SARASOTA MILITARY ACADEMY BOARD OF DIRECTORS Tuesday January 18, 2022

- Call to Order
- Pledge of Allegiance
- Approval of the Minutes-Tab 1
 - o December 14, 2021
- Executive Director of Schools' Report Tab 2
 - o 2021-2022 Salaries
 - o COVID-19 PTO
 - Technology Report
- Head of School Report SMA Prep Tab 3
 - Instructional Design Report
 - Athletic Director Report
 - Faculty Representative
 - PTCC Committee Report
- Head of School Report SMA High Tab 4
 - Athletic Director Report
 - Faculty Representative
 - PTCC Committee Report
- SAI/Commandant's Report Tab 5
- Treasurer's Report Tab 6
 - Monthly Financial Report
- SMA Foundation, Inc. Report Tab 7
- Committee Reports
- Chairperson's Report
- New Business
- Old Business
 - Work Session
- Public Comment
- Meeting Adjournment

Sarasota Military Academy

BOARD OF DIRECTORS

MEETING MINUTES

14 DECEMBER, 2021

Board of Director Members' Attendance

Present:

Thomas J. McElheny, EdD, CAPT, USMC (Ret), Chair

Mr. Warren P. Hudson, CAPT, USN (Ret), Vice Chair (by,

Ben Knisely, COL USA (Ret), Secretary

Mr. Scott Lempe, LTC, USA (Ret), Treasurer

Dr. Brian Crupi, LTC, USAR

Ms. Erica Gregory, Lt Col, USAF (Ret)

Ms. Linda Long

Mr. Pete Skokos

Ms. Tessa Suplee, Lt Col, USAF (Ret)

Mr. Jim Tollerton

Howard G. Crowell, Jr., LTG USA (Ret), Chair, SMA Foundation Inc.

Mr. Rafael Robles, Executive Director, SMA Foundation Inc.

Absent: Ms. Cynthia West, RN Lt. USA (Ret); SMA-LTC Abby Williams, Assistant Head of School, High School; SMA-LTC Caitlin West, Assistant Head of School, High School; SMA-MAJ Charlie Carver, Athletic Director, High School; SMA-LTC Lisa Curie, Assistant Head of School, Middle School; SMA-MAJ Leslie Smith, Athletic Director, Middle School

SMA Administrative Staff in Attendance:

SMA-COL Christina Bowman, Chief Executive Officer

LTC Ben Weiss, Commandant of Cadets

SMA-LTC Steve Kok, Director of Finance

SMA-COL Frederick Fout, Head of School, High School

SMA-COL Tom Vara, Head of School, Middle School

MAJ Becky Morris, Assistant Head of School, Middle School

Guests in Attendance: Ms. Susan Hartman, PTCC President; Ms. Jeanine Signorelli, PTCC Secretary; Ms. Brenda Canales, PTCC Vice President of High School

Location: SMA High School

The chair called the meeting to order at 2:30 pm.

Motion to Approve the 09 November, 2021 Minutes:

Mr. Jim Tollerton motioned to approve the 09 November, 2021 minutes with stated corrections; Mr. Scott Lempe seconded the motion and the board unanimously approved.

Executive Director of Schools Report: SMA-COL Christina Bowman provided a read-ahead report. She mentioned a successful Veterans Day Parade with cadets from both schools as well as Philanthropy Day with Mr. Herb Jones as one of the honorees. SMA-COL Bowman stated the cadets provided a great presentation to Sarasota Superintendent, Dr. Asplen, in which Chair Tom McElheny agreed and stated that Dr. Asplen was impressed with our cadets.

SMA-COL Bowman discussed a successful meeting with Ms. Jennifer Vigne with the Education Foundation to provide our cadets with support services for lafter high school. She mentioned a productive meeting with New College of Florida on different opportunities to collaborate and stated a Memorandum of Understanding has been established and currently being reviewed in result of that meeting. Chair McElheny agreed that the presentation given by SMA-COL Bowman represented SMA well to include detailed areas of collaboration.

SMA-COL Bowman played a video on the recent partnership with Newtown Connection. She discussed a survey on areas of concern was created and presented to high school staff that resulted in constructive input which will be addressed with the Head of School. Ms. Linda Long recommended providing more details during staff meetings for full transparency on concerns paised. Chair McElheny stated much effort and time has been placed on balancing the budget as well as ways of improving school grade and will be prepared to discuss at the next board meeting. SMA-COL Bowman stated the budget and school grade briefing will be on Friday. 14 January at 9am on the High School campus.

SMA Head of School Report Middle School: SMA-GOLL Tom Varia provided a read-ahead report. He discussed the current enrollment numbers highlighting an increase in sixth graders compared to last year. SMA-COL Varia stated the administrative team continuing to handle discipline issues with concerns from staff of less cadets to rank up due to extensive discipline issues. He stated the shortage of bus drivers has produced new challenges, with some drivers running double routes and was recommended to obtain pricing for charter buses. Mr. Lempe inquired to STEM classes in which SMA-COL Varia stated that computer classes will be added for credit as well as before and after school clubs geared to computer science.

SMA Middle School Athletics Report: N/A

Technology and Data Impact Report: N/A

Instructional Design & Curriculum: N/A

SMA Head of School Report, High School: SMA-COL Fred Fout provided a read-ahead report. He thanked Dr. Brian Crupi for discussing his experiences as an orthodontist to cadets in the Careers in Medicine class. SMA-COL Fout also showed gratitude to our PTCC for their continued volunteering and support as well as Chair McElheny's regular assistance with the lunch line. He mentioned the Winter Concert showcasing SMA's drumline, chorus, band, acting and artwork will be that evening at 6pm. COL Ben Knisely stated that the SMA chorus will be caroling at 6pm on December 21st.

SMA HS Athletics Report: N/A

SAI/Commandant's Report: LTC Ben Weiss provided a read-ahead report. He commended the Raiders team for their success in the Best Raider Event in Myakka with two ninth grade sisters taking

third place and the male team taking first place. LTC Weiss also commended the Rifle team in their winter match with Kendall Goebel being scouted for colleges as well as Olympics. He discussed the honor of pledging three senior cadets in front of formation and their families. LTC Weiss thanked Mr. Jim Tollerton for assisting in negotiations with a discount on beverages for the Military Ball.

Staff Representatives: N/A

Media Report: N/A

<u>Treasurer's Report:</u> Mr. Scott Lempe and SMA-LTC Steve Kok provided a read-ahead report and balance sheets per campus. Chair McElheny stated a revised budget process and approval will be complete to share at next meeting.

PTCC Report: Ms. Susan Hartman provided a read-ahead report. She introduced High School Vice President, Ms. Brenda Canales and Secretary, Jeanine Signorelli, to the board. Ms. Hartman stated the merge of both PTCCs to one for the academy has been decided and will present the academy wide organizational chart to the board at the next meeting. She mentioned the grants that have been awarded to various clubs and campaigns. Ms. Hartman stated that a PTCC lunch will be provided to both campuses on December 21st and 22nd. She discussed concerns parents have raised with the PTCC on funding and high school building updates. Mr. Rafael Robles thanked the PTCC for their great support to attending events as well as inviting SMA Foundation to events for additional SMA exposure.

Foundation: Mr. Rafael Robles provided a read-ahead report. He stated an increase in unrestricted funds received. Mr. Lempe inquired as to the Education Foundation's understanding of our current Foundation status concerning funding for a Student Success Center in which Mr. Robles replied that he does not believe the financial status is understood! Mr. Robles discussed the upcoming campaigns for end of year.

Marketing and Communications Report: N/A

Committee Reports: N/

Board Members: Dr. Crupi discussed the important components to our school such as budget, school grade, and finding what SMA is best to offer. He shared concerns with a downtown location as well as updated facilities and recommended the school look to move east as part of a long-term goal. Ms. Linda Long recommended a new appraisal of the building with the increase in real estate in Sarasota. Chair McElheny stated this discussion is a powerful and strategic dialogue that needed to begin and should be discussed at another meeting.

<u>Chair:</u> Chair McElheny stated the focus is on the budget, school grade, FTE and enhancements. He commended Vice Chair Warren Hudson for his efforts in the completion of the strategic plan as well as Mr. Lempe for his attention to evaluations. Chair McElheny stated that the board will do a public evaluation of the CEO for full transparency.

Old Business: N/A

New Business: N/A

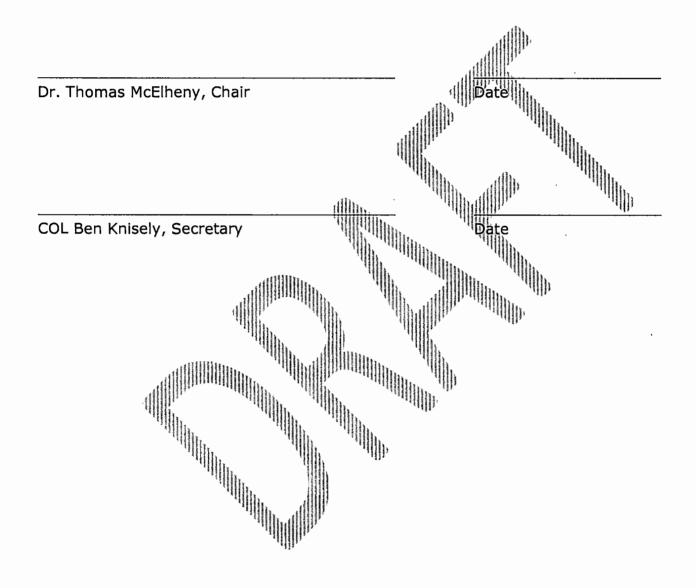
Public Comments: Ms. Signorelli of the PTCC stated that the school is not leveraging an amazing resource in the parents and recommends the board needs to be on campus more as well as a survey to the parents to identify priorities. She also stated that the staff is stressed and overworked. SMA-COL Bowman mentioned she will get together with Ms. Signorelli and PTCC to compile survey questions

to the parents. Mr. Tollerton recommended they meet with Mr. Robles of the SMA Foundation. MAJ Morris recommended the climate survey at the end of year go out to all staff and parents as last year it only went out to the high school. SMA-COL Bowman stated the survey used last year utilized the district survey but will go back to our own for this year.

The work session will be on 14 January, 2022 from 9am to 11am at the High School campus.

The next board meeting will be on 18 January, 2022 at 4:30pm at the Middle School campus.

The chair adjourned the meeting at 4:31 pm.





Christina Bowman <christina.bowman@oursma.org>

Agreement on Labor contract

1 message

Dumas Jody <Jody.Dumas@sarasotacountyschools.net> To: All Users <AllUsers@sarasotacountyschools.net>

Thu, Dec 23, 2021 at 3:31 PM

Good Afternoon Everyone,

The School Board of Sarasota County and the Sarasota Classified/Teachers Association are happy to announce a tentative agreement on a labor contract that will cover the approximately 5200 employees of the School District. This agreement covers the 21/22 school year.

Teachers will receive an additional 5.25% increase on their 21/22 salary. Teachers already received a .5% increase on July 1, 2021. The parties also agreed to raise the minimum teacher salary to \$50,000 per year and to reinstitute the BA+30 and MA+45 education supplement.

For classified employees the parties agree to raise all salaries by a minimum of \$2.00 per hour and to add three lanes onto the classified salary schedule. The parties will continue to work on which employees are placed on the new salary lanes.

The two parties are pleased to announce this tentative settlement prior to the start of the holiday break.

SCTA President Pat Gardner stated, "Our teachers and support staff have worked tirelessly during the pandemic years to educate our students. I am happy that the school district recognizes their work and appreciates everything they have done.

Dr. Brennan Asplen stated, "I appreciate the SC/TA's collaboration in reaching an agreement that recognizes the hard work of teachers and support staff in such a difficult and stressful year. We hope this announcement allows our employees to rest and focus on family and friends over this well-deserved winter break."

On behalf of our School Board we want to wish all of our employees a joyous holiday season and we continue to thank our community for supporting our exceptional School District.

Please be aware that all e-mail to and from Sarasota County Schools is subject to the public records laws of Florida.

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Christina Bowman <christina.bowman@oursma.org>

COVID Information for Employees

1 message

Foster Allison < Allison. Foster@sarasotacountvschools.net> To: All Users <AllUsers@sarasotacountyschools.net>

Tue, Jan 11, 2022 at 1:12 PM

Good Afternoon! Welcome back to the 2022 year!

This email includes information about COVID days and what to do as an employee if you test positive for COVID or care for a dependent who tests positive.

Sarasota County Schools is providing up to 10 days of paid leave for fully vaccinated employees who test positive for COVID-19 or when caring for a dependent child who tests positive for COVID-19. A person is considered fully vaccinated two weeks after the completion of a two-dose series (Moderna or Pfizer) or two weeks after the single dose of Johnson and Johnson.

Unvaccinated employees who are COVID positive or have to care for a COVID positive dependent child will be allowed to work from home if approved by their supervisor. Otherwise, they will need to use their accumulated time.

Steps to receive COVID leave days:

(Documents must be submitted to the payroll preparer at your school or cost center.)

- 1. Employees will need to provide proof of vaccination by providing a copy of their immunization card.
- 2. Employees will also need to provide a copy of their positive test result or a copy of the dependent's positive test result if caring for a positive child dependent. Eligible COVID tests include: PCR, Ellume, and BinaxNOW with the reportable component through the NAVICA App.

COVID test site information is attached and can also be found on the District Covid-19 webpage.

Isolation Updates: Per the new CDC guidelines, staff who test positive for COVID-19 can end isolation 5 days after their symptoms onset (or test if asymptomatic) as long as they are:

- fever-free for 24 hours without fever-reducing medication
- AND other symptoms have significantly improved (with the exception of loss of taste/smell)

If employees continue to have a fever or their other symptoms have not improved after 5 days of isolation, they should wait to end their isolation until they meet the above criteria.

After this 5 day isolation, staff should **wear a well-fitting mask around others for 5 additional days**. If they are unable to wear a mask, they will need to stay home for 10 total days.

If you have questions regarding COVID days, please contact your HR Generalist.

Valeta Clark (valeta.clark@sarasotacountyschools.net) - x31201

Calyn Tully (calyn.tully@sarasotacountyschools.net) - x31209

Alanna Smith (alanna.smith@sarasotacountyschools.net) - x34123



Dr. Allison S. Foster Executive Director Human Resources and Labor Relations

Sarasota County Schools

Office: (941) 927-9000 ext. 31227

Email: allison.foster@sarasotacountyschools.net

Website: https://www.sarasotacountyschools.net/











"Too often we give children answers to remember rather than problems to solve." - Roger Lewin

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Head of School Report For December, 2021

Enrollment

Grade 6: 181 Grade 7: 180 Grade 8: 193 Total: 554

Campus Life/Events

- -12/1-Prep drumline performed at formation
- -12/10-8th-grade field trip to the Kennedy Space Center
- -12/10-Lock down drill
- -12/14-Board meeting at the high school-2:30
- -12/17-PBIS lip sync contest for cadets
- -12/20-Dress down day for Eagle points
- -12/22-Fire drill period 7
- -12/22-Toy for Tots
- -12/23-1/10-School closed

Cadet Highlights

-Cadets of the Month for **December**:

Band/Theater: Tessa Alexander Brit Maurice

English/Language Arts: Jesse Wesner Stephan Kolometes

Athletics: Girls Basketball: Sydney Smith

Boys Basketball: Matthew Butler

Meetings/Tours:

- -12/1-Parent tour
- -12/3-Virtual Q+A for parents 9:30
- -12/8--Charter school principal meeting
- -12/10-Virtual Q+A for parents 9:30
- -12/14-Parent tour
- -12/16-Parent tour
- -12/17-Virtual Q+A for parents 9:30

Faculty/Staff Highlights

- -Several interdisciplinary lessons were taught and projects created to end the first semester.
- -PTCC organized a holiday lunch for the Prep staff on the last day of the semester. It was a great way to start the break and spend time with colleagues. Thank you, PTCC.

Parent and Community Highlights

-12/8-Prep enrollment meeting in-person 8:30

Security:

-Reviewed lock down and fire drill procedures after the most current drills. Deputy Hannah is reviewing our safety procedures to make any recommendations for our campus.

Attention Items:

- -13 dismissal letters were sent to cadets in December and we received two appeals for dismissal. One appeal was denied and one appeal was accepted. We officially have 12 cadets dismissed for the second semester.
- -We communicted a mutual agreement for our ESE Liaison to resign, as it was not a good fit.
- -ELA teacher, Emmy Kastor, has decided not to return to campus after her maternity leave and will stay home with her newborn baby.
- -Prep will be eliminating one military studies and one design teaching position for the second semester. Those cadets will be disbursed to the remaining teachers in the department.

Staff Concerns

- Will SMA follow suit with the county on raises?
- Well, obviously, I'm very concerned about the teacher's salaries. When I was hired, I
 was told that SMA matched the salaries of the district. Are we allowed to go to the board
 meetings? I'd like to go and see for myself what direction the school is headed in. I
 don't want to speak. Just listen. Let me know.
- hhhmmm. No minutes posted for the December meeting yet
- Board/Admin have stated that they want honest feedback from staff about any concerns. Online surveys are not trusted as they are not truly anonymous. An anonymous system needs to be put in place that staff feel safe using to disclose concerns.

Solution: All staff should be able to submit concerns in writing that are opened only in public at general board meetings.

Was this addressed and what was the response?

3. Staff do not feel comfortable/safe reporting concerns to the Human Resource Manager as this person also holds the position of Executive Director and has direct control over hiring/firing. One person holding both positions is a direct conflict of interest.

Solution: HR managers should be independent of staff oversight.

Will this be presented to Board as concern since it is a board issue?

- 3. Will staff receive 2500 for highly effective as the county stated?
- 4. Raises?

To:

Governing Board, Sarasota Military Academy

Through:

SMA-COL Bowman, Christina, Executive Director

801 North Orange Avenue Sarasota, Florida 34236

From:

SMA-COL Fout, Frederick T., Head of School

Sarasota Military Academy 801 North Orange Avenue Sarasota, Florida 34236 fred.fout@oursma.org

Date:

12 January 2022

Re.:

Board Report for Regular Sarasota Military Academy Board Meeting on

Tuesday, 18 January 2022

High School Enrollment 2021/2022 as of 01/13/2022:

9th Grade 183 10th Grade 175 11th Grade 170 12th Grade 152

680

COVID UPDATES as of 01/13/2022:

15 positive cases reported, 5 from Faculty and Staff, 10 from Cadets. Only two cases required contact tracing within the school.

RECOGNITIONS:

- Thank you to the PTCC, amazing parents, and all of our Faculty and Staff for the outpouring of support and good will prior to going on a much needed Winter break!
- Congratulations to our own SMA-CPT Elizabeth Chiavetta, and welcome to Mia!
- Thank you to Ashley Wyka, Bryan Burns, and Terri Johnson for providing professional development on our Back to the Basics day on January 10th.

Accomplishments:

- Met with HS Administrative Team daily to address the following concerns:
 - At-Risk students, and ongoing behavioral contracts
 - Faculty and Staff social and emotional wellness and morale
 - Covid Updates and School Safety
 - 2021/2022 Master Scheduling and Room Assignments for Second Semester
 - Balancing Second Semester Courses and ensuring maximum assignment of Cadets to classrooms
- Faculty Meeting on January 10th Back to the Basics
 - Breakfast

- Classroom Management and Instructional Model parking lot activity
- Professional Responsibilities in Data Driven Instruction and Communication with Stakeholders
- Classroom Structure and Discipline in a Military Academy
- School Safety
- SMA Policy and Procedures supporting Classroom Management and Instruction
- Monthly Safety Drills
- Met with Faculty Representative to discuss faculty concerns and question.
- Met with standing committees:
 - School Wide Support Team (SWST)
 - Positive Behavior Intervention Supports (PBIS)
 - Advisory/SEL Committee
 - School Safety Team
- · Prepared reports and documents, meeting the requirements for updated
 - Charter Links submissions
 - School Safety monthly reports
- Multiple meetings with individual Teachers, Parents, and Cadets regarding issues related to cadet success at SMA and Covid

On-Going Projects:

- Continuing in-person and virtual Admissions Meetings
 - o PREP visits began January 14th
 - Two on-site Admissions Meetings for PREP parents, only, scheduled 01/18 & 01/19
 - Ongoing on-site and virtual Admissions Meetings
 - Weekly virtual Q&A
- Continuing ongoing observations for all certified instructors
- Promotion of SMA for potential cadets and retention for existing cadets

Upcoming Events:

- Blood Drive, 01/13-14
- Boys Soccer v. Parrish, 01/13 @ 5pm Senior Night Twin Lakes Field
- University of Mobile RamCorp presentation, 01/14 @ 11am
- Boys BB @ Palm Grove Christian, 01/14 @ 5:30pm
- NO SCHOOL Dr. Martin Luther King, Jr. Day
- PREP Admissions Meetings, 01/18 & 01/19 @ 6:45am
- SMA BOARD OF DIRECTORS MEETING, 01/18 @ 4:30pm
- Girls Soccer v. Lemmon Bay, 01/18 @ 6pm Senior Night 17th Street Field
- Boys BB v. St. Pete Catholic, 01/18 @ 6:30pm
- Boys BB @ Lemmon Bay, 01/20 @ 5:30pm
- Cyber Patriots XIV Competition Semifinals, 01/21 @ 10:30am
- Girls Soccer @ Bradenton Christian, 01/21 @ 5pm
- Boys BB @ Sarasota Christian, 01/21 @ 6pm
- Literacy Week, 01/24-28

- Boys BB @ Bayshore, 01/25 @ 6pm
- Boys BB @ Classical Academy, 01/28 @ 6:30pm
- Boys BB v. Community Christian, 01/31 @ 6pm
- Wrestling v. Sarasota, 02/02 @ 5pm
- Boys BB v. Imagine School North, 02/04 @ 6pm
- SMA BOARD OF DIRECTORS MEETING, 02/08 @ 2:30pm

Athletic Department Report – Board Meeting

January 18, 2022

The winter athletic seasons are wrapping up their seasons at this time with senior nights events. Boys' soccer senior night took place January 13. As for other sports, Girls soccer will have their senior night on January 18, wrestling will be on February 2 and boys' basketball will be on February 4. Each of these programs have achieved above expectations. This especially true of boys basketball, who have match the number for most wins for a team since 2013. They sported a three game winning streak earlier in the year.

Boys and girls lacrosse teams are conducting preseason workouts at this time. The first official practice date is January 24. Games get under way for them during the third week of February.

Challenges are still having to be overcome within the athletic department. Besides the lack of campus facilities and difficulty in securing off-campus athletic fields, transportation is also an issue. Every scheduled bus trip for athletics has been cancelled due to driver availability. These challenges continue to put a strain on both our cadet-athletes and their parents.



Monthly Update SMA High School Parent Teacher Cadet Council

2021/22 Council Members

Staff Representative: SMA-Capt. Marsha Seagrave

President: Susan Hartman
Vice President: Brenda Canales
Secretary: Jeannine Signorelli
Treasurer: Theresa Kockece

Committee/Volunteer Liaison: Debbie Strahs

Parent Liaison: Diedra Jones

Cadets: Hannah Monahan, Tyler Govaars, and London McMichael

What's New:

- PTCC Academy Merger: Members of both leadership teams have met to discuss the future of the organization of the PTCC academy wide.
 - Requested budget be combined
- Grant Increase: Approved for up to \$500 per semester.

Event Recap:

- PTCC Sponsored Dress Down Day
 - Raised \$1,200+
- Staff holiday lunches at both Prep and High School
 - Staff celebrated the holidays with pizza and salad provided by the PTCC.
- Cadets in Need:
 - Monetary donations for Christmas gifts

Upcoming Events:

- January
 - Toys for Tots Awards
 - Cadet
 - Unit
 - Dress Down Fundraiser
- February
 - Valentines Day Surprises
 - Students and Teachers
- March
 - St. Patricks Day Dance (Prep)

Outreach Events

- Suggested Dates to be determined.
 - Book Fair at Barnes & Noble
 - Blaze Pizza Fundraiser/Spirit Night

Grant Summary:

Proposed Annual Budget = \$5000 (\$500 ea per semester)

Approved by Grant Committee:

Location	Requested	Approved
High	1	1
Prep	0	0

Total approved for 2021/22: 11

NOTE: All grants are forwarded to the Finance Dept. for final approval.

SARASOTA MILITARY ACADEMY

Commandant 801 North Orange Avenue Sarasota, Florida 34236

18 January 2022

MEMORANDUM FOR GOVERNING BOARD, SARASOTA MILITARY ACADEMY
THROUGH EXECUTIVE DIRECTOR OF SCHOOLS

SUBJECT: Significant Activities Report

Significant activities past thirty days:

- Color Guard, Construction Gala Event, 17 Dec @ Marina Jacks, Sarasota
- Military Ball, 18 December @ Sarasota Hyatt Regency
- Sarasota JROTC Instructor breakfast, 10 Jan @ Laurel Oaks Country Club

Significant activities next thirty days:

- BMW Drill Competition, 22 January @ Brandon High School
- Raider Mud Pit, 04 February @ SMA High School Campus
- Army Junior Air Rifle Nationals, January 22-26 @ Ft Wayne, Indiana
- Army JROTC Service Championships, February 2-6 @ Anniston, AL
- Florida State Junior Olympics, February 19-20 & 25-26 @ Shoot Straight and SMA

"One School, Two Campuses"!

Respectfully,

Ben Weiss

Ben Weiss Lieutenant Colonel (Retired), Special Forces Commandant



FOUNDATION DASHBOARD FY '22



July 1, 2021 - December 31, 2021

Metrics Analysis with Foundation Performance

NET CASH Balance

This is the amount of money on-hand in the Foundation's account. It is a current asset on the Balance Sheet and includes all receipts minus disbursements including the initial deposit at the start of the fiscal year to the present date of this report.

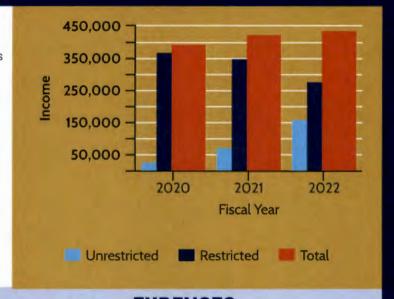
\$420,677

Does NOT Include Receivables

Receivables: \$ 17,600

Donations with Restrictions... \$261,574

Donations without Restrictions..\$159,102



GIFT REVENUE

EXPENSES

Gross Revenue... \$154,936
Expenses... \$167,673
NET Revenue... \$(12,737)

\$154,936 \$167,673 \$(12.737) Labor \$63,928



Non-Labor \$13,785



Includes:

Purchased Services; Materials & Supplies; Capital Outlay

TOTAL \$167,673

PERFORMANCE EVALUATION

FUNDRAISING FY

\$369,900

Percent to GOAL: 41.9%

GOAL:

Goal — 369,900 YTD — 154,936 0 100,000 200,000 300,000

December FINANCIAL OVERVIEW

