# Western Conference of Architectural Registration Boards

MINUTES	JUNE 21, 2013	12:45 PM	US GRANT HOTEL, SAN DIEGO
Ĩ			
MEETING CONVENED BY	Chair Bob Calvani		
TYPE OF MEETING	Regional Meeting	Held at NCARB 2013 Annu	al Meeting
ATTENDEES TO ESTABLISH QUORUM (SEE APPENDIX FOR LIST OF ATTENDEES)	Idaho <u>x</u> Nevada	<u>x</u> California <u>x</u> Colorado <u>x</u> New Mexico <u>x</u> Oregou ed <u>x</u> (See Appendix A for	<u>x</u> Utah <u>x</u> Washington <u>x</u>
INTRODUCTIONS	jurisdiction. Intro Raymond Borja, n Utah; Susan Stewa MBM's, Washingto	ductions were made. The ew MBE from Guam; Ed Ma ard, and Doug Sams, MBM n; Pete Anderson, MBM, Id	to introduce themselves and identify their re were several new members in attendance: arley, MBM, Arizona; Greta Anderson, MBM, rs, Oregon; Colin Jones and Roch Manley, daho; Jeff Koonce, MBM, Alaska; and former o; and Bob Fielden, Nevada, who were visiting

	WCARB as guest members. The new and returning WCARB members were warmly welcomed.
APPROVAL OF THE AGENDA	Motion to approve the agenda made by Richard Rearick. Second: Ed Marley Vote: Passed
APPROVAL OF MINUTES	Motion to approve the minutes from the March 14, 2013 regional meeting in Providence, Rhode Island, with one amendment made by Oregon, by: Mark McKechnie Second: Jim Denno Vote: Passed

## Agenda topics REGIONAL DIRECTOR'S REPORT GREG ERNY

**DISCUSSION** Regional Director Greg Erny gave the following report about the latest NCARB BOD happenings:

Greg asked the members to let him know if they had any questions, concerns or feedback regarding the ARE 5.0., as he was the Board Liaison to the committee. Greg then discussed the following topics with the members:

- Fiscal Responsibility: Income is about \$2M above budget projections, there have been record numbers of renewals and transmittals, and intern applications are ahead of projections. Expenses are about \$1M below budget projections, expenses have been reduced within budgets, reserves have increased, and finally, the Council has paid down its line of credit by \$1.5M.
- Fees: No fee increases are anticipated in 2014, except for rescheduling fees. Greg responded to a question about fees that though it isn't cast in stone, there have been discussions that fees may not be increased possibly through 2017; the BEA fee has been restructured: assessed to partially cover costs of reviewing education deficiencies determined by NAAB. It is intended that BEA candidates will only have to pay for the areas of the applications actually being evaluated, which should help the costs go down.
- **Outreach:** During the past year, NCARB has conducted 15 board visits, 60 school visits, 40 AIA component visits, Increased and ongoing communications with Social Media, Digital Magazines, and various Blogs. The NCARB Award program will start in September 2013.
- Strategic Plan: Is a living document with ongoing implementation. The Board and Council staff is working on the development of performance indicators.
- **Technology Improvements**: NCARB will have a systems change over, transformation of antiquated computer and software systems is being retired, which will improve value and service to certificate holders, interns and member boards.
- **2012 Practice Analysis:** Contributes to the future of education, examination, continuing education, and IDP. Reports will be released for Education in March, Internship in April, Examination in June and Continuing Education in June.

- Intern Development Program (IDP): Has benefitted from stronger NCARB leadership. A comprehensive review of the IDP program has been conducted to update its relevance and to simplify the program. Changes to the program include allowing credit for academic internships and construction work, elimination of the duration requirement, modification of the eligibility date requirement. Other changes pertain to construction work: hands-on construction experience added as a type of supplemental experience. An interactive time sheet has been added to the IDP Online Reporting System. NCARB is also implementing an IDP Student Coordinator Pilot Program with 16 students selected to participate in the pilot On-Site Training Program.
- ARE: "My Examination" portal on the NCARB website will be available to Candidates in August 2013. Features of the portal will include online services for ARE candidates to access exam information and schedule appointments. Candidates will be able to access their Exam history, authorization to test information, rolling clock dates and score reports. Additionally, through the "My Examination" portal, Member Boards will have access to candidate information, including test history, exam results, eligibilities, rolling clock dates and extensions as well as information regarding testing accommodations. Through the "My Examination" portal, for the first time, NCARB will have direct access to exam data, and expects to have improved service time for initial licensure requests. Regarding the Practice Program for candidates, new changes include cloud based services providing access to the ARE practice programs on 64 Bit Windows Operating Systems, and Macs for a \$10 annual cost. The practice program will continue to be free for use on 32 bit machines. Greg reported that the ARE vendor team transition is in progress. Prometric will provide test delivery and Alpine Testing Solutions will handle the candidate and test content management. The ARE exam blackout period will be from July through August 2013 so that Prometric will transfer candidate data and information to Alpine Testing. The Rolling Clock extension will be a 12 week extension applied post blackout. There will be no content changes to the ARE in 2013. The ARE 5.0 will launch late 2016 with new Performance Item Types. It will be psychometrically valid, legally defensible, financially sustainable, and will increase agility and efficiency of future ARE development. There has been a \$4.6M expense for the development of the new ARE and Greg noted that this expense has already been incurred. And finally, international delivery for candidates approved by US Boards will be offered in London, Abu Dhabi, and Hong Kong. This program will launch in fall 2013 through the "My Examination" portal.

A discussion followed with the members regarding questions, comments, concerns and observations with regard to the upcoming ARE 5.0 and the BEA Program:

Neitha Wilkey told the members that she is a convert due to having served on the committee along with all the information being disseminated by NCARB. It seems to be a cognitive level of testing that is heading in the right direction. Greg responded that the Council will be doing things better, just differently. Jon Baker told the membership that we are the education (as in practicing architects mentoring emerging professionals), and the ARE is the gatekeeper. Passage of the ARE proves that candidates are minimally competent - we should be able to put them in front of a client and feel confident that they will meet their needs. He further stated that the bicycle analogy is the best example: you can read about how to ride a bicycle, but until you actually learn how to ride that bicycle, it's all theoretical knowledge. At this point, California isn't convinced that NCARB is moving in the right direction with regard to the ARE 5.0. Hans Hoffman asked Greg why the development of the ARE Desktop was paused? Greg answered that it was antiquated technology even before it was due to be launched, in addition to being extremely cumbersome and expensive. Software and technology is evolving faster than we are able to respond to it. Spikes in the Council budget were due to the ARE Desktop and the ARE. It was deemed to be an unsustainable model going forward. The Council is committed to looking at better, more sustainable models. We simply need something more flexible. Bob Calvani told the membership that the failure of the Desktop isn't why the ARE 5.0 is coming. The ARE 5.0 is coming as a result of the Practice Analysis. Mark McKechnie commented that with the vignettes we were testing software, not knowledge and skills. The ARE 5.0 is headed in the right direction. Jim Oschwald told the membership that the training of architects is different than it used to be, the profession is rapidly changing. Doing the same thing over and expecting a different result doesn't make sense. Things have to change. Jeff Heller suggested as a litmus test that NCARB take the new exam and give it to young licensed architects and let them run it and let us know about its content success. We need to be able to validate the content of the ARE 5.0 in order to know whether or not it's good. Greg responded that the Council is working on a concentrated effort to interject youth into the organization. It's a good point. The youth movement is important and one the Council is cognizant of. Sheron Voight said she had a different question with regard to the BEA fees, and questioned how were they changing? Greg said they were changing to essentially add ala carte pricing. Sheron commented that she thought it was a good idea. Jon Baker said that regarding the BEA, he hoped to see the BOD engage more people in the membership organization. He told Greg that the California Board has developed a White Paper on how a BEA might work and asked Greg to help them promote that if he saw fit. He said that he would have MBE Doug McCauley get a copy to Greg.

Closing out his report, Greg informed the membership that he intends to run for NCARB Secretary in 2014 and asked for their support.

#### REGIONAL CHAIR'S REPORT BOB CALVANI

DISCUSSION	Regional Chair Bob Calvani gave the following report to the membership:
<ul> <li>meeting</li> <li>During t Calvani, Rockwel</li> <li>Also dur exercise the grou takeawa</li> <li>At the V compon Wilkey (</li> <li>Bob disc location site loca fund on- similarly own reg The Reg the prog ample o Finally, two or t Annual entirely</li> <li>Bob rep</li> </ul>	3 Regional Meeting was a joint meeting with Regions 1, 2 and 6 in Providence, Rhode Island. The was hosted by Region 1 and was a very good, content rich meeting. the WCARB meeting in March, the membership elected the Executive Committee, consisting of Bob Regional Chair and Jim Oschwald, Vice Chair, both from New Mexico; Richard Rearick, Alaska and Peter II and Jay Cone, both from Idaho. ring the March regional meeting in Providence, WCARB members participated in a "Golden Nugget" e, where each jurisdiction shared one thing they do particularly well, or that is unique, and shared it with up. Jurisdictions were asked to provide copies of their "Golden Nugget" so that everyone could have a ay to refer to after the meeting when our memories of the meeting are not as fresh. WCARB meeting in Providence, an Education Committee was formed to put together the Educational ent for the 2014 Regional Meeting. The Education Committee consists of Ed Marley (Arizona), Neitha (Washington) and Ron Abo (Colorado), with Vice Chair Jim Oschwald chairing the Committee. cussed the experimental calendar for the 2014 in which all regions will meet at the same time in the same , sort of a "Super Regional" meeting. Pros of this pilot program will be that NCARB will take care of the titons and hotel planning since they have professional meeting Deamners on staff. Additionally, NCARB will e or two delegates from each Jurisdiction to assure maximum attendance. Travel funding will be handled / to how NCARB currently handles travel funding for their Annual Meetings. Each Region will still have its jonal meeting to elect officers, conduct its educational programs and handle the business of the Region. Jrional There segions to meet together (cross pollination) and to discuss mutual bylaw matters. If the experimental calendar doesn't work, we can always revert back to the former meeting program with hree Regions meeting together. A major con might be that there is the potential for this to be another Meetings, but the Regional Leadership a

STATE REPORTS	ANYTHING NEW SINCE MARCH
DISCUSSION	<ul> <li>Alaska reported that they had been successful in finally getting their own investigator for the board, which was something they had been working on for some time.</li> <li>New Mexico told the membership that their registrants were very upset that the board was considering adopting the NCARB BEA program in their state. Registrants felt that NCARB's BEA program is too restrictive. The NM board is working to see that the NCARB BEA considers longtime military and spouse's legislation. The NM Landscape Architects put information on their provisional licenses that people licensed under the military and spouse's legislation must meet the NM licensure requirements within one year.</li> <li>Colorado reported that they made it through the Sunset Review process and their next project will be to deal with electronic seals and signatures.</li> <li>Idaho told the membership that board member Paul Jensen had termed out. His last meeting was in March at the Regional meeting in Providence. He will be missed.</li> <li>Guam introduced Ray Borja, who is their new MBE. WCARB members welcomed Ray to the Region.</li> <li>Greg Erny recognized Bob Fielden from Nevada, former NCARB President, who was visiting the Region. Bob said that it was nice to see everyone playing nice in the sand pile for a change, as this wasn't always the case in the Region. He told the membership that they really needed to think about Region 6's role in the NCARB organization. He said Region 6.</li> </ul>

#### FINANCIAL REPORT

#### GINA SPAULDING

	Gina Spaulding gave the current financial report.
DISCUSSION	<ul> <li>WCARB operates on a revised calendar year of October 1 through September 30.</li> <li>The Balance Sheet for the period ended May 31, 2013 was provided in the meeting material for the membership. As of May 31, 2013, total liabilities and equity for the region totaled \$146,502.57. This statement is appended to the end of this document as Appendix "B."</li> <li>The itemized Profit and Loss statement for the period of October 2012 through May 2013 was provided in the meeting material. This statement is appended to the end of this document as Appendix "C."</li> <li>Regional dues notices will go out in early October in order to give member boards adequate time to requisition the dues money and pay the invoices prior to December 31 of each year.</li> </ul>

# REVIEW AND APPROVAL OF THE 2013-14 GINA SPAULDING WCARB BUDGET

	DISCUSSION	Gina Spaulding presented the 2013-14 budget to the group. The budget included a new line item of \$4,000 in the Expenditures category to create an Education Fund budget to put together the education component for the 2014 WCARB meeting.
		Motion to approve the 2013-14 Budget made by: Greg Erny Second: Ed Marley Vote: Passed

# REVIEW AND DECISION WHETHER TO AMEND WCARB BYLAWS AND RULES

	Chair Calvani walked the Region through the proposed bylaw changes:
DISCUSSION	<ul> <li>Chair Calvani walked the Region through the proposed bylaw changes:</li> <li>Article I: Name: Amend the name of the Region to "Western Council of Architectural Registration Boards - Region 6 of the National Council of Architectural Registration Boards."</li> <li>Article II: Definitions: under a) update organization name and add a new J) "Regional Director" shall mean the official WCARB representative to the NCARB Board of Directors.</li> <li>Article III: Mission: a) replace "conference" with "region;" b) replace "conference" with "region;" c) replace "conference" with "region;" d) replace "conference" with "region."</li> <li>Article VI: Domain: Replace "conference" with "region."</li> <li>Article VI: Replace "conference" with "region."</li> <li>Article VI: Replace "conference" with "region." a) amend to read: The Annual Meeting shall occur annually at a date established by the Members/Executive Committee; this meeting shall be open to all Delegates of all Members as well as the MBE of each Member. The purpose of the meeting shall be election of the Executive Committee, participation in Education Workshops, nomination of a Regional Director, and transaction of other business that may properly come before the meeting; c) "conference" with "region." d) replace "conference" with "region" and add a Secretary/Treasurer to the Executive Committee and reduce the other members of the Executive Committee from three to two. Under b) subsection 1: Add Secretary/Treasurer. Subsection 2: replace "conference" with "region." Subsection 2.3: Amend to read: 2.5 In the absence of the Chair, Yice Chair and the Secretary/Treasurer, the Executive Committee, all elect a Chair protem. Subsection 2.5: Amend to read: 2.5 In the executive Committee, all electary/Treasurer to serve the remainder of the vacated term of offic. Subsection 2.7: Amend to read: 1) weblace of the Executive Committee shall elect, from the Executive Committee, all electary/Treasurer of the executive Committee shall elect a Chair protem. Subsection 2.5: Am</li></ul>
	<ul> <li>upcoming Annual Meeting.</li> <li>8. Article VIII: Executive Director: a) replace "conference" with "region" and remove the word</li> </ul>

	"annually;" b) replace "conference" with "region."
	9. Article IX: replace all instances of "conference" with "region" throughout the entire Article.
	10. Article XI: Finances: replace all instances of "conference" with "region" throughout the entire Article.
	11. Article XII: replace all instances of "conference" with "region" throughout the entire Article.
	12. Article XIII: replace all instances of "conference" with "region" throughout the entire Article.
	13. Article XIV: Replace "conference" with "region."
Mot	tion to approve the Bylaw Amendments made by: Neitha Wilkey Second: Ron Abo Vote: Passed
Cha	air Calvani walked the Region through the proposed rule changes:
	1. Amend Name of Organization to: Western Council of Architectural Registration Boards. Replace "Conference" with "Region" and update date of amendment to June 21, 2013.
	2. Amend section 4.0 Relations with Other Organizations: replace "conference" with "region."
	3. Amend section 7.0 Delegate Funding to WCARB Meetings: replace "conference" with "region."
Mot	tion to approve the Bylaw Amendments made by: Jeffrey Heller Second: Jim Robertson Vote: Passed

#### NCARB RESOLUTIONS DISCUSSION

BOB CALVANI

Chair Calvani led the resolutions discussions:

- Resolution 2013-01: No comments
  - Resolution 2013-02: No comments
  - Resolution 2013-03: No comments
  - Resolution 2013-04: No comments
  - Resolution 2013-05: No comments
  - Resolution 2013-06: No comments

#### 2014 REGIONAL MEETING

DISCUSSION

Chair Calvani asked the membership if they were okay with the new regional format in 2014. No opposition was voiced. The 2014 WCARB Regional Meeting will be in San Antonio, Texas on March 7-8, 2014. The MBE Workshop will be held the day before the Regional Meeting on March 6, 2014 in San Antonio.

#### WCARB LAUDATORIES

	Mark McKechnie read the following Laudatory for Barbara A. Sestak into the record:
	"Let it be known that Barbara A. Sestak has served the State of Oregon, The Western Council of Architectural Registration Boards and the National Council of Architectural Registration Boards with diligence and dedication since 2001; and
DISCUSSION	Let it be known that Barbara A. Sestak has established a professional history that includes serving at least once as Chair and Vice Chair of the Oregon Board, serving on the WCARB Executive Committee, serving as a member and chair of several NCARB Committees, currently serving as Dean of the College of Art at Portland State University where she was instrumental in securing NAAB accreditation of a new Master of Architecture Program and degree; and
	Let it be known that Barbara A. Sestak will term out in her position on the Oregon Board this fall; therefore

Be it now resolved that Barbara A. Sestak be recognized by the Region for her twelve years of dedication and service to the profession with a standing ovation." Entered into the record this 21<sup>st</sup> day of June, 2013. Neitha Wilkey read the following Laudatory for Bensen Nielsen into the record: "Whereas, Bensen Nielsen has served with diligence and dedication as a member of the Washington Board continuously for 12 years from 2001 through 2013 and served as the Board Chairman twice. Whereas, Bensen Nielsen has been involved with NCARB for 50 years. Ben's involvement with NCARB began in 1963 when his boss and mentor was the current President of NCARB. Whereas, Bensen Nielsen has been an NCARB record holder for 50 years, and he has served on multiple NCARB committees and served as a member of the WCARB Region 6 Executive Committee from 2009 through 2011, and also served on the NAAB Accrediting team in 2013. Now therefore be it resolved, that the Western Council of Architectural Registration Boards, Region 6, wishes to express its profound thanks and deepest appreciation to Bensen Nielsen for his many contributions to the State of Washington, The Western Region and the National Council of Architectural Registration Boards." Entered into the record this 21<sup>st</sup> day of June, 2013.

#### NEW BUSINESS

	Chair Calvani asked if there was any new business.	
	He asked the Region if they wanted to discuss "regional block voting" at the next meeting. It was agreed that the topic would be discussed in March 2014.	
	Jim Robertson updated the Region about Bill Wilson, who had sustained a fall during the Regional Meeting in Providence. He is healing from his fractured foot and sends his best regards to all of his WCARB friends.	
DISCUSSION	Mark McKechnie asked Greg Erny what was the Council's role with regard to continuing education? Greg responded that NCARB and AIA are having discussions regarding meaningful continuing education. AIA wants to keep the revenue they generate from tracking continuing education records and NCARB wants input on the quality of the programs.	
	Ed Marley asked if anyone was aware of any studies that prove continuing education is worthwhile. Only California and Arizona doesn't require it in Region 6. Jeff Koonce, Alaska, said he didn't think so. Studies cannot prove that continuing education is worthwhile but all professions require it. There's a lot going on with continuing education.	
	There was no more new business.	

#### OLD BUSINESS/OTHER

DISCUSSION	There was no old business or other items discussed.	
NCARB VISITI	NCARB VISITING TEAM	
	The NCARB visiting team consisted of President Ron Blitch, 1 <sup>st</sup> VP President Elect Blake Dunn, 2 <sup>nd</sup> VP Dale McKinney and NCARB CEO Mike Armstrong.	

**DISCUSSION** President Blitch asked if anyone had any questions about any of the proposed resolutions. There were no questions regarding the proposed resolutions, but several people had questions about the new ARE 5.0. Blitch explained that it was the same content, packaged differently. In terms of the design portion

of the exam, the Council was going back to the paper and pencil concept.

Mike Armstrong told the group that we are at the beginning of this process, nothing is locked down yet, but the implementation of the ARE 5.0 was three years away and the Council intended to keep the members engaged in the process. Jon Baker told Ron and Mike that solving problems in a holistic manner is good, but the rub is that we know that vignettes do not work. The test needs to test the candidate's ability to apply the knowledge they learned in school and through internship. It is important to know that a candidate can serve the client the day they get their license. This is not currently happening. New registrants are woefully unprepared. Baker finished by stating that he thought it was important that the Council exhausts all options to ensure that candidates have the best examination possible, no matter the cost, and he is not sure that's what is happening with the ARE 5.0 model at this point. Blitch assured him that he will be happy with it; that the exam process is headed in the right direction. Bill Snyder told the group that there is a saying that "experience is what you get the day after you need it." He cautioned the Visiting Team to be careful not to water down the examination. Jim Mickey told Armstrong that he has been hearing the words "candidate friendly" in reference to the new examination, which gives him pause because he wants to know that we are going to make better architects than he. Blitch said that we cannot raise the bar, and Mickey questioned why not. Blitch responded because of the Practice Analysis; it's about balance.

Armstrong wondered if there was a way to integrate the three "E's" (education, experience and examination) in school and would a member board pilot this program? He said he was just thinking outside the box.

There were no further questions from the Region for the Visiting team.

Chairman Calvani thanked the NCARB Visiting Team for visiting WCARB Region 6.

#### CANDIDATE VISITS

	<b>Dennis Ward</b> , candidate for 2 <sup>nd</sup> Vice President, addressed the body of WCARB Region 6. Dennis talked about NCARB as a progressive organization and stated that the NCARB budget is on track. Jon Baker asked about a line item in the budget that pertained to monographs and said he thought the program had been discontinued. Dennis replied that there has been so much success with NCARB's monographs that the Council decided to use them to add value to the certificate and let certificate holders take them for free. Dennis answered several general questions regarding the new ARE 5.0, and thanked the Region for allowing him to speak to them.
DISCUSSION	<b>Kristine Harding</b> , candidate for Secretary, addressed the Region and said that even though she is running unopposed for the position of Secretary, she doesn't take it lightly. She told the WCARB membership to "hold the Council's feet to the fire and make them accountable." She said that though the Council has been steadily improving over the last few years, there is always room for improvement. She thinks that we all may be getting a little communication overload with the constant NCARB emails and news clips and wanted members to let her know if they felt the same. Kristine told the group that she had been part of the selection team for the intern think tank, and feels very optimistic about this new program. She said the think tank selected a very diverse group of individuals to participate and she is anxious to see this project move forward. Hans Hoffman asked Kristine why she wanted to be President of NCARB. Kristine replied that she wanted to be a part of NCARB and make a difference in the architectural profession.
	<b>Margo Jones</b> , candidate for Treasurer, told the Region that she knew everyone was tired of hearing speeches and that she wanted to make herself available if anyone had any questions of her. No questions were asked by the membership. Margo told the Region that the decision that was made to go forward with new item types was a good and exhaustive process which will result in a durable exam that will ultimately be more affordable. This was a strong change with top notch people on the committee. Chair Calvani thanked the Candidates for visiting WCARB Region 6.
MEETING RECI	Chair Calvani declared this meeting of WCARB adjourned.

# Appendix A:

Attendees June 21, 2013

## ALASKA

Richard Rearick Jeff Koonce Vernon Jones

## ARIZONA

Ed Marley Melissa Cornelius

## CALIFORNIA

Jon Baker Jeffrey Heller Sheran Voigt Doug McCauley

## COLORADO

Debra Ellis Joyce Young

# GUAM

Liza Provido Ray Borja

#### HAWAII

Roberto Yumol Jimmy Kobashigawa

## **IDAHO**

Garth Jensen Jay Cone Steven Turney Pete Anderson Shelly Lewis Peter Rockwell

## NEVADA

William Snyder John Klai Greg Erny Jim Mickey Louis Ling Gina Spaulding (Region 6 Exec)

#### NEW MEXICO

Bob Calvani Jim Oschwald John Jandal

## OREGON

Norma Freitas Doug Sams James Robertson Mark McKechnie Barbara Sestak Patrick Bickler Susan Steward Jim Denno

#### UTAH

Greta Anderson Hans Hoffman Bryan Turner

## WASHINGTON

Blaine Weber Neitha Wilkey Roch Manley Colin Jones Lorin Doyle

## **OTHERS IN ATTENDANCE**

Bob Campbell, NM, Former NCARB President Bob Fielden, NV, Former NCARB President

#### 4:20 PM

05/27/13 Cash Basis

# WCARB Balance Sheet As of May 31, 2013

#### Ji may 01, 2010

	May 31, 13
ASSETS	
Current Assets	
Checking/Savings	49 456 40
Cash - Checking Savings	48,156.18 78,900.05
Total Checking/Savings	127.056.23
	127,000.23
Other Current Assets Certificates of Deposit	19,446.34
<b>Total Other Current Assets</b>	19,446.34
Total Current Assets	146,502.57
TOTAL ASSETS	146,502.57
LIABILITIES & EQUITY Equity	<u></u>
Retained Earnings	139,704.75
Net Income	6,797.82
Total Equity	146,502.57
TOTAL LIABILITIES & EQUITY	146,502.57

#### 4:21 PM

05/27/13 Cash Basis WCARB **Profit & Loss** October 2012 through May 2013

	Oct '12 - May 13
Income	
Meeting Reimbursement	9,500.00
Interest	41.51
Annual Dues	
Alaska	4,000.00
Arizona	4,000.00
California	4,000.00
Colorado	4,000.00
Guam	4,000.00
Hawaii	4,000.00
Idaho	4,000.00
Nevada	4,000.00
New Mexico	4,000.00
Oregon	4,000.00
Utah	4,000.00
Washington	4,000.00
Total Annual Dues	48,000.00
Registration Fees	0.00
Total Income	57,541.51
Expense	
Miscellaneous	50.00
Executive Committee Travel	17,970.50
Bd Member Meeting Reimbursement	6,890.05
Fax and Telephone	624.00
Executive Director's Pay	9,250.00
Executive Director's Travel	2,544.33
Meeting Costs	5,008.72
Office Supplies	119.41
Internet	212.20
Total Expense	42,669.21
et Income	14,872.30