charged with choosing candidates that would fairly represent the various regions and interests of our constituency. This change will be presented at the Fall membership meeting at NERFA, and proposed for a vote at the membership meeting at Folk Alliance International in February 2016. The proposed By-Laws changes are attached to these minutes.

(L1KBylaws 10-2013 revised 9-2015.pdf)

AFM Pension Fund: At 10 AM Maureen Kilkelly, Fund Administrator, and Will Luebking, Director of Finance, from the American Federation of Musicians and Employers' Pension Fund joined the meeting. Local 1000 Office Co-Managers Colin Dean and Richard Coombs also joined the meeting. The meeting clarified many of the questions that the executive board and office staff have recently encountered dealing with LS-1's and CBA's. We discussed Vesting, LS-1's, CBA's, Participation Agreements, Disability Benefits, and the Unfunded Vested Benefit that has become an issue with CBA's. The relation between the Canadian Pension plan and the US Pension plan was also clarified. We also were advised that the pension fund can now accept electronic payments (ACH) once a participant registers at the pension fund website. Ms Kilkenny, Mr Luebking, and Mssrs Coombs and Dean left the meeting at 11:30 AM.

Ratification of Members: (continued)

Dan Lowery and Alan Murray were ratified as members on a motion by Debra Cowan and second by Eve Goldberg. Unanimously approved.

Recess: The meeting was recessed for lunch at approximately 12 noon and reconvened at 1:15 PM.

Ashokan Center Membership Gathering: Charlie Pilzer reviewed the progress to date on next year's gathering at the Ashokan Center in Olivebridge, NY.

NERFA: President Tret Fure will be buckstopper at the New England Regional Folk Alliance meeting at the Hudson Valley Resort, Kerhonkson, NY on November 12, 13, 14 & 15, 2015. Sec-Treas Scott Berwick and Eastern Rep Charlie Pilzer also plan to attend. There will be a Membership Meeting at NERFA Thursday November 12 at 4 PM. We will also host a Showcase Free Zone, and have a table in the exhibit hall. We hope to have Local 1000 bumper stickers for this event.

Website and Tech Concerns: Eve Goldberg brought up some questions about our website, both technical challenges and content creation. Charlie Pilzer indicated that it may be time to move from Dreamhost to a better hosting provider. Dan Boling suggested that Gary Hermus might be able to guide us on this. It looks like we need a Tech review of our website with an eye toward fixing some things before we look to the ReHosting of the website.

Wood Songs Front Porch Association: Art Menius contacted L1K to request some sponsorship money for their event. After some discussion we agreed that it was not appropriate for Local 1000 to sponsor the WSFPA gathering in Tennessee at this time. Scott Berwick plans to attend and will report on the event to the board.

Vice-President US Duties: V-P US Cowan reviewed a document she had prepared looking to the end of the year when she will be stepping down as V-P US. That document is attached.
(VP Duties.pdf)

Office Policy Manual: This document should be reviewed and updated. Secretary-Treasurer Berwick will work with Office Co-manager Dean to see what should be done.

Appreciation: Since this seemed to be the last face-to-face meeting we would have with V-P US Debra Cowan and Western Rep Dan Boling before they leave the board, the executive board made a special point of expressing its appreciation for the fine work they have done for Local 1000.

Next Executive Board Meeting: To be determined.

Adjournment:

The meeting was adjourned at 4:40 PM.

Respectfully submitted,

Scott Berwick, Secretary-Treasurer

Local Canadian VP Report

September 8, 2015

Canadian Conference

- At the end of July we received an email from Marg Conway, who is secretary of the Canadian Conference, informing us that the Canadian Conference was unable to invite us to be guests or observers at the meeting Aug 6 – 9.
- I emailed her back, copying Local 1000 President Tret Fure, AFM President Ray Hair, and AFM Vice President for Canada Alan Willaert, asking the reason behind the decision. We have not yet received a reply.
- I had an email exchange with Liana White, Executive Director of CFM, asking for any background information she could give us. She was surprised by the decision. She offered that it's possible that they might not have wanted us there because there were some controversial political issues on the table, and they might prefer not to expose "dirty laundry" to newcomers at this time. She also encouraged us to keep pursuing the issue, and said that the Canadian Conference will be in Las Vegas next year ahead of the main AFM conference, and that might be a good meeting for us to shoot for being granted full membership in the Canadian Conference and/or to have a fuller discussion.
- I have had a conversation with former Canadian VP of Local 1000 Ken Whiteley to get his advice, and I have forwarded the correspondence to him so that he can be involved in a conversation about best next steps.

Canadian Committee

- Ken Whiteley has said he would be willing to be part of the Canadian Committee, so I have let the other members know, and forwarded him all the notes from the CC to date. I think Ken will offer a lot of invaluable experience and advice so I am happy to have him there.
- I have not yet had a chance to pursue the issue of having a member from Quebec but I am hoping to keep working on that in the next few months.
- I will be requesting another video conference meeting with the committee for early October.

P2 Visas and Border Crossing for Canadians

- There is currently a delay in processing P2 Visas. The CFM website is informing people that they should apply at least 60 days in advance of the first gig.
- Bob Ardern from the Canadian Committee has asked what the union is doing to press for easing the border requirements for Canadians crossing into the U.S. I think this would be a good area for us to be active on. Liana White mentioned that there is a new coalition forming to advocate for reciprocity in border crossing policies – so that the US policy would mirror the Canadian policy wherein if you are performing for less than two weeks in Canada, the requirements are fairly minimal. I do not know what the AFM's role in this

new coalition will be. I suspect that the U.S. locals may not be so keen on advancing those types of policies for protectionist reasons. I think Local 1000 could put forward a valuable perspective within the AFM, since we are a cross-border local and I believe our interest is in improving the working conditions for all our members, Canadian and U.S.

“Harperman” Campaign

- Tony Turner is an Ottawa-area singer-songwriter who wrote a very pointed song called “Harperman” that takes aim at our current conservative Prime Minister. A video was made of the song, and it started to go viral, at which point a story broke that Tony is a public servant (federal employee) and he was suspended with pay from his work as an environmental scientist for speaking out on political issues. This despite the fact that a number of years ago the Supreme Court of Canada upheld the right of public servants to express personal opinions. Tony has been extremely careful about keeping his music separate from his professional career (many of us have known him for years and had no idea he worked for the government). The issue has blown up in a huge way and Tony is receiving quite a lot of public support. “Harperman” sing-alongs are being organized across the country on September 17 and there’s been an Avaaz petition circulating asking for people to stand up for his right to speak his mind. Tony is NOT a member of Local 1000 (yet!), but if there is a way for Local 1000 to express support for Tony, I think it would be appropriate.

Folk Music Ontario Conference

- The Folk Music Ontario Conference is coming up October in Mississauga (near Toronto)
- I will be sitting on a panel on border crossing at the conference, and also acting as a mentor on behalf of Local 1000.
- I have also asked for a room that we could use for some kind of informal get-together of Local 1000 members.
- My conference registration will be complimentary but I will be responsible for my own hotel room.

Canadian Exchange Rate

- The exchange rate between Canada and the U.S. is now hovering around \$.76, which makes paying dues and fees in U.S. very expensive for Canadians. Is there any way we can give an allowance to members for the current exchange rate?

Dual Membership

- It only recently came to my attention that Exec Board members generally belong to their geographic local as well as being members of Local 1000. I am considering joining the Toronto local (149), especially since it might help with communication and would probably be good on a political level.

Respectfully submitted,

Eve Goldberg
Canadian Vice President
Local 1000

Date of Statement

Name
Street Address
City, State, Zip

Emergency Relief Fund Loan Statement

Balance due: \$XXX.XX

Dear _____,

On date of loan Local 1000 granted you a \$XXXX loan from the union's Emergency Relief Fund. The terms of the loan were that it was interest-free, and could be repaid when you were once again financially able to do so. So far our records indicate that \$XX in payments have been made on this loan. This means that your outstanding loan balance stands at \$XXX. If our records are not accurate please let us know so we can make corrections. If you are able to repay the loan that would be great! If you are only able to make small payments each year it will help build up the Emergency Relief Fund so that other union members in need can be helped. If you are not able to make any payments at this time that is OK too, but please contact the Local 1000 office in New York by mail, telephone, or email so we can plan our future needs for the fund. Under the current Emergency Relief Fund guidelines, you will not be eligible for any future loans until this one has been repaid.

We hope that this loan was helpful to you, and that you have been able to recover from the challenges that necessitated the loan.

Yours truly,

Local 1000 AFM

Scott Berwick
Secretary-Treasurer

11:43 AM
09/08/15
Accrual Basis

Local 1000
Balance Sheet Prev Year Comparison
As of September 8, 2015

	Sep 8, 15	Sep 8, 14	\$ Change	% Change
ASSETS				
Current Assets				
Checking/Savings				
1000 · Cash				
1010 · Amalgamated Bank - primary	4,075.35	6,048.65	-1,973.30	-32.6%
1015 · Amalgamated Savings ERF	542.21	2,680.17	-2,137.96	-79.8%
1020 · Greenfield Savings	620.11	1,653.69	-1,033.58	-62.5%
1025 · Petty Cash	300.00	300.00	0.00	0.0%
Total 1000 · Cash	5,537.67	10,682.51	-5,144.84	-48.2%
Total Checking/Savings	5,537.67	10,682.51	-5,144.84	-48.2%
Accounts Receivable				
3400 · Accounts Receivable	23,862.65	19,431.42	4,431.23	22.8%
Total Accounts Receivable	23,862.65	19,431.42	4,431.23	22.8%
Other Current Assets				
1900 · Undeposited Funds	284.07	3,103.18	-2,819.11	-90.9%
Total Other Current Assets	284.07	3,103.18	-2,819.11	-90.9%
Total Current Assets	29,684.39	33,217.11	-3,532.72	-10.6%
Other Assets				
3000 · Other Assets				
3410 · Loans Receivable	9,444.00	0.00	9,444.00	100.0%
Total 3000 · Other Assets	9,444.00	0.00	9,444.00	100.0%
Total Other Assets	9,444.00	0.00	9,444.00	100.0%
TOTAL ASSETS	39,128.39	33,217.11	5,911.28	17.8%
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
3500 · Other Liabilities				
3515 · TEMPO-AFM Legislative Actn Fnd	43.00	0.00	43.00	100.0%
3520 · ERF - tracking	0.00	6,916.20	-6,916.20	-100.0%
3525 · Member Overpayments	0.00	45.00	-45.00	-100.0%
3530 · Payroll Liabilities	1,905.27	2,585.49	-680.22	-26.3%
3535 · Joe Hill Ed. Fund Tracking Acct	0.00	37.00	-37.00	-100.0%
Total 3500 · Other Liabilities	1,948.27	9,583.69	-7,635.42	-79.7%
Total Other Current Liabilities	1,948.27	9,583.69	-7,635.42	-79.7%
Total Current Liabilities	1,948.27	9,583.69	-7,635.42	-79.7%
Total Liabilities	1,948.27	9,583.69	-7,635.42	-79.7%
Equity				
4005 · Retained Earnings	20,549.17	11,652.59	8,896.58	76.4%
Net Income	16,630.95	11,980.83	4,650.12	38.8%
Total Equity	37,180.12	23,633.42	13,546.70	57.3%
TOTAL LIABILITIES & EQUITY	39,128.39	33,217.11	5,911.28	17.8%

11:44 AM

09/08/15

Accrual Basis

Local 1000
Profit & Loss Prev Year Comparison
January 1 through September 8, 2015

	Jan 1 - Sep 8, 15	Jan 1 - Sep 8, 14	\$ Change	% Change
Ordinary Income/Expense				
Income				
5000 · Membership Dues & Assesmnt				
5010 · Annual Dues	66,303.13	54,018.96	12,284.17	22.7%
5020 · Quarterly Dues	15,150.00	15,982.50	-832.50	-5.2%
5025 · Work Dues	11,854.41	20,209.66	-8,355.25	-41.3%
5030 · Initiation Fee	1,135.00	1,300.00	-165.00	-12.7%
5035 · Re-Instatement Fees	175.00	440.00	-265.00	-60.2%
5040 · Work Dues Equiv Donation	1,396.85	915.92	480.93	52.5%
5045 · Individual Donations				
5049 · Deportree Memorial Donate	3.13	0.00	3.13	100.0%
Total 5045 · Individual Donations	3.13	0.00	3.13	100.0%
5050 · Joe Hill Educational Fund	583.00	20.00	563.00	2,815.0%
5055 · ERF contributions	310.99	0.00	310.99	100.0%
5060 · Member Retreat Reg	4,610.00	4,425.00	185.00	4.2%
Total 5000 · Membership Dues & Assesmnt	101,521.51	97,312.04	4,209.47	4.3%
Total Income	101,521.51	97,312.04	4,209.47	4.3%
Gross Profit	101,521.51	97,312.04	4,209.47	4.3%
Expense				
6000 · Payroll and Allowances				
6005 · Payroll Expenses				
6006 · Salaries	25,984.02	25,906.22	77.80	0.3%
6005 · Payroll Expenses - Other	829.00	1,539.00	-710.00	-46.1%
Total 6005 · Payroll Expenses	26,813.02	27,445.22	-632.20	-2.3%
Total 6000 · Payroll and Allowances	26,813.02	27,445.22	-632.20	-2.3%
6100 · Payroll Taxes				
6105 · Employer Payroll Taxes	2,759.18	2,948.49	-189.31	-6.4%
Total 6100 · Payroll Taxes	2,759.18	2,948.49	-189.31	-6.4%
6200 · Employee Benefits				
6205 · Health	0.00	500.00	-500.00	-100.0%
6210 · Pension	3,114.20	2,496.95	617.25	24.7%
Total 6200 · Employee Benefits	3,114.20	2,996.95	117.25	3.9%
6300 · Occupancy				
6305 · Rent	4,500.00	4,500.00	0.00	0.0%
Total 6300 · Occupancy	4,500.00	4,500.00	0.00	0.0%
6400 · Telecommunications				
6405 · Telephone	973.66	1,059.45	-85.79	-8.1%
Total 6400 · Telecommunications	973.66	1,059.45	-85.79	-8.1%
6500 · Printing				
6510 · Checks and Deposit Slips	0.00	195.95	-195.95	-100.0%
6520 · Utah Phillips Award Plaque	118.29	0.00	118.29	100.0%
6525 · Newsletter				
6340 · Mailing Services	1,029.30	771.15	258.15	33.5%
6530 · Design Newsletter	300.00	150.00	150.00	100.0%
6535 · Printing Newsletter	1,045.00	895.00	150.00	16.8%
Total 6525 · Newsletter	2,374.30	1,816.15	558.15	30.7%
6570 · Membership Cards	175.00	0.00	175.00	100.0%
6580 · artwork and proof	30.00	0.00	30.00	100.0%
Total 6500 · Printing	2,697.59	2,012.10	685.49	34.1%
6600 · Postage & Shipping				
6605 · Postage	1,168.40	717.08	451.32	62.9%
6610 · Shipping	29.05	27.15	1.90	7.0%
Total 6600 · Postage & Shipping	1,197.45	744.23	453.22	60.9%
6700 · Office				
6710 · Office Supplies	425.32	262.09	163.23	62.3%
6720 · Bank Charges				
6725 · Bank Service Charge	-37.49	37.40	-74.89	-200.2%
6726 · Bank Svc Charge Foreign	25.00	91.71	-66.71	-72.7%
6727 · CAD to USD (exchange rate)	107.92	74.75	33.17	44.4%
6720 · Bank Charges - Other	20.56	0.00	20.56	100.0%
Total 6720 · Bank Charges	115.99	203.86	-87.87	-43.1%
6730 · Merchant Account Fees	0.00	86.23	-86.23	-100.0%
6740 · Paypal fees	1,941.43	1,520.88	420.55	27.7%
6745 · Stripe fees	10.28	2.28	8.00	350.9%
6750 · Square fees	12.34	44.84	-32.50	-72.5%
6760 · Credit Card Interest/Fees	-20.06	0.00	-20.06	-100.0%
6770 · Dues and Subscriptions	250.00	381.26	-131.26	-34.4%
6780 · Taxes - Sales Tax	216.23	147.87	68.36	46.2%
6785 · Taxes - Tax Fee	90.24	0.00	90.24	100.0%
6795 · Reconciliation Discrepancies	0.00	0.00	0.00	0.0%
Total 6700 · Office	3,041.77	2,649.31	392.46	14.8%
6900 · Accounting				
6911 · Prof. Fees (1099-MISC tracking)	0.00	4,000.00	-4,000.00	-100.0%

11:44 AM

09/08/15

Accrual Basis

Local 1000
Profit & Loss Prev Year Comparison
January 1 through September 8, 2015

	Jan 1 - Sep 8, 15	Jan 1 - Sep 8, 14	\$ Change	% Change
Total 6900 · Accounting	0.00	4,000.00	-4,000.00	-100.0%
7100 · Computer				
7110 · Computer Related				
7121 · Software	162.22	852.48	-690.26	-81.0%
7130 · Backup service	176.97	56.99	119.98	210.5%
Total 7110 · Computer Related	339.19	909.47	-570.28	-62.7%
7150 · Website				
7156 · Website Services	301.87	605.31	-303.44	-50.1%
7150 · Website - Other	0.00	14.00	-14.00	-100.0%
Total 7150 · Website	301.87	619.31	-317.44	-51.3%
Total 7100 · Computer	641.06	1,528.78	-887.72	-58.1%
7200 · Insurance				
7215 · Disability Insurance	98.83	105.96	-7.13	-6.7%
7220 · Work Comp	0.00	-36.00	36.00	100.0%
Total 7200 · Insurance	98.83	69.96	28.87	41.3%
7300 · Conference & Exec Meetings				
7305 · Airfare	1,576.89	2,222.11	-645.22	-29.0%
7310 · Conference Fees	277.62	353.75	-76.13	-21.5%
7315 · Lodging	2,867.50	2,404.05	463.45	19.3%
7330 · Parking	76.00	32.00	44.00	137.5%
7335 · Ground transportation	860.46	705.74	154.72	21.9%
7340 · Per Diem	843.00	801.23	41.77	5.2%
7345 · SFZ (Showcase Free Zone)	68.11	44.96	23.15	51.5%
Total 7300 · Conference & Exec Meetings	6,569.58	6,563.84	5.74	0.1%
7350 · Member Gatherings				
7355 · Gathering Travel	690.87	1,210.18	-519.31	-42.9%
7365 · Gathering Lodging	4,200.00	3,009.00	1,191.00	39.6%
7370 · Gathering Honoraria	2,100.00	600.00	1,500.00	250.0%
7375 · Gathering Meals	22.85	0.00	22.85	100.0%
Total 7350 · Member Gatherings	7,013.72	4,819.18	2,194.54	45.5%
7400 · AFM Per Capita Taxes	24,797.50	22,447.00	2,350.50	10.5%
7500 · AFM FIF	520.00	1,040.00	-520.00	-50.0%
7800 · Organizing				
7805 · Organizing Travel	0.00	101.14	-101.14	-100.0%
Total 7800 · Organizing	0.00	101.14	-101.14	-100.0%
8000 · Advertising/Promotion				
8020 · Trade Show	0.00	400.00	-400.00	-100.0%
8000 · Advertising/Promotion - Other	230.00	0.00	230.00	100.0%
Total 8000 · Advertising/Promotion	230.00	400.00	-170.00	-42.5%
Total Expense	84,967.56	85,325.65	-358.09	-0.4%
Net Ordinary Income	16,553.95	11,986.39	4,567.56	38.1%
Other Income/Expense				
Other Income				
5100 · Investment Income				
5105 · Bank Interest	0.79	2.59	-1.80	-69.5%
Total 5100 · Investment Income	0.79	2.59	-1.80	-69.5%
5500 · Other Income	76.21	-8.15	84.36	1,035.1%
Total Other Income	77.00	-5.56	82.56	1,484.9%
Net Other Income	77.00	-5.56	82.56	1,484.9%
Net Income	16,630.95	11,980.83	4,650.12	38.8%