

# GARDEN GROVE EDUCATION ASSOCIATION



## REPRESENTATIVE COUNCIL AGENDA

\*\*\*\*\*

REGULAR MEETING: **3:45 PM- November 18, 2014**

**GGEA Office 12966 Euclid St. Suite 100, Garden Grove**

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# 3:15-3:45 Segment Meetings

## DETERMINATION OF QUORUM

I. CALL TO ORDER / ADOPTION OF AGENDA

II. IMAD AWARD

III. APPROVAL OF MINUTES

IV. PRESIDENT'S REPORT

V. TREASURER'S REPORT

VI. NEW BUSINESS/ INFORMATION

A. School Board Election by Area

VII. REPORTS

A. Leadership

B. Membership

C. Negotiations

D. Segments

E. Committees

VIII. OTHER

IX. ADJOURNMENT

## Announcements

11/18 School Board Mtg. 5:00 Open Session/ 7:00 Regular Mtg. @ GGUSD

11/20 New Teacher Meet and Greet 3:30 @GGEA

11/24-28 Thanksgiving Recess

12/1 Non Student Day

12/2 GGEA Board Mtg. 3:30 @ GGEA

12/9 Segments 3:15/ Rep Council 3:45 @ GGEA

12/22-Jan. 2 Winter Recess





## GARDEN GROVE EDUCATION ASSOCIATION

### CALL TO ORDER/ADOPTION OF AGENDA

The regular meeting of the **Board of Directors** of the Garden Grove Education Association, Inc. was called to order at 9:00 a.m. on Tuesday, October 21, 2014 at the GGEA Office by President Tina Gurney. A recess was taken at 11:20 a.m. Reconvened at 1:30p.m.

A quorum was established at that time.

**BOARD MEMBERS PRESENT:** Tina Gurney, Kelly Nolan, Bridget Lockhart, Champ Clark, Rebecca Koopowitz, Thanh Nguyen, Ivy Trac, William Monroe, Bridget Holdermann, Jenny Knox, Lucy Farmer, Jennifer Farrell, Kim Ufholtz, Karyn Lui-Silverberg and Jim Rogers (Executive Director).

**APPROVAL OF MINUTES** The Board approved the Minutes for the Board of Directors dated Oct 7, 2014 as amended.

**PRESIDENT'S REPORT:** The President's Report was received. Topics covered were: school visits - Woodbury, Rosita, Lawrence, Murdy, Zeyen, and Jordan; facilitated the 1<sup>st</sup> Rep/Principal training; discussed collaboration with Dr. Mafi; met with Lorraine Rae about numbers in SpEd, the SpEd task force and the 7-12 forum.

**TREASURER'S REPORT:** The Treasurer's Report was previewed for Rep Council.

**EXECUTIVE DIRECTOR'S REPORT:** The Executive Director's Report was received. Topics covered: worked with new Election's Chairperson - Janet Phillips.

### OLD BUSINESS:

- A. School Climate visits
- B. Committee Liaisons' Responsibilities will be sent out to each BOD
- C. School Board Liaison next steps discussed
  - i. Each GGEA Board member will meet with his or her school board member about the following:
    - 1. Communication
- B. Installation Banquet will be on May 29<sup>th</sup>, 2015

### NEW BUSINESS

- A. Review GGUSD/GGEA Protocol reviewed

**RESOLVED:** I move that BOD approves the Elections Calendar for 2014-2015. Motion by Kelly Nolan; second by Kimberly Ufholtz. Motion approved unanimously.

**RESOLVED:** I move that BOD receives, accepts and forwards to Rep Council for approval the Rep Allocation Report for 2014-2015. Motion by Champ Clark; second by Bridget Holdermann. Motion approved unanimously.

**RESOLVED:** I move that BOD approves the appointment of Mike Cadilli as the PIC chair. Motion by William Monroe; second by Thanh Nguyen. Motion approved unanimously.

**RESOLVED:** I move that GGEA BOD approves the appointment of Kelly Bonilla as the New Teacher Chair. Motion by William Monroe; second by Thanh Nguyen. Motion approved unanimously.

**RESOLVED:** I move that the Board of Directors pays the membership dues of \$100.00 to CCUEA for the year of 2014-2015. This motion requires the expenditures of the Association funds from line item 530. Motion by Lucy Farmer; second by Champ Clark. Motion approved unanimously.

**RESOLVED:** I move that the board approves the appointment of the following members to the Rules Elections Committee. Willie Burghard, Jeff Groves, Teri Hendrix, Divina Pasion, Darci Dembik, and Janet Phillips (Chair). Motion by Thanh Nguyen; second by Kimberly Ufholtz. Motion approved unanimously.

RESOLVED: I move that the board approves the appointment of the following members to the Scholarship Committee. Gerri Brown (Chair), Geoff Burgueno, Jim Keltner, Kristi Kemp, and Bridget Lockhart. Motion by Thanh Nguyen; second by Kimberly Ufholtz. Motion approved unanimously.

## REPORTS

The following reports were given:

1. **LEADERSHIP:** Rep/Principal meeting on Oct 23;
2. **MEMBERSHIP:** 11 new members; schools will be getting new rosters; members signing up for booths at Craft Fair; next First Friday, Nov 7, will be at BJ's on Beach and Edinger;
3. **NEGOTIATIONS:** Bridget Holdermann (Chair) gave a report;
4. **ELEMENTARY SEGMENT:** discussed pacing and modernization;
5. **INTERMEDIATE SEGMENT:** discussed possible solutions for DWA, lack of communication of clear expectations for new World Language teaching credentialing, and some teachers not being paid during Super Week;
6. **HIGH SCHOOL SEGMENT:** all but one in attendance; issues with proctoring during prep periods at certain schools; question about declaring PNs; need for information about the changes in CalSTRS;
7. **ORGANIZING:** will be looking into participating in the Strawberry Festival; focus on educating members about parent trigger laws; will invite members from schools to attend board meetings;
8. **NEW TEACHER:** have a new chair;
9. **COMMUNITY ACTION:** will be hosting a Canned Food Drive from Oct 28<sup>th</sup> to Nov 18<sup>th</sup>;
10. **RETIREMENT:** no update;
11. **HUMAN RIGHTS:** *Parents and Teachers as Allies* workshop presented by National Alliance of Mental Illness on Nov 6, will provide a stipend;
12. **SPED:** met and discussed plans;
13. **PIC:** met and will meet this week;
14. **HEALTH AND SAFETY:** meeting this week;
15. **IPD:** forum on Nov 20 called *Total Mindshift*; a survey will be distributed at Rep Council; will meet on Nov 3;
16. **GRIEVANCE:** will be attending training.

## BOARD DISCUSSION

- a. Suggestion was made to district to recruit from local credentialing programs
- b. Concern with AdNotes being too long
- c. Question asked about Academic Coaching stipend at sites and how they can be appropriated
- d. Question asked about inconsistent communication about EPO and HMO benefits
- e. Comment made about the public pressures of schools demonstrating success
- f. Frustrations with technology not working appropriately: Illuminate and Gradecam. It is causing more work.

## ANNOUNCEMENTS

10/21	School Board Mtg.	7:00 @ GGUSD	11/4	ELECTION DAY!	Be Sure to Vote!
10/23	Bargaining Day		11/4	Board Mtg.	3:30 @GGEA
10/23	Rep/Principal Training	3:30 @ Bell	11/4	School Board Mtg.	7:00 @ GGUSD
10/24-26	CTA State Council	@ LA	11/7	Bargaining Day	
10/28	Rep Council	3:30 @ GGEA	11/13	Bargaining Day	
10/30	Bargaining Day		11/20	Bargaining Day	
10/30	Maternity Workshop	3:30 @ GGEA			

Board of Directors meetings:	Oct 21, 2014	3:30 pm GGEA office
Next Board of Education meeting:	Oct 21, 2014	7:00 pm District office
Next Segment meetings:	Nov 4, 2014	3:30 pm GGEA office
Next Representative Council meeting:	Oct 28, 2014	3:30 pm GGEA office

The meeting adjourned at 4:24 p.m.

Respectfully submitted,

  
Rebecca Koopowitz, Secretary



## GARDEN GROVE EDUCATION ASSOCIATION

### CALL TO ORDER/ADOPTION OF AGENDA

The regular meeting of the **Representative Council** of the Garden Grove Education Association, Inc. was called to order at 3:32 p.m. on Tuesday, October 28, 2014 at the GGEA Office by President Tina Gurney.

A quorum was established at that time.

**BOARD MEMBERS PRESENT:** Tina Gurney, Kelly Nolan, Bridget Lockhart, Champ Clark, Rebecca Koopowitz, Thanh Nguyen, Ivy Trac, William Monroe, Bridget Holdermann, Jenny Knox, Kim Ufholtz, Lucy Farmer, Karen Lui-Silverberg and Jim Rogers (Executive Director).

**APPROVAL OF MINUTES** The Rep Council accepted the Minutes for the Board of Directors dated October 7, 2014. The Rep Council approved the Minutes for the Representative Council dated September 23, 2014.

**Schools not represented and, therefore, with no vote:** Bryant, Cook, Faylane, Hazard, Heritage, Lawrence, Mark Twain, Sunnyside, Zeyen, Jordan SLC, Ralston and LEC.

**PRESIDENT'S REPORT:** The President's Report was received. Topics covered were: shared the importance of communication; visited school sites; held Rep-Principal training; continues to meet in contract maintenance with Joli Armitage; attended the monthly meeting with Kelly McAmis, Sara Wescott and Lorraine Rae - agreed to hold the discussion on the evaluation process at this time; BOD held meetings at negative school climate sites in order to help develop a plan to address the issues that make it negative; attended CTA State Council and Tom Torlakson addressed the membership at that time.

### TREASURER'S REPORT:

**RESOLVED:** I move that Rep Council approve the revised 2014-15 budget. This motion was postponed from the September 23, 2014 Rep Council Meeting. Motion by Champ Clark; second by Bridget Holdermann. Motion approved unanimously.

**RESOLVED:** I move that Rep Council approve the Treasurer's report dated September 30, 2014. Motion by Champ Clark; second by Bridget Holdermann. Motion approved unanimously.

**RESOLVED:** I move that Rep Council fund line 653 of the GGEA budget in the amount of \$5,000.00. The amount be taken from association Reserves. Motion by Champ Clark; second by Bridget Holdermann. Motion approved unanimously.

**EXECUTIVE DIRECTOR'S REPORT:** The Executive Director's Report was received. Topics covered were: shared site representative allocation report.

### NETWORKING GROUPS:

- A. Members identified three focus goals for Goal 1 of the CTA Strategic Plan for GGEA

### BUSINESS INFORMATION ITEMS:

- A. CTA Board Member Kendall Vaught addressed the membership
  - a. Shared information about instructional leaders
  - b. Expressed concern about Time Magazine's November edition
    - i. Requested that all members be a part of the "Thunderclap" in response (flyer provided)
  - c. Share information about the candidates for State Superintendent of Education
    - i. Shared that 40% of CTA membership polled have not decided on who to vote for state superintendent
    - ii. Encouraged members to participate in phone banking within the next week
- B. GGEA met the Open Enrollment percentage for TheStandard
  - a. Members still have until Nov. 15th

**RESOLVED:** I move Rep Council accept the Rep Allocation Report. Motion by Jeff Groves; second by Deni Frias. Motion approved unanimously.

**RESOLVED:** I move Rep Council approve the GGEA Elections Calendar for 2014-2015. Motion by Kimberly Ufholtz; second by Jennifer Knox. Motion approved unanimously.

## REPORTS

The following reports were given:

1. **LEADERSHIP:** Tom Torlakson spoke at CTA State Council;
2. **MEMBERSHIP:** 11 new members; check ctamemberbenefits.org for member discounts and benefits as well as the CTA Disaster Relief Fund; invited everyone to GGEA Craft Fair; "First Friday" next week;
3. **NEGOTIATIONS:** Chair provided Negotiations Update (provided on green flyer); promoted wearing green on Negotiation Days;
4. **ELEMENTARY SEGMENT:** talked about issues with pacing and modernization; clarified PN days;
5. **INTERMEDIATE SEGMENT:** want to look into getting stipends for club advisors; issues with dept. chairs directing collaboration; English teachers concerned with the expectations of grading DWA on their own time; concern with teachers being pressured to teach heritage class; issue with winning teams and teachers for 2013-2014 Pentathlon asked to attend this year's Board meeting;
6. **HIGH SCHOOL SEGMENT:** issue with teachers being involuntarily assigned during his or her prep period; issue regarding members being informed with new CalSTRS changes;
7. **ORGANIZING:** "Solidarity Forever" played for group; next meeting Nov 6; members organized around DWA issue and it was resolved;
8. **COMMUNICATIONS:** discussed future articles for printed edition for Nov/Dec; more than 10% of membership on Facebook; website improving month by month;
9. **NEW TEACHER** new chair is Kelly Bonilla; Nov. 20 will be a New Teacher Survival gathering;
10. **COMMUNITY ACTION:** need more members; meet 3<sup>rd</sup> Monday of month; canned food drive is starting and flyer will be provided;
11. **HUMAN RIGHTS:** presented the October IMAD recipient- Dr. Dee Chester; NAMI workshop next week-stipend available; meet this Monday;
12. **RETIREMENT:** retirement recognition will be at Edgar this year; next meeting is Dec 2<sup>nd</sup>;
13. **SPED:** 7-12 meeting on Nov 17th;
14. **RULES AND ELECTIONS:** Election's Calendar for 2014-2015 was presented;
15. **PIC:** committee asked members to post information on GGEA boards; will meet once a month;
16. **HEALTH AND SAFETY:** issue with younger children getting out through new break-away doors and district is working on it; asking district to train administration on dealing with site adult bullying; issues with animals on campus-asked that we report strays for removal; shared form that teachers should get from administrator when a hazardous students is in his or her class.

## OTHER:

- A. Member requested an updated list of members at each site
- B. Rosan Cable's organizing with Library Task Force has produced positive outcomes
- C. Suggestion made that Maternity Workshop be held before Open Enrollment in September
- D. Issue with teachers having to scan and/or grade quarterly benchmarks
- E. Issue with portables and availability of bathrooms

## ANNOUNCEMENTS

10/30	Maternity Workshop	11/11	Veterans Day Holiday
11/4	Election Day! Be sure to vote	11/14	GGEA Craft Fair 3:30 @ GGEA
11/6	NAMI Workshop 3:30 @ GGEA	11/24-28	Thanksgiving Recess
11/7	First Friday at BJ's @ Beach and McFadden		

Board of Directors meetings:	Nov. 4, 2014	3:30pm GGEA office
Next Board of Education meeting:	Nov. 4, 2014	7:00 pm District Office
Next Segment/Rep Council meetings:	Nov. 18, 2014	3:15/3:45 pm GGEA office

The meeting adjourned at 5:57p.m.

Respectfully submitted,

  
Rebecca Koopowitz, Secretary

Garden Grove Education Association  
Adopted 2014-2015

<u>INCOME</u>		Budget	October 31, 2014	%
410	Dues	\$ 321,300.00	\$ 35,346.89	11%
420	CTA Rebate	\$ 306,269.00	\$ 150,462.00	49%
430	NEA Rebate	\$ 35,850.00	\$ 19,101.50	53%
	SUB TOTAL	\$ 663,419.00	\$ 204,910.39	31%
416	CD Interest Income	\$ 4,000.00	\$ 205.11	5%
110.5	Money from Reserves	\$ 132,958.53	\$ (753.56)	-1%
	<b>NET INCOME</b>	<b>\$ 800,377.53</b>	<b>\$ 204,361.94</b>	<b>26%</b>

EXPENSES

**GOVERNANCE**

**GOAL - Support an Efficient and Effective Organization**

505	President's Expense	\$ 3,500.00	\$ 395.59	11%
510	Board of Director's Expense	\$ 3,000.00	\$ 32.48	1%
520	NEA/RA Convention	\$ 26,500.00	\$ 444.40	2%
525	NCUEA membership	\$ 402.00	\$ 412.00	102%
530	CCUEA/LUAC	\$ 300.00	\$ -	0%
535	Orange Service Center Council	\$ 400.00	\$ -	0%
536	CTA State Council	\$ 3,000.00	\$ -	0%
540	Room Rental	\$ 250.00	\$ -	0%
545.1	Meals/Refreshments	\$ 10,000.00	\$ 1,612.18	16%
545.2	Elementary Segment	\$ 500.00	\$ 50.00	10%
545.3	Intermediate Segment	\$ 300.00	\$ 60.00	20%
545.4	High School Segment	\$ 300.00	\$ -	0%
545.5	Rep Council	\$ 4,000.00	\$ 180.90	5%
570	Miscellaneous (incl. Petty Cash)	\$ 250.00	\$ -	0%
	SUB TOTAL	\$ 52,702.00	\$ 3,187.55	6%

**PROGRAMS AND SERVICES**

**PUBLICATIONS**

**GOAL - Communicate Effectively with our Members**

605.1	ADVOCATE	\$ 4,000.00	\$ -	0%
605.3	Web Page Maintenance	\$ 1,500.00	\$ -	0%
605.4	Web Page Design	\$ 1,000.00	\$ -	0%
605.5	Tech Support	\$ 3,000.00	\$ -	0%
610.2	Other Publications	\$ 500.00	\$ 59.94	12%
611.2	Reference Materials	\$ 300.00	\$ -	0%
	SUB TOTAL	\$ 10,300.00	\$ 59.94	1%

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**LEADERSHIP TRAINING**

**GOAL - Develop Strong Leadership**

615.1	Fall Leadership Conference	\$	1,500.00	\$	33.00	2%
615.2	Board of Directors Training	\$	5,000.00	\$	1,895.74	38%
615.3	CTA Reg IV Leadership Conf.	\$	6,000.00	\$	-	0%
615.4	CTA President's Conf	\$	3,000.00	\$	630.32	21%
615.55	NEA Pac Region Ldrshp Conf.	\$	3,000.00	\$	-	0%
615.8	Leadership Development	\$	3,500.00	\$	-	0%
615.9	CTA Issues Conference	\$	10,000.00	\$	-	0%
615.10	Equity & Human Rights Conf	\$	4,100.00	\$	-	0%
615.11	Region IV Political Academy	\$	500.00	\$	-	0%
615.12	Summer Institute	\$	4,500.00	\$	717.03	16%
615.13	NCUEA Conferences	\$	3,000.00	\$	-	0%
615.14	GLBT Conference	\$	4,800.00	\$	-	0%
616	Special Conferences	\$	4,000.00	\$	-	0%
617	Good Teaching Conference	\$	12,000.00	\$	-	0%
	SUB TOTAL	\$	64,900.00	\$	3,276.09	5%

**MEMBERSHIP**

**GOAL - Promote and Protect the Rights of our Members**

625.1	Membership Promotion	\$	1,000.00	\$	-	0%
625.2	CTA Retired Dues	\$	3,500.00	\$	-	0%
625.4	School Site Visits	\$	3,000.00	\$	65.80	2%
626	New Teacher Programs	\$	1,500.00	\$	-	0%
627	Rules & Elections	\$	600.00	\$	-	0%
632	Surveys	\$	500.00	\$	-	0%
633	Negotiations/Bargaining Team	\$	5,000.00	\$	57.08	1%
	SUB TOTAL	\$	15,100.00	\$	122.88	1%

**COMMUNITY ACTION**

**GOAL - Develop a Stronger Presence Throughout the Community**

635.1	Public Relations (Charities)	\$	1,500.00	\$	400.00	27%
635.2	Community Action Projects	\$	300.00	\$	-	0%
635.3	Chamber of Commerce	\$	200.00	\$	-	0%
635.4	"I Make A Difference"	\$	1,500.00	\$	-	0%
635.5	Day of the Teacher Projects	\$	1,000.00	\$	-	0%
635.7	Community Organizing	\$	1,000.00	\$	-	0%
635.8	Intradistrict Relations (ROP)	\$	400.00	\$	-	0%
635.9	Legislative/Community Contacts	\$	500.00	\$	-	0%
635.10	Lobbying Programs	\$	499.00	\$	-	0%
112	EAC Fund	\$	18,900.00	\$	1,815.00	10%
	SUB TOTAL	\$	25,799.00	\$	2,215.00	9%



Garden Grove Education Association  
Adopted 2014-2015

***GGEA COMMITTEES***

**GOAL - Empower our Membership and Increase Leadership Opportunities**

640	Special Ed Committee	\$	1,000.00	\$	-	0%
645	Retirement Programs and Projects	\$	300.00	\$	10.00	3%
651	Organizing Committee	\$	2,500.00	\$	204.95	8%
652	Human Rights Workshops	\$	1,000.00	\$	-	0%
653	IPD Committee	\$	5,000.00	\$	-	0%
655	Service Committees (Scholarship)	\$	<u>500.00</u>	\$	<u>-</u>	0%
	SUB TOTAL	\$	10,300.00	\$	214.95	2%

***TRIBUTES AND RECEPTIONS***

**GOAL - Recognize our Memberships' Efforts**

660.2	Retirement Tribute	\$	3,000.00	\$	-	0%
660.3	"WHO" Awards	\$	1,500.00	\$	-	0%
660.4	Board of Directors Installation	\$	2,500.00	\$	-	0%
660.5	Recognition Reception	\$	3,000.00	\$	-	0%
660.6	Other Tributes	\$	300.00	\$	-	0%
660.7	Nurse Appreciation	\$	250.00	\$	-	0%
618	Special Projects	\$	1,000.00	\$	-	0%
619	Jim Wicker Scholarship Fund	\$	12,000.00	\$	4,000.00	33%
665	Association Hospitality	\$	3,500.00	\$	502.49	14%
667	Released Time (Chargeable)	\$	5,000.00	\$	-	0%
668	Released Time (Non-Chargeable)	\$	2,000.00	\$	-	0%
680	Individual Legal Services	\$	<u>3,000.00</u>	\$	<u>450.00</u>	15%
	SUB TOTAL	\$	37,050.00	\$	4,952.49	13%

***OFFICE AND OPERATIONS***

**GOAL - Establish and Maintain an Effective Office Operation**

705	Office Equipment/Furniture	* \$	3,500.00	\$	4,457.86	127%
710	Supplies	\$	9,000.00	\$	1,172.06	13%
715	Computer Software	\$	500.00	\$	-	0%
720	Regular Postage	\$	500.00	\$	128.02	26%
730	Telephone	\$	8,500.00	\$	2,458.66	29%
740	Insurance	\$	1,000.00	\$	-	0%
745	Property Tax	\$	600.00	\$	-	0%
750	Accounting	\$	7,500.00	\$	131.50	2%
760	Rent	\$	63,000.00	\$	10,820.70	17%
770	Equip Maintenance/Copier	* \$	5,000.00	\$	2,308.94	46%
780	Bank Service & Check Chgs	\$	<u>400.00</u>	\$	<u>50.00</u>	13%
	SUB TOTAL	\$	99,500.00	\$	21,527.74	22%

Garden Grove Education Association  
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**PERSONNEL**

**GOAL - Attract and Retain Quality Employees**

810.1	Executive Director Salary	\$	118,100.00	\$	20,155.68	17%
810.2	Executive Director Fringe	\$	24,024.60	\$	4,047.94	17%
810.3	Executive Director Payroll Tax	\$	24,564.80	\$	3,386.97	14%
810.4	Executive Director Retirement	\$	53,145.00	\$	8,845.41	17%
810.5	Executive Director Expense	\$	5,000.00	\$	216.21	4%
810.6	Executive Dir.Training/Travel	\$	5,000.00	\$	669.93	13%
810.7	Executive Director Auto	\$	6,100.00	\$	1,016.75	17%
820.1	Associate Staff Salaries	\$	109,343.23	\$	18,460.00	17%
820.2	Associate Staff Fringe	\$	49,845.60	\$	8,267.20	17%
820.3	Associate Staff Payroll Tax	\$	22,634.05	\$	3,191.86	14%
820.4	Associate Staff Mileage	\$	500.00	\$	-	0%
820.5	Associate Staff Retirement	\$	49,204.45	\$	8,296.90	17%
820.6	Associate Staff Training	\$	500.00	\$	-	0%
830.1	President Stipend (10% of Col5,Step13)	\$	8,964.80	\$	1,792.96	20%
830.2	President Payroll Tax	\$	2,300.00	\$	466.01	20%
840	Workers' Comp Insurance	\$	4,000.00	\$	616.24	15%
845	Liability Insurance	\$	1,500.00	\$	-	0%
	SUB TOTAL	\$	484,726.53	\$	79,430.06	16%
	<b>TOTAL EXPENSES</b>	\$	<b>800,377.53</b>	\$	<b>114,986.70</b>	14%

NET INCOME/(LOSS) \$ - \$ 89,375.24

Current Asset Balances		10/31/2014	
CD's	\$	747,282.16	EAC \$ 171,122.72
Checking	\$	232,872.47	
Savings	\$	172,573.69	
Total Assets	\$	1,152,728.32	

**Exp. Life Reserves**

**Current Balances**

5 years	Copier (\$4000 yr)	\$	5,251.00	
5-7 years	Telephone System (\$4000 yr)	\$	35,566.00	
3-5 years	Computers- Secretaries (x2)	\$	4,029.02	
4 years	Computer - President	\$	1,625.00	<b>Total Reserves To-date</b>
3-5 years	Computer - Exec. Director	\$	2,610.00	
3-5 years	Computer - Advocate/Committees	\$	1,946.00	<b>\$ 557,027.02</b>
3-5 years	Printers (\$1000 yr)	\$	5,000.00	
10 years	Furniture (\$1000 yr)	\$	3,000.00	
	Building Fund	\$	398,000.00	
	President's Salary - 1 yr.	\$	100,000.00	