

**Bloomington Urban Enterprise Association
Board Meeting**

December 08, 2021

12:00 p.m.

Join Zoom Meeting

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(Chicago)

- | | |
|--|----|
| Roll Call | JK |
| I. Approval of October November Minutes —vote | JD |
| II. Reports from Officers and Committees | |
| • Financial Reports | JK |
| • Director's Report | JK |
| III. New Business | |
| • 2021 Arts Grants postponement—vote | HW |
| • 2022 Budget—vote | JK |
| IV. Unfinished Business | |
| • DEI/ Anti-Racism Training grant program status | JK |
| • Board Vacancy | JK |
| V. General Discussion | |
| VI. Adjournment | |

Next BUEA Meeting will be on Wednesday, January 12, 2022

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**Bloomington Urban Enterprise Association
Board Meeting**

October 13, 2021
12:00 p.m.

MINUTES

Roll Call

Meeting called to order at 12:02 p.m. Board members present were: Julie Donham, Paul Ash, Mary Morgan, Karin St. John, Kate Rosenbarger, Alex Crowley, Scot Wright, Jackie Yenna

I. Approval of September Minutes

The board had the opportunity to review minutes from September 2021. There were no changes recommended.

**Jackie Yenna Moved to approve the minutes. Paul Ash seconded the motion. The minutes were approved unanimously.

II. Reports from Officers and Committees

- Financial Reports

Staff presented financial reports for discussion. There was not a great deal of activity over the course of August and September. The Cook Center and SBDC were paid their annual subsidy. The Farm Stop reimbursed their Historic Façade Grant overpayment and a couple of Zone Resident Scholarships were paid off.

**Jackie Yenna moves to approve August and September 2021 financial reports. Paul Ash seconded the motion. They were unanimously approved.

- Director's Report

- The Anti-Racism DEI training grant was launched. Although the Chamber sold out its training with the Guarden LLC, there remains a great deal of interest. Specifically Zone business owners of color request direct support from this program that doesn't require them to attend DEI/Anti-Racism training. The board recommends that staff solicit feedback on how these funds might best support Zone business owners of color.
- St. John Associates (SJA) applied for a DEI/Anti-Racism training grant. Given Karin St. John's involvement with the BUEA and SJA, board approval is recommended for SJA to receive this grant. Karin describes SJA's application process and stated that she did not apply until the grant was publicly made available. Larry Allen explained that the by-laws allow a

board member to have access to a Zone grant/scholarship as long as it is available to the general public in the Zone, which applies to this grant. Mary Morgan stated that as an employee of the Chamber of Commerce, she would abstain from voting as the training grant was related to the Chamber's DEI training program.

**Paul Ash moves to approve St. John Associates receipt of a BUEA DEI / Anti-racism training grant. Kate Rosenbarger seconds. Karin St. John and Mary Morgan abstain. Approved: Julie Donham, Paul Ash, Kate Rosenbarger, Jackie Yenna, Alex Crowley, Scot Wright

- Staff also launched the registration for the Mill Day Pass program.

III. New Business

- MCCSC 2021-22 School Grant

Cyrilla Helm, Markay Winston, Debra Prenkert

Cyrilla Helm, Executive Director of the MCCSC Foundation, presents the 2021 activity report and 2022 funding request for the Monroe County Community Schools that serve BUEZ students. Cyrilla notes that they need to repurpose a small amount of funding from the 2021 program to purchase 10 sound walls in lieu of the Lucy Calkins writing program materials. After the sound walls are purchased, the 2021 grant is complete.

**Paul Ash moved to approve. Jackie Yenna seconded. The board unanimously approved.

Ms. Helm and Drs. Debra Prenkert and Markay Winston present the suite of programming proposed for the 2022 school year. The funding package is above the BUEA's allocated budget amount. The board wishes to support the MCCSC school grant at the budgeted amount of \$35,000. Ms. Helm believes they can cut their budget to \$35,000 through the Tri-North Outdoor Shelter.

**Karin St. John moves approval of the funding request for MCCSC as outlined in the meeting packet with the exception of adjusting the line for the Tri-North Outdoor Shelter so that the balance balances out to \$35,000.

Paul Ash seconds the motion. The board unanimously approves the motion.

IV. Unfinished Business

- Board Vacancy

Staff acknowledges the board vacancy and that staff is working to fill this vacancy.

V. General Discussion

- No further discussion

VI. Adjournment

Next BUEA Meeting will be on Wednesday, November 10

**Jackie Yenna moves to adjourn. Paul Ash seconds the motion.

Bloomington Urban Enterprise Association
Board Meeting
November 10, 2021

MINUTES

Roll Call: Julie Donham, Paul Ash, Jackie Yenna, Alex Crowley, Kate Rosenbarger, Tracy Gates, Scot Wright, Mary Morgan, CATS, Cheryl Gilliland, Larry Allen, Holly Warren

I. October minutes will be reviewed in December.

II. Reports from Officers and Committees

Financial Reports

- There were no formal financial reports to review for November so Jane discussed BUEA financial activity using Budget vs. Commitments documents. Jane presented Cheryl Gilliland who will be taking over the BUEA's bookkeeping and financials. October financial reports will be formally approved in December.
- Bruce Architect was paid for their Business Economic Enhancement Scholarship.
- School grant was paid \$35,000
- The Topolugus loan payment and interest was received in full.
- Unspecified Grants: \$6,875 approved in DEI / Anti-Racism Training grant;(people interested in the DEI/Anti-racist funding) business owners still need to submit their receipts.

Director's Report

- Welcome Liza Rivas, BUEA / ESD O'Neill Fellow!

III. New Business

2022 Budget—discussion

Jane presented an overview of the 2022 BUEA draft budget. The grantmaking program remains effectively the same year-over-year. Some expenses such as professional bonds have increased substantially. Staff recommends reverting any unused portion of 2020 COVID response funds. The board is generally supportive of the budget recommendation but requested additional information regarding revenue projections in order to consider approval in December.

IV. Unfinished Business

- DEI/ Anti-Racism Training grant program status
 - Businesses are interested but most have inquiries about ideas as to how/which trainings to pursue
 - No feedback from BUEA Minority Business Owner Feedback survey yet.
 - The board discusses whether to increase the funding line in 2022. The board is generally supportive but needs more evidence of need and a recommendation for additional program parameters. The board is not supportive of these funds being applied toward operating expenses.

- The board expressed interest in expanding the parameters for allowing people to apply to grants provided by the BUEA to once every 3-5 years, instead of just once in a lifetime. If parameters are expanded the board expressed interest in giving preference to first time applicants.

- Board Vacancy
 - No update

V. General Discussion Overview

- No additional discussion

VI. Adjournment

Julie motioned to adjourn Scott seconded motion at 1:00 PM

Bloomington Urban Enterprise Association

Balance Sheet

As of October 31, 2021

12/07/21

Accrual Basis

	Oct 31, 21
ASSETS	
Current Assets	
Checking/Savings	
Cash & Cash Equivalents	
First Financial Bank	
FFB - Checking	-4,072.41
FFB - Money Market	82.36
FFB - Savings	1,663,098.42
Total First Financial Bank	1,659,108.37
German American Bank	215,046.01
IU Credit Union	203,216.65
Peoples State Bank	104,136.06
Total Cash & Cash Equivalents	2,181,507.09
Total Checking/Savings	2,181,507.09
Total Current Assets	2,181,507.09
Other Assets	
Notes Receivable - Long Term	
Big Brothers Big Sisters	25,000.00
Big Time Trading	25,000.00
Bloomington Pets Alive	10,000.00
Bloomington Massage & Body Work	20,000.00
BTown Beauty Supply	15,000.00
Gaian Hands	7,000.00
KC Designs	20,000.00
Lash Envy	5,170.00
Michael's Uptown Cafe	8,610.98
My Fin, The Tap	10,567.53
My Sport's Locker	50,000.00
PALS	25,000.00
Red Tire Cab	12,000.00
Sew Secret	5,000.00
Spiral Bodies	19,000.00
The Right Hand Lady LLC	6,000.00
Vanishing Aesthetics	50,000.00
Total Notes Receivable - Long Term	313,348.51
Total Other Assets	313,348.51
TOTAL ASSETS	2,494,855.60
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable	23,500.00
Total Accounts Payable	23,500.00
Total Current Liabilities	23,500.00
Total Liabilities	23,500.00
Equity	
Opening Balance Equity	1,565,019.23
Unrestricted Net Assets	789,759.06
Net Income	116,577.31
Total Equity	2,471,355.60
TOTAL LIABILITIES & EQUITY	2,494,855.60

Bloomington Urban Enterprise Association

12/07/21

Profit & Loss

Accrual Basis

October 2021

	Oct 21	Jan - Oct 21
Ordinary Income/Expense		
Income		
AIEZ Fees Refunded	0.00	18,925.02
Business Zone Loan Interest	412.14	541.17
EZID Loan Program Interest	0.00	21.19
Zone Membership Fees	0.00	256,640.38
Total Income	412.14	276,127.76
Expense		
Bank Service Charges	0.00	19.00
Grants		
Facade Grants	9,000.00	15,338.75
Grants-Miscellaneous	0.00	1,000.00
Recover Forward Grants	0.00	44,100.00
School Grants	35,000.00	35,000.00
Zone Arts Grants	0.00	3,499.00
Total Grants	44,000.00	98,937.75
Insurance Expense	0.00	3,382.00
Professional Services		
SBDC	0.00	45,000.00
Total Professional Services	0.00	45,000.00
RDC TIF Zone Participation Fee	0.00	2,249.94
Scholarships		
Business Scholarships	0.00	5,623.26
Resident Scholarships	0.00	3,000.00
Total Scholarships	0.00	8,623.26
Special Projects		
Lemonade Day	0.00	2,500.00
Total Special Projects	0.00	2,500.00
Void	0.00	0.00
Total Expense	44,000.00	160,711.95
Net Ordinary Income	-43,587.86	115,415.81
Other Income/Expense		
Other Income		
Interest Income	130.90	1,161.50
Total Other Income	130.90	1,161.50
Net Other Income	130.90	1,161.50
Net Income	-43,456.96	116,577.31

Bloomington Urban Enterprise Association

Balance Sheet

12/07/21

As of November 30, 2021

Accrual Basis

	Nov 30, 21
ASSETS	
Current Assets	
Checking/Savings	
Cash & Cash Equivalents	
First Financial Bank	
FFB - Checking	-59,448.76
FFB - Money Market	82.36
FFB - Savings	1,887,731.69
Total First Financial Bank	1,828,365.29
German American Bank	215,082.54
IU Credit Union	203,216.65
Peoples State Bank	104,136.06
Total Cash & Cash Equivalents	2,350,800.54
Total Checking/Savings	2,350,800.54
Total Current Assets	2,350,800.54
Other Assets	
Notes Receivable - Long Term	
Big Brothers Big Sisters	25,000.00
Big Time Trading	25,000.00
Bloomington Pets Alive	10,000.00
Bloomington Massage & Body Work	20,000.00
BTown Beauty Supply	15,000.00
Gaian Hands	7,000.00
KC Designs	20,000.00
Lash Envy	5,170.00
Michael's Uptown Cafe	8,610.98
My Fin, The Tap	10,426.01
My Sport's Locker	50,000.00
PALS	25,000.00
Red Tire Cab	12,000.00
Sew Secret	5,000.00
Spiral Bodies	19,000.00
The Right Hand Lady LLC	6,000.00
Vanishing Aesthetics	50,000.00
Total Notes Receivable - Long Term	313,206.99
Total Other Assets	313,206.99
TOTAL ASSETS	2,664,007.53
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable	23,500.00
Total Accounts Payable	23,500.00
Total Current Liabilities	23,500.00
Total Liabilities	23,500.00
Equity	
Opening Balance Equity	1,565,019.23
Unrestricted Net Assets	789,759.06
Net Income	285,729.24
Total Equity	2,640,507.53
TOTAL LIABILITIES & EQUITY	2,664,007.53

Bloomington Urban Enterprise Association

12/07/21

Profit & Loss

Accrual Basis

November 2021

	Nov 21	Jan - Nov 21
Ordinary Income/Expense		
Income		
AIEZ Fees Refunded	0.00	18,925.02
Business Zone Loan Interest	22.25	563.42
EZID Loan Program Interest	0.00	21.19
Zone Membership Fees	259,383.13	516,023.51
Total Income	259,405.38	535,533.14
Expense		
Bank Service Charges	0.00	19.00
Grants		
Facade Grants	0.00	15,338.75
Grants-Miscellaneous	0.00	1,000.00
Recover Forward Grants	0.00	44,100.00
School Grants	0.00	35,000.00
Zone Arts Grants	0.00	3,499.00
Total Grants	0.00	98,937.75
Insurance Expense	0.00	3,382.00
Professional Fees		
Management	40,000.00	40,000.00
Total Professional Fees	40,000.00	40,000.00
Professional Services		
SBDC	0.00	45,000.00
Total Professional Services	0.00	45,000.00
RDC TIF Zone Participation Fee	49,637.49	51,887.43
Scholarships		
Business Scholarships	695.00	6,318.26
Resident Scholarships	0.00	3,000.00
Total Scholarships	695.00	9,318.26
Special Projects		
Lemonade Day	0.00	2,500.00
Total Special Projects	0.00	2,500.00
Void	0.00	0.00
Total Expense	90,332.49	251,044.44
Net Ordinary Income	169,072.89	284,488.70
Other Income/Expense		
Other Income		
Interest Income	79.04	1,240.54
Total Other Income	79.04	1,240.54
Net Other Income	79.04	1,240.54
Net Income	169,151.93	285,729.24

2021 BUEA Grant Commitments

12/6/21	Approved 2021	Committed	Paid	
	<u>Budget</u>			
<u>Education:</u>				
School Grants	\$35,000.00	\$35,000.00	\$35,000.00	
Resident Scholarships	\$9,000.00	\$9,000.00	\$3,000.00	
Lemonade Day	\$2,500.00	\$2,500.00	\$2,500.00	
Sub-Total	\$46,500.00	\$46,500.00	\$40,500.00	
<u>Business and Entrepreneurship:</u>				
Business Scholarship Program	\$5,000.00	\$0.00	\$0.00	ADD
SBDC/Cook Center/Mill	\$30,000.00	\$45,000.00	\$45,000.00	
Dimension Mill Zone day passes	\$1,000.00	\$1,000.00	\$1,000.00	
Unspecified Grants	\$5,000.00	\$8,875.00	\$375.00	budget line increased to \$15,00
Sub-Total	\$41,000.00	\$54,875.00	\$46,375.00	
<u>Arts and Culture:</u>				
Zone Art Grants	\$40,000.00	\$0.00	\$0.00	In process
Historic Façade Grant	\$30,000.00	\$16,338.75	\$15,538.25	
City Art Program	\$30,000.00	\$0.00	\$0.00	
Sub-Total	\$100,000.00	\$16,338.75	\$15,538.25	
Grant Making Budget Sub-Total	\$187,500.00	\$117,713.75	\$102,413.25	
<u>ONE-TIME EXPENSES</u>				
<u>Rapid Response Grantmaking</u>				
Emergency Arts Grants	\$65,025.00	\$42,600.00	\$42,600.00	Include remaining 22425 in fall
Business Scholarships	\$10,800.00	\$7,200.00	\$6,098.26	
Project administration	\$12,210.00	\$3,847.95	\$0.00	
One-Time Budget Sub-Total	\$88,035.00	\$53,647.95	\$48,698.26	



MEMORANDUM

To: BUEA Directors

CC: Larry Allen, Legal Department
Jeff Underwood, Controller
Cheryl Gilliland, Office of the Controller
Holly Warren, Assistant Director of the Arts

From: Jane Kupersmith, Executive Director, BUEA

RE: 2022 Budget Memo

Background:

In the November 2021 BUEA Board meeting, BUEA staff presented a recommendation for the 2022 budget. At the December 2021 meeting, the board will review the budget and vote to amend or approve it. The budget presented in the December meeting packet is the same as at the November meeting.

The board requested 5-year revenue projections, which are included in the December packet. The revenue projects are based on existing EZIDs and their roll-off dates; 2021 Loan Interest Income; interest income based on the Rapid Response Fund loans and 2021 BUEA business loan interest; and one prospective 2021 personal property EZID.

The budget reflects the continuation of two 2021 trial programs (DEI/Anti-racism Scholarship program and the Mill Day Pass Program). It also includes expenses for 2 in-person info sessions, and an additional support person (intern) at \$8,000.

Staff also notes that there remains unused funds in the Emergency Arts Grants column of Rapid Response Grantmaking. The budget anticipates these funds reverting after being unused for 2 years. However, the budget retains the \$12,210 in the Rapid Response Project Administration line, as these funds will be used to administer the loan funds which will enter repayment in June of 2022.

BUEA Revenue projections 2022–2026

Year	Extant EZID income (including loan interest)	Prospective EZID PP income	BUEA Loan interest income	Total	
2022	\$262,867.48	\$248,028.00	\$1,546.00	\$512,441.48	
2023	\$197,304.29	\$248,028.00	\$2,156.00	\$447,488.29	
2024	\$184,943.44	\$248,028.00	\$2,156.00	\$435,127.44	
2025	\$158,238.51	\$248,028.00	\$2,156.00	\$408,422.51	
2026	\$133,073.79	\$248,028.00	\$2,156.00	\$383,257.79	

2022 BUEA Budget
Draft V2 12-07-2021

	2019			2020				2021				Proposed 2022	
	Budget	Actual	var.	Budget	2020 Actual	Carryover Expense	var.	Carryover	Budget	2021 by EOY	var.		Carryover
Income Budget													
EZID Income		\$562,907.00			\$523,681.00				\$386,795.33	394,733.09	(\$7,937.76)	\$0.00	\$390,000.00
EZID loan interest fee		\$51,011.00			\$60,915.00				\$50,000.00	\$36,999.19	\$13,000.81	\$0.00	\$50,000.00
Loan Interest Income					\$278.53				\$268.71	\$108.37	\$160.34	\$0.00	\$250.00
Refunded AIEZ fee		n/a			\$11,089.00				\$12,000.00	\$18,925.02	(\$6,925.02)	\$0.00	\$10,000.00
Earned interest					\$6,118.00				\$6,000.00	\$901.07	\$5,098.93	\$0.00	
					\$602,081.53				\$455,064.04	\$451,666.74	\$3,397.30	\$0.00	\$450,250.00
ADMINISTRATIVE BUDGET													
Professional Services	\$35,000.00	\$70,000.00	(\$35,000.00)	\$35,000.00	\$35,000.00		\$0.00	\$0.00	\$40,000.00	\$40,000.00	\$0.00	\$0.00	\$40,000.00
Accounting & Tax Services	\$1,000.00	\$0.00	\$1,000.00	\$2,500.00			\$2,500.00	\$0.00	\$2,500.00	\$1,000.00	\$1,500.00	\$0.00	\$2,500.00
Temp support staff													\$8,000.00
Postage/Printing		\$0.00	\$0.00	\$250.00	\$0.00		\$250.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Subscriptions/Dues	\$750.00	\$750.00	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Professional Bonds	\$2,300.00	\$2,150.00	\$150.00	\$2,250.00	\$2,250.00		\$0.00	\$0.00	\$2,250.00	\$3,382.00	(\$1,132.00)	\$0.00	\$3,500.00
Miscellaneous Expenses	\$500.00	\$177.00	\$323.00	\$500.00	\$0.00		\$500.00	\$0.00	\$500.00	\$0.00	\$500.00	\$0.00	\$500.00
Advertising/Marketing	\$5,000.00	\$0.00	\$5,000.00	\$5,000.00	\$0.00		\$5,000.00	\$0.00	\$1,000.00	\$0.00	\$1,000.00	\$0.00	\$1,000.00
Sub-Total	\$44,550.00	\$73,077.00	(\$28,527.00)	\$45,500.00	\$37,250.00		\$8,250.00	\$0.00	\$46,250.00	\$44,382.00	\$1,868.00	\$0.00	\$55,500.00
GRANTMAKING BUDGET													
Education:													
School Grants	\$31,340.00	\$64,700.00	(\$33,360.00)	\$35,000.00	\$32,490.00		\$2,510.00	\$0.00	\$35,000.00	\$35,000.00	\$0.00	\$0.00	\$35,000.00
Resident Scholarships	\$6,000.00	\$1,800.00	\$4,200.00	\$6,000.00	\$6,000.00	\$1,800.00	\$0.00	\$0.00	\$10,500.00	\$9,000.00	\$1,500.00	\$0.00	\$10,500.00
Lemonade Day	\$2,500.00	\$2,500.00	\$0.00	\$2,500.00	\$2,500.00		\$0.00	\$0.00	\$2,500.00	\$2,500.00	\$0.00	\$0.00	\$2,500.00
Sub-Total	\$39,840.00	\$69,000.00	(\$29,160.00)	\$43,500.00	\$40,990.00		\$2,510.00	\$0.00	\$48,000.00	\$0.00	\$48,000.00	\$0.00	\$48,000.00
Business and Entrepreneurship:													
Business Scholarship Program	\$6,000.00	\$2,088.00	\$3,912.00	\$5,000.00	\$5,000.00	\$1,499.00	\$3,501.00	\$0.00	\$5,000.00	\$4,669.87	\$330.13	\$0.00	\$5,000.00
SBDC/Cook Center	\$30,000.00	\$30,000.00	\$0.00	\$30,000.00	\$30,000.00	\$0.00	\$30,000.00	\$0.00	\$30,000.00	\$45,000.00	(\$15,000.00)	\$0.00	\$45,000.00
Dimension Mill Zone day passes									\$1,000.00	\$1,000.00	\$0.00	\$0.00	\$1,000.00
Unbudgeted Grants		\$0.00	\$0.00	\$10,000.00	\$5,000.00		\$5,000.00	\$0.00	\$5,000.00	\$15,000.00	(\$10,000.00)	\$0.00	\$15,000.00
Sub-Total	\$36,000.00	\$32,088.00	\$3,912.00	\$45,000.00	\$40,000.00		\$38,501.00	\$0.00	\$41,000.00	\$65,669.87	(\$24,669.87)	\$0.00	\$66,000.00
Arts and Culture:													
Zone Art Grants	\$40,000.00	\$41,235.87	(\$1,235.87)	\$40,000.00	\$40,000.00		\$0.00	\$0.00	\$40,000.00	\$40,000.00	\$0.00	\$0.00	\$40,000.00
Historic Façade Grant	\$50,000.00	\$10,000.00	\$40,000.00	\$30,000.00	\$6,650.00	\$19,194.00	\$23,350.00	\$0.00	\$30,000.00	\$16,338.75	\$13,661.25	\$0.00	\$40,000.00
City Art Program	\$30,000.00	\$3,500.00	\$26,500.00	\$30,000.00	\$30,000.00		\$0.00	\$0.00	\$30,000.00	\$30,000.00	\$0.00	\$0.00	\$30,000.00
Strategic Communications Professional	\$5,000.00	\$5,000.00	\$0.00				\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Sub-Total	\$125,000.00	\$59,735.87	\$65,264.13	\$100,000.00	\$76,650.00		\$23,350.00	\$0.00	\$100,000.00	\$86,338.75	\$13,661.25	\$0.00	\$110,000.00
Grant Making Budget Sub-Total	\$200,840.00	\$160,823.87	\$40,016.13	\$338,500.00	\$157,640.00		\$64,361.00	\$0.00	\$189,000.00	\$152,008.62	\$36,991.38	\$0.00	\$224,000.00
ONE-TIME EXPENSES													
Rapid Response Grantmaking													
Emergency Arts Grants				\$112,500.00	\$47,475.00		\$65,025.00	\$65,025.00	\$65,025.00	\$42,600.00	\$22,425.00	\$0.00	\$0.00
Business Scholarships				\$25,000.00	\$14,200.00		\$10,800.00	\$10,800.00	\$10,800.00		\$10,800.00	\$0.00	\$0.00
Project administration				\$12,500.00	\$290.00		\$12,210.00	\$12,210.00	\$12,210.00		\$12,210.00	\$12,210.00	\$12,210.00
One-Time Budget Sub-Total				\$150,000.00	\$61,965.00		\$88,035.00	\$88,035.00	\$88,035.00	\$42,600.00	\$45,435.00	\$12,210.00	\$12,210.00
Total income					\$602,081.53				\$455,064.04	\$451,666.74		\$0.00	\$450,250.00
Total expenditures	\$245,390.00	\$233,900.87	\$11,489.13	\$384,000.00	\$256,855.00		\$72,611.00	\$88,035.00	\$323,285.00	\$238,990.62	\$38,859.38	\$12,210.00	\$291,710.00
Net income					\$345,226.53				\$131,779.04	\$212,676.12		\$12,210.00	\$158,540.00

20 hrs per week

Hylant states this market-related increase is permanent

Goal: 2 in-person events

Continuing Mill pilot
Committing to DEI / Anti-Racism, MBE program growth

Uptick in inquiries for 2022.