



Alternatives in Action

WHERE YOUTH CHOOSE TO LEAD

Alternatives in Action Board of Directors Meeting

September 11, 2018 • 6:30 pm to 9:00 pm

Alternatives in Action Main Office, 2640 International Blvd. Oakland, CA 94601

Please join us at 6:00 pm for dinner!

Agenda Items	Time	Lead	Strategic Planning Goal
1. Welcome! Call to Order; Approval of Agenda (Action) Board members will review agenda 1.1 Alternatives in Action Agenda (attached)	6:30	Katharine	All
2. Approval of the Minutes (Action) 2.1 Approval of the minutes from the June 19, 2018 Board Meeting (attached)	6:40	Katharine	All
3. Public Comment We welcome comments from the general public on non-agendized items.	6:43	Katharine	
4. Executive Director Updates (Information/Discussion) Organizational updates including staffing, opening of ECEC and enrollment.	6:45	Patricia	Goal 3, 4
5. Development Updates (Information/Discussion) 5.1 Year End Development Presentation (attached) 5.2 Year to Date Totals (attached)	6:55	Jennifer	Goal 2
6. Finance Committee (Information/Action) 6.1a Cash Flow 2018-19 Memo (attached) 6.1b Cash Flow Statement (attached) 6.2 2017-2018 Year End Financial Reports 6.2a Year End Memo (attached) 6.2b 2017-18 P&L Statement (attached) 6.2c 2017-18 Budget to Actual Statement (attached)	7:10	Dominic/Oriana	Goal 2
7. Board Development (Information/Action) 7.1 Board self-assessment (attached) 7.2 Revised Board Commitment Forms 7.3 Review and approval of Board Committee Structure & Membership (attached)	7:30	Katharine/Patricia	Goal 2
8. Board Comments on Non-Agendized Matters	7:55	Everyone	
9. Closed Session: Personnel Matter	8:00	Katharine	
10. Acknowledgements & Adjourn	8:30	Katharine	

Board Culture Agreements

- Assume positive intent
 - Mistakes happen and if they happen clean them up
 - No questions are silly!
- Have fun! Keep a positive attitude
- Avoid 3rd party conversations - if you have a concern or complaint, be direct and honest with other members & staff
- Use respectful communication and respectful language
 - One mic! support facilitator and limit sidebar conversations
 - Step up/step back (being mindful to let everyone have a chance to speak)
 - Be willing to hear multiple perspective/stay open minded

Procedural Agreements

- Honor our commitments
 - Attend and prepare for meetings
 - Respect everyone's time – meetings start on time/end on time, members come on time and communicate when they aren't able
 - Ensure measurable outcomes and clear next steps to support accountability and follow through
- Appropriate allotment of time for topics
- Utilize committee structure
 - Keep communication flow between committees and full Board
 - Committees/Staff provide information needed to support decision-making
 - Honor the work of the committees to facilitate effective decision-making (stay out of the weeds)
- Stay on topic; use parking lot for items that require follow up
 - Make sure parking lot items are delegated and come back to the full Board as needed

Alternatives in Action Board of Directors
Minutes of the Regular Meeting of the Board of Directors Meeting
June 19, 2018 - 6:30 pm to 9:00 pm
(Alternatives in Action High School, 6221 E. 17th St., Oakland, CA 94621)

Board Members Present: Donna Fletcher, Tracey Moore, Beatriz Rojas, Steve Scheier, Joe Feldman, Justin Marcoux, Greta Brownlow, Jay Ryder, Jim Burke, Jared Joiner, Katharine Earhart, Patricia Murillo

Board Members Absent: Shady Shahid, April Angeles, Crystal Cheng, Maria Choi, Dominic McDonald, Veda Bartlow

Staff Members Present: Veronica Churchill, Jennifer Lyle, Phung Lai, Logan Manning, Robert Vidana, Oriana Obligation

Guests Present: James Hernandez (student), Yeny Rosales (student), Abigail Edelman (to be voted to join the Board), Shelley Yim (to be voted to join the Board)

1. Welcome! Call to Order; Approval of Agenda (Action/Activity) Meeting was called to order at 6:09pm

Motion to approve agenda: Joe Feldman

Seconded by: Jim Burke

All in favor: Donna Fletcher, Tracey Moore, Beatriz Rojas, Steve Scheier, Joe Feldman, Justin Marcoux, Greta Brownlow, Jay Ryder, Jim Burke, Jared Joiner, Katharine Earhart, Patricia Murillo

Opposed: None

Abstentions: None

2. Approval of the Minutes

Motion to approve the Board Meeting minutes from the April 21, 2018 meeting: Greta Brownlow

Seconded: Beatriz Rojas

All in favor: Donna Fletcher, Tracey Moore, Beatriz Rojas, Steve Scheier, Joe Feldman, Justin Marcoux, Greta Brownlow, Jay Ryder, Jim Burke, Jared Joiner, Katharine Earhart, Patricia Murillo

Opposed: None

Abstention: Tracey Moore

3. Public Comment

No comment

4. Local Control Action Plan

- Presentation of LCAP goals by school leadership with presentations on learning experiences in 2017-18 by two students.
- Discussion of plans for the upcoming school year to improve outcomes for youth and parents in relation to the goals that we are being measured on.
- Board Questions that the Co-Directors Answered:
 - Can we get a report back on what the results are from understanding why the perceptions of safety has declined?
 - What are the hiring efforts around the vacant positions?
 - Is the goal for credentialed teachers above 75%?
 - Have there been attempts to build stronger relationships with departments of Education from local colleges and universities?

Resolution to approve the 2018-19 Local Control Action Plan for Alternatives in Action High School: Jim Burke

Seconded: Tracey Moore

All in Favor: Donna Fletcher, Tracey Moore, Beatriz Rojas, Steve Scheier, Joe Feldman, Justin Marcoux, Greta Brownlow, Jay Ryder, Jim Burke, Jared Joiner, Katharine Earhart, Patricia Murillo

Opposed: None

Abstention: None

5. Board Development

- Both candidates provided a brief background on themselves and why they want to get involved and serve on the Alternatives in Action Board of Directors, which then led into a closed door discussion by the Board around the skillsets we are trying to recruit.

Resolution to seat Shelley Yim to the Alternatives in Action Board of Directors: Steve Scheier

Seconded: Tracey Moore

All in favor: Donna Fletcher, Tracey Moore, Beatriz Rojas, Steve Scheier, Joe Feldman, Justin Marcoux, Greta Brownlow, Jay Ryder, Jim Burke, Jared Joiner, Katharine Earhart, Patricia Murillo

Opposed: None

Abstention: None

Resolution to seat Abigail Edelman to the Alternatives in Action Board of Directors: Jared Joiner

Seconded: Greta Brownlow

All in favor: Donna Fletcher, Tracey Moore, Beatriz Rojas, Steve Scheier, Joe Feldman, Justin Marcoux, Greta Brownlow, Jay Ryder, Jim Burke, Jared Joiner, Katharine Earhart, Patricia Murillo

Opposed: None

Abstention: None

- Beatriz would like to have a discussion around what the structure of the marketing and development committee would look like and how we can move forward. We also need a discussion on the leadership of this. It will be tabled until the next meeting.
- We should extend the 2017-18 committee structure until we have a larger discussion on committee membership and develop a plan for next year.
 - [TO DO] Stick to the committees we were in last year and continue to meet until we vote on the new structures at the first Board meeting next year. Executive Committee will come up with a new proposal around what the committee structure will look like in August at the first meeting, especially around moving the Marketing & Development committee forward next year.

Resolution to approve the Alternatives in Action Officer Structure as presented for 2018-19:

Beatriz Rojas

Seconded: Joe Feldman

All in favor: Donna Fletcher, Tracey Moore, Beatriz Rojas, Steve Scheier, Joe Feldman, Justin Marcoux, Greta Brownlow, Jay Ryder, Jim Burke, Jared Joiner, Katharine Earhart, Patricia Murillo, Shelley Yim, Abigail Edelman

Opposed:

Abstention: None

- Chair: Katharine Earhart
- Vice Chair: Jim Burke
- Treasurer: Dominic McDonald
- Secretary: Crystal Cheng

6. Strategic Planning Updates

- Update on what has transpired on the strategic plan since the Board Retreat.
- Discussion around how Board members and staff felt about the updated Strategic Plan goals and objectives since feedback from the previous meeting.

7. Finance Committee

- Presentation of the 2018-19 budget as it was created by the Finance Committee with explanations and reasonings as to how the numbers were created.
- Discussion of how some programs support other programs and admin costs.
 - [TO DO] The Board is requesting a graph of how programs and AIAHS support admin costs. What are the percentages?
- Discussion around sources of income and how it supports the organization.

Resolution to approve the 2018-19 fiscal year budget for Alternatives in Action: Greta Brownlow

Seconded: Shelley Yim

All in favor: Donna Fletcher, Tracey Moore, Beatriz Rojas, Steve Scheier, Joe Feldman, Justin Marcoux, Greta Brownlow, Jay Ryder, Jim Burke, Jared Joiner, Katharine Earhart, Patricia Murillo, Shelley Yim, Abigail Edelman

Opposed: None

Abstention: None

8. Fund Development Update

- Discussion and explanation of the slow start that the fundraising on behalf of the campaigns have had with the *We Will Not Be Indifferent* campaign.
- Want to set the event date that was to happen in October later in the fiscal year and extend the time of the campaigns.
- Need to increase individual and corporate giving.
- [TO DO] Board wants an update on the *We Will Not Be Indifferent* campaign at the next Board meeting.

9. Executive Compensation

- Discussion of salaries for the executive leadership of the organization

10. Closing & Acknowledgements

Meeting Adjourned at 8:49pm

Board Minutes approved by:

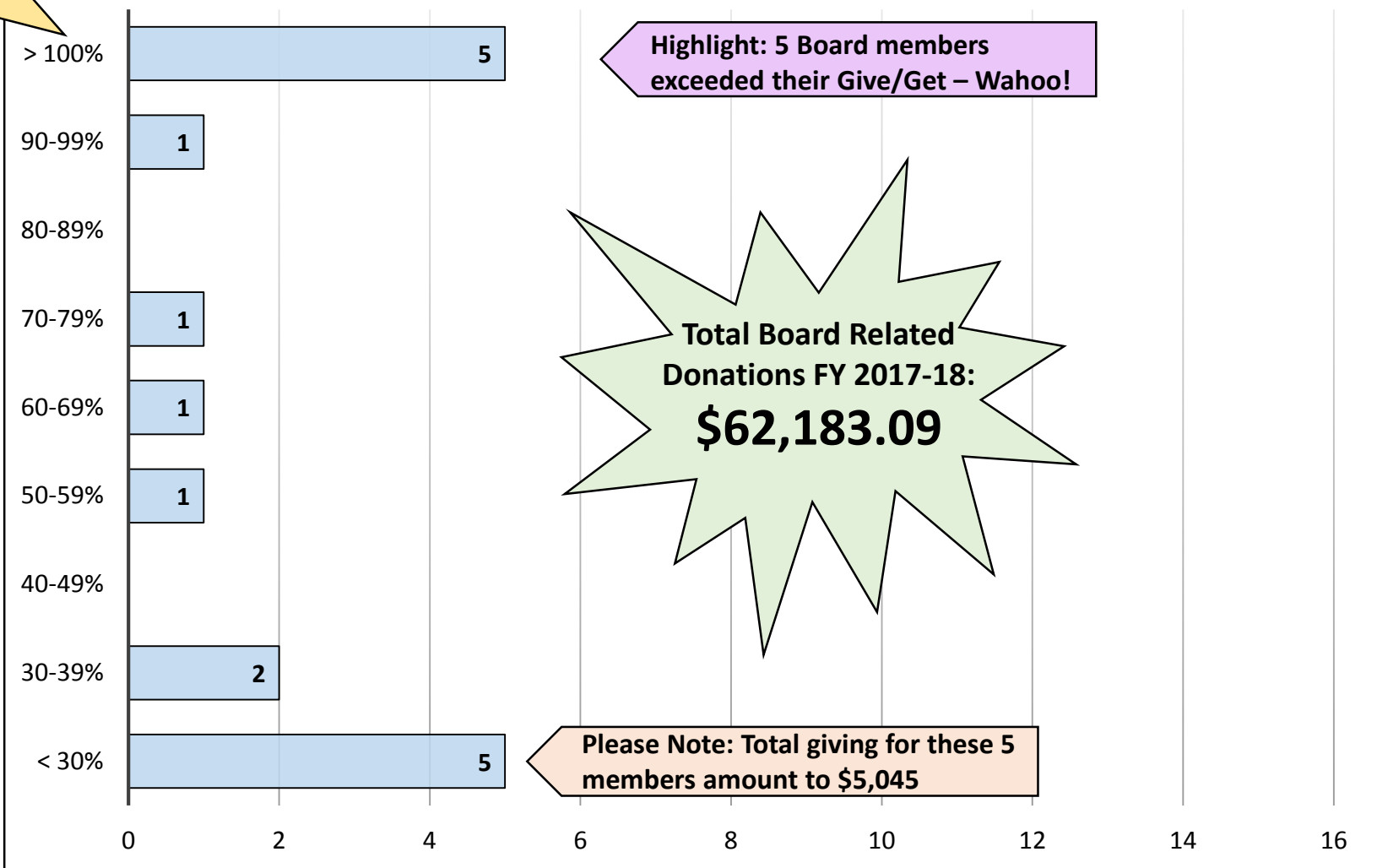
Crystal Cheng, Secretary

Date



**Time to celebrate!
100% AIA Board
Participation**

Total Board Give/Get Participation of \$5,000: FY 2017-18



Highlight: 5 Board members exceeded their Give/Get – Wahoo!

**Total Board Related Donations FY 2017-18:
\$62,183.09**

Please Note: Total giving for these 5 members amount to \$5,045

2017-18 Board Give/Get Goal: \$80,000

- *AIA Board Roster 2017-18**
- Beatriz Rojas
 - Crystal Cheng
 - Dominic McDonald
 - Donna Fletcher
 - Greta Kirschenbaum-Brownlow
 - Jared Joiner
 - Jay Ryder
 - Jim Burke
 - Joe Feldman
 - Justin Marcoux
 - Katharine Earhart
 - Maria Choi
 - Shady Shahid
 - Steve Scheier
 - Tracey Moore
 - Veda Bartlow

Number of AIA Board Members 2017-18*

Government Grants & Contracts

Fiscal Year	2014-15	2015-16	2016-17	2017-18 (YTD)	2018-19 (YTD)
Annual Target	\$1,870,672	\$2,096,039	\$2,454,969	\$2,167,827	\$2,987,050
Amount Raised	\$2,044,685	\$2,185,694	\$2,146,363	\$2,876,920	\$2,195,388

Does not include AIAHS State/District Income

Individual, Corporate, & Event Donations

Fiscal Year	2014-15	2015-16	2016-17	2017-18	2018-19
Annual Target	\$51,500	\$73,000	\$340,000	\$360,000	\$400,000
Amount Raised	\$77,717	\$118,350	\$298,452.50	\$194,492	\$132,338

Capital Grants & Family Foundation Funds

Fiscal Year	2014-15	2015-16	2016-17	2017-18 (YTD)	2018-19 (YTD)
ANNUAL TARGET	\$461,250	\$630,899	\$777,721	\$637,013	\$757,250
AMOUNT RAISED	\$404,000	\$766,474	\$835,271	\$837,103	\$272,500



Alternatives in Action

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Memo

TO: Alternatives in Action Board of Directors

From: Oriana Maghoney, Director of Operations & Finance

Date: 8/31/18

Re: Cash Flow Memo 2018-2019

Traditionally, our tightest months for cash flow are always August and September. This is due to the contracts that we have with our government funding which makes up approximately 78% of our revenue. We don't generally start to see our government contracts paying out until late October.

It is during the months of August and September that we usually draw down on our line of credit to support cash flow while we await these payments.

What you will see on this cash flow document is our cash flow inclusive of our line of credit and our cash flow without our line of credit. You can see how we can become dependent on our line of credit if we don't continue to increase revenue for cash flow purposes.

Key Takeaways from the cash flow:

- We had to draw \$75,000 in August to support payroll
- August and September are traditionally our most difficult months fiscally
- Government payments start to pay out in late September and October
- The carryover of expenses from 2017-2018 have to be paid out in 2018-2019
- It is not until we become less reliant on government funding and increase the various revenue streams such as individual giving where we can bring in funding at different points in the year when it's most needed
- Our line of credit has to be paid off each year so you will see in both scenarios that in November the line would have been paid off and the cash flow catches up to the paid off line of credit

Things you can do as a Board Member:

- Give your annual giving during the month of July, August or September
- Introduce people to the organization who may want to donate and encourage them to do so in the months of July, August or September
- Network and get our name out there so we can get grants that come in at different points in the year

Total Income With Credit Line

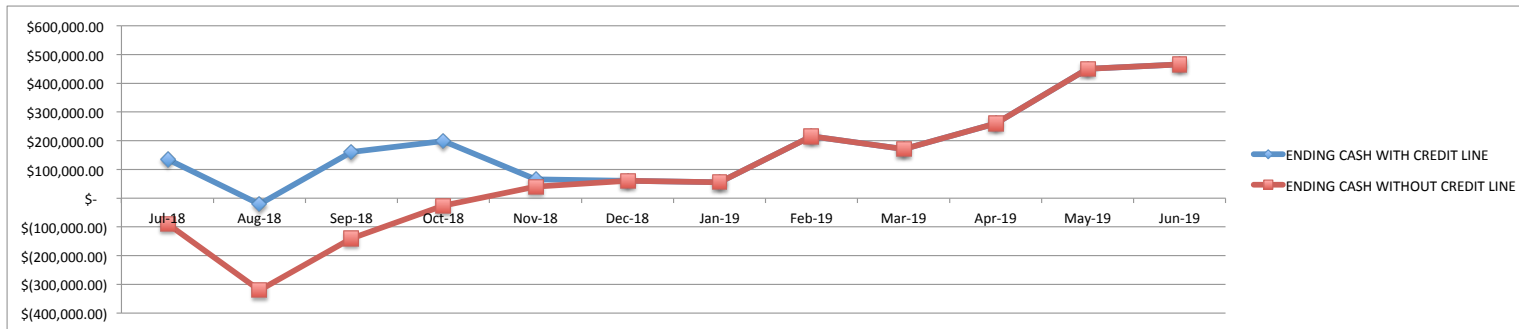
	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19
BEGINNING CASH	\$ 345,904.91	\$ 135,677.59	\$ (20,801.70)	\$ 160,335.88	\$ 198,712.27	\$ 65,510.81	\$ 60,864.29	\$ 55,689.61	\$ 216,029.93	\$ 171,070.15	\$ 260,074.23	\$ 450,446.07
TOTAL INCOME	\$ 219,443.42	\$ 279,841.11	\$ 598,572.96	\$ 602,811.77	\$ 629,703.07	\$ 476,788.86	\$ 441,260.70	\$ 536,775.70	\$ 441,475.60	\$ 602,439.46	\$ 706,807.22	\$ 522,231.48
TOTAL EXPENSE	\$ 429,670.74	\$ 436,320.40	\$ 417,435.38	\$ 564,435.38	\$ 762,904.53	\$ 481,435.38	\$ 446,435.38	\$ 376,435.38	\$ 486,435.38	\$ 513,435.38	\$ 516,435.38	\$ 506,435.38
ENDING CASH	\$ 135,677.59	\$ (20,801.70)	\$ 160,335.88	\$ 198,712.27	\$ 65,510.81	\$ 60,864.29	\$ 55,689.61	\$ 216,029.93	\$ 171,070.15	\$ 260,074.23	\$ 450,446.07	\$ 466,242.17

Total Income Without Credit Line

	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19
BEGINNING CASH	\$ 120,904.91	\$ (89,322.41)	\$ (320,801.70)	\$ (139,664.12)	\$ (26,287.73)	\$ 40,510.81	\$ 60,864.29	\$ 55,689.61	\$ 216,029.93	\$ 171,070.15	\$ 260,074.23	\$ 450,446.07
TOTAL INCOME	\$ 219,443.42	\$ 204,841.11	\$ 598,572.96	\$ 602,811.77	\$ 629,703.07	\$ 476,788.86	\$ 441,260.70	\$ 536,775.70	\$ 441,475.60	\$ 602,439.46	\$ 706,807.22	\$ 522,231.48
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2018-2019 CASH FLOW

	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19
ENDING CASH WITH CREDIT LINE	\$ 135,677.59	\$ (20,801.70)	\$ 160,335.88	\$ 198,712.27	\$ 65,510.81	\$ 60,864.29	\$ 55,689.61	\$ 216,029.93	\$ 171,070.15	\$ 260,074.23	\$ 450,446.07	\$ 466,242.17
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Memo

TO: Alternatives in Action Board of Directors
From: Oriana Maghoney, Director of Operations & Finance
Date: 8/30/18
Re: 2017-2018 P&L & Budget to Actual (Fiscal Closeout)

It is the role of the Finance Committee to review all fiscal reporting that is associated with Alternatives in Action and its programs. During our last finance committee meeting, the group reviewed our end of year financials.

Attached is the 2017-2018 fiscal year close out Profit and Loss Statement as well as the Budget to Actual for the same year. There are key differences between these reports.

Budget to actual:

- The Budget to Actual report represents budgeted items for one particular year. In this case the 2017-2018 fiscal year.
- There may be funds promised and received that cross over into prior years or future years based on the funding type and scope of work attached to the funding.
 - Ex: Received money from Propel Next for a multi-year grant in 15-16. For organizational budgeting purposes, the money is “carried over” into future years based on the grant requirements for 15/16, 16/17 & 17/18.
- In the 2017-2018 fiscal year, staff did their part to ensure that we did not end upside down despite several key areas:
 - Delay in ECEC
 - Funding targets were not met
- The budget year ended with a \$115k reserve primarily because of the built in \$100k contingency line item
- There may still be outstanding invoices for expenses that have not been received.
- There are still outstanding receivables that we are awaiting payment on.

P&L:

- For auditing purposes, the P&L is the number you want to pay attention to.
- The Profit & Loss statement reflects actual income and expenses for the given year (2017/18). It includes money promised and does not include carryover money received in prior years. It does include “Promise to Give” money in future years from grant letters that were received prior to 6/30/18.
 - Ex: We received money from Propel Next for a multi-year grant in 15-16. For P&L and auditing purposes, the money is counted as all received in 15-16 based on the grant award.
- Our year end on the P&L shows us with an ending number of approximately \$654k
 - This number is different from the Budget to Actual ending because it does not count carryover money from years prior but it also credits us for grants that may be utilized in future years (ex: Behavioral Health)

Alternatives In Action
Profit & Loss
 July 2017 through June 2018

Jul '17 - Jun 18

Ordinary Income/Expense		
Income		
GRANTS		
4862 - Foundation		
4862d - Fnd Grants Rec'd PY-Carryover		517,500.00
4862b - Fndtn. Grants Deferred Rev - FY		131,250.00
4862a - Foundation Grants Current Yr		319,603.00
Total 4862 - Foundation		968,353.00
4863 - Government		
4864 - 21st Century		
4864a - 21st Century Carryover	10,000.00	
4864 - 21st Century - Other	907,810.00	
Total 4864 - 21st Century		917,810.00
4865 - HCSA		277,280.00
4866 - OFCY		285,000.00
4869 - Alameda County Probation		
4869A - ACPD - Beh.Hlth Deferred Rev FY	1,006,515.00	
4869 - Alameda County Probation - Other	335,505.00	
Total 4869 - Alameda County Probation		1,342,020.00
4863 - Government - Other		78,217.68
Total 4863 - Government		2,900,327.68
Total GRANTS		3,868,680.68
LCFF/REVENUE LIMIT SOURCES		
8011 - State Aid - Current Year		1,246,773.57
8012 - Education Prot. - Current Year		270,281.00
8096 - Chart. Schools In Lieu Prop Tax		473,387.80
Total LCFF/REVENUE LIMIT SOURCES		1,990,442.37
FEDERAL REVENUES		
8290 - Title 1&2No Child Left Behind		62,404.00
Total FEDERAL REVENUES		62,404.00
OTHER STATE REVENUES		
8550 - Mandate Block Grant		29,818.00
8560 - State Lottery Revenue		35,813.61
8590 - All Other State Revenue		
8590f - SB 740 Gov. Grant	109,864.00	
8590e - CTEIG Grant	126,079.00	
8590d - School Lunch Prg. - State Fundi		
8590c - Prop 98 - St of CA Child Nutri	3,717.72	
8590d - School Lunch Prg. - State Fundi - Other	45,266.59	
Total 8590d - School Lunch Prg. - State Fundi		48,984.31
8590a - Prop 39 Funding	52,655.00	
8590b - Career Pathways	10,728.42	
9620 - College Ready Block Grt/1xManda		
9620a - 9620a - Carryover Previous Year	30,000.00	
Total 9620 - College Ready Block Grt/1xManda		30,000.00
Total 8590 - All Other State Revenue		378,310.73
StRevSE - Special Education - State		101,369.80
Total OTHER STATE REVENUES		545,312.14
OTHER LOCAL REVENUES		
8701 - ECEC Application Fee		75.00

Alternatives In Action
Profit & Loss
 July 2017 through June 2018

	Jul '17 - Jun 18
8710 · Fees for Service	16,333.00
8720 · Individual Contributions	
8764b · ECEC Individual Donations	840.00
8720 · Individual Contributions - Other	169,752.50
Total 8720 · Individual Contributions	170,592.50
8730 · Corporate Donations	23,840.00
8750 · Event	
8751 · HSH Fundraising Event	60.00
Total 8750 · Event	60.00
8699 · OTHER LOCAL REVENUES	
8699-D · Parcel Tax Allocation	332.52
8699-C · AIAHS Food Program	239.90
8699 · OTHER LOCAL REVENUES - Other	19.46
Total 8699 · OTHER LOCAL REVENUES	591.88
Total OTHER LOCAL REVENUES	211,492.38
Total Income	6,678,331.57
Expense	
PERSONNEL EXPENSES	
PROGRAM SALARIES	
8008 · Admin Salary/Hourly	358,550.89
8000 · Community Programs	
8367 - CTEIG Funds	5,855.04
8000 · Community Programs - Other	176,984.22
Total 8000 · Community Programs	182,839.26
8001 · Fremont Salary/Hourly	199,767.18
8002 · ECEC Salary/Hourly	108,195.23
8003 · LIFE Salary/Hourly	155,074.80
8004 · LIFE MIDDLE Salary/Hourly	240,164.93
8005 · MYFC Salary/Hourly	390,991.92
8006 · Probation Salary/Hourly	139,140.20
8007 · Seminary Salary/Hourly	
6387 - CTEIG Funds	15,502.46
8007 · Seminary Salary/Hourly - Other	106,284.33
Total 8007 · Seminary Salary/Hourly	121,786.79
Total PROGRAM SALARIES	1,896,511.20
CERTIFICATED SALARIES	
1100 · Certificated Teachers' Salaries	291,962.93
1100R · Cert. Teachers's Salaries Restr	176,831.58
1300 · Certificated Supervisors'/Admin	95,795.26
1300R · Certificated Sup/Admin Restrict	95,620.24
Total CERTIFICATED SALARIES	660,210.01
NON-CERTIFICATED SALARIES	
2100 · Classified Instructional Salari	37,464.15
2200 · Classified Support Salaries	206,142.64
2400 · Clerical/Technical/Office Staff	369,620.63
Total NON-CERTIFICATED SALARIES	613,227.42
EMPLOYEE BENEFITS	
3701 · Soc. Sec. Certificated Position	
3702 · Soc. Sec. Classified Positions	165,787.36
3703R · CPT2 Grant Soc. Sec. Restricted	2,472.38

Alternatives In Action
Profit & Loss
 July 2017 through June 2018

	Jul '17 - Jun 18
3701 · Soc. Sec. Certificated Position - Other	24,710.81
Total 3701 · Soc. Sec. Certificated Position	192,970.55
3301 · Medicare Certificated Positions	
3302 · Medicare Classified Positions	39,716.81
3301 · Medicare Certificated Positions - Other	5,210.04
Total 3301 · Medicare Certificated Positions	44,926.85
3401 · Health Benefits Certificated	
3402 · Health Benefits Classified Posi	231,015.23
3401 · Health Benefits Certificated - Other	16,649.66
Total 3401 · Health Benefits Certificated	247,664.89
3501 · SUI Certificated Positions	
3502 · SUI Classified Positions	30,717.16
3501 · SUI Certificated Positions - Other	2,677.98
Total 3501 · SUI Certificated Positions	33,395.14
3601 · Workers' Comp Certificated Posi	
3602 · Workers' Comp Classified Positi	39,025.68
Total 3601 · Workers' Comp Certificated Posi	39,025.68
3901 · Other Benefits	21,350.72
3751/52 · 403b Employer Contrib	68,877.93
Total EMPLOYEE BENEFITS	648,211.76
Total PERSONNEL EXPENSES	3,818,160.39
66900 · Reconciliation Discrepancies	30.19
BOOKS AND SUPPLIES	
4200 · Books & Other Ref. Materials	37,628.35
4300 · Materials and Supplies	50,437.68
4400 · Noncapitalized Equipment	8,309.78
4700 · Food	
4700a · AIAHS Food Service	41,801.59
4700 · Food - Other	38,712.32
Total 4700 · Food	80,513.91
4500 · PARENT PROGRAM	
4500a · Food	5,301.74
4500b · Stipends	28,193.95
4500c · Supplies	1,273.38
Total 4500 · PARENT PROGRAM	34,769.07
4600 · E-TEAM PROGRAM	
4600a · Food	228.86
4600 · E-TEAM PROGRAM - Other	307.80
Total 4600 · E-TEAM PROGRAM	536.66
Total BOOKS AND SUPPLIES	212,195.45
SERVICES & OTHER OPERATING EXPE	
5200 · Travel and Conferences	
5201 · Conference	11,218.80
5202 · Mileage Reimb.	8,855.17
5203 · Travel	34,027.88
Total 5200 · Travel and Conferences	54,101.85
5300 · Dues and Memberships	7,261.68
5400 · Insurance	20,709.60

Alternatives In Action
Profit & Loss
 July 2017 through June 2018

	Jul '17 - Jun 18
5500 · Operations & Housekeeping Serv	
5501 · Bank Service Charges	1,259.06
5502 · Fees	
Reach	10,500.00
5502 · Fees - Other	21,460.21
Total 5502 · Fees	31,960.21
5504 · Interest Expense	186.67
5505 · Marketing	6,913.69
5507 · Miscellaneous	0.00
5508 · Office Supplies	14,655.62
5509 · Postage & Delivery	3,855.31
5510 · Printing and Reproduction	21,252.18
5511 · Property Taxes	180.16
5513 · Advertising	7,230.04
Total 5500 · Operations & Housekeeping Serv	87,492.94
5600 · Rentals/Leases/Repairs/NonCap	
5601 · Equipment Repairs/Replacements	8,988.26
5602 · Facility Repairs/Maintenance	
5602a · Capital Commitments	256,033.16
5602 · Facility Repairs/Maintenance - Other	34,149.60
Total 5602 · Facility Repairs/Maintenance	290,182.76
5603 · Janitorial Services/Supplies	
5603a · Janitorial Supplies	4,851.31
5603 · Janitorial Services/Supplies - Other	36,047.85
Total 5603 · Janitorial Services/Supplies	40,899.16
5605 · Refuse	14,993.54
5606 · Rent	
5606a · Admin Office	54,496.80
5606b · St. Bernard	71,520.00
5606c · Event Space Rental	1,250.00
5606 · Rent - Other	2,326.21
Total 5606 · Rent	129,593.01
5607 · Security	10,457.45
5608 · Utilities	15,556.10
Total 5600 · Rentals/Leases/Repairs/NonCap	510,670.28
5800 · Prof/Consulting Serv & Oper Exp	
5801 · Accounting	17,250.00
5802 · Assessment/Evaluation	19.99
5803 · AUSD Oversight Fee	18,211.72
5804 · Editor/Writer/Graphic Design	579.74
5805 · Instructional Leadership	50.00
5806 · Intern Stipends	
4600b · E-Team Stipends	26,091.42
Lyric	8,608.00
E-Team Summer	9,580.00
5806 · Intern Stipends - Other	21,684.00
Total 5806 · Intern Stipends	65,963.42
5807 · Leadership Devel/Charter Renewa	970.00
5808 · Legal	8,737.46
5809 · Marketing/Fundraising	59,204.82
5810 · Program	237,511.34
5811 · Reflection	45,797.20
5812 · Special Education - Restricted	143,547.27
5813 · Staff Development	18,258.90

Alternatives In Action
Profit & Loss
 July 2017 through June 2018

	Jul '17 - Jun 18
5814 · Strategic Initiatives	27,322.65
5815 · Technology	
5815a · Civicore	8,325.00
5815 · Technology - Other	36,285.60
Total 5815 · Technology	44,610.60
5816 · Technology - Ed Tec	8,180.00
Total 5800 · Prof/Consulting Serv & Oper Exp	696,215.11
5900 · COMMUNICATIONS	
5901 · Cell Phone Reimb.	7,550.30
5902 · E-Mail/Web	13,733.65
5903 · Telephone	1,829.91
Total 5900 · COMMUNICATIONS	23,113.86
Total SERVICES & OTHER OPERATING EXPE	1,399,565.32
OTHER OUTGO	
9300 · PY Amount Charter Overpaid	10,359.00
DEBT SERVICE	
7438 · Interest	
7438-L · Interest - Loan	1,657.77
7438-CL · Interest - Credit Line	8,822.54
Total 7438 · Interest	10,480.31
7439 · Principal	15,590.75
Total DEBT SERVICE	26,071.06
Total OTHER OUTGO	36,430.06
Total Expense	5,466,381.41
Net Ordinary Income	1,211,950.16
Other Income/Expense	
Other Income	
PROMISE TO GIVE /PREVIOUS YEARS	
Grants Rec'd PY for 17-18	-557,500.00
Total PROMISE TO GIVE /PREVIOUS YEARS	-557,500.00
Total Other Income	-557,500.00
Net Other Income	-557,500.00
Net Income	654,450.16

Alternatives In Action
Profit & Loss Budget vs. Actual All Classes
 July 2017 through June 2018

	Jul '17 - Jun 18	Budget	\$ Over Budget
Ordinary Income/Expense			
Income			
GRANTS			
4862 · Foundation			
4862d · Fnd Grants Rec'd PY-Carryover	517,500.00	10,000.00	507,500.00
4862a · Foundation Grants Current Yr	319,603.00	852,583.00	-532,980.00
Total 4862 · Foundation	837,103.00	862,583.00	-25,480.00
4863 · Government			
4864 · 21st Century			
4864a · 21st Century Carryover	10,000.00	11,000.00	-1,000.00
4864 · 21st Century - Other	907,810.00	907,988.92	-178.92
Total 4864 · 21st Century	917,810.00	918,988.92	-1,178.92
4865 · HCSA	277,280.00	277,280.00	0.00
4866 · OFCY	285,000.00	284,999.82	0.18
4869 · Alameda County Probation	335,505.00	350,500.00	-14,995.00
4863 · Government - Other	78,217.68	79,218.00	-1,000.32
Total 4863 · Government	1,893,812.68	1,910,986.74	-17,174.06
Total GRANTS	2,730,915.68	2,773,569.74	-42,654.06
LCFF/REVENUE LIMIT SOURCES			
8011 · State Aid - Current Year	1,246,773.57	1,246,773.57	0.00
8012 · Education Prot. - Current Year	270,281.00	242,729.49	27,551.51
8096 · Chart. Schools In Lieu Prop Tax	473,387.80	454,590.70	18,797.10
Total LCFF/REVENUE LIMIT SOURCES	1,990,442.37	1,944,093.76	46,348.61
FEDERAL REVENUES			
8290 · Title 1&2No Child Left Behind	62,404.00	62,124.00	280.00
Total FEDERAL REVENUES	62,404.00	62,124.00	280.00
OTHER STATE REVENUES			
8550 · Mandate Block Grant	29,818.00	29,641.00	177.00
8560 · State Lottery Revenue	35,813.61	30,227.00	5,586.61
8590 · All Other State Revenue			
8590f · SB 740 Gov. Grant	109,864.00	109,864.00	0.00
8590e · CTEIG Grant	126,079.00	126,079.00	0.00
8590d · School Lunch Prg. - State Fundi			
8590c · Prop 98 - St of CA Child Nutri	3,717.72	50,000.00	-46,282.28
8590d · School Lunch Prg. - State Fundi - Other	45,266.59	0.00	45,266.59
Total 8590d · School Lunch Prg. - State Fundi	48,984.31	50,000.00	-1,015.69
8590a · Prop 39 Funding	52,655.00	52,655.00	0.00
8590b · Career Pathways	10,728.42	10,728.32	0.10
9620 · College Ready Block Grt/1xManda			
9620a · 9620a - Carryover Previous Year	30,000.00		
9620 · College Ready Block Grt/1xManda - Other	0.00	30,000.00	-30,000.00
Total 9620 · College Ready Block Grt/1xManda	30,000.00	30,000.00	0.00
Total 8590 · All Other State Revenue	378,310.73	379,326.32	-1,015.59
StRevSE · Special Education - State	101,369.80	101,369.00	0.80
Total OTHER STATE REVENUES	545,312.14	540,563.32	4,748.82
OTHER LOCAL REVENUES			
8700 · Program Fees	0.00	10,135.00	-10,135.00
8701 · ECEC Application Fee	75.00		
8710 · Fees for Service	16,333.00	11,000.00	5,333.00
8720 · Individual Contributions			
8764b · ECEC Individual Donations	840.00	1,000.00	-160.00
8720 · Individual Contributions - Other	169,752.50	310,000.00	-140,247.50
Total 8720 · Individual Contributions	170,592.50	311,000.00	-140,407.50
8730 · Corporate Donations	23,840.00	34,000.00	-10,160.00
8750 · Event			
8751 · HSH Fundraising Event	60.00	1,000.00	-940.00
8750 · Event - Other	0.00	20,000.00	-20,000.00

Alternatives In Action
Profit & Loss Budget vs. Actual All Classes
 July 2017 through June 2018

	Jul '17 - Jun 18	Budget	\$ Over Budget
Total 8750 · Event	60.00	21,000.00	-20,940.00
8699 · OTHER LOCAL REVENUES			
8699-D · Parcel Tax Allocation	332.52		
8699-C · AIAHS Food Program	239.90		
8699 · OTHER LOCAL REVENUES - Other	19.46	1,500.00	-1,480.54
Total 8699 · OTHER LOCAL REVENUES	591.88	1,500.00	-908.12
Total OTHER LOCAL REVENUES	211,492.38	388,635.00	-177,142.62
Total Income	5,540,566.57	5,708,985.82	-168,419.25
Expense			
PERSONNEL EXPENSES			
PROGRAM SALARIES			
8008 · Admin Salary/Hourly	358,550.89	434,552.09	-76,001.20
8000 · Community Programs			
8367 - CTEIG Funds	5,855.04	10,574.49	-4,719.45
8000 · Community Programs - Other	176,984.22	179,502.04	-2,517.82
Total 8000 · Community Programs	182,839.26	190,076.53	-7,237.27
8001 · Fremont Salary/Hourly	199,767.18	183,100.42	16,666.76
8002 · ECEC Salary/Hourly	108,195.23	146,064.35	-37,869.12
8003 · LIFE Salary/Hourly	155,074.80	142,623.75	12,451.05
8004 · LIFE MIDDLE Salary/Hourly	240,164.93	244,388.52	-4,223.59
8005 · MYFC Salary/Hourly	390,991.92	354,555.59	36,436.33
8006 · Probation Salary/Hourly	139,140.20	176,908.02	-37,767.82
8007 · Seminary Salary/Hourly			
6387 - CTEIG Funds	15,502.46	20,000.00	-4,497.54
8007 · Seminary Salary/Hourly - Other	106,284.33	100,464.73	5,819.60
Total 8007 · Seminary Salary/Hourly	121,786.79	120,464.73	1,322.06
Total PROGRAM SALARIES	1,896,511.20	1,992,734.00	-96,222.80
CERTIFICATED SALARIES			
1100 · Certificated Teachers' Salaries	291,962.93	290,943.43	1,019.50
1100R · Cert. Teachers's Salaries Restr	176,831.58	170,174.00	6,657.58
1200R · Certificated Pupil Support Sala	0.00	56,045.00	-56,045.00
1300 · Certificated Supervisors/Admin	95,795.26	92,215.00	3,580.26
1300R · Certificated Sup/Admin Restrict	95,620.24	92,215.00	3,405.24
Total CERTIFICATED SALARIES	660,210.01	701,592.43	-41,382.42
NON-CERTIFICATED SALARIES			
2100 · Classified Instructional Salari	37,464.15		
2200 · Classified Support Salaries	206,142.64	153,196.00	52,946.64
2400 · Clerical/Technical/Office Staff	369,620.63	348,863.85	20,756.78
Total NON-CERTIFICATED SALARIES	613,227.42	502,059.85	111,167.57
EMPLOYEE BENEFITS			
3701 · Soc. Sec. Certificated Position			
3702 · Soc. Sec. Classified Positions	165,787.36	190,539.46	-24,752.10
3703R · CPT2 Grant Soc. Sec. Restricted	2,472.38		
3701 · Soc. Sec. Certificated Position - Other	24,710.81		
Total 3701 · Soc. Sec. Certificated Position	192,970.55	190,539.46	2,431.09
3301 · Medicare Certificated Positions			
3302 · Medicare Classified Positions	39,716.81	43,893.68	-4,176.87
3301 · Medicare Certificated Positions - Other	5,210.04		
Total 3301 · Medicare Certificated Positions	44,926.85	43,893.68	1,033.17
3401 · Health Benefits Certificated			
3402 · Health Benefits Classified Posi	231,015.23	291,358.23	-60,343.00
3401 · Health Benefits Certificated - Other	16,649.66		
Total 3401 · Health Benefits Certificated	247,664.89	291,358.23	-43,693.34
3501 · SUI Certificated Positions			
3502 · SUI Classified Positions	30,717.16	36,140.08	-5,422.92
3501 · SUI Certificated Positions - Other	2,677.98		
Total 3501 · SUI Certificated Positions	33,395.14	36,140.08	-2,744.94
3601 · Workers' Comp Certificated Posi			

Alternatives In Action
Profit & Loss Budget vs. Actual All Classes
 July 2017 through June 2018

	Jul '17 - Jun 18	Budget	\$ Over Budget
3602 · Workers' Comp Classified Positi	39,025.68	43,000.00	-3,974.32
Total 3601 · Workers' Comp Certificated Posi	39,025.68	43,000.00	-3,974.32
3901 · Other Benefits	21,350.72	26,500.00	-5,149.28
3751/52 · 403b Employer Contrib	68,877.93	77,217.72	-8,339.79
Total EMPLOYEE BENEFITS	648,211.76	708,649.17	-60,437.41
Total PERSONNEL EXPENSES	3,818,160.39	3,905,035.45	-86,875.06
66900 · Reconciliation Discrepancies	30.19		
BOOKS AND SUPPLIES			
4200 · Books & Other Ref. Materials	37,628.35	34,850.00	2,778.35
4300 · Materials and Supplies	50,437.68	32,550.00	17,887.68
4400 · Noncapitalized Equipment	8,309.78		
4700 · Food			
4700a · AIAHS Food Service	41,801.59	50,000.00	-8,198.41
4700 · Food - Other	38,712.32	35,500.00	3,212.32
Total 4700 · Food	80,513.91	85,500.00	-4,986.09
4500 · PARENT PROGRAM			
4500a · Food	5,301.74	5,000.00	301.74
4500b · Stipends	28,193.95	24,000.00	4,193.95
4500c · Supplies	1,273.38	1,500.00	-226.62
4500 · PARENT PROGRAM - Other	0.00	2,500.00	-2,500.00
Total 4500 · PARENT PROGRAM	34,769.07	33,000.00	1,769.07
4600 · E-TEAM PROGRAM			
4600a · Food	228.86		
4600 · E-TEAM PROGRAM - Other	307.80	200.00	107.80
Total 4600 · E-TEAM PROGRAM	536.66	200.00	336.66
Total BOOKS AND SUPPLIES	212,195.45	186,100.00	26,095.45
SERVICES & OTHER OPERATING EXPE			
5200 · Travel and Conferences			
5201 · Conference	11,218.80	21,370.00	-10,151.20
5202 · Mileage Reimb.	8,855.17	17,500.00	-8,644.83
5203 · Travel	34,027.88	24,266.00	9,761.88
Total 5200 · Travel and Conferences	54,101.85	63,136.00	-9,034.15
5300 · Dues and Memberships	7,261.68	2,000.00	5,261.68
5400 · Insurance	20,709.60	21,000.00	-290.40
5500 · Operations & Housekeeping Serv			
5501 · Bank Service Charges	1,259.06	1,000.00	259.06
5502 · Fees			
Reach	10,500.00	8,700.00	1,800.00
5502 · Fees - Other	21,460.21	16,985.00	4,475.21
Total 5502 · Fees	31,960.21	25,685.00	6,275.21
5504 · Interest Expense	186.67		
5505 · Marketing	6,913.69	0.00	6,913.69
5507 · Miscellaneous			
5507a · Contingency	0.00	100,000.00	-100,000.00
Total 5507 · Miscellaneous	0.00	100,000.00	-100,000.00
5508 · Office Supplies	14,655.62	12,500.00	2,155.62
5509 · Postage & Delivery	3,855.31	3,000.00	855.31
5510 · Printing and Reproduction	21,252.18	16,050.00	5,202.18
5511 · Property Taxes	180.16		
5513 · Advertising	7,230.04	11,250.00	-4,019.96
Total 5500 · Operations & Housekeeping Serv	87,492.94	169,485.00	-81,992.06
5600 · Rentals/Leases/Repairs/NonCap			
5601 · Equipment Repairs/Replacements	8,988.26	5,700.00	3,288.26
5602 · Facility Repairs/Maintenance			
5602a · Capital Commitments	256,033.16	310,276.39	-54,243.23
5602 · Facility Repairs/Maintenance - Other	34,149.60	36,950.00	-2,800.40
Total 5602 · Facility Repairs/Maintenance	290,182.76	347,226.39	-57,043.63
5603 · Janitorial Services/Supplies			

Alternatives In Action
Profit & Loss Budget vs. Actual All Classes
 July 2017 through June 2018

	Jul '17 - Jun 18	Budget	\$ Over Budget
5603a · Janitorial Supplies	4,851.31	0.00	4,851.31
5603 · Janitorial Services/Supplies - Other	36,047.85	48,900.00	-12,852.15
Total 5603 · Janitorial Services/Supplies	40,899.16	48,900.00	-8,000.84
5605 · Refuse	14,993.54	2,498.00	12,495.54
5606 · Rent			
5606a · Admin Office	54,496.80	63,945.00	-9,448.20
5606b · St. Bernard	71,520.00	79,485.60	-7,965.60
5606c · Event Space Rental	1,250.00	5,500.00	-4,250.00
5606 · Rent - Other	2,326.21	1,920.00	406.21
Total 5606 · Rent	129,593.01	150,850.60	-21,257.59
5607 · Security	10,457.45	9,700.00	757.45
5608 · Utilities	15,556.10	26,500.00	-10,943.90
Total 5600 · Rentals/Leases/Repairs/NonCap	510,670.28	591,374.99	-80,704.71
5800 · Prof/Consulting Serv & Oper Exp			
5801 · Accounting	17,250.00	16,000.00	1,250.00
5802 · Assessment/Evaluation	19.99		
5803 · AUSD Oversight Fee	18,211.72	19,440.94	-1,229.22
5804 · Editor/Writer/Graphic Design	579.74	0.00	579.74
5805 · Instructional Leadership	50.00	3,500.00	-3,450.00
5806 · Intern Stipends			
4600b · E-Team Stipends	26,091.42	0.00	26,091.42
Lyric	8,608.00		
E-Team Summer	9,580.00		
5806 · Intern Stipends - Other	21,684.00	63,772.00	-42,088.00
Total 5806 · Intern Stipends	65,963.42	63,772.00	2,191.42
5807 · Leadership Devel/Charter Renewa	970.00		
5808 · Legal	8,737.46	2,500.00	6,237.46
5809 · Marketing/Fundraising	59,204.82	74,000.00	-14,795.18
5810 · Program	237,511.34	263,356.00	-25,844.66
5811 · Reflection	45,797.20	1,000.00	44,797.20
5812 · Special Education - Restricted	143,547.27	180,000.00	-36,452.73
5813 · Staff Development	18,258.90	32,390.00	-14,131.10
5814 · Strategic Initiatives	27,322.65	27,500.00	-177.35
5815 · Technology			
5815a · Civicore	8,325.00		
5815 · Technology - Other	36,285.60	62,800.00	-26,514.40
Total 5815 · Technology	44,610.60	62,800.00	-18,189.40
5816 · Technology - Ed Tec	8,180.00	10,500.00	-2,320.00
Total 5800 · Prof/Consulting Serv & Oper Exp	696,215.11	756,758.94	-60,543.83
5900 · COMMUNICATIONS			
5901 · Cell Phone Reimb.	7,550.30	9,525.00	-1,974.70
5902 · E-Mail/Web	13,733.65	18,960.00	-5,226.35
5903 · Telephone	1,829.91	1,575.00	254.91
Total 5900 · COMMUNICATIONS	23,113.86	30,060.00	-6,946.14
Total SERVICES & OTHER OPERATING EXPE	1,399,565.32	1,633,814.93	-234,249.61
OTHER OUTGO			
9300 · PY Amount Charter Overpaid	10,359.00		
DEBT SERVICE			
7438 · Interest			
7438-L · Interest - Loan	1,657.77		
7438-CL · Interest - Credit Line	8,822.54		
Total 7438 · Interest	10,480.31		
7439 · Principal	15,590.75	0.00	15,590.75
DEBT SERVICE - Other	0.00	25,000.00	-25,000.00
Total DEBT SERVICE	26,071.06	25,000.00	1,071.06
Total OTHER OUTGO	36,430.06	25,000.00	11,430.06
Total Expense	5,466,381.41	5,749,950.38	-283,568.97
Net Ordinary Income	74,185.16	-40,964.56	115,149.72

10:31 AM
09/07/18
Accrual Basis

Alternatives In Action
Profit & Loss Budget vs. Actual All Classes
July 2017 through June 2018

	Jul '17 - Jun 18	Budget	\$ Over Budget
Net Income	<u>74,185.16</u>	<u>-40,964.56</u>	<u>115,149.72</u>

Individual Board Member Self-Evaluation

Individual board members should periodically assess their own *performance as members of the board*. This tool is intended to support the development of Board Commitment forms for the 2018–19 year. Responses are for your use. Candid responses can help you rate your own performance on the board, and can help you formulate a personal development plan for the coming year.

How satisfied are you that YOU:	Not Satisfied				Not Sure
	1	2	3	4	
1. Understand the organization's mission?	1	2	3	4	NS
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Support the mission?	1	2	3	4	NS
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Have a good working relationship with other board members and with the staff?	1	2	3	4	NS
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Are knowledgeable about the organization's major programs and services offered?	1	2	3	4	NS
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Follow trends and important developments in the organization's fields of interest?	1	2	3	4	NS
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Actively participates in fund raising including identifying prospective members/donors and personally asking others to make a contribution?	1	2	3	4	NS
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Meets/exceeds give/get commitment of \$5,000 per fiscal year including giving a meaningful personal annual gift to the organization?	1	2	3	4	NS
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

How satisfied are you that YOU:		Not Satisfied	Satisfied			Not Sure
		1	2	3	4	NS
8.	Read and understand the organization's financial statements?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.	Act knowledgeably and prudently when making recommendations about how the organization's finances and financial policies?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.	Focus your attention on long-term and significant policy issues rather than short-term administrative matters?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11.	Recommend qualified individuals with relevant skills and experience as possible nominees for the board?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.	Prepare for and participate at board and committee meetings, as well as other activities of the organization?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13.	Willingly volunteer and use your special skills to further the organization's mission?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14.	Prepare for meetings and complete responsibilities in a timely manner?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15.	Take advantage of opportunities to enhance the organization's public image by periodically speaking to others about the work of the organization?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



Alternatives in Action

2640 International Blvd. • Oakland, CA 94601

Phone: (510) 285-6290 • Fax: (510) 285-6294

Memo

TO: Alternatives in Action Board of Directors

From: Patricia Murillo

Date: 9/11/2018

Re: Alternatives in Action 2018-19 Committee Structure and Membership

Resolution:

The Board of Directors resolves to authorize the 2018-2019 Committee Structure and Membership as shown below.

	Board Member	Committee	Committee Chair/Vice Chair
1	Veda Bartlow	Governing	
2	Greta Brownlow	Governing	Chair
3	Jim Burke	Finance & Executive	
4	Crystal Cheng	Finance & Executive	
5	Katharine Earhart	Executive	
6	Abigail Edelman	None	
7	Tracey Edwards	None	
8	Donna Fletcher	None	
9	Jared Joiner	Governing	
10	Dominic McDonald	Finance & Executive	Chair
11	Beatriz Rojas	None	
12	Jay Ryder	Finance	
13	Steve Scheier	Governing	
14	Shady Shahid	Governing	
15	Shelley Yim	None	