

Unitarian Universalist Church at Washington Crossing
Board of Trustees
268 Washington Crossing-Pennington Road
Titusville, NJ 08560



Board of Trustees Meeting Minutes - APPROVED
April 10, 2024
Multi-platform Meeting

President Wendy Stasolla called the Board of Trustees meeting to order at 7:03 PM. Also in attendance: Vice President, Jamie Evanini, Treasurer Denny Rodgers and Secretary Colleen McCourt; Trustees: Karen Kent, Michael Waas, Michelle Zechner and Maria Baratta; Senior Minister Rev. Kim Wildszewski, Congregational Administrator, Susan Irgang, Director of Congregational Life, Robin Pugh and Ministerial Intern Lisa Schilansky. Absent was Trustee Gina Turner. Holly Bussey, Jim Sanders and Sandee Steinberg attended parts of the meeting.

First Hour

Consent agenda (no vote):

Treasurer Denny Rodgers provided an update from Finance that they plan to move funds from Northfield Bank to our investment account at Merrill Lynch to generate more interest, earn increased revenue for UUCWC.

Eagle Scout Project Update

Denny reported that we have the plans from the scout member and no permits are needed for the proposed land acknowledgement sign. Denny has approved the project on behalf of the Grounds Committee so it is ok to move forward pending affirmation by the Board. **There was a vote to approve** the project as planned; it passed unanimously. Now it will go to the scout (with guidance from the project task force) for execution, with target completion by June.

On a related note, the Board discussed replacing main UUCWC signage due to damage caused by weathering, which would require a permit. Denny put in a quote with Endowment but the estimate came back higher than expected so we may need to look at the reserve fund as well.

Budget Season

Congregational Administrator Susan Irgang and Senior Minister Rev. Kim Wildszewski led a brief discussion of our current budget planning season, and how there are challenges with a lot of overlapping financial activities in March, including Stewardship, Auction and time-sensitive budget requests. This presents a challenge for Stewardship's planning efforts. Discussion centered around ways to adjust workstreams such as potentially moving budget requests up to January/February. This would enable

Stewardship to plan more proactively and accurately based on known expenses. Another possibility would be to push Stewardship season earlier in the year, but that might result in post-holiday fatigue in the congregation. There was discussion of how it would impact committees and ministries. Denny pointed out that since 80% of the budget is staff funding, the main burden is on staff and the Personnel Committee, so as long as those teams can make it work, it should be ok for Finance to deal with the other 20%. There was also discussion of the possibility of slightly pushing back the official start of Auction season.

General Assembly (GA) Update

Holly Bussey arrived at 7:30 to report in the capacity of Congregational Affairs liaison and GA delegate. She gave an overview of GA's history and format in recent years, as well as the history of UUCWC's participation and the context of knowledge and practices that we have incorporated from the UUA. Key points included:

- In the past cost was a barrier but recent changes have been made to make it more accessible, and UUCWC has scholarship money available to help cover registration costs.
- Recruitment of delegates has historically been challenging but we have always had groups of reasonable size and demographic representation. Delegates are affirmed at the Annual Meeting in June.
- The timing has changed post-COVID and delegate selection now needs to happen by April so prep work can begin in May; these practices are designed for inclusivity and alignment with the 8th Principle.
- There is external orientation from the UUA and internal orientation within UUCWC; this year the latter will involve additional significance as our delegates seek to represent the congregation regarding Article II.
- This year GA is fully virtual for the first time; not sure what future sessions will look like.
- UUCWC currently has 6 delegates (Dan Tuft, Heather Edwards, Maria Baratta, Jane Root, Holly Bussey, Jim Sanders) that meet the membership tenure requirements and have actively participated in the required orientation and preparation for GA to represent our church. Holly requested that the Board affirm the current slate of candidates with a vote of confidence.
- There was a vote to affirm the current slate of delegates; it passed unanimously.

The board thanked Holly and she left the meeting.

Budget Review

Jim Sanders and Sandee Steinberg arrived at 7:40 to discuss the budget. Jim presented a "snapshot" representing the budget with all known factors to date, as a preview to the final version that will be presented to the Board for approval on May 8. By that point, all factors will be accounted for and Finance will be in a position to tell the congregation whether we'll have a balanced budget or a potential deficit budget. At a high level, key points included:

- Overall income is projected to increase by 2%. Increases include accruals and concert fundraisers. All other income sources are projected to be flat (pledges, auction, plate, etc.).

- Overall expenses are projected to increase by 6%, mainly as a result of staff projected increase due to hiring a new congregational administrator. We don't know what that will ultimately look like with the compensation and benefits package, but we need to budget accordingly.
- Operations are projected to increase by 16%, largely due to new expenses associated with our expanded facility post-construction, and one-time capital related expenses which are not part of the formal capital project budget.
 - There was extended discussion around this to understand the context and implications. Some items were not originally included in the capital project proposal because either they weren't fully anticipated or it was thought they could be provided by volunteer means. Some of those circumstances have shifted. We may be able to merge some of these items into the capital project as the construction process continues.
 - Finance has talked about what parts of these one-time construction-related costs could possibly be paid through the construction funds (e.g. ethernet cables, fire systems upgrade, security cameras, locks, deep cleaning, elevator phone line, possible new firebox). The amount of these one-time costs might add up to more than \$8200.
 - If rolling these items into the construction project isn't possible, it's important to consider the context that these will be one-time costs which may cause a deficit budget this year but will not carry over into subsequent years.
 - There was some discussion about possibly using the reserve fund for some of these items as another option, but that is not what the fund is explicitly designed for.
- Programs are projected to increase by 6%, due to increased support for tuition and training expenses (OWL, Right Relations, Congregational Engagement).
- Denominational support is projected to increase by 9%, reflecting the fact that our congregation is back up to pre-pandemic conditions for providing a fair share contribution.
- Debt service is projected to increase by 26%; the majority is paying on future pledges that have not yet been collected; if pledges increase, we will be able to reduce the amount of debt we have to take on.
- We are currently looking at a deficit of \$50,689, which is a moving target (already reduced by \$6,000 since the last Finance meeting).
- We have been carrying surpluses for the past several years despite project deficit budgets. For the past years, we earmarked funds from the Richard Knight estate to avoid going into deficit, though we ultimately did not need them. We might get an additional tax refund from that estate, and if so, that money could be used to reduce the potential deficit.
- Other potential strategies for managing a potential deficit could include:
 - Cutting costs, but since we have a mission-based budget, we want to avoid draconian cuts that would impede our mission and restrict our investment in growth.
 - Identifying people who could underwrite part of the operating budget; example: give a gift to underwrite our work as a teaching congregation (though this might conflict with "one church" budgeting philosophy).

There was a discernment circle where each member had the opportunity to share questions and comments. At a high level, most board members described feeling confident that despite the current

view of the budget there are feasible ways to address potential shortfalls, recognizing the following key points for context:

- After many years of passing balanced budgets, we have passed 3 deficit budgets in a row and still never had to incur a deficit.
- The budget is a good road map to planning against our mission-based priorities.
- We still have a very robust operating reserve fund with cash flow and assets that can be tapped, so we don't have to scramble to cover costs unexpectedly; the current projected deficit is only one month of that; it's a moving target and Finance diligently reviews things every quarter.
- Per Denny, it's useful to view each year not as a standalone budget but a point in a series of years that shows the full picture.
- We understand that this year will have some one-time variables due to construction.
- We have created a realistic budget system without a lot of fluff and our spending is on target; it allows us to track more known factors throughout the year and manage the few unknowns. In contrast, historically there were years where UUCWC had to readjust the approved budget throughout the year because the process didn't provide as much room for long-term planning.
- We are grateful for the work of the current and recent Finance teams in their intentional work to construct and present the budget with clarity and confidence. While there may be some discomfort around the idea of a deficit budget, our strategy and rationale are well-founded and invested in our church's growth.

ACTIONS: Rev. Kim suggested a correction reflecting that the new congregational administrator will be full-time, not $\frac{3}{4}$ time; Jim will make the adjustment. Jim will make the draft budget available to the Board for more detail.

It was noted that there is not a near-term plan to establish a second ordained minister.

Denny and Jim thanked Sandee for stepping into the process to shadow Jim and prepare for next year, setting up a successful transition plan within Finance.

The Board thanked Jim and Sandee and they left the meeting.

2nd Hour

Congregational Pulse / Check In

There was discussion of congregational feedback during this time of continued transition through construction. There has not been much negative feedback though some groups have concerns about effectively sharing reduced space and resources.

Regarding the Board's planned small group meetings to get insight from the congregation on church health, visioning for the future, etc., we have decided to postpone due to lack of signups, honoring that this might not be where the congregation's energy is focused currently. We can continue to encourage informal communication with the Board through various means (e.g. one on one, coffee chats, Zoom after church, etc.).

Board Recruitment

There was discussion of succession planning for 4 outgoing board members. Secretary Colleen McCourt plans to stay on as a trustee and transition the secretary role to someone else. That leaves 3 board roles to fill. There is currently a list of candidates in circulation which considers tenure and demographic balance. **ACTION:** The Board and staff will continue this discussion via email. Once we establish the list of first-round candidates, we'll see who might have a relationship with them and might be able to begin the conversation inviting them to serve on the Board.

Housekeeping & Action Items:

- The service award nomination process has been announced via email, but so far no submissions have been received yet; we should start thinking of candidates.
- We do not need to have a second April Board meeting since we covered the main agenda topics tonight and will make succession planning and award nominations a priority offline over the next 2 weeks.
- Rev. Kim will follow up with the scout member to let him know his project has been affirmed by the Board.

Open Forum & Check-out

The meeting adjourned at 9:09 pm.

Respectfully Submitted,

Colleen McCourt

Secretary, Board of Trustees

Jamie Evanini

Vice President and Scribe, Board of Trustees

Appendix: Executive, Staff and Treasurer Reports

Executive Report-April 2024
by Wendy Stasolla

I signed a contract with Abby Lift on April 9, for the small elevator that will be installed as part of our construction.

Small group meetings have been set up and links made available in weekly emails and in the chat(?) one Sunday by Susan Irgang. So far, we have three board members who have signed up, no co-leaders and no members. Maybe we just have two board members run the meetings?

A few of us on the board thought that Cottage meetings sounded strange and when I looked up multiple definitions, they all seemed to relate to Christian-based church meetings.

Cottage meeting: For many years, through much of the 20th century, cottage meetings were used to provide a relaxed, personal setting for teaching the gospel to non-members. Such meetings were typically conducted in the homes of Church members and were a significant part of the missionary effort.

The concert this past Saturday went fine, and all was in order for Sunday. It was not as well attended as the last non-Cosmic concert but I'd like to commend Nick Mellis for his efforts.

Minister Board Report
April 2024

Friends, due to my time out of the office this past week, please forgive my very brief report.

Overall, the last month of ministry has been equal parts rich and fallow. Worship continues to draw consistent and healthy adult numbers, but our children and youth program continues to serve only a few families.

Parents and caregivers report that they are engaged and committed to UUCWC and its children and youth programming, but the changes in habit, opportunities with sports, and other distractions make attendance sparse. Julie has been exceptional with her proactive communication and is currently working on a survey to plan for next year's programming, as well as a late summer / early fall retreat that will be led by one of our regional staff members. She continues to work to rebuild and recreate one of our stalwart programs.

Erin and I have written our seventh Centering Song of the year. We will offer one final song in May and then celebrate the year's work, including the earth teachers, at the June 2nd worship service. Many many many thanks to the choir for their extraordinary offering of the commissioned piece on Easter, and lifting up Erin for her continued ability to bring in new and diverse musical offerings. We have been reflecting that the congregation seems more and more comfortable – and joyful – in our singing and experiment with thanks to her ministry.

This week the third Pathways class will be held; a Q&A to discover what questions and needs still exist within this group. We will conclude this round of membership classes in two weeks and celebrate new member Sunday on May 5.

Robin and I have facilitated and concluded 4 Article II Lectio Divina sessions. Engagement in those spaces has been strong and informative. There is clearly energy around the General Assembly process and Lectio Divina seems to have offered a way into processing and exploring that.

We've decided to conclude Welcome Table Wednesday until the kitchen is available again. Robin and I will offer a bonfire gathering sometime in the late spring or early summer so as to ensure informal community gatherings continue.

I continue to offer Lectio Divina weekly and will be beginning an online Rest ministry in which participants receive a card that encourages divestment from drive and grind culture, then reflect on this effort after a week.

Non-member requests for weddings, dedications, and memorial services continue to grow. This is information for all of us as it is – I think – a signal of more folks seeking community and ritual once more. We are still emerging from the pandemic, slowly, slowly.

Stewardship efforts continue and would not be as organized or strong if it wasn't for Susan Irgang. As you know, word of her retirement will go out later this week. We should expect further anxiety in the system around this; I ask that you all proactively and reactively respond to false information about this position already being filled! Separately, but perhaps relatedly: Right Relations issues are popping up and growing deeper in unresolved areas.

We now turn our attention to the budget, recruitment, awards, the auction, construction indoors and the annual meeting...! May it be gentle on us all.

To: UUCWC Board and Kim Wildszewski
From: Robin Pugh
Date: April 8, 2024
Re: Monthly DCL Report

Celebrate Life (Worship and Rites of Passage)

- The next new member Sunday is scheduled for April 5th. The current pathways class (where the new members come from) has 7 visitors and 1 member in it.
- I attended the UUA's 4-day retirement seminar for religious professionals called "finishing Strong, Ending Well". I am not retiring yet. This program is offered every couple of years. As I told Kim: "when I get nervous, I like information."

Create Community (Small Groups).

- Since last month, I've been the administrator for 11 classes in Adult Faith Engagement. (pathways, Black AF History, nap ministry, 6 sections of Article II lectio Divina, and turning points in UU history) .
- I continue to facilitate Tending the Flame, a monthly supportive small group for UUCWC Parents and 2 chalice circles. I also offer a monthly support class to the 16 chalice circle facilitators.
- Kim and I planned a new member lunch for 4/14. 23 people are expected. The goal is to connect new members with more people, to give them information about covenant and racial justice at UUCWC and to answer questions. Right relations and Racial justice ministry will participate too.
- Jamie Evanini and I planned and hosted the council meeting. The focus was on budget, stewardship, capital campaign, and endowment grants.

Change the World

- To help our members get connected to the proposed Article II language, Kim and I facilitated 6 sections of Article II lectio Divina. 14% of the congregation (38 people) participated after strong encouragement from several sources and the pulpit. It is great that we gave people who are interested an opportunity to engage with article II. I wish more people had been interested in this important change to our denomination's by-laws.

This primarily serves as an FYI about my professional development opportunities that benefit my leadership at UUCWC.

I attend the UUAMP, (the Association of Membership Professionals) weekly meetings when time permits. I see a Spiritual Director monthly. I will attend for General Assembly.

**April 2024 Board Report
Ministerial Intern's Report
Lisa Schilansky**

Celebrate Life (Worship & Rights of Passage)

Since my last report, I had the great honor of offering a sermon at UUCWC on March 17th. We explored queer and trans theology and the ways that Unitarian Universalism's great liberal tradition can be an important counterpoint to the harmful anti-trans actions and legislations nationwide done in the name of "faith." I engaged in a lot of important conversations after this service with congregants of all gender identities.

On March 31st I wrote and offered the prayer for our Easter Sunday service. This was an important learning opportunity for me as Easter is a holiday I am less familiar with as a dual-faith person and I am grateful for Rev. Kim's guidance through that process.

This report has fewer worship experiences than normal as I was called away from church, with Rev. Kim's blessing, on March 24th due to a family commitment and April 7th is my Sunday off.

Create Community (Small Groups & Pastoral Care)

Much of my energy this month went into creating community at UUCWC and beyond. I had the great opportunity to sit down with two different congregants for pastoral care conversations. One was in-person, after many months of building a relationship, and one was an initial opportunity for us to meet and was completed online. In addition, I have been offering pastoral support to numerous congregants through email and more informal conversations.

This month also brought my first opportunity to sit in on the Church Council meeting. This was a great chance to gain a better understanding of church systems and to get to know even more church leaders. On the other end of the involvement spectrum, I am attending each of the four Pathways class for this cohort. This has been a wonderful opportunity to learn about church membership processes from a systems perspective and to get to know UUCWC's newest participants in a deeper way.

In service of Unitarian Universalist and UUCWC outreach and in alignment with my professional and learning goal around ministry in a college or university setting, I worked with the Director of Religious and Student Life to offer a one-time interfaith discussion at The College of New Jersey (TCNJ). Called "Questions of Faith," this event was planned to center around one or two large existential questions and to support participants in deepening their understanding of their own beliefs and the beliefs of their classmates. It was rooted in our liberal religious tradition's centering of both reason and questions, and was intended to be a potential recruitment tool for if students would be interested in meeting one-on-one with me in the future. While I was warned by the Director that extracurricular participation has been quite low at the college, and while this is an especially difficult time of the semester to start anything new, it was

still a bit disappointing to not have any students show up. This event was co-sponsored by a Progressive Christian group that partners with TCNJ. Their two adult advisors showed up, but unfortunately none of their students participated. This is the reality of the challenges with campus ministry. Thankfully the preparation process was a good learning experience and will help me duplicate this program in the future, possibly in service of my ministerial formation but independent of my internship. I may also try and offer something at another school in the vicinity of UUCWC.

Finally, after a brief hiatus to help rebuild interest, I will be relaunching Breathe: the world needs you whole later this month. I continue to be informed by participants about the great value of this program, but unfortunately attendance has been quite low. We are hoping that by consolidating into one offering a month (evening zoom) rather than two and by doing a formal relaunch, that participation will increase. This was not an easy decision however, as the participants for whom the daytime in-person offering was important might not be served as richly by an evening Zoom offering.

Change the World

I am continuing to participate in the meetings of NJ Faith Action (NJFA), including attending their statewide hearings on Reparations in NJ. Preparations are beginning for this group's May lobby day and I will be attending a lobby day training and the actual lobby day in the future. I hope to collaborate with Racial Justice Ministry to help organize a UUCWC presence at both the training and the actual lobby day. There will also be a "Say the Word" Reparations rally in late May.

Respectfully submitted for your consideration,
Lisa

Susan Irgang

Administrator BOT Report for April 2024

Create Community

March continued as another challenging month, with multiple priorities:

- The **Auction** team needed support for communications and reports on auction donations.
- I continued to enter **Stewardship** pledges, created weekly reports on progress, strategized with the Stewardship team on communications and logistics for wrapping up the pledge drive and more. We are at 91% of goal with 36% of member households still not pledged. We still hope to reach a goal of \$433,000 in pledges, but are about \$37,000 short of the mark; it will take several weeks for follow up calls and emails to achieve the actions we hope they will inspire.
- The **Finance Committee** sent out budget requests in March and my position is responsible for 6 line-item/committee budgets, with consultation responsibility on three others.
- I met with **the Facilities Reserve Fund** review team; we identified some issues with the guiding spreadsheet and recent suggested changes. We hope to address the concerns while also adjusting the sheet post construction for new items, like the HVAC and roof that will be on the new addition. For the moment, we have a plan that will continue an appropriation at a level that may be below what is needed, but continues to fund this much needed reserve.
- I performed a revamp of the **Racial Justice** pages on the website based on their input and desire for linking pages: [see it here](#).
- **Service Awards** have been announced, with a due date of April 24.
- **Cottage meetings** have been scheduled for 4/14, 4/24 and 4/28; Board members can [sign up here](#). We encourage you to spread the word and invite those with whom you connect.
- I offered support to **Fundraising** chair Nick Mellis concerning requests for lighting and projections for budgets.

Celebrate Life

We currently have 278 church members, 31 Friends, 12 Participants and 27 Attendees.

There are also currently 34 registered children/youth. These numbers may change after the pledge drive follow ups.

Change the (UUCWC) World

This year's fire inspection by a new inspector from the Hopewell Valley Fire Department generated numerous violations, mostly minor, that need addressing. The cost to correct the violations will be about \$500 in replacement exit signs, additional surge suppressors and other items. We hope to have all items abated within the 30-day deadline, but we can request an extension if needed.

We are still seeking competing bids for an estimate we received to replace the skylights, believed to be the cause of continued leaks in the Sanctuary. The current estimate is in the \$12,000 range; we are expecting another bid in the next few weeks. At that time, we will need to discuss if we should proceed with the needed replacement of the skylights that are 10 years past their expected efficacy, and continue to leak.

A strong (and ill) wind in March blew off and destroyed our outdoor signs about services and our Values banner; fortunately this unexpected expense can be covered by the Communications budget which fortunately had savings in other areas.

I am happy to report three unexpected rentals in April, May and June. One is from a regular renter who comes each New Year's Day, one from a newly created business of a congregant, and one for a birthday party of someone in the Hopewell community who had once been to our church for an event. These rentals will result in an additional \$1000 in income for 2023/2024.

I met with our insurance agent for our 5-year check. All seems to be in order but we can expect increases both in our current insurance and will see an addition once the construction is complete and our facility has increased square footage.

Rachel Hansen, Lynne Quinto and Roberto Santiago continue to support administrative and facilities work behind the scenes

Notes for March 2024

March had five Sundays and therefore five Sunday plates and five deposits

Tarkus concert (March 2)

Our share of ticket sales through Eventbrite \$610 (paid to us via PayPal by Tarkus)

Cash receipts at door \$100

Total \$710

Cosmic Crossing concert (Mar 9)

Cash \$190

Venmo \$30

Total \$220

Received payment via Venmo (\$25) for one attendee for April 16 climate talk

Grounds: snow removal was for plowing and clearing walkways on Feb 13 and Feb 17, and salting on Feb 13

Music program line includes \$180 in donations in March (with \$230 YTD) to offset the Wildflowers commission fee

Q3 payment made to UUA Annual Program Fund (our UUA dues)

Received \$14,575 in donations to the Capital Campaign

Exchange:

Knight estate: \$5,653.54 (being held for FY25)

Payroll tax adjustment in process by ADP: \$28.80

Funds transferred from the Samstone Lecture restricted fund to the CFA restricted fund and put in a subaccount, RJM Speaker Series

Prepaid pledges \$12,250

Prepaid EOY donations \$300

Treasurer's Report to Board for March 2024

March Actual vs budgeted

Total gross revenue for the month rebounded from \$12,000 under budgeted to \$3,272 due to pledges being at 98% of budget. Expenses were within -\$1,057 of budgeted amount.

Investment income totaled \$1,811 **and exceeded budgeted amount by \$499. See NOTE below.**

July - March YTD Actual vs March YTD Budget

Gross revenue is at 98% of budget.

Expenditures remain short of budget .

Cash Analysis & Financial Statement

\$326,617 Non-restricted/Reserve Cash Available will cover 6.93 months budgeted expenses, far exceeding our goal of 3 months or better. Project near 6.00 by end of year.

Forwarding Notes

Things are even better than the Fiscal Year **Expenditures** line reflects because \$14,488 new construction debt service budgeted for the fiscal year will not be incurred until '24-'25.

On the **Revenue** side, Richard Knight's NJ tax refund will be deposited for Lisa's '24-'25 stipend. Amount not yet known.

NOTE

Lynne Quinto reminded me that Joe Schenk advised the Board to consider shifting a portion of the excess cash in checking (earning next to nothing) to Merrill Lynch which has earned 5.3% to date. Currently, we have \$131,604 in Northfield Bank. We could shift \$83,000 to ML and still have enough ready cash to meet one month's budget.

We could earn \$344 each month and \$4,129 yearly.

If needed, cash is available from ML in 1-4 days.

Unitarian Universalist Church at Washington Crossing

Financial Summary Report YTD Mar 2024

July 2023 - March 2024

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
A1. Plate Collections	27,674.17	31,248.00	-3,573.83	88.56 %
A2. Operating Pledges	318,236.25	430,840.00	-112,603.75	73.86 %
A3. Other Misc Gifts/Contribs	51,679.75	50,000.00	1,679.75	103.36 %
B. Fund-Raising	2,068.92	32,550.00	-30,481.08	6.36 %
E. Other Income	22,620.12	20,800.00	1,820.12	108.75 %
Total Revenue	\$422,279.21	\$565,438.00	\$ -143,158.79	74.68 %
GROSS PROFIT	\$422,279.21	\$565,438.00	\$ -143,158.79	74.68 %
Expenditures				
A. STAFF	258,933.90	361,160.00	-102,226.10	71.70 %
B. OPERATIONS	66,021.65	95,164.04	-29,142.39	69.38 %
C. PROGRAM	31,231.05	46,387.00	-15,155.95	67.33 %
D. DENOMIN	17,069.25	22,759.00	-5,689.75	75.00 %
E. DEBT SERVICE	19,098.72	39,952.96	-20,854.24	47.80 %
Total Expenditures	\$392,354.57	\$565,423.00	\$ -173,068.43	69.39 %
NET OPERATING REVENUE	\$29,924.64	\$15.00	\$29,909.64	199,497.60 %
NET REVENUE	\$29,924.64	\$15.00	\$29,909.64	199,497.60 %