

## **AFM Local 1000 Executive Board Meeting, December 3, 2015, SKYPE**

A quorum being present, President Fure called the meeting to order at 9:05 AM EDT on Skype.

Present for the meeting were: Tret Fure, President; Debra Cowan, Vice-President, U.S.; Eve Goldberg, Vice-President Canada ; Scott Berwick, Secretary-Treasurer; Aaron Fowler, Representative Midwestern U.S.; Daniel Boling, Representative Western U.S.

Joined late: Charlie Pilzer, Representative Eastern U.S.;

Guests: Amber Rogers, incoming Representative Midwestern U.S. as of January 1, 2016; Gary Paul Hermus, incoming Representative Western U.S. as of January 1, 2016.

President Fure welcomed incoming executive board members to the meeting. She thanked them for stepping up to serve their union officially beginning January 1, 2016.

### **AGENDA**

1. **MINUTES OF PREVIOUS MEETING:** The minutes from our meeting on October 28, 2015 on Skype were approved as presented.
2. **TREASURER'S REPORT:** The Profit & Loss report and the Balance Sheet for the YTD ending December 1, 2015 have been posted to Dropbox. Treasurer Scott Berwick gave a brief oral summary of the reports. (See attached reports.) The reports were accepted on a motion by Debra Cowan and second by Dan Boling. Treasurer Berwick also announced that Local 1000 has a new Business Credit Card with American Express. Officers Tret Fure, Eve Goldberg, Aaron Fowler, and Scott Berwick each have cards to be used for union business only. Also, Richard Coombs and Colin Dean, our Local 1000 office managers each have a card to be used for union business only. Treasurer Berwick also indicated that he was looking into TD Bank for our banking services if using TD Bank might help with clearing dues paid in Canadian funds.

Charlie Pilzer joined the meeting at this point in the agenda.

3. **RATIFICATION OF CBA's:**
  - Grey Larsen, LLC: Approved on Motion by Debra Cowan and Second by Eve Goldberg.
  - Sundance Music: Approved on Motion by Dan Boling and second by Aaron Fowler.
4. **RATIFICATION OF NEW MEMBERS:** Greg Arnold, Jakob Stern, Joe Stanton, Joshua Davis, Kelsey McNulty, Mark Anderson, and Marty Broussard were ratified as members on a motion by Eve Goldberg and second by Charlie Pilzer. Motion approved.

Ratification of Sean Pinchon was deferred until his prior status with his Canadian local can be verified.

(Note: Tret Fure will contact U.S. Local 1000 members on the "To be Expelled List" and Eve Goldberg will call Canadian Local 1000 members on the list.)

5. **BY-LAWS CHANGES:** At the Membership Meeting at NERFA 2015 the members present were not in favor of making the Representative positions “At-Large” instead of “Regional”. They liked having the Regions, but favored expanding the regions to include the parts of Canada appropriate to the region. Charlie Pilzer will look to see how other organizations, such as Folk Alliance set regions in Canada, and also consider the population density of our members in those regions to come up with a good plan. Proposed By-Laws amendments will be submitted for approval at the Membership Meeting at Folk Alliance 2016 in Kansas City.
  
6. **CANADIAN REPORT:** Eve Goldberg indicated that there was nothing new to report.
  
7. **MEMBERSHIP:** Aaron Fowler announced that they would plan future meetings of the CYBER Union Hall for the third Tuesday of each month: January 19, 2016, “Booking – Tips and Tricks...”; February 16, 2016 , “Live from Folk Alliance International”; March 15, 2016, “Staying Healthy On The Road”; April 19, 2016, “tbd” etc.
  
8. **ASHOKAN MEMBERSHIP GATHERING 2016:** Charlie Pilzer reported that Linda Tillery and Ken Whiteley have agreed to be presenters for our gathering on May 2, 3, 4, 2016. We are also planning to hold an Executive Board Meeting on Sunday May 1, 2016 at Ashokan.
  
9. **FOLK ALLIANCE 2016:** There will be a membership meeting at 4 PM, Wednesday, February 17, 2016 . The Executive Board will meet at 3 PM on Tuesday, February 16 beginning at 3 PM and continuing late, and, then, continuing the next day up until the membership meeting at 4 PM on Wednesday. The agenda will include a vote on proposed By-Laws changes.

Local 1000 will also host a Showcase Free Zone song circle as has been our custom for many years now.

10. **NEW DEAL:** The New Deal Newsletter is planned for early January 2016 mailing. So far, it is planned to include Election Results; an article by Eve Goldberg on the P2 Visa challenges; an article by Deb Cowan on her L1K Vice-President and Executive Board experience; proposed By-laws amendments; remembrances for Chuck Pyle and John Jennings.
  
11. **NEXT MEETINGS:** Eboard Skype meeting after January 12, 2016 at a date to be determined.  
 Executive Board Meeting at 3 PM, Tuesday February 16, 2016 and contuing as needed on Wednesday February 17, 2016 at Folk Alliance in Kansas City, MO.  
 Membership Meeting at 4 PM, Wednesday February 17, 2016 at Folk Alliance in Kansas City, MO.  
 Membership Meeting at Member Gathering at Ashokan Center, Olivebridge, NY, May 2-4,2016.

**12. ADJOURNMENT:** The meeting was adjourned at 10:23 AM EST on a motion by Dan Boling.

Respectfully submitted,

Scott Berwick, Secretary-Treasurer

**Attachments:** Treasurer's Reports: 2015.12.01YTDBalanceSheetVsPrevYear.pdf  
2015.12.01YTDProfit&LossVsPrevYear.pdf

3:24 PM

12/01/15

Accrual Basis

**Local 1000**  
**Balance Sheet Prev Year Comparison**  
As of December 1, 2015

	Dec 1, 15	Dec 1, 14	\$ Change	% Change
<b>ASSETS</b>				
<b>Current Assets</b>				
<b>Checking/Savings</b>				
<b>1000 · Cash</b>				
1010 · Amalgamated Bank - primary	1,172.78	2,162.06	-989.28	-45.8%
1011 · Actors Federal Credit Union	100.00	0.00	100.00	100.0%
1015 · Amalgamated Savings ERF	1,430.45	1,680.17	-249.72	-14.9%
1020 · Greenfield Savings	399.55	1,641.78	-1,242.23	-75.7%
1025 · Petty Cash	300.00	300.00	0.00	0.0%
<b>Total 1000 · Cash</b>	<b>3,402.78</b>	<b>5,784.01</b>	<b>-2,381.23</b>	<b>-41.2%</b>
<b>Total Checking/Savings</b>	<b>3,402.78</b>	<b>5,784.01</b>	<b>-2,381.23</b>	<b>-41.2%</b>
<b>Accounts Receivable</b>				
3400 · Accounts Receivable	35,106.89	33,484.67	1,622.22	4.8%
<b>Total Accounts Receivable</b>	<b>35,106.89</b>	<b>33,484.67</b>	<b>1,622.22</b>	<b>4.8%</b>
<b>Other Current Assets</b>				
1900 · Undeposited Funds	0.00	4,173.50	-4,173.50	-100.0%
<b>Total Other Current Assets</b>	<b>0.00</b>	<b>4,173.50</b>	<b>-4,173.50</b>	<b>-100.0%</b>
<b>Total Current Assets</b>	<b>38,509.67</b>	<b>43,442.18</b>	<b>-4,932.51</b>	<b>-11.4%</b>
<b>Other Assets</b>				
<b>3000 · Other Assets</b>				
3410 · Loans Receivable	9,031.00	0.00	9,031.00	100.0%
<b>Total 3000 · Other Assets</b>	<b>9,031.00</b>	<b>0.00</b>	<b>9,031.00</b>	<b>100.0%</b>
<b>Total Other Assets</b>	<b>9,031.00</b>	<b>0.00</b>	<b>9,031.00</b>	<b>100.0%</b>
<b>TOTAL ASSETS</b>	<b>47,540.67</b>	<b>43,442.18</b>	<b>4,098.49</b>	<b>9.4%</b>
<b>LIABILITIES &amp; EQUITY</b>				
<b>Liabilities</b>				
<b>Current Liabilities</b>				
<b>Accounts Payable</b>				
3550 · Accounts Payable	427.25	0.00	427.25	100.0%
<b>Total Accounts Payable</b>	<b>427.25</b>	<b>0.00</b>	<b>427.25</b>	<b>100.0%</b>
<b>Other Current Liabilities</b>				
<b>3500 · Other Liabilities</b>				
3515 · TEMPO-AFM Legislative Actn Fnd	43.00	5.00	38.00	760.0%
3520 · ERF - tracking	0.00	6,196.20	-6,196.20	-100.0%
3525 · Member Overpayments	0.00	45.00	-45.00	-100.0%
3530 · Payroll Liabilities	976.36	1,783.68	-807.32	-45.3%
3535 · Joe Hill Ed. Fund Tracking Acct	0.00	37.00	-37.00	-100.0%
<b>Total 3500 · Other Liabilities</b>	<b>1,019.36</b>	<b>8,066.88</b>	<b>-7,047.52</b>	<b>-87.4%</b>
<b>Total Other Current Liabilities</b>	<b>1,019.36</b>	<b>8,066.88</b>	<b>-7,047.52</b>	<b>-87.4%</b>
<b>Total Current Liabilities</b>	<b>1,446.61</b>	<b>8,066.88</b>	<b>-6,620.27</b>	<b>-82.1%</b>
<b>Total Liabilities</b>	<b>1,446.61</b>	<b>8,066.88</b>	<b>-6,620.27</b>	<b>-82.1%</b>
<b>Equity</b>				
4005 · Retained Earnings	20,562.00	11,652.59	8,909.41	76.5%
Net Income	25,532.06	23,722.71	1,809.35	7.6%
<b>Total Equity</b>	<b>46,094.06</b>	<b>35,375.30</b>	<b>10,718.76</b>	<b>30.3%</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>47,540.67</b>	<b>43,442.18</b>	<b>4,098.49</b>	<b>9.4%</b>

**Local 1000**  
**Profit & Loss Prev Year Comparison**  
 January 1 through December 1, 2015

	Jan 1 - Dec 1, 15	Jan 1 - Dec 1, 14	\$ Change	% Change
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
5000 · Membership Dues & Assesmnt				
5010 · Annual Dues	91,759.13	82,226.96	9,532.17	11.6%
5015 · Canadian Dues	41.73	0.00	41.73	100.0%
5020 · Quarterly Dues	21,110.50	19,668.00	1,442.50	7.3%
5025 · Work Dues	15,238.18	23,730.84	-8,492.66	-35.8%
5030 · Initiation Fee	1,870.00	2,000.00	-130.00	-6.5%
5035 · Re-Instatement Fees	400.00	440.00	-40.00	-9.1%
5040 · Work Dues Equiv Donation	1,511.27	1,184.92	326.35	27.5%
5045 · Individual Donations				
5049 · Deportree Memorial Donate	3.13	0.00	3.13	100.0%
<b>Total 5045 · Individual Donations</b>	3.13	0.00	3.13	100.0%
5050 · Joe Hill Educational Fund	613.00	35.00	578.00	1,651.4%
5055 · ERF contributions	912.99	0.00	912.99	100.0%
5060 · Member Retreat Reg	4,610.00	4,425.00	185.00	4.2%
<b>Total 5000 · Membership Dues &amp; Assesmnt</b>	138,069.93	133,710.72	4,359.21	3.3%
<b>Total Income</b>	138,069.93	133,710.72	4,359.21	3.3%
<b>Gross Profit</b>	138,069.93	133,710.72	4,359.21	3.3%
<b>Expense</b>				
6000 · Payroll and Allowances				
6005 · Payroll Expenses				
6006 · Salaries	32,990.09	33,189.60	-199.51	-0.6%
6005 · Payroll Expenses - Other	1,556.00	2,580.00	-1,024.00	-39.7%
<b>Total 6005 · Payroll Expenses</b>	34,546.09	35,769.60	-1,223.51	-3.4%
<b>Total 6000 · Payroll and Allowances</b>	34,546.09	35,769.60	-1,223.51	-3.4%
6100 · Payroll Taxes				
6105 · Employer Payroll Taxes	3,350.76	3,585.31	-234.55	-6.5%
<b>Total 6100 · Payroll Taxes</b>	3,350.76	3,585.31	-234.55	-6.5%
6200 · Employee Benefits				
6205 · Health	0.00	500.00	-500.00	-100.0%
6210 · Pension	3,748.64	3,517.52	231.12	6.6%
<b>Total 6200 · Employee Benefits</b>	3,748.64	4,017.52	-268.88	-6.7%
6300 · Occupancy				
6305 · Rent	5,500.00	5,500.00	0.00	0.0%
<b>Total 6300 · Occupancy</b>	5,500.00	5,500.00	0.00	0.0%
6400 · Telecommunications				
6405 · Telephone	1,178.45	1,469.97	-291.52	-19.8%
<b>Total 6400 · Telecommunications</b>	1,178.45	1,469.97	-291.52	-19.8%
6500 · Printing				
6510 · Checks and Deposit Slips	97.05	195.95	-98.90	-50.5%
6520 · Utah Phillips Award Plaque	118.29	0.00	118.29	100.0%
6525 · Newsletter				
6340 · Mailing Services	824.50	771.15	53.35	6.9%
6530 · Design Newsletter	600.00	450.00	150.00	33.3%
6535 · Printing Newsletter	2,090.00	895.00	1,195.00	133.5%
<b>Total 6525 · Newsletter</b>	3,514.50	2,116.15	1,398.35	66.1%
6570 · Membership Cards	175.00	0.00	175.00	100.0%
6580 · artwork and proof	30.00	0.00	30.00	100.0%
6500 · Printing - Other	23.95	0.00	23.95	100.0%
<b>Total 6500 · Printing</b>	3,958.79	2,312.10	1,646.69	71.2%
6600 · Postage & Shipping				
6605 · Postage	2,537.08	948.43	1,588.65	167.5%
6610 · Shipping	148.80	31.64	117.16	370.3%
6600 · Postage & Shipping - Other	17.90	0.00	17.90	100.0%
<b>Total 6600 · Postage &amp; Shipping</b>	2,703.78	980.07	1,723.71	175.9%
6700 · Office				
6710 · Office Supplies	436.21	383.97	52.24	13.6%
6720 · Bank Charges				
6725 · Bank Service Charge	-15.71	-45.16	29.45	65.2%
6726 · Bank Svc Charge Foreign	179.62	91.71	87.91	95.9%
6727 · CAD to USD (exchange rate)	147.17	74.75	72.42	96.9%
6720 · Bank Charges - Other	20.56	0.00	20.56	100.0%
<b>Total 6720 · Bank Charges</b>	331.64	121.30	210.34	173.4%

## Local 1000 Profit & Loss Prev Year Comparison

January 1 through December 1, 2015

	Jan 1 - Dec 1, 15	Jan 1 - Dec 1, 14	\$ Change	% Change
6730 · Merchant Account Fees	0.00	86.23	-86.23	-100.0%
6740 · Paypal fees	2,578.67	1,937.49	641.18	33.1%
6745 · Stripe fees	17.22	46.48	-29.26	-63.0%
6750 · Square fees	12.34	52.32	-39.98	-76.4%
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	341.01	147.87	193.14	130.6%
6785 · Taxes - Tax Fee	340.35	0.00	340.35	100.0%
6795 · Reconciliation Discrepancies	0.00	0.00	0.00	0.0%
<b>Total 6700 · Office</b>	<b>4,287.38</b>	<b>3,156.92</b>	<b>1,130.46</b>	<b>35.8%</b>
6900 · Accounting				
6911 · Prof. Fees (1099-MISC tracking)	0.00	4,000.00	-4,000.00	-100.0%
<b>Total 6900 · Accounting</b>	<b>0.00</b>	<b>4,000.00</b>	<b>-4,000.00</b>	<b>-100.0%</b>
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%
<b>Total 7110 · Computer Related</b>	<b>339.19</b>	<b>909.47</b>	<b>-570.28</b>	<b>-62.7%</b>
7150 · Website				
7156 · Website Services	406.74	725.19	-318.45	-43.9%
7150 · Website - Other	0.00	14.00	-14.00	-100.0%
<b>Total 7150 · Website</b>	<b>406.74</b>	<b>739.19</b>	<b>-332.45</b>	<b>-45.0%</b>
<b>Total 7100 · Computer</b>	<b>745.93</b>	<b>1,648.66</b>	<b>-902.73</b>	<b>-54.8%</b>
7200 · Insurance				
7215 · Disability Insurance	78.40	114.41	-36.01	-31.5%
7220 · Work Comp	653.19	370.74	282.45	76.2%
<b>Total 7200 · Insurance</b>	<b>731.59</b>	<b>485.15</b>	<b>246.44</b>	<b>50.8%</b>
7300 · Conference & Exec Meetings				
7305 · Airfare	3,054.78	2,466.31	588.47	23.9%
7310 · Conference Fees	646.97	678.75	-31.78	-4.7%
7315 · Lodging	3,138.85	2,639.41	499.44	18.9%
7320 · Meals	0.00	162.40	-162.40	-100.0%
7330 · Parking	76.00	32.00	44.00	137.5%
7335 · Ground transportation	1,392.56	2,173.45	-780.89	-35.9%
7340 · Per Diem	2,155.00	1,402.23	752.77	53.7%
7345 · SFZ (Showcase Free Zone)	83.83	75.23	8.60	11.4%
7300 · Conference & Exec Meetings - Other	0.00	158.00	-158.00	-100.0%
<b>Total 7300 · Conference &amp; Exec Meetings</b>	<b>10,547.99</b>	<b>9,787.78</b>	<b>760.21</b>	<b>7.8%</b>
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%
<b>Total 7350 · Member Gatherings</b>	<b>7,013.72</b>	<b>4,819.18</b>	<b>2,194.54</b>	<b>45.5%</b>
7400 · AFM Per Capita Taxes	33,097.00	30,482.50	2,614.50	8.6%
7500 · AFM FIF	975.00	1,430.00	-455.00	-31.8%
7800 · Organizing				
7805 · Organizing Travel	0.00	101.14	-101.14	-100.0%
<b>Total 7800 · Organizing</b>	<b>0.00</b>	<b>101.14</b>	<b>-101.14</b>	<b>-100.0%</b>
8000 · Advertising/Promotion				
8020 · Trade Show	0.00	400.00	-400.00	-100.0%
8030 · Publicity	0.00	36.55	-36.55	-100.0%
8000 · Advertising/Promotion - Other	230.00	0.00	230.00	100.0%
<b>Total 8000 · Advertising/Promotion</b>	<b>230.00</b>	<b>436.55</b>	<b>-206.55</b>	<b>-47.3%</b>
<b>Total Expense</b>	<b>112,615.12</b>	<b>109,982.45</b>	<b>2,632.67</b>	<b>2.4%</b>
<b>Net Ordinary Income</b>	<b>25,454.81</b>	<b>23,728.27</b>	<b>1,726.54</b>	<b>7.3%</b>
<b>Other Income/Expense</b>				
Other Income				
5100 · Investment Income				
5105 · Bank Interest	1.04	2.59	-1.55	-59.9%
<b>Total 5100 · Investment Income</b>	<b>1.04</b>	<b>2.59</b>	<b>-1.55</b>	<b>-59.9%</b>
5500 · Other Income	76.21	-8.15	84.36	1,035.1%
<b>Total Other Income</b>	<b>77.25</b>	<b>-5.56</b>	<b>82.81</b>	<b>1,489.4%</b>
<b>Net Other Income</b>	<b>77.25</b>	<b>-5.56</b>	<b>82.81</b>	<b>1,489.4%</b>
<b>Net Income</b>	<b>25,532.06</b>	<b>23,722.71</b>	<b>1,809.35</b>	<b>7.6%</b>