

GSETA Meeting Minutes

2/14/24

Virtual via Zoom

Local Area/Contact	Virtual
Atlantic County	
Fran Kuhn	X
Bergen	
Lynda Wolf	X
Burlington	
Barbara Weir	X
Kelly West	X
Camden	
Frank Cirii	X
Jeff Swartz	X
Cumberland/Salem/Cape May	
Jamie Gomez (Cumberland)	X
Bobbi-Jo Taylor (ALT J. Gomez) (Cape May)	X
Amy Ronketty (Salem)	X
Essex County	
Jobi Odeneye	X
Howard Weiss	X
Gloucester	
Eileen Gallo	X
Michelle Shirey	X
Allison Spinelli	X
Alisha Thompson (ALT to S. Hart)	X
Greater Raritan	
Paul Grzella	X
Monica Mulligan (ALT to C. Peake)	X
Christopher Peake	X
Fernandel Almonor	X
Hudson	
Keri Sullivan	X
Mercer County	
Virgen Velez	X
Middlesex County	
Hilda Alonzo	X
Kevin Kurdziel	X
Monmouth	
Yolanda Taylor	X
Morris/Sussex/Warren	
Victoria Bollhardt	X
Diane Paz	X
Beth Rodgers	X
Newark	
Tyreek Rolon	X
Karen Gaylord	X
Ocean	
Kimberly Clayton (ALT K. Liguori)	X
Kim Liguori	X
Cheryl Meyer	X
Passaic County	
Davidene Alpart	X
Duwan Bogert	X
Sofia Comas-Phillips	X
Daysi Gonzales (Alt to Duwan Bogert)	X
Velanae Rojas (ALT to D. Alpart)	X
Guests	
Leidy Ramirez (Hudson)	X
Joan Desmarais (SETC)	X
Curia Orr (Newark)	X
Staff	
Samantha Pfeiffer	X

GSETA Meeting Minutes

2/14/24

Virtual via Zoom

Welcome and Introductions

Kevin Kurdziel called the meeting to order at 10:02AM and welcomed membership to the February meeting. Kevin took a moment to recognize Black History Month.

Correspondence

Monica Mulligan indicated that there was no new correspondence.

January 10, 2024 Minutes

The minutes of the January 10, 2024 GSETA General Membership meeting were presented by Monica Mulligan.

Yolanda Taylor made a motion to approve the minutes as presented; Howard Weiss seconded the motion. There were no objections or abstentions. The motion passed.

Treasurer's Report

Allison Spinelli presented the Treasurer's Report through February 5, 2024 (see attached).

Yolanda Taylor made a motion to approve the Treasurer's Report as presented; Kim Ligouri seconded it. There were no objections or abstentions. The motion passed.

President's Report

Kevin Kurdziel reported that the next five months will be busy with continuing to work on Local Governance, the MOU, Recertification, new GSETA officers and with WIOA reauthorization working its way through Congress. Kevin thanked the membership for its support, collaboration, and contributions. Kevin spoke of GSETA's 40-year existence and the legacy that has been created. He indicated that in two years there will be a new governor and GSETA should be playing a role with the new governor and the transition team. While Kevin is not sure of what the future will hold in terms of the economy, new trends and/or changing scope of work, he indicated that GSETA membership will continue to work together. Later in the meeting, proposed by-law changes will be discussed. He expressed gratitude for GSETA's spirit of collaboration.

Executive Director Report

Samantha Pfeiffer put out a call for volunteers for co-chair of the Operations Committee, Chair and Co-Chair of the Youth Committee and Conference Committee. Please be in touch with Samantha if interested. Samantha indicated that she will be on maternity leave for the month of August. She is working on lining up speakers for the GSETA conference. Samantha spoke about creating a mentorship program for new GSETA members. Samantha reminded membership that any training dollars paid to GSETA that are unused will be carried over not the next year. Samantha indicated that there will be sign ups in May for all GSETA subcommittees. She is asking that everyone, including current subcommittee members, sign up so that there is an accurate list of members. Samantha asked anyone interested in a GSETA officer position to reach out to a the current officer to find out more about the position. She will be looking at attendance to see who is eligible to run based on 75% attendance at GSETA meetings. Samantha reminded membership that the free Wellness Wednesday workshop in February will be held on 2/21/24 AND 2/28/24. She will be sending out information on the upcoming March workshops on burnout, scheduled for 3/6/24 and 3/20/24.

GSETA Meeting Minutes

2/14/24

Virtual via Zoom

Kevin Kurdziel asked members for a moment of silence to honor Lauren Murphy from Passaic County who passed away last month. In addition to being a long-time GSETA member, Lauren was a Councilperson in Clifton. Jeff Swarts asked about donating to a charity in her memory. Samantha Pfeiffer indicated that she had already done so, donating \$100.00 to St. Jude's, as per the family's wishes. She indicated that \$100.00 has been donated to the Melinda Mac Foundation in honor of Hugh Bailey.

GSETA Institute

Kevin Kurdziel indicated that the GSETA Institute will be focusing on CWDP training through Power Notes LLC, which is tied to the certification from NAWDP. GSETA will pay for membership to NAWDP. For those that do not have the one year required experience in workforce development, the orientation workshops through Metrix will provide a foundation.

Samantha Pfeiffer indicated the cost of the Power Notes training was reduced for GSETA from \$550.00 to \$500.00. IN addition, GSETA has 50 slots for Mike Fazio's menu of 10 titles for training. This gives participants access to all the courses for 12 months for a flat fee. She indicated that between 30-40 people started the orientation and foundation training on February 1st. She will open registration at the beginning of each month. Once started, the licenses are good for 6 months. If someone needs an extension beyond that timeframe, they can ask. Samantha also indicated that she will be sending out the catalogue for LinkedIn Learning classes that will be offered through GSETA. Samantha reminded membership that training funds can be used to pay for GSETA conference slots. Registration will open in May – early bird price will be \$645.00 through June 30th. Starting July 1st, registration will increase to \$695.00. The training funds can also be used to pay for registration for other conferences. Whatever funds are not used by a local area will be rolled over into the next program year.

Davi Alpart asked if local areas will receive an accounting of how the funding was used for their local area and how much of the funds remain. Samantha indicated she would be able to do so.

Kevin Kurdziel indicated that WDBs received an additional 1% funding to go to training in addition to the 1% that was allocated for GSETA. He indicated that this could be used for training outside of the organization. Kevin also let membership know that Middlesex County WDB is having a virtual workshop called Rock Your Profile on 2/21/24 from 11AM – 12PM. This workshop will give tips on how to enhance a LinkedIn profile.

SETC, New Director/Deputy

Kevin Kurdziel reported that Keith White had been appointed as Interim Executive Director of the SETC and Joan Demarais had been appointed Deputy Director. Joan, now formerly from Monmouth County WDB, was on the call. She indicated she had started at the SETC on Monday and was looking forward to working with everyone in her new role.

Kevin Kurdziel let Joan know that he would be reaching out to schedule a virtual introduction meeting between the GSETA Executive Committee, Joan, and Keith White.

IGX/ETPL

Kevin Kurdziel indicated that he reached out to Leslie Hirsch to schedule a meeting to discuss on-going issues, but has not heard back. He indicated he is taking this seriously and will continue to follow up. Virgen Velez asked when that meeting occurs to ask Leslie for an interim process until the technical issues get worked out, as it is holding up training. Jeff Swarts indicated that if the state cannot figure this out, it needs to give WDBs the ability to approve training providers. Davi Alpart indicated that even if this were granted, the training providers are not listed in AOSOS, which means that funding cannot

GSETA Meeting Minutes

2/14/24

Virtual via Zoom

be properly documented, which will come back as an audit finding. Fran Kuhn indicated that he has started to draft a letter to Leslie Hirsch. Once finished, he will share with the executive Committee so it can be sent out.

By-Laws – Proposed Membership Structure

Kevin Kurdziel reminded membership that at the last GSETA meeting, Samantha presented proposed changes to the by-laws and membership structure. She sent out a survey and received 11 responses – 2 were neutral and the remaining were split between supporting and having concerns with the changes. He acknowledges that this will need further discussion at the March meeting, which will be held in person in Middlesex County. He indicated that the proposed changes did not have the intent to minimize anyone's role, but to bring the organization in closer alignment with the local governance policy. He indicated that career services are now procured vendors and could potentially change every two years. The proposed changes also took into consideration how other state workforce organizations are structured. He does not think this will exclude members but will make a more robust organization that represents all members.

Frank Cirii asked about the turnover of vendors, since historically there has been more turnover in WDB leadership than One Stop leadership. He indicated that WDB Directors already have a separate subcommittee where they can meet to discuss procurement issues or anything else that needs a firewall. He expressed concern about the lack of leadership opportunities for operations and that leadership positions would be limited to 17 WDB Directors.

Samantha Pfeiffer indicated that Operations would be eligible for three Trustee spots on the Executive Committee, which would ensure a balance of WDB and Operations representation.

Jeff Swarts expressed the importance of having everyone at the table but indicated that he wants to ensure that GSETA stays in compliance and does not violate any procurement issues that would eventually disqualify a vendor from being able to apply for career services through the RFP process. He indicated that this is a protective measure. He voiced that he does not want to see a division between the WDBs and Operations. He wants to keep the organization cohesive because both sides need each other for things to work well. He does not want to drive a wedge in membership. He acknowledges that the local Governance policy is NJDOL's interpretation of needed changes due to a report that reflected badly upon them. He wants the organization to stay unified but wants to make sure that Operations are not seen as having an unfair advantage. He indicated that changes can be minimal to find a solution that serves everyone. He indicated that most on the Executive Committee want to preserve GSETA's strengths.

Kevin Kurdziel indicated that come July 1st, all One Stop Operators and Career Services will have to be procured. He is not looking for the organization to split into different entities. He wants the organization to evolve.

Frank Cirii indicated that the governance policy is at the local level, as is the RFP process. He stated that GSETA is a statewide organization that is not connected to this policy. He does not feel that there is enough justification to make significant changes to the by-laws and reminded especially when GSETA is getting automatic funding from program training dollars. He indicated that WDBs can continue to meet as they do now to discuss anything that cannot be discussed at a general membership meeting. If GSETA becomes a WDB organization, there will be major changes in Operations participation. Forced participation is not real participation. He feels that the proposed changes are a big overreaction. He also indicated the interaction with NJDOL should not impact the by-laws, membership or voting rights of members.

Kevin Kurdziel indicated that that the WDB Committee is a committee of GSETA and that he is not looking to create a parallel organization. He indicated that most of the work of the organization takes place at the committee level. The proposed

GSETA Meeting Minutes

2/14/24

Virtual via Zoom

changes mirror what is happening in other state organizations. He also indicated that there seems to be a false narrative circulating that the state is somehow involved in decision making with GSETA. He says this is not the case. While they do not have a direct say, they do have some say since the WIOA money comes from them. He indicated that he knows that Monica Mulligan, as an Operations representative, may feel like she is on the outside of things on the Executive Committee.

Davi Alpart indicated that there are three areas that need to be addressed: the mission of GSETA; the role of NJDOL in GSETA and the tiers of membership. The proposed changes have the optics of a hierarchy that places members in different categories. She would like stratification kept out of the organization. She does not agree with Local Governance getting mixed in to changes within the organization.

Kevin Kurdziel indicated that in some workforce organizations the state department of labor fund the state workforce organization. He indicated that is not the case in New Jersey.

Jeff Swarts agreed with Davi and indicated that the mission of GSETA needs to be well-defined.

Kevin Kurdziel indicated that there needs to be balanced within the organization. Prior to his coming on as President, the weakness of GSETA has been with discussing policy and advocacy. He feels this has changed during this Executive Board's tenure. He indicated again that the intent was not to minimize the role of Operations.

Fernandel Almonor indicated that from the discussion, his understanding is that operations would no longer be eligible for leadership positions. He indicated that the reasoning given for this was concern for the organization's stability. He stated that his understanding is that the GSETA leadership positions are two years, which aligns with many of the contracts. He indicated that he would rather the organization elect leadership based upon a member's individual merits, not a superficial boundary of a title within the organization. This may exclude a stellar member from being elected to leadership.

Samantha Pfeiffer indicated that she will be sending out a second survey with some additional questions and asked that members complete it.

Virgen Velez asked that the role of alternates be reviewed, as they should only be present at meetings if the primary member is not in attendance.

Samantha Pfeiffer indicated that she and Alison Spinelli met last week and spent 6 hours working on the new budget. She indicated that regardless of other changes, membership dues will have to be increased to support and sustain the organization.

Kevin Kurdziel indicated that while GSETA is going through growing pains, and he is confident that there after more discussion membership will find a way to come to a resolution on this.

Committee Updates

WDB Directors – Kevin Kurdziel reported that the committee meets twice a month. He has extended an invitation for Leslie Hirsch to attend their next meeting but has not heard back.

MIS – no report

GSETA Meeting Minutes

2/14/24

Virtual via Zoom

Operations – Kim Ligouri reported that at the February meeting, there was discussion about the professional development opportunities through the GSETA Institute; Melissa Moody spoke about ABAWDs; IGX was on the agenda but nobody from the state was there to discuss; and there was a question about the cost-er from Bergen County. Howard Weiss indicated that he has been speaking with Baden Almonor about the complexities of co-enrollment – Baden seems to understand the concerns.

Youth Committee – Kim Ligouri indicated that the next meeting is scheduled for March 6, 2024.

Monitoring – Yolanda Taylor reported that they have not met, but that the 2024 meeting schedule has been set.

Fiscal Committee - Victoria Bollhardt indicated the next committee meeting is scheduled for March 5, 2024.

Open Discussion

Kevin Kurdziel and Samantha Pfeiffer noted that conference planning is well underway with sponsorships in motion. They are working USDOL on getting speakers lined up. Samantha indicated that she will be sending conference information out in an email. This year, all presentations will be recorded.

Kevin Kurdziel once again indicated that the by-laws will be discussed in more detail in March and he looks forward to a solution.

Adjournment:

The meeting was adjourned at 11:45AM.

Garden State Employment and Training Association, Inc.

Statement of Financial Position

As of February 5, 2024

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
Main Operating Account	80,387.55
Total Bank Accounts	\$80,387.55
Accounts Receivable	
Accounts Receivable (A/R)	767,196.83
Total Accounts Receivable	\$767,196.83
Total Current Assets	\$847,584.38
TOTAL ASSETS	\$847,584.38
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable (A/P)	0.00
Total Accounts Payable	\$0.00
Total Current Liabilities	\$0.00
Total Liabilities	\$0.00
Equity	
Opening Balance Equity	156,944.15
Retained Earnings	327,418.74
Net Revenue	363,221.49
Total Equity	\$847,584.38
TOTAL LIABILITIES AND EQUITY	\$847,584.38

Garden State Employment and Training Association, Inc.

Statement of Activity

July 1, 2023 - February 5, 2024

	TOTAL
Revenue	
GSETA Annual Conference 2022	
2022 Conference Registration	275.00
Total GSETA Annual Conference 2022	275.00
Sales	787,509.89
Total Revenue	\$787,784.89
GROSS PROFIT	\$787,784.89
Expenditures	
Bank Charges & Fees	110.00
Consulting	50,591.50
GSETA Conference	200,416.11
Consulting	1,500.00
Hotel Fees	68,481.79
Promotional	8,863.10
Supplies & Materials	662.52
Workshop Vendor	8,000.00
Total GSETA Conference	287,923.52
Insurance	1,558.62
Legal & Professional Services	1,270.70
Audit and Tax Service	5,000.00
Website Maintenance	3,759.50
Total Legal & Professional Services	10,030.20
Meeting Expense	10,796.05
Office/General Administrative Expenses	
Dues, Subscriptions & Memberships	2,515.38
Office Supplies & Software	7,049.00
Postage	13.20
Total Office/General Administrative Expenses	9,577.58
Other Business Expenses	33.00
Professional Development	50,000.00
Conferences	1,770.00
Total Professional Development	51,770.00
Reimbursable Expenses	1,339.03
Rent & Lease	833.90
Total Expenditures	\$424,563.40
NET OPERATING REVENUE	\$363,221.49
NET REVENUE	\$363,221.49

Garden State Employment and Training Association, Inc.

Statement of Activity Detail

December 31, 2023 - February 5, 2024

DATE	TRANSACTION TYPE	NUM	NAME	CLASS	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
Ordinary Revenue/Expenditures								
Revenue								
Sales								
01/24/2024	Credit Memo	1870	S. Pfeiffer	General	Credit Card Processor Test - ACH Deposit	Accounts Receivable (A/R)	-1.06	-1.06
01/24/2024	Pledge	1871	S. Pfeiffer	General	Credit Card Processor Test	Accounts Receivable (A/R)	2.12	1.06
Total for Sales							\$1.06	
Total for Revenue							\$1.06	
Expenditures								
Consulting								
01/23/2024	Bill	Jan. 2024	Samantha Pfeiffer	General	Consulting Services for 1/2/24 to 1/26/24 General (42 hours @ \$46)	Accounts Payable (A/P)	1,932.00	1,932.00
01/23/2024	Bill	Jan. 2024	Samantha Pfeiffer	Conference	Consulting Services for 1/2/24 to 1/26/24 Conference (40 hours @ \$49)	Accounts Payable (A/P)	1,960.00	3,892.00
01/23/2024	Bill	Jan. 2024	Samantha Pfeiffer	Institute	Consulting Services for 1/2/24 to 1/26/24 Institute (36 hours @ \$48)	Accounts Payable (A/P)	1,728.00	5,620.00
Total for Consulting							\$5,620.00	
GSETA Conference								
01/26/2024	Bill	66583	Motown Digital LLC/Michigan Digital	Conference	Video Recording - Ocean Resort - 2024 Conference - Invoice #1 (deposit)	Accounts Payable (A/P)	13,700.00	13,700.00
Total for GSETA Conference							\$13,700.00	
Hotel Fees								
01/23/2024	Bill	Initial Deposit	AC Ocean Walk LLC/Ocean Casino Resort	Conference	Initial deposit for 2024 Conference	Accounts Payable (A/P)	33,347.00	33,347.00
Total for Hotel Fees							\$33,347.00	
Workshop Vendor								
01/23/2024	Bill	GSETA-01	Dan Irvin	Conference	2024 GSETA Conference Keynote + 3 workshops	Accounts Payable (A/P)	4,000.00	4,000.00
Total for Workshop Vendor							\$4,000.00	
Total for GSETA Conference with sub-accounts							\$51,047.00	
Legal & Professional Services								
01/23/2024	Bill	23-2865	Charitable Allies	General	Filing fee for Form 1023	Accounts Payable (A/P)	600.00	600.00
Total for Legal & Professional Services							\$600.00	
Website Maintenance								
01/23/2024	Bill	2343 & INV-27064-24	Bayshore Solutions/Spinutech, LLC	General	GSETA Website Hosting Jan. 2024 - Invoice 2343	Accounts Payable (A/P)	173.50	173.50
01/23/2024	Bill	2343 & INV-27064-24	Bayshore Solutions/Spinutech, LLC	General	GSETA Website Maintenance Block July 2023 (1hour) - INV-27064-24	Accounts Payable (A/P)	170.00	343.50
Total for Website Maintenance							\$343.50	
Total for Legal & Professional Services with sub-accounts							\$943.50	
Office/General Administrative Expenses								
Dues, Subscriptions & Memberships								
01/23/2024	Bill	104	Allison Spinelli	General	Reimbursement for Standard Drop Box for December 2023 at \$54 and January 2024 at \$72 plus \$1.16 partial fee for additional license	Accounts Payable (A/P)	127.16	127.16
01/23/2024	Bill	602235	CCWDB	General	Annual Zoom subscription	Accounts Payable (A/P)	427.22	554.38
01/23/2024	Bill	602235	CCWDB	General	Monthly Charges for Constant Contact Jul, Aug, Sept, Oct, Nov, Dec 2023 (6 mths @ \$81)	Accounts Payable (A/P)	486.00	1,040.38
01/23/2024	Bill	602235	CCWDB	General	Monthly QuickBooks Fee for Jul, Aug, Sept and Oct 2023 (4 mths @ \$85)	Accounts Payable (A/P)	340.00	1,380.38
01/23/2024	Bill	602235	CCWDB	General	Monthly QuickBooks Fee for Nov 2023 (\$90)	Accounts Payable (A/P)	90.00	1,470.38
Total for Dues, Subscriptions & Memberships							\$1,470.38	
Office Supplies & Software								
01/23/2024	Bill	20220106875	Results at Hand Software LLC	Conference	ConfereceBeat - premium plan for single event in Oct 2024 + event registration + badge printing	Accounts Payable (A/P)	5,799.00	5,799.00
Total for Office Supplies & Software							\$5,799.00	
Total for Office/General Administrative Expenses							\$7,269.38	
Other Business Expenses								
01/23/2024	Bill	104	Allison Spinelli	General	Reimbursement for filing annual report	Accounts Payable (A/P)	33.00	33.00
Total for Other Business Expenses							\$33.00	
Professional Development								
01/23/2024	Bill	2182401	FutureFit AI	General	Pilot project supporting Career Copilot licenses for up to 5,000 job seekers and up to 3 workforce boards	Accounts Payable (A/P)	50,000.00	50,000.00
Total for Professional Development							\$50,000.00	
Reimbursable Expenses								
01/23/2024	Bill	Jan. 2024	Samantha Pfeiffer	General	Donations in memory of Lauren Murphy, Hugh Bailey and Melinda Mack	Accounts Payable (A/P)	295.99	295.99
Total for Reimbursable Expenses							\$295.99	
Total for Expenditures							\$115,208.87	
Net Revenue							\$ -	
							115,207.81	

Garden State Employment and Training Association, Inc.

A/R Aging Summary

As of February 5, 2024

	CURRENT	1 - 30	31 - 60	61 - 90	91 AND OVER	TOTAL
Ashton Stripling					300.00	\$300.00
Atlantic County Workforce Development Board			36,060.87			\$36,060.87
Bergen County Workforce Development Board			47,428.65			\$47,428.65
Burlington County Workforce Development Board			22,852.98			\$22,852.98
Camden County WDB			40,841.55		5,831.00	\$46,672.55
Charles Wallace					175.00	\$175.00
Christine Gillespie					225.00	\$225.00
Council of Carpenters					300.00	\$300.00
Cumberland County Workforce Development Board			53,768.16			\$53,768.16
Deborah Fleming					79.00	\$79.00
Denise Givens					68,150.00	\$68,150.00
Dun & Bradstreet					600.00	\$600.00
Equus Workforce Solutions					1,200.00	\$1,200.00
Essex County Division of Training & Employment					700.00	\$700.00
Essex County Workforce Development Board			36,862.80		5,167.00	\$42,029.80
Fullstack Academy					940.00	\$940.00
Gloucester County Workforce Development Board			18,605.73			\$18,605.73
Greater Raritan Workforce Development Board			17,666.81		4,508.00	\$22,174.81
HCJC Workforce Development Board			51,106.72		975.00	\$52,081.72
Hudson County Community College					600.00	\$600.00
Hudson County Schools of Technology					1,300.00	\$1,300.00
Jacqueline Jetter					470.00	\$470.00
Jeannette Stevens					175.00	\$175.00
Kate Read					79.00	\$79.00
Leaders For Life NJ					1,200.00	\$1,200.00
Lillian Pichardo-Mancheno					175.00	\$175.00
Maureen Ochse					875.00	\$875.00
Mercer County Workforce Development Board			22,477.15		600.00	\$23,077.15
Michelle Deflippo					150.00	\$150.00
Middlesex County Workforce Development Board			45,456.88		1,200.00	\$46,656.88
Monmouth Workforce Development Board			31,827.83			\$31,827.83
Morris/Sussex/Warren Workforce Development Board			38,794.01			\$38,794.01
Newark Workforce Development Board			50,199.95			\$50,199.95
Newark WORKS					7,200.00	\$7,200.00
Ocean County Dept. of Human Services			35,179.72			\$35,179.72
Passaic County Workforce Development Center			57,287.42		7,844.00	\$65,131.42
Paula Genschow					600.00	\$600.00
Rebecca Clarke					600.00	\$600.00
Rutgers, The State University of NJ					600.00	\$600.00
Samantha Ross					300.00	\$300.00
Sarah Singer-Quast					470.00	\$470.00
the Work Effect					600.00	\$600.00
Union County American Job Center					1,800.00	\$1,800.00
Union County One-Stop					700.00	\$700.00
Union County Workforce Development Board			38,991.60			\$38,991.60

Garden State Employment and Training Association, Inc.

A/R Aging Summary

As of February 5, 2024

	CURRENT	1 - 30	31 - 60	61 - 90	91 AND OVER	TOTAL
Virgen Velez					4,800.00	\$4,800.00
Welsey Jones					300.00	\$300.00
TOTAL	\$0.00	\$0.00	\$645,408.83	\$0.00	\$121,788.00	\$767,196.83