



**Adult Children of Alcoholics & Dysfunctional Families
World Service Organization**

1901 East 29th St, Signal Hill, CA 90755

Phone: (562) 595-7831

This is a regularly scheduled meeting with notice given on the ACA WSO website.
Please contact the board secretary for any comments, requests or questions about this meeting at secretary@acawso.org

MONTHLY TELECONFERENCE MINUTES

December 9, 2023

2:00 PM ET - 3:45 PM ET

Zoom Meeting Details:	Dial
Link: https://us02web.zoom.us/j/228809511	US: 1-929-205-6099
Zoom ID: 228 809 511 Passcode: 90755	For Numbers Outside US: Outside US Phone #'s

I. Opening

A. Call to Order – Open with the ACA Serenity Prayer

B. Readings:

Concept XII: In all its proceedings, Adult Children of Alcoholics World Service Organization shall observe the spirit of the ACA Twelve Traditions, taking great care that the conference never becomes the seat of perilous wealth or power; that sufficient operating funds, plus an ample reserve, be its prudent financial principle; that none of the Conference members shall ever be placed in a position of unqualified authority over any of the others; that all important decisions be reached by discussion vote and whenever possible, by substantial unanimity; that no WSO action ever be personally punitive or an incitement to public controversy; that though the WSO may act for the service of Adult Children of Alcoholics, it shall never perform any acts of government; and that, like the fellowship of Adult Children of Alcoholics which it serves, the WSO itself will always remain democratic in thought and action.

Diversity Statement: ACA is an inclusive organization and open to all affected by family dysfunction. We strive to create an atmosphere that reflects the diverse communities we serve and where everyone feels empowered to be their full, authentic selves.

Health and Safety Statement: ACA WSO is committed to the health and safety of all who are choosing to be in service within the fellowship. “Good service leaders . . . are, at all levels, indispensable for our future functioning and safety.” (Concept IX) This is a shared responsibility. Our service experience is affected by our personal recovery and by our commitment to Tradition One - unity. With this cooperative approach, we prioritize the health and safety of our committees and ourselves.

Meeting Protocol: This is a business meeting and we appreciate that everyone has brought their healthy adult. We have built in time for questions and comments after each of the agenda sections and related reports. In order to be most efficient, we will keep the discussion focused on the agenda topics. We will be muting anyone who is disruptive to the meeting and respectfully move to the next person to ensure we prioritize the health and safety of all participants. If you would like to discuss a topic that is not covered on the agenda, please feel free to send your suggestions two weeks prior to each meeting to the Secretary at secretary@acawso.org. Or if you have a question about a specific committee, please send it to that committee chair.

Notice of Recording: Audio recordings of the teleconference will be posted online. We ask that you remain aware of this if you choose to speak during today's call.

- C. Roll call of Board Members: Bradford H., Sue V., Tamara P.
Absent: Fredrik H., Dove H. (on leave)
Quorum - Established
- D. Meeting Support:
 - a. Chair: Sue V.
 - b. Notetaker: Trish I./ Assistant to Board Secretary
 - c. Tech Hosts: #1. Brad L. #2. Tamara P.
 - d. Timekeepers: Bradford H.
- E. Guest Introductions - Please add to Zoom chat or rename yourself with your WSO or local service role, delegate, first name, country/state/province. (40 total participants: 3 board members, 4 staff, 6 com. chairs, 27 participants)

II. Minutes

Board Teleconference Minutes link: [2023-09-09 Monthly Teleconference Minutes](#)

[NOTE: Please send any corrections to the minutes to the Secretary prior to the meeting at Secretary@acawso.org]

Motion: To approve the minutes of the September 9, 2023 Board Teleconference Meeting (Tamara P.)

See: [2023-09-09 Monthly Teleconference Minutes](#)

Second: Bradford H.

Decision: Motion passed unanimously. Fredrik and Dove were absent.

III. Executive Reports

- A. [Board Report](#): Sue V. presented the report.
- B. [Treasurer's Report | ACA WSO: Finance Committee | ACA WSO](#): Bradford H. presented the report.
(Note: the financial reports presented are for the month two months prior to current month)
- C. [WSO Office/General Mgr. Report](#): - Bill D. presented the report.
- D. Board, Staff, Committee Chairs and Guest Questions/Comments
 - Are these presentations available after the meeting?
 - Yes, IT will post a link to this webpage with the reports.

- Since you have a public sign outside the office are you seeing any interest in ACA?
 - We have not had anyone come off the street to ask about ACA however, we are seeing an increased amount of in person pick ups at the office now that we have the zoning to say this is where ACA is.
- Is there a way to figure out the total contributions by our meeting?
 - They can go to the donor dashboard at the ACA website and enter their email address and find out how much is allocated by that email.
 - Can this be done by a meeting number?
 - On the website they can track contributions they made via the website. Contributions made by email are separate. Usually the Treasurer uses the same email to make contributions so you can use this email to find this amount.
 - Also, on the Treasurer's report it shows contributions by group for the month of October.
- On the budget are we functioning at a deficit right now? Also, are we functioning with a prudent reserve?
 - Yes, we have a prudent reserve of \$150,000.
 - Can it be noted on the report so we can see this?
 - Yes, the Treasurer will note this.

IV. Collaboration Committee Topics

(All reports can be found on the business website at: [ACA WSO | Adult Children of Alcoholics World Service Organization](#) - see links below for specific reports)

A. **Business Operations Topic: - 2024 Website-** Brad L, IT Manager, gave a short presentation of some of the test pages and features of the new ACA website.

Board, Staff, Committee Chairs and Guest Questions/Comments

- I got a message from Brad that I was delisted and I need to sign the agreement. I had signed it so I would have to lie.
 - Can you post your email and Brad L. will follow up directly with you after the meeting.
- Can the board speak to the new requirements in order to register a new ACA meeting?
 - Tamara will gather information and get back to this person (KJ) via email.
- Are you looking for more volunteers in IT for the new website?
 - Some areas we are doing well and yet we are looking for volunteers to edit webpages and need to know how to use WordPress.
- I am working with the Service Manual subcommittee and will reach out to Brad L. with my question.

[Reference Links to Business Operations Committee Reports/Webpages:

- a. [Data Analysis Committee](#) - Chair: Brian
- b. [IT Committee](#): IT Manager - Brad L., Chair: Marcin
- c. [Name Change Study](#) - Chair: Brad L.
- d. [WSO Office](#): General Manager - Bill D.
- e. [Publishing Committee](#): Chair - Sue V.]

B. Fellowship & Public Engagement **Topic: Public Services H&I: Correspondence Outreach to Institutions (COI)** - Rich R., Chair of PS and H&I Committee presented information on this topic including:

- The Hospital and Institutions committee has been working on the correspondence outreach to institutions for a while now.
- We've gotten the guidelines written up, it's gone through the collaboration committee and it's on to the board for approval.
- But the program is basically up and running. We have had about twenty now, letters from different people who are incarcerated.
- *[Rich reads a letter received without sharing the name]*

Board, Staff, Committee Chairs and Guest Questions/Comments

- Is this available to men and women?
 - Yes, there are. We currently have a shortage of men to be fellow travelers with someone incarcerated.
- You mentioned that in CA the prisons are giving the flier for ACA, are we promoting or where do they get the fliers?
 - No, we are not promoting that. It appears that employees or a warden know the benefits of ACA. It was a home-made flier. It is not a statewide initiative; it was in one prison in CA.
- Have you reached out to the men's meetings in our organization and made a suggestion they may want to participate?
 - No, we have not. I started to post the letters on the general Slack channel. I will bring this suggestion to the committee.
- Are you reaching out to juvenile centers through the committee?
 - We have talked about it and have limited manpower on the committee. Anyone who has an inclination to join our committee, that is how it will get done; it will probably have to be done at the local level, not WSO level.

[Reference Links to Fellowship and PE Committee Reports/Webpages

- a. [Member Services Committee](#): Chair - Dove H. [Regions/Intergroups subcommittee](#)
- b. [Safety Resources Committee](#): CoChairs -Marcin. and Rich R.
- c. [Public Services and Hospitals & Institutions Committee](#): Chair -Rich R.
- d. [European Committee](#): Chair - Edmundas
- e. [Global Members Committee](#): Chair -Shangreila]

C. Policy & Structure **Topic: Needs in ABC Planning** - Marcus, one of the CoChairs of ABC committee presented this topic including:

- Since September we have hosted the November 4 Quarterly Delegate meeting (QDM).
- Currently working on planning the February 3, 2024 QDM.
- Committee has three co-chairs and two other active members. One of the co-chairs (fourth) had to resign in September.
- One area we need help with is delegate engagement - no one has been on this subcommittee for nine months.

- If you are interested in delegate business meetings and you want to know more about them, if you want to communicate with other delegates, please consider joining the ABC committee and don't feel you need particular skills. Everyone is a delegate except for one person and the people are a joy to work with.

Board, Staff, Committee Chair and Guest Questions/Comments

- I have been part of the ABC planning process and know how much goes into planning. I want to go back to the vote to have quarterly meetings. Wouldn't it have been beneficial to discuss how much resources are needed before this was voted on?
 - I think this is true. It would have been beneficial to have done this.
 - This was a delegate decision to do this so that is why we have been doing it, following the direction of the conference.
- Are you talking about the quarterly meetings for this meeting or the delegate meetings?
 - This is about the ABC quarterly meetings.
- When I voted for it as a delegate it was so we could have more time, so how can we modify this?
 - This discussion will continue at the QDM's and ABC.

[Reference Links to Policy and Structure Committee Reports/Webpages:

- [ABC AWC Committee](#): CoChairs- Edmondas, Marcus, Carmen, Brian
 - [ABC Study](#) : Chair - Jim R.
- [ABC Proposals & Ballot Prep. Committee](#): Chair- Jim R.
- [Archives Committee](#): Chair - Joe C.
- [Concepts 2 & 6 Study](#): Coordinators: Charlie H. & Kelle J.
- [Nominating Committee](#): Chair- Denise R.
- [Operating Policies and Procedures Committee](#): Chair is open
- [Volunteer Resource Committee](#): CoChairs- Jim R. and Laura L.]

- D. Content Development Topic - New Book- **Connections** - Christine, Literature Committee Chair, presented information in this topic. See:  [Connections.pdf](#)

Board, Staff, Committee Chair and Guest Questions/Comments

- Thank you so much, this has been much needed.
 - If you're interested in volunteering with the literature committee I have posted our email in Slack. Also, we are having an open house next Saturday the sixteenth. The Zoom information is all posted in our chat.
- This book has been sorely needed. I'm always hearing there's so many members coming from other 12 steps and they want to jump in and they're begging for sponsors.
- We also have a whole section on service sponsorship in this document and how important it is for all of us in service to have someone that we can ask questions of and get comments from. And for me personally, my best service sponsors are those who are not serving with me on a committee so they don't necessarily know the other parties because I really need an objective view.

[Reference Link to Committee Report: [Literature Committee](#): Chair - Christine B.]

V. **Promise 7 Break**

VI. Feedback on Frequency and Format of Future Teleconferences (TC) - Sue V.

- Sue presents the opening to this topic including:
 - This conversation is about going into 2024 and beyond, what our needs are and how we want to see Teleconferences both in terms of frequency and in terms of format. This includes feedback on the name of “teleconference.” This is from the old days and is not easy to translate or understand internationally. Also, the TC has been the second Saturday of the month at 2:00PM Eastern US time zone, which works really well for a lot of places and not well for some parts such as Asia and Australia. In today's world we have almost over 2,600 meetings, over 50-60 countries across, over 20 time zones around the world. That's our fellowship.
 - In today's world we have five trustees out of a possible 20 trustees. Those trustees including myself are working very hard for the fellowship behind the scenes in our meetings and additional meetings for things that need our attention. At any given time the board has like 50 requests for their attention that we prioritize and that we delegate to our various committees. We think it's time that we take a pause, and figure out what's working and what's not working.
 - The purpose of the teleconference in the OPPM is to help maintain transparency of operations and I would say it's key to building trust. And in the early days we had paper mail, we had emails, and in the past we've had 10 trustees. What do we have in today's world right now for openness and transparency?
 - We post all board motions every month and questions can go to the secretary email.
 - Finance reports are posted, treasure reports are posted, committee reports are posted. We have a website that's very full.
 - We have a website for WSO with information and an organization chart, with board and committee emails and phone numbers for the office.
 - We also, according to our bylaws, do the annual ABC and we report extensive information and reports. We also have been presenting information at the quarterly and getting feedback from the delegates.
 - It is nothing short of a miracle that we have been able to accomplish what we have in WSO with reduced trustees, we are now down to five, and four right now with one on leave. This could not have been achieved without the dedication and commitment of the trustees, staff, committee chairs, committee volunteers and you attending this meeting. Thank you. Let's see how we can continue to serve our fellowship in 2024.
 - We don't want to burn anybody out and yet at the same time we have an obligation to be open and transparent in providing all the information that we are doing and maybe more so if more is required.
 - So I'm going to open it up for comments and questions. We're open for creative solutions as we move into 2024.

Discussion/Input on Teleconferences

- Having been on the board twice I know how much work the board does. And I do know that a long time ago we decided that board members not be committee chairs and so we do need more volunteers. Many, many more volunteers. What I see in my little area of the world here is a nonprofit organization that trains nonprofit people. There was a seminar for training people

how to be board members. And I think that if people who have been in this program for a lot of years who have not been trustees would have an opportunity for training first, they might actually present themselves as nominees for trustee. You need 20 board members so if you offer the training you may get more.

- Your website says it is held monthly so it would be helpful to have the website updated.
- I certainly would wonder if the quarterly delegate meetings were reigned back in, would we go back to having the monthly teleconferences.
- The thing about transparency for me, it's one thing just to read what the board has done - motions that are passed. That for me isn't really allowing fellowship input. That's just being told what you all have done. And I have found it quite challenging to ask questions and get answers about things that concern me. And so for me, that's a big part of the TCs being held monthly being more important than the quarterly delegate meetings.
- I'm the chair of the nominating committee and one thing that is a big misconception is that the board is paid, they are unpaid volunteers. And they spend a minimum of 15 hours/week up to sometimes 30. I think that TCs are unnecessary. Not only is the board overworked, a lot of the committee chairs and the committee members are the same people doing a whole lot of service and we're taking a weekend day for the teleconference. We spend time doing the reports and the information is available to everyone. So I mean less is more and I think we need to take care of all volunteers.
- I counted them up and the board is involved in like 18 standard meetings plus events. That's a lot of work for five people. An older nonprofit organization what they did with what we call TC is that they cut them in half. They made a decision to have them either on odd months or even months and then they synchronize them with what we are calling the QDM's. And, my recommendation would be to cut the QDMs in half so that all the work is not being done by just a small number of people. And to keep in mind that even if we decide to do that, we can make different decisions in the future. I have to be cognizant of the fact that as an adult child, I was programmed to believe that once I made a decision I had to die on that decision and I learned with recovery that I have the right to change my mind. I can make another choice.
- I just wanted to kind of lean into the support of four TCs per year. And I like the idea of cutting our conference meetings down to two meetings a year. It's just the reality of where we are. Part of my recovery has been living in the real world, and accepting and then surrendering what I can't control, you know, rather than trying to force things to be how I want them to be, even if the resources aren't there. I also like the idea that, you know, we're reducing the content of the TCs down to 90 min or so. Ninety minutes is a reasonable ask for people.
- The "we agnostics" community is still waiting for a reply from the Board of Trustees about our unfortunate interaction with the San Francisco Bay Area intergroup. It is business and has to do with Traditions and Concepts, and we're still waiting. I see the board as having taken on too much. If the board would let the conference be the conference and take care of the conference so that the board could actually be available to deal with the business of the corporation. That would be incredibly helpful.
- Two things that I've thought of. One, we need members on the board of trustees that are not in ACA. Because when you get a group of adult children together and they're doing their workplace laundry list stuff in a working group, it can cause problems. I was looking at the alcoholics anonymous format and they actually have people on their board of trustees or board of governors or whatever they call it that are not alcoholics. But what they do have is business acumen. So that's a suggestion I would make. And the other is if you do change from monthly

teleconferences to quarterly or whatever, how are you going to look at the requirements for being on the Board of Trustees? Because right now the requirements for being on the Board of Trustees talks about attending X number of monthly teleconferences in the year previous to submitting your application. And I think there's already enough confusion about getting on the board of trustees that that's gonna have to be looked at.

- I am the delegate for Web 1019 and I actually like the format of quarterly teleconferences. I also like the format of highlighting individual reports from committees for each collaboration committee although I am very aware of how that creates a reduction in transparency when we go down from 12 teleconferences with each committee delivering a report to four teleconferences a year. So we're hearing a lot less about the nitty gritty detail work in the committee. So I'm very aware of that. I think. There needs to be some reconsideration of the service structure in our fellowship that needs to be driven by delegates. I think WSO is currently taking on a lot of responsibilities regarding facilitating the group conscience of the fellowship. And I think that would need to be more strongly driven by delegates rather than by WSO. So I'm hoping in the near future that there might be a more vibrant conversation about how those responsibilities could be redistributed.
- Well, I've been doing reports for a while from the teleconferences to my intergroup and meetings. I'm no longer doing that monthly. It would be useful to take all the reports and put them in a page on the website so that you've got all the links on one page each month. Otherwise you're going all over the website to find each different report. That could help take the place of a monthly conference just to have one place on the website.
- What is our legal requirement as a non-profit in regards to board meetings and membership meetings?
 - We have checked this and there is no legal requirement for us to do monthly or quarterly teleconferences. It's based on what our bylaws and our OPPM say. If we were a government agency, it would be different apparently according to legal counsel. We are required according to our bylaws and our OPPM to have one annual business conference, as it stands.

Additional Input Shared via Zoom Chat

- I am a group rep for a meeting in Salt Lake City, Utah. Thank you all for the tremendous work that you do. I have been attending these teleconferences and bringing info back to our group about WSO and the work being done. I like the idea of quarterly teleconferences. It is enough for my group to stay updated on what is going on. I believe that If the manpower resources are limited, the well being of those doing the work should be a factor.
- I think it's important to always keep in mind capacity and self-care in terms of how much is done and how often.
- From the website of Nolo (publications re: legal matters written in layperson language), “In many states, nonprofits must hold at least one meeting a year, although most organizations go beyond the minimum requirement and hold monthly or quarterly meetings.” Doesn’t exactly pose a solution for us, but credible information. Requirements for Nonprofit Annual Meetings: <https://www.nolo.com/legal-encyclopedia/requirements-for-nonprofit-annual-meetings.html#:~:text=In%20many%20states%2C%20nonprofits%20must,hold%20monthly%20or%20quarterly%20meetings>
- I disagree with including non ACA members on the WSO board for the following reason. I come from a program that has allowed that and the results have been catastrophic.

- The number of TCs could correlate to the number of Board members. So for example, if there are only 4 Board members then it meets 4 times a year. If there are 10-12 they meet more frequently which allows Board members to not have to give up as many of their weekends, Board members could rotate attending.

VII. Motions Passed for the Record


A. Motions passed at an Executive Committee Meeting

1. **Motion:** The Board of Trustees authorizes the General Manager to sign the engagement letter proposed by the law firm of Nevers, Palazzo, Packard, Wildermuth & Wynner, PC, of Los Angeles, California, as WSO General Counsel and to execute payment of an initial retainer of \$5,000 to begin the engagement. (Bradford H.)

Background: There are issues that WSO must address and decide that have legal ramifications. It is the fiduciary duty of the Board of Trustees and management to ensure that those decisions are made with the guidance of competent legal counsel. This law firm was chosen because of its experience as legal advisors to a similar nonprofit corporation and because they are based in California, where WSO is incorporated, and in Los Angeles near the WSO corporate office. This motion broadens the scope of legal counsel and adds \$1,000 to the previously approved \$4,000 for legal services for a total of \$5,000 for the retainer.

Second: Sue V.


Decision: Motion passed unanimously On November 2, 2023. Dove H. and Fredrik H. were absent.

2. **Motion:** To approve this document for submission to the November 4, 2023 Quarterly Delegate Meeting participants - See:  QDM Nov 4 Board Update final .pdf (Bradford H.)

Second: Tamara P.

Decision: Motion passed unanimously on November 2, 2023. Dove H. and Fredrik H. were absent.

B. Motions passed at a Board Working Session

1. **Motion:** To approve the final draft of the IRS Form 990 for 2022 and authorize the Board Chair to execute the documents that the accountant has identified as necessary in order to file them. See:  2022 Form 990 Public Disclosure Copy.pdf (Bradford H.)

Background: This final draft has been prepared by a tax professional and reviewed/approved by the Finance Committee. In addition, all the questions raised by the board have been answered/addressed.

Second: Sue V.

Decision: Motion passed unanimously on November 9, 2023. Dove H. was absent.

2. **Motion:** To approve the General Manager to sign WSO translation licenses and non-disclosure agreements for translation groups. (Tamara P.)

Background: In April 2022, the signing of translation licenses was delegated to the Publishing

Chair as they were also a Board Member since these are legal documents. Currently, the General Manager regularly signs contracts and is now involved with translation work. Therefore it will be more efficient and effective to assign this responsibility to the General Manager since the goal is to replace the Publishing Chair with a non-board member. The Publishing Committee supports this change.

Second: Fredrik H.

Decision: Motion passed unanimously on November 16, 2023. Sue V. and Dove H. were absent.

3. **Motion:** To appoint Tamara P. as the Audit Committee Chair (Bradford H.)

Background: WSO's total annual revenue will exceed \$2 million for the first time in 2023. This landmark comes with a mandatory audit requirement under California law. The first step in this process is for the Board of Trustees to create an Audit Committee based on specific criteria.

Second: Sue V.

Decision: Motion passed unanimously on November 30, 2023. Note: Fredrik submitted an absentee vote via email.

- C. Motions passed via Specific Concurrence (SC) - None
(A "specific concurrence" is an electronic vote and is often considered time sensitive and/or has previously been discussed during Working Sessions)
- D. Reference: Links to List of Motions for the Record posted on WSO website for:
- [September 2023](#)
 - [October 2023](#)

Staff, Committee Chairs and Guest Comments

- The motion passed about the attorneys and the retainer for \$5,000. Just curious - is that one time only and they're forever in our use or is that a month a year just for that time?
 - The retainer that was paid to the law firm is their standard procedure whenever they take on a new client. They get a retainer and they bill against that for their work and then we replenish the retainer when it gets to a certain level. That way they always know they're gonna get paid for legal advice.
- This format is awesome and it is so good. This meeting has not been mind-numbing as what was mentioned earlier about three hour long meetings

VIII. Closing

A. Announcements

- Following this meeting, there will be some committee breakout rooms for those interested - see those listed below.
- The January and February Teleconferences are rescheduled as the next Teleconference meeting will be held on March 9, 2023.
 - Monthly committee and board reports, along with a list of board motions passed, will continue to be posted on the WSO website each month.
 - Please direct any questions to the relevant Committee email (see: [ACA WSO-Organizational-Chart](#) for list of emails) or send to the Board at

Secretary@acawso.org

- B. Comment from GM: While I appreciate the comments regarding a delegate led conference, doing so without staff or board involvement is not following the AA model. The AA conference model has delegates, trustees and staff as members of the conference. There are delegate led conference committees, but all of the entities I mentioned above comprise the actual conference.
- C. Motion to Adjourn Meeting
- D. Closing Serenity Prayer

Post Meeting Committee Breakout Rooms (20 min.)

1. ABC Committee - with Carmen and Marcus
2. IT Committee and Name Study - with Brad L.
3. Literature Committee - with Christine
4. Nominating Committee - with Denise
5. Public Services and Hospitals & Institutions Committee -with Rich R.
6. Publishing Committee - with Sue and Bill
7. Anyone new to WSO - with Jim R.

REFERENCE Link: [ACA-World-Services-WSO-Resources.pdf](#)

APPENDIX - Copy of Statement of Financial Position (Balance Sheet)

WSO BOARD TREASURER'S REPORT FOR OCTOBER 2023

Adult Children of Alcoholics World Service Organization					
Statement of Financial Position (Balance Sheet)					
as of October 31, 2023, and September 30, 2023.					
				Oct 31, 2023	Sep 30, 2023
ASSETS					
Current Assets					
Checking/Savings					
	1000 · Cash & Cash Equivalents			388,322	463,858
	Total Checking/Savings			388,322	463,858
Accounts Receivable					
	1300 · Customer Receivable			48,498	9,374
	Total Accounts Receivable			48,498	9,374
Other Current Assets					
	1310 · Other Receivables			12,271	12,271
	1320 · SHOPIFY-Shopp'g cart receivable			5,620	5,708
	1330 · Interest Receivable			1,879	1,474
	1350 · Prepaid Expenses			85,756	102,878
	1400 · Inventory Asset			367,943	354,471
	Total Other Current Assets			473,469	476,802
	Total Current Assets (Total Checking/Savings + AR + Other Current)			910,289	950,033
Fixed Assets					
	1800 · Fixed Assets			212,434	235,686
	1830 · ROU Assets (Leased Assets)			755,447	768,700
	1860 · Accumulated Depreciation & Amortization			-125,346	-125,320
	Total Fixed Assets			842,535	879,067
	TOTAL ASSETS (Total Current plus Total Fixed Assets)			1,752,823	1,829,100
LIABILITIES & EQUITY					
Liabilities					
Current Liabilities					
Accounts Payable					
	2000 · Accounts Payable			24,564	7,758
	Total Accounts Payable			24,564	7,758
Credit Cards					
	2011 · Bank of America-Corp Card #1794			-11,995	5,738
	2012 · Bank of America-Corp Card #0904			59	84
	2013 · Bank of America-Corp Card #4978			1,622	14,086
	Total Credit Cards			-10,314	19,908
Other Current Liabilities					
	2100 · Payroll Liabilities			38,356	29,496
	2130 · Other Liabilities			37,434	70,812
	2200 · Accrued Liabilities			5,478	12,885
	25500 · Sales Taxes Payable			8,349	7,909
	Total Other Current Liabilities			89,616	121,101
	Total Current Liabilities (Total AP + CC + Other Current)			103,865	148,767
Long Term Liabilities					
	2300 · ROU Liability (Lease Liability)			781,256	781,256
	Total Long Term Liabilities			781,256	781,256
	Total Liabilities (Total Current plus Total Long Term Liabilities)			885,121	930,023
Equity					
	32000 · Unrestricted Net Assets			712,833	714,098
	32001 · Retained Earnings			-723	-723
	32100 · Restricted Net Assets			22,564	21,299
	Net Income			133,027	164,402
	Total Equity			867,702	899,077
	TOTAL LIABILITIES & EQUITY (Total Liabilities plus Total Equity)			1,752,823	1,829,100