



Executive Committee Meeting

Agenda

Tuesday, October 11, 2011

- | | | |
|-----------|---------------------------------------|---------------|
| 5:30 p.m. | Call to Order and Approval of Minutes | Robert Hamlin |
| 5:35 p.m. | Public Comments | |
| 5:45 p.m. | Committee Reports/Recommendations | |
| | • Governance Committee | Ruth Murphy |
| | • Continuance of Board Members | |
| | • New Board Members | |
| | • Officers | |
| | • Resources Committee | Nina Monroe |
| | • Budget | |
| | • Development Committee | |
| | • No report | |
| | • Program Committee | Mike Utzinger |
| | • IMLS | |
| | • Banquet | |
| 6:30 p.m. | Discussion | Lacy Ward Jr. |
| 6:45 p.m. | President's Comments | Robert Hamlin |
| 7:00 p.m. | Adjournment | |

Upcoming Meetings

- Board Meeting November 14, 2011
- Holiday Social December 12, 2011

Upcoming Museum Events

- Moton Museum Community Banquet, 6:00 p.m. Thursday, October 13, 2011

Executive Committee: is responsible for exercising the power of the corporation between meetings and conducting such business as may be referred to it by the corporation. The committee is comprised of officers of the corporation and the chairpersons of the various committees.

Mission Statement: The Robert Russa Moton Museum is committed to the preservation and positive interpretation of the history of Civil Rights in Education, specifically as it relates to Prince Edward County and the Role its citizens played in America's struggle to move from a segregated to an integrated society. The Museum will be operated to promote positive discussion of integration and to advance positions that ensure racial harmony.



Robert Russa Moton Museum

Executive Committee Meeting

Minutes

Monday, May 9, 2011

Members Present: Joy Cabarrus-Speakes, Dorothy Holcomb, Hugh Kennedy, Nina Monroe, Charles Taylor, Mike Utzinger, Andrea Verschaeve

Members Absent: Robert Hamlin, Ruth Murphy

Staff Present: Brenda Richards, Lacy Ward Jr.

The meeting was called to order at 5:35 p.m. by Vice President, Dorothy Holcomb.

Minutes from the February 14, 2011 Executive Committee meeting were approved unanimously.

Committee Reports/Recommendations

Governance:

- Met on April 14, 2011
- Discussed the creation of a new board manual and reviewed sample “board member responsibilities” and “board self-evaluation” documents
- Reviewed MAP recommendations and agreed the board has addressed or is addressing recommendations therein

Resources:

- Met via teleconference on March 28, 2011 and committee members focused on future needs of museum, and setting goals and milestones
- The 2011 budget was discussed and the committee agreed to send it to the executive committee for approval
- Discussed possible fundraisers and a museum-sponsored high school scholarship program
- Will research and discuss in May future museum needs regarding capitalization planning, budgets, and future building, equipment and personnel needs
- They are looking for a building maintenance person from Longwood (Dick Bratcher made a commitment to get one of his staff members)

Development:

- Met April 6, 2011 at Shoney's
- Reviewed April events and discussed having a lunch to recognize past board members
- They also want to have an event recognizing the churches and individuals involved in the 1951-1963 movement
- For the October event, they want to send letters to churches asking them to purchase a table, and solicit ads for a Banquet Journal
- Robert Hamlin and Grace Moton suggested doing a King/Queens Rally
- The committee is still recruiting members
- Dorothy Holcomb suggested giving an honorary prom for students who did not graduate

Programs:

- Recognized Patrice Carter's direction and commitment to preparing for the events surrounding the museum's Gala
- Suggested a future program (in summer, 2013) to commemorate the 50th anniversary of the kneel-ins and serve as an opportunity for positive exchange and discussion among local churches
- There were concerns from members that the price of the April 22, 2011 "Because of You, With You" gala was too high
- Currently the docent manual is too big to make it a manageable document and a draft of it is expected to be ready in early June

Discussion:

- Two additions of "With Good Reason" have recently been recorded with board members of the Moton Museum and can be found at withgoodreason.org
- VAM conference panel discussion included board members and discussed turning people's stories into museum exhibits
- Discussed concerns raised about pricing the event at \$250: Lacy Ward justified the pricing strategy by saying that, with respect to capacity and demand, we priced the event effectively and that we "suffer from years of undervaluing this event"
- Joy Cabarrus said that at the gala people should have been recognized at the beginning of the program because a few people left early and did not get recognized.
- Mike Utzinger said that it was an embarrassment at the church service when there was no one to speak on behalf of the Board of Supervisors
- Dorothy Holcomb mentioned the Freedom Riders visit to the museum went very well
- Kennedy heard suggestions to having a dance after the gala
- A.D. "Chuckie" Reid's resignation from the board was reviewed
- Lacy Ward discussed the October 15, 2011 event and fundraising opportunity, at which Ed Lewis will be the keynote speaker. He suggested that every institution represented with a seat on the board should purchase and fill an 8-person table for the event.
 - Ward also mentioned that the Family Challenge has not crossed the color line and that we have to make a better effort to reach out to families. The name "Family Challenge" does not need to change. The two goals that ward gave the committee were to focus on how the

Family Challenge jumps the color line and how institutions have a table for the October event.

- Charlie Taylor moved that the cost per seat for the October fundraising dinner should be set at \$25 and Joy Cabarrus-Speakes seconded. The motion passed unanimously.

Business Items:

- Charlie Taylor moved that the Executive Committee accept the resolution to apply to the Virginia Tobacco Indemnification and Community Revitalization Commission for Fiscal Year 2012 Special Programs Grant funding for fabrication and installation of Moton 2011: The Permanent Exhibition and Hugh Kennedy seconded. The motion passed unanimously.
- Joy Cabarrus-Speakes moved that the Executive Committee accept the resolution to apply for a USDA grant and Nina Monroe seconded. The motion passed unanimously.

Andrea Verschaeve read the mission statement and the meeting was adjourned at 7:18 p.m.

DRAFT



ROBERT RUSSA

MOTON MUSEUM

A Center for the Study of Civil Rights in Education

**R.R. Moton Museum Board of Directors
2011-2012 Officers
2011-2014 Board Members: New and Returning**

Officers

Bob Hamlin – President
Dorothy Holcomb – VP
Cynthia Johnson – Secretary
Charles Taylor – Treasurer
Marcie Wall - Assistant Secretary

Board Members whose terms expire in 2011 – want to stay on for another 3 year term

Dorothy Holcomb
Grace Moton

Board Member whose term expires in 2011 – wants to rotate off

Hugh Kennedy

New Board Members

Marcie Wall – attorney (confirmed)
Jamie Riley – Director of Diversity, Longwood (confirmed)
Bill Bass – Centra/hospital (tentative – do not have final confirmation)
Frances Wood – WFLO (tentative – do not have final confirmation)

IMLS

Application:

Grant program guidelines for the current fiscal year are now available:

[Access FY 2012 Grant Program Guidelines Online](#)

[Read more about the Museums for America program on the IMLS Web site.](#)

Web Conferencing with Program Staff

IMLS staff are available by phone and through e-mail to discuss general issues relating to Museums for America grants. We also invite you to participate in one of two pre-application Web conferences to learn more about the program, ask questions, and listen to the questions and comments of other participants.

The Web conference schedule for the FY12 Museums for America program is as follows:

Wednesday, September 21, 2011, at 3-4 p.m. Eastern Time

Tuesday, October 4, 2011, at 3-4 p.m. Eastern Time

A few minutes before the start time, go to the following Web page through your browser:

https://ims.megameeting.com/?page=guest&conid=MFA_Applicant_Webinar

You will be asked to enter your name and your e-mail address. For the audio connection, dial 888/272-8702 on your phone, and when prompted, enter the code 7475003#.

Please note that the schedule is subject to change. The week the Webinar is scheduled, visit here to confirm the date and time.

Deadline:	November 01, 2011
Grant Amount:	\$5,000-\$150,000
Grant Period:	Up to three years
Matching Requirement:	1:1
Program Contact:	Sandra Narva, Senior Museum Program Officer 202/653-4634 snarva@ims.gov
	Steven Shwartzman, Senior Museum Program Officer 202/653-4641 sshwartzman@ims.gov
	Reagan Moore, Museum Program Specialist 202/653-4637 rmoore@ims.gov

Program Overview:

Museums for America is IMLS' largest grant program for museums, supporting projects and ongoing activities that build museums' capacity to serve their communities.

Museums for America grants strengthen a museum's ability to serve the public more effectively by supporting high-priority activities that advance the institution's mission and strategic goals. Museums for America grants can be used for a wide variety of new or ongoing museum activities and programs, such as improvement of institutional infrastructure, planning, management of collections, public access, professional development, purchase of equipment or services, research and scholarship, public programming and exhibitions, development and/or implementation of education programs, or efforts by museums to upgrade and integrate new technologies into their overall institutional effectiveness.

Grants are awarded in the following categories:

- **Engaging Communities (Education, Exhibitions, and Interpretation):** Support projects that represent a broad range of educational activities through which museums share collections, content, and knowledge to support learning.
- **Building Institutional Capacity (Management, Policy, and Training):** Support projects that serve to improve the infrastructure of museums to better serve their communities.
- **Collections Stewardship (Management of Collections):** Support projects that museums undertake to maintain and improve the management of museum collections in order to fulfill a museum's public service mission.

Edward Lewis

EDWARD LEWIS SERVES as Senior Advisor for Soleta Capital, a New York-based private equity investment firm, and as Chairman and Co-founder of Latina Media Ventures, LLC, a premier integrated media company, serving the growing Hispanic marketplace in the U.S.

Mr. Lewis is one of the publishing industry's most respected executives. He formerly served as the Chairman and Founder of Essence Communications Inc., which he built into one of the country's largest African-American multimedia organizations.



Mr. Lewis attended the University of New Mexico, where he received his B.A., in Political Science in 1963 and his M.A. in Political Science and International Relations in 1967. He completed Harvard Business School's Small Business Management Program in 1982.

On November 8, 1968, in the wake of the Civil Rights movement, Mr. Lewis attended a meeting with other young businessmen to discuss ways to provide more economic opportunity for African-Americans. On that fateful day, the idea was born for a black women's magazine, inspired in part by the undervalued work and invisible achievements of women like Lewis' mother and aunts, whom he affectionately called his "sheroes." With \$13,000 in startup capital and a dream, Lewis created *Essence*. During his tenure as CEO and Publisher, he nurtured *Essence* into a media powerhouse and the preeminent brand for a national sisterhood of black women. Mr. Lewis took this same success and applied it to his next venture with *Latina Magazine*, a subsidiary of Latina Media Ventures, of which he has served as chairman since 2008.

It is this leadership that has won Mr. Lewis the acclaim of business and community leaders throughout New York and the nation. "When I first met Ed Lewis and heard about his vision for a magazine dedicated to Black women over 30 years ago, I immediately believed in the brilliance of the idea and in him," said John Whitehead, former chairman, the Lower Manhattan Development Corporation.

A major supporter and advocate of civic responsibility, Mr. Lewis serves on the board of The Great Atlantic & Pacific Tea Company, The New York Academy of Medicine, Jazz at Lincoln Center, the Apollo Theater Foundation, the Boys and Girls Clubs of America, and is the Chairman of the Harlem Village Academy, a charter school serving the needs of African-American and Latino children. He previously served on the boards of Columbia Teachers' College, Spelman College, and Tuskegee University. President Obama has asked Mr. Lewis to serve on the Board of Advisors for the Initiative on Historically Black Colleges and Universities.

Table Sponsors

Amelia Baptist Church
Bert Dodson for State Senate
Calvary Baptist Church (Burkeville)
Calvary Baptist Church (Prospect)
Centra Southside Community Hospital
Col. Martha E. Cleveland
Town of Farmville
Fuqua School
High Bridge Baptist Church
High Rock Baptist Church
Jamestown Presbyterian Church
Johns Memorial Episcopal Church
The Johnson Family
Longwood University
Martha E. Forrester Council
Nina Monroe
The G.P. Morton Family
New Store Baptist Church
Piedmont Regional Jail
Prince Edward County
Prince Edward County Branch NAACP
Prince Edward County Public Schools
Larissa Smith Ferguson, Ph.D.
Sulphur Spring Baptist Church
Charles Taylor
Triumph Baptist Church
J. Michael Utzinger, Ph.D. on behalf
of Hampden-Sydney College
Wall Law Offices, PLC
Wesley Reed for Sheriff
Lacy Ward, Jr.
The Woolridge Family



ROBERT RUSSA
MOTON MUSEUM

P.O. Box 908 Farmville, VA 23901 434-315-8775 www.motonmuseum.org

THE ROBERT RUSSA MOTON MUSEUM

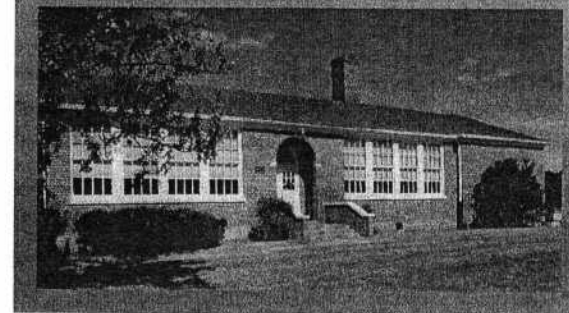
Our Community, Our Museum, Our Future

Robert Russa Moton Museum Community Banquet

LEE GRAND DINING HALL
LONGWOOD UNIVERSITY

THURSDAY, OCTOBER 13, 2011
6:00 – 8:00 P.M.

KEYNOTE SPEAKER: ED LEWIS,
CO-FOUNDER OF *ESSENCE* MAGAZINE



Mission of the Robert Russa Moton Museum

The Robert Russa Moton Museum is committed to the preservation and positive interpretation of the history of civil rights in education, specifically as it relates to Prince Edward County and the role its citizens played in America's struggle to move from a segregated to an integrated society.

Museum Board of Directors

Robert L. Hamlin, President	Melvin Nunnally
Dorothy Holcomb, Vice President <i>Representing Prince Edward County Students, 1959-1963</i>	Hon. A. D. "Chuckie" Reid <i>Representing the Prince Edward County Branch NAACP</i>
Andrea Verschaeve, Secretary <i>Representing Longwood University</i>	Hon. Howard Simpson <i>Representing Prince Edward County</i>
Charles Taylor, Assistant Secretary	Joy Cabarrus Speakes
Hugh B. Kennedy, Treasurer	Sherry Swinson <i>Representing Virginia's Retreat</i>
Edwilda Allen Isaacs <i>Representing the Martha E. Forrester Council of Women</i>	Hon. Sally B. Thompson <i>Representing the Town of Farmville</i>
Cynthia L. Johnson <i>Representing Prince Edward County Public Schools</i>	J. Michael Utzinger, Ph.D. <i>Representing Hampden-Sydney College</i>
Nina Monroe	Wanda Whitus <i>Representing the Farmville Area Chamber of Commerce</i>
Grace Moton	James P. Young
Ruth Murphy <i>Representing Fuqua School</i>	

Museum Staff

Lacy Ward, Jr., Director	Lucia Davis, Intern
Lori Blackwood, Associate Director	Kathy McHenry, Executive Assistant
H. William Bowler, Custodian	Jamie Osborne, Office Assistant
Patrice Carter, Program Coordinator	Brenda Richards, Bookkeeper

Our Community, Our Museum, Our Future

Robert Russa Moton Museum Community Banquet

THURSDAY, OCTOBER 13, 2011
6:00 - 8:00 P.M.

Master of Ceremonies	Lacy Ward, Jr.
Welcome	Robert Hamlin
Invocation	Rev. Bernard S. Hill, Sr. High Rock Baptist Church
Pledge of Allegiance	Ruth Murphy
(Y)Our Story	Andrea Verschaeve
Dinner	
Recognition of Sponsors	J. Michael Utzinger, Ph.D.
Introduction of Speaker	Cynthia Johnson
Keynote	Ed Lewis, Co-founder of <i>Essence</i> Magazine
Presentation	Joy Cabarrus Speakes
Closing Remarks	Lacy Ward, Jr.

Menu

Salad

Garden salad with Ranch and Balsamic Vinaigrette,
served with rolls and butter

Entrée

Stuffed Chicken Breast

Whipped Potatoes

Asparagus

Dessert

Raspberry and Cream Torte

Beverages

Iced Tea

Water

Coffee

Thank You

The Robert Russa Moton Museum wishes to thank everyone who made tonight's event a success: our Table Sponsors; ARAMARK, our caterer; Longwood University, our host; Ed Lewis, our keynote; and You, our Community!

Open House

Moton 2011 - Phase I

Friday, September 30, 2011, 10:00 AM

WELCOME

Robert Hamlin, President, Robert Russa Moton Museum

INVOCATION

Rev. William Thompson, Chaplain Emeritus, Hampden-Sydney College

PLEDGE OF ALLEGIANCE

Cynthia Johnson, Assistant Principal, Prince Edward County High School
Dr. Larissa Ferguson, Associate Professor, Longwood University

AMERICA THE BEAUTIFUL

Jewel Moore, Ninth Grade Student, Fuqua School

GREETINGS

Paul Hoffman, Field Representative, Office of Representative Robert Hurt
Patrice Lewis, Outreach Representative, Office of Senator Mark Warner

REMARKS

Ellen Davis, State Director, USDA Rural Development
Shaun Rai, Vice President/Commercial Loan Officer, Virginia Community Capital
Cynthia Balderson, Philanthropy Manager, Dominion Foundation

PRESENTATION

Strike: April 23, 1951, a film by Tim Reid

CLOSING REMARKS

Lacy Ward, Jr., Director, Robert Russa Moton Museum

REFRESHMENTS



The Farmville Herald

Improvements Shine For Moton Museum

ROB CHAPMAN

PRINCE EDWARD-A crowd has gathered inside the red brick-walled building on the corner of Griffin and Main streets. It is a day of celebration of the journey, but one that is yet to be completed.

Moton Museum, site of the historic student-led walkout in 1951 to protest unequal school facilities, is near its vision. The auditorium, with its fresh paint, windows with electronically controlled blinds and new look floor, speak to how much has been done.

"We thank you for coming out and sharing this day with us," Moton Museum President Robert Hamlin offered at the Friday open house program. "We are hoping that it will help to spark even more interest in what is happening in terms of telling this story and preserving this history-because it is such an important history, not only for Prince Edward County and for the Town of Farmville, but for the nation and the world."

At the back wall of the renovated auditorium is a portrait of Barbara Johns that hung in the Virginia Capital (one of only two women to have received such an honor) for about eight months and a list of 117 young people whose parents signed on to challenge segregation.

Barbara led the student walkout that April 23rd day in 1951. And that protest, and the actions of others in the succeeding days, eventually led to a court case-one of five that became the Supreme Court's Brown case, leading to the end of segregation in public schools.

"It touched us deeply to find out that even at this late time, 60 years later, there were grandchildren who were finding out for the first time that their grandparent was a plaintiff in Brown. So that those names are never lost in history, they'll permanently be on display in this building," Museum Director Lacy Ward Jr. detailed.

There's also a long list of donors to date on display. It's a list they expect to replace. Ward noted that they "still have miles to go before we sleep. And as additional funds come forward, as additional funders move themselves further up the list, we'll acknowledge who's actually making this possible."

He continued, "You're standing at a point at the end of phase one where some four-plus million dollars have been committed to making sure that this story is not lost."

A film, *Strike: April 23, 1951*, by Tim Reid, shown to those attending the open house helped to bring viewers into the historic day. Still, while much work has been done, the classrooms that will also help bring the story to life when the work is done are mostly empty.

"This museum really is about understanding going from a set of segregated classrooms here in this county to a set of integrated classrooms here in this county," Ward detailed. "And it took us 13 years to get there. It took 13 long and arduous years. They are very difficult memories for some people to deal with. We are trying to be sensitive to that, but we also know that for America to understand where it is today, it must understand the great burden that Prince Edward County carried on behalf of the nation between the years 1951 and 64."

Ward detailed that they are \$2 million plus six months away from realizing the vision for the space. When they have the money sitting in the bank, he explained, they will give the go ahead with a six-month timetable for construction.

"I can tell you that as of yesterday, we're well on our way for that new goal. The Tobacco Commission, again one of our early funders...voted an additional \$400,000 to be invested in this facility...." Ward said.

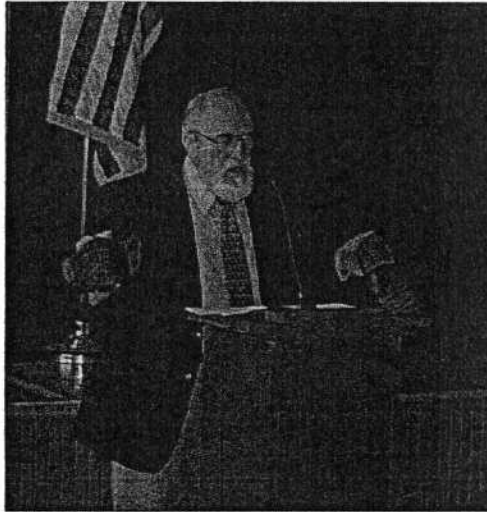
Leaving \$1.6 million to raise.

Ward thanked participants in the program. He noted that every time they do a program at the museum, they include Hampden-Sydney College, Longwood University, Prince Edward County Public Schools, and Fuqua School.

"...It may not have happened at the same time, but each of these four institutions-two public, two private, two higher ed, two K-12-each one of them endured that very painful transition from segregation to integration. Student body, faculty, administration, boards of governors, each one has made that transition."

Rev. William Thompson, Chaplain Emeritus for Hampden-Sydney College, offered the Invocation. He invited those in attendance, prior to a reflective prayer, to take off their shoe or shoes. Rev Thompson noted, "For the Scripture says to Moses, take off your shoes from off your feet for the place whereon you're standing is Holy ground."

Ninth grade Fuqua School student Jewel Moore sang *America The Beautiful* and greetings were offered from Paul Hoffman, field representative of Congressman Robert Hurt, on behalf of the Congressman, and Patrice Lewis, outreach representative for Senator Mark Warner on behalf of the Senator.



Rev. William Thompson, Chaplain Emeritus for Hampden-Sydney College, offered the invocation at an open house for Moton Museum Friday. He invited those in attendance to take off their shoe or shoes, noting: "For the Scripture says to Moses, take off your shoes from off your feet for the place whereon you're standing is Holy ground." (Photo by Rob Chapman)



2012 Budget		
Income		
4100-00 Governmental Support	\$	20,000.00
4200-00 Public Support	\$	405,000.00
4201-00 Grants	\$	35,000.00
5200-00 Contract Services	\$	12,000.00
5300-00 Retail Commissions	\$	3,000.00
Total Income	\$	475,000.00
Expenses		
7000-00 Accounting	\$	14,200.00
7010-00 Advertising	\$	6,000.00
7060-00 Charitable Contributions	\$	1,000.00
7070-00 Conferences, Conventions, Meetings	\$	3,500.00
7100-00 Consultants	\$	36,000.00
7220-00 Employee Expenses	\$	57,000.00
7240-00 Equipment Purchase/Maintenance	\$	3,500.00
7280-00 Honoraria	\$	2,500.00
7310-00 Insurance	\$	4,800.00
7360-00 Loan Debt	\$	27,000.00
7380-00 Membership, Dues & Subscriptions	\$	3,700.00
7620-00 Miscellaneous	\$	4,700.00
7390-00 Occupancy	\$	34,000.00
7410-00 Online Services	\$	18,000.00
7450-00 Postage & Shipping	\$	8,000.00
7460-00 Printing & Publications	\$	6,900.00
7330-00 Building Reserves	\$	12,000.00
7500-00 Salaries & Wages	\$	190,000.00
7560-00 Supplies	\$	7,200.00
7570-00 Telephone & DSL	\$	9,000.00
7580-00 Travel	\$	23,500.00
Total Expenses	\$	472,500.00
Net Operating Income/Loss	\$	2,500.00



Annotations
Profit and Loss
Period Ending September 30, 2011

Income

- Income included \$15,845 federal government, \$15,280 local government, \$3,075 contract services, \$30,975 individual support, \$100,000 Kellogg Foundation, with the balance in other public support
- Seventy-eight percent (78%) of budgeted income has been met

Expenses

- Advertising included \$11,000 paid to Virginia Foundation for the Humanities
- Honoraria is not a budgeted operating expense but a budgeted expense of a program
- Security/monitoring was the initial installment for the security system
- Expenses total 72% of the budget

Net income/loss

Income is \$395,411.37 and expenses are \$368,395.41 leaving net income at \$27,015.96.



ROBERT RUSSA

MOTON MUSEUM

A Center for the Study of Civil Rights in Education

2011 Budget to Actual Quarterly Profit and Loss

Income	Annual Budget	First Quarter	Second Quarter	Third Quarter	Fourth Quarter	Total	Budget to Actual Difference
4100-00 Governmental Support	62,800.00	47,256.14	19,245.41	11,880.00		78,381.55	15,581.55
4200-00 Public Support	430,054.00	74,821.76	174,365.92	64,024.72		313,212.40	(116,841.60)
5100-00 Contract Services	18,100.00	575.00	3,075.00			3,650.00	(14,450.00)
5300-00 Sales		33.92	133.50			167.42	167.42
Total Income	510,954.00	122,686.82	196,819.83	75,904.72		395,411.37	(115,542.63)
Expenses							
7000-00 Accounting	3,200.00	1,185.74	344.27	305.63		1,835.64	1,364.36
7010-00 Advertising	1,000.00	90.00	6,090.00	5,050.00		11,230.00	(10,230.00)
7060-00 Charitable Contributions	500.00	25.00	475.00			500.00	-
7070-00 Conferences, Conventions, Meetings	2,500.00	511.13	883.82	968.10		2,363.05	136.95
7100-00 Consultants	100,000.00	54,395.00	21,577.82	10,281.25		86,254.07	13,745.93
7220-00 Employee Expense	36,000.00	8,276.71	5,248.14	6,918.01		20,442.86	15,557.14
7280-00 Honoraria			1,450.00			1,450.00	(1,450.00)
7310-00 Insurance	11,000.00	4,845.00	96.00	1,222.50		6,163.50	4,836.50
7350-00 Legal Fees	20,000.00	18,258.34				18,258.34	1,741.66
7360-00 Loan debt/interest expense	23,000.00		868.64	3,784.26		4,652.90	18,347.10
7380-00 Membership, Dues & Subscriptions	3,000.00	1,149.40	529.50	987.56		2,666.46	333.54
7390-00 Occupancy	35,000.00	16,028.79	6,335.74	6,409.95		28,774.48	6,225.52
7410-00 Online Services	24,000.00	8,916.15	2,595.78	1,183.44		12,695.37	11,304.63
7450-00 Postage & Shipping	10,000.00	2,364.02	797.16	687.34		3,848.52	6,151.48
7460-00 Printing & Publications	10,000.00	2,994.07	2,690.00	724.30		6,408.37	3,591.63
7500-00 Salaries & Wages	187,054.00	41,513.28	40,155.20	45,993.58		127,662.06	59,391.94
7520-00 Sales Tax Paid	200.00	166.26				166.26	33.74
7530-00 Security/monitoring			1,300.00			1,300.00	(1,300.00)
7560-00 Supplies	13,000.00	3,255.07	3,492.46	1,992.87		8,740.40	4,259.60
7570-00 Telephone & DSL	10,500.00	2,337.52	2,047.33	2,883.81		7,268.66	3,231.34
7580-00 Travel	21,000.00	5,029.08	7,423.43	3,261.96		15,714.47	5,285.53
Total Expenses	510,954.00	171,340.56	104,400.29	92,654.56		368,395.41	142,558.59
Net Operating Income/Loss	-	(48,653.74)	92,419.54	(16,749.84)		27,015.96	