



## Rugby NorCal Quarterly Board Meeting (BOD) Meeting Packet #27

Date: February 22, 2017

Time: 7:00 PM – 8:30 PM

Location: Teleconference

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### **February 22nd BOD Programming:**

#### **President's Report – Paul Kessler:**

Successful KOT in January

USA Rugby Updates

Player Transfer Deadline – Rosters Frozen

#### **Executive Director Report – Mark Carney:**

##### **USA Rugby Update:**

The USA Rugby Congress meeting occurred in Austin, TX a few weeks ago and both Paul and I attended. There was a lot of discussion and online banter that fueled a lot of public frustration. Most of the Congress members went into the meeting cognizant of that dialogue and upset themselves about the lack of communication and accountability at the National Office and on the Board.

It was also noted by me at the last AGM that a dues increase would likely be coming. Thankfully, because USAR is trying to get their financial act together, the Board did not feel it was appropriate to propose a dues increase for this CIPP cycle. That said, it is still a topic of conversation, and one that will probably need to be revisited by the Board, National Office and Congress at their next meeting in June/July.

That said, the Board was very forthcoming with information and provided a lot of detail including a lot of financial data to back up what they have been doing with regards to RIM, The Rugby Channel, RWC 7s 2018, and High Performance. Congress left the meeting with increased confidence that the Board was going to provide more documents and accountability to support their actions, and that the National Office was going to be held to a higher level of accountability by the Board and CEO. Lastly, RWC 7s 2018 is on the horizon. I have met personally with the newly hired General Manager for the event, Rosie Spaulding, and she is very keen to get the youth and rugby population in general as involved as they want to be. There is the opportunity for us to have some exhibition games during the event itself, which will run on Thursday-Sunday in July (Dates to be announced during Vegas 7s). Each individual team will also need team chaperones for the week leading up to, and through the tournament. The event is also looking for facilities. With 24 teams coming, and each needing their own practice space, they are struggling. If you have connections within the Cities of San Francisco, Oakland, Berkeley, Orinda, South San Francisco, San Mateo, and Alameda that can help secure fields during the time frame to be announced, please contact me ASAP so I can help Rosie get that side of things sorted.

##### **Player Welfare Program (PWP):**

As you all know, Rugby NorCal has rolled out a new Player Welfare Program (PWP) for the 2017 season and beyond. It is a comprehensive program that includes Certified Athletic Trainers for every RNC scheduled match, baseline concussion testing, injury tracking, Emergency Action Plans,

discounted medical kits, and much more.

**Successes** – We are receiving very good feedback on the whole from the parents and players who have utilized the program in one way or another. Every injury is followed up with a personalized response by Marti, and the parents appreciate that kind of interaction and show of caring.

**Documents** – HAVE been sent out multiple times now!

**RNC Website** - On the Rugby NorCal website, under the Safety tab, there is a ton of information for athletic trainers, coaches, parents, etc. This is where Athletic Trainers will be able to download the ATC guidelines and see their match assignments. This is where parents can find information about the safety of the sport and what measures are being taken to ensure the safety of their child, and this is where coaches/administrators can find information regarding their roles and responsibilities throughout the season with respect to entering match information, injury tracking at practices, etc.

**Workflow Process** – Included in the documents for Athletic Trainers, Admins and Coaches. Rugby NorCal Office has its own workflow pertaining to the PWP in regards to follow up injuries with coaches and parents, and receive doctor's notes for suspected or diagnosed concussions. It looks as: upon an injury being reported by an ATC, an injury report will be submitted through InjureFree, the office will review all injury reports and any major injuries will be followed up upon. Coaches are able to access the InjureFree site through profiles that are generated for them upon registration, where an injury report can be submitted for an injury sustained during practice. This injury report is less thorough than one filled out by the ATCs as they have more medical training and clearance.

**Baseline Testing** – We have purchased a bulk number of baseline concussion tests from ImPACT, “the most widely used and most scientifically validated computerized concussion management tool available.” Currently, only 2 Clubs have utilized this FREE value!!!!

**Medical Kits** – Rugby NorCal partnered with a medical kit supply company in Las Vegas to offer discounted medical kits for all clubs that are looking to purchase either a fully stocked medical kit (and bag) or specific items at a discounted rate. All of the information regarding the contents of the bags and ordering information is on the RNC website in the Safety tab. There are two kits available, Youth (U14 and under) and High School, and the kits can be ordered with or without the carrying bag. All costs on the website have shipping to Northern California included.

**We are getting complaints from the ATs assigned to your matches that many clubs either have no, incomplete or inadequate medical kits, forcing the ATCs to use their own equipment. It was noted at the beginning of the year that we would REQUIRE all clubs to have appropriate and stocked medical kits on site for the ATCs to use. Moving forward, if your club is reported by the ATC as not having a med kit on site or it not being adequate, your club will be subject to a fine, and any equipment used by the ATC will be charged back to you in your ATC invoices.**

### **Schedules:**

Everything has been a bit of a mess this year due in large part because of the weather and cancellations that have occurred as a result. However, there are more concerns that clubs are

simply cancelling fixtures against other teams on their schedule because they either 1. Don't want to travel, 2. Don't want to play that "kind of team", 3. Don't want to play a team where they are overmatched. ALL of these reasons are not acceptable reasons for cancelling a game. We have been facing particular issues at the Junior Youth level as a result of clubs being disproportionately sized in terms of # of teams at each age grade. This is causing some clubs with multiple U10 teams to only get one game each on a weekend, which is not acceptable either. There needs to be a discussion on super sites and possible crossover weekends for JY between the Bay and Sac. Bob McCarty will lead that discussion in his report.

### **Jamborees/Tournaments:**

We have had the JY schedule published for some time, in Bob's report below, and the email I sent out, we have finalized times for the Jamborees. That information has all gone out to the clubs and registration for the Jamborees is now open. There are strict deadlines, so make sure you register early.

Middle School is still planned and scheduled for March 25<sup>th</sup> in Dixon, CA at Hall Park. We are awaiting confirmation and pricing from them and then we will get registration up and open.

The High School Championships are going to take place on May 6<sup>th</sup>. We are happy to announce a venue has been found, and it will be at the Stockton Soccer Complex in Stockton, CA. this is a fairly central location for everyone, so we hope to make it a great event! Details on that will come out from the office in due course.

### **Operations Manager Report – Marti Blum:**

#### **Referees:**

We just recently certified 35 current High School/Middle School/Women's players and coaches and admins at Rugby NorCal's first Try on Rugby Course this past Sunday in San Ramon. Try on Rugby is a Level 1 Referee course designed specifically for girls and women to immerse themselves in the game of rugby beyond playing. This course can be for moms, sisters, cousins, aunts who want to get involved instead of sitting on the sidelines, and for current players who want to better learn the laws and continue their rugby careers well beyond their years of playing. We had two amazing female educators, Karen Fong Donoghue and Lee Bryant, who were incredible role models for these young girls to look up to and aspire to be. We are hoping to add a few more Try on Rugby courses around the region to grow our referee base and empower our young women.

If you have any Junior Youth events coming up and need referees, please let me know and we can get some of our newly certified referees out to help!

#### **Referee Abuse:**

Over the month and a half of our Junior Youth and High School season, we have received an influx of reports of referee abuse, as compared to previous seasons, especially at the Junior Youth level. Coaches need to make sure they're controlling themselves and their assistant coaches on the sidelines. All club administrators have signed a Code of Conduct which reflects the expectations of all club staff/coaches/referees. If sideline behavior is not improved immediately, we will be forced to take all reports to a disciplinary committee for hearings.

**Field Monitors:**

Having trustworthy and confident field monitors at every home match will help alleviate a lot of stress on the sidelines, coming from coaches, parents, etc. Field monitors are to make sure that parents are not getting out of control, they are there to help the referee determine who is causing issues on the sideline, and help take care of a potentially harmful situation. All field monitor requirements are clearly listed in section 9 of our Policies and Procedures document.

**PWP Invoicing:**

We will be sending invoices to each club at the end of the month with costs for services used from ATvantage, our partner who is providing Athletic Trainers for each match. We will make sure that you can pay by credit card, check or cash, to make it easiest on the clubs to submit payment. As a point of clarification; this IS a shared cost model with Rugby NorCal. If you are using ATvantage assigned ATCs, the total cost is \$51/hour, though RNC is taking on a portion of that cost and the clubs are only being charged \$31/hour. If you decided, as a club, not to use ATvantage to assign ATCs for your home matches, the club is taking on the entire cost of the medical staff at no cost sharing with RNC.

**ATC Assignments:**

ATvantage has been extremely lenient this season with clubs not adhering to the 10-day limit for match details to be put in the CMS. We have been working together to get ATCs assigned for all matches (as best we can) even if dates are not put in within 10 days. This is causing a lot of extra work, stress and overtime to communicate with each club, every day, to confirm date/time/location. I know that the weather has been an issue, but we expect the clubs to do a better job of communicating with their opponents to confirm their match details at least 10 days in advance of the match.

**Fundraiser:**

Online fundraiser on YouCaring.com to help us raise funds for the implementation of our PWP. Thank you to all who have already donated. We need to keep pushing for supporters and donors to reach our goal of \$20,000.

We are also still looking for a venue for the RNC Hall of Fame Fundraiser that we want to host. We were looking at March sometime, but that date is fast approaching, and we won't be able to get it squared away in time. We would be willing to look at pushing it to the region of May 20<sup>th</sup>.

**Sponsorships:**

We are always on the look-out for corporate partners and sponsorship opportunities. If you know of any companies in your area, who are affiliated with your club or a family friend, etc., please see if you can send us some warm leads! We can discuss with them ways to grow and promote the game of rugby with their help.

**VP Competitions Report – Jon Straka:****VP Operations/Girls Committee Report – Karen Chance:**

**JY Report – Bob McCarty:**

End of year events are anticipated for the following dates:

Under-8 Jamboree - Sat 4 Mar - Wilder Fields, Orinda

Under-10 Jamboree - Sat 11 Mar - Wilder Fields, Orinda

Under-12 Jamboree - Sat 18 Mar - Wilder Fields, Orinda

Middle School - Sat 25 Mar – Hall Park, Dixon

(See minutes from JY Committee Call attached)

**Treasurer Report – Jason Gaskins:**

(See P&L and Balance Sheet Attachments)

**Other Items on the Table?**

**Adjourn!**

**Additional Handouts/Attachments:** Junior Youth Committee Conference Call Minutes, YTD P&L, YTD Balance Sheet

Kevin Kenny, Mark Carney, Marti Blum, Marc Raymond, Cam Younger, Bob McCarty, Des McKissock, John Vantress, Adam Browne, Steve Drew, Philippe Farner

Junior Youth Committee Conference Call  
Junior Youth Jamborees

### **8:35pm Start**

Confirming Dates, Times, and Locations.

U8: Sat 4 Mar at Wilder Field 2, 9 - 2

U10: Sat 11 Mar at Wilder Field 1 & 2, 9 - 5

U12: Sat 18 Mar at Wilder Field 1 9 - 5, Field 2 9 - noon

MS: Sat 25 Mar at Hall Mem. Park, times TBD

- Depending on sign ups, we can change some of these field hours, but this is what's been organized by Doug and Wilder. Should probably figure out how many teams we can sign up before we reach time capacity.
- we had 3 fields on Field 2 - it is larger than Field 1
- possibly swap Fields 1 and 2 from 9-noon on the 18th?
  - doubtful - probably a soccer team, but we'll find out
- any activity on the field prior to 9 or do we have access to the fields pre-9:00?
- MS Trny at Hall Park - Dixon - hopefully fields dry out.

Review of last year's events. Good events, but costs out of line for U10 & U12.

- a lot of positive feedback about jamborees but the financials are not good.
- (review of financial spreadsheet)
- medical costs were really expensive, but with the new contract with ATVAntage, those costs can be cut down
- do we want to proceed with security? it was a large cost last year
- ended up around \$4500 in the red for those events
- how to be more revenue-neutral

Getting to revenue-neutral in 2017

- reduce medical fees, increase registration costs
- increase volunteers to monitor the crowds, field marshalls, observing (alcohol prohibition)
- do we need refs for u8? coaches can referee, they know the rules and regulations
  - trying to develop referees

- u8 might not be a good way to develop a referee, coaches are more equipped than a referee
- vote on u8 referees or coaches - coaches (yes) referees (no) by consensus, coaches will referee the u8s.

Reg fees, Parking fee?, Gate fee?

- fee increase for registrations?
  - we pay more for 7s, so \$50 is low
  - the price has to go up if we are running in the red - we're not a charity
- is there an option for parking? gate? does this conflict with the permit in orinda?
  - we can't start charging for parking/gate, will turn parents away from the game
  - and need more volunteers
  - we should just charge the registration more
- \$75 or \$100 - or per team or per club? It's always been a per team fee
  - U8s cost less than the 10s and 12s to put on - could do u8 at \$50 or \$75 and 10 and 12 would be \$75 or \$100.
  - reduce costs for more teams? easy to do a registration page
- corporate sponsor? callidus cloud? partial cover not full cost coverage
- small businesses or parents can support a little of the costs
- can we run concessions? its more practical to hire someone else to do it
- cam will step up to organize a basic hot dogs/chips/drinks - Danville to run it
- kevin from pleasanton has a hospitality group to help

U8 - \$ 50 first team - \$50 subsequent teams

no referees - coaches

save on medical

no need for concessions

U10 - \$75 first team - \$ subsequent teams

no security - additional volunteers

save on medical

concessions - smoothie patrol

U12 - \$75 first team - \$ subsequent teams

save on medical

concessions - smoothie patrol

Cert'd Athletic Trainers should be at lower rate

Security

Vendors - T-Shirts, lunch, smoothies

- has to be rugby city for t-shirts
- mark will reach out to Rugby City and CCC to confirm their attendance and order shirt designs
- marti will send smoothie patrol contact to Bob

Volunteers:

Setup - adam will be out of the year for most of the tournaments - lamo coaches can help set up. marti will direct on all weekends - 4 volunteers + lead for each field.

- asking for one volunteer from each club for set up/breakdown/check in/field marshall

Parking

Club check-in - bob will lead plus a few volunteers

Weigh-in - steve drew and sierra for 10s 12s and MS

Trash

Field Marshals - philippe u8 -

Breakdown

Referees - kevin for u10/u12

Volunteer coordinator to make sure we have contacts for all club volunteers to stay in touch with to make sure we have coverage for all aspects - philippe U8, vantress can do prelim work.

make sure a volunteer is someone not involved with coaching

Pools & Scheduling

- philippe u8, steve u10 and u12
- try to schedule teams who haven't played each other during the season

Refs

- kevin is coordinating referees
- 72 hours before the day with a rough layout
- at most 5 fields for u8-u12
- usually 3 fields for ms

Delimiters, Rope, and crowd barriers & coach boxes

- lamo has enough pylons and ropes
- need more cones - athletic tape for technical boxes
- sand bags

- flat cones
- u8 teams bring own flags - note in the instructions

#### Ice & med bags

- SV med bags
- we can bring ice

#### Cert'd Athletic Trainers

- ATVantage - 2 ATCs for u8 - 3 for U10/U12
- visibility for ATCs - need vests/pinneys, etc.

#### Walkie-talkies

- bob will bring walkie talkies, but please use cell phones

#### EZ-Ups & Tables - Reg, Refs, CATs, Info

- RNC has 2 EZ ups - medical and gatorade as a central location
- high-vis vests - one color for trainers one color for field marshall
- we can ask CCC to send us some reversible bibs
- kevin has 2 ez ups and 2 tables
- bob has 1 ez up and 1 table
- RNC has 2 ez ups and 2 tables

#### Registration setup

- deadline 10 days before tournament
- send a Save the Date with instructions and notes about each tournament - prepare your coaches/volunteers/referees/etc.
- then send an email when registrations are open - closed.

#### Lightweight weight divisions

- 3 lb overage cushion - not posted, but abided by
- no tolerance for x-players

Mark - Try on Rugby!!!! Feb 19 in San Ramon - female only referee course taught by women, designed for girls and women. Level 1 - it is free to attend the course - but must register as a referee with USAR.

Call Ended at 10:15

## Rugby NorCal

### Balance Sheet Prev Year Comparison

As of February 22, 2017

	Feb 22, 17	Feb 22, 16	\$ Change	% Change
<b>ASSETS</b>				
<b>Current Assets</b>				
<b>Checking/Savings</b>				
<b>Checking - WF</b>				
<b>SVYRO Account</b>	6,402.22	2,402.22	4,000.00	166.5%
<b>Checking - WF - Other</b>	172,075.74	251,042.67	-78,966.93	-31.5%
<b>Total Checking - WF</b>	178,477.96	253,444.89	-74,966.93	-29.6%
<b>Savings - WF</b>	15,156.68	15,148.95	7.73	0.1%
<b>Total Checking/Savings</b>	193,634.64	268,593.84	-74,959.20	-27.9%
<b>Other Current Assets</b>				
<b>Adept Software LLC Receivable</b>	-83,345.00	0.00	-83,345.00	-100.0%
<b>Miscellaneous receivable</b>	-1,560.00	0.00	-1,560.00	-100.0%
<b>Total Other Current Assets</b>	-84,905.00	0.00	-84,905.00	-100.0%
<b>Total Current Assets</b>	108,729.64	268,593.84	-159,864.20	-59.5%
<b>Fixed Assets</b>				
<b>Accumulated Depreciation</b>	-247.00	-247.00	0.00	0.0%
<b>Furniture and Equipment</b>	4,470.99	4,470.99	0.00	0.0%
<b>Total Fixed Assets</b>	4,223.99	4,223.99	0.00	0.0%
<b>TOTAL ASSETS</b>	<b>112,953.63</b>	<b>272,817.83</b>	<b>-159,864.20</b>	<b>-58.6%</b>
<b>LIABILITIES &amp; EQUITY</b>				
<b>Liabilities</b>				
<b>Current Liabilities</b>				
<b>Accounts Payable</b>				
<b>Accounts Payable</b>	-307.35	0.00	-307.35	-100.0%
<b>Total Accounts Payable</b>	-307.35	0.00	-307.35	-100.0%
<b>Other Current Liabilities</b>				
<b>Payroll Liabilities</b>	4,448.62	3,703.51	745.11	20.1%
<b>Total Other Current Liabilities</b>	4,448.62	3,703.51	745.11	20.1%
<b>Total Current Liabilities</b>	4,141.27	3,703.51	437.76	11.8%
<b>Total Liabilities</b>	4,141.27	3,703.51	437.76	11.8%
<b>Equity</b>				
<b>Temp. Restricted Net Assets</b>	5,266.87	5,266.87	0.00	0.0%
<b>Unrestricted Net Assets</b>	192,464.17	133,172.38	59,291.79	44.5%
<b>Net Income</b>	-88,918.68	130,675.07	-219,593.75	-168.1%
<b>Total Equity</b>	108,812.36	269,114.32	-160,301.96	-59.6%
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>112,953.63</b>	<b>272,817.83</b>	<b>-159,864.20</b>	<b>-58.6%</b>

## Rugby NorCal Profit & Loss Prev Year Comparison

August 1, 2016 through February 22, 2017

	Aug 1, '16 - Feb 22, 17	Aug 1, '15 - Feb 22, 16	\$ Change	% Change
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
<b>Direct Public Support</b>				
<b>Corporate Contributions</b>				
Canterbury	0.00	12,394.15	-12,394.15	-100.0%
<b>Total Corporate Contributions</b>	0.00	12,394.15	-12,394.15	-100.0%
Fundraising Contributions	9.09	14.17	-5.08	-35.9%
Grants	16,571.97	19,132.40	-2,560.43	-13.4%
Individual Contributions	0.00	500.00	-500.00	-100.0%
<b>Total Direct Public Support</b>	16,581.06	32,040.72	-15,459.66	-48.3%
<b>Fundraising Income</b>				
Fundraising Event Revenue	2,433.90	0.00	2,433.90	100.0%
Fundraising Income - Other	180.00	0.00	180.00	100.0%
<b>Total Fundraising Income</b>	2,613.90	0.00	2,613.90	100.0%
<b>Investments</b>				
Interest-Savings, Short-term CD	1.90	0.00	1.90	100.0%
<b>Total Investments</b>	1.90	0.00	1.90	100.0%
<b>Other Types of Income</b>				
Miscellaneous Revenue	433.50	2,749.80	-2,316.30	-84.2%
<b>Total Other Types of Income</b>	433.50	2,749.80	-2,316.30	-84.2%
<b>Program Income</b>				
Camp and Clinic Fees	-57.95	220.00	-277.95	-126.3%
High Perf/Tour Fees	500.00	1,200.00	-700.00	-58.3%
Membership Dues	15,338.85	214,214.50	-198,875.65	-92.8%
Tournament Fees	28,133.53	200.00	27,933.53	13,966.8%
<b>Total Program Income</b>	43,914.43	215,834.50	-171,920.07	-79.7%
<b>Total Income</b>	63,544.79	250,625.02	-187,080.23	-74.7%
<b>Gross Profit</b>	63,544.79	250,625.02	-187,080.23	-74.7%
<b>Expense</b>				
<b>Operations</b>				
Accounting Fees	825.00	600.00	225.00	37.5%
Advertising	1,530.22	0.00	1,530.22	100.0%
Bank Fees	1,116.47	0.00	1,116.47	100.0%
Business License and Taxes	20.00	0.00	20.00	100.0%
Contract Services	780.00	20,545.00	-19,765.00	-96.2%
Database fees	252.00	0.00	252.00	100.0%
Dues and Fees	0.00	3,000.00	-3,000.00	-100.0%
Insurance - D and O	875.00	875.00	0.00	0.0%
Office Expense	1,037.92	3,116.73	-2,078.81	-66.7%
Postage, Mailing Service	289.61	0.00	289.61	100.0%
Printing and Copying	144.23	321.45	-177.22	-55.1%
Rent	4,025.00	2,300.00	1,725.00	75.0%
Telephone, Telecommunications	1,362.93	1,157.45	205.48	17.8%
Website fees	2,349.70	2,023.67	326.03	16.1%
<b>Total Operations</b>	14,608.08	33,939.30	-19,331.22	-57.0%
<b>Other Types of Expenses</b>				
Dues to USA Rugby	11,857.33	0.00	11,857.33	100.0%
<b>Total Other Types of Expenses</b>	11,857.33	0.00	11,857.33	100.0%
<b>Payroll Expenses</b>				
Salaries	65,837.53	51,889.60	13,947.93	26.9%
Health Benefits	5,241.08	3,272.03	1,969.05	60.2%
Mileage/Tolls	0.00	538.16	-538.16	-100.0%
Payroll taxes	5,942.61	4,879.51	1,063.10	21.8%
Payroll Expenses - Other	63.00	51.60	11.40	22.1%
<b>Total Payroll Expenses</b>	77,084.22	60,630.90	16,453.32	27.1%
<b>Program Expenses</b>				
Banquets and Meetings	5,358.70	2,920.12	2,438.58	83.5%
Books, Subscriptions, Reference	3,399.56	1,957.50	1,442.06	73.7%
Coach and Referee Training	2,384.29	3,013.23	-628.94	-20.9%
Director/Coordinator	0.00	725.45	-725.45	-100.0%
Equip & field rental	516.44	1,899.20	-1,382.76	-72.8%
Medical support	22,628.00	500.00	22,128.00	4,425.6%
Referees & Coaches	6,367.94	4,733.53	1,634.41	34.5%
Supplies	5,733.89	645.27	5,088.62	788.6%
Travel				
Lodging	12,457.57	3,064.35	9,393.22	306.5%
Meals	9,368.16	1,623.11	7,745.05	477.2%
Tours	3,000.00	250.00	2,750.00	1,100.0%
Transportation	3,841.60	2,097.99	1,743.61	83.1%
Travel - Other	-1,444.12	175.00	-1,619.12	-925.2%
<b>Total Travel</b>	27,223.21	7,210.45	20,012.76	277.6%

**Rugby NorCal**  
**Profit & Loss Prev Year Comparison**

August 1, 2016 through February 22, 2017

Accrual Basis

	Aug 1, '16 - Feb 22, 17	Aug 1, '15 - Feb 22, 16	\$ Change	% Change
Program Expenses - Other	0.00	500.00	-500.00	-100.0%
<b>Total Program Expenses</b>	<b>73,612.03</b>	<b>24,104.75</b>	<b>49,507.28</b>	<b>205.4%</b>
<b>Total Expense</b>	<b>177,161.66</b>	<b>118,674.95</b>	<b>58,486.71</b>	<b>49.3%</b>
<b>Net Ordinary Income</b>	<b>-113,616.87</b>	<b>131,950.07</b>	<b>-245,566.94</b>	<b>-186.1%</b>
<b>Other Income/Expense</b>				
Other Income				
CIPP dues	0.00	7,315.00	-7,315.00	-100.0%
Restricted Support	0.00	1,000.00	-1,000.00	-100.0%
<b>Total Other Income</b>	<b>0.00</b>	<b>8,315.00</b>	<b>-8,315.00</b>	<b>-100.0%</b>
<b>Other Expense</b>				
Contributions	50.00	275.00	-225.00	-81.8%
Ask My Accountant	-24,941.19	0.00	-24,941.19	-100.0%
CIPP Paid	193.00	7,315.00	-7,122.00	-97.4%
Team Support	0.00	2,000.00	-2,000.00	-100.0%
<b>Total Other Expense</b>	<b>-24,698.19</b>	<b>9,590.00</b>	<b>-34,288.19</b>	<b>-357.5%</b>
<b>Net Other Income</b>	<b>24,698.19</b>	<b>-1,275.00</b>	<b>25,973.19</b>	<b>2,037.1%</b>
<b>Net Income</b>	<b>-88,918.68</b>	<b>130,675.07</b>	<b>-219,593.75</b>	<b>-168.1%</b>