

September 26, 2016 KBOO Board Meeting Minutes

Facilitator: Jen Davis

Note Taker: Delphine

1. Welcome KBOO members and visitors
2. Read House Rules and Meeting Guidelines
3. Introductions
 - a. Board Members Attending: Jen, Mel, Michael Wells, Kipp, Patrick, Rose, John, Matthew, Michael O'Rourke, Sekoyia
 - b. Board Members Absent: Gil (Excused)

4. Opening Public Comments:

Monica: in the past there has been time for public comments and time for the board candidate conversation at the annual meeting and only ladies cleaned up at the annual meeting at the end.

Conch: Thanks for the new board members who are stepping up.

5. Minutes Approval – July 2016 and August 2016: JULY APPROVED! AUGUST APPROVED!

6. Discussion and approval of agenda. APPROVED!

7. Appointment of 3 open Board Seats

- Questions for board candidates

- Why do you like our KBOO community?
- We ask each board member to dedicate 12-15 hours per month to KBOO board business. Other than attending regular board functions, what do you see yourself contributing during your KBOO time allotment?
- What is your experience problem solve tough issues with a group individuals that have diverse opinions?

John Shuck: volunteer since May 2015. Does a podcast and a show once a month. Used to be involved with radio a while back. I am a clergy person and have a lot of experience serving on boards in the community and managing them. Working with difficult situation are difficult but the KBOO house rules are great. I love KBOO because it grounds me in issues of justice and peace.

Rose Medlock: Moved back to Portland, from Southern Cali and listen to community radio there. Looked for KBOO when I got here. A journalist as a career and any organization that fights for justice I can align with. I hope to contribute solutions to problems, be thoughtful to any topic. A strength of mine is to zero in on processes, find the gap and help solve the problem. Critical thinking and thoughtfulness are key.

Matthew Bristow: Board and staff have asked me to apply again. I know what it takes. I have worked on the finance committee. I was proud to be the chair of the hiring committee that got Mic and Monica on board. I was proud to help with the unionization. I have been with KBOO since the late 90s when I was listening to the radio. I have been involve every since. I respect critical thinking.

John Shuck: 7 votes- ELECTED 2 YEAR SEAT

Matthew Bristow: 8 votes- ELECTED 2 YEAR SEAT

Rose Medlock: 8 votes- ELECTED 2 YEAR SEAT

8. Station Manager's Report - Monica : Over \$95 000 at the Fall drive. Hiring committee is going well for AM public affairs director. Kathleen's last month is October. Anti-oppression 101 workshop going well, monthly group still meeting and anti-oppression 201. Getting bids for the roof. New wiring is done but need to look at vents that have holes. We are able to apply to big grants for equipment now that we have CPB. Working on second stream for podcast.

9. Board Liaison Committee Reports (30 min)

a. Finance Committee:

MOTION

The KBOO board votes to remove Michael Wells, Michael Crenshaw, Adin Rogovin and Kathleen Stephenson from the Bank of Cascades checking account and any other KBOO accounts at any institution. The board also votes to add Erin Yanke as a check signer.

Background: Michael Wells is at the end of my 3 year term, we neglected to remove Mic when he resigned as co-manager, somehow missed Adin who hasn't been board president for 2 years and Kathleen is retiring. At the July meeting we voted to add Del and Mel as board check signers. Erin will replace Kathleen as the second staff signer. KBOO policy is that all checks must be signed by one staff and one board member.

MOTION CARRIES

b. Governance Committee: Did not meet but does need to meet

c. Nominating Committee:

- debrief of annual meeting: Food was great, have a sign up sheet for people to help out with cleaning up and set up, moderate attendance, planned well, flowed well, positive energy was there. Space is great but parking is not free. Bajo Salario was great.

Monica: in the past there has been time for public comments and time for the board candidate conversations at the annual meeting and only ladies cleaned up at the annual meeting at the end.

If candidates don't show up to answer questions have board members do an open comment session. Ask questions of the board session.

Elections: despite the fact that the mailing address was the Po.Box was on the envelop, lots of ballots came to KBOO. Check on the envelop and the post office.

- Elections:

Shaheed Haamid: 259 votes- ELECTED

Tommy Moore: 210 votes- ELECTED

Dell Rae: 213 votes- ELECTED- WITHDRAWN (SEE RESIGNATION EMAIL ATTACHED)

Matthew Langer: 158 votes- ELECTED- WITHDRAWN (SEE RESIGNATION EMAIL)

How to recruit for the 2 open seats: - Post an announcement on the website: "We have had some unexpected board openings we are trying to fill by board appointment..." <http://kboo.fm/2016boardofdirectors>

We will use the process to fill candidates we used in the past. Delphine will post opening on the website. Candidates will be invited to submit a 500 word statement and an application with self-evaluation by the deadline of October 15. Candidates will be invited to the October board meeting to make a 3 minute statement. Board members will vote to appoint 2 new board members at the October meeting.

Make PDF Fillable. October 15 will be the deadline.

- Questions for board candidates

- Why do you like our KBOO community?

- We ask each board member to dedicate 12-15 hours per month to KBOO board business. Other than attending regular board functions, what do you see yourself contributing during your KBOO time allotment?

- What is your experience problem solve tough issues with a group individuals that have diverse opinions?

d. Program Committee: DID NOT MEET because of Membership Drive

e. Personnel Committee: DID NOT MEET. Reviewing background check policy, new rules around Fair Labor standards Act, and proposal from staff to create a contracted position of a weekend on-call person

f. Development Committee: Just finished pledge drive \$95 000 of pledge. Development director is working on several grants: Murdock equipment grant and several small grants. Major donor fundraising to help raise money for the historical society exhibit for 50th anniversary. End of year is coming: 1 to 1 match for new donors in Nov and Dec. Short drive in December and then in Feb.

g. Executive Committee: The Executive Committee met during the last board meeting because there was no quorum. We needed to dip into our reserve because our cash flow was low. The board without a quorum could not approve therefore the executive committee convened to be able to pass the motion to dip \$45000 into the reserve that we will replace when we receive CPB money in November.

h. Events Squad: Comedy event was successful but low attendance. In the future more accessible space and more suitable for comedy show.

50th anniversary timeline event creation. Asking feedback from volunteer for ideas. Jill has joined the Event Squad.

David Barsamien canceled. Hopefully in Spring.

Drive the KBOO fuzzy boo.

Book and record sales was great. More volunteer support needed. Great space. Almost \$5000 raised.

Clinton Street theater ongoing partnership, two to three times a month.

Please help promote KBOO events on social media!!!! Post events, share, invite your friend

i. Engineering committee: Working on getting objectives for the strategic plan. Barbeque at the KBOO tower and got to tour the tower.

10. Agenda items

- Elect officers: President and Vice President- Postponed until October.
- FY 2017 Budget proposal

SEE NARRATIVE AND BUDGET PROPOSAL ATTACHED

**Motion to approve the FY 2017 budget put together by staff and Finance committee.
Second. MOTION CARRIES. Budget is approved!**

- Station Manager Support Team

MOTION

The Station Manager Support Team shall consist of the four elected board officers: President, vice president, secretary and treasurer. They shall be responsible for direct supervision of the station manager and through them any board oversight of staff.

Background: When Monica and Mic were hired the board decided to have a supervisory committee, rather than the managers having 12 bosses to respond to. At that time we decided to use the hiring committee that had chosen them: Jen, myself and Matthew Bristow. That worked Ok and the committee evolved a bit, but the membership was sort of loose. Now Jen and I are leaving the board (although Matthew may be coming back), it seems a good time to formalize the committee. I'm suggesting positions rather than individuals because it makes for cleaner lines of authority. I'm suggesting the elected officers because they're, well, elected by the board. Because there are four, if one or two can't make a meeting there are enough to have a good meeting.

MOTION CARRIES!

- Create teams to perform documented exit interviews with those who retire from the board and/or staff. This will help us understand better ways to improve our retention of board and staff folks, and help improve KBOO culture and efficiency. Jen- postponed to next month
- Suggestion for a way to open future board meetings to help improve board communication and effectiveness. Jen- Postpone to next month
- Hiring Station Manager timeline. Del-

KBOO Station Manager Hiring Timeline - DRAFT

September

finalize and pass proposal for supervision for the SM - Michael, at the board meeting (exec comm or officers?)

Work on job description and ads

October

Finalize job description and ads

Create hiring team

November

Outreach - advertise for position

Hiring team meets
Applications due November 30th

December
Interviews and offer

January
Start date

February
Monica's last work month

JOB RESPONSIBILITIES (also see original ad Mic and Monica responded to as well as the final (2) job descriptions from Personnel Committee - Spring 2016)

1. With board and staff ensure there is an annual plan based in the long-term strategic and a dynamic, on-going process for updating and using the plan.
2. With Finance Committee and Finance Coordinator - ensure there is a budget proposal for the board and proper oversight of the finances.
3. With Development Director and Membership Director- ensure there is a timeline/plan and sufficient resources for ensuring revenue for the budget. Ensure we stay in compliance with requirements of all funding entities.
4. With Chief Engineer, ensure there is plan and process for equipment and facility maintenance and replacement.
5. With Tech Team, ensure there is a plan and resources for maintaining vital technology.
6. Ensure promotions team has a plan and resources for communications, with the goal of attracting new members.
7. Ensure Membership has a plan and resources for all membership functions and is able to support current members as well as bring in new members.
8. Help ensure the board is trained and informed. With staff assistance, help recruit new members to the board.
9. With board and staff, work to ensure the general environment at KBOO is welcoming and supportive to all people, especially those targeted by oppressions, and that we are all working to end oppressions and micro-aggressions at all levels.
10. Supervise, support all staff.
11. Ensure all operating teams are meeting and functioning well.
 - a. Revenue; Admin; Programming; Tech; Promotions
12. Help ensure KBOO programming is evaluated and meets the charter, mission, vision and values of KBOO.
13. Ensure the volunteer program is serving all vital volunteer needs for the organization.
14. Know and follow the collectively bargained agreement and participate in its development.
15. Build and maintain positive relationships for KBOO with individuals and organizations that will help us to maintain our mission, vision and charter as well as have the resources we need to fulfill these.

16. Ensure KBOO follows all local, state and federal laws regarding operations, stays in compliance with all FCC requirements.

- Work on Board Retreat (20 minutes). Del- POSTPONED (Mel, Sekoynia and Del will meet to plan the retreat)

Saturday, October 8th from Noon-4:00PM at the Leaven Community Center, 5431 NE 20th Ave. Portland, OR 97211. DISCUSSION ABOUT RESCHEDULING BECAUSE SEVERAL BOARD MEMBERS CANNOT MAKE IT TO OCTOBER 29.

Agenda:

- Read the House Rule and meeting guidelines: 10 minutes
- Ice breaker, team building: 30 minutes [ice breaker: something to we can all share about ourselves + team building: discuss the house rules, meeting guidelines, make any adaptations and agree.]
- Volunteer Orientation and anti-oppression: 1 hour
- intro to KBOO board: 30 minutes [structure, officers, roles, committees, how we run our meetings, culture]
- facilitation + note taking 101: 30 minutes [Agree to a process of rotating note taking and facilitation, sign up for note taking and facilitation (see calendar created by del) + role of a facilitator at kboo meetings and minute taking]
- Closing: 20 minutes [Final Q&A, Share one thing you are looking forward to do, be involved in at kboo?]

11. Closing Public Comments (10 min)

Robin; Would like the board to look at her suspension.

12. Closed session

Meeting Adjourned: 10:00PM

Board Candidacy

della@dellarae.net Sep 19 (7 days ago)

to me

Good morning Del ~

Upon submitting an application for a seat on the board of KBOO, I had reservations around the time commitment. Atlas, it is clear that my schedule simply does not have the capacity at this time.

I withdraw my run for the board.

I truly love The Boo! The morning programming is starts my day! I will renew my membership, and continue to be an advocate for this vital community resource.

Thanks, Del for all that you do.

Let me know if you have any questions.

Della Rae

Self-Care Advocate & Author

www.DellaRae.net

[Twitter](#)

Matthew Langer <mmlanger@hotmail.com> Aug 15

to Delphine

Hi Delphine,

Unfortunately I am not interested in the KBOO board of Directors position. I have had a family emergency and do not think that I can handle the roles and responsibilities of this position. Thank you for the offer however!!

Matt

2017 Staff Budget Proposal Narrative

OVERALL:

FY 2017 proposed revenue of \$882,095 is \$74,591 more than 2016 anticipated actuals (\$807,504).

FY 2017 proposed expense of \$881,419 is \$23,073 more than 2016 anticipated actuals (\$858,346).

FY 2017 proposed net income is \$676.

REVENUE:

Rationale:

1. We are bringing the Membership Director position to full-time (from 32 hours a week). This should have an impact on membership and revenue.
2. Our EFT's/monthly transfers of funds were up \$17,000 in FY 2014 and \$10,000 over FY 2015 and we anticipate this will continue to grow as we continue to message the importance of this type of giving.
3. We included 25% of CPB (\$27,846) which must pay for national programming (some of which is currently general operating but not separated out by a special account code). We also included the other 75% of CPB which is unrestricted minus \$50,000 to pay back the reserves. So we've included \$33,539 from CPB which is unrestricted operating.
4. Development Staff and 50th Anniversary Committee will be meeting with donors face-to-face throughout 2017 and 2018 asking for special gifts in honor of our 50th anniversary. This will be to help fund a balance of 1) 50th anniversary events, 2) our reserves and 3) our equipment & facility (capital fund/budget). While this is not for operating funds, it will help ensure fixing and maintaining equipment, etc. does not cut into our reserve or make us seem to operate at a deficit because we will have money to take care of this outside of the usual operating budget or reserves.
5. 8% increase in underwriting. Neilson data should help, as well as cannabusiness ads, new outreach materials and a plan for ads on the website and KBOO app. We also increased the prices mid-year FY 2016 (for the first time in 8 years) and this will continue to help with an increase.

EXPENSES:

This budget includes:

- 1) Bringing Membership Director to full-time (from 32 hours/week)
- 2) Increasing Finance Coordinator 2-hours a week for increase in work due to foundations, restricted projects, etc.
- 3) No health care cost increases. They will not increase this year.
- 4) \$5,000 for on-call and weekend coverage per new law regarding hourly versus salaried staff.
- 5) Six-months of Hip Hop Youth Coordinator and Outreach at \$1000/mo (Mic currently does this for us)

6) A full audit (versus a review) +3,500. We will need to change our policy (or at least our practice) to an audit every other year per CPB.

7) Slight increase for more help from contract engineer (typically Michael Johnson).

What it does not include:

1. No COLA or pay raises. Our last bargained agreement was for two years and did not include a pay raise for this year.
2. Last six months of Hip Hop Youth Outreach contract (April - September)
3. Any cost related to the 50th Anniversary - especially the exhibit.
4. The cost of completing the phone project (we are seeking funding through foundations for this but it is high priority).
5. The cost of networking Production Room #3 - phase 2 of this project. We are seeking foundation funding for this.
6. Other items in our 3-year facility and equipment budget. We will attempt to get these funded with foundation and face-to-face asks in 2017 and 2018.

One-time expenses in the budget include:

1. \$4780 for Neilson data for knowing who our listeners are (this is also a CPB requirement)
2. \$3100 for repairing holes in our vents that will help regulate air and protect our equipment from heat
3. \$1700 for equipment to help with second stream.
4. \$1200 for Free Speech Radio News

New on-going expenses in the budget include:

1. \$2000 for NACHA compliance

The KBOO Foundation
FY2017 Draft Budget
Oct. 2016 through Sept. 2017

			FY2014 Actuals	FY2015 Actuals	FY2016 Actuals + budget for rest of months	FY2016 Budget	FY2017 Proposed Budget	Change in Budget	Notes	Meyer 2015		
Ordinary Income/Expense												
Income												
		4000 - Renewals	61533	37808	44,000	40,000	45,000	5,000	Increase based on actuals			
		4010 - Unsolicited	25964	23804	32,790	40,000	35,000	-5,000	decrease based on actuals			
		4011 - Matching Funds	5899	8990	5,354	6,000	6,000	0	same			
		4020 - Direct Mail	22207	24087	32,232	33,000	30,000	-3,000	decrease based on actuals. Decreased too much?			
		4029 - Winter Drive	71359	70639	41,129	40,000	65,000	25,000	3 day drive in Dec. called DD and another drive in Feb. called WD.			
		4030 - Fall Drive	104172	115268	72,978	90,000	94,000	4,000	We will have no summer drive this year so that fall drive will generate closer to what it did in FY2014 & FY2015.			
		4031 - Fall Sweepstakes	11851	9160	0	0	0	0				
		4035 - Spring Drive	63536	79680	109,664	105,700	105,000	-700	14 day drive			
		4037 - Sustaining EFT	216603	217800	227,911	225,000	230,000	5,000	EFT's went up 9% from 2014 to 2015, 5% from 2015 to 2016. So we are increasing EFT's by \$5,000 (2.5%)			
		4038 - Summer Flash Drive	408	0	10,000	10,000	0	-10,000	No summer drive this year.			
		4060 - Contributions	13850	25000	16,525	15,500	16,000	500	slight increase			
		4071 - Development Income	5323	10972	18,412	15,000	16,000	1,000	GiveGuide			
		4100 - Grant Income	3040	48464	81,855	76,855	65,000	-11,855	\$30,900 for misc. grants. We will have a projected \$49,890 left of Meyer at EOY. We are due \$34,100 of Meyer in Jan. 2017.	49890		
		4102 . CPB Restricted Revenue (Government Grant)		0	0	0	27,846	27,846	25% of \$111,385 grant from CPB. We will create a separate line item.			
		4103 . CPB Restricted Unrestricted (Government Grant)		0	0	0	33,539	33,539	75% Unrestricted minus the \$50,000 due to the reserves.			
		4200 - Web & Program Guide Ads	900	1200	885	1,500	4,500	3,000	Increased b/c Aribtron data will help with more revenue			
		4300 - Promotional Sales	3400	925	617	2,000	1,000	-1,000	reduced based on actuals			
		4301 - Cost of Promotional Sales	0	0	-250	-1,000	-500	500	reduced based on no spending of line item			
		4400 - Programming & CD Sales	75	131	142	140	140	0	same			
		4500 - Underwriting	73717	65528	71,593	70,000	75,600	5,600	same as budget + 8% price increase			
		4550 - SCA Contract	5200	4800	4,800	4,800	4,800	0	same			
		4575 - Translator Rental Income	4425	6863	6,990	6,990	6,990	0	same			
		4600 - Interest	1144	866	723	1,000	1,000	0	same			
		4700 04 - OCF Distributions	0	0	9,309	9,180	9,180	0	same			
		4804 - Book & Record Sale	4806	801	8,402	8,000	4,000	-4,000	same but only 1 this yr			
		4805 - Cost of Book & Record Sale	-158		-262	0	-500	-500	still need exact total but put a place holder in of \$500			
		4808 - Event/Co-Sponsorships	5501	8991	16,474	19,000	15,000	-4,000	Clinton, Barsaman, Bosanova			
		4809 - Cost of Events/Co-Sponsorships	-1993	-2884	-6,777	-8,500	-7,500	1,000	Half of above for expenses			
		4980 - Other Income	0	1077	2,010	5,000	0	-5,000	we are not getting health tax credit			
		Total Income	702762	759970	807,504	815,165	882,095	66,930				
		Membership Income	597382	612236	592,582	605,200	626,000	20,800				
		Expense										
		5000 - Salaries	300716	348150	398,954	393,262	407,397	14,135	Salaries & benefits detail	25606		
		5001 - Payroll Taxes	34178	39086	44,530	43,689	44,330	641	Salaries & benefits detail			
		5002 - Fringe Benefits	49417	58220	61,522	67,387	64,055	-3,332	Salaries & benefits detail			
		5003 - Worker's Compensation	950	582	650	600	650	50	Slight increase			
		5004 - Retirement			9,440	9,440	11,445	2,005	Salaries & benefits detail			
		5010 - Professional Services										
		5010 01 - Accounting Fees		7425	6,550	6,550	9,700	3,150	Based on FY2014 costs b/c this year a full audit is due			
		5010 02 - Legal Fees		4804	8,688	8,688	6,000	-2,688	No Chehalis or Smithville this year			
		5010 03 - Admin		6714	6,817	6,300	6,800	500	Increased slightly based on actuals			

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Oct. 2016 through Sept. 2017

				FY2014 Actuals	FY2015 Actuals	FY2016 Actuals + budget for rest of months	FY2016 Budget	FY2017 Proposed Budget	Change in Budget	Notes	Meyer 2015
					1892	1,550	2,750	2,000	-750	There is 3953.00 left as of 9/20/16 but we will spend 2,000.00 of it in FY2016 and the other 2,000.00 in this FY2017 budget	2000
						0	0	0	0		
				44426	20835	23,605	24,288	24,500	212		
				600	0	775		0	0		
				16506	32295	30,000	32,014	32,600	586	\$1500 a month for Abe, \$1,000 a month for Mic for 6 months, \$300 a month misc. and \$5,000 for on-call weekend coverage	
				50754	52077	53,149	53,149	53,149	0	same	
				6463	6724	6,728	6,729	6,729	0	same	
					600	600	600	600	0	same	
					2130	1,863	1,863	1,863	1	same	
					931	1,543	1,100	1,543	443	Slight increase based on actuals	
					18395	17,845	18,300	17,845	-455	slight decrease based on actuals	
					9542	8,850	9,150	8,850	-300	slight decrease based on actuals	
						0	0		0		
				30729	31599	30,701	31,013	30,701	-312		
				25275	26708	16,800	16,624	16,800	176	slight increase	
				399	16656	20,556	18,117	9,680	-8,437	includes regular monthly, yearly & \$160 a month for web maintenance. Based on Google doc: https://docs.google.com/a/kboo.org/document/d/1Uj4BOGwgrun5ziNmS9X8lDs6vjRhJ0AAL0oeZFW-yl/edit?usp=sharing	
				10401	2706	5,600	5,600	5,600	0	5 new computers	
				2711	4840	4,500	4,500	4,500	0	Engineering workgroup will figure out how to spend. Possibly use \$1700 for streamer but capitalize expense.	
				2176	925	667	2,000	3,290	1,290	Mike Johnson \$3000. \$24.16 a month for maintenance / \$289.92	
				4334	10383	6,753	8,744	5,100	-3,644	HVAC mthly \$83.06 mth / \$996.72 yr. +\$1,000 for supplies. \$3100 for repairs done by Reliable.	
				3090	3317	2,600	3,250	3,250	0	same	
					13075	11,322	12,500	12,500	0	same	
					2152	1,600	2,150	2,150	0	same	
					342	306	336	336	0	same	
					224	384	384	384	0	same	
					49	23	0		0		
				14778	15843	13,635	15,370	15,370	0		
				4163	6269	4,493	3,671	1,908	-1,763	Comcast \$109 per month and Verizon \$50 per month for a total of \$1908 per year.	
				758	1192	1,308	800	800	0	same	
				780	1229	880	880	880	0	same	
				3750	3910	3,765	4,000	100	-3,900	Expenses added to CPB Restricted new account code 6000 below.	
				19588	19779	26,000	26,000	20,000	-6,000	Took out \$6,000 for spring mailer. Still to be discussed.	2112
				13039	14431	18,000	18,000	18,000	0	same	8120
				1894	1188	234	900	600	-300	reduced based on actuals	
				1491	6364	7,750	7,750	7,750	0	same	6777
				2584	453	1,500	1,500	1,500	0	same	
				569	3508	3,000	3,000	7,780	4,780	To be used for Give Guide and grant writing tools + Arbitron data = \$4780	5275
				8449	10390	12,000	12,000	12,000	0	same	
				1202	655	486	1,100	1,100	0	same	
				349	828	2,992	2,500	2,500	0	same	
				583	1256	1,709	1,500	2,500	1,000	Added extra for travel to CPB compliance conference	
				100	655	1,397	1,160	1,160	0	same	
				1660	3097	10,000	10,000	2,000	-8,000	No strategic planning expenses this yr.	
				1443	2110	1,900	1,900	1,900	0	same	

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 Oct. 2016 through Sept. 2017

					FY2014 Actuals	FY2015 Actuals	FY2016 Actuals + budget for rest of months	FY2016 Budget	FY2017 Proposed Budget	Change in Budget	Notes	Meyer 2015
				5280 - Taxes/Licenses/Fees	1564	1914	1,200	1,200	1,200	0	same	
				5281 - Bankcard Fees	8886	8102	9,000	9,000	11,000	2,000	Increased to pay for additional Doner/EFT fees	
				5282 - Bank Service Charges	4112	4014	4,000	4,000	4,000	0	same	
				5285 - Dues	12602	13744	14,700	14,700	14,700	0	same	
				5305 - Miscellaneous	64	0	0	0	0	0	same	
				5600 - Courier service	0	27	42	350	0	-350	same	
				5800 - Parking	0	280	825	0	1,050	1,050	5 parking passes at \$210 each.	
				6000 - CPB Restricted Expenses		0	0	0	27,846	27,846	CPB National programming expenses so far include: Democracy Now - \$3,500, Counterspin - \$250, Free Speech Radio - \$1800	
				6050 - CPB Unrestricted Expenses		0	0	0	0	0	Unrestricted expenses are in the budget	
				66900 - Reconciliation Discrepancies		-48	0	0	0	0	same	
				Total Expense	687533	776293	858,346	861,686	881,419	19,633		49890
				Net Ordinary Income	15229	-16323	-50,842	-46,521	676			