

**Midwestern Swimming  
Board of Directors Meeting Minutes  
February 19, 2013**

The meeting was called to order at 8:30pm by Brian Schaezner, General Chair. The meeting was held via telephone conference call. Board members that were present: (There were no non-board members present)

Brian Schaezner, General Chair	Betty Kooy, Executive Secretary	Tanya Hopson, Delegate at Large
Mary Losee, Adm. Vice-Chair	Scot Sorensen, Registration Chair	Cindy Wigness, Delegate at Large
Lynn Weaver, Senior Chair	Bruce Schomburg, Coach Rep	Tony Storer, Delegate at Large
Erik Wiken, Age Group Chair.	Louie Balogh, Technical Chair	Carol Glover, Delegate at Large
Ryan Theil, Finance Chair	Gary Kuhn, Officials Chair	Aimee Fischer, Athlete Rep
Linda Renner, Treasurer	Chris Pawloski, Safety Chair	Amy and Carly Wahlmeier, Athlete Reps

Lynn mentioned that he had received the RFP for site selection for the new pool in Omaha. He will forward to the BOD.

Brian noted that there was a full agenda and requested any additions. Gary requested an additional item regarding information of new 'administrative official' for swim meets. Several BOD members noted that they had not received the 'full agenda'. That email was forwarded to them

**Approval of December 19, 2012 BOD Minutes**

Brian asked if there were any corrections to the December BOD minutes. Motion was made by Mary and seconded by Lynn to accept the minutes as published. Motion was approved.

**Consent Agenda:**

The consent agenda included the following items: Official's Committee Report, Nomination Committee Report, Executive Secretary Report, Membership/Registration Coordinator report, Safety Chair Report(s), 2013 All Star Meet update. Motion was made by Mary and seconded by Lynn to accept the reports. Motion was approved. The reports that can be attached to the minutes will be included.

**New Business:**

**Financial Update and Review – Ryan Theil and Linda Renner**

The 2012 P & L Statement and Balance Sheet were reviewed, along with the January 2013 P & L and Balance Sheet. The large discrepancies are explained by the timing of the USA billing for registrations and the All Star income and expenses. The unexpected plus in income for 2012 is from an increase in splash fees as membership was up and participation was up. On the 2012 P & L only the 2012 All Star income and expense is shown. The IRS penalty waiver request was accepted and a refund plus interest was received. A tax calendar has been implemented with the finance committee so that deadlines are not missed. Motion was made by Mary and seconded by Carol to accept the financial reports. Motion was approved.

**Proposal: Growing Champions for Life – Target dates Early to Mid May**

Brian proposed that MWS cover the travel expenses and one third of the speaking fees for motivational speaker David Benzel, contingent on a minimum of four MW clubs accept the responsibility to share the other two-thirds of the speaking fees. Requested expenditure would be no more than \$3000 for MWS – flight, hotel, rental car, meals, and \$1500 portion of the speaking fees. Lynn stated that the clubs should have buy-in first before the MW BOD approve the money. Mary recommended approval conditional on club participation. Motion was made by Louie and seconded by Linda to accept the proposed expenditure as amended (contingent on minimum club buy-in and participation). Amended motion was approved.

**Athlete Representatives – Lynn Weaver**

Lynn reported that several athletes indicated an interest in serving on the MW BOD. There was a discussion of the election process (nomination by coach, essay from athlete indicating interest, committee selection of athletes to put on slate, election of athlete reps at the MW Short Course Championship by athlete members 13 years of age and older). Lynn will forward athlete names to the committee which will in turn make recommendations for the slate to be distributed at the Short Course Championship meet.

#### **Athlete Protection – update on Leadership Conference – Cindy Wigness**

Conference emphasized education and awareness, protection, and reporting and responding. Other governing bodies were in attendance besides USA Swimming. Another conference will be coming.

Proposed use of Safety Marshals at MWS sanctioned meets – MW should develop a framework for education and reporting. Guidelines for use of safety marshals for locker room sweeps were discussed. Point was made that every person on deck must have eyes open and report something out of the ordinary. Document should be developed for officials, coaches, safety marshals etc to be aware of MWS's policies for athlete protection. We can have a policy, but we must also implement that policy. Items of discussion included awareness, no photos in locker rooms, sign on locker room doors as reminder, understanding of safety marshal duties, awareness must include practices, the policy for safe sport is a work in progress, instruction for safety marshals needs to be given by someone in authority (from the officials cadre), and safe sport coordinator for each club. Discussion on subject was closed.

#### **Zone Open Water Meet – Erik Wiken**

Central Zone will have an Open Water Championship on June 29-30 in Pleasant Prairie, WI. It was noted that this meet is on top of the LSS Capital Classic. There is a \$500 incentive for a coach to go with MW swimmers. Information is available on the Central Zone website. Information will be distributed to the clubs at the Short Course Championship Meet to make them aware of the opportunity.

#### **Administrative Official Position – Gary Kuhn**

The position of Administrative Official was created at the 2012 USAS Convention. After September 1, 2013, all meets must have an 'administrative official' to oversee the 'dry' side of the meet. That person must be a non-athlete member and certified for the position. The officials committee is developing plans for implementation of that change. Anyone can become an administrative official (person does not have to be a S & T/Starter/Referee to qualify for position). Committee will work toward establishing responsibilities (outlined in Rule 102.14) and qualifications. Draft will be available for the April meeting.

#### **Adjournment**

Brian asked for a motion to adjourn the meeting at 9:54pm. A motion was made and seconded by multiple persons. The meeting was adjourned.

Respectfully submitted,  
Betty Kooy  
MWS Executive Secretary

## **BOD Report**

**Executive Secretary**

**February 19, 2013**

**Executive Secretary:**

- **Summer 2013** – The tentative summer schedule has been posted. Summer meets have been sent to the Sanction Committee. The meet flyers will be posted as soon as they are approved by the sanction committee. Verbiage regarding photography on deck (as approved by the BOD) will be incorporated into all meet flyers
- **All Star Meet:** Post meet document was posted giving highlights of the meet. Seventy eight MW swimmers participated. All fees were collected.
- **MW Website:** The website is updated as information becomes available. The button that has been used for the All Star and Zone Team application site is now being used to solicit nominations for the BOD. When that is no longer needed, we'll put up Zone Team information.
- **Zone Meets:** Midwestern will be going to Topeka, KS August 2-4, 2013 for the 14 & U meet and the Seniors will be going to Bismarck, ND August 2-4, 2013 for the Central States Championship. Qualifying times are the current NAG AAA times. There will also be a Central Zone Open Water Championship in Pleasant Prairie, WI June 29 and 30 (qual times NAG A time for longest distance that is contested for the age group at a CZ meet). Cindy Wigness is serving as the CZ Coordinator for that meet as well as for the Topeka meet. The Open Water meet will be LSC entered and more information is available on the Central Zone website. Central Zone is also sponsoring a Diversity Meet in Lincolnshire, IL June 8-9. Meet information for that meet is available on the Central Zone website.
- **High School Meets:** As in the past the conference meets and the state meet are 'observed' meets. We have implemented the new MW policy of putting all times into SWIMS and the MW database for those swimmers who were registered at the time of the swim (no fees, no application required). Meet backups were received fairly quickly. With some help from AI in inputting USA ID numbers into the MM files, we were able to post those results to SWIMS and the MW database by Tuesday morning following the weekend of conference meets. We hope to receive the backup of the HS meet Saturday evening after the meet and then be able to get those into SWIMS as quickly as possible as swimmers will be wanting to use those times for MW Championships and the Region VIII Sectional meet. Once the ID numbers are in the MM files we export the results for only those with ID numbers, including relay lead-offs and then import those times into SWIMS. Once they are in SWIMS we are able to export two types of files – one for Hy-Tek users and one for Team Unify users. Those exported files for all 5 previously observed meets were emailed to all clubs who had swimmers participating in the HS meets. We hope to be able to do the same for the HS State Meet. We did have some problems with some relay splits and those that were requested we added to the files.
- **MW Top 8:** We will post the short course Top 8 at the end of the season...after all of the Short Course meets are completed. I regularly check the MW Portal to see where MW swimmers have gone outside the LSC and then download those results for the MW database to make sure we have all MW data. I prefer clubs to let me know when they have gone outside the LSC and send me those results or links to those results, but I will get them from SWIMS too.

### **Nominating Committee Report:**

The committee has met via conference call and all members are actively recruiting for the Board. All incumbents have been notified as to their status and they have responded accordingly. We still need nominations for several positions, Delegates at Large and Board of Review and really we will continue to take nominations for any position. The committee will meet again on Monday, February 18<sup>th</sup> via conference call.

### **2013 All Star Meet Update:**

No major issues to report in terms of logistics or otherwise.

Successful trip overall, lot of best times, several Midwestern Records and event champions. Team placed 3rd overall and swimmers appeared to have a great time with the bus travel and hotel stay.

Financially we were over budget. Apparel was under budget, food difference was negligible, and bus costs were as expected. First significant difference was a number of single event athletes dropped out across a few age groups/gender, not enough to condense rooms. This increased the per athlete cost per room. Second was a facility charge added to each swimmer that was not accounted for.

## Safe Sport Report – Cindy Wigness

USA Swimming provided the Safe Sport Leadership Conference on January 27-29

First, I want to thank you for the opportunity to participate in this compelling Safe Sport Conference. The conference was set-up to raising awareness, education, and a call to action to prevent the abuse of children. An email was released: 2/15/13 by USA Swimming President, Bruce Stratton, which covered some of the details of the Safe Sport Leadership Conference:

“USA Swimming held its inaugural Safe Sport Leadership Conference Jan. 27-29. The list of attendees was impressive with over 165 individuals from 35 Local Swimming Committees, 20 National Governing Bodies and the United States Olympic Committee. Six other youth serving groups attended, including the YMCA of the USA, NCAA and the Boy Scouts of America.

The program included six outside presenters who covered a variety of topics surrounding the issues of Safe Sport. Susan Woessner, our Director of Safe Sport, and Liz Hoendervoogt, our Safe Sport Coordinator, did a fantastic job of organizing and leading the conference, and need to be commended and thanked for their efforts. Based upon reports from participants, it was a resounding success and very much appreciated by all who attended. It was also apparent from the discussions that USA Swimming is considered a leader among youth-serving organizations when it comes to Safe Sport.

As we continue to emphasize education and awareness at our “grass roots” levels, the clubs and LSCs are the keys to our Safe Sport Program and our efforts in providing a safe environment for all our athletes. A free online training program for swimmers is scheduled to be released the week of Feb. 25, which is designed to help them identify the warning signs of possible abuse or inappropriate conduct. I ask all of you to do everything you can to strongly encourage our athletes to view this free short training program, as well as encouraging all our parents to view the short online training course designed specifically for them.

Susan Woessner, Liz Hoendervoogt and our Safe Sport Committee, headed by Cecil Gordon, have developed and just recently released our new Safe Sport Handbook. It is posted on our website and can be viewed here. Please take time to read and review what I believe will be an excellent resource for all our members.”

We want to create a culture of safety for our athletes. In which they can participate and be free from harm.

We are protecting “Our House” and saying predators are not welcome here. We are going to make it difficult for them to be in our sport, in our clubs, around our children.

Who is responsible for protecting our youth? Everyone!!!! Everyone has a role in abuse prevention: from the board of directors, coaches, parents, and athletes. We must have local response and action. Commitment starts at the top, it starts with us. It takes many different components to prevent abuse, we can’t just preform background checks or train the staff and think that will be enough. USA Swimming has created the **Safe Sport Framework (see attached)** in which we will utilize: Policies and Guidelines, Screening and Selection, Training and Education, Monitoring and Supervision, Recognizing, Reporting and Responding, and Grassroots Engagement and Feedback.

Maintaining a culture of safety is difficult to create: it requires time, commitment. So I am asking for your support and commitment to this imperative cause of keeping our athletes safe.

### Current action:

1. I have started working on a **MWS Safe Sport Framework** (see attached) so that once the committee is formed we have a guide to work in. I will be selecting a committee and my goal is to have our first meeting following in lines with the HOD meeting on April 27<sup>th</sup>.
2. **A Safe Sport Informative Flyer will be introduced at the Championship meet.**  
What is new is Safe Sport: **Safe Sport Handbook** (see attached), Parent Education, and Athlete Education (release date: Feb. 25<sup>th</sup>). Link to: USA Swimming Safe Sport.

### From USA Swimming Safe Sport:

MANDATORY TRAINING FOR NON-ATHLETE MEMBERS

\*\*\* We are not taking renewals at this time. If you have already taken the course, the earliest you will be required to retake it is in September 2013. We will begin taking renewals in summer 2013. Thank you \*\*\*

\*\*\*\*USA Swimming will be providing a Safe Sport conference in late April/May which will focus more on implementing Safe Sport in the LSC. Dates/locations have not yet been announced.

**As part of the Safe Sport initiative:**

**I am proposing or my recommendation:** MWS meet referees conduct a safety marshals meeting in which they would review:

1. Guidelines for Marshals
2. Review and Provide a copy of MWS policies: Safe Sport, Deck Changing Policy, and Guidance for Photography on Deck.
3. What steps to take in the event you are a witness to or receive a report of an incident
4. Review Locker Room Check

(See Attached: **Safety Marshal Meeting and Locker Room Check**)

**I am proposing:** that it is strongly recommended that the host clubs of meets devote 1 page of their meet program to safe sport. Each flyer should be different, providing educational information, safe sport updates, and upcoming educational/training events, etc.



**MIDWESTERN  
SWIMMING**

**To: MWS Board of Directors**

**From: Scot Sorensen, Membership/Registration Coordinator**

**Date: February 19, 2012**

1. USA Swimming has modified the Foundations of Coaching exam such that:
  - a. All new first year coaches must complete FOC 101 prior to registration (\$15 fee). This was enacted February 4, 2013.
  - b. All second year coaches must complete FOC 201 (\$25 fee) and USA Swimming Rules and Regulations exam (no fee) prior to registration. This will be available in April 2013.
2. MWS Officials have been notified that NATH membership cards will no longer be issued to them because their official's certification card has the membership expiration date and APT/BGC expiration dates on it.
3. For the 2013 registration year, to date (February 6, 2013):

<i>Through February 6 of:</i>	<b>2013</b>	<b>2012</b>
Year Round Clubs	23	24
Year Round Athletes	2,289	1,897
Outreach Athletes	35	20
New Athletes	725	530
NATH Members	218	194



COMMITTEE MEMBERS:

Gary Kuhn (Committee Chairman)  
Betsy Purcell (Omaha)  
Chris Pawloski (At-large)  
Steve Marchitelli (At-large)  
Dean Burger (Northeast)  
Tony Storer (Lincoln)  
Scott McKelvey (Western)

**1. Recent Meetings**

- a. November 4th, 2012
- b. January 14, 2013
- c. February 11, 2013

**2. Certification/Recertification**

- a. Certified Officials = 66
- b. Certified Starters = 25
- c. Certified Referees = 18
- d. Nonrenewal = 4
- e. Unregistered = 4
- f. Apprentices – 10

**3. Recent Agenda Items**

- a. Registration/Certification Cards: Registration information is listed in certification cards so USA Membership cards will no longer be required or issued to officials.
- b. Administrative Referee/Officials: USA Swimming is requiring an Administrative Referee/Official to be utilized at ALL USA swim meets, including non-championship age group meets beginning September 1, 2013. In anticipation of this deadline, the officials committee is following USA Swimming guidance documents and will be defining the responsibilities and certification requirements for this new position.
- c. Disqualifications - Notification of Swimmers - the committee has been tasked with revisiting the idea of notifying each swimmer of their disqualification immediately following their swim. Issues being discussed include:
  - i. Officials would inform the swimmer of the infraction and then encourage the swimmer to go see his/her coach. Officials need to be careful that they do not “coach” the swimmer
  - ii. With the use of flyover starts, how do we notify swimmer without holding up the meet
  - iii. Implementation would be during the LC Championship meet.
- d. SC Championship Meet
  - i. Meet Referee: Steve Marchitelli
  - ii. Approved Officials Qualification Meet (OQM)
  - iii. N2 Evaluators – Candy, Steve, Betsy, Tony and Brian
  - iv. National Scratch Rule is stated in the meet information form. This is a change from past meets, so Coaches and athletes MUST read and be familiar with these changes. Similar to Sectionals and other national level meets.
  - v. Meet Polo shirts were budgeted and will be provided to officials that work 2 or more sessions

**MIDWESTERN SWIMMING, INC.**  
**Profit & Loss**  
 January through December 2012

	Jan - Dec 12
<b>Ordinary Income/Expense</b>	
<b>Income</b>	
420 · Interest Income	17.56
421 · All-Star Meet	18,525.00
423 · Zone Meet	6,265.00
424 · Other Age Group income	
424.1 · Swimposium Revenue	4,070.00
<b>Total 424 · Other Age Group income</b>	<b>4,070.00</b>
431 · MWS LSC Long Course	40.00
432 · MWS LSC Short Course	0.00
441 · MWS Sanction Fee	1,450.00
442 · MWS Splash Fee	
442.1 · Splash Fee - SC Championships	6,180.00
442.2 · Splash Fee - LC Championships	5,310.00
442 · MWS Splash Fee - Other	69,704.00
<b>Total 442 · MWS Splash Fee</b>	<b>81,194.00</b>
443 · MWS Fines	2,225.00
451 · USS Athlete Membership	156,230.00
452 · USS Nonathlete Members	15,112.50
453 · USS Club Memberships	5,500.00
461 · Sales Commissions	4,585.01
<b>Total Income</b>	<b>295,214.07</b>
<b>Gross Profit</b>	<b>295,214.07</b>
<b>Expense</b>	
115 · Petty cash expense	0.00
521 · AllStar Meet	22,459.05
523 · Zone Meet Exp	11,303.09
524 · Athlete Training & Clinics	
524.1 · MWS Swimposium	5,046.21
<b>Total 524 · Athlete Training &amp; Clinics</b>	<b>5,046.21</b>
526 · Diversity Support	2,363.48
531 · MWS LSC LongCourse	4,489.67
532 · MWS LSC ShortCourse	2,997.83
541 · Athlete Reimbursement	14,800.00
551 · USS Athlete Registration	126,615.00
552 · USS NonAthlete Reg	12,109.50
553 · USS Club Registrations	1,650.00
566 · Insurance	214.00
568 · Service Charge	170.05
571 · Administration	
571.1 · Admin - Professional Fees	3,325.00
571 · Administration - Other	400.97
<b>Total 571 · Administration</b>	<b>3,725.97</b>
572 · Office Supplies	817.76
573 · web site	539.19
574 · Admin Phone	1,446.99
575 · Admin Postage	345.30
576 · Admin Travel/Clinics	
576.1 · Admin Travel-Mileage Reimburse	469.10
576 · Admin Travel/Clinics - Other	355.20
<b>Total 576 · Admin Travel/Clinics</b>	<b>824.30</b>
577 · National Convention	6,694.16
578 · Officials Expense	4,758.84
580 · Exec Secretary Support	2,250.00
581 · Exec Secretary - Wage	15,000.00
582 · Payroll Taxes	1,391.34
583 · USS Registrar - Wage	3,500.01
584 · Treasurer - Wage	3,500.01
586 · USS Registrar Expense	1,179.98



6:58 AM  
02/16/13  
Cash Basis

**MIDWESTERN SWIMMING, INC.**  
**Profit & Loss**  
January through December 2012

	<u>Jan - Dec 12</u>
589 · LSC Awards Banquet	
589.1 · LSC Awards Banquet Dinner	-99.24
589 · LSC Awards Banquet - Other	1,858.53
<b>Total 589 · LSC Awards Banquet</b>	<u>1,759.29</u>
<b>Total Expense</b>	<u>251,951.02</u>
<b>Net Ordinary Income</b>	43,263.05
<b>Other Income/Expense</b>	
<b>Other Income</b>	
601 · Swimvitational & Trials	
601.1 · Swimvitational & Trials Revenue	22,486.35
601.2 · Swimvitational & Trials Expense	-22,484.88
<b>Total 601 · Swimvitational &amp; Trials</b>	1.47
602 · other income	20.00
<b>Total Other Income</b>	<u>21.47</u>
<b>Net Other Income</b>	<u>21.47</u>
<b>Net Income</b>	<u><u>43,284.52</u></u>

7:00 AM  
02/16/13  
Cash Basis

**MIDWESTERN SWIMMING, INC.**  
**Balance Sheet**  
**As of December 31, 2012**

	<u>Dec 31, 12</u>
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Checking/Savings</b>	
102 · Wells Fargo	135,139.63
113 · Petty Cash Wells Fargo	303.50
120 · Security National Bank	33,451.46
122 · Savings Wells Fargo	15,495.89
<b>Total Checking/Savings</b>	<u>184,390.48</u>
<b>Total Current Assets</b>	<u>184,390.48</u>
<b>TOTAL ASSETS</b>	<b><u>184,390.48</u></b>
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
<b>Credit Cards</b>	
204 · Credit Card - Kooy, Betty	955.85
206 · Credit Card - Renner, Linda	183.79
209 · Credit Card - Scot Sorensen	161.59
<b>Total Credit Cards</b>	<u>1,301.23</u>
<b>Other Current Liabilities</b>	
201 · Prepaid USS Registrations	9,115.00
301 · Payroll Tax	971.12
<b>Total Other Current Liabilities</b>	<u>10,086.12</u>
<b>Total Current Liabilities</b>	<u>11,387.35</u>
<b>Total Liabilities</b>	11,387.35
<b>Equity</b>	
3900 · Retained Earnings	129,718.61
Net Income	43,284.52
<b>Total Equity</b>	<u>173,003.13</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b><u>184,390.48</u></b>

6:59 AM  
02/16/13  
Cash Basis

**MIDWESTERN SWIMMING, INC.**  
**Profit & Loss**  
**January 2013**

	<u>Jan 13</u>
<b>Ordinary Income/Expense</b>	
<b>Income</b>	
420 · Interest Income	0.66
421 · All-Star Meet	18,080.00
441 · MWS Sanction Fee	200.00
442 · MWS Splash Fee	4,314.00
451 · USS Athlete Membership	11,579.00
452 · USS Nonathlete Members	2,017.50
<b>Total Income</b>	<u>36,191.16</u>
<b>Gross Profit</b>	36,191.16
<b>Expense</b>	
521 · AllStar Meet	23,213.62
551 · USS Athlete Registration	23,957.00
552 · USS NonAthlete Reg	3,477.00
553 · USS Club Registrations	560.00
554 · Club Rebates	750.00
566 · Insurance	214.00
571 · Administration	
571.1 · Admin - Professional Fees	250.00
<b>Total 571 · Administration</b>	<u>250.00</u>
572 · Office Supplies	102.70
578 · Officials Expense	238.51
580 · Exec Secretary Support	191.25
581 · Exec Secretary - Wage	1,275.00
582 · Payroll Taxes	463.75
583 · USS Registrar - Wage	291.67
584 · Treasurer - Wage	297.50
586 · USS Registrar Expense	44.62
<b>Total Expense</b>	<u>55,326.62</u>
<b>Net Ordinary Income</b>	<u>-19,135.46</u>
<b>Net Income</b>	<u><u>-19,135.46</u></u>

7:00 AM  
02/16/13  
Cash Basis

**MIDWESTERN SWIMMING, INC.**

**Balance Sheet**

As of January 31, 2013

	<u>Jan 31, 13</u>
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Checking/Savings</b>	
102 · Wells Fargo	109,297.85
113 · Petty Cash Wells Fargo	303.50
120 · Security National Bank	33,451.46
122 · Savings Wells Fargo	15,496.55
<b>Total Checking/Savings</b>	<u>158,549.36</u>
<b>Total Current Assets</b>	<u>158,549.36</u>
<b>TOTAL ASSETS</b>	<b><u>158,549.36</u></b>
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
<b>Credit Cards</b>	
204 · Credit Card - Kooy, Betty	144.66
206 · Credit Card - Renner, Linda	38.51
208 · Credit Card - Wiken, Erik	865.41
209 · Credit Card - Scot Sorensen	136.92
<b>Total Credit Cards</b>	<u>1,185.50</u>
<b>Other Current Liabilities</b>	
201 · Prepaid USS Registrations	3,131.00
301 · Payroll Tax	365.19
<b>Total Other Current Liabilities</b>	<u>3,496.19</u>
<b>Total Current Liabilities</b>	<u>4,681.69</u>
<b>Total Liabilities</b>	4,681.69
<b>Equity</b>	
3900 · Retained Earnings	173,003.13
Net Income	-19,135.46
<b>Total Equity</b>	<u>153,867.67</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b><u>158,549.36</u></b>