



William Glasser International
Board of Director's - Minutes of Meeting

Date: March 15, 2024

Zoom meeting ID: 275-698-2209 passcode: choice
<https://zoom.us/j/2756982209>

	IN ATTENDANCE		ABSENT		APOLOGY
Chairperson	Lynn Sumida	Marketing	Laura Halliday		
Vice Chairperson	Sonia Munoz				
Treasurer	Ahmed Alshati				
Past - Chair	Farida D'Silva Dias				
Organizational Development	Jill Morris				
Members at Large	Mario Leduc				
Business Development	Shigeru Homma				
Executive Administrator	Nadia Thonnard				
Finance & Operations Administrator	Denise Daub				
WGI Exec Director	Denzyl Witbooi				

I. Create Alignment - (10 min)

- A. Welcome and introduction from Lynn/Denzyl.
- B. Share desired outcomes from the meeting.

Motion to accept minutes.

Ahmed – Moira Oliver is repeated twice in the January meeting.

Ahmed–questioned why there was a significant decrease in numbers at the board meeting. Clarified that the new board started in February.

Denzyl–need to clarify with MOs the structure of the new board.

Motion by Lynn to accept January & February meetings.

- C. Adopt the agenda.



II. Co-Create an organizational culture for WGI applying the Tribal Leadership Model (30 min)

- A. Tribal Leadership – shift needed for WGI
- B. Roles of new Board members and functioning of committees
 - a. Possible dates for offline engagement
- C. MO meetings – dates, purpose and level of engagement

D. Voting procedures

Revision on voting procedures will be forwarded to the board to discuss at the next meeting

III. WGI Finances & Budgeting (30 minutes)

- A. Discuss the budgeting process and the review of the budget in the second quarter.
- B. Presentation of 2023 Quarter 4 Financial report–Ahmed
 - Ahmed recommends that we investigate how to increase our income.
 - New products & services
 - New ways of marketing
 - Support MOs in training and certification.

Denzyl – We need to be financial sustainable to continue with our work and grow.

Jill – Do we have a plan as to how we are going to make more money and increase membership?

- Need to move from the poverty state that we have been in and move it into prosperity.
- Need guidelines and structure for people to follow.
- Focus on the potential outcome and their involvement in it.

Lynn – In the past countries operated in an individual manner leading to competition between faculty. The organization was not inspiring people. We should consider building on people’s success and collaborating?

Mario – We need to think about how can we bring all MOs to that sense of belonging.



IV. WGI International Conference (10 min)

A. Updates on progress

- WGI unable to provide financial support to board members to attend board meeting at this stage due to lack of funding. We are open to seeking funds to subsidize Board members to attend.
- Proposal for 3 days instead of 4 for board meeting. (July 1–3)
 - Visit to Carleen – 29 June (15h00) – Los Angeles, California
 - 01 July, – Full Day Board meeting – Chicago, Illinois
 - 02 July – Full Day Board meeting –
 - 03 July – Board meeting & MO meeting
- Carleen Glasser may be at the conference.
 - Lynn & Denzyl to meet with Carleen in Los Angeles
 - Open invitation to meet with Carleen on June 29th.

B. Engagement with host countries

X. Close (10 min)

Dates for next board meetings:

- April 12 & April 26th
- May 10th & May 24/31 (Will confirm second date after MO meeting)
- June 10th

A. Share highlights of today's meeting and any requests

B. Agree to:

1. Follow through on agreements made today.

C. Outline action items and next steps.

D. Orientation to Policies & procedures

E. Acknowledge the accomplishments of the Meeting Objectives.

Lynn & Denzyl will follow up with each individual board member for an offline meeting about their role on the board.



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WGI Financial Performance 2023

By
Finance, Investment & Business Development Committee

Jan 2024

Introduction



The financial report of the William Glasser International (WGI) for the year to December 31, 2023.

Income



- **Budget vs Actual**

Over all, income items WGI did less than budgeted

- **Actual 2023 vs Actual 2022**

WGI did better in 2023 in the following income items

Faculty Training and Endorsements

Donations

Symposium

Investment

Total Income

Income



- Yet it did less in the following items

Certification Program

Take Charge of Your Life

Membership

Online Sales

WGI Merchandise Sales

Miscellaneous Items

Income



- Digging down in the Income statement shows that the major items Certification Program and Memberships the following
- **Certification Program**
 - Five countries didn't contribute anything this year
 - Australia contributed 54% of the total Certification Programs income
 - Singapore contributed 12% of the total Certification Program Income
 - Highest revenue was in April \$ 9798 lowest was August \$ 60

Income



Memberships item

Eight countries didn't contributed in 2023 income

Korea contributed 20% of the Membership income

Japan contributed 18% of the Memberships income

Highest revenue was June \$ 4610 lowest was August \$ 0

- August is lowest in both income items

Expenditure



- Expenditures
- Budget to Actual

WGI perform better than budget intern of spending Mony except for the following items

Accounting Services

IT Investments and Expenses

Parenting

Telephone and Communication

Affiliate Commissions

Expenditure



- In terms of year to year 2023 vs 2022

WGI perform less than last year except for the following items

IT Investments and Expenses

Banking charges/ PayPal fees/ Interest

Transaction fees/ Foreign Exchange rate

Postage

Board Expenses

Performance



Profit/Loss

WGI recorded **\$ 5534** losses comparing to **\$ 392** budgeted profit

Comparing 2023 losses to 2022 WGI losses recorded **\$ 5534** less than 2022 losses which was **\$ 11769**



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Recommendations

- 1- To study best way to grow the income, specially WGI expenses almost fixed.
- 2- Encourage MO's to increase membership and Certification programs, which the main revenue stream
- 3- Adopt growth strategy regarding new country.
- 4- Looking for new ways for marketing WGI and its products and services.



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Income Budget to Actual 2023

	2023 Budget	Actual Year to Date	Diff.
INCOME			
Certification Programs	\$ 40,000.03	\$ 38,723.00	(1,277.03)
Faculty Training and Endorsements	\$ 2,499.96	\$ 1,620.72	(879.24)
Take Charge of Your Life	\$ 3,979.00	\$ 1,826.50	(2,152.50)
Training for health professionals	\$ 2,000.04	\$ -	(2,000.04)
Workshops/Post-Certification Programs	\$ 285.00	\$ -	(285.00)
Membership	\$ 32,499.96	\$ 21,866.00	(10,633.96)
Donations	\$ 2,000.04	\$ 1,810.00	(190.04)
Online Sales	\$ 99.96	\$ -	(99.96)
Business Development - MO Governance Packs	\$ 1,000.08	\$ -	(1,000.08)
WGI Merchandise Sales	\$ 210.00	\$ -	(210.00)
Symposium/Summit	\$ 4,000.00	\$ 3,460.00	(540.00)
Investment / Japan Conference for 2022	\$ 22,000.00	\$ 22,000.00	-
Miscellaneous income	\$ 99.96	\$ 90.62	(9.34)
Transaction Fees/Foreign Exchange Rate			-
TOTAL INCOME	\$ 110,674.03	\$ 91,396.84	(19,277.19)

Income Actuals 2023 vs 2022

	2022 Actual	2023 Actual	Diff.
INCOME			
Certification Programs	\$ 39,075.12	\$ 38,723.00	(352.12)
Faculty Training and Endorsements	\$ 1,361.00	\$ 1,620.72	259.72
Take Charge of Your Life	\$ 3,979.00	\$ 1,826.50	(2,152.50)
Training for health professionals	\$ -	\$ -	-
Workshops/Post-Certification Programs	\$ -	\$ -	-
Membership	\$ 26,818.26	\$ 21,866.00	(4,952.26)
Donations	\$ 5.00	\$ 1,810.00	1,805.00
Online Sales	\$ 90.00	\$ -	(90.00)
Business Development - MO Governance Packs	\$ -	\$ -	-
WGI Merchandise Sales	\$ 60.00	\$ -	(60.00)
Symposium/Summit	\$ 2,980.00	\$ 3,460.00	480.00
Investment / Japan Conference for 2022	\$ 3,000.00	\$ 22,000.00	19,000.00
Miscellaneous income	\$ 272.11	\$ 90.62	(181.49)
Transaction Fees/Foreign Exchange Rate			-
TOTAL INCOME	\$ 77,640.49	\$ 91,396.84	13,756.35

Certification Programs



	January	February	March	April	May	June	July	August	September	October	November	December	
Australia		\$5,640.00		\$5,820.00			\$4,760.00			\$3,640.00			\$19,860.00
Canada				\$90.00		\$260.00	\$680.00					\$315.00	\$1,345.00
Colombia												\$630.00	\$630.00
EART													\$0.00
France													
India												\$260.00	\$260.00
Ireland									\$640.00				\$640
Iran				\$1,688.00									\$1,688.00
Japan				\$900.00					\$640.00			\$820.00	\$2,360.00
Korea			\$1,480.00			\$600.00							\$2,080.00
Kuwait				\$620.00	\$300.00				\$420.00			\$160.00	\$1,500.00
Malaysia								\$60.00		\$80.00			\$140
Norway						\$100.00							\$100.00
North Africa/Morocco											\$420.00		\$420.00
Philippines													\$0.00
Saudi Arabia													\$0.00
Singapore		\$1,540.00					\$2,940.00			\$120.00			\$4,600.00
South Africa						\$120.00							\$120.00
Turkey													\$0.00
United Kingdom					\$180.00								\$180.00
UAE	\$140.00												\$140
United States		\$760.00		\$680.00						\$900.00			\$2,340.00
Indiv w/out MO						\$320.00							\$320.00
Forein Exchange Rate		\$1,831.60											
TOTAL	\$140.00	\$6,108.40	\$1,480.00	\$9,798.00	\$480.00	\$1,400.00	\$8,380.00	\$60.00	\$1,700.00	\$4,740.00	\$420.00	\$2,185.00	\$36,891.40

Membership

	January	February	March	April	May	June	July	August	September	October	November	December	
Australia	\$920.00	\$190.00			\$150.00	\$300.00				\$20.00	\$300.00	\$750.00	\$2,630.00
Canada	\$30.00					\$300.00							\$330.00
Colombia											\$1,200.00		\$1,200.00
Croatia													\$0.00
EIRT						\$2,925.00							\$2,925.00
France													\$0.00
Georgia											\$10.00		\$10.00
India													\$0.00
Iran				\$156.00									\$156.00
Ireland									\$975.00				\$975.00
Japan	\$2,080.00	\$1,875.00											\$3,955.00
Korea			\$4,325.00										\$4,325.00
Kuwait	\$75.00			\$75.00			\$10.00					\$75.00	\$235.00
Malaysia													\$0.00
Morocco											\$155.00		\$155.00
New Zealand	\$270.00	\$20.00											\$290.00
No. Africa													\$0.00
Philippines													\$0.00
Saudi Arabia						\$75.00							\$75.00
Singapore	\$1,080.00	\$265.00		\$20.00	\$20.00								\$1,385.00
South Africa													\$0.00
UAE													\$0.00
United Kingdom		\$75.00											\$75.00
United States	\$75.00	\$345.00		\$1,160.00		\$1,010.00				\$480.00	\$75.00		\$3,145.00
TOTAL	\$4,530.00	\$2,770.00	\$4,325.00	\$1,411.00	\$170.00	\$4,610.00	\$10.00	\$0.00	\$975.00	\$500.00	\$1,740.00	\$825.00	\$21,866.00



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EXPENDITURE BUDGET



EXPENDITURE Budget to Actual 2023

EXPENDITURE	Budget	Actual	Diff.
Executive Director	\$ 51,900.00	\$ 46,500.00	(5,400.00)
Financial Manager, Webmaster, Clerical & Data Entry	\$ 27,000.00	\$ 24,850.00	(2,150.00)
Bookkeeper	\$ 900.00	\$ -	(900.00)
Legal services	\$ 1,500.00	\$ 85.00	(1,415.00)
Accounting services	\$ 1,929.96	\$ 2,250.00	320.04
Journal	\$ -	\$ -	-
Marketing and PR	\$ 3,000.00	\$ 107.29	(2,892.71)
IT Investments & Expenses	\$ 3,836.04	\$ 5,050.57	1,214.53
Office Supplies	\$ 402.00	\$ 254.93	(147.07)
Printing	\$ 200.04	\$ 575.37	375.33
Banking charges/Paypal fees/Interest	\$ 3,209.04	\$ 2,730.35	(478.69)
Transaction Fees/Foreign Exchange Rate	\$ 5,539.92	\$ 5,340.18	(199.74)
Insurance	\$ 4,082.04	\$ 2,385.10	(1,696.94)
Telephone & Communications	\$ 549.96	\$ 883.01	333.05
Postage	\$ 543.96	\$ 244.40	(299.56)
Board Expenses	\$ -	\$ -	-
Conference Expenses (Exec Dir)	\$ -	\$ -	-
Research	\$ 999.96	\$ -	(999.96)
Senior Faculty Consultant Fees	\$ 500.04	\$ 500.00	(0.04)
Emergency Account	\$ 4,000.00	\$ -	(4,000.00)
Subscription/Dues	\$ -	\$ -	-
Faculty Summit	\$ -	\$ -	-
Affiliate Commissions	\$ 189.00	\$ 5,175.55	4,986.55
TOTAL EXPENSES	\$ 110,281.96	\$ 96,931.75	(13,350.21)

EXPENDITURE Actual 2023 vs 2022

EXPENDITURE	2022 Actual	2023 Actual	Diff.
Executive Director	\$ 37,200.00	\$ 46,500.00	9,300.00
Financial Manager, Webmaster, Clerical & Data Entry	\$ 18,000.00	\$ 24,850.00	6,850.00
Bookkeeper		\$ -	-
Legal services	\$ -	\$ 85.00	85.00
Accounting services	\$ 2,135.00	\$ 2,250.00	115.00
Journal	\$ -	\$ -	-
Marketing and PR	\$ -	\$ 107.29	107.29
IT Investments & Expenses	\$ 5,085.31	\$ 5,050.57	(34.74)
Office Supplies	\$ 211.43	\$ 254.93	43.50
Printing	\$ -	\$ 575.37	575.37
Banking charges/Paypal fees/Interest	\$ 3,067.33	\$ 2,730.35	(336.98)
Transaction Fees/Foreign Exchange Rate	\$ 5,727.56	\$ 5,340.18	(387.38)
Insurance	\$ -	\$ 2,385.10	2,385.10
Telephone & Communications	\$ 798.34	\$ 883.01	84.67
Postage	\$ 297.65	\$ 244.40	(53.25)
Board Expenses	\$ 16,725.58	\$ -	(16,725.58)
Conference Expenses (Exec Dir)	\$ -	\$ -	-
Research	\$ -	\$ -	-
Senior Faculty Consultant Fees	\$ -	\$ 500.00	500.00
Emergency Account	\$ -	\$ -	-
Subscription/Dues	\$ -	\$ -	-
Faculty Summit	\$ -	\$ -	-
Affiliate Commissions	\$ 162.00	\$ 5,175.55	5,013.55
TOTAL EXPENSES	\$ 89,410.20	\$ 96,931.75	7,521.55



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PROFIT/LOSS

Budget vs

Actual 2023



	2023 Budget	Actual Year to Date	Diff.
PROFIT/LOSS	\$ 392.07	\$ (5,534.91)	\$(5,926.98)

PROFIT/LOSS

Actual 2023 vs Actual 2022



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	2022 Actual	2023 Actual	Diff.
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PROFIT/LOSS	\$ (11,769.71)	\$ (5,534.91)	6,234.80
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Scenario 3 WGI will do the same Budgeted Income as 2023 from one side and Actual Expenses of 2023

INCOME	2023 Budget	2024 Budget		
Certification Programs	\$ 40,000.03	\$ 40,000.03	\$	-
Faculty Training and Endorsements	\$ 2,499.96	\$ 2,499.96	\$	-
Take Charge of Your Life	\$ 3,979.00	\$ 3,979.00	\$	-
Training for health professionals Workshops/Post-Certification Programs	\$ 2,000.04	\$ 2,000.04	\$	-
Membership	\$ 32,499.96	\$ 32,499.96	\$	-
Donations	\$ 2,000.04	\$ 2,000.04	\$	-
Online Sales	\$ 99.96	\$ 99.96	\$	-
Business Development - MO				
Governance Packs	\$ 1,000.08	\$ 1,000.08	\$	-
WGI Merchandise Sales	\$ 210.00	\$ 210.00	\$	-
Symposium/Summit	\$ 4,000.00	\$ 4,000.00	\$	-
Investment	\$ 22,000.00	\$ 22,000.00	\$	-
Miscellaneous income	\$ 99.96	\$ 99.96	\$	-
TOTAL INCOME	\$ 110,674.030	\$ 110,674.03	\$	-
EXPENDITURE	2023 Actual	2024 Budget		
Executive Director	\$ 48,100.00	\$ 48,100.00	\$	-
Financial Manager, Webmaster, Clerical & Data Entry	\$ 26,350.00	\$ 36,000.00	\$	9,650.00
Bookkeeper	\$ -	\$ -	\$	-
Legal services	\$ -	\$ 1,500.00	\$	1,500.00
Accounting services	\$ 2,335.00	\$ 2,335.00	\$	-
Journal	\$ -	\$ -	\$	-
Marketing and PR	\$ -	\$ 1,950.00	\$	1,950.00
IT Investments & Expenses	\$ 5,157.86	\$ 5,157.86	\$	-
Office Supplies	\$ 254.93	\$ 254.93	\$	-
Printing	\$ 272.21	\$ 272.21	\$	-
Banking charges/Paypal fees	\$ 3,033.51	\$ 3,033.51	\$	-
Transaction Fees/Foreign Exchange Rate	\$ 5,340.18	\$ 5,340.18	\$	-
Insurance	\$ 2,305.00	\$ 2,305.00	\$	-
Telephone & Communications	\$ 963.11	\$ 963.11	\$	-
Postage	\$ 244.40	\$ 244.40	\$	-
Board Expenses	\$ -	\$ -	\$	-
Conference Expenses (Exec Dir)	\$ -	\$ -	\$	-
Research	\$ -	\$ 740.00	\$	740.00
Senior Faculty Consultant Fees	\$ 500.00	\$ 500.00	\$	-
Emergency Account	\$ -	\$ 1,950.00	\$	1,950.00
Subscription/Dues	\$ -	\$ -	\$	-

Faculty Summit	\$	-	\$	-	\$	-
Affiliate Commissions	\$	-	\$	-	\$	-
TOTAL EXPENSES	\$	94,856.20	\$	110,646.20	\$	15,790.00
PROFIT/LOSS	\$	15,817.83	\$	27.83		

CHECKING ACCOUNT BALANCE

Endowment Fund donations

- Edward Jones
- Investment Account
- Edowment Fund

, In this scenario WGI Budget will be balanced

\$ 3,333.40	\$ 3,333.33	\$ 3,333.33
\$ 208.33	\$ 208.33	\$ 208.33
\$ 179.17	\$ 179.17	\$ 179.17
\$ 166.67	\$ 166.67	\$ 166.67
\$ 23.75	\$ 23.75	\$ 23.75
\$ 2,708.33	\$ 2,708.33	\$ 2,708.33
\$ 166.67	\$ 166.67	\$ 166.67
\$ 8.33	\$ 8.33	\$ 8.33
\$ 83.34	\$ 83.34	\$ 83.34
\$ 17.50	\$ 17.50	\$ 17.50
\$ 333.33	\$ 333.33	\$ 333.33
\$ 1,416.67	\$ 1,416.67	\$ 1,416.67
\$ 8.33	\$ 8.33	\$ 8.33
\$ 8,653.82	\$ -	\$ 8,653.75
		\$ -
		\$ 8,653.75

\$ 3,100.00	\$ 3,100.00	\$ 3,100.00
\$ 1,500.00	\$ 1,500.00	\$ 1,500.00
\$ 125.00	\$ 125.00	\$ 125.00
\$ 160.83	\$ 160.83	\$ 160.83
\$ 250.00	\$ 250.00	\$ 250.00
\$ 319.67	\$ 319.67	\$ 319.67
\$ 33.50	\$ 33.50	\$ 33.50
\$ 16.67	\$ 16.67	\$ 16.67
\$ 267.42	\$ 267.42	\$ 267.42
\$ 461.66	\$ 461.66	\$ 461.66
\$ 340.17	\$ 340.17	\$ 340.17
\$ 45.83	\$ 45.83	\$ 45.83
\$ 45.33	\$ 45.33	\$ 45.33
\$ 83.33	\$ 83.33	\$ 83.33
\$ 41.67	\$ 41.67	\$ 41.67
\$ 333.33	\$ 333.33	\$ 333.33

\$	15.75		\$	15.75		\$	15.75
\$	7,140.16	\$	-	\$	7,140.16	\$	7,140.16
\$	1,513.66	\$	-	\$	1,513.59	\$	1,513.59

\$	3,333.33	\$	3,333.33
\$	208.33	\$	208.33
\$	179.17	\$	179.17
\$	166.67	\$	166.67
\$	23.75	\$	23.75
\$	2,708.33	\$	2,708.33
\$	166.67	\$	166.67
\$	8.33	\$	8.33
\$	83.34	\$	83.34
\$	17.50	\$	17.50
\$	333.33	\$	333.33
\$	1,416.67	\$	1,416.67
\$	8.33	\$	8.33
\$	-	\$	8,653.75
\$	8,653.75	\$	-
\$	8,653.75	\$	-
\$	6,200.00	\$	6,200.00
\$	1,500.00	\$	1,500.00
\$	125.00	\$	125.00
\$	160.83	\$	160.83
\$	250.00	\$	250.00
\$	319.67	\$	319.67
\$	33.50	\$	33.50
\$	16.67	\$	16.67
\$	267.42	\$	267.42
\$	461.66	\$	461.66
\$	340.17	\$	340.17
\$	45.83	\$	45.83
\$	45.33	\$	45.33
\$	83.33	\$	83.33
\$	41.67	\$	41.67
\$	333.33	\$	333.33

		\$	15.75			\$	15.75		
\$	-	\$	10,240.16	\$	-	\$	10,240.16	\$	-
\$	-	\$	(1,586.41)	\$	-	\$	(1,586.41)	\$	-

\$ 3,333.33	\$ 3,333.33	\$ 3,333.33
\$ 208.33	\$ 208.33	\$ 208.33
\$ 179.17	\$ 179.17	\$ 179.17
\$ 166.67	\$ 166.67	\$ 166.67
\$ 23.75	\$ 23.75	\$ 23.75
\$ 2,708.33	\$ 2,708.33	\$ 2,708.33
\$ 166.67	\$ 166.67	\$ 166.67
\$ 8.33	\$ 8.33	\$ 8.33
\$ 83.34	\$ 83.34	\$ 83.34
\$ 17.50	\$ 17.50	\$ 17.50
\$ 333.33	\$ 333.33	\$ 333.33
\$ 1,416.67	\$ 1,416.67	\$ 1,416.67
\$ 8.33	\$ 8.33	\$ 8.33
\$ 8,653.75	\$ -	\$ 8,653.75
		\$ -
		\$ 8,653.75

\$ 6,200.00	\$ 4,000.00	\$ 4,000.00
\$ 1,500.00	\$ 3,000.00	\$ 3,000.00
\$ 125.00	\$ 125.00	\$ 125.00
\$ 160.83	\$ 160.83	\$ 160.83
\$ 250.00	\$ 250.00	\$ 250.00
\$ 319.67	\$ 319.67	\$ 319.67
\$ 33.50	\$ 33.50	\$ 33.50
\$ 16.67	\$ 16.67	\$ 16.67
\$ 267.42	\$ 267.42	\$ 267.42
\$ 461.66	\$ 461.66	\$ 461.66
\$ 340.17	\$ 340.17	\$ 340.17
\$ 45.83	\$ 45.83	\$ 45.83
\$ 45.33	\$ 45.33	\$ 45.33
\$ 83.33	\$ 83.33	\$ 83.33
\$ 41.67	\$ 41.67	\$ 41.67
\$ 333.33	\$ 333.33	\$ 333.33

\$	15.75	\$	15.75	\$	15.75				
\$	10,240.16	\$	-	\$	9,540.16	\$	-	\$	9,540.16
\$	(1,586.41)	\$	-	\$	(886.41)	\$	-	\$	(886.41)

	\$	3,333.33		\$	3,333.33	
	\$	208.33		\$	208.33	
	\$	179.17		\$	179.17	
	\$	166.67		\$	166.67	
	\$	23.75		\$	23.75	
	\$	2,708.33		\$	2,708.33	
	\$	166.67		\$	166.67	
	\$	8.33		\$	8.33	
	\$	83.34		\$	83.34	
	\$	17.50		\$	17.50	
	\$	333.33		\$	333.33	
	\$	1,416.67		\$	1,416.67	
	\$	8.33		\$	8.33	
\$	-	\$ 8,653.75	\$	-	\$ 8,653.75	\$ -
	\$	4,000.00		\$	4,000.00	
	\$	3,000.00		\$	3,000.00	
	\$	125.00		\$	125.00	
	\$	160.83		\$	160.83	
	\$	250.00		\$	250.00	
	\$	319.67		\$	319.67	
	\$	33.50		\$	33.50	
	\$	16.67		\$	16.67	
	\$	267.42		\$	267.42	
	\$	461.66		\$	461.66	
	\$	340.17		\$	340.17	
	\$	45.83		\$	45.83	
	\$	45.33		\$	45.33	
	\$	83.33		\$	83.33	
	\$	41.67		\$	41.67	
	\$	333.33		\$	333.33	

		\$	15.75		\$	15.75			
\$	-	\$	9,540.16	\$	-	\$	9,840.16	\$	-
\$	-	\$	(886.41)	\$	-	\$	(1,186.41)	\$	-



\$	3,333.33	\$	3,333.33
\$	208.33	\$	208.33
\$	179.17	\$	179.17
\$	166.67	\$	166.67
\$	23.75	\$	23.75
\$	2,708.33	\$	2,708.33
\$	166.67	\$	166.67
\$	8.33	\$	8.33
\$	83.34	\$	83.34
\$	17.50	\$	17.50
\$	333.33	\$	333.37
\$	1,416.67	\$	1,416.67
\$	8.33	\$	8.33
\$	8,653.75	\$	-
\$	-	\$	8,653.79
\$	-	\$	-
\$	4,000.00	\$	4,000.00
\$	3,000.00	\$	3,000.00
\$	300.00	\$	300.00
\$	125.00	\$	125.00
\$	160.83	\$	160.83
\$	250.00	\$	250.00
\$	319.67	\$	319.67
\$	33.50	\$	33.50
\$	16.67	\$	16.67
\$	267.42	\$	267.42
\$	461.66	\$	461.66
\$	340.17	\$	340.17
\$	45.83	\$	45.83
\$	45.33	\$	45.33
\$	83.33	\$	83.33
\$	41.67	\$	41.67
\$	333.33	\$	333.37

\$	15.75		\$	15.75			
\$	9,840.16	\$	-	\$	9,840.20	\$	-
\$	(1,186.41)	\$	-	\$	(1,186.41)	\$	-

