



Annual General Report

For the year 2020

March 22, 2021



**Manitoba Camping Association
2020 Annual General Meeting
Virtual, from Winnipeg, MB
Monday March 22, 2021**

AGENDA

1. Call to Order
2. Welcome – Land Acknowledgement, Introductions
3. Establish Quorum
4. Adoption of Minutes from 2019 AGM
5. Reports:
 - a. MCA President – Wayne Eisbrenner
 - b. MCA Executive Director – Kim Scherger
 - c. Standards & Accreditation – Jared Clarke
 - d. Membership – Chris Chesham
 - e. Marketing & Communications – Danial Sprintz
 - f. Nominations – Kim Scherger
6. Audited Financial Report & Appointment of Auditors – Leanne Slobodian
7. Election of Directors – Wayne Eisbrenner
8. New Business
 - a. New Membership change
 - b.
9. Adjournment

Manitoba Camping Association

AGM Minutes

April 7, 2020 via Zoom

Attendees

Kim Scherger – MCA ED
 Amber Wiegand – Luther Village and MCA Board
 Henry Enns - Valley View
 Geoff and Angela Lott – Camp Nutimik
 Rick Scherger – MCA Staff
 Jocelyn McMullan – Provincial Govt Rep
 Danial Sprintz – Camp Massad
 Jerrod Henoach – BB Camp
 Connor Trueman– MCA Board
 Lexie Yurman and Jacob – BB Camp (Lexie – S&A committee)
 Andrew Sevigny – Dauphin Bible Camp and MCA Board
 Kim Fast - Cedarwood
 Richard Reimer - Cedarwood
 Dylan Brainer - Cedarwood
 Chris Chesham – Tim Horton Camp Whiteshell and MCA Board
 Mackenzie Scharf – Camp Manitou
 Rachel Hildebrand – Circle Square Ranch
 Janet Peters – Camps With Meaning and new MCA board member
 Howard Weir – Turtle Mountain Bible Camp
 Evie Kehler – Red Rock Bible Camp
 Leanne Slobodian – MCA Board Treasurer
 Darrell Janzen – Simonhouse Bible Camp
 Duane Goertzen – Roseau River Bible Camp
 Rick Bochinski – Camp Manitou
 Jared Clarke – Calvary Temple Bible Camp and MCA Board
 Neil Steward – Pioneer Camp Manitoba and new MCA board member
 Johnathan Beardy – Red Rock Bible Camp
 Audrey Hicks – Camp Arnes and MCA Board Member
 Ethan Winder – Winkler Bible Camp and S&A Committee
 Dale Wiebe – Winkler Bible Camp
 Jaron Byler – Beaver Lake Bible Camp
 Wayne Eisbrenner – MCA board and Camp Nutimik

Manitoba Camping Association AGM Minutes, April 7, 2020 continued

1. **Motion to accept Agenda – MSC AGM2020-01** Danial Sprintz / 2nd Andrew Sevigny
2. **Changes to Agenda** – Under new business 1) MCA COVID-19 updates
3. **Motion to accept Minutes from last AGM – MSC AGM2020-02** Chris Chesham / 2nd Howard Weir
4. **MCA President Report** – Any Questions – No Questions
5. **MCA Executive Director Report** – Any Questions – No Questions
6. **Standards and Accreditation Report** – Any Questions – No Questions
Additional under S&A
Accreditation 2019 camps – Presentation of plaques will done at a later date or mailed out.

Idea - a gathering once appropriate and okay to do so. Membership Committee can plan an event, with presentation. Chris idea – pick up at the office. Kim will make final decision and let camps know.

There will be some information regarding 2020 accreditation later on in meeting.
7. **Membership Report** – No report; Chris – verbal update, apology
Met quite often in Fall Winter. Planned networking & training events. That has taken a backseat because of current situation. Will start again when safe.
8. **Marketing/Communication Report**
Thank you to all people in the office especially Rick and all of the work that he has done.
Committee - Kim, Rick, Andrew and Amber. Dana also with Sunshine Fund. Had to cancel/postpone LunchEon, back on track once things settle. Hopefully Fall date for LunchEon.
9. **Nomination Report**
New potential board members:

Janet Camps with a Meaning – Came back to Camping ministry since 2016, summer staff then Program Director this year. See full bio in annual report.

Neil Steward – Pioneer Camp; Hotel business then 2012 joined Pioneer Camp. See full bio in annual report.
10. **Financial Report** – Any Questions – No Questions
Audit has been completed; the report is the audited report.

Motion to accept the annual reports as accepted – MSC AGM2020-03 – Andrew Sevigny / 2nd Amber Wiegand

Motion to accept Financial Report for the year of 2019 and appointment of auditors, Scarrow & Donald for next year 2020.

MSC AGM2020-04 Leanne Slobodian / 2nd Danial Sprintz

Manitoba Camping Association

AGM Minutes, April 7, 2020 continued

11. New Business

- 1) CCA board meeting April 8th, Wayne and Kim will send out information after that regarding new updates on COVID – 19.
- 2) Postponing all 2020 accreditations to 2021. This will bump every camp back one year. Kim will send out official information regarding this. If camps want a visit if this summer goes ahead, Kim will do visits.
- 3) Wayne thanks Kim for her efforts keeping everyone connected at the M, W, F Coffee Breaks
- 4) Sunshine Fund – applications have been suspended. Option to hold until 2021, or will refund. Donations accepted as well.
- 5) Camp Membership fees – Conversation as to whether to charge or refund.
- 6) Some camps not running this year.
 - Camp Nutimik waiting until May to make decision
 - BB – June 1st decision
 - Daniel – Coordinated between BB and Massad will be the same
 - LV – Kenora closed to everyone (border, mayor)
 - Calvary Temple Camp -Health Inspector says no programming till mid-May
 - Pioneer Camp - Decision not till June, staying fluid
 - Winkler Bible Camp – June 1st deadline
- 7) Heads up re: Insurance – Business Interruption and Infectious Disease Insurance - Order from Civil Authorities has to be what you go by otherwise you can mess up your insurance.
- 8) \$40,000 Loan with a \$10,000 forgiven. Apply through your financial institution. CEBA list of qualifications to receive. Payroll must be more than \$1,000,000.00. Talk to board and get on it. No interest loan if paid back by Dec 31/22.
- 9) Missed on Agenda – Slate of directors to vote on (Page 15 of Annual Report)

Motion to accept Slate as presented – MSC AGM2020-05 Jared / 2nd Johnathon Beardy

(Neil and Janet stay on for Board Meeting)

- 10) Laid off Rick at this time, assisting as a volunteer.
- 11) Thank you to outgoing Board Members Shawn Feely, Jeff, Chris and to the Board in general, good conversation, points of view. Thank-you MCA members for being here. We are a creative and resilient group.
- 12) Danial - Suffering from a perfectly times plague, we are all together, community has stepped up and worked together. Proud of how everyone in the camping industry is working together. Hold on together for summer.

Wayne echo's Danial.

- 13) Check out Slack – Canadian and American camps coming together. There are resources out there. Take care of both mental and physical health.
- 14) Jared / Dale lots of experience in camping ministry will share from their experiences. Stay strong together.

12. Motion to Adjourn – MSC AGM2020-06 – Danial Sprintz / 2nd Neil Steward

President's Report

I recently re-watched the movie, Groundhog Day and commiserated with Bill Murray in his having to relive each day. Unlike the movie which in the course of an hour or so changed to the next day, COVID-19 has not as of yet released its hold on our lives.

This past year has without question been one of, if not the most difficult year in the history of Canadian camping. Beginning with a late announcement that overnight camps would not be permitted, to the financial hardships created by the pandemic, this has been a year of flying by the seat of our pants. But guess what? Camp people are one of the most resilient group of individuals that we have in this country. Not only resilient but creative and that creativity was revealed in how many of you adapted and ran programming that was in keeping with health regulations.

At this time, we know that Day Camps will be permitted, albeit at a reduced capacity (for now), but there is a great deal of optimism that the summer of 2021 will be great.

I want to take this opportunity to thank Kim Scherger for taking the initiative in many ways to keep MCA camps and other non-MCA camps connected and up to date with the Monday Coffee Breaks. Thanks, Kim, for your advocacy with the various MLA's and MP's on behalf of the camping industry in Manitoba. Thank you, Rick and Dana, for your support in so many ways as we have navigated through these turbulent and uncertain days, weeks and months. Your efforts are appreciated beyond what words can truly express.

Thank you to the MCA family for allowing me to serve as your Association President during these last number of years. It's been a great opportunity and a pleasure to work alongside our Board Members and Staff. I look forward to the future and have every belief that better days are ahead.

Respectfully submitted,

Wayne Eisbrenner

Executive Director's Report

I was so excited to use 2020 in some of our advertising this past year...seeing clearer, needing hindsight or not moving forward...we didn't get there because, well I don't have to say why. But what did happen last year? One of the most important realizations that came out of 2020 for me/the MCA is solid relationships. I have gotten to know more of you/about your camp than I thought I would over a few years. I have laughed, cried, held up in prayer, brainstormed, discussed issues and possible solutions, had coffee/lunch, zoomed, talked over the phone or distanced, in person with over this past year. I have had conversations with almost everyone of our accredited camps, some of your chair people, some non-member camps...it has been amazing. This pandemic, which is keeping us apart, has actually kept us together (mostly virtually) and I know the MCA is stronger because of it.

As you will read more details ahead in the committee reports, our year began as usual, with an excitement brewing in the office about the years' events, starting with involvement at the Manitoba Outdoors Show in February followed by the Mid-Canada Boat Show, March 5-8. It was an exciting display of our generic "camp" set up at this event and staff and volunteers from a number of MCA camps gave their time to talk about camp to the "campers" who ventured in to experience camp. By the end of the boat show, there were a few hand sanitizer stands around the Convention Centre that weren't there on Thurs...hmmmm. And that was the end of anything public for the MCA/Sunshine Fund in 2020.

As many camps experienced staff layoffs, we sadly laid off Rick in March a week after the world shut down and Dana was laid off a couple weeks into April. Uncertainty was our most popular word for the next few months about what would happen with our 82 year old organization and the Sunshine Fund. I was grateful we received funding through the Green Team and Canada Summer Jobs for our summer student position to take care of the Sunshine Fund applications and refunds we needed to do. We were able to send 124 kids to camp in 2020, to the cost of \$17,264. We hope to get closer to our normal numbers this year, depending on what is allowed. Sydney returned for the second year with a full plate and had more assistance once Dana came back to work full time in August. Rick returned part time late-July and back to his regular hours in August as well.

We were able to bring them back to work thanks to both a Stability Grant from the Winnipeg Foundation and an anonymous grant from another funder. These were incredibly welcomed gifts along with our new and repeat donors' gifts throughout the summer. Our donors were generous and helped our organization continue. We are so thankful for them. We continue to gain new donors as we step out into the community in a number of ways promoting the Sunshine Fund and summer camps. The workload spread out and our team amped up planning for year end fundraising campaigns, incredible grant reporting and writing by Dana, connecting with our camps, donors and Sunshine Fund families regularly again. The work we did last year, even amid the pandemic, would not have been possible without our amazing staff team of Dana and Rick. I am so grateful for the work they do for this organization they are so passionate about.

Throughout the year I made connections and had phone calls, email conversations, wrote letters and had meetings with federal MP's, provincial MLA's, leaders of 2 of the provincial government parties, municipal mayors and reeves, with MB Public Health, a task force, consultant's to govt officials, a part of task forces, provincial camping associations across Canada and the Canadian Camping Association. I had interviews with tv and radio stations and the Winnipeg Free Press in order to keep the government and public aware of camps being shut down in March with no re-opening plan. Camps needed a plan and needed funding. One of the most rewarding parts of this was educating those in leadership roles in our province about our camps, who you are and what you do. We were able to see some benefits in awareness, funding through grants to camps and the MCA, being talked about in Parliament and at the Legislature and some of their committee meetings. We are making people aware of the camps industry and the incredible work you do for your camps

communities. Thank you. Approximately 50,000 Manitoban kids attend your camps annually and 2000+ staff work at your camps each year. Your camps are building leaders and making people better.

Between Rick and I we were able to visit 10 camps in MB/NW Ontario to check-in, support and assist with some pre-accreditation visits.

Thank you everyone for helping to make the MCA what it is as we continue to grow stronger together. Thank you for being the Manitoba Camping Association.

Submitted with a smile 😊

Kim Scherger

Standards & Accreditation Committee Report

Unfortunately, it was a quiet year for the standards and accreditation committee. As you are likely aware because of Covid all of the visits were put off when camps were not able to open traditional summer programs. Back in the spring there was a push to meet with government officials to advocate for camps to be able to open, however we were not successful in our attempts. However out of those conversations the government did gain a deeper understanding and appreciation for the work that camps do in our province. Camps were encouraged to apply for the second round of green team grants and many camps received significant support. The extra grant money provided funding for staff to help facilitate various types of programming and projects. I want to thank everyone who has served on the committee and look forward to getting back to the good work of helping all of our camps continue to operate as safe as possible.

Jared Clarke

Chair, S & A Committee

Committee Members: Ethan Winder, Audrey Hicks, Lexie Yurman

Membership Committee Report

2020, as for most people, was a new experience. But what else is camp, and a camping association for except to try new things and push ourselves outside of our comfort zones.

As a membership committee, we used to have in-person meetings and spend time connecting and sharing ideas on how we can build better relationships and help make each member more connected to our organization, and our industry. Through Covid, the realization of creating cohesion and personal connections seemed to be not possible, however, through the quick transition to technology (zoom!) the MCA has seen a large increase in personal connections. By hosting weekly Coffee Breaks, each member now can connect and feel the support of each other member within the industry. Not the same as an in-person gathering, but one that I think each member can benefit from and will continue to use and grow as time goes by.

As a committee, we have been thinking of different opportunities to add more value for our dedicated members. We keep looking at ways to bring training, or information sessions to members through digital means.

As we continue to roll through 2021 and review different changes and transitions through these...unprecedented times. Our Membership Committee will keep trying to add value and show why being part of the MCA is not just a requirement to get access to the accreditation standards, but a key part of helping to improve the organization and facilities we all love and care for.

Chris Chesham, Chair

Committee Members: Connor Trueman, Zev Robinson

Marketing and Communications Report

The Marketing and Communications Committee had a successful year in 2020, even with the numerous challenges created by COVID-19. Rick has been an excellent asset to all of our Marketing plans, even though he was laid off for over 4 months, pulling off the most complicated plans with finesse. Thank-you Rick.

Year End Fundraising Campaign - Spread the Sunshine – donations to this year-end fundraiser are directed to benefit youth in our local communities, whose families experience financial barriers, to attend an accredited summer camp. Concord Projects Foundation granted the MCA \$10,000 as a matching gift to kickstart our year end campaign. The campaign ran through December 31, 2020 and raised almost \$39,000. This is great news as this number exceeded the goal set of \$30,000.

Sunshine Fund Facemasks – The MCA procured facemasks for the Sunshine Fund. Rick produced these and the team and volunteers distributed 300 Sunshine Fund facemasks at an RBC location in Winnipeg and at the Forks. The masks were also posted on social media with our hashtag.

Manitoba Outdoor Show – The MCA/Sunshine Fund and Manitoba camps participated from February 6-9, in the Manitoba Outdoor Show. This successful display was found for four days at the Red River Exhibition Grounds. There was lots of traffic and we got the word out about the MCA and the Sunshine Fund. Recommended that we participate in the future.

Mid Canada Boat Show – The Manitoba Camping Association was invited to participate in the Mid Canada Boat show where a “camp village” was set up. MCA staff created a “camp” complete with a cabin, tents, a dock and fishing, crafts, photo booth opportunities and a campfire area with guitarists/singers, where MCA camps’ staff volunteered to promote camp and visitors were engaged in camp songs, camp related activities and camp conversations. The management of the show loved our setup and enjoyed the mini camp experience and photobooth so much that they asked us to return next year. A total of 8 camps participated in this event. After the boat show was over, COVID Lockdown began.

Weekly Coffee Break Zoom – The weekly Coffee Break zoom meeting was the highlight of many director’s weeks, showing them that they were not alone in this pandemic. It was amazing to see all of the camps getting together weekly to show support for each other and to help each other to be successful by sharing integral information. Policy info, grant info, emotional info, and support info was shared by directors, for directors. Kim does an excellent job facilitating these calls.

Summer Camp Visits – This past summer Rick and Kim visited 10 camps that were running/not running to see if we could use support. Their visits were appreciated and helped to spread the word of what the camps were doing.

Weekly CampPing – The weekly newsletter helped to keep camp people connected during these tough times. The CampPing had useful information about grants, camp policies, and news that helped to energise the camp directors, and bring them together.

Overall, this year was tough, but it challenged us to communicate and to be there more for each other. Let’s take the lessons of 2020 and make 2021 the best year for the MCA yet!

Respectfully submitted,

Danial Sprintz

Marketing and Advertising Committee Chair

Committee Members: Andrew Sevigny, Amber Allen

NOMINATIONS REPORT 2021

CURRENT CONTINUING BOARD MEMBERS

Audrey Hicks	Renew in 2023	2 year term (starting 3 rd term) Secretary	continuing
Danial Sprintz	Renew in 2023	2 year term (starting 3 rd term)	continuing
Connor Trueman	Renew in 2023	2 year term (starting 2 nd term)	continuing
Leanne Slobodian	Renew in 2022	2 year term (2 nd year, 2 nd term) Treasurer	continuing
Chris Chesham	Renew in 2022	2 year term (2 nd year, 2 nd term)	continuing
Andrew Sevigny	Renew in 2022	2 year term (2 nd year, 2 nd term)	continuing
Neil Steward	Renew in 2022	2 year term (2 nd year, 1 st term)	continuing
Janet Peters	Renew in 2022	2 year term (2 nd year, 1 st term)	continuing

NOTES

- Board members who want to renew their term and are able to do so as per our by-laws.
- Excluding the two finished their terms, the board is currently made up of 6 camp staff members and 2 community members, plus the outgoing president.

Recommended NEW board members:

Jared Clarke – Executive Director, Calvary Temple Camp

Erin Kangas - RN, St. Boniface Hospital

Lexie Yurman - Executive Director, BB Camp

(and Wayne Eisbrenner as outgoing president as long as new president in role)

BIOS for recommended NEW board members:

Jared Clarke has had a lifelong interest in camp. He began working as a summer staff member in 1997 and began working full time in the camping industry in 2005. In March of 2009 Jared was hired as the Executive Director of Calvary Temple Camp. Jared has previously served as a member of the MCA board for six years. Four of those years were served as president and as the Manitoba representative to the Canadian Camping Association; additionally serving as past president for the last four years. Jared has also been certified as a lead trainer for the ICF's Camp Director course. Jared has also served on the CCI/Canada board for the past 10 years. Jared is married to Becky who serves as the Camp Director of Calvary Temple Camp, they have four wonderful children and thoroughly enjoy serving in the camping industry as a family.

My name is Erin Kangas. My camp story begins when I was 10 years old and went to camp at Luther Village. It quickly became a place that felt like home, so when I was too old to be a camper, I volunteered, then my first time on staff was in 1995 and didn't look back. I worked as a Program Staff for 3 years then found myself in the office as Assistant Director. When Kim Scherger took her 1 year maternity leave in 2001, I filled in for her. I still go to Luther Village every summer with my family. After my last year on staff in 2004, I volunteered as a resource leader for the Grades 9-12 camp

and Family Camp. I am now a RN at St. Boniface Emergency and I have been able to volunteer as camp nurse. Presently, my family has a seasonal site at Luther Village and we spend as much time there as we can.

I would like to be on the MCA board because I really believe in the positive impact of camp. It provides kids with esteem and opportunity to develop skills valuable for their futures - teamwork, problem-solving, patience. I know I am a "Luther Villager", but to me, the benefits of being in nature and the "unplugged" experience that camp delivers is valuable no matter which camp. I also have much respect for the Sunshine Fund as camp is not the most cost-efficient activity and it's nice to include those from all socioeconomic statuses. I would be thrilled to be able support camps in Manitoba and NW Ontario by being on the MCA board. I feel that with my background as a RN, I could also bring a medical/safety/first aid perspective, and other information which may be valuable during the Covid-19 pandemic.

Thank you for your consideration,
Erin Kangas

Lexie Yurman

My name is Lexie Yurman, I'm currently the co-executive director of BB camp in Lake of the Woods, ON. I oversee sleep away, day camp, and rental programs for over 2000 participants and 85 staff each season. I've been working in the youth development field for over 10 years, starting as a swimming instructor for Aqua Essence Swim Academy. I quickly realized I wanted to work with youth as a career and dove in. This pursuit has led me to a variety of jobs, both at BB Camp during the summer, and in various youth-serving roles in the off season. I worked at Mind Matters clinic for 4 years facilitating group therapy sessions and reading groups for youth with mental health challenges and learning disabilities; I also worked at St. Amant as a one-on-one support staff with high-needs youth in their school.

In addition to working at BB Camp as an Outtripper for 2 years and a member of the leadership team for over 5 years, I continued working in outdoor education for Momenta, as a contract facilitator working in various remote northern communities. I also worked at Camp Massad for one season to help design and implement a wilderness program to compliment their week long canoe trip.

I am passionate about summer camps and the transformative role they play in a child's development. As ED of BB Camp, I am apart of many professional development groups with Summer Camp Professionals from all over the world. I participate in cohort calls with colleagues across North America and hear about how some of the most successful camps in our industry serve their communities. I have also sat on MCA's Standards and Accreditation Committee since 2019, and am passionate about the policy and standards side of running summer camp.

My wide range of experience working with youth of varying needs, paired with my extensive work in many youth-serving institutions and the training that has come with it, make me uniquely qualified to serve on the MCA Board. I hope to bring some of this expertise and passion to the MCA Board to continue to advocate for the value of camp!

2021 Board of Directors Slate – presented for voting at the AGM**Danial Sprintz – third term****Audrey Hicks – third term****Connor Trueman – second term****Lexie Yurman – first term****Erin Kangas – first term****Jared Clarke – first term**

With slate presented and voted in at the AGM, we would have 8 camp staff members and 3 community members, for a total of 11 board members.

Respectfully submitted,
Kim Scherger

Audited Financial Report and Appointment of Auditors for 2021 audit

Year end audit was completed for 2020 by Scarrow & Donald – see attached Auditors for 2021 to be appointed.

Recommendation for Scarrow & Donald to be our auditors for 2021 audit.

Manitoba Camping Association 2021 Budget

Revenue

Event Revenue (Sponsorship)

Luncheon	\$8,000.00
BBQ	\$1,000.00
Giving Tuesday	\$32,000.00
Third Party Events	\$8,000.00

Total Event Revenue \$49,000.00

Funding and Grants

Endowment Interest (Wpg Fdn)	\$17,500.00
Donations - NTR	
Donations - Tax Received	\$125,000.00

\$142,500.00

Grants

Thomas Sill	\$30,000.00
MB Govt Grants	\$58,800.00
Wpg Foundation Grants	\$20,000.00
Various	\$61,000.00
Salaries - grants	\$6,860.00

Total Grants \$176,660.00

CEWS \$30,000.00

COVID Emergency Funding -WF & An \$27,000.00

Total Funding and Grants \$425,160.00

Gift in Kind

Membership & Service Revenue

Camp Event Promotion	
Membership Fees	\$10,000.00
Accreditation Fees	\$0.00
Parent Contributions	\$25,000.00

Total Membership & Service Revenue \$35,000.00

Other Revenue \$0.00

Sponsorships - Other \$0.00

GST Rebate \$2,500.00

Total Revenue \$462,660.00

Expenses

Auto Expense (Mileage etc.)	\$2,600.00
Accreditation Expenses	\$2,600.00
Annual Conference Expenses	\$500.00
Audit/Accounting	\$5,000.00
Bank Charges & Interest	\$2,000.00
Camp Registration Fees	\$125,000.00
CCA Expenses	\$3,500.00
Dues & Memberships	\$500.00

Subtotal of above expenses \$141,700.00

Event Expenses

Luncheon	\$1,000.00
Giving Tuesday/Year End Campaign	\$500.00
Permit Expense/Fairs, etc.	\$300.00
Community BBQ	\$250.00

Total Event Expenses \$2,050.00

Insurance \$6,000.00

Marketing & Promotions \$15,000.00

MCA Meeting Expenses \$600.00

Meals & Entertainment \$500.00

Board Expenses (staff) \$750.00

Membership Events \$400.00

Office Expenses

Office Furniture	\$100.00
Website Hosting & Domain	\$700.00
Phone-Fax	\$2,880.00
Internet	\$700.00
City of Winnipeg Gas & Electricity	\$2,000.00
e-tapestry	\$2,000.00
Computer - Tech Support	\$5,000.00
Photocopier rental	\$1,200.00
Postage	\$2,500.00
Printing	\$5,000.00
Supplies	\$2,100.00
Exterior Sign - Pylon	\$0.00

Total Office Expenses, Marketing, Insurance, Meals & Meetings \$47,430.00

Professional Development \$3,000.00

Rent \$19,000.00

Salary Expenses	MCA - Exec Dir; SF Program Manager; Comm/Marketing Grants - Student	\$160,465.00
		<u>\$5,145.00</u>

Payroll Expense	<u>\$165,610.00</u>
Pension	\$6,268.05
Health Benefit Expense	\$13,000.00
MERC's – ei, cpp, wcb	<u>\$10,080.80</u>
Total Salary Expenses	<u>\$194,958.85</u>
Total Expenses	<u>\$408,138.85</u>
Surplus/deficit	<u>\$54,521.15</u>