



**Tulsa Community College
Regular Meeting of the Board of Regents
Thursday, April 20, 2017
Metro Campus, Room 617
3:00 p.m.**

AGENDA

1. Call to Order
 - 1.1 Open Meeting Compliance Statement
 - 1.2 Roll Call
2. Old Business
 - 2.1 Recommendation for Approval of the Minutes for the Regular Meeting of the Tulsa Community College Board of Regents held on Thursday, March 23, 2017
 - 2.2 Carry Over Items
3. President's Report and Possible Discussion
Presented by President Goodson
 - 3.1 Vision Tulsa Project: Southeast Campus Career Placement and Student Success Center
Special Guest – Tulsa Mayor G.T. Bynum
4. Student Success Update and Possible Discussion on:
Presented by Dr. Cindy Hess, Sr. Vice President & Chief Academic Officer
 - 4.1 Promotion in Rank – Full-Time Faculty
Special Guest – Carla Hinkle, MS, PTA: Associate Professor, Physical Therapy Assistant Program
5. Academic Affairs and Student Success Committee Report and Possible Discussion and Action on:
Presented by Regent Ballenger
 - 5.1 Changes in Academic Programs ([Attachment 5.1](#))
6. Community Relations and Workforce Development Committee Report and Possible Discussion
Presented by Lauren Brookey, Vice President of External Affairs

7. Personnel Report and Possible Discussion and Action on:
Presented by President Goodson
 - 7.1 Information Items
 - 7.1.1 Introduction of Recently Appointed Staff
 - 7.2 Consent Agenda ([Attachment 7.2](#))
 - 7.2.1 Retirement of Professional Staff Members
 - 7.2.2 Promotion of Full-Time Faculty Members
8. Facilities Committee Report and Possible Discussion
Presented by Regent Combs
9. Finance and Audit Committee Report and Possible Discussion and Action on:
Presented by Regent Lawhorn
 - 9.1 Purchase Item Agreements (>100k) – *No items*
 - 9.2 Consent Agenda (Between \$50k and \$100k ([Attachment 9.2](#)))
 - 9.2.1 Purchase of Architectural/Engineering Services
 - 9.3 Monthly Financial Report for March 2017 ([Attachment 9.3](#))
10. New Business
[Pursuant to Title 25 Oklahoma Statutes, Section 311(A)(9), “...any matter not known about or which could not have been reasonably foreseen prior to the time of posting.” 24 hours prior to meeting]
11. Persons Who Desire to Come Before the Board
12. Executive Session
[Proposed vote to go into executive session Pursuant to Title 25 Oklahoma Statutes, Section 307(B)(4), for confidential communications between a public body and its attorneys concerning pending investigations, claims or actions.]
 - 12.1 Confidential Report by College Legal Counsel Concerning Pending Litigation, Investigations and Claims.
13. Adjournment
 - 13.1 Next Meeting Date:

The next regular meeting of the Tulsa Community College Board of Regents will be held on Thursday, May 18, 2017, 3:00 p.m., in Room 1315 at Northeast Campus, 3727 E Apache, Tulsa, Oklahoma.

1. Call to Order

1.1 Open Meeting Compliance Statement

“Statement of Compliance with the Oklahoma Open Meeting Act
(Regularly scheduled meeting, April 20, 2017 at 3:00 pm)

This regularly scheduled meeting of the Tulsa Community College Board of Regents has been convened in accordance with the Oklahoma Open Meeting Act.

This meeting was preceded by advance notice of the date, time, and place, filed with the Oklahoma Secretary of State on December 15, 2016.

Notice of this meeting was also given at least twenty-four (24) hours in advance of the meeting by positing notice of the date, time, place, and agenda of the meeting at 12:00 p.m. on April 18, 2017 at the principal office of the Tulsa Community College Board of Regents, located at 6111 E. Skelly Drive, Tulsa, Oklahoma.

1.2 Roll Call

	<u>Present</u>	<u>Absent</u>
Paul H. Cornell, Chair	_____	_____
Robin F. Ballenger, Vice Chair	_____	_____
Martin D. Garber, Jr., Secretary	_____	_____
Samuel Combs, Member	_____	_____
Caron A. Lawhorn, Member	_____	_____
Ronald S. Looney, Member	_____	_____
William R. McKamey, Member	_____	_____

2. Old Business

2.1 Recommendation for Approval of the Minutes for the Regular Meeting of the Tulsa Community College Board of Regents held on Thursday, March 23, 2017

MOTION FOR APPROVAL OF THE MINUTES

MOTION:	
SECOND:	

<u>Totals</u>					<u>Motion Carried</u>		
YES		NO		Other	YES	NO	
					<input type="checkbox"/>	<input type="checkbox"/>	

2.2 Carry Over Items

3. President's Report and Possible Discussion

Presented by President Goodson

3.1 Vision Tulsa Project: Southeast Campus Career Placement and Student Success Center

Special Guest – Tulsa Mayor G.T. Bynum

4. Student Success Update and Possible Discussion on:

Presented by Dr. Cindy Hess, Sr. Vice President & Chief Academic Officer

4.1 Promotion in Rank – Full-Time Faculty

Special Guest – Carla Hinkle, MS, PTA: Associate Professor, Physical Therapy Assistant Program

5. Academic Affairs and Student Success Committee Report and Possible Discussion and Action on:

Presented by Regent Ballenger

5.1 Changes in Academic Programs

**MOTION FROM THE ACADEMIC AFFAIRS & STUDENT SUCCESS COMMITTEE FOR APPROVAL
NO SECOND NEEDED**

<u>Totals</u>					<u>Motion Carried</u>		
YES		NO		Other	YES	NO	
					<input type="checkbox"/>	<input type="checkbox"/>	

(Attachment 5.1: Changes in Academic Programs)

6. Community Relations and Workforce Development Committee Report and Possible Discussion

Presented by Lauren Brookey, Vice President of External Affairs

7. Personnel Report and Possible Discussion and Action on:
Presented by President Goodson

7.1 Information Items

7.1.1 Introduction of Recently Appointed Staff

7.2 Consent Agenda

7.2.1 Retirement of Professional Staff Members

Retirement of full-time faculty and professional employees submitted since the last meeting of the Board of Regents of Tulsa Community College.

7.2.2 Promotion of Full-Time Faculty Members

Promotions from Assistant Professor to Associate Professor recommended in compliance with Board policy.

(Attachment 7.2: Addendum for Personnel Consent Items)

**MOTION FOR APPROVAL OF THE PERSONNEL
 CONSENT AGENDA**

MOTION:	
SECOND:	

<u>Totals</u>					<u>Motion Carried</u>	
YES		NO		Other	YES	NO
					<input type="checkbox"/>	<input type="checkbox"/>

8. Facilities Committee Report and Possible Discussion
Presented by Regent Combs

9. Finance and Audit Committee Report and Possible Discussion and Action on: *Presented by Regent Lawhorn*

9.1 Purchase Item Agreements (>\$100K): *No items*

9.2 Consent Agenda (Between \$50k and \$100k)

9.2.1 Purchase of Architectural/Engineering Services

**MOTION FROM THE FINANCE & AUDIT COMMITTEE FOR APPROVAL
NO SECOND NEEDED**

<u>Totals</u>					<u>Motion Carried</u>	
YES	NO	Other			YES	NO
					<input type="checkbox"/>	<input type="checkbox"/>

(Attachment 9.2: Purchasing Consent Agenda)

9.3 Monthly Financial Report

It is recommended by the Finance & Audit Committee that the monthly financial report for March 2017 be approved as presented.

**MOTION FROM THE FINANCE & AUDIT COMMITTEE FOR APPROVAL
NO SECOND NEEDED**

<u>Totals</u>					<u>Motion Carried</u>	
YES	NO	Other			YES	NO
					<input type="checkbox"/>	<input type="checkbox"/>

(Attachment 9.3: Monthly Financial Report – March 2017)

10. New Business

[Pursuant to Title 25 Oklahoma Statutes, Section 311(A)(9), "...any matter not known about or which could not have been reasonably foreseen prior to the time of posting." 24 hours prior to meeting]

11. Persons Who Desire to Come Before the Board

Any person who desires to come before the Board shall notify the board chair or his or her designee in writing or electronically at least twelve (12) hours before the meeting begins. The notification must advise the chair of the nature and subject matter of their remarks and may be delivered to the president's office. All persons shall be limited to a presentation of not more than two minutes.

12. Executive Session

[Proposed vote to go into executive session Pursuant to Title 25 Oklahoma Statutes, Section 307(B)(4), for confidential communications between a public body and its attorneys concerning pending investigations, claims or actions.]

- 12.1 Confidential Report by College Legal Counsel Concerning Pending Litigation, Investigations and Claims.

MOTION FOR APPROVAL TO RECESS INTO EXECUTIVE SESSION

MOTION:	
SECOND:	

<u>Totals</u>					<u>Motion Carried</u>	
YES		NO		Other	YES	NO
					<input type="checkbox"/>	<input type="checkbox"/>

MOTION FOR APPROVAL TO RECONVENE INTO REGULAR MEETING

MOTION:	
SECOND:	

<u>Totals</u>					<u>Motion Carried</u>	
YES		NO		Other	YES	NO
					<input type="checkbox"/>	<input type="checkbox"/>

13. Adjournment

- 13.1 Next Meeting Date:

The next regular meeting of the Tulsa Community College Board of Regents will be held on Thursday, May 18, 2017, 3:00 p.m., in Room 1315 at Northeast Campus, 3727 E Apache, Tulsa, Oklahoma.

Tulsa Community College Changes in Academic Programs April 2017	
PROGRAM	REASON FOR CHANGE
PROGRAM NAME CHANGES	
International Language Studies Certificate and Foreign Language AA - Change program name to "World Languages"	Create consistency with these two program names as noted on the OSRHE program inventory and within our catalog.

Additional actions not requiring board approval:

42 courses are being suppressed from the catalog as they are no longer offered.

ADDENDUM FOR PERSONNEL CONSENT ITEMS:

Items listed under Personnel Consent Items will be approved by one motion without discussion. If discussion on an item is desired, the item will be removed from the "Consent Agenda" and considered separately at the request of a Board member.

RETIREMENT:

Paul C. Juen, Assistant Professor, Science and Math

Date: August 1, 2017

RECOMMENDATIONS FOR PROMOTION TO ASSOCIATE PROFESSOR:

<u>Name</u>	<u>Area of Responsibility</u>	<u>Location</u>
Brewer, Kirk	Speech and English	West Campus
Cudé, Gayle	Nursing	Southeast Campus
Deibert, Debbie	Child Development	West Campus
Hodges, Jenny	Mathematics	Southeast Campus
Khattab, Hussien	Mathematics	Southeast Campus
Liley, James	Mathematics	Metro Campus
O'Meilia, Janice	Biology	Metro Campus
Porterfield, Julie	Biology	Southeast Campus
Ripp, Sabrina	Mathematics	Northeast Campus
Ryan-Johnson, Kara	English and Developmental Skills	Southeast Campus
Smith, Patty	Biology	West Campus
Swanson, Mark	Biology	Southeast Campus

ADDENDUM FOR PURCHASING CONSENT ITEMS:

Items listed under Purchasing Consent Items will be enacted by one motion with no separate discussion. If discussion on an item is desired, the item will be removed from the “Consent Agenda” and considered separately.

1. Purchase of Architectural/Engineering Services

Authorization is requested to enter into a contractual agreement with Beck Design for design, engineering, construction and consulting services for the Southeast Campus Chatroom.

Acquisition of Professional Services

Total Purchase: \$98,000.00

TULSA COMMUNITY COLLEGE
FINANCIAL REPORT
MONTH ENDING MARCH 2017

TULSA COMMUNITY COLLEGE

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Educational & General

SCHEDULE B: Expenditure Summary by
Category

SCHEDULE E: Statement of Revenue,
Expenditures and Campus Store Equity

TULSA COMMUNITY COLLEGE
STATEMENT OF REVENUE AND EXPENDITURES COMPARISON
FOR THE PERIOD ENDING MARCH 31, 2017 AND MARCH 31, 2016

	MARCH FY17			MARCH FY16			\$ Change	Percent Change
	Budget	Year to date	Percent of Budget	Budget	Year to date	Percent of Budget		
Revenue								
Education & General								
State Appropriations	\$ 30,408,023	\$ 23,417,825	77.0%	\$ 36,600,023	\$ 24,960,399	68.2%	\$ (1,542,574)	-6.2%
Revolving Fund	2,336,458	3,418,954	146.3%	2,839,046	3,170,017	111.7%	248,938	7.9%
Resident Tuition	28,523,326	25,583,207	89.7%	27,636,535	25,476,954	92.2%	106,253	0.4%
Non-Resident Tuition	2,467,093	2,389,718	96.9%	2,578,634	2,306,755	89.5%	82,962	3.6%
Student Fees	5,634,788	5,127,127	91.0%	6,180,408	5,562,113	90.0%	(434,986)	-7.8%
Local Appropriations	39,167,963	16,500,000	42.1%	37,683,613	20,500,000	54.4%	(4,000,000)	-19.5%
Total	<u>\$ 108,537,651</u>	<u>\$ 76,436,831</u>	<u>70.4%</u>	<u>\$ 113,518,259</u>	<u>\$ 81,976,237</u>	<u>72.2%</u>	<u>\$ (5,539,407)</u>	<u>-6.8%</u>
Auxiliary Enterprises								
Campus Store	\$ 6,500,000	\$ 6,326,893	97.3%	\$ 8,816,213	\$ 6,659,024	75.5%	\$ (332,131)	-5.0%
Student Activities	2,035,500	1,925,147	94.6%	2,471,419	2,054,678	83.1%	(129,531)	-6.3%
Other Auxiliary Enterprises	8,464,500	3,351,674	39.6%	7,745,885	3,462,209	44.7%	(110,535)	-3.2%
Total	<u>\$ 17,000,000</u>	<u>\$ 11,603,714</u>	<u>68.3%</u>	<u>\$ 19,033,517</u>	<u>\$ 12,175,910</u>	<u>64.0%</u>	<u>\$ (572,196)</u>	<u>-4.7%</u>
Restricted								
Institutional Grants	\$ 4,576,625	\$ 3,565,937	77.9%	\$ 7,732,911	\$ 4,964,078	64.2%	\$ (1,398,141)	-28.2%
State Student Grants	2,277,003	3,614,268	158.7%	4,392,014	3,487,456	79.4%	126,812	3.6%
Total	<u>\$ 6,853,628</u>	<u>\$ 7,180,205</u>	<u>104.8%</u>	<u>\$ 12,124,925</u>	<u>\$ 8,451,534</u>	<u>69.7%</u>	<u>\$ (1,271,329)</u>	<u>-15.0%</u>
TOTAL REVENUE	<u>\$132,391,279</u>	<u>\$95,220,750</u>	<u>71.9%</u>	<u>\$144,676,701</u>	<u>\$102,603,681</u>	<u>70.9%</u>	<u>\$ (7,382,932)</u>	<u>-7.2%</u>
Expenditures								
Education & General								
Instruction	\$ 44,743,446	\$ 28,519,109	63.7%	\$ 47,642,238	\$ 28,539,872	59.9%	\$ (20,763)	-0.1%
Public Service	687,735	103,973	15.1%	544,020	92,140	16.9%	11,833	12.8%
Academic Support	19,888,729	10,779,028	54.2%	20,099,642	13,654,939	67.9%	(2,875,911)	-21.1%
Student Services	8,359,380	7,121,261	85.2%	9,029,409	6,137,731	68.0%	983,530	16.0%
Institutional Support	13,073,440	9,928,209	75.9%	14,079,500	11,038,951	78.4%	(1,110,742)	-10.1%
Operation/ Maintenance of Plant	16,128,554	9,472,727	58.7%	16,307,411	11,827,693	72.5%	(2,354,965)	-19.9%
Tuition Waivers	3,544,500	3,319,609	93.7%	3,375,756	3,214,152	95.2%	105,457	3.3%
Scholarships	4,350,000	4,241,464	97.5%	4,145,100	4,064,905	98.1%	176,559	4.3%
Total	<u>\$ 110,775,784</u>	<u>\$ 73,485,380</u>	<u>66.3%</u>	<u>\$ 115,223,076</u>	<u>\$ 78,570,382</u>	<u>68.2%</u>	<u>\$ (5,085,001)</u>	<u>-6.5%</u>
Auxiliary Enterprises								
Campus Store	\$ 6,355,000	\$ 6,035,732	95.0%	\$ 7,241,877	\$ 6,707,805	92.6%	\$ (672,073)	-10.0%
Student Activities	2,385,500	1,536,885	64.4%	2,439,017	1,634,527	67.0%	(97,642)	-6.0%
Other Auxiliary Enterprises	8,626,500	2,820,260	32.7%	7,736,844	3,129,468	40.4%	(309,208)	-9.9%
Total	<u>\$ 17,367,000</u>	<u>\$ 10,392,877</u>	<u>59.8%</u>	<u>\$ 17,417,738</u>	<u>\$ 11,471,800</u>	<u>65.9%</u>	<u>\$ (1,078,923)</u>	<u>-9.4%</u>
Restricted								
Institutional Grants	\$ 4,576,625	\$ 3,559,162	77.8%	\$ 7,732,911	\$ 5,198,785	67.2%	\$ (1,639,623)	-31.5%
State Student Grants	2,277,003	3,412,094	149.9%	4,392,014	3,457,417	78.7%	(45,323)	-1.3%
Total	<u>\$ 6,853,628</u>	<u>\$ 6,971,256</u>	<u>101.7%</u>	<u>\$ 12,124,925</u>	<u>\$ 8,656,202</u>	<u>71.4%</u>	<u>\$ (1,684,946)</u>	<u>-19.5%</u>
TOTAL EXPENDITURES	<u>\$ 134,996,412</u>	<u>\$ 90,849,513</u>	<u>67.3%</u>	<u>\$ 144,765,739</u>	<u>\$ 98,698,384</u>	<u>68.2%</u>	<u>\$ (7,848,870)</u>	<u>-8.0%</u>

**TULSA COMMUNITY COLLEGE
EXPENDITURE SUMMARY BY CATEGORY
FOR THE PERIOD ENDING MARCH 31, 2017 AND MARCH 31, 2016**

	MARCH FY17			MARCH FY16			\$ Change	Percent Change
	Budget	Year to date	Percent of Budget	Budget	Year to date	Percent of Budget		
EDUCATION AND GENERAL								
Salaries & Wages								
Faculty	\$ 17,550,232	\$ 11,463,082	65.3%	\$ 18,288,189	\$ 11,703,859	64.0%	\$ (240,777)	-2.1%
Adjunct Faculty	11,700,000	7,057,261	60.3%	12,893,590	7,051,894	54.7%	5,367	0.1%
Professional	12,405,669	7,931,897	63.9%	11,599,149	8,652,670	74.6%	(720,773)	-8.3%
Classified Exempt	4,158,105	2,602,305	62.6%	4,479,153	3,138,298	70.1%	(535,993)	-17.1%
Classified Hourly	13,316,054	10,028,820	75.3%	14,440,059	9,708,210	67.2%	320,610	3.3%
TOTAL	\$ 59,130,060	\$ 39,083,367	66.1%	\$ 61,700,140	\$ 40,254,932	65.2%	\$ (1,171,565)	-2.9%
Staff Benefits	\$ 21,569,019	\$ 14,358,064	66.6%	\$ 22,047,079	\$ 15,029,540	68.2%	(671,476)	-4.5%
Professional Services	2,835,900	1,384,080	48.8%	3,522,742	1,906,601	54.1%	(522,521)	-27.4%
Operating Services	14,527,578	8,986,813	61.9%	16,759,682	10,830,074	64.6%	(1,843,261)	-17.0%
Travel	452,420	253,904	56.1%	750,533	408,626	54.4%	(154,721)	-37.9%
Utilities	1,908,500	1,158,055	60.7%	2,015,900	1,260,984	62.6%	(102,929)	-8.2%
Tuition Waivers	3,544,500	3,319,609	93.7%	3,375,756	3,214,152	95.2%	105,457	3.3%
Scholarships	4,350,000	4,241,464	97.5%	4,145,100	4,064,905	98.1%	176,559	4.3%
Furniture & Equipment	2,457,807	700,023	28.5%	906,144	1,600,568	176.6%	(900,544)	-56.3%
TOTAL	\$ 110,775,784	\$ 73,485,380	66.3%	\$ 115,223,076	\$ 78,570,382	68.2%	\$ (5,085,002)	-6.5%

TULSA COMMUNITY COLLEGE
EXPENDITURE SUMMARY BY CATEGORY
FOR THE PERIOD ENDING MARCH 31, 2017 AND MARCH 31, 2016

	MARCH FY17			MARCH FY16			\$ Change	Percent Change
	Budget	Year to date	Percent of Budget	Budget	Year to date	Percent of Budget		
<u>CAMPUS STORE</u>								
Salaries & Wages								
Professional & Classified Exempt	\$ 258,122	\$ 225,210	87.2%	\$ 306,629	\$ 245,511	80.1%	\$ (20,301)	-8.3%
Classified Hourly	447,291	432,884	96.8%	599,206	400,786	66.9%	32,098	8.0%
Total Salaries & Wages	\$ 705,413	\$ 658,093	93.3%	\$ 905,835	\$ 646,297	71.3%	\$ 11,797	1.8%
Staff Benefits	\$ 224,587	\$ 191,076	85.1%	\$ 320,542	\$ 206,782	64.5%	\$ (15,705)	-7.6%
Professional Services	-	-	0.0%	-	8,048	0.0%	(8,048)	-100.0%
Operating Services	590,000	35,556	6.0%	180,500	38,877	21.5%	(3,322)	-8.5%
Travel	5,000	1,087	21.7%	15,000	3,194	21.3%	(2,107)	-66.0%
Utilities	85,000	16,083	18.9%	40,000	17,513	43.8%	(1,431)	-8.2%
Items for Resale - Campus Store	4,745,000	5,133,838	108.2%	5,780,000	5,787,095	100.1%	(653,258)	-11.3%
Furniture & Equipment	-	-	0.0%	-	-	0.0%	-	0.0%
TOTAL	\$ 6,355,000	\$ 6,035,732	95.0%	\$ 7,241,877	\$ 6,707,805	92.6%	\$ (672,073)	-10.0%
<u>STUDENT ACTIVITIES</u>								
Salaries & Wages								
Professional	\$ 613,385	\$ 380,506	62.0%	\$ 564,340	\$ 432,800	76.7%	\$ (52,294)	-12.1%
Classified Hourly	686,230	434,472	63.3%	808,166	466,000	57.7%	(31,528)	-6.8%
Total Salaries & Wages	\$ 1,299,615	\$ 814,978	62.7%	\$ 1,372,506	\$ 898,800	65.5%	\$ (83,822)	-9.3%
Staff Benefits	\$ 520,385	\$ 309,728	59.5%	\$ 396,565	\$ 358,659	90.4%	\$ (48,931)	-13.6%
Professional Services	46,181	17,538	38.0%	39,260	15,738	40.1%	1,800	11.4%
Operating Services	369,319	280,273	75.9%	435,766	275,719	63.3%	4,554	1.7%
Travel	40,000	22,684	56.7%	104,920	29,077	27.7%	(6,394)	-22.0%
Furniture & Equipment	10,000	43,072	430.7%	-	12,288	0.0%	30,784	250.5%
Items for Resale	100,000	48,611	48.6%	90,000	44,245	49.2%	4,366	9.9%
TOTAL	\$ 2,385,500	\$ 1,536,885	64.4%	\$ 2,439,017	\$ 1,634,527	67.0%	\$ (97,642)	-6.0%
<u>OTHER AUXILIARY ENTERPRISES</u>								
Salaries & Wages								
Professional	\$ 120,789	\$ 101,785	84.3%	\$ 82,000	\$ 164,622	200.8%	\$ (62,837)	-38.2%
Adjunct Faculty	188,132	131,848	70.1%	146,713	101,785	69.4%	30,064	29.5%
Classified Hourly	304,705	233,953	76.8%	320,000	268,204	83.8%	(34,251)	-12.8%
Total Salaries & Wages	\$ 613,626	\$ 467,586	76.2%	\$ 548,713	\$ 534,610	97.4%	\$ (67,024)	-12.5%
Staff Benefits	\$ 98,374	\$ 78,460	79.8%	\$ 65,613	\$ 83,834	127.8%	\$ (5,375)	-6.4%
Professional Services	447,082	258,790	57.9%	398,000	264,658	66.5%	(5,868)	-2.2%
Operating Services	4,813,558	868,129	18.0%	3,847,418	1,235,656	32.1%	(367,527)	-29.7%
Travel	-	23,994	0.0%	-	18,459	0.0%	5,534	30.0%
Utilities	750,000	456,613	60.9%	870,000	472,869	54.4%	(16,256)	-3.4%
Scholarship & Refunds	-	3,417	0.0%	-	-	0.0%	3,417	100.0%
Bond Principal and Expense	1,800,000	651,110	36.2%	2,000,000	432,958	21.6%	218,152	50.4%
Furniture & Equipment	100,000	10,673	10.7%	-	84,938	0.0%	(74,264)	-87.4%
Items for Resale	3,860	1,488	38.6%	7,100	1,485	20.9%	4	0.2%
TOTAL	\$ 8,626,500	\$ 2,820,260	32.7%	\$ 7,736,844	\$ 3,129,468	40.4%	\$ (309,207)	-9.9%

