

Local 1000 Board Meeting
December 11, 2018

Meeting called to order at 10:08

Attendees - Eve, Charlie, Gary, Vi, Kev, Aaron, Richard (observing), Rosalyn Dennett (observing)

Welcome to Roslayn!

Approval of minutes - Charlie moved to approve minutes, Gary seconded, minutes approved

President Report

NERFA - good conference, Tret and Eve were co-buckstoppers with lots of help from John O'Connor and Scott Berwick. We did well, signed up the band Windborne. Talked to a number of venues about joining Fair Trade Music Program. Forwarded info to the FTM committee.

Showcase Free Zone went well. People were there consistently. Not as crowded as in some previous years. People's Music Network hosts a similar kind of showcase which could be splitting the crowd. Eve is looking at the idea of coordinating with them to co-host the SFZ.

We need to sort out how conference material - placards, banner, square, etc. - get to the next conference. Took some time to get the square going. There is going to be a new conference manager for NERFA.

Dianne Tankle managed the conference for 27 years, and has been a good friend of Local 1000, providing lots of in-kind support. This is her last conference. Eve has contacted Courtney Rodland, the new conference manager, to maintain contact. Eve will reach out to new NERFA board members.

Membership meeting went well - attendance was in the mid 20s. Elections went smoothly. Rosalyn was elected as the new East Coast Representative, Gary was elected as West Coast Representative (for 1 year), Eve, Vi and John O. elected as delegates to the AFM Convention. Good healthy discussion about the financial sustainability of the Local. Committee on Financial Sustainability was struck on the spot, John O'Connor is the chair, Charlie King and Vivienne Nesbitt are other members.

Eve attended AFM training in Silver Spring, MD. Run by the AFL-CIO organizing institute. Lots of good information on how to organize and plan a campaign, how to engage members and develop leadership. Eve has already asked if we can send more board members in future. Eve is talking to John O'Connor about using the models they taught to run an internal organizing campaign aimed at increasing the number of members filing contracts and/or paying work dues equivalency.

We still have a vacancy in the Midwest representative. Eve is reaching out to Sam Gleaves.

Eve attended a Canadian industry music meeting about sexual harassment in the music industry. The group is working on developing resources, raising money, and having a place for

them to be hosted. These are ongoing discussions. The CFM office is involved and called the original meeting. Lots of big organizations involved - Junos, Music Canada Live, SOCAN, etc.

Eve and Charlie need to finish Bylaw revisions shortly to have them available for February membership meeting.

Secretary-Treasurer Report

Vi gave a basic summary of our status— “We still have money.” We are about \$3500 ahead on an accrual basis. Last year we were \$-400. Mostly attributable to canceling exec board New York meeting. Most line items are similar to last year. Annual Dues are up, Work Dues are down. Staff spent less hours in the office - less staff cost. Puts us closer to pay our AFM Per Cap on time.

Vi pointed out on a cash basis we are -\$533 which is \$4600 ahead of last year. Vi expects that we will be at neutral (cash basis) or a little bit ahead (accrual basis) at the end of the year (12/31/18).

Vi mentioned that there are some very old fines outstanding (\$363) for late payment of Per Cap. We were not aware of these charges until recently. We have not paid these and not entered in our books. Vi is going to negotiate with the AFM business office to see if the oldest fines can be dismissed.

Members To Be Ratified

Application for Thom Tillinghast deferred for more information regarding dual membership. Braden Phalen, Eldan Cohen, Daniel Rougeau, Chris Ousley, Jess Myhre, Joan Smith, Greg Smith, Marcus Browne approved- moved by Vi, Gary seconded.

CBAs To Be Ratified

The Dubs (Linda and Robin Williams) approved. Aaron moved to approve, Vi seconded.

Folk Alliance

Aaron, Vi and Eve met about the costs for Folk Alliance in Montreal in 2019. Eve has a room reserved. Richard reserved 4 sleeping rooms.

Discussion as to establish policy for travel reimbursement and per diem

Aaron moves “Local 1000 per diem rates shall be set at the maximum IRS reimbursement rate for the locality of the event up to a maximum of \$80 per day.” Gary seconds. Motion is carried.

Aaron moves “Local 1000 shall pay per diem to board members and staff for the working days of a board meeting and, if needed for travel, 1/2 day before and/or 1/2 day after the meeting. Accommodation and travel costs to attend the board meeting shall be reimbursed as necessary. Board members and staff shall endeavour to minimize the costs to attend board meetings” Vi seconds. Motion is carried.

Aaron and Eve will be working on the list of hosts for the SFZ.

Board meeting will start at noon on Tuesday, 2/12.

Membership meeting will be at 4pm Wednesday, 2/13.

Office Report

Aaron says - the guys are continuing to do their work. Year-end evaluations/reviews in process. Aaron reports on how staff wages would be paid for attendance at Folk Alliance. Aaron will write up a policy on staffing hours and compensation at conferences for the board to confirm at next meeting.

2019 Membership Meetings

We are required to hold three membership meetings per year. We will hold a membership meeting at Folk Alliance in February, and we normally hold one at NERFA in November. We discussed having our third membership meeting at FARM in October.

- 1) FAI in Montreal, 2019
- 2) FARM, October 2019 in Grand Rapids, 2019
- 3) NERFA in November, 2019

Board Meetings for 2019

We will aim to confirm board meetings at least through July.
Eve tasks Aaron with polling the board for suitable dates & times.

Canadian Report

Kev reports that Canadian committee membership is fluid. Working with FTM committee on Canadian venues. Working with CFM/Liana on on-line filing of contracts and pension payments. Discussion with Canadian pension fund regarding paper check requirement. Some Canadian members don't even have checks. Members request that there be Canadian-specific information on the website - regarding health insurance / car rental / pub insurance / etc. Should be link between L1000 website and CFM website. Eve attempted this at one point but now is the time to make this happen. Should be made clear that L1000 Canadian members have access to all CFM benefits. The Subbing Agreement that Kev created is moving forward, Liana has made some suggestions and we have a draft document. Eve suggested Kev circulate the agreement for the board to approve at a future meeting. Eve has emailed AFM Canadian VP Alan Willaert regarding next steps for L1000 becoming members of the Canadian Conference.

Fair Trade Music

Kev and Eve have been working with John McCutcheon. AFM IEB is wanting to replicate the FTM campaign as an organizing tool for all locals. To develop a "template" for a participating chapter in FTM. The FTM committee has requested that L1000 sign the participation agreement.

Charlie moves "That L1000 become a Fair Trade Music Chapter and sign the participation agreement with AFM Fair Trade Music." Vi seconds. Motion is carried. John McCutcheon, the L1000 FTM committee chair, will be the Chapter Coordinator.

Charlie moves to adjourn the meeting at 12.29. Gary seconds.

Local 1000, AFM

PROFIT AND LOSS

January - November, 2018

	TOTAL		CHANGE
	JAN - NOV, 2018	JAN - NOV, 2017 (PY)	
Income			
5000 Membership Dues & Assesmnt			
5010 Annual Dues	72,275.83	67,423.90	4,851.93
5020 Quarterly Dues	16,112.84	16,764.50	-651.66
5025 Work Dues	13,322.42	15,960.86	-2,638.44
5030 Initiation Fee	1,770.00	1,705.00	65.00
5035 Re-Instatement Fees	125.00	225.00	-100.00
5040 Work Dues Equiv Donation	1,562.59	1,394.13	168.46
5041 Individual Donations		-38.97	38.97
5045 \$25 fo 25 years	589.00		589.00
5046 Amy Gift Donation	0.00	0.12	-0.12
5047-2 Banjo (Fundraiser) Pete Seeger		3,700.00	-3,700.00
Total 5041 Individual Donations	589.00	3,661.15	-3,072.15
5050 Joe Hill Educational Fund	184.00	229.25	-45.25
5055 ERF contributions	978.50	877.75	100.75
5060 Member Retreat Reg	1,000.00		1,000.00
5061 Reg - Great Labor Arts Gathering	0.00		0.00
5070 Returned check		0.00	0.00
Total 5000 Membership Dues & Assesmnt	107,920.18	108,241.54	-321.36
Services		-156.00	156.00
Total Income	\$107,920.18	\$108,085.54	\$ -165.36
GROSS PROFIT	\$107,920.18	\$108,085.54	\$ -165.36
Expenses			
5999 Refund of Dues Payment	84.32	281.00	-196.68
6000 Payroll and Allowances			
6025 Officer Salaries			
6027 Secretary Treasurer		1.00	-1.00
Total 6025 Officer Salaries		1.00	-1.00
Total 6000 Payroll and Allowances		1.00	-1.00
6050 Grants to Members	2,000.00		2,000.00
6300 Occupancy			
6305 Rent	5,500.00	5,500.00	0.00
Total 6300 Occupancy	5,500.00	5,500.00	0.00
6400 Telecommunications			
6405 Telephone	393.02	372.01	21.01
Total 6400 Telecommunications	393.02	372.01	21.01
6500 Printing		38.71	-38.71
6510 Checks and Deposit Slips		40.17	-40.17
6520 Utah Philips Award Plaque		100.68	-100.68
6525 Newsletter			
6530 Design Newsletter	320.00	300.00	20.00

	TOTAL		
	JAN - NOV, 2018	JAN - NOV, 2017 (PY)	CHANGE
6535 Printing Newsletter	1,170.76	469.54	701.22
6540 Mailing Services	800.35	302.50	497.85
6545 Taxes Paid		104.86	-104.86
Total 6525 Newsletter	2,291.11	1,176.90	1,114.21
6570 Membership Cards	191.63		191.63
Total 6500 Printing	2,482.74	1,356.46	1,126.28
6600 Postage & Shipping			
6605 Postage	404.12	300.00	104.12
6610 Shipping	640.45	1,310.54	-670.09
Total 6600 Postage & Shipping	1,044.57	1,610.54	-565.97
6700 Office			
6710 Office Supplies	345.38	385.46	-40.08
6715 Office Other Exp	119.07		119.07
Total 6700 Office	464.45	385.46	78.99
6720 Bank Charges	-225.00	49.95	-274.95
6725 Bank Service Charge		60.53	-60.53
6727 CAD to USD (exchange rate)		37.65	-37.65
6740 Paypal fees	11.17	2,284.93	-2,273.76
6745 Stripe fees	1,172.30	85.01	1,087.29
6750 Square fees	47.71	34.29	13.42
6752 Bill and Pay, SPS, Skyline Payments	2,322.96	426.82	1,896.14
6760 Credit Card Interest/Fees	-115.68	10.88	-126.56
Total 6720 Bank Charges	3,213.46	2,990.06	223.40
6900 Accounting			
6910 Bookkeeping & Accounting	2,578.00	2,524.00	54.00
Total 6900 Accounting	2,578.00	2,524.00	54.00
7100 Computer			
7110 Computer Related			
7120 Hardware		402.83	-402.83
7121 Software	764.34	378.87	385.47
7130 Backup service		119.98	-119.98
Total 7110 Computer Related	764.34	901.68	-137.34
7150 Website			
7156 Website Hosting	393.75	250.63	143.12
Total 7150 Website	393.75	250.63	143.12
Total 7100 Computer	1,158.09	1,152.31	5.78
7300 Conference & Exec Meetings			
7305 Airfare	2,276.98	1,703.29	573.69
7306 Taxes & Carrier Imposed Fees		115.49	-115.49
Total 7305 Airfare	2,276.98	1,818.78	458.20
7310 Conference Fees	1,147.92	1,789.32	-641.40
7315 Lodging	3,498.45	3,743.63	-245.18
7320 Meals	215.21	93.36	121.85
7330 Parking		18.00	-18.00
7335 Ground transportation	295.01	1,522.24	-1,227.23
7340 Per Diem	1,040.00	2,398.00	-1,358.00
7344 (Exhibit Hall Fee)	120.00	75.00	45.00

	TOTAL		
	JAN - NOV, 2018	JAN - NOV, 2017 (PY)	CHANGE
7345 SFZ (Showcase Free Zone)	209.83	256.20	-46.37
Total 7300 Conference & Exec Meetings	8,803.40	11,714.53	-2,911.13
7350 Member Gatherings			
7355 Gathering Travel	645.22		645.22
7370 Gathering Honoraria	770.00		770.00
Total 7350 Member Gatherings	1,415.22		1,415.22
7400 AFM Per Capita Taxes	31,647.00	32,505.55	-858.55
7500 AFM FIF	1,105.00	1,040.00	65.00
8000 Advertising/Promotion			
8005 Advertising		40.90	-40.90
8010 Promotional Materials	133.58	31.26	102.32
8050 Brochures			
8055 Design Brochures	329.78		329.78
8060 Printing Brochures	599.73		599.73
Total 8050 Brochures	929.51		929.51
Total 8000 Advertising/Promotion	1,063.09	72.16	990.93
Payroll Expenses			
Disability Insurance	296.43	122.76	173.67
Pension	3,590.60	3,649.23	-58.63
Taxes	2,868.20	3,428.57	-560.37
Wages	33,720.21	38,562.35	-4,842.14
Work Comp	895.36	1,237.89	-342.53
Total Payroll Expenses	41,370.80	47,000.80	-5,630.00
Total Expenses	\$104,323.16	\$108,505.88	\$ -4,182.72
NET OPERATING INCOME	\$3,597.02	\$ -420.34	\$4,017.36
Other Income			
5100 Investment Income			
5101 Amex (points used for cash)	5.48		5.48
5105 Bank Interest	0.94	1.62	-0.68
Total 5100 Investment Income	6.42	1.62	4.80
Total Other Income	\$6.42	\$1.62	\$4.80
Other Expenses			
Other Miscellaneous Expenditure	45.00		45.00
Total Other Expenses	\$45.00	\$0.00	\$45.00
NET OTHER INCOME	\$ -38.58	\$1.62	\$ -40.20
NET INCOME	\$3,558.44	\$ -418.72	\$3,977.16

Local 1000, AFM
Profit and Loss
January - November, 2018

	Jan - Nov, 2018	Total Jan - Nov, 2017 (PY)	Change
Income			
5000 Membership Dues & Assesmnt			0.00
5010 Annual Dues	86,304.33	77,724.40	8,579.93
5020 Quarterly Dues	18,541.34	18,425.65	115.69
5025 Work Dues	12,779.18	15,160.89	-2,381.71
5030 Initiation Fee	1,670.00	1,709.35	-39.35
5035 Re-Instatement Fees	125.00	225.00	-100.00
5040 Work Dues Equiv Donation	1,493.59	1,369.13	124.46
5041 Individual Donations		-38.97	38.97
5045 \$25 fo 25 years	589.00		589.00
5046 Amy Gift Donation	0.00		0.00
5047-2 Banjo (Fundraiser) Pete Seeger		3,700.00	-3,700.00
Total 5041 Individual Donations	\$ 589.00	\$ 3,661.03	-\$ 3,072.03
5050 Joe Hill Educational Fund	184.00	229.25	-45.25
5055 ERF contributions	990.50	873.25	117.25
5060 Member Retreat Reg	1,000.00		1,000.00
5061 Reg - Great Labor Arts Gathering	0.00		0.00
5070 Returned check		0.00	0.00
Total 5000 Membership Dues & Assesmnt	\$ 123,676.94	\$ 119,377.95	\$ 4,298.99
Services		-166.00	166.00
Unapplied Cash Payment Income	1,260.74	562.60	698.14
Total Income	\$ 124,937.68	\$ 119,774.55	\$ 5,163.13
Gross Profit	\$ 124,937.68	\$ 119,774.55	\$ 5,163.13
Expenses			
5999 Refund of Dues Payment	84.32	281.00	-196.68
6000 Payroll and Allowances			0.00
6025 Officer Salaries			0.00
6027 Secretary Treasurer		1.00	-1.00
Total 6025 Officer Salaries	\$ 0.00	\$ 1.00	-\$ 1.00
Total 6000 Payroll and Allowances	\$ 0.00	\$ 1.00	-\$ 1.00
6050 Grants to Members	2,000.00		2,000.00
6300 Occupancy			0.00
6305 Rent	5,500.00	5,500.00	0.00
Total 6300 Occupancy	\$ 5,500.00	\$ 5,500.00	\$ 0.00
6400 Telecommunications			0.00
6405 Telephone	393.02	372.01	21.01
Total 6400 Telecommunications	\$ 393.02	\$ 372.01	\$ 21.01
6500 Printing		38.71	-38.71
6510 Checks and Deposit Slips		40.17	-40.17
6520 Utah Philips Award Plaque		100.68	-100.68
6525 Newsletter			0.00
6530 Design Newsletter	320.00	300.00	20.00

6535 Printing Newsletter	1,170.76	469.54	701.22
6540 Mailing Services	800.35	302.50	497.85
6545 Taxes Paid		104.86	-104.86
Total 6525 Newsletter	\$ 2,291.11	\$ 1,176.90	\$ 1,114.21
6570 Membership Cards	191.63		191.63
Total 6500 Printing	\$ 2,482.74	\$ 1,356.46	\$ 1,126.28
6600 Postage & Shipping			0.00
6605 Postage	404.12	300.00	104.12
6610 Shipping	640.45	1,310.54	-670.09
Total 6600 Postage & Shipping	\$ 1,044.57	\$ 1,610.54	-\$ 565.97
6700 Office			0.00
6710 Office Supplies	345.38	385.46	-40.08
6715 Office Other Exp	119.07		119.07
Total 6700 Office	\$ 464.45	\$ 385.46	\$ 78.99
6720 Bank Charges	-225.00	49.95	-274.95
6725 Bank Service Charge		60.53	-60.53
6727 CAD to USD (exchange rate)		37.65	-37.65
6740 Paypal fees	11.17	2,284.93	-2,273.76
6745 Stripe fees	1,172.30	85.01	1,087.29
6750 Square fees	47.71	34.29	13.42
6752 Bill and Pay, SPS, Skyline Payments	2,322.96	426.82	1,896.14
6760 Credit Card Interest/Fees	-115.68	10.88	-126.56
Total 6720 Bank Charges	\$ 3,213.46	\$ 2,990.06	\$ 223.40
6900 Accounting			0.00
6910 Bookkeeping & Accounting	2,578.00	2,524.00	54.00
Total 6900 Accounting	\$ 2,578.00	\$ 2,524.00	\$ 54.00
7100 Computer			0.00
7110 Computer Related			0.00
7120 Hardware		402.83	-402.83
7121 Software	764.34	378.87	385.47
7130 Backup service		119.98	-119.98
Total 7110 Computer Related	\$ 764.34	\$ 901.68	-\$ 137.34
7150 Website			0.00
7156 Website Hosting	393.75	250.63	143.12
Total 7150 Website	\$ 393.75	\$ 250.63	\$ 143.12
Total 7100 Computer	\$ 1,158.09	\$ 1,152.31	\$ 5.78
7300 Conference & Exec Meetings			0.00
7305 Airfare	1,927.58	1,703.29	224.29
7306 Taxes & Carrier Imposed Fees		115.49	-115.49
Total 7305 Airfare	\$ 1,927.58	\$ 1,818.78	\$ 108.80
7310 Conference Fees	1,147.92	1,789.32	-641.40
7315 Lodging	3,498.45	3,743.63	-245.18
7320 Meals	215.21	93.36	121.85
7330 Parking		18.00	-18.00
7335 Ground transportation	295.01	1,522.24	-1,227.23
7340 Per Diem	902.00	2,398.00	-1,496.00
7344 (Exhibit Hall Fee)	120.00	75.00	45.00
7345 SFZ (Showcase Free Zone)	209.83	256.20	-46.37
Total 7300 Conference & Exec Meetings	\$ 8,316.00	\$ 11,714.53	-\$ 3,398.53

7350 Member Gatherings			0.00
7355 Gathering Travel	645.22		645.22
7370 Gathering Honoraria	770.00		770.00
Total 7350 Member Gatherings	\$ 1,415.22	\$ 0.00	\$ 1,415.22
7400 AFM Per Capita Taxes	27,161.00	26,255.55	905.45
7500 AFM FIF	1,105.00	1,040.00	65.00
8000 Advertising/Promotion			0.00
8005 Advertising		40.90	-40.90
8010 Promotional Materials	133.58	31.26	102.32
8050 Brochures			0.00
8055 Design Brochures	329.78		329.78
8060 Printing Brochures	599.73		599.73
Total 8050 Brochures	\$ 929.51	\$ 0.00	\$ 929.51
Total 8000 Advertising/Promotion	\$ 1,063.09	\$ 72.16	\$ 990.93
Payroll Expenses			0.00
Disability Insurance	296.43	122.76	173.67
Pension	3,590.60	3,649.23	-58.63
Taxes	2,868.20	3,428.57	-560.37
Wages	33,720.21	38,562.35	-4,842.14
Work Comp	895.36	1,237.89	-342.53
Total Payroll Expenses	\$ 41,370.80	\$ 47,000.80	-\$ 5,630.00
Unapplied Cash Bill Payment Expense	0.00	0.00	0.00
Total Expenses	\$ 99,349.76	\$ 102,255.88	-\$ 2,906.12
Net Operating Income	\$ 25,587.92	\$ 17,518.67	\$ 8,069.25
Other Income			
5100 Investment Income			0.00
5101 Amex (points used for cash)	5.48		5.48
5105 Bank Interest	0.94	1.62	-0.68
Total 5100 Investment Income	\$ 6.42	\$ 1.62	\$ 4.80
Total Other Income	\$ 6.42	\$ 1.62	\$ 4.80
Other Expenses			
Other Miscellaneous Expenditure	45.00		45.00
Total Other Expenses	\$ 45.00	\$ 0.00	\$ 45.00
Net Other Income	-\$ 38.58	\$ 1.62	-\$ 40.20
Net Income	\$ 25,549.34	\$ 17,520.29	\$ 8,029.05
Adjust for AR Counted as Income	26,082.83	22,683.90	
Actual Net Profit	(\$533.49)	(\$5,163.61)	\$4,630.12

Monday, Dec 10, 2018 06:44:26 PM GMT-8 - Cash Basis