

## **AFM Local 1000 Executive Board Meeting, July 27, 2016, SKYPE**

**CALL TO ORDER:** A quorum being present, President Fure called the meeting to order at 9:09 AM EDT on Skype.

Present for the meeting were: Tret Fure, President; Aaron Fowler, Vice President U.S.; Eve Goldberg, Vice President Canada ; Scott Berwick, Secretary-Treasurer; Gary Paul Hermus, Representative Western U.S.; Charlie Pilzer, Representative Eastern U.S.  
Excused: Amber Rogers, Representative Midwestern U.S.

Eve Goldberg indicated that she might need to leave the meeting a some point to deal with a Canadian border crossing issue that involves Bruce Molsky and Letters of Cultural Exchange.

### **AGENDA**

1. **MINUTES OF PREVIOUS MEETING:** The minutes from our meeting of June 6, 2016 were approved as presented.
2. **AFM CONVENTION REPORT:** Eve Goldberg reported that she, John O'Connor, and Tret Fure met with the Law Committee to discuss the Resolution that John O'Connor had proposed that would permit any local that had more than 25 members in a region to join that region's Conference. She indicated that the meeting was fairly contentious, and seemed to indicate that the Law Committee members did not really understand the need and reason for Local 1000. After much discussion, the Law Committee decided to recommend that the resolution be defeated. While the resolution could still have gone to floor for consideration (and might have been approved despite the Law Committee recommendation), our Delegates decided to withdraw the Resolution and pursue further dialogue with the Canadian Conference.

Eve reported that later on, she had an informal meeting with the Canadian Conference representatives. This meeting gave her some insight into the make up of the Canadian Conference and the locals that make up the Conference. The outcome of that meeting was an invitation for Eve to make a formal presentation to the Canadian Conference Board later this year.

There was some discussion of setting up a meeting with John O'Connor to clarify membership criteria for Local 1000 and, also, to consider a plan to introduce a resolution at the next AFM Convention so that Local 1000 members would not be expected to join their geographical local. We also plan to develop a new Orientation Packet for new members and to update our website description of Local 1000.

[Eve Goldberg left the meeting at 9:47 AM.]

3. **TREASURER'S REPORT:** Secretary-Treasurer Scott Berwick gave a brief oral summary of the July 18,2016 Balance Sheet and July 18,2016 Profit and Loss Report which were posted in Drop Box. (See attached reports.) The reports were accepted on a motion by Gary Hermus and second by Charlie Pilzer.
4. **FALL EXECUTIVE BOARD MEETING:** We decided to have an executive board meeting at NERFA in Stamford, CT in November if we can get 4 board members to attend in person and have the others participate by ZOOM. We would also invite Office Co-managers Richard Coombs and Colin Dean to attend since it is easy enough to take the train to and from Stamford.

[Eve Goldberg rejoined the meeting at 10:10 AM.]

5. **NEW DEAL:** Secretary-Treasurer Scott Berwick indicated that he had sent out the uncorrected draft of the Summer 2016 New Deal to the board members. After some discussion of the proposed revised bylaws in the New Deal we decided to send the proposed revised bylaws to John O'Connor for review.
6. **OFFICE REPORT:** V-P U.S. Aaron Fowler reported that he has been in regular contact with the office co-managers by phone and reported that things were going smoothly.
7. **MEMBERSHIP SERVICES:** The board discussed recent membership issues. Michael Sawyer has resigned in good standing. In relation to resignations, the number seems normal compared to the past when we adjust for the number of members who previously “just stopped paying dues.” This is good work on the part of our office staff and saves Local 1000 time and money. Beverly Smith, who failed to complete her vesting in the pension, will be advised to contact the AFM Pension office. After she does that, we may be able to help her, but ultimately it is in the hands of the AFM Pension.

Aaron Fowler outlined planned webinars for the Virtual Union Hall. Tentative plan is to do LS-1 Contracts in August; CBA's with Colin Dean in September; MPTF's with Debra Cowan in October; Canadian version of LS-1 at some future date. The schedule should be finalized in time for the August Mail Chimp.

#### 8. **RATIFICATION OF NEW MEMBERS:**

Andrew Collins, Betsy Scott, Edith Wallace, James McKee, Lexi Jelilyan, Marshall Voit, Phil Cohen, and Tania Elizabeth were ratified as members on a motion by Charlie Pilzer and Second by Gary Hermus. Motion approved unanimously. Action on Evan Gordon and Joel Landy was deferred pending resolution of questions about their applications.

[Eve Goldberg left at 10:39 AM.]

9. **BANJO RAFFLE:** Charlie Pilzer will send a better picture of the signatures on the Raffle Banjo.

[Eve Goldberg returned at 10:47 AM.]

#### 10. **FOLK ALLIANCE REGIONALS:**

NERFA: We plan to hold a member meeting with an election for Secretary-Treasurer and a vote on Bylaws revisions at NERFA which this year will be in Stamford, CT.

SWRFA: Western Rep Gary Paul Hermus has organized a Local 1000 presence with V-P U.S. Aaron Fowler and immediate past Western Rep Dan Boling. We have purchased an ad in the program book.

**11. OLD BUSINESS:**

**New Brochure:** Nothing to report on new brochure until next meeting.

**Member Gathering in Toronto:** May be too much to do in 2017. Perhaps should be planned for 2018.

**12. NEXT MEETINGS:**

**Executive Board Meetings:** TBD in early September and at NERFA.

**Membership Meeting:** November 11, 2016 at NERFA, Crown Plaza Stamford Hotel, Stamford, CT.

**13. ADJOURNMENT:** The meeting was adjourned at 10:55 AM EDT on a motion by Gary Hermus.

Respectfully submitted,

*Scott Berwick*, Secretary-Treasurer

**Attachments:** Treasurer's Reports: 2016.07.18BalanceSheetVSPrevYear.pdf  
2016.07.18YTDProfit&LossVsPrevYear.pdf

**Local 1000**  
**Balance Sheet Prev Year Comparison**  
As of July 18, 2016

	Jul 18, 16	Jul 18, 15	\$ Change	% Change
<b>ASSETS</b>				
<b>Current Assets</b>				
<b>Checking/Savings</b>				
<b>1000 · Cash</b>				
1010 · Amalgamated Bank - primary	4,398.17	6,139.95	-1,741.78	-28.4%
1015 · Amalgamated Savings ERF	703.48	1,542.21	-838.73	-54.4%
1020 · Greenfield Savings	377.02	2,271.84	-1,894.82	-83.4%
1025 · Petty Cash	100.00	300.00	-200.00	-66.7%
<b>Total 1000 · Cash</b>	5,578.67	10,254.00	-4,675.33	-45.6%
<b>Total Checking/Savings</b>	5,578.67	10,254.00	-4,675.33	-45.6%
<b>Accounts Receivable</b>				
3400 · Accounts Receivable	14,157.38	15,156.63	-999.25	-6.6%
3405 · Loans Receivable	0.00	7,694.00	-7,694.00	-100.0%
<b>Total Accounts Receivable</b>	14,157.38	22,850.63	-8,693.25	-38.0%
<b>Other Current Assets</b>				
1900 · Undeposited Funds	124.23	1,805.93	-1,681.70	-93.1%
<b>Total Other Current Assets</b>	124.23	1,805.93	-1,681.70	-93.1%
<b>Total Current Assets</b>	19,860.28	34,910.56	-15,050.28	-43.1%
<b>Other Assets</b>				
<b>3000 · Other Assets</b>				
3410 · Loans Receivable	6,254.50	500.00	5,754.50	1,150.9%
<b>Total 3000 · Other Assets</b>	6,254.50	500.00	5,754.50	1,150.9%
<b>Total Other Assets</b>	6,254.50	500.00	5,754.50	1,150.9%
<b>TOTAL ASSETS</b>	<b>26,114.78</b>	<b>35,410.56</b>	<b>-9,295.78</b>	<b>-26.3%</b>
<b>LIABILITIES &amp; EQUITY</b>				
<b>Liabilities</b>				
<b>Current Liabilities</b>				
<b>Accounts Payable</b>				
3550 · Accounts Payable	222.22	0.00	222.22	100.0%
<b>Total Accounts Payable</b>	222.22	0.00	222.22	100.0%
<b>Other Current Liabilities</b>				
3500 · Other Liabilities				
3515 · TEMPO-AFM Legislative Actn Fnd	0.00	43.00	-43.00	-100.0%
3530 · Payroll Liabilities	1,878.39	1,285.40	592.99	46.1%
<b>Total 3500 · Other Liabilities</b>	1,878.39	1,328.40	549.99	41.4%
<b>Total Other Current Liabilities</b>	1,878.39	1,328.40	549.99	41.4%
<b>Total Current Liabilities</b>	2,100.61	1,328.40	772.21	58.1%
<b>Total Liabilities</b>	2,100.61	1,328.40	772.21	58.1%
<b>Equity</b>				
4005 · Retained Earnings	19,407.43	20,593.00	-1,185.57	-5.8%
Net Income	4,606.74	13,489.16	-8,882.42	-65.9%
<b>Total Equity</b>	24,014.17	34,082.16	-10,067.99	-29.5%
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>26,114.78</b>	<b>35,410.56</b>	<b>-9,295.78</b>	<b>-26.3%</b>

## Local 1000 Profit & Loss Prev Year Comparison

January 1 through July 18, 2016

	Jan 1 - Jul 18, 16	Jan 1 - Jul 18, 15	\$ Change	% Change
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
5000 · Membership Dues & Assesmnt				
5010 · Annual Dues	54,734.08	53,123.13	1,610.95	3.0%
5015 · Canadian Dues DO NOT USE	0.00	41.73	-41.73	-100.0%
5020 · Quarterly Dues	9,838.50	10,944.50	-1,106.00	-10.1%
5025 · Work Dues	11,383.45	9,673.31	1,710.14	17.7%
5030 · Initiation Fee	1,570.00	1,035.00	535.00	51.7%
5035 · Re-Instatement Fees	125.00	175.00	-50.00	-28.6%
5040 · Work Dues Equiv Donation	1,130.22	1,258.85	-128.63	-10.2%
5045 · Individual Donations				
5047-2 · Banjo (Fundraiser) Pete Seeger	1,700.00	0.00	1,700.00	100.0%
5049 · Deportree Memorial Donate	0.00	3.13	-3.13	-100.0%
5045 · Individual Donations - Other	130.00	0.00	130.00	100.0%
Total 5045 · Individual Donations	1,830.00	3.13	1,826.87	58,366.5%
5050 · Joe Hill Educational Fund	313.00	584.00	-271.00	-46.4%
5055 · ERF contributions	514.75	249.49	265.26	106.3%
5060 · Member Retreat Reg	7,495.00	4,210.00	3,285.00	78.0%
Total 5000 · Membership Dues & Assesmnt	88,934.00	81,298.14	7,635.86	9.4%
Total Income	88,934.00	81,298.14	7,635.86	9.4%
Gross Profit	88,934.00	81,298.14	7,635.86	9.4%
<b>Expense</b>				
5999 · Refund of Dues Payment	161.50	0.00	161.50	100.0%
6000 · Payroll and Allowances				
6005 · Payroll Expenses				
6006 · Salaries	19,994.30	21,339.33	-1,345.03	-6.3%
6005 · Payroll Expenses - Other	2,232.13	562.00	1,670.13	297.2%
Total 6005 · Payroll Expenses	22,226.43	21,901.33	325.10	1.5%
Total 6000 · Payroll and Allowances	22,226.43	21,901.33	325.10	1.5%
6100 · Payroll Taxes				
6105 · Employer Payroll Taxes	2,638.27	2,285.94	352.33	15.4%
6100 · Payroll Taxes - Other	84.00	0.00	84.00	100.0%
Total 6100 · Payroll Taxes	2,722.27	2,285.94	436.33	19.1%
6200 · Employee Benefits				
6210 · Pension	2,343.04	2,462.86	-119.82	-4.9%
Total 6200 · Employee Benefits	2,343.04	2,462.86	-119.82	-4.9%
6300 · Occupancy				
6305 · Rent	3,500.00	3,500.00	0.00	0.0%
Total 6300 · Occupancy	3,500.00	3,500.00	0.00	0.0%
6400 · Telecommunications				
6405 · Telephone	790.72	730.34	60.38	8.3%
Total 6400 · Telecommunications	790.72	730.34	60.38	8.3%
6500 · Printing				
6505 · Stationery	263.75	0.00	263.75	100.0%
6520 · Utah Philips Award Plaque	0.00	118.29	-118.29	-100.0%
6525 · Newsletter				
6340 · Mailing Services	314.75	509.75	-195.00	-38.3%
6530 · Design Newsletter	300.00	0.00	300.00	100.0%
6535 · Printing Newsletter	1,144.00	1,045.00	99.00	9.5%
Total 6525 · Newsletter	1,758.75	1,554.75	204.00	13.1%
6570 · Membership Cards	0.00	175.00	-175.00	-100.0%
6580 · artwork and proof	0.00	30.00	-30.00	-100.0%
Total 6500 · Printing	2,022.50	1,878.04	144.46	7.7%
6600 · Postage & Shipping				
6605 · Postage	1,274.80	1,516.40	-241.60	-15.9%
6610 · Shipping	86.63	102.60	-15.97	-15.6%
Total 6600 · Postage & Shipping	1,361.43	1,619.00	-257.57	-15.9%
6700 · Office				
6710 · Office Supplies	108.61	337.28	-228.67	-67.8%
6720 · Bank Charges				
6725 · Bank Service Charge	10.39	-33.47	43.86	131.0%
6726 · Bank Svc Charge Foreign	20.00	30.00	-10.00	-33.3%
6727 · CAD to USD (exchange rate)	28.08	147.17	-119.09	-80.9%
6720 · Bank Charges - Other	0.00	20.56	-20.56	-100.0%
Total 6720 · Bank Charges	58.47	164.26	-105.79	-64.4%
6740 · Paypal fees	1,667.61	1,580.45	87.16	5.5%
6745 · Stripe fees	19.99	10.28	9.71	94.5%
6750 · Square fees	6.88	12.34	-5.46	-44.3%

## Local 1000 Profit & Loss Prev Year Comparison

January 1 through July 18, 2016

	Jan 1 - Jul 18, 16	Jan 1 - Jul 18, 15	\$ Change	% Change
6760 · Credit Card Interest/Fees	105.11	-20.06	125.17	624.0%
6770 · Dues and Subscriptions	0.00	250.00	-250.00	-100.0%
6780 · Taxes - Sales Tax	160.56	216.23	-55.67	-25.8%
6785 · Taxes - Tax Fee	0.00	90.24	-90.24	-100.0%
6790 · Office Other Exp	200.00	0.00	200.00	100.0%
<b>Total 6700 · Office</b>	<b>2,327.23</b>	<b>2,641.02</b>	<b>-313.79</b>	<b>-11.9%</b>
6900 · Accounting				
6911 · Prof. Fees (1099-MISC tracking)	5,000.00	0.00	5,000.00	100.0%
<b>Total 6900 · Accounting</b>	<b>5,000.00</b>	<b>0.00</b>	<b>5,000.00</b>	<b>100.0%</b>
7100 · Computer				
7110 · Computer Related				
7121 · Software	367.98	0.00	367.98	100.0%
7130 · Backup service	59.99	176.97	-116.98	-66.1%
<b>Total 7110 · Computer Related</b>	<b>427.97</b>	<b>176.97</b>	<b>251.00</b>	<b>141.8%</b>
7150 · Website				
7155 · Web Design	32.65	0.00	32.65	100.0%
7156 · Website Services	450.42	231.97	218.45	94.2%
<b>Total 7150 · Website</b>	<b>483.07</b>	<b>231.97</b>	<b>251.10</b>	<b>108.3%</b>
<b>Total 7100 · Computer</b>	<b>911.04</b>	<b>408.94</b>	<b>502.10</b>	<b>122.8%</b>
7200 · Insurance				
7210 · Liability Insurance	300.00	0.00	300.00	100.0%
7215 · Disability Insurance	85.90	78.58	7.32	9.3%
<b>Total 7200 · Insurance</b>	<b>385.90</b>	<b>78.58</b>	<b>307.32</b>	<b>391.1%</b>
7300 · Conference & Exec Meetings				
7305 · Airfare	3,437.83	1,576.89	1,860.94	118.0%
7310 · Conference Fees	826.97	277.62	549.35	197.9%
7315 · Lodging	2,535.22	2,867.50	-332.28	-11.6%
7320 · Meals	56.71	0.00	56.71	100.0%
7330 · Parking	85.00	76.00	9.00	11.8%
7335 · Ground transportation	1,720.85	589.59	1,131.26	191.9%
7340 · Per Diem	1,571.00	843.00	728.00	86.4%
7345 · SFZ (Showcase Free Zone)	1,348.88	68.11	1,280.77	1,880.4%
<b>Total 7300 · Conference &amp; Exec Meetings</b>	<b>11,582.46</b>	<b>6,298.71</b>	<b>5,283.75</b>	<b>83.9%</b>
7350 · Member Gatherings				
7355 · Gathering Travel	1,127.95	690.87	437.08	63.3%
7365 · Gathering Lodging	6,114.50	4,200.00	1,914.50	45.6%
7370 · Gathering Honoraria	1,750.00	2,100.00	-350.00	-16.7%
7375 · Gathering Meals	0.00	22.85	-22.85	-100.0%
<b>Total 7350 · Member Gatherings</b>	<b>8,992.45</b>	<b>7,013.72</b>	<b>1,978.73</b>	<b>28.2%</b>
7400 · AFM Per Capita Taxes	16,566.00	16,382.50	183.50	1.1%
7500 · AFM FIF	715.00	455.00	260.00	57.1%
7700 · Fundraising Costs				
7710 · Banjo cost (Pete Seeger)	2,694.87	0.00	2,694.87	100.0%
<b>Total 7700 · Fundraising Costs</b>	<b>2,694.87</b>	<b>0.00</b>	<b>2,694.87</b>	<b>100.0%</b>
8000 · Advertising/Promotion				
8005 · Advertising	25.00	0.00	25.00	100.0%
8000 · Advertising/Promotion - Other	0.00	230.00	-230.00	-100.0%
<b>Total 8000 · Advertising/Promotion</b>	<b>25.00</b>	<b>230.00</b>	<b>-205.00</b>	<b>-89.1%</b>
<b>Total Expense</b>	<b>84,327.84</b>	<b>67,885.98</b>	<b>16,441.86</b>	<b>24.2%</b>
<b>Net Ordinary Income</b>	<b>4,606.16</b>	<b>13,412.16</b>	<b>-8,806.00</b>	<b>-65.7%</b>
<b>Other Income/Expense</b>				
<b>Other Income</b>				
5100 · Investment Income				
5105 · Bank Interest	0.58	0.79	-0.21	-26.6%
<b>Total 5100 · Investment Income</b>	<b>0.58</b>	<b>0.79</b>	<b>-0.21</b>	<b>-26.6%</b>
5500 · Other Income	0.00	76.21	-76.21	-100.0%
<b>Total Other Income</b>	<b>0.58</b>	<b>77.00</b>	<b>-76.42</b>	<b>-99.3%</b>
<b>Net Other Income</b>	<b>0.58</b>	<b>77.00</b>	<b>-76.42</b>	<b>-99.3%</b>
<b>Net Income</b>	<b>4,606.74</b>	<b>13,489.16</b>	<b>-8,882.42</b>	<b>-65.9%</b>