

AFM Local 1000 Executive Board Meeting, November 11, 2016, NERFA & Zoom

Location: NERFA, Crown Plaza Stamford Hotel, Stamford, CT and remotely by Zoom

CALL TO ORDER: A quorum being present, President Fure called the meeting to order at 10:02 AM EST.

Present for the meeting in Stamford, CT were Tret Fure, President; Eve Goldberg, Vice President from Canada.; and Scott Berwick, Secretary-Treasurer. In attendance via Zoom from remote locations were Aaron Fowler, Vice President from the U.S; Gary Paul Hermus, Representative Western U.S.; Charlie Pilzer, Representative Eastern U.S.; and Amber Rogers, Representative Midwestern U.S

AGENDA

1. **MINUTES OF PREVIOUS MEETING:** There being no corrections, the minutes from our meeting of September 14, 2016 were accepted as presented.
2. **PRESIDENT'S REPORT:** President Fure reported that Vi Wickam was elected to the office of Secretary-Treasurer at the membership meeting on November 10, 2016 at the Northeast Regional Folk Alliance (NERFA) conference in Stamford, CT .

President Fure also reported that the revised Bylaws were also approved and adopted.. The next steps are: Add the adoption date to the document; Prepare a clean final copy for publication; Send published copy to AFM; Retain the working copies as pdf and docx files for future reference. Special thanks to Charlie Pilzer and Eve Goldberg for their work on this much needed revision.

President Fure also expressed some concern over the slow sale of Banjo Raffle Tickets. VP from Canada Eve Goldberg urged us all to promote the raffle on our personal Facebook pages to promote sales.

3. **TREASURER'S REPORT:** Secretary-Treasurer Scott Berwick gave a brief oral summary of the November 8, 2016 Balance Sheet and November 8, 2016 Profit and Loss Report which were posted in Drop Box. (See attached reports.) He reported that unpaid dues from members that are over 30 days late have forced us to delay paying our Per Capita Tax to AFM that was due October 31. He also noted that we had hoped to raise more from the Banjo raffle by now, but sales have been slow. The reports were accepted on a motion by Eve Goldberg and second by Gary Hermus.

4. RATIFICATION OF CBA's:

Eulenspiegel Puppet Theatre Company: Approved on motion by Aaron Fowler and second by Gary Hermus.

The Dubs, Inc.: Approved on motion by Charlie Pilzer and second by Gary Hermus.

5. RATIFICATION OF NEW MEMBERS:

Andrew Pacheco, Will Meadows, Kyle Sullivan, John Law, and Fred Rose were ratified as members on a motion by Gary Hermus and second by Amber Rogers. Motion approved unanimously.

6. **OFFICE REPORT:** V-P U.S. Aaron Fowler reported that he continues to call in to the office every other week. Richard and Colin are stressing to members the importance of paying dues and work dues. Colin is preparing an up date to the to be suspended list.
7. **MEMBERSHIP SERVICES:** V-P U.S. Aaron Fowler reported that the next webinar for the Virtual Union Hall will be in January. There will be none for December. He is working on more advance publication for future sessions. Future topics include Performance Rights Organizations (ASCAP, BMI, SESAC, etc.) and Activist Music.

Amber Rogers left the meeting at 11:45 AM.

8. **CANADIAN REPORT:** V-P Canada Eve Goldberg reported that Canadian musicians applying for P2 Visas are now being advised to submit applications at least 120 days before their first gig. Sadly, the US has raised the fees beginning in December, but have not promised any improvement in service or even to live up to their promise of 30 day service. We are urging US members of Local 1000 and other US Locals to stand with our Canadian brothers and sisters and advocate for fairer treatment of cross border musicians.

The Canadian committee has not had an opportunity for a meeting, so there is no report from that committee.

Eve reported that she had been approached to see if Local 1000 might be the right local to negotiate a CBA for the Canadian Folk Music Awards (CFMA) show, which travels to different locations each year.

MOTION: Aaron Fowler made a motion to empower Eve Goldberg to continue conversations with CFMA and the Canadian Conference on behalf of Local 1000. Gary Hermus seconded to motion. Motion carried by unanimous vote.

The Canadian locals have been alleging that there are a lot Canadian musicians quitting their regional locals to join Local 1000. After some research into this, it looks like only a handful of our Canadian members might fall into this category. Richard and Colin have been very careful with screening new members to avoid this situation.

At Folk Music Ontario, the subject of AFM Per Capita payments came up. It may be that the Canadian Locals pay their Per Capita in Canadian dollars at parity with US dollars (eg: \$16.50 Can for \$16.50 US per quarter). Eve was going to contact Jay Blumenthal at AFM to verify this. Currently, the US/Canada exchange rate is a real stumbling block for Canadian musicians wishing to join Local 1000.

We need to decide on the next steps for the new membership brochure.

9. **NEW BUSINESS:** Clearwater plans to have a festival in June 2017. Their CBA needs to be renegotiated.

10. NEXT MEETINGS:

Executive Board Meetings: Aaron Fowler will survey the Board Members for a meeting around December 12, 2106

Membership Meeting: At Folk Alliance in Kansas City, MO. Date and time to be determined.

11. **ADJOURNMENT:** The meeting was adjourned at 12:14 PM EST on a motion by Eve Goldberg.

Respectfully submitted,

Scott Berwick, Secretary-Treasurer

Attachments: Treasurer's Reports: 2016.11.08BalanceSheetVSPrevYear.pdf
2016.11.08YTDProfit&LossVsPrevYear.pdf

Local 1000
Balance Sheet Prev Year Comparison
As of November 8, 2016

	Nov 8, 16	Nov 8, 15	\$ Change	% Change
ASSETS				
Current Assets				
Checking/Savings				
1000 · Cash				
1010 · Amalgamated Bank - primary	2,182.26	1,187.50	994.76	83.8%
1011 · Actors Federal Credit Union	0.00	100.00	-100.00	-100.0%
1015 · Amalgamated Savings ERF	235.01	1,081.45	-846.44	-78.3%
1020 · Greenfield Savings	199.02	424.55	-225.53	-53.1%
1025 · Petty Cash	100.00	300.00	-200.00	-66.7%
Total 1000 · Cash	<u>2,716.29</u>	<u>3,093.50</u>	<u>-377.21</u>	<u>-12.2%</u>
Total Checking/Savings	2,716.29	3,093.50	-377.21	-12.2%
Accounts Receivable				
3400 · Accounts Receivable	9,395.97	10,591.75	-1,195.78	-11.3%
Total Accounts Receivable	9,395.97	10,591.75	-1,195.78	-11.3%
Other Current Assets				
1900 · Undeposited Funds	737.59	46.49	691.10	1,486.6%
Total Other Current Assets	<u>737.59</u>	<u>46.49</u>	<u>691.10</u>	<u>1,486.6%</u>
Total Current Assets	12,849.85	13,731.74	-881.89	-6.4%
Other Assets				
3000 · Other Assets				
3410 · Loans Receivable	6,054.50	9,031.00	-2,976.50	-33.0%
Total 3000 · Other Assets	<u>6,054.50</u>	<u>9,031.00</u>	<u>-2,976.50</u>	<u>-33.0%</u>
Total Other Assets	6,054.50	9,031.00	-2,976.50	-33.0%
TOTAL ASSETS	<u><u>18,904.35</u></u>	<u><u>22,762.74</u></u>	<u><u>-3,858.39</u></u>	<u><u>-17.0%</u></u>
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
3550 · Accounts Payable	8,250.00	2,009.73	6,240.27	310.5%
Total Accounts Payable	8,250.00	2,009.73	6,240.27	310.5%
Credit Cards				
3555 · AmEx	1,239.47	0.00	1,239.47	100.0%
Total Credit Cards	1,239.47	0.00	1,239.47	100.0%
Other Current Liabilities				
3500 · Other Liabilities				
3515 · TEMPO-AFM Legislative Actn Fnd	0.00	43.00	-43.00	-100.0%
3520 · ERF - tracking	-2,000.00	0.00	-2,000.00	-100.0%
3525 · Member Overpayments	0.00	-0.50	0.50	100.0%
3530 · Payroll Liabilities	1,202.56	628.31	574.25	91.4%
Total 3500 · Other Liabilities	<u>-797.44</u>	<u>670.81</u>	<u>-1,468.25</u>	<u>-218.9%</u>
Total Other Current Liabilities	<u>-797.44</u>	<u>670.81</u>	<u>-1,468.25</u>	<u>-218.9%</u>
Total Current Liabilities	8,692.03	2,680.54	6,011.49	224.3%
Total Liabilities	8,692.03	2,680.54	6,011.49	224.3%
Equity				
4005 · Retained Earnings	19,407.43	20,593.00	-1,185.57	-5.8%
Net Income	-9,195.11	-510.80	-8,684.31	-1,700.1%
Total Equity	<u>10,212.32</u>	<u>20,082.20</u>	<u>-9,869.88</u>	<u>-49.2%</u>
TOTAL LIABILITIES & EQUITY	<u><u>18,904.35</u></u>	<u><u>22,762.74</u></u>	<u><u>-3,858.39</u></u>	<u><u>-17.0%</u></u>

Local 1000 Profit & Loss Prev Year Comparison

January 1 through November 8, 2016

	Jan 1 - Nov 8, 16	Jan 1 - Nov 8, 15	\$ Change	% Change
Ordinary Income/Expense				
Income				
5000 · Membership Dues & Assesmnt				
5010 · Annual Dues	66,086.08	68,286.13	-2,200.05	-3.2%
5015 · Canadian Dues DO NOT USE	0.00	41.73	-41.73	-100.0%
5020 · Quarterly Dues	15,253.00	16,060.00	-807.00	-5.0%
5025 · Work Dues	17,039.21	14,336.77	2,702.44	18.9%
5030 · Initiation Fee	2,075.00	1,670.00	405.00	24.3%
5035 · Re-Instatement Fees	100.00	375.00	-275.00	-73.3%
5040 · Work Dues Equiv Donation	1,627.77	1,511.27	116.50	7.7%
5045 · Individual Donations				
5047-2 · Banjo (Fundraiser) Pete Seeger	2,000.00	0.00	2,000.00	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	2,130.00	3.13	2,126.87	67,951.1%
5050 · Joe Hill Educational Fund	344.50	589.00	-244.50	-41.5%
5055 · ERF contributions	1,062.13	866.49	195.64	22.6%
5060 · Member Retreat Reg	7,495.00	4,610.00	2,885.00	62.6%
Total 5000 · Membership Dues & Assesmnt	113,212.69	108,349.52	4,863.17	4.5%
Total Income	113,212.69	108,349.52	4,863.17	4.5%
Gross Profit	113,212.69	108,349.52	4,863.17	4.5%
Expense				
5999 · Refund of Dues Payment	433.50	0.00	433.50	100.0%
6000 · Payroll and Allowances				
6005 · Payroll Expenses				
6006 · Salaries	29,322.51	31,724.40	-2,401.89	-7.6%
6005 · Payroll Expenses - Other	3,075.13	1,556.00	1,519.13	97.6%
Total 6005 · Payroll Expenses	32,397.64	33,280.40	-882.76	-2.7%
6010 · Overpay Payroll Tax EFTPS	34.43	0.00	34.43	100.0%
Total 6000 · Payroll and Allowances	32,432.07	33,280.40	-848.33	-2.6%
6100 · Payroll Taxes				
6105 · Employer Payroll Taxes	3,410.84	3,253.94	156.90	4.8%
6100 · Payroll Taxes - Other	84.00	0.00	84.00	100.0%
Total 6100 · Payroll Taxes	3,494.84	3,253.94	240.90	7.4%
6200 · Employee Benefits				
6210 · Pension	3,517.09	3,469.82	47.27	1.4%
Total 6200 · Employee Benefits	3,517.09	3,469.82	47.27	1.4%
6300 · Occupancy				
6305 · Rent	5,500.00	5,000.00	500.00	10.0%
Total 6300 · Occupancy	5,500.00	5,000.00	500.00	10.0%
6400 · Telecommunications				
6405 · Telephone	1,299.90	1,178.45	121.45	10.3%
Total 6400 · Telecommunications	1,299.90	1,178.45	121.45	10.3%
6500 · Printing				
6505 · Stationery	263.75	0.00	263.75	100.0%
6510 · Checks and Deposit Slips	0.00	97.05	-97.05	-100.0%
6520 · Utah Phillips Award Plaque	0.00	118.29	-118.29	-100.0%
6525 · Newsletter				
6340 · Mailing Services	579.75	824.50	-244.75	-29.7%
6530 · Design Newsletter	600.00	600.00	0.00	0.0%
6535 · Printing Newsletter	2,344.50	2,090.00	254.50	12.2%
Total 6525 · Newsletter	3,524.25	3,514.50	9.75	0.3%
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	3,788.00	3,934.84	-146.84	-3.7%
6600 · Postage & Shipping				
6605 · Postage	2,212.00	2,335.38	-123.38	-5.3%
6610 · Shipping	141.37	148.80	-7.43	-5.0%
6600 · Postage & Shipping - Other	36.00	0.00	36.00	100.0%
Total 6600 · Postage & Shipping	2,389.37	2,484.18	-94.81	-3.8%
6700 · Office				
6710 · Office Supplies	205.56	436.21	-230.65	-52.9%
6720 · Bank Charges				
6725 · Bank Service Charge	10.39	-15.71	26.10	166.1%
6726 · Bank Svc Charge Foreign	20.00	154.62	-134.62	-87.1%
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	306.64	-248.17	-80.9%

Local 1000 Profit & Loss Prev Year Comparison

January 1 through November 8, 2016

	Jan 1 - Nov 8, 16	Jan 1 - Nov 8, 15	\$ Change	% Change
6740 · Paypal fees	2,353.34	2,429.59	-76.25	-3.1%
6745 · Stripe fees	31.50	17.22	14.28	82.9%
6750 · Square fees	6.88	12.34	-5.46	-44.3%
6760 · Credit Card Interest/Fees	192.38	-20.06	212.44	1,059.0%
6770 · Dues and Subscriptions	0.00	250.00	-250.00	-100.0%
6780 · Taxes - Sales Tax	298.68	341.01	-42.33	-12.4%
6785 · Taxes - Tax Fee	0.00	340.35	-340.35	-100.0%
6790 · Office Other Exp	200.00	0.00	200.00	100.0%
Total 6700 · Office	3,346.81	4,113.30	-766.49	-18.6%
6900 · Accounting				
6911 · Prof. Fees (1099-MISC tracking)	5,000.00	0.00	5,000.00	100.0%
Total 6900 · Accounting	5,000.00	0.00	5,000.00	100.0%
7100 · Computer				
7110 · Computer Related				
7121 · Software	406.14	162.22	243.92	150.4%
7130 · Backup service	59.99	176.97	-116.98	-66.1%
Total 7110 · Computer Related	466.13	339.19	126.94	37.4%
7150 · Website				
7155 · Web Design	32.65	0.00	32.65	100.0%
7156 · Website Services	534.22	371.77	162.45	43.7%
Total 7150 · Website	566.87	371.77	195.10	52.5%
Total 7100 · Computer	1,033.00	710.96	322.04	45.3%
7200 · Insurance				
7210 · Liability Insurance	300.00	0.00	300.00	100.0%
7215 · Disability Insurance	78.40	78.40	0.00	0.0%
7220 · Work Comp	560.85	653.19	-92.34	-14.1%
Total 7200 · Insurance	939.25	731.59	207.66	28.4%
7300 · Conference & Exec Meetings				
7305 · Airfare	3,458.39	2,715.58	742.81	27.4%
7310 · Conference Fees	1,026.97	717.62	309.35	43.1%
7315 · Lodging	3,223.05	2,867.50	355.55	12.4%
7320 · Meals	56.71	0.00	56.71	100.0%
7330 · Parking	85.00	76.00	9.00	11.8%
7335 · Ground transportation	1,821.57	1,392.56	429.01	30.8%
7340 · Per Diem	1,891.00	2,017.00	-126.00	-6.3%
7345 · SFZ (Showcase Free Zone)	1,483.88	68.11	1,415.77	2,078.7%
Total 7300 · Conference & Exec Meetings	13,046.57	9,854.37	3,192.20	32.4%
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%
Total 7350 · Member Gatherings	8,992.45	7,013.72	1,978.73	28.2%
7400 · AFM Per Capita Taxes	33,306.24	33,097.00	209.24	0.6%
7500 · AFM FIF	1,170.00	585.00	585.00	100.0%
7700 · Fundraising Costs				
7710 · Banjo cost (Pete Seeger)	2,694.87	0.00	2,694.87	100.0%
Total 7700 · Fundraising Costs	2,694.87	0.00	2,694.87	100.0%
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%
Total 8000 · Advertising/Promotion	25.00	230.00	-205.00	-89.1%
Total Expense	122,408.96	108,937.57	13,471.39	12.4%
Net Ordinary Income	-9,196.27	-588.05	-8,608.22	-1,463.9%
Other Income/Expense				
Other Income				
5100 · Investment Income				
5105 · Bank Interest	1.16	1.04	0.12	11.5%
Total 5100 · Investment Income	1.16	1.04	0.12	11.5%
5500 · Other Income	0.00	76.21	-76.21	-100.0%
Total Other Income	1.16	77.25	-76.09	-98.5%
Net Other Income	1.16	77.25	-76.09	-98.5%
Net Income	-9,195.11	-510.80	-8,684.31	-1,700.1%