Peninsula Executives Association
PO Box 36255, San Jose, CA 95158
Phone: 408-266-9658 | peaworks@executives.org

Board Meeting Agenda
April 13, 2023

Call to Order 8:35 a.m. ~ Zoom Conference Call

Welcome ~ John King, President
Roll call and welcome of any guests present today.

GUEST AGENDA ITEMS (if applicable) – 8:35 AM (5-minutes)
Guest agenda items will be heard before reviewing other Board matters.

Potential guests on April 13:

- *JB Bell or another representative of the Membership Committee* for discussion of approval of application for membership from Chris Berg, Carpetworks: interview has been completed and the Membership Committee is recommended the Board approve Chris as a new member
- *Finance Committee members* due to the finance discussion being primary focus of this month's Board meeting

CONSENT AGENDA ITEMS ~ 8:40 AM (5-minutes)

1. ***CONSENT AGENDA: Minutes and Attendance***

   Current month's documents:

   - March 2023 Board Retreat Meeting Notes
   - Participation and Attendance through March 2023
   - Financial Statements through March 31, 2023 attached
     - As of March 31, 2023, in the checking $2,270.00 are restricted funds and may only be used to pay membership dues, breakfast invoices, or special event tickets or sponsorships for member with prepayments: Pro-Staff Painting. This means the unrestricted funds in the checking account after deducting restricted funds is: $5,640.37 as of March 31, 2023.

     - **Accounts Receivable outstanding**
       The last billing round for dues was sent out on March 1, 2023. The Board set the amount of the invoices to be $190.00 per quarter, with members having the option to pay less if they are unable to pay the full amount, or break up the invoice into payments.

       No requests for reduction of the invoiced amount have been received for the March 1, 2023, billing as of today. Annual total waived dues in 2022-2023: 6 full invoices and ½ of one invoice have been reduced or waived, totaling $1,230.00. Our budget for this expense was $760.00 for the last fiscal year; the budget has not yet been set for this fiscal year.

     - **Total A/R for Association membership dues outstanding as of March 31, 2023, totals $3,610.00.** See attached A/R report.

       Through March 31, 2023, PEA is showing a profit of $$1,454.91, which was expected for this first month with the dues income for the quarter being realized.

2. ***CONSENT AGENDA:*** ***Membership update***

   We currently have 49 active members as of March 31, 2023.

   Another new member is expected in April 2023, Chris Berg, Carpetworks, and that will bring the count up to 50 regular members.

3. ***CONSENT AGENDA:*** ***Review of Weekly Business Meetings & Planning Future Meetings***

   The master calendar is online at: http://bit.ly/pea-master-calendar

   Please make note of the upcoming holidays or special activities:

April 27, 2023	Board Gives Classification Talk at the Business Meeting
May 11, 2023	Program Committee hosts Thursday Morning Meeting
May 25, 2023	Memorial Day Break
June 29, 2023	Independence Day Break
July 13, 2023	Committee Meetings @ Regular Business Meeting

REVIEW OF ACTION ITEMS LIST ATTACHED ~ 8:45 AM (5-minutes)

The full action item list is attached as a separate page. Updates will be provided.

DISCUSSION ITEMS ~ 8:50 AM – 9:35 AM (45-minutes)

- **Request from David Gaskill, DB Gaskill** to change from the Leads Committee to the Mentor Committee
- **Finance Committee Discussion & Recommendations**
  - Membership Dues Rates & Considerations
  - Next Onsite Thursday Business Meeting
  - 2023-2024 Budget Recommendations, draft budget due date determined
- **April 27 Board Classification Talk:** finalize content, actors, etc.
- **Updates from Other Committees:** as needed if there are any who require Board assistance with anything

NEW BUSINESS ~ 9:35 – 9:45 AM (10-minutes)

1.

ADJOURN 9:45 AM

NEXT BOARD MEETING: May 11, 2023 @ 8:35 AM

Attendance and Participation ~ MARCH 2023

Date	# Members	Ongoing	Direct	Referral	Internet	Attended	Guests
3/2/2023	48	25	30	41	106	45	0
3/9/2023	48	14	24	24	76	45	0
3/16/2023	48	7	20	31	53	38	1
3/23/2023	49	17	18	38	93	44	1
3/30/2023	49	36	47	43	57	39	1
TOTALS	49	99	139	177	385	211	3

Month	# Members	Ongoing	Direct	Avg per week	Referrals	Avg per week	Internet	Avg per week	Attendance avg per week
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BOARD OF DIRECTORS TO COMMITTEE CHAIRS
The following notes and action items are carry over items to 2023-2024.

Program Committee suggestions:

- technology tools and tips for running your company
- Pricing and phone shoppers
- Tip of the Month: could be about Zoom, business book, etc.; should this be at a meeting or in the newsletter?

Booster Committee recommendations:

- "Come see my latest project" at my business, backyard, etc.
- Bash in My Backyard—potluck or apps and wine perhaps

Leads Committee discussion & recommendations:

- Loyalty Lead

Membership Committee discussions & recommendations:

- Bridging time for previous PEA Membership period
- Printed roster: small enough to fit in a wallet with questions of who makes a good member of PEA

Finance Committee

- Review savings transfer policy
- Suggest reserve account policy: amount to have, uses, auto transfers annually (i.e., insurance policies, tax prep fee, etc.)

BOARD OF DIRECTORS PENDING ACTION ITEMS LIST

1. **ACTION ITEM:** The Board would like the **Craig Calkins Executive of the Year Selection Committee** to document the process of selection so that the tradition is captured. The Board would also like the Committee to consider the creation of other awards or different awards for our members.
   A.Roberts has discussed with Don Miller, this year's Selection Committee Chair. The Committee is discussing this request. **PENDING.**
2. **PENDING ITEMS FOR PR COMMITTEE:**
   PR Committee has been asked to explore these new paths for social media as a potential responsibility for the PR Committee. (Social media posts are currently not assigned to any volunteer or the executive director.)
   The PR Committee has discussed some additional ideas of training and offering to help any Member businesses that need help with social media by individually supporting Members to get action on their own business' social media pages.
   - **Making Facebook a public page** rather than private for current or former Members
   - **Creating a LinkedIn page/group**, perhaps involving the PR Committee or Membership Committee in postings
     - The executive director would set up new pages for uniformity and brand consistency.
     - PR Committee Members would be responsible for postings and/or other items the Board may suggest

   PR & Membership are working actively on this request. More information to follow. **PENDING.**
3. **ACTION ITEM:** The Board would like the Leads Committee to explore the idea of reestablishing Action Allies/Power Partners activity.
   This information has been given by A.Roberts to J.Tearse is currently being worked on. **PENDING.**
4. **ACTION ITEM:** J.King will discuss the First Thursday program being reinstated with Nick Rugh, Mentor Committee Chair, and the rest of the Mentor Committee members.
   This program is being worked on by K.Thaler, J.Johnson, and the Mentor Committee. ~~**PENDING.**~~ **DONE.**
5. **ACTION ITEM:** The Committee assignments for Members will be provided at the retreat for the Board's final approval. **DONE.**
6. **ACTION ITEM:** Adam Pyle and the Finance Committee will meet and then notify the Board of their recommendation for upcoming face-to-face meetings at the retreat.
   The Board discussed the upcoming membership dues invoices and requested that the Finance Committee review the current financial outlook for the organization and provide a recommendation of the dues amount, as well as a recommendation on additional face-to-face meetings.
   Dues amount: **DONE. Budget is pending.**
7. **ACTION:** Finance Committee will review 2022-2023 year-end reporting prior to tax preparation taking place.
8. **ACTION:** The Finance Committee will draft a budget for consideration by the Board at a future meeting, due date of budget draft to be defined at the April 13, 2023 meeting.
9. **ACTION:** Determine content of the Board Classification Talk and roles for Board participation.
10. **ACTION:** Committee assignments are as on the attached final list. A.Roberts will upload the final list to the PEA website and send it out to all members, too. **DONE.**

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Board Retreat Notes
March 6, 2023

Board Members Present	Also Present
John King, President	Maureen Clark
Judy Johnson, Immediate Past President	Bobbie Fakkema
Adam Pyle, Secretary Treasurer	Konrad Thaler
Fella Benyammi, Vice President	Angi Roberts
Neal Coogler, Vice President	
Michael Aronson	**Board Members Absent**
Karen Wray	None

CALL TO ORDER & ROLL CALL

John King, 2023-2024 President, Presiding, with Judy Johnson, Immediate Past President, called the meeting to order at 6:10 PM Pacific.

WELCOME & GATHERING NETWORKING ACTIVITY

John King welcomed all to the meeting and thanked Fella and Ben Benyammi for hosting the meeting at their home tonight.

BOARD RECOGNITION & THANK YOUS

J.King and J.Johnson thanked the incoming and outgoing Board Members for their service to PEA by being on the Board of Directors.

- **Recognition of Outgoing Board Members ~ Judy Johnson**
  - Bobbie Fakkema
  - John King
  - Konrad Thaler
  - And Maureen Clark as the Past President
- **Welcome to the New Board Members ~ John King**
  - Michael Aronson
  - Neal Coogler
  - Karen Wray
- **And of course, many thanks to these Board Members in their second year of their 2-year term ~ John King**
  - Fella Benyammi
  - Adam Pyle
  - And Judy Johnson as the Past President

FINANCIALS, MINUTES AND ATTENDANCE

Consent Agenda Items

- **Review of Financials through Feb 28, 2023:** this matter was moved off the consent agenda to allow the Finance Committee additional time to review the final reporting before tax preparation takes place
- **Review of Participation and Attendance Feb 2023**
- **Review of Feb 2023 Board Meeting Minutes** with one correction of changing year to be 2023 rather than 2022

Neal Coogler moved to accept as presented, Michael Aronson seconded. Motion passed unanimously.
ACTION: Finance Committee will review 2022-2023 year-end reporting prior to tax preparation taking place.

NEW/CONTINUING SIGNERS ON PEA ACCOUNTS FOR 2023

A motion was presented by N.Coogler and seconded by M.Aronson to provide these individuals with signing authority and access to the PEA assets:

- John King (President)
- Judy Johnson (Immediate Past President)
- Fella Benyammi (Vice President)
- Neal Coogler (Vice President)
- Administrative authority only for account management with online access for Angi Roberts as Executive Director

A.Roberts will work with signatories individually to get the signature cards updated at First Republic Bank.

PRELIMINARY BUDGET 2023-2024

A short amount of time was given for this item on the agenda because the Finance Committee will review and provide an update on this item at a future Board meeting, where it will be discussed at length at that time with the Board.

Board motion by N.Coogler with second by M.Aronson to direct the Finance Committee to develop a budget for 2023-2024. Motion passed unanimously.

ACTION: The Finance Committee will draft a budget for consideration by the Board at a future meeting, due date of budget draft to be defined at the April 13, 2023 meeting.

ONGOING ITEMS

Board Classification Talk April 27, 30-minutes

Attached to this agenda is the list of suggested content for this presentation, to be made by the PEA President with full Board involvement

There will be one more opportunity to review this information at the April Board Meeting.

- **ACTION:** Determine content of the Board Classification Talk and roles for Board participation.
- **The Board tabled this discussion until April 13, 2023.**

ADMINISTRATIVE ITEMS

- A.Roberts provided the following operations Info: Board Meeting Schedule, Review of Nondisclosure Policy for Board Matters, The Role of the Executive Director
- Scope of Work included with the retreat meeting notes. Please be sure to ask the office for resources first—we probably have a file that can be used as a starting point, so you don't have to start from scratch.
- **Remember to include the Executive Director in your Committee Meetings:** the Executive Director is a member of every Committee, just as the President is, as defined in the Bylaws
- The office maintains a backup hard drive for PEA files and data, as well as providing dual redundancy online for all PEA documents and one additional storage offline. The office has the permanent records files as well as digital copies of historical documents. The office has also uploaded Board meeting notes and other documents to the private Board login area on the PEA website.
- The office maintains a Board email alias that can be used to reach all members of the Board with one simple email: board@executives.org

COMMITTEE ASSIGNMENTS

A review of recommended committee assignments took place whereby J.Johnson explained the process that took place in contacting each member and Committee Chair to discuss their involvement in a committee.

Member assignments and Board liaison assignments: J. Johnson moved to accept the recommended committee and Board liaison assignments and F.Benyammi provided a second. Motion passed.

ACTION: Committee assignments are as on the attached final list. A.Roberts will upload the final list to the PEA website and send it out to all members, too.

SHARING OF INFORMATION FROM OUTGOING BOARD TO NEW BOARD MEMBERS

All present shared their thoughts about the 2022-2023 fiscal year as it related to their assigned committee. They also shared the work completed in the last fiscal year.

LOOKING FORWARD ~ JOHN KING

John shared his thoughts with the Board:

> I am honored to take on the presidency of PEA for a second time. I've said many times that PEA makes me look good when I am able to refer members of our group to my clients. I know that they will be taken care of. I want to also say a huge thank you on behalf of all of us to Judy Johnson for having done such a remarkable job these past 12-months. Looking forward, the new board will be addressing the topic of getting back in person and implementing a plan to get us back together in person full-time by the end of this next PEA year.
>
> Which brings me to my goals for this coming year.
>
> 1. Plan for the number of in person meetings and if a Zoom alternative would be offered and what budget impacts would be expected for dues, etc., going forward
> 2. Improve social media impact and promotion
> 3. Social gatherings and open houses resume
> 4. Bringing new members into PEA, especially a CPA, veterinarian, etc.
> 5. Website improvements
> 6. Policy and Procedures tightened up and documented

REVIEW OF ACTION ITEMS FROM TODAY'S MEETING

The action item list is on a separate page attached to these notes.

REACH CONSENSUS ON THE PRIMARY FOCUS OF THE BOARD IN 2023-2024: DISCUSSION REGARDING BUSINESS

The Board is responsible for determining and holding the strategy of PEA, including the decision as to whether or not to meet face-to-face, when, in what format, etc. The first quarter of the fiscal year is March, April, and May 2023. We have already mentioned to the general membership that dues will be $190.00 for that period. This needs to be confirmed by the Board at this meeting via approved motion.

ACTION: The Board must finalize the dues amount for the upcoming quarter. A.Pyle moved to confirm the dues for the first quarter of 2023 are set at $190 with a second from J.Johnson. Motion passed unanimously.

The recommendation from the previous Board was that PEA would explore holding onsite Thursday business meetings once a quarter at Café Wisteria at the Allied Arts Guild campus in Menlo Park. Additionally, PEA Booster Committee Members would plan activities for PEA Members to meet in a social gathering, at an outing such as a picnic or networking party at a bar, and Members would be encouraged to hold open houses again, or have small group gatherings on their own with other PEA members at their businesses or restaurants.

The Board discussed meeting onsite and directed the Finance Committee to continue with its already discussed plan of developing a plan and budget to move forward with adding in person events to the expense planning for the organization. The recommendations of the Finance Committee will be one of the primary focuses for discussion at the April 13, 2023 Board meeting.

ADJOURN 9:00 PM

Board Classification Talk: Suggested language regarding first of the year announcements

[Note: the office can help by creating a fun PowerPoint to make this more entertaining and memorable, rather than a long list of rules.]

Member reminders for the new fiscal year. A suggested list of items to cover:

- The Board and its role in managing the organization and its committees; the Board's responsibility to provide oversite for all areas of the organization, so Board Directors serve on each committee as a liaison to the Board to ensure the Board is apprised of committee activities

- What are Bylaws – How they govern our organization

- Expectations around attendance from the Bylaws – accepted realities and examples – advising of upcoming vacation or other time away from PEA meetings. Each member should consider an associate member to attend in cases of absence. Extended absences can be handled by requesting that the Board grant a leave of absence, and when a leave is an appropriate option.

- Expectations of timely payment of dues and keep their contact and billing information current with the organization, including ensuring the information is forwarded to the office for updates to the PEA website, member rosters, etc.

- Expectations to provide support to the organization by being active on a committee and attending all committee meetings—this is a requirement of being a PEA member

- Expectations to provide support to the organization through direct, referral, ongoing, or internet leads continuously and to report those leads to the office for tracking on an annual basis.

- The unspoken rules around why a member may choose to not use a PEA member for their work: cost difference, personality clash, already have someone. We recognize that not all PEA members will work together, but we do hope that all members are giving PEA members opportunities to bid on their work if they can.

- Rules regarding each member's assignment to a specific classification; boundaries, conflicts of interest, personal interests of nonprofits and political issues or candidates; promotion of personal interests in classification, spotlight, newsletters, emails, or USPS; what is acceptable when doing a newsletter – is it okay to add all PEA members to these direct mail channels?

It would end the meeting nicely to toast again to a new year at PEA and end the meeting on a positive, lively note.

Board of Directors (*newly elected)

1. Michael Aronson*
2. Fella Benyammi
3. Neal Coogler*
4. Judy Johnson
5. John King*
6. Adam Pyle
7. Karen Wray*

Committees (*Chair; **Board Liaison)

Attendance:

1. Deb Siegle, Chair*
2. Michael Aronson**
3. Kristen Chew
4. Don Miller
5. Leane Reelfs
6. Lexi/Steve Spratt

Booster:

1. Deanne Belcher, Co-Chair*
2. Julie Fukuhara, Co-Chair*
3. John King**
4. Mike Feller
5. Flor Harris
6. Larry Hassett
7. Maria Martinez Perez
8. Kim Sechler
9. Kim Tucker

Ethics:

1. Georgie Gleim, Chair*
2. Neal Coogler **
3. JB Bell
4. Maureen Clark
5. Brian Irion
6. Katherine West

Finance:

1. Adam Pyle, Chair*
2. Michael Aronson**
3. Brian Irion
4. Todd Langton

Leads:

1. James Tearse, Chair*
2. Neal Coogler**
3. Mike Fox
4. Chuck Fulanovich
5. David Gaskill
6. Curtis Lane
7. Bryce Williamson/Juan Carlos Esparza

Membership:

1. JB Bell, Chair*
2. Karen Wray**
3. Karen Bowne
4. Angelo Izzo
5. Anthony Tirtoprodjo
6. Maureen Clark
7. Katherine West

Mentor:

1. Nick Rugh, Chair*
2. Adam Pyle**
3. Susan Hannah
4. Jon Maystrik
5. Konrad Thaler

Nominating:

1. Maureen Clark, Chair*
2. Judy Johnson **
3. Chuck Fulanovich
4. (will also include John King)

Programs:

1. Debbie Clark, Chair*
2. Fella Benyammi**
3. Bette Asbra
4. Dave Dove
5. Martin Duran
6. Bobbie Fakkema
7. Charlotte Russell
8. Tom Upton

Public Relations:

1. Jeanette Loretz, Co-Chair*
2. James Stout, Co-Chair*
3. Judy Johnson**
4. Robin Azevedo
5. Vince Bitz
6. Georgie Gleim
7. Homer Jamison
8. Susan Scott

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   The Board discussed the upcoming membership dues invoices and requested that the Finance Committee review the current financial outlook for the organization and provide a recommendation of the dues amount, as well as a recommendation on additional face-to-face meetings.
   Dues amount: **DONE. Budget is pending.**
7. **ACTION:** Finance Committee will review 2022-2023 year-end reporting prior to tax preparation taking place.
8. **ACTION:** The Finance Committee will draft a budget for consideration by the Board at a future meeting, due date of budget draft to be defined at the April 13, 2023 meeting.
9. **ACTION:** Determine content of the Board Classification Talk and roles for Board participation.
10. **ACTION:** Committee assignments are as on the attached final list. A.Roberts will upload the final list to the PEA website and send it out to all members, too. **DONE.**

Peninsula Executives Association

Open Invoices

As of April 12, 2023

DATE	DUE DATE	OPEN BALANCE
Arranged4Comfort		
03/01/2023	03/31/2023	190.00
Total for Arranged4Comfort		**$190.00**
California Business Opportunities		
03/01/2023	03/31/2023	190.00
Total for California Business Opportunities		**$190.00**
D.B. Gaskill Advertising Specialties		
03/01/2023	03/31/2023	190.00
Total for D.B. Gaskill Advertising Specialties		**$190.00**
Engage Solar		
03/01/2023	03/31/2023	190.00
Total for Engage Solar		**$190.00**
Innovative Sales and Leasing		
03/01/2023	03/31/2023	190.00
Total for Innovative Sales and Leasing		**$190.00**
IVMA Home Improvement		
03/01/2023	03/31/2023	190.00
Total for IVMA Home Improvement		**$190.00**
JL Designs & Interiors		
03/01/2023	03/31/2023	190.00
Total for JL Designs & Interiors		**$190.00**
Johnston Millwork, Inc.		
03/01/2023	03/31/2023	190.00
Total for Johnston Millwork, Inc.		**$190.00**
Keller Williams Residential Realty		
03/01/2023	03/31/2023	190.00
Total for Keller Williams Residential Realty		**$190.00**
Lane Cleaning Services		
03/01/2023	03/31/2023	190.00
Total for Lane Cleaning Services		**$190.00**
Law Offices of Brian Irion		
03/01/2023	03/31/2023	190.00
Total for Law Offices of Brian Irion		**$190.00**
NetWork Focus		
03/01/2023	03/31/2023	190.00
Total for NetWork Focus		**$190.00**
New York Life Insurance Company		
03/01/2023	03/31/2023	190.00
Total for New York Life Insurance Company		**$190.00**
Palo Alto Chiropractic Offices		
03/01/2023	03/31/2023	190.00

Peninsula Executives Association

Open Invoices

As of April 12, 2023

DATE	DUE DATE	OPEN BALANCE
Total for Palo Alto Chiropractic Offices		**$190.00**
Prostone Services		
03/01/2023	03/31/2023	190.00
Total for Prostone Services		**$190.00**
Rugh Financial, LLC		
03/01/2023	03/31/2023	190.00
Total for Rugh Financial, LLC		**$190.00**
Tearse Eye Care		
03/01/2023	03/31/2023	190.00
Total for Tearse Eye Care		**$190.00**
TheKey		
03/01/2023	03/31/2023	190.00
Total for TheKey		**$190.00**
TOMSTUDIO		
03/01/2023	03/31/2023	190.00
Total for TOMSTUDIO		**$190.00**
TOTAL		**$3,610.00**

Peninsula Executives Association

Balance Sheet

As of March 31, 2023

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
First Rep checking 0353	8,860.37
First Rep savings 7458	14,604.29
Total Bank Accounts	**$23,464.66**
Other Current Assets	
Undeposited Funds	189.17
Total Other Current Assets	**$189.17**
Total Current Assets	**$23,653.83**
TOTAL ASSETS	**$23,653.83**
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Pre Paid Dues - Pro Staff	2,270.00
Total Other Current Liabilities	**$2,270.00**
Total Current Liabilities	**$2,270.00**
Total Liabilities	**$2,270.00**
Equity	
Retained Earnings	19,928.92
Net Income	1,454.91
Total Equity	**$21,383.83**
TOTAL LIABILITIES AND EQUITY	**$23,653.83**

Peninsula Executives Association

Profit and Loss

March 2023

	TOTAL
Income	
Contributions income	120.00
Dues	
1st Quarter Dues	5,072.00
4th Quarter Dues	380.00
Total Dues	**5,452.00**
Unapplied Cash Payment Income	-190.00
Total Income	**$5,382.00**
GROSS PROFIT	**$5,382.00**
Expenses	
Anniversary celebration	309.49
Bank fees	5.83
Board retreat	51.11
Breakfasts	546.79
Contract Services	2,677.00
Insurance	276.00
PayPal Fees	5.83
QuickBooks Payments Fees	67.87
Web site related expenses	
Web hosting	0.16
Website Security Software	3.00
Total Web site related expenses	**3.16**
Total Expenses	**$3,943.08**
NET OPERATING INCOME	**$1,438.92**
Other Income	
Interest Income	15.99
Total Other Income	**$15.99**
NET OTHER INCOME	**$15.99**
NET INCOME	**$1,454.91**

Peninsula Executives Association

Profit and Loss Comparison

March 2023

	TOTAL			
	MAR 2023	MAR 2022 (PY)	CHANGE	% CHANGE
Income				
Contributions income	120.00	150.00	-30.00	-20.00 %
Dues				
1st Quarter Dues	5,072.00	6,055.00	-983.00	-16.23 %
4th Quarter Dues	380.00		380.00	
Total Dues	**5,452.00**	**6,055.00**	**-603.00**	**-9.96 %**
Initiation Fees		250.00	-250.00	-100.00 %
Pandemic Discount		-190.00	190.00	100.00 %
PayPal Sales		190.00	-190.00	-100.00 %
Unapplied Cash Payment Income	-190.00	200.00	-390.00	-195.00 %
Total Income	**$5,382.00**	**$6,655.00**	**$ -1,273.00**	**-19.13 %**
GROSS PROFIT	**$5,382.00**	**$6,655.00**	**$ -1,273.00**	**-19.13 %**
Expenses				
Anniversary celebration	309.49	88.54	220.95	249.55 %
Bank fees	5.83		5.83	
Board retreat	51.11	600.00	-548.89	-91.48 %
Breakfasts	546.79		546.79	
Contract Services	2,677.00	2,625.00	52.00	1.98 %
Insurance	276.00		276.00	
PayPal Fees	5.83		5.83	
Postage		459.54	-459.54	-100.00 %
QBO-PayPal Transaction Fees		38.88	-38.88	-100.00 %
QuickBooks Payments Fees	67.87	35.00	32.87	93.91 %
Web site related expenses				
Web hosting	0.16		0.16	
Website Security Software	3.00	12.00	-9.00	-75.00 %
Total Web site related expenses	**3.16**	**12.00**	**-8.84**	**-73.67 %**
Total Expenses	**$3,943.08**	**$3,858.96**	**$84.12**	**2.18 %**
NET OPERATING INCOME	**$1,438.92**	**$2,796.04**	**$ -1,357.12**	**-48.54 %**
Other Income				
Interest Income	15.99	0.44	15.55	3,534.09 %
Total Other Income	**$15.99**	**$0.44**	**$15.55**	**3,534.09 %**
NET OTHER INCOME	**$15.99**	**$0.44**	**$15.55**	**3,534.09 %**
NET INCOME	**$1,454.91**	**$2,796.48**	**$ -1,341.57**	**-47.97 %**