



# GARDEN GROVE EDUCATION ASSOCIATION



## REPRESENTATIVE COUNCIL AGENDA

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**VIRTUAL MEETING: December 14, 2021 @ 3:30 VIA ZOOM**

**GGEA Mission Statement:** GGEA is an association of educators who advocate for the well-being of our membership and the students we serve.

**2021-22 Goal:** Engage membership through internal organizing to build a stronger union.

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### DETERMINATION OF QUORUM

- I. CALL TO ORDER / ADOPTION OF AGENDA
- II. MEMBER COMMENTS
- III. APPROVAL OF MINUTES
- IV. PRESIDENT’S REPORT
- V. TREASURER’S REPORT
- VI. EXECUTIVE DIRECTOR’S REPORT
- VII. NETWORKING
- VIII. OLD BUSINESS
- IX. NEW BUSINESS/INFORMATION
- X. REPORTS
  - A. Negotiations
  - B. Leadership
  - C. Membership
  - D. Segments
  - E. Committees
- XI. REP COMMENTS
- XII. ADJOURNMENT



### Announcements

12/20-31 Winter Recess

1/11/22 Segments

### Zoom Information

**Meeting ID: 861 3396 1892**

**Passcode: repcouncil**





## GARDEN GROVE EDUCATION ASSOCIATION

### CALL TO ORDER/ADOPTION OF AGENDA

The special meeting of the **Board of Directors** of the Garden Grove Education Association, Inc. was called to order at 3:45 p.m. on Tuesday, Nov. 16, 2021 at the GGEA office by the President Kelly Nolan.

A quorum was established at that time.

**BOARD MEMBERS PRESENT:** Kelly Nolan, Nicole Ciccarelli, Rebecca Koopowitz, Mike Godoy, Veronica Conklin, Dawn Floyd, Julie Vo, Karyn Lui-Silverberg, and Paul Kim(Executive Director).

**BOARD MEMBERS ABSENT:** Debra Coleman, David Cho, Sarah Chau-Lee, Mark Sanchez, and Sarah Held,

### OLD BUSINESS:

A. GGEA By-laws

Board of Directors meeting:	Dec. 7 , 2021	3:30 pm at the GGEA office
Next Board of Education meeting:	Nov. 16, 2021	7:00 pm at GGUSD
Next Segment meetings:	Jan. 11, 2021	3:30 pm via Zoom
Next Representative Council meeting:	Dec. 14, 2021	3:30 pm via Zoom

The meeting adjourned at 5:05 p.m.

Respectfully submitted,

  
Rebecca Koopowitz, Secretary



## GARDEN GROVE EDUCATION ASSOCIATION

### CALL TO ORDER/ADOPTION OF AGENDA

The meeting of the **Board of Directors** of the Garden Grove Education Association, Inc. was called to order at 3:36 p.m. on Tuesday, Nov. 2, 2021 at the GGEA office by the President Kelly Nolan.

A quorum was established at that time.

**BOARD MEMBERS PRESENT:** Kelly Nolan, Debra Coleman, Nicole Ciccarelli, David Cho, Rebecca Koopowitz, Sarah Chau-Lee, Mark Sanchez, Mike Godoy, Veronica Conklin, Dawn Floyd, Julie Vo, Karyn Lui-Silverberg, Sarah Held, and Paul Kim (Executive Director).

**BOARD MEMBERS ABSENT:**

**APPROVAL OF MINUTES:** The Board approved the Minutes for the Board of Directors special meeting dated Oct. 12, 2021.  
The Board approved the Minutes for the Board of Directors special meeting dated Oct. 19, 2021.  
The Board accepts the Minutes for the Representative Council meeting dated Oct. 26, 2021 as amended.

**PRESIDENT'S REPORT:** The President's Report was received. Topics covered: trustees have received emails from GGEA members; met with GGUSD board members Lan Nguyen, Walter Muñeton and Dina Nguyen; fielding questions from members about COVID testing and adverse reactions.

**TREASURER'S REPORT:** The Treasurer's Report was received. Topics covered:

**RESOLVED:** I move that the Board of Directors accepts and forwards the October 2021 Financial Report to Rep Council. Motion by David Cho; second by Dawn Floyd. Motion approved.

**RESOLVED:** I move that the Board of Directors approves rolling over funds from Chase to Farmers and Merchants CD when it matures in December. Motion by David Cho; second by Dawn Floyd. Motion approved.

**EXECUTIVE DIRECTOR'S REPORT:** The Executive Director's Report was received. Topics covered: CSEA will be at the school board meeting tonight; met with Dr. Mafi and Jason Bevacqua; fielding questions from members regarding contract language; shared information on district budget.

### OLD BUSINESS:

- A. Special board meeting on Nov. 16<sup>th</sup> to continue work on GGEA Bylaws
- B. Segments will start working on climate survey

**RESOLVED:** I move that the Board approves Kurt Christensen as chair of the EAC Committee as discussed and agreed to during the October 19, 2021 Board meeting. Motion by Dawn Floyd; second by Julie N. Vo. Motion approved.

**RESOLVED:** I move that GGEA create an Early Childhood Education Committee. This would be classified as a policy committee under the current Standing Rules. Motion by Debra Coleman; second by Julie N. Vo. Motion approved.

### NEW BUSINESS:

- A. Rep Allocation Report reviewed and edited
- B. Updated committee lists and liaisons reviewed
- C. Board liaisons reported on meetings with GGUSD school board members
- D. Standing Rules subcommittee- tabled
- E. Board of Directors are not site reps (reviewed)

RESOLVED: I move that the names of reps and alternates be added to the Rep Allocation Report. Motion by Mike Godoy; second by Veronica Conklin. Motion approved.

RESOLVED: I move to approve sending 3 members to San Diego, Imperial, and Orange Service Center Council Fall Leadership Workshop Conference, December 3-5 in Palm Springs, CA. All expenditures to be covered under CTA guidelines. This motion requires the expenditure of Association funds as budgeted in line item numbered: 615.1. Motion by Sarah Held; second by Karyn Lui-Silverberg. Motion approved.

**REPORTS**

The following reports were given:

1. **NEGOTIATIONS:** GGEA Executive Director Paul Kim gave update; negotiating on Nov. 18;
2. **ORGANIZING:** no report;
3. **COMMUNICATIONS:** no report;
4. **NEW TEACHER:** no report;
5. **COMMUNITY ACTION:** Board approved flyer for necessities drive;
6. **RETIREMENT:** no report;
7. **HUMAN RIGHTS:** no report;
8. **SPED:** no report;
9. **SCHOLARSHIP** no report;
10. **PIC:** no report;
11. **RULES AND ELECTIONS:** no report;
12. **HEALTH AND SAFETY:** no report;
13. **IPD:** no report;
14. **GRIEVANCE:** no report;
15. **EAC:** no report;
16. **MEMBERSHIP:** checking on member status;
17. **LEADERSHIP:** Board debriefed on new Rep Council protocols;
18. **ELEMENTARY SEGMENT:** planned;
19. **INTERMEDIATE SEGMENT:** planned;
20. **HIGH SCHOOL SEGMENT:** planned.

**DISCUSSION FROM THE BOARD**

- A. Elementary principals responding badly to site concerns
- B. Board member requested copies of the Jung Inclusion Report
- C. Suggestion made to change GGEA Blue days to Wednesdays
- D. A growing concern with male coaches walking away from coaching female sports due to fear of false accusations
- E. Comment made about district COVID 19 Guidelines as being weak

**ANNOUNCEMENTS**

- 11/4 Stakeholders LCAP Meeting at DO
- 11/5 Non-student day
- 11/6 GGEA Bargaining planning day
- 11/11 Veteran's Day

Board of Directors meeting:	Dec. 7, 2021	3:30 pm at the GGEA office
Next Board of Education meeting:	Nov. 2, 2021	7:00 pm at GGUSD
Next Segment meetings:	Nov. 9, 2021	3:30 pm via Zoom
Next Representative Council meeting:	Nov. 30, 2021	3:30 pm via Zoom

The meeting adjourned at 6:03 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 3:39 p.m. on Tuesday, November 30, 2021 online via Zoom President Kelly Nolan.

A quorum was established at that time.

**BOARD MEMBERS PRESENT:** Kelly Nolan, Debra Coleman, David Cho, Rebecca Koopowitz, Sarah Chau-Lee, Veronica Conklin, Mike Godoy, Dawn Floyd, Sarah Held and Paul Kim (Executive Director).

**BOARD MEMBERS ABSENT:** Nicole Ciccarelli, Mark Sanchez, Karyn Lui-Silverberg and Julie Vo.

**Schools not represented and, therefore, with no vote:** Allen, Carver, Enders, Evans, Garden Park, Heritage, Marshall, Mitchell, Peters 4-6, Skylark, Sunnyside, Violette, Zeyen, Alamitos, Doig, Irvine, Jordan, Ralston, Walton, Los Amigos, 7-12 TOSA, K-12 TOSA and Nurse.

**Member Comments:** President explained this is time for members to address the Rep Council. No member comments today.

**APPROVAL OF MINUTES:** The Rep Council accepts the Minutes for the Board of Directors meeting dated Oct. 12, 2021.  
The Rep Council accepts the Minutes for the Board of Directors special meeting dated October 19, 2021.  
The Rep Council approved the Minutes for the Representative Council dated October 26, 2021.

**PRESIDENT'S REPORT:** The President's Report was received. Topics covered were: GGEA took action and organized members to attend the Oct. 19th GGUSD School Board meeting to speak to issues regarding ESSER funds -5 GGEA members spoke; and the Nov. 16<sup>th</sup> GGUSD Board meeting to speak to issues regarding combination classes - 2 members spoke; the new GGEA Early Childhood Ed Committee will meet Dec. 6 via zoom; there will be a consult for UTK.

**TREASURER'S REPORT:** The Treasurer's Report was received. Topic covered was:

**RESOLVED:** I move that Rep Council approve the October 2021 Financial Report. Motion by David Cho; second by Dawn Floyd. Motion approved.

**EXECUTIVE DIRECTOR'S REPORT:** The Executive Director's Report was received. Topics covered were: economic outlook looking good as next year's COLA at this time estimated to be 5.35%; Garden Grove is still seeing declining enrollment; encouraged members to wear GGEA blue shirts on Tuesdays and place GGEA sticker on an item visible to others; need GGEA participation in an action on Tuesday, December 7<sup>th</sup> GGUSD board meeting to support CSEA's efforts to hire instructional aides for full time; shared that GGEA leadership cannot take action without following GGEA process.

### NETWORKING

A. No report

### OLD BUSINESS

A. None

**NEW BUSINESS/INFORMATION**

A. Rep Allocation reviewed

**REPORTS**

The following reports were given:

1. **NEGOTIATIONS**: Chair gave report;
2. **LEADERSHIP**: no report;
3. **MEMBERSHIP**: no report;
4. **ELEMENTARY SEGMENT**: discussed climate survey, district funding, and rep allocation;
5. **INTERMEDIATE SEGMENT**: discussed climate survey and rep allocation;
6. **HIGH SCHOOL SEGMENT**: trying to put together a committee to work on climate survey, discussed school supervision and rep allocation.
7. **ORGANIZING**: meeting on Monday Dec. 6 at 3:30 pm at the office;
8. **COMMUNICATIONS**: working on the December Advocate which will be an online edition;
9. **NEW TEACHER**: no report;
10. **COMMUNITY ACTION**: hosting a necessities/food drive for H.O.P.E.: need to deliver week of Dec. 15<sup>th</sup>- contact H.O.P.E. before dropping off; next meeting on Dec. 13<sup>th</sup> via Zoom;
11. **HUMAN RIGHTS**: meeting on Monday Dec. 6 at 3:30 pm at the office and IMAD nomination form located on our website;
12. **RETIREMENT**: working on date for Retirement Ceremony and will be meeting over Zoom;
13. **SPED**: meeting Dec. 13<sup>th</sup> via Zoom;
14. **RULES AND ELECTIONS**: attending on training on Dec. 2;
15. **IPD**: no report;
16. **SCHOLARSHIP**: no report;
17. **PIC**: no report;
18. **GRIEVANCE**: first evaluations should be done by deadline;
19. **HEALTH AND SAFETY**: no report;
20. **EAC**: approved to disperse membership funds to the OC Labor Federation.

**MEMBER COMMENT DISCUSSION**

A. Comments from members read and addressed

**OTHER:** None

**ANNOUNCEMENTS**

12/20-31 Winter Break

Board of Directors meeting:	Dec. 7, 2021	3:30 pm at GGEA
Next Board of Education meeting:	Dec. 7, 2021	7:00 pm at GGUSD
Next Segment meetings:	Jan. 11, 2022	3:30 pm by virtual meeting
Next Representative Council meeting:	Dec. 14, 2021	3:30 pm by virtual meeting

The meeting adjourned 4:53 p.m.

Respectfully submitted,

*Rebecca Koopowitz* <sup>lan</sup>

Secretary Rebecca Koopowitz

**Garden Grove Education Association**  
**Adopted Budget 2021-2022 (Rev 9/29)**

	Adopted 2021-2022		Nov 30, 2021	% used
<b><u>INCOME</u></b>				
410 Dues	\$ 324,000.00	1800@ \$180	\$ 226,910.93	70%
420 CTA Rebate	\$ 392,575.00	Avg FDE 1785	\$ 98,144.00	25%
430 NEA Rebate	\$ 41,166.00	CTA FDE	\$ 10,291.50	25%
SUB TOTAL	\$ 757,741.00	1813.71	\$ 335,346.43	44%
416 CD Interest Income	\$ 6,000.00	8/31/2021	\$ 1,184.68	20%
653.7 Rollover - Hazard	\$ 7,245.97		\$ -	0%
653.6 Rollover- Carver	\$ 2,787.80		\$ -	0%
653.5 Rollover- Clinton Corner	\$ 3,494.57		\$ -	0%
<b>NET INCOME</b>	<b>\$ 777,269.34</b>		<b>\$ 336,531.11</b>	<b>43%</b>

**EXPENSES**

***GOVERNANCE***

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

505 President's Expense	\$ 3,500.00		\$ 580.00	17%
510 Board of Director's Expense	\$ 4,000.00		\$ 575.56	14%
520 NEA/RA Convention	\$ 26,000.00	13 x \$2000	\$ -	0%
525 NCUEA membership	\$ 450.00		\$ -	0%
530 CCUEA/LUAC	\$ 300.00		\$ -	0%
535 Orange Service Center Council	\$ 320.00	4x4x\$20	\$ 80.00	25%
536 CTA State Council	\$ 2,720.00	4x4x\$170	\$ 156.87	6%
540 Room Rental	\$ 400.00		\$ -	0%
545.1 Meals/Refreshments	\$ 9,000.00		\$ 955.21	11%
545.2 Elementary Segment	\$ 900.00		\$ 200.00	22%
545.3 Intermediate Segment	\$ 500.00		\$ -	0%
545.4 High School Segment	\$ 400.00		\$ 360.00	90%
545.5 Rep Council	\$ 3,000.00		\$ 860.00	29%
570 Miscellaneous (incl. Petty Cash)	\$ 500.00		\$ 379.19	76%
SUB TOTAL	\$ 51,990.00		\$ 4,146.83	8%

***PROGRAMS AND SERVICES***

**GOAL - Communicate Effectively with our Members**

605.1 ADVOCATE	\$ 6,500.00	3 print/3 online	\$ 1,565.00	24%
605.3 Web Page Maintenance	\$ 2,000.00		\$ -	0%
605.4 Web Page Design	\$ 250.00		\$ -	0%
605.5 Tech Support	\$ 2,000.00		\$ -	0%
610.2 Other Publications	\$ 500.00		\$ -	0%
611.2 Reference Materials	\$ 300.00		\$ -	0%
SUB TOTAL	\$ 11,550.00		\$ 1,565.00	14%

# Garden Grove Education Association

## Adopted Budget 2021-2022 (Rev 9/29)

### **LEADERSHIP TRAINING**

#### **GOAL - Develop Strong Leadership**

615.1	OSCC Leadership Conference	\$ 2,000.00	\$ -	0%
615.2	Board of Directors Training	\$ 9,000.00	\$ 252.46	3%
615.3	CTA Reg IV Leadership Conf.	\$ 5,000.00	\$ -	0%
615.4	CTA President's Conf	\$ 800.00	\$ -	0%
615.55	NEA Leadership Summit	\$ 1,200.00	\$ -	0%
615.8	Leadership Development	\$ 3,500.00	\$ -	0%
615.9	CTA Issues Conference	\$ 3,000.00	\$ -	0%
615.10	Equity & Human Rights Conf	\$ 5,000.00	\$ -	0%
615.11	Region IV Political Academy	\$ 500.00	\$ -	0%
615.12	Summer Institute	\$ 2,000.00	\$ -	0%
615.13	NCUEA Conferences	\$ 3,000.00	\$ 450.00	15%
615.14	LGBTQ+ Conferences	\$ 4,000.00	\$ 1,455.18	36%
615.15	NEA Racial & Social Justice Conf	\$ 1,000.00	\$ -	0%
616	Special Conferences	\$ 4,000.00	\$ -	0%
617	Good Teaching Conference	\$ 5,000.00	\$ -	0%
	<b>SUB TOTAL</b>	\$ 49,000.00	\$ 2,157.64	4%

### **MEMBERSHIP**

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

625.1	Membership Promotion	\$ 10,000.00	\$ 4,000.23	40%
625.2	CTA Retired Dues	\$ 1,000.00	\$ 320.00	32%
625.4	School Site Visits	\$ 3,000.00	\$ 849.28	28%
626	New Educator Programs	\$ 2,500.00	\$ 1,000.10	40%
627	Rules & Elections	\$ 3,000.00	\$ -	0%
632	Surveys	\$ 1,500.00	\$ -	0%
633	Negotiations/Bargaining Team	\$ 5,000.00	\$ 1,065.85	21%
	<b>SUB TOTAL</b>	\$ 26,000.00	\$ 7,235.46	28%

### **COMMUNITY ACTION**

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

635.1	Public Relations (Charities)	\$ 1,500.00	\$ -	0%
635.2	Community Action Projects	\$ 500.00	\$ -	0%
635.3	Chamber of Commerce	\$ 300.00	\$ -	0%
635.4	"I Make A Difference"	\$ 500.00	\$ -	0%
635.5	Day of the Teacher Projects	\$ 1,000.00	\$ -	0%
635.8	Intradistrict Relations	\$ 500.00	\$ -	0%
635.9	Community Contacts(School Board)	\$ 1,000.00	\$ 63.34	6%
635.10	Lobbying Programs	\$ 499.00	\$ -	0%
635.11	Crisis Fund	\$ 100.00	\$ -	0%
	<b>SUB TOTAL</b>	\$ 5,899.00	\$ 63.34	1%



# Garden Grove Education Association

## Adopted Budget 2021-2022 (Rev 9/29)

### ***GGEA COMMITTEES***

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

640	Special Ed Committee	\$ 2,000.00	\$ 375.00	19%
645	Retirement Programs and Projects	\$ 100.00	\$ 30.00	30%
651	Organizing Committee	\$ 5,000.00	\$ -	0%
652	Human Rights Workshops	\$ 1,000.00	\$ -	0%
653	IPD Committee	\$ 1,000.00	\$ -	0%
653.7	IFT Grants - Hazard	\$ 7,245.97	\$ 3,180.26	44%
653.6	Rollover - Carver	\$ 2,787.80	\$ -	0%
653.5	Rollover - Clinton Corner	\$ 3,494.57	\$ 750.00	21%
655	Service Committees (Scholarship)	\$ 500.00	\$ -	0%
	<b>SUB TOTAL</b>	\$ 23,128.34	\$ 4,335.26	19%

### ***TRIBUTES AND RECEPTIONS***

#### **GOAL - Recognize our Memberships' Efforts**

660.2	Retirement Tribute	\$ 3,500.00	\$ -	0%
660.3	"WHO" Awards	\$ 1,000.00	\$ -	0%
660.4	Board of Directors Installation	\$ 3,000.00	\$ -	0%
660.5	Recognition Reception	\$ 5,500.00	\$ -	0%
660.6	Other Tributes	\$ 600.00	\$ -	0%
660.7	Nurse Appreciation	\$ 500.00	\$ -	0%
618	Special Projects	\$ 2,000.00	\$ -	0%
619	Scholarship Fund	\$ 16,000.00	+ SpEd \$ 10,000.00	63%
665	Association Hospitality	\$ 2,000.00	\$ 180.00	9%
667	Released Time (Subs)	\$ 8,000.00	\$ -	0%
680	Legal Services	\$ 2,000.00	\$ -	0%
	<b>SUB TOTAL</b>	\$ 44,100.00	\$ 10,180.00	23%

### ***OFFICE AND OPERATIONS***

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

110	Reserves	\$ -	\$ -	0%
705	Office Equipment/Furniture	\$ 2,000.00	\$ -	0%
710	Supplies	\$ 9,000.00	\$ 1,090.47	12%
715	Computer Software	\$ 1,500.00	\$ 697.74	47%
716	Online Technology Services	\$ 700.00	\$ 128.93	18%
720	Regular Postage	\$ 500.00	\$ -	0%
730	Telephone/Internet	\$ 9,800.00	\$ 1,018.33	10%
740	Insurance	\$ 600.00	\$ -	0%
745	Property Tax	\$ 500.00	\$ 15.00	3%
750	Accounting	\$ 5,000.00	\$ 3,775.00	76%
760	Rent	\$ 80,736.82	3% increase \$ 13,257.30	16%
770	Equip Maintenance/Copier	\$ 2,000.00	\$ 476.42	24%
780	Bank Service & Check Chgs	\$ 400.00	\$ 90.00	23%
	<b>SUB TOTAL</b>	\$ 112,736.82	\$ 20,549.19	18%

**Garden Grove Education Association  
Adopted Budget 2021-2022 (Rev 9/29)**

**PERSONNEL**

**GOAL - Attract and Retain Quality Employees**

810.1	Executive Director Salary	\$	143,673.16	\$	42,442.89	30%
810.2	Executive Director H&W	\$	25,861.17	\$	6,169.38	24%
810.3	Executive Director Payroll Tax	\$	23,131.38	\$	5,452.89	24%
810.4	Executive Director Retirement	\$	93,387.55	\$	29,168.20	31%
810.5	Executive Director Expense	\$	5,000.00	\$	504.55	10%
810.6	Executive Dir.Training/Travel	\$	5,000.00	\$	240.83	5%
810.7	Executive Director Auto	\$	7,200.00	\$	1,800.00	25%
810.8	Executive Director 401k match	\$	2,873.46	\$	230.51	8%
820.1	Associate Staff Salaries	\$	<b>145,890.65</b>	\$	38,171.47	26%
820.2	Associate Staff H&W	\$	<b>48,228.48</b>	\$	12,158.67	25%
820.3	Associate Staff Payroll Tax	\$	<b>22,540.27</b>	\$	6,390.73	28%
820.4	Associate Staff Mileage	\$	500.00	\$	-	0%
820.5	Associate Staff Retirement	\$	<b>103,582.36</b>	\$	27,198.08	26%
820.6	Associate Staff Training	\$	500.00	\$	-	0%
820.7	Associate Staff 401k match	\$	<b>2,917.81</b>	\$	876.24	30%
830.1	President Stipend (15% of Col5,Step13)	\$	16,100.00	\$	4,905.63	30%
830.2	President Payroll Tax	\$	2,900.00	\$	(607.29)	-21%
840	Workers' Comp Insurance	\$	3,500.00	\$	1,930.68	55%
845	Liability Insurance	\$	4,000.00	\$	-	0%
850	Fees & Insurance 401k	\$	4,500.00	\$	-	0%
	SUB TOTAL	\$	661,286.30	\$	177,033.46	27%
	<b>TOTAL EXPENSES</b>	\$	<b>985,690.46</b>	\$	<b>227,266.18</b>	23%
	<b>NET INCOME/(LOSS)</b>	\$	<b>(208,421.12)</b>	\$	<b>109,264.93</b>	-52%

Exp. Life	Reserves		
5 years	Copier (\$4000 yr)	\$	12,603.37
5-7 years	Telephone System (\$4000 yr)	\$	28,000.00
3-5 years	Computers- Secretaries (x2)	\$	2,350.00
4 years	Computer - President	\$	3,000.00
3-5 years	Computer - Exec. Director	\$	2,500.00
3-5 years	Computer - Advocate/Committees	\$	3,000.00
3-5 years	Printers (\$1000 yr)	\$	5,000.00
10 years	Furniture (\$1000 yr)	\$	7,345.00
	Building Fund	\$	400,000.00
	Accrued Wages/Vacation/Sick Pay	\$	80,668.00
	President's Salary - 1 yr. est	\$	117,000.00
	<b>Total Reserves To-date</b>	\$	<b>661,466.37</b>

11/30/2021	
CD's	\$ 795,877.97
Checking	\$ 138,505.09
Savings	\$ 102,777.74
<b>Total Assets</b>	<b>\$ 1,037,160.80</b>

<b>EAC</b>	<b>\$ 231,752.66</b>
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