



Minutes: Executive Committee and Board of Directors Meetings
Tuesday, October 9, 2018
[Approved by Board of Directors on November 13, 2018]

EXECUTIVE COMMITTEE

Chair (Alex M.): The meeting was called to order at 7:01 P.M., followed by the Serenity Prayer. The Chair welcomed Turpy S. as the new Member-at-Large. The Committee reviewed and agreed to follow the provisional agenda proposed by the Chair.

Office Administrator (Luella T.): September Calls (364 total): 26 for help, 64 for WAIA Business, 39 for Literature and Chip Orders, 220 for Meeting Information, 8 for Public Information, 4 for Al-Anon, 3 No Meeting at Location Calls (one was Wednesday Faith group in Clinton, the Friday Faith meeting is still going; second was on Goldsboro meeting -called our contact and put better instructions on website; third was on Southwest Renewal - it is no longer meeting). There were 44 walk-ins to the office. Volunteers are needed at the desk, 5 slots open: Monday 10:00 A.M.-1:00 P.M., Tuesday 10:00 A.M.-1:00 P.M., Tuesday 1:00-4:00 P.M., Thursday 7:00-10:00 P.M. and Friday 1:00-4:00 P.M. The November issue of the *New Reporter* and the *digital.New.Reporter* will go out by the end of next week. Gratitude Boxes will be mailed to Treasurers during the week of October 22, 2018. She reported on her recent attendance at the annual Intergroup Seminar in Montreal; one notable observation was that the Minneapolis Intergroup conducts an annual outreach to visit dark meetings; there were also Intergroups which donate AA Grapevine subscriptions as awards to groups and as a service to hospitals/institutions. The DC Sales tax increased to 6% On 10/1/18; the office implemented the change seamlessly on that date.

Treasurer (Arno S.): Not present. Ben P. reported that the Treasurer had drafted a Request for Proposals (RFP) for quotes regarding an audit and that the details of that document were under review. Ben P. also reviewed the Profit-and-loss and Balance Sheet data (attached).

Finance (Carlos O.): No Report

Office Committee (Tom G.): Chair present, stated no Report.

Old Business: Luella T. was unable to secure a reduction in telephone service charges from Verizon and that the matter would not be pursued further.

New Business: Ben P. (Outreach Committee) described the development of a Service workshop in collaboration with WAGSA; he proposed an *ad hoc* committee to work out the details. This activity may require funding beyond that budgeted for the Outreach Committee. His motion to form an *ad hoc* committee was approved and his motion to have Kathryn R. serve as Chair of that committee was also approved.

General Discussion:

- The Chair noted that former Board Chair, Matt B. will fill in for Alec B. as Chair of the Elections Committee to begin to accrue a ballot of which Executive Committee members will run again and to solicit/encourage self-nominations from the Board for all positions. David H. will be present at the November Board meeting to continue those Election Committee activities.
- The Executive Committee authored and approved a "WAIA Descriptor" Card to be added to the gratitude boxes mailing with the intention that it be read prior to sending the box around. WAIA contact information is on the reverse side of the card. The text on the obverse of the card is as follows:
The Washington Area Intergroup Association (WAIA) celebrates Gratitude Month each November. WAIA includes a central office, a Board made up of AA members representing area groups and service committees which help carry the A.A. message to the alcoholic who still suffers in Montgomery and Prince George's Counties, Maryland,

and Washington, D.C. Your contributions to WAIA will help ensure the hand of A.A. is always available in person at the office, on the phone 24 hours a day and through our website aa-dc.org.

- Corinn E. provided an update on her *ad hoc* review of the WAIA Web Privacy Policy; she had surveyed and compared the Northern Virginia Intergroup policy. The Technology Committee will read the report and formulate a revised policy. Corinn E. will contact the General Service Office (GSO) about their policy. [Corinn E. had to leave after the adjournment of the Executive Committee, so she was unable to present this information to the full Board]
- Copies of the draft 2019 Budget were distributed. There was discussion about whether to discuss the details with the Board tonight or defer until November, by which meeting a vote must be taken. The consensus was to vote tonight unless there is a motion to table so that Board members can discuss the draft with the groups they represent.
- Alex M. reported on the National AA Technology Workshop which he attended in Austin, TX. AA World Services has made available a uniform website which includes a chat app. He would like WAIA to come to a consensus on a communications platform (Office 365 or G-suite) for waia.aa-dc.org. No action was taken.
- Tom G. (Office Committee) reported that he and Kerry O. had reviewed current WAIA Twelfth Step practices and recommended revisions, as needed. They are developing an online system of volunteers, communicating by E-mail, to better match to the newcomer.
- Matt B. suggested the need to appoint a subcommittee to review and recommend revision of the Prudent Reserve, as appropriate.
- Alex M. suggested inviting WAGSA District Committee Members to attend WAIA Board meetings, thereby improving coordination of activities.

The meeting of the Executive Committee adjourned at 7:54 P.M.

BOARD OF DIRECTORS

OFFICER, EXECUTIVE REPORTS

Chair's Remarks (Alex M.; chair@aa-dc.org): The Chair called the meeting to order at 8:05 P.M.; there was a group recitation of the Serenity Prayer. Kruse P. read the *WAIA Preamble*. New Representatives/Board Members and Alternates self-introduced and were directed to Ben P., Chair of the Outreach Committee, for copies of the new member packet; Ben P., as Chair of the Rules Committee, has copies of the *WAIA Bylaws* available upon request (and downloadable from the website); Members of the Executive Committee self-introduced. The September 11, 2018 *Minutes* were approved with modifications submitted by the Chair in advance of the meeting. Turpy S. was introduced as the new Member-at-Large of the Executive Committee.

Executive Committee Meeting (Terry H.; secretary@aa-dc.org): Officers, Committee Chairs, Liaisons and all others providing oral reports at the meeting were requested to either write any critical elements or submit those data by E-mail to ensure their accuracy. The discussions conducted during the meeting of the Executive Committee, not already presented, were summarized.

Registrar (Vittorio S.; registrar@aa-dc.org): Any Group Representatives or Alternates not already signed in were asked to do so and he requested that any new Representatives or Alternates fill out the appropriate forms at the Registrar table. In attendance were: 27 Voting Representatives, 0 Voting Alternates, 0 Non-Voting Alternates and 0 Visitors/Guests, for a total eligible voter count: 27

Office Administrator (Luella T.; administrator@aa-dc.org): September Calls (364): 26 for help, 64 for WAIA Business, 39 for Literature and Chip Orders, 220 for Meeting Information, 8 for Public Information, 4 for AI-Anon, 3 No Meeting at Location Calls (one was Wednesday Faith group in Clinton, the Friday Faith meeting is still going; second was on Goldsboro meeting -called our contact and put better instructions on website; third was on Southwest Renewal - it is no longer meeting). There were 44 walk-ins to the office. Volunteers are needed at the desk, 5 slots open: Monday 10:00 A.M.-1:00 P.M., Tuesday 10:00 A.M.-1:00 P.M., Tuesday 1:00-4:00 P.M., Thursday 7:00-10:00 P.M. and Friday 1:00-4:00 P.M. The November issue of the New Reporter and the digital.New.Reporter will go out by the end of next week. Gratitude Boxes will be mailed to Treasurers during the week of October 22, 2018. She reported on her recent attendance at the annual Intergroup Seminar in Montreal; one notable observation was that the Minneapolis Intergroup conducts an annual outreach to visit dark meetings; there were also Intergroups which donate AA Grapevine subscriptions as awards to groups and as a service to hospitals/institutions. The DC Sales tax increased to 6% On 10/1/18; the office implemented the change seamlessly on that date.

Treasurer (Arno S.; treasurer@aa-dc.org): Not present; see attached Balance Sheet and Profit-and-Loss Report; those data were reviewed for the Board by Ben P. Alex reported progress in selection of a type and provider of an annual audit.

CORPORATE COMMITTEE REPORTS

Elections Committee (Alec B.; elections@aa-dc.org): Chair not present; report presented by Alex M. In order to be listed on the ballots, candidates can identify themselves to the Committee Chair by November, with the final election in December. David H. will serve as *interim* Chair and will be taking names for candidates for Executive Committee and Offices – use E-mail address above. Individual must be a Group Representative at the time of the election.

Finance Committee (Carlos O.; finance@aa-dc.org): Chair not present; he will not continue as Chair in 2019. Alex M. presented the draft 2019 Budget as provided in advance of the meeting. A motion to approve that draft Budget was tabled. Eryn C. will cover the discussed revisions with Carlos O.

Office Committee (Tom G.; office@aa-dc.org): Tom G. reported that he and Kerry O. have reviewed current WAIA Twelfth Step practices and will revise those to better serve the Washington Area. They have begun to call the current approximately 300 volunteers to update their contact data.

Rules Committee (Ben P.; rules@aa-dc.org): Ben P. announced the availability of new Board member packets

Technology Committee (Alex M.; website@aa-dc.org): Alex M. stated that he will report in New Business regarding Workshops.

SERVICE COMMITTEE REPORTS

Accessibility (formerly: Special Needs) Committee (Teresa R.; accessibility@aa-dc.org): The Accessibility Survey of group settings will be completed this month. The members of the Committee are currently compiling a list of individual American Sign Language (ASL) interpreters to serve as a resource (*c.f.*, listing of meetings with interpreter available).

Archives Committee (Stan S.; archives@aa-dc.org): Stan S. notified the National AA Archives Workshop (NAAAW) that the WAIA Archives Committee does not have the practical wherewithal to make a bid to host the 2020 NAAAW in Washington as had been hoped. Stan S. made the vain attempt to attend the 2018 NAAAW in Lombard, IL by commuting from Chicago but weekend track maintenance prevented him from attending the Saturday and Sunday sessions. Nonetheless, we do have a copy of the CDs of audio recordings of the sessions. The Committee is awaiting arrival of donated Banquet Tapes. Jeff K. is cataloguing accumulated contributions to WAIA Archives stored in the back room. If you have WAIA Banquet tapes please donate them to be converted to MP3 files.

Public Information/Cooperation with the Professional Community Committee (Michael Y.; publicinfo@aa-dc.org; cpc@aa-dc.org): The Committee staffed a health fair at The American Association for the Advancement of Science (AAAS), which included about 20 vendors and service organizations in all. Fourteen visitors to the table picked up literature and some shared stories of family history of alcoholism and AA. The Committee is also in touch with the Transitional Care Center (TCC) in S.E. District of Columbia about setting up informational sessions for residents. Committee is awaiting more information from TCC and will coordinate with H&I if appropriate.

Hospitals and Institutions (H&I) Committee (Sean C.; hni@aa-dc.org): The Committee needs volunteers. Some funding is available for literature to be distributed to hospital and institutions

Literature Committee (Stephen L.; literature@aa-dc.org): Chair present, stated no Report.

Night Watch Committee (Turpy S.; nightwatch@aa-dc.org): Chair had to leave; Alex M. explained the current Night Watch procedures.

Outreach Committee (Ben P.; outreach@aa-dc.org): Ben P. reported plans for a potential collaborative Service workshop with WAGSA in 2019. The Committee is asking for volunteers for an *ad hoc* Committee to be responsible for this single event; Katherine R. will serve as Chair of that *ad hoc* committee.

AD-HOC COMMITTEE, EVENT, LIAISON REPORTS

Gala Committee (Patrick F. for Mike L., gala@aa-dc.org; 240/595-3457): Chair not present, Ben P. reported that the 2019 Gala is scheduled for Saturday, April 13 at the same site in Silver Spring as used for the past two years (Silver Spring Civic Building, 1 Veterans Place, Silver Spring, MD 20910). Will sell maximum 310 tickets at \$40 each (full table) or \$50 individual tickets. Currently there are about six members on the Committee. Ticket sales should begin by the end of

October. The theme will be Great Gatsby/Roaring 20s. A woman speaker from Richmond VA has been arranged. The plan is to have exclusively online ticket sales. <<https://aa-dc.org/event/waia-gala-2017-temp>>

Grapevine (Carlos D.; grapevine@area13aa.org; 202/607-3087): The AA Grapevine is conducting a survey to determine the future of the publication <https://berkeley.qualtrics.com/jfe/form/SV_0doNS6P78JkIXpP>

Hispanic Intergroup (TBD): No Report

Hospitality Committee (Patrick F.; hospitality@aa-dc.org): Alex M. extended thanks to Patrick F. for preparing the coffee and for providing the snacks. Three volunteers to help with cleanup were identified.

New Reporter Committee (Tony F.; newreporter@aa-dc.org): Chair present. He has been living in Annapolis MD for 20 years, but continues to serve as Editor. The thematic issues will cover the Twelve Concepts during 2019.

Northern Virginia Intergroup (Dan G.; nvliaison@aa-dc.org): Liaison present, stated no Report; he will not continue in this position, so a new Liaison is needed.

Old Timers Committee (Rachel W.; oldtimers@aa-dc.org): The 40th Annual Old Timer's Gratitude Meeting will be held on Friday, November 9 from 7:00-9:30 P.M. at the Oakdale Church, 3425 Church Road, Olney, MD 20832. <<https://aa-dc.org/event/40th-annual-old-timers-meeting>>

Washington Area General Service Assembly (Terry H.; secretary@aa-dc.org):

The Washington Area General Service Assembly (WAGSA) convened as the monthly informational Committee on Monday, October 8. Much of the meeting outlined plans for the October 20 Assembly, at which the biennial election of officers will take place; this will include: Delegate, Alternate Delegate, Area Chair, Treasurer and Secretary. Other business will be the presentation of the proposed 2019 Budget, which will receive a final vote in January. There will be a vote on a pending motion to have a rental facility in which to store materials accumulated by the Archives Committee. There is an additional plan to include a workshop as a portion of each triannual Assembly; three suggested topics were discussed briefly in advance of the October 20 session. There was great excitement that the annual Gratitude Breakfast has been sold out. No further tickets will be sold prior to the November 18 event. One new activity related to that breakfast will be a raffle for Grapevine literature.

Upcoming Dates of Interest:

- October 20 (Saturday; 10:00 A.M.-2:30 P.M.): WAGSA Fall Assembly and Area 13 Elections (Holy Cross Hospital, Auditoria A-D, 1500 Forest Glen Road, Silver Spring, MD 20910)
- November 12 (Monday; 7:30-9:00 P.M.): WAGSA monthly Committee meeting (Silver Spring Presbyterian Church, 580 University Boulevard, East, Silver Spring, MD)
- November 18 (Sunday; 8:00 A.M.-Noon): 32nd Annual Gratitude Breakfast (College Park Marriott Hotel and Conference Center 3501 University Boulevard East, Hyattsville, Maryland 20783)

OLD BUSINESS: None

NEW BUSINESS:

[Items for future consideration should be submitted to: executivecommittee@aa-dc.org]

Teresa R. announced the formation of an ad hoc committee to plan/organize a workshop on Sponsorship. Board members interested in serving on this committee should consult the flyer to be posted on the website.

Tony G. (District Committee Member of WAGSA District 2) explained some of the enthusiasm for service within District 2 (N.W. DC). Their Bridging- the-Gap committee has reached out to the WAIA Office Committee and they are working with the WAIA Accessibility Committee on issues of mutual interest.

Alex M. presented the text of a card for inclusion with the Gratitude Boxes to be distributed to Treasurers; it described the services of WAIA in a succinct manner for presentation to groups.

Alex M. summarized some points from his attendance at the annual AA Technology Workshop, this year in Austin, TX. AA World Services, Inc. (AAWS) has licensed the "Meeting Guide" app (already in use by WAIA) to be the authoritative resource for the growing list of cities covered. <https://meetingguide.org/>. The San Francisco Intergroup hosts a live chat feature. On a related plane, he pointed out that the Office Committee is searching for volunteers, particularly those with some expertise with Office 365 and G-Suite to help in a migration to a single platform for WAIA.

ANNOUNCEMENTS; GROUP ANNIVERSARIES; PERSONAL ANNIVERSARIES; RAFFLE

The meeting of the Board of Directors was adjourned at: 9:16 P.M.

ATTACHMENTS (3): Balance Sheet, Profit-and-Loss Report, Proposed 2019 Budget

Washington Area Intergroup Association, Inc

BALANCE SHEET

As of September 30, 2018

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1000 WAIA	38,243.28
1005 Certificate of Deposit	0.00
1010 Petty Cash	33.19
1020 WAIA Money Market	127,815.21
1030 other Money Market - 55-5972	0.00
Total Bank Accounts	\$166,091.68
Accounts Receivable	
1100 Accounts Receivable	236.70
Total Accounts Receivable	\$236.70
Other Current Assets	
1200 Uncleared Funds	389.16
1230 Deposits	0.00
1300 Inventory Asset	5,780.76
1400 Payroll Corrections	0.00
Total Other Current Assets	\$6,169.92
Total Current Assets	\$172,498.30
Fixed Assets	
1700 Accumulated Depreciation	-3,987.18
1800 Furniture and Fixtures	3,987.18
Total Fixed Assets	\$0.00
TOTAL ASSETS	\$172,498.30
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Credit Cards	
2050 PNC Credit Card	0.00
Total Credit Cards	\$0.00
Other Current Liabilities	
2100 Payroll Liabilities	0.00
2120 DC Unemployment Tax	53.93
2130 Federal Taxes (941/944)	1,445.50
2140 MD Income Tax	894.52
2150 Simple IRA Co. Match	0.00
2160 Simple IRA Emp.	0.00
Total 2100 Payroll Liabilities	2,393.95
2180 Direct Deposit Payable	0.00
2190 Maryland Withholding	0.00
2195 Virginia taxes withheld	0.00
2200 DC Payable	270.86

	TOTAL
2220 Sales Tax Agency Payable	0.00
2400 Other Current Liabilities	0.00
Total Other Current Liabilities	\$2,664.81
Total Current Liabilities	\$2,664.81
Total Liabilities	\$2,664.81
Equity	
3000 Opening Bal Equity	-25,747.24
3900 Retained Earnings	193,487.72
Net Income	2,093.01
Total Equity	\$169,833.49
TOTAL LIABILITIES AND EQUITY	\$172,498.30

Washington Area Intergroup Association, Inc

PROFIT AND LOSS

January - September, 2018

	TOTAL
Income	
4000 Sales of Product Income	236.70
4030 Shipping & Handling	321.64
4060 Unapplied Cash Payment Income	0.00
4090 Interest	207.39
4100 Banquet	13,907.49
4110 Chips	13,886.00
4120 Literature	33,339.49
4130 New Reporter	71.00
4140 Where/When	4,802.00
4300 Contributions	82,049.74
4400 Sales Tax Rounding Difference	0.28
Total Income	\$148,821.73
Cost of Goods Sold	
5000 Cost of Goods Sold	
5010 Chips	5,946.24
5020 Chips - Freight Cost	315.00
5030 Literature	28,446.75
5050 Where/When	2,862.00
Total 5000 Cost of Goods Sold	37,569.99
Total Cost of Goods Sold	\$37,569.99
GROSS PROFIT	\$111,251.74
Expenses	
6000 Acctg/Audit	835.00
6010 Bank Fees	30.00
6030 Board Meeting Rent	900.00
6040 Committees	
6050 Archives	127.08
6060 Banquet	12,854.63
6070 Technology	689.75
Total 6040 Committees	13,671.46
6180 Insurance	2,937.00
6190 Merchant Services	1,213.48
6200 Employee Compensation	
6210 Benefits	
6220 Medical	1,839.20
Total 6210 Benefits	1,839.20
6240 Reimbursement	
6241 Annual Intergroup Seminar	80.00
6242 Cell Phone	720.00
6243 Mileage	242.07
Total 6240 Reimbursement	1,042.07
Total 6200 Employee Compensation	2,881.27

	TOTAL
6260 Payroll Expenses	
6261 Company Contributions	
6262 Retirement	1,077.84
Total 6261 Company Contributions	1,077.84
6263 Taxes	3,902.15
6264 Wages	46,773.14
Total 6260 Payroll Expenses	51,753.13
6300 Office Expense	
6305 Internet	773.91
6310 New Equipment	377.98
6315 Office Rent	17,557.00
6320 Office Supplies	2,381.43
6325 Parking	2,145.00
6330 Postage & Delivery	943.91
6335 Repair/Maintenance	3,125.71
6340 Telephone	5,696.61
6345 Web Hosting	575.50
Total 6300 Office Expense	33,577.05
6370 QuickBooks Payments Fees	1,280.33
6400 Unapplied Cash Bill Payment Expense	0.00
6490 Sales Tax Rounding Difference - Expense	0.01
Total Expenses	\$109,078.73
NET OPERATING INCOME	\$2,173.01
Other Expenses	
6600 Business Licences and Fees	80.00
Total Other Expenses	\$80.00
NET OTHER INCOME	\$ -80.00
NET INCOME	\$2,093.01

2018 Budget 2019 Budget

Notes	Annual	Total	Change from PY Budget	Budget Committee Notes
Income				
Goods Sold				
Chips	\$ 18,000.00	\$ 18,000.00	\$ -	
Literature	\$ 48,000.00	\$ 45,000.00	\$ (3,000.00)	
Where/When	\$ 10,000.00	\$ 8,000.00	\$ (2,000.00)	
New Reporter	\$ 99.96	\$ 125.00	\$ 25.04	
Total goods sold	\$ 76,099.96	\$ 71,125.00		
Banquet (Total Ticket Sales)	\$ 11,250.00	\$ 12,800.00	\$ 1,550.00	
Contributions	\$ 130,000.00	\$ 130,000.00	\$ -	
Interest	\$ 100.00	\$ 250.00	\$ 150.00	
Total Income	\$ 217,449.96	\$ 214,175.00	\$ (3,274.96)	
AUDIT - EQUITY DRAWDOWN* ESTIMATE	\$ -	\$ 15,000.00	\$ 15,000.00	*Equity Drawdown is money from checking account - not prudent reserve - added in income section to make audit budget neutral
Total Budgeted income	\$ 217,449.96	\$ 229,175.00	\$ 11,725.04	
Expenses				
Full Audit ESTIMATE	\$ -	\$ 15,000.00	\$ 15,000.00	15k estimate per Ralph J.
Cost of goods sold				
Chips Expense	\$ 9,000.00	\$ 8,000.00	\$ (1,000.00)	
Literature Expenses	\$ 39,996.00	\$ 36,000.00	\$ (3,996.00)	
Where/When Expense	\$ 8,000.00	\$ 6,000.00	\$ (2,000.00)	
Merchant Services \$Estimate 1600 Annual in credit card fees	\$ 1,600.00	\$ 1,600.00	\$ -	
New Reporter	\$ -	\$ -	\$ -	
Total Cost of Goods Sold	\$ 58,596.00	\$ 51,600.00		
General Corporate Expenses				
Office Expense				
Business licenses and Fees	\$ 220.00	\$ 220.00	\$ -	
Internet \$110/month actual	\$ 1,320.00	\$ 1,320.00	\$ -	
New Equipment	\$ 1,500.00	\$ 1,000.00	\$ (500.00)	
Office Rent \$2037 Monthly	\$ 25,462.00	\$ 24,444.00	\$ (1,018.00)	
Office Supplies	\$ 2,000.00	\$ 3,200.00	\$ 1,200.00	
Parking \$215 Monthly	\$ 3,672.00	\$ 2,709.00	\$ (963.00)	
Postage & Delivery	\$ 1,500.00	\$ 1,500.00	\$ -	
Repair/Maintenance [Copier]	\$ 4,320.00	\$ 4,320.00	\$ -	
Telephone \$434 monthly	\$ 2,760.00	\$ 5,208.00	\$ 2,448.00	Appropriate based on consensus and phone project
Web Hosting/Maintenance	\$ 1,750.00	\$ 1,750.00	\$ -	
Misc.	\$ 804.00	\$ 804.00	\$ -	
Total Office Expense	\$ 45,308.00	\$ 46,475.00	\$ 1,167.00	
Accounting expenses				
Accountant	\$ 5,400.00	\$ 5,400.00	\$ -	chair confirmed - no change
QB Services (accounting software) \$125 monthly	\$ 1,500.00	\$ 1,500.00	\$ -	
Total Accounting Expenses	\$ 6,900.00	\$ 6,900.00		
Misc				
Bank Fees	\$ 100.00	\$ 100.00	\$ -	
Board Meeting Rent	\$ 1,200.00	\$ 1,200.00	\$ -	
Insurance Incl. Emp. Liability and DNO Ins.	\$ 7,750.00	\$ 7,750.00	\$ -	
Total Misc Expenses	\$ 9,050.00	\$ 9,050.00		
Total General Corporate Expenses				
Committees				
Archives	\$ 1,600.00	\$ 1,000.00	\$ (600.00)	1000 per group consensus
Banquet (Total Event Cost)	\$ 11,250.00	\$ 11,750.00	\$ 500.00	11750 per group consensus
Technology	\$ 1,000.00	\$ 2,000.00	\$ 1,000.00	
CPC	\$ 1,000.00	\$ 1,000.00	\$ -	chair confirmed - no change
H & I	\$ 700.00	\$ 700.00	\$ -	chair confirmed - no change
Hospitality	\$ -	\$ -	\$ -	
Lit Committee	\$ 150.00	\$ 150.00	\$ -	
Nightwatch	\$ -	\$ -	\$ -	
Outreach	\$ 250.00	\$ 250.00	\$ -	
Rules	\$ -	\$ -	\$ -	
Special Needs	\$ 50.00	\$ 50.00	\$ -	
Total Committees	\$ 16,000.00	\$ 16,900.00	\$ 900.00	
Employee Compensation/Reimbursement				
Salaries and wages				
Salaries (combined two employees)	\$ 63,076.77	\$ 66,649.92	\$ 3,573.15	
Payroll Tax	\$ 4,415.37	\$ 5,098.72	\$ 683.35	
Total Salaries and wages	\$ 67,492.14	\$ 71,748.64	\$ 4,256.50	
Benefits				
Medical	\$ 4,800.00	\$ 4,800.00	\$ -	
Retirement	\$ 1,466.00	\$ 1,466.00	\$ -	
Total Benefits	\$ 6,266.00	\$ 6,266.00	\$ -	
Reimbursement				
Annual Intergroup Seminar	\$ 1,400.00	\$ 1,400.00	\$ -	
Cell Phone	\$ 960.00	\$ 960.00	\$ -	
Mileage	\$ 500.00	\$ 500.00	\$ -	
Total Reimbursement	\$ 2,860.00	\$ 2,860.00	\$ -	
Total Employee Compensation/Reimb.	\$ 76,618.14	\$ 80,874.64	\$ 4,256.50	
Net Operating Income	\$ 217,449.96	\$ 229,175.00	\$ 11,725.04	
Total Expenses	\$ 212,472.14	\$ 226,799.64	\$ 14,327.50	
Net Income	\$ 4,977.82	\$ 2,375.36	\$ (2,602.46)	