

MINUTES
NANPA Board of Directors Meeting
July 17-18, 2009
Denver, Colorado

Attending: Officers: Sharon Cohen-Powers, President presiding; Susan Day, President-elect; Richard Halperin, Past President; Bill Plunkett, Treasurer; Board members: Bill Campbell, Nancy Carrizales, Ralph Clevenger, Alison Jones, Susan McElhinney, Boyd Norton, Lynda Richardson and Mary Jane Gibson, President of the NANPA Foundation, ex-officio, and Annette Rogers, Executive Director, ex-officio. Staff: David Stumph, Management Liaison, and Francine Butler, past Executive Director. Guests: Lina Dennison, Meetings Manager, and Jamie Davidson, 2010 Summit Chair.

The meeting was called to order at 8:04 am. A quorum was present.

I. Call to Order and Welcome – Sharon Cohen-Powers

President Sharon Cohen-Powers called the meeting to order at 8:04 am and welcomed the Board.

II. Minutes of February 17, 2009 meeting

The minutes had been approved for filing by an email vote.

III. Actions by email

- Motion: To approve Ryan Springer as co-chair of the Marketing Committee. (Approved, March 10, 2009)
- Motion: To approve Joyce Harman as co-chair of the Membership Committee. (Approved, March 13, 2009)
- Motion: To approve the revised minutes from the February 17, 2009, meeting of the NANPA Board of Directors. (Approved, March 30, 2009)
- MOTION: To approve Keith Snell as chair of the College Student Program Committee. (Approved, March 30, 2009)
- MOTION: To approve Kevin Hanley and Doug Otto as co-chairs of the Technology Committee. (Approved, March 30, 2009)
- MOTION: To approve Nathanael Gass as chair of the Youth Action Committee. (Approved, March 30, 2009)
- MOTION: To eliminate the printed preliminary brochure from the Summit promotion plan in favor of an online, downloadable version and heavier email promotion. (Approved, June 5, 2009)
- MOTION: To approve a 15% membership discount for one year when five members of a camera club become new members of NANPA at one time. (Approved by EC, June 5, 2009)

IV. President's Report – Sharon Cohen-Powers

Sharon Cohen-Powers reviewed procedures for the meeting, including confidentiality, open discussions, filing receipts, new officer interviews, preview of the agenda, conflict of interests, abstentions, and what is expected of board members after the meeting. She noted that her focus has been and will continue to be on committee communication, development and definition. Special emphasis was given to the fluidity of the web and the Summit in terms of strategic planning.

V. Executive Director's Report – Annette Rogers

Annette Rogers reviewed a number of successful endeavors that the Board, committees and staff have cooperatively achieved since the last Board meeting, including the development of an innovative Summit structure designed to alleviate many challenges of the current economic environment. She also noted that a recent marketing survey generated a great deal of data for the Board to consider when making decisions in the near future. She emphasized a few of the findings. The Board discussed the results.

A. Strategic Plan Update

The Board reviewed the strategic plan. The green initiative is moving forward, the focus on amateurs is growing and the technology efforts are progressing. Sharon Cohen-Powers noted that the proposed exploration of making *Currents* a bi-monthly publication should be deferred until 2011 due to economic considerations.

1. Discussion of Leadership Initiative

The Board discussed the need for more definitive job descriptions and operations support for committee chairs. It was the consensus of the board to develop individual “handbooks” for each committee, including job descriptions, specific tasks, timelines, communication flowcharts, etc. The Board agreed that this task should be added as a goal to the leadership initiative of the strategic plan.

B. Membership

The Board reviewed results from the 2008-09 membership year. Membership remained steady with 3,223 active members and a higher retention rate compared to the previous year. There was a decrease in new members for the year. Staff also updated the Board on the renewal campaign for the 2009-10 membership year, which started with an email renewal announcement rather than print in an effort to reduce paper use and cost. The results are positive with about 1,200 people renewing online, thus resulting in a 33% reduction in the number of printed renewal packets needed for the campaign.

The board discussed the drop in joint memberships and explored if there was a good reason for individuals to be joint members if they were not planning on attending a NANPA event. The membership committee will be asked to contact past joint members to gather data on the issue.

C. Updated Committee List

The current committee list was presented for reference.

VI. Treasurer’s Report – Bill Plunkett

A. Current Financials

Current financial reports were accepted for filing. It was noted that the organization is projected to end the year in the black with a net of approximately \$10,000. (This is an unaudited estimate at this time). The Resource Center for Associations will receive their 3% cost of living increase payment which had been deferred contingent on NANPA being in the black at the end of the fiscal year.

B. Budget introduction

Bill Plunkett introduced the budget, which will be approved later in the agenda after all committee reports and other items had been reviewed.

The Board reviewed the services rendered by Shanks, Stumm, Hollis and Hammerland, PC, the CPA firm that has performed the annual review of NANPA’s financial statements. The Board considered whether to engage a CPA to perform a formal audit in accordance with the stated policy of having an audit every five years. The Board concluded that the additional services involved in an audit over the services already provided in the CPA review do not warrant spending this year the approximately \$5,000 additional cost of an audit and decided to defer for one year the decision as to when an audit will be performed.

MSC to defer the audit for reconsideration in one year in favor of a review.

The Board also discussed the use of credit cards as part of the NANPA financial activity. It was the consensus of the Board that RC obtain a credit card in NANPA’s name for all future transactions and that any miles or other rewards earned by used by NANPA.

VII. Committee Reports

1. Awards – Alison Jones

The committee is looking for additional members. It was noted that it is not required to name a recipient for each award each year. The Board also charged the committee to provide back-up nominees for the major award categories.

2010

- **MSC to approve Adobe as the recipient of the 2010 Community Recognition Award.**
- **MSC to approve Kevin Fitz Patrick and Mary Ann McDonald as 2010 Fellows.**
- **MSC to approve Cristina Mittermeier as the recipient of the 2010 NANPA Mission Award.**
- **MSC to approve Arthur Morris as a recipient of the 2010 Outstanding Service Award.**
- **MSC to approve Ian McAllister as the recipient of the 2010 NANPA Vision Award.**

2011

- **MSC to approve Robert Dunne as the 2011 Lifetime Achievement Award recipient.**
- **MSC to approve Jack Dykinga as the 2011 Outstanding Photographer of the Year.**
- **MSC to approve John Martin/IFC Pro Tour for the 2011 Community Recognition Award.**

The Board discussed ways to honor individual projects and how to expand the benefits received in conjunction with the Community Recognition Award.

MSC to charge the awards committee to explore the creation of a NANPA Special Project Award and Presentation. The awards committee will work with the Summit Committee to coordinate the presentation.

MSC to add the option of one complimentary vendor demonstration slot to accompany the Community Recognition Award.

2. Communications

1. Print – Susan McElhinney

The Board expressed concern about the lack of advertising in its print publications. New possibilities for building ad revenue will be explored.

2. Web – Bill Plunkett

The Board discussed ways to stimulate activity on the discussion forums. Board members will help seed the discussions by posting questions on Forums. It was also noted that John Lock is working to allow access for committee chairs to update their web pages.

The Board discussed advertising on the web. Staff will work with John Lock on the specifications and will review the ad packages in conjunction with Steve Spill.

C. Technology – Nancy Carrizales/Ralph Clevenger

The Board commended the committee for their accomplishments to date – especially the discussion forums. The committee report reiterated that its role is to advise and make recommendations on how to use new technology and to give direction to other committees. The Board added \$50 to the budget for committee phone calls.

D. Environment – Boyd Norton

Boyd Norton presented the report for filing. The report noted that there has been some resistance from other organizations with regard to having NANPA members involved in their bioblitzes. Boyd suggested that projects such as Landscape America might be a better fit with

NANPA members because the projects are more expansive and conservation based than bioblitzes, which tend to be more scientifically grounded.

E. Ethics – Lynda Richardson

Lynda Richardson presented the report for filing. The committee asked for information about why their breakout session was not selected for inclusion at the Summit. The board agreed that feedback should be presented when a committee submits a session and it is not accepted. It was the consensus of the board that the topics originally intended for the session could be incorporated into discussion topics at tables in the exhibit hall during the Equipment and Networking Track at the 2010 Summit.

F. History – Lynda Richardson

The report was presented for filing. The Board discussed the need to get permission forms for use of archive photos.

The Board also discussed the status of the *Legacy* book project. The task force has investigated print on demand options but initial estimates are too expensive. The board consensus was to recommend that the project be a special collectors issue of *Currents* or a soft-cover journal, much like *Expressions*. In either instance it was suggested that the publication be presented as part of NANPA's 20th anniversary in 2014.

It was agreed that a digital recorder be purchased to help with the interviews project. Funds are included in the current budget request.

G. Marketing – Richard Halperin

The Board discussed the need to focus the efforts of the marketing committee into three or four targeted areas: promotion of NANPA events (Summit/Regional Events/Road Shows); transfer of the fine arts exhibit to a committee; expanded media attention for the student programs and distribution of more press releases.

Special acknowledgement was given to Elizabeth Kimes for her help with the marketing efforts.

H. Membership – Richard Halperin

The report was presented for filing. A new promotional campaign to camera clubs has been launched. The next step is to do presentations regarding the discount program. Staff will issue a call to members to ask if they are willing to present the discount in person to their local camera clubs.

I. Nominations – Susan Day/Susan McElhinney

The recommended slate of candidates was presented to the Board for approval.

MSC to approve Rick Brown, Gary Farber, Alison Jones, Elizabeth Kimes and Jerry Monkman as candidates for the 2009 Board of Directors election. Alison Jones recused herself.

The Board will ask Al Sieg to continue as chair. Susan McElhinney will contact him.

The Board also directed staff to highlight the candidate's NANPA activities as the first part of the information posted on the website in conjunction with the ballot.

J. Professional Issues – Kathy Adams Clark

The report was presented for filing. The committee is focusing on the Professional Issues breakout session and had asked the Board for direction for tasks beyond that. The developed a list of issues for immediate attention:

- Business – pricing models and negotiations
- Transition from print to web

- Impact of microstock
- Video and still photography
- Marketing
- Resource List

K. Publications and Products – Boyd Norton

The Board discussed the value of recording the presentations at the Summit. Due to the high cost but low sales, it was the consensus of the Board to discontinue audio recordings.

The Board also discussed the old logo products currently in NANPA's inventory.

MSC that the remaining old logo products be donated to an appropriate cause/project.

L. Youth Action – Ralph Clevenger

The Board noted that many of the goals originally set for this committee have been incorporated into the operations of other committees in terms of communication within the young photographer community. It was suggested that the committee be disbanded but that the committee members be asked to join other committees, i.e., membership, marketing, college program, etc.

MSC to discontinue the youth action committee as an entity but work to incorporate the standing members into other committees.

VIII. Strategic Planning

A. Website

Ralph Clevenger led the Board through a strategic planning session regarding the goals and vision for the NANPA website. It was the general consensus that the website needs to be a resource for information and links rather than a provider or original programs. The Board wants the website to serve the nature photography community, not exclusively NANPA members. There was also discussion about how to capitalize on the uniqueness of the Summit experience through the website. A number of ideas were introduced for future development. Tasks and immediate goals will be addressed in future discussions.

B. Summit

Ralph Clevenger led the Board through a strategic planning session regarding its goals and vision for the NANPA Summit. A number of ideas were discussed included development of a curriculum framework for all NANPA events (based on a report from Tom Carlisle, maximizing the Summit experience and ways to bring more people to the Summit. Board members were asked to email their specific suggestions to Ralph and he will compile them for distribution. Tasks and immediate goals will be developed.

IX. NANPA Meetings/Events

A. Staff Report

Annette Rogers reviewed the areas of responsibility for the Summit Committee, Board and staff. The following are to be approved by the Board:

- 1) Selection of the location and hotel for the Summit
- 2) Approval/appointment of the Summit Chair and Vice Chair
- 3) Approval of the budget
- 4) Approval of the comping policy, and
- 5) Selection of the date.

The Summit Committee is responsible for:

- 1) Selection of working group chairs
- 2) Recommending speakers
- 3) Developing program content
- 4) Working with staff on preliminary and onsite program information

Staff is responsible for:

- 1) Negotiating contracts
- 2) Developing budgets
- 3) Creating the matrix
- 4) Managing logistics

Annette also reminded the Board that there are seven parameters currently in place that affect site and date selection: 1) Dates should be between mid-January and mid-March, 2) Location should be in warmer climates, 3) Must be near good photo opportunities, 4) Can't conflict with other photo shows, 5) Must have room rates of \$139 or less, 6) Must have 60,000 square feet of meeting space, and 7) Must have green practices in place. It was noted that these parameters do limit the number of locations available to NANPA. Staff asked what areas are flexible.

B. Summit Committee – Jamie Davidson

1. Committee Report

Jamie Davidson noted that challenges that have faced the planners for 2010, including conflicting dates with other photo shows (which resulted in a structure change of the Summit) and budget issues. She emphasized that those challenges have been dealt with and that now it is time to focus on boosting attendance at the event. The Board reviewed the schedule and discussed some of the suggestions made during the strategic planning sessions, including the idea of making the event more inclusion to all nature photographers rather than just NANPA members.

MSC to change the name of the event to the Nature Photography Summit presented by NANPA.

2. 2011 – McAllen Update

The Board discussed logistics for the 2011 Summit in McAllen, Texas. This location will be a new structural model for NANPA. All the sessions and events will be held at the convention center but attendees have the option to stay at a variety of hotels nearby that offer different rates. Rooms have been blocked at the hotels for NANPA attendees. The Board asked that staff also look into nearby camping options.

MSC to approve McAllen, Texas, as the location for the 2011 Nature Photography Summit

3. 2012 – Initial Information

Lina Dennison presented initial proposals from Charleston, S.C., and Jacksonville, Florida. Because the room rates were higher than the limit the Board has set forth, staff was asked to look at other locations, including Nashville, Knoxville and Atlanta.

C. Regional Events – Nancy Carrizales

Nancy Carrizales presented the committee report, including the proposed program and budget for a regional event to be held in the Smoky Mountains in the spring of 2010. The budget includes two coordinators for the event.

MSC to approve the program and budget for the Smoky Mountain Regional Event.

Susan Day and Bill Campbell abstained.

D. Road Show – Nancy Carrizales

Nancy Carrizales noted that the Road Shows continue to be successful, although registration for the event scheduled for early August is slow. The committee has proposed three events for 2010, all of which are included in the NANPA budget. The committee also asked the Board to approve a proposal that NANPA members who promote a NANPA event or membership to a local group will receive \$20 in NANPA bucks in recognition of their efforts.

MSC to approve the policy that if a NANPA member goes to a camera club and other community to promote either a specific event or NANPA membership will receive \$20 in NANPA bucks.

X. NANPA Issues Discussion

A. Red Flag Compliance

Annette Rogers presented information about new FTC rulings regarding identify theft prevention policies. The Board determined that, because NANPA rarely extends credit to customers, NANPA does not fall within the criteria for organizations required to comply to the ruling. The Board noted that safeguards are already in place to protect against identity theft and credit card fraud.

B. Records Retention Policy

Annette Rogers presented a proposal on the retention of hard copy files. It was noted that such a policy document is always a work in progress as policies change over time.

MSC to approve the NANPA Records Retention Policy (included as Attachment A).

C. Adobe Photographers Directory Chair

Annette Rogers updated the Board on the Adobe Photographers Directory, which is a service available to qualifying members of NANPA. The current chair, who is responsible for reviewing the applications, is stepping down. A new chair is needed. Bill Plunkett volunteered.

D. 2009-2010 Budget

The Board reviewed changes made during the meeting, which only included an additional \$50 for the Technology Committee.

MSC that the NANPA Board approve their 2009-10 budget in the amount of \$702,742 income and \$702,438 expense, including a management fee of \$312,490* (included as Attachment B).

*The Board approved a proposal from the Resource Center for Association to defer a potential 3% increase in the management fee until the end of the 2009-10 budget year. To the extent that, at that time, NANPA has a positive financial outcome, RC will receive up to \$9,375.

E. Election of Incoming President-elect

According to the NANPA bylaws, the Board approves the incoming President-elect at its summer meeting. This individual does not take office until the end of the next Summit but the appointment precludes them from having to stand for re-election if applicable.

MSC to approve Bill Plunkett as the incoming President-elect to take office at the close of the 2010 Summit.

XI. Joint Meeting with Foundation Board

The Foundation Board meeting was called to order at 3:35 pm. A quorum was present. Attending were Mary Jane Gibson, President; Danita Delimont, Vice President; John Nuhn, Past President; Alice Robertson, Treasurer; Board members Cindy Miller Hopkins, Kevin O'Neal and Dee Ann Pederson. Not attending, Rob Sheppard and Michael Nadler.

A. College Scholarship Program – Alison Jones

Alison Jones provided an overview of the planned program for 2010. It was noted that the proposed budget needed to have \$330 added to it for breakfasts and \$660 to reflect the increase student registration fee.

NANPA MSC to approve the college budget as amended.

NANPA MSC to ask the NANPA Foundation to fund college program for the 2010.

NANPA Fdn MSC to fund up to \$15,000 for the college program for 2010.

B. High School Student Program – Ralph Clevenger

The report was presented for review and filing. The Boards discussed the proposed implementation of an application fee. It was decided that the fee would cover a one-year membership in NANPA. The income from the fee would be added to the NANPA budget as membership income.

MSC to approve an “application fee” of \$25. All applicants will receive a year membership.

The Boards also discussed the proposed high school budget, noting the financial discrepancy between the high school program and the college program. It was the consensus of the Board that the high school budget could be trimmed to run more efficiently.

NANPA MSC to approve \$15,000 for the 2010 high school program.

NANPA MSC to ask the NANPA Foundation to fund the high school program for the 2010 year.

NANPA Fdn MSC to provide \$15,000 for the 2010 high school program.

XII. Next Board Meeting – February 16, 2010, Reno, NV

XIII. Adjourn – The NANPA Board adjourned at 4:30 pm.

NANPA Record Retention Policy

- 1. NANPA maintains a filing system for hard copy documents consistent with that of its electronic document management system. Records are kept separate and in accordance with NANPA's organizational structure, its services and activities. All electronic legal records and documents of a sensitive nature are password protected and any similar hard copy documents are kept onsite. In addition, NANPA's legal counsel maintains duplicates of such documents.
2. It is NANPA's policy to retain records as required by law and to destroy them when appropriate. NANPA's Executive Director, President, and/or the Chief Financial Officer where appropriate, must approve the destruction of records. A log is kept by the NANPA Office Manager of all destroyed records. Where no client records retention policy exist, the following formal records retention policy will apply:

Table listing various record types and their retention periods, such as Accident reports/claims (7 Years), Accounts payable ledgers (7 Years), Annual meeting brochures (Permanently), Audit reports (Permanently), Bank reconciliations (7 Years), Bank Statements (7 Years), Capital stock and bond records (Permanently), Cash books (Permanently), Checks (7 Years), Contracts (While Active + 7 years), Correspondence (2 Years), Deeds (Permanently), Depreciation schedules (Permanently), Duplicate deposit slips (2 Years), Employment applications (3 Years), Employee personal records (While Active + 3 Years), Expense analyses (7 Years), Financial statements (Permanently/Optional), Garnishments (7 Years), General and private ledgers (Permanently), Insurance policies (3 Years), Insurance records (Permanently), Internal audit reports (3 Years), Internal reports (3 Years), Inventories (7 Years), Invoices to customers (4 Years), Invoices from vendors (7 Years).

Journals	Permanently
Membership applications	6 mo. or per client policy
Minute books of directors and stockholders, including by-laws and charter (Hard Copy).....	Permanently
Notes receivable ledgers and schedules.....	7 Years
Option records (expired)	7 Years
Payroll records and summaries, including payments to pensioners.....	7 Years
Personnel records (terminated).....	7 Years
Petty cash vouchers	3 Years
Plant cost ledgers.....	7 Years
Property appraisals by outside appraisers.....	Permanently
Property records – including costs, depreciation, reserves, end-of-year trial balances, depreciation schedules, blueprints and plans.....	Permanently
Purchase orders:	
Purchasing department copy	7 Years
Other copies.....	1 Year
Retirement and pension records	Permanently
Requisitions.....	1 Year
Sales records.....	7 Years
Savings bond registration records of Employees	3 Years
Scrap and salvage records (inventories, sales, etc.).....	7 Years
Stenographer’s notebook.....	1 Year
Stock and bond certificates (cancelled).....	7 Years
Stockroom withdrawal forms	1 Year
Subsidiary ledgers	7 Years
Tax returns and worksheets, examination reports, revenue agents’ and other documents relating to determination of income tax liability.....	Permanently
Time sheets/cards/books.....	7 Years
Trademark registrations and copyrights	Permanently
Training manuals.....	Permanently
Voucher register and schedules	7 Years
Vouchers for payments to vendors, employees, etc. (including allowances and reimbursement of employees, officers, etc. for travel/entertainment expenses)	7 Years
Withholding tax statements	7 Years

3. NANPA’s electronic records are stored in a shared files environment that allows each member of the staff to have access to client documents. Draft documents may be maintained in an individual folder. When the document is completed, it is stored by client, then by activity. Additional subfolders are created based on the level of detail required. For example, if a document is created for a client annual meeting, it is stored in an electronic folder identified by client, by activity (annual meeting), by year, then by category such as speaker, hotel, marketing, etc.

NANPA maintains an automatic backup system of its electronic records and software. Backups are performed nightly, Monday through Friday, and the physical backup is stored offsite. Tape backups are pulled out of rotation on a monthly basis.

APPROVED NANPA BUDGET
July 1, 2009-June 30, 2010

INCOME

1. Dues				286,500
1800 members @	100	180,000		
500 new members @	100	50,000		
400 joint members (2 @ \$75 = \$150)	75	30,000		
100 new joint members (2 @ \$75 = \$150)	75	7,500		
50 students @	25	1,250		
90 new students @	25	2,250		
20 corporate/friends @	250	5,000		
3 corporate bronze @	1,000	3,000		
1 corporate silver @	2,500	2,500		
1 corporate gold @	5,000	5,000		
10 High School Students Scholarships	0	0		
8 College Students	0	0		
35 Life-time members	0	0		
2. Annual Summit (see separate budget)				254,152
3. Advertising				9,000
Currents (\$2000 x 4 issues)	8,000			
Ripples	1,000			
Web				
4. Mailing List Rental				7,500
5. Product Sales				16,000²
Books	12,000			
Products (Shirts, Pins,...)	4,000			
Recordings	0			
6. Regional Events				31,000
Fall 2009 (Michigan)	15,500			
Spring 2010 (Smokies)	15,500			
7. Road Shows				26,390
Minneapolis	AUDIOV	9,000		
City 1 (Spring 2010)	FOODBV	8,695		
City 2 (Early Summer 2010)	TRAVEL	8,695		
City 3 (2010 - Falls in 10-11 budget)	FACILT			
	SPEAKR			
	POSTAG			
	PRINTG			
	SUPPLY			
	SITVIS			
8. Expressions 2010				38,000
Photographers -(Jury Fees)	32,500			
Canon	5,000			
Sales	500			
9. Subscription Program				32,000
Shipping & Handleling	AMEPHO	OUTPHO		
	NATPHO	POPPHO		
	NATBES	NATBEK		
10. Travel Insurance Income				700³
11. Interest				1,500
Checking & Money Marke				
			TOTAL INCOME	702,742
DIRECT EXPENSES				
12. Annual Summit see separate budget				253,262
13. Annual Summit Committee				200

14. Art Exhibit					700 ⁴
15. Awards/Plaques					2,100
16. Awards Committee					150
17. Advertising (Commission - 15% of sales)					1,350
18. Communications Committee					50
19. Communications :					73,120
A. Ripples				4,860	
6 Issues					
Editor Honorarium (Niki \$360 x 6)			2,160		
Editor Honorarium (Sharon \$450 x 6)			2,700		
B. Web Site				2,460	
Web Hosting & maintenance			1,740		
SSL Renewal			70		
Showcase & Journal support			650		
C. Currents -(Magazine)				65,800	
4 issues 32 pages each					
Printing \$5,600/issue			24,000		
Executive Editor (Niki Barrie) \$2,500/issue			10,000		
Senior Editor (Sharon Cohen-Powers) \$1,000/issue			4,000		
Design (Sharon Cohen-Powers) \$1,500/issue			6,000		
Writers \$1650/issue			6,600		
Mailing house \$400/issue			1,600		
Envelopes and stuffing \$600/issue			2,400		
Postage \$2600/issue			10,400		
Shipping/misc. \$200/issue			800		
20. Environment Committee					200
21. Ethics Committee					50
22. History Committee					400
23. Marketing Committee					2,500
24. Membership					12,000
Membership brochures/collateral			1,000		
Renewal packets					
Postage			3,000		
Printing			4,000		
New Member Packets			4,000		
Postage					
Printing					
25. Membership Committee					300
26. Nominating Committee					50
27. Products					10,500
Books			7,500		
Products		*** SUB ACCTS	3,000		
		FJACKJ	TMUGS		
		BBCAPS	PINS		
		TSHIRT	MEMORY		
		FLVEST	STRAPS		
		POLOSH	DENSH		
28. Products Committee					100
29. Regional Events		*** SUB ACCTS			24,321
Michigan 2009		AUDIOV	12,321		
Smokies 2010		FOOBDV	12,000		

