



BWG Public Library Board – Regular Meeting Agenda

Meeting date	Monday, April 15, 2024 @ 7:00 pm
Location	Board Room
Meeting #	2024-04
Members	CHAIR: Licinio Miguelo VICE CHAIR: Cheraldean Duhaney OLS TRUSTEE: Jen Turner FOL Liaison: Joseph Giordano Ferguson Mobbs
	Nina Cunniff, Deputy CEO and Manager of Corporate Services Elizabeth Campbell, Manager of Community Engagement Andrea Cieurria, Manager of Public Services David di Giovanni, Manager of Cultural Services
Regrets/Absent	Matthew Corbett, CEO Diana Sheeler Destiny Lackie, Recording Secretary

1 Land Acknowledgement

We will begin this event/meeting by acknowledging that the land we are meeting on is the traditional territory of many nations, which has been inhabited by Indigenous peoples for thousands of years. We are grateful for the opportunity to meet here and we thank all the generations of people who have taken care of this land.

We acknowledge that we are situated on the traditional land of the Anishinaabe and the Huron-Wendat peoples. The Anishinaabe include the Ojibwe, Odawaand Potawatomi nations, collectively known as the Three Fires Confederacy. We also acknowledge that Bradford West Gwillimbury is covered by Treaty 18.

We are dedicated to honouring Indigenous history and culture and committed to moving forward in the spirit of reconciliation and respect with all First Nation, Métis and Inuit people.

2 Call to Order

The Presiding Chair calls the meeting to order at

3 Confirmation and Adoption of Agenda

Recommendation:

“THAT the Bradford West Gwillimbury Public Library Board receive and adopt the Monday, April 15, 2024 agenda.”

Moved by:

Seconded by:

Result:

4 Declaration of Conflict of Interest





Moved by:

Seconded by:

Result:

Labour Relations Update

Recommendation:

“THAT the Bradford West Gwillimbury Public Library Board move out of a session that is closed to the public in accordance with the Public Libraries Act, Section 16.1(4)(D) labour relations or employee negotiations at_____.

Moved by:

Seconded by:

Result:

14 Next Meeting – Monday, May 27, 2024 @ 7pm

15 Upcoming Events

16 Adjournment

Recommendation:

“THAT this regular meeting of the Bradford West Gwillimbury Public Library Board adjourns at _____ pm.”

Moved by:

Seconded by:

Result:





BWG Public Library Board – Regular Meeting Minutes

Meeting date	Monday, March 18, 2024 @ 7:00 pm
Location	Zima Room
Meeting #	2024-03
Members	CHAIR: Licinio Miguelo VICE CHAIR: Cheraldean Duhaney OLS TRUSTEE: Jen Turner FOL Liaison: Joseph Giordano Diana Sheeler Ferguson Mobbs
	Destiny Lackie, Recording Secretary Nina Cunniff, Deputy CEO and Manager of Corporate Services Elizabeth Campbell, Manager of Community Engagement David di Giovanni, Manager of Cultural Services
Regrets/Absent	Matthew Corbett, CEO Andrea Ciurria, Manager of Public Services Ferguson Mobbs

1 Land Acknowledgement

We will begin this event/meeting by acknowledging that the land we are meeting on is the traditional territory of many nations, which has been inhabited by Indigenous peoples for thousands of years. We are grateful for the opportunity to meet here and we thank all the generations of people who have taken care of this land.

We acknowledge that we are situated on the traditional land of the Anishinaabe and the Huron-Wendat peoples. The Anishinaabe include the Ojibwe, Odawaand Potawatomi nations, collectively known as the Three Fires Confederacy. We also acknowledge that Bradford West Gwillimbury is covered by Treaty 18.

We are dedicated to honouring Indigenous history and culture and committed to moving forward in the spirit of reconciliation and respect with all First Nation, Métis and Inuit people.

C. Duhaney reads acknowledgement.

2 Call to Order

The Presiding Chair calls the meeting to order at 7:11pm.

MOTION:

“THAT the Bradford West Gwillimbury Public Library Board appoint Nina Cunniff as acting CEO, effective immediately for the period of Matthew Corbett’s absence.

Moved By: D. Sheeler

Seconded By: J. Giordano

Result: Carried





L. Miguelo announces that N. Cunniff is appointed as acting CEO.

3 Confirmation and Adoption of Agenda

MOTION:

“THAT the Bradford West Gwillimbury Public Library Board receive and adopt the Monday, March 18, 2024 agenda.”

Moved by: C. Duhaney

Seconded by: J. Giordano

Result: Carried

4 Declaration of Conflict of Interest—

5 Special Presentations/Welcome Guests— None

6 Confirmation of Consent Agenda

REGULAR MEETING MINUTES OF February 26, 2024, Meeting

6.1 CEO REPORT

6.2 COMMUNITY ENGAGEMENT REPORT

6.3 CORPORATE SERVICES REPORT

6.4 CULTURAL SERVICES REPORT - POSTPONED

6.5 PUBLIC SERVICES RPORT - POSTPONED

6.6 IN-CAMERA MEETING MINUTES OF FEBRAURY 26, 2024

MOTION:

“THAT the Bradford West Gwillimbury Public Library Board receive the Consent Agenda 6.1 to 6.6 inclusive.” as amended.

Moved by: J. Turner

Seconded by: D. Sheeler

Result: Carried

7 Finance Report

MOTION:

“THAT the Bradford West Gwillimbury Public Library Board receive the Finance Report”

Moved by: J. Turner

Seconded by: D. Sheeler

Result: Carried

8 Correspondence—None

Board Training—





New Business

2024-03-01 Advocacy Committee

MOTION:

“THAT The Bradford West Gwillimbury Public Library Board receive the report 2024-03-01 Advocacy Report for information;
AND THAT The Bradford West Gwillimbury Public Library Board strike a committee committed to Advocacy which will include the following Board Members: J. Giordano, C. Duhaney, J. Turner, D. Sheeler, L. Miguelo
(and possibly F. Mobbs)”

L. Miguelo presents the two options listed in the report.

J. Giordano motions forward and expressed interest in being on the committee.

J. Giordano, C. Duhaney, J. Turner, D. Sheeler & L. Miguelo will all be on the Advocacy Committee.

Moved by: J. Giordano

Seconded by: J. Turner

Result: Carried

2024-03-02 Finance Annual Plan

MOTION:

“THAT The Bradford West Gwillimbury Public Library Board receive the report 2024-03-02 Finance Annual Plan for information.”

Moved by: J. Giordano

Seconded by: D. Sheeler

Result: Carried

Policy Review and Approvals—None

Board Committees—None

Closed Session

MOTION:

“THAT the Bradford West Gwillimbury Public Library Board move into a session that is closed to the public in accordance with the Public Libraries Act, Section 16.1(4)(D) labour relations or employee negotiations at 7:20pm.

Moved by: D. Sheeler

Seconded by: C. Duhaney

Result: Carried





Labour Relations Update

MOTION:

“THAT the Bradford West Gwillimbury Public Library Board move out of a session that is closed to the public in accordance with the Public Libraries Act, Section 16.1(4)(D) labour relations or employee negotiations at 8:10 PM.

Moved by C. Duhaney

Seconded by: J. Giordano

Result: Carried

Next Meeting—Monday, April 15, 2024 @ 7pm.

Upcoming Events

Adjournment

MOTION:

“THAT this regular meeting of the Bradford West Gwillimbury Public Library Board adjourns at 7:20pm.”

Moved by: D. Sheeler

Seconded by: C. Duhaney

Result: Carried

Licinio Miguelo, Board Chair

Nina Cunniff, Deputy CEO





To: Library Board
Prepared by: Nina Cunniff
Acting CEO
Date: April 15, 2024
Subject: **Corporate Services Report for March**

Purpose

The purpose of this report is to provide an overview of the previous month's activities and upcoming activities for the next month related to the Library's strategic pillars and objectives for the Corporate Services Department.

Report

Part A — Last Month's Outcomes

Technology:

- Updates to all PUBLIC laptops/desktops/iPads/iMacs
- Ongoing update of STAFF desktops from Windows 10 to 11 (deadline is October 2025)
- Updates to all critical Linux/BSD/Windows servers
- Completed migration to mobile printing system from PrinterOn to Princh
- Initiated hardware repair of broken trackpad for one Kiosk laptop
- Completed setup of new Lenovo laptop for CEO
- Beginning migration of MiFis to new 5G Inseego units from Rogers (4/16 completed) – process is on-going as 'old' MiFi units come back from borrower loans.
- Ordered/received new UPS unit – currently confirming operation before replacement
- Completed new server BIOS/firmware updates/configuration

Facility:

- Received and installed new waste receptacles at entrances to Library
- Murray Mechanical called in for repairs to HVAC systems
- Byrne and Wright called in to repair sliding doors as repeated problems with coming off track





- Water department came in to do annual backwater device testing
- Privacy screen purchased (and being assembled) for staff break room

Collection:

- Added 462 print items, of which 12 were multilingual or French
- Added 67 nonprint items (audio books, DVDs, Games, etc.)
- Weeded 107 print and non-print items from collection
- Resumed cleanup of catalogue database by searching out and deleting 2590 eBook and eAudiobook records from the OPAC
- Received 39 ILLO/Purchase requests
- 38 e-book and e-audiobooks were added to cloudLibrary
- Launched Seed Library on March 5
 - 360 packets distributed to 45 borrowers
- Prepared instructions for staff and library users for the new mobile printing system, Princh
- Processed new nature backpack and added BWGPL decals using Vinyl print and cut and Cricut in the Creative Lab
- Processed new Ontario Park Passes for Library of Things Collection
- Collection spotlight on theme for Earth Hour 23 with non-fiction books on climate change, environment and sustainable living

Part B — Short-Term Upcoming Objectives

Technology:

- Continue replacing older computers
- Continue upgrading computers to Windows 11
- Complete migration of MiFis to new 5G Inseego units
- Replace one UPS

Facility:

- Hire new permanent part-time custodian
- Switch BAS (our heating/cooling control system) from Siemens to Johnson Controls to be in line with Town systems

Collection:

- Reorganizing adult non-fiction to enhance collection, ease congestion, and provide more display space
- Continue systematic weeding of collection for outdated, damaged and unused





material in preparation for reorganizing collections

- Research new maker kits to refresh collection

Misc.

- Working through 2023 Annual Survey calculations due by April 30
- Finalize and sign Collective Agreement
- Learn BMO spendynamics and Questica software to monitor budget and expenditures
- Develop and execute staff survey

Summary

The focus for 2024 has changed temporarily with the priorities being to:

- Maintain daily/weekly functions
- Implement Collective Agreement
- Manage budget and track credit card expenditures
- Replace staff and return to full complement (and manage payroll)
- Tackle the three capital budget projects,
 - Furniture replacement
 - New integrated audio system, and
 - Supplementing video surveillance cameras





To: Library Board
Prepared by: David di Giovanni, Manager of Cultural Services
Date: April 3 2024
Subject: **Cultural Services Report – February / March 2024**

Purpose

The purpose of this report is to provide an overview of last month's progress and share upcoming priorities related to the Library's strategic pillars and objectives for the Cultural Services Department.

Report

Part A—Last Months Outcomes

In February, the Cultural Services Department partnered with Making Change Simcoe County and Olundara Foundation on two separate events to celebrate Black History Month. We launched the Gender-Affirming Closet in partnership with CONTACT Community Services and The Gilbert Centre. We also partnered with the Bradford Baha'i Community on three events to celebrate Ayyam-i-Ha.

In March, we celebrated Persian Heritage Month through a main floor display case and a Nowruz Bazaar, both in partnership with Barrie Persian Association. We partnered with the YMCA to offer an Afghan mental health workshop and a local resident to offer Farsi-speaking program for seniors. We installed a Ramadan display lead by the Ahmadiyya Muslim Women's Association. We also were a partner with Simcoe County's #ITSTARTS initiative. The BWG Indigenous-led Committee renamed itself as Odenaang Circle and hosted its first pop-up at the Library.

Between January and March, we began to work with a local resident who reached out to the Library hoping to make space for community connections and understanding from a Palestinian perspective, specifically to address rising Islamophobia and anti-Palestinian racism. We decided on a free screening of a film "200 Meters" which was scheduled to be hosted at the Library on Sunday March 17th, 2024. The film screening was cancelled prompted by concerns from community members. The cancellation of the film resulted in significant pushback. In the follow-up to this cancellation, we offered space at the Library for this resident and others in her network to meet, connect, and share their experiences. We are still in talks with this resident organizer regarding a potential future event at the Library that can align with her intentions.





Goal One: The Cultural Services Department grows capacity for arts, culture, and heritage in BWG by offering financial, professional development, showcase, research and leadership opportunities for local artists, individuals, and cultural groups. (Community-led)

1. Partnered with local resident and Olundara Foundation founder Omolara Akerele on Black History display case and “Black History Conference” event with live music, guest speakers, etc.
2. Partnered with Bradford Baha’i Community on Festival of Ayyam-i-Ha celebration which included a Children’s Festival, a Movie and Pizza night, and the first in a series of English Language Conversation Corners.
3. Partnered with Ahmadiyya Muslim Women’s Association on Ramadan Display on Library walls;
4. Partnered with Barrie Persian Association on Persian Heritage Month Display and Nowruz Bazaar;
5. Partnered with resident to pilot Farsi-speaking Seniors Group in BWG;
6. Preparation for April, and May events and partnerships: this includes Tax Support for Migrant Workers, Afghan Mental Health Workshops, Youth Empowerment Art Showcase, Ceremony for National Day of Awareness for Missing and Murdered Indigenous Women and Girls;

Goal 2: The Cultural Services Department grows tourism to and within Bradford West Gwillimbury by supporting and producing unique arts, culture, and heritage events, programs, and exhibitions for all ages. (Enhanced Infrastructure)

1. Submitted \$10,000 application to Tourism Simcoe to support Indigenous-led public art project in Library Café;
2. Hosted Juno award-winning musician Jack de Keyzer in partnership with February Blues Festival;
3. Partnered with Making Change Simcoe County on “Canvas For Change: Black Youth Art Showcase:” a two-week art exhibit featuring the work of Black youth in Simcoe County;
4. Preparation for future events and initiatives including: Sikh Heritage Month Art Exhibit, RCAF 100th anniversary, CultureDays, National Indigenous People’s Day;
5. Lead preparation of grant for Department of Canadian Heritage to celebrate 100 Years of the Drainage of the Holland Marsh in partnership with King Township;
6. Interviewed with CTV Barrie and CBC Ontario Mornings regarding launch of Gender-Affirming Closet;





7. Launched BWG Artist in Residence program

Goal 3: The Cultural Services Department strengthens the Library's role as a leader in promoting reconciliation with Indigenous communities, as well as inclusion and belonging within the community of Bradford West Gwillimbury. (Culture of Excellence)

1. Launched Gender-Affirming Closet in partnership with CONTACT Community Services and Gilbert Centre;
2. Attended Canadian Centre for Diversity and Inclusion online conference;
3. Convened internal Library DEI Committee meeting and began drafting library DEI audit framework;
4. Participated in Town's internal DEI committee and Town's DEI Advisory committee meetings;
5. Supported Odenaang Circle (formerly BWG's Indigenous-Led Planning Committee) on their first public pop up;
6. Continued relationship with TNO to support tax clinic for local migrant workers;

Part B – Short-Term Upcoming Objectives

We are planning a Sikh Heritage art exhibit in the Zima Room (April), a Youth Art Showcase in the Zima Room (May), a ceremony and installation commemorating National Day of Awareness for Missing and Murdered Indigenous Women and Girls (May), RCAF 100th Anniversary Week Programs (June), National Indigenous Day Celebration (June).

Goal One: The Cultural Services Department grows capacity for arts, culture, and heritage in BWG by offering financial, professional development, showcase, research and leadership opportunities for local artists, individuals, and cultural groups. (Community-led)

24Q2 – Continue to collect feedback from Cultural Services programs to identify gaps and successes for future programming

Goal 2: The Cultural Services Department grows tourism to and within Bradford West Gwillimbury by supporting and producing unique arts, culture, and heritage events, programs, and exhibitions for all ages. (Enhanced Infrastructure)





24Q2– Preparation of RCAF 100 th Anniversary event and NIPD event in June;
Goal 3: The Cultural Services Department strengthens the Library’s role as a leader in promoting reconciliation with Indigenous communities, as well as inclusion and belonging within the community of Bradford West Gwillimbury. (Culture of Excellence)
24Q2 – Host BWG Indigenous Friendship Circle pop ups in advance of National Indigenous People’s Day
24Q3 – Formally engage local Indigenous community on development of Truth and Reconciliation Action Plan

Summary

Alongside beginning to take action on the goals outlined in the Cultural Services Business Plan, the priority continues to be growing relationships with local artists and cultural groups, growing and leveraging resources through the Town as well as potential funders, and continuing to make progress on the Equity Audit Recommendations and the Truth and Reconciliation Plan.

Appendix A – Attendance at Cultural Services Events/Activities (Feb 2024)

February	Canvas For Change Launch	1-Feb-24	65	Making Change Simcoe County
	February Blues Festival with Jack de Keyzer	4-Feb-24	90	Barrie Jazz and Blues Festival
	Black History Conference	10-Feb-24	82	Olundara Foundation
	Local History Association Meeting	10-Feb-24	32	BWGLHA
	Ayyam-i-Ha Children's Festival	24-Feb-24	150	Bradford Baha'i Group
	Music and Poetry Circle	25-Feb-24	7	Russ and Meade
	English Conversation Corner	28-Feb-24	15	Bradford Baha'i Group
	Gender Affirming Closet	Feb	27	BWG Library in partnership with CONTACT and Gilbert Centre

March	Ayyam-i-Ha Movie Night	1-Mar	30	Bradford Baha'i Group
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	Gender Affirming Closet	Mar	18	BWG Library in partnership with CONTACT and Gilbert Centre
	Tax Support for Migrant Workers	10-Mar	14	The Neighbourhood Organization
	Afghan Mental Health Workshop	15-Mar	25	YMCA
	Nowruz Bazaar	16-Mar	300	Barrie Persian Association
	Healing in Action	17-Mar	13	In lieu of "200 Meters" film screening
	Fred C Cook Local History Presentation and Research	25-Mar	21	Fred C Cook Elementary
	Music and Poetry Circle	24-Mar	8	Russ and Meade
	BWG Farsi-Speaking Seniors Program	27-Mar	24	Sherry – Local resident
	English Conversation Corner	28-Mar	10	Bradford Baha'i Group
	Indigenous Imagination	28-Mar	30	Odenaang Circle





To: Library Board
Prepared by: Andrea Ciurria, Manager of Public Services
Date: April 2024
Subject: **Public Services Report – January – March 2024**

Purpose

The purpose of this report is to provide an overview of last month’s progress and share upcoming priorities related to the Library’s strategic pillars and objectives for the Public Services Department.

Report

Part A—Last Month Outcomes

In the first quarter of 2024, the Public Services Department:

- Trained 19 staff on the Public Services Strategy for working with teens in the library.
- Opened the Creative Lab for 93 hours, with 281.25 hours of individual public use.
- 169 people attending 8 Saturday drop in Tinker Time programming.
- 24.5 hours of staff training we offered in the Creative Lab
- Displays and booklists for kids/teens/adults celebrated black history month, lunar new year and march break.

Part B – Short-Term Upcoming Objectives

Staff are working on several upcoming objectives to support the Strategic Pillars/Goals. The below chart provides the Board with updates on future tasks to be completed within the 2023 year. As projects are completed, Staff will update/review, and expand the departmental tasks.

Objective (Strategic Pillar)	Department Pillar	Activities
Improve library system usability. Focus on patron-centered services. Focus on inclusivity	Culture of Excellence	Focus on developing user-centered customer service, reference services and readers advisory including: January: Lunar New Year Displays and Booklists, Psychological Thriller E-newsletter February: Black History Month Displays and Booklists, Best Seller E-newsletter





		<p>March: Ramadan, Nowruz, and Neurodiversity awareness displays and booklists. Psychological Thriller E-newsletter.</p> <p>Inter Library Loans: 239 books Shipped and 154 books received</p>
<p>Enhance Technology for the BWG Community and BWG PL Staff</p>	<p>Infrastructure Support</p>	<p>Creative Lab: Hours open: 93 Hours of use: 281.25 Number of Visitors: 221 Number of appointments: 22 Help Sessions: 16 Tours and orientations: 54</p> <p>Technology Use: 3D Printer: 223.85 hours Adobe: 28 hours Cricut: 16.5 (available in Feb) Digitization tech: 71 Serger: 4 hours Sewing Machine: 26.5 Tinker Corner: 51.5</p> <p>Tinker Time Saturday Program: 169 attendees over 8 sessions.</p> <p>Staff Training: 24.5 hours</p> <p>Special Projects: Creating lab calendar using Cricut; assisted Cultural Services Department with displays; Created signage for the Alcove; Toured lab with MPP Caroline Mulroney; offered 2 additional Tinker Times during March Break.</p>
<p>Develop a workplace that provides excellent service to the BWG Community</p>		<p>Customer Service Staff were comprehensively trained on the Public Service Strategy for serving teens, including the library's newly approved Code of Conduct procedure and all reviewed the library's policy on Violence and Harassment.</p>





		Customer Service Staff are all being trained on the technology available in the Creative Lab so that they can best support the public in the library and promote the technology and initiatives of the creative lab.
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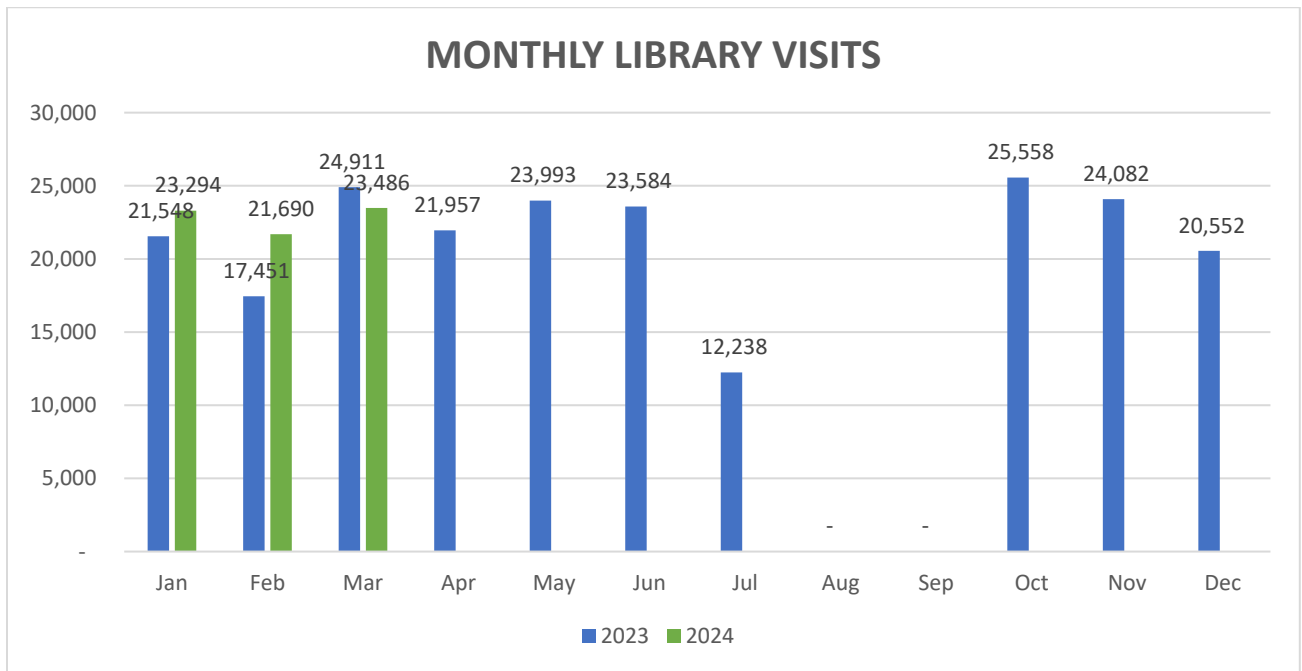
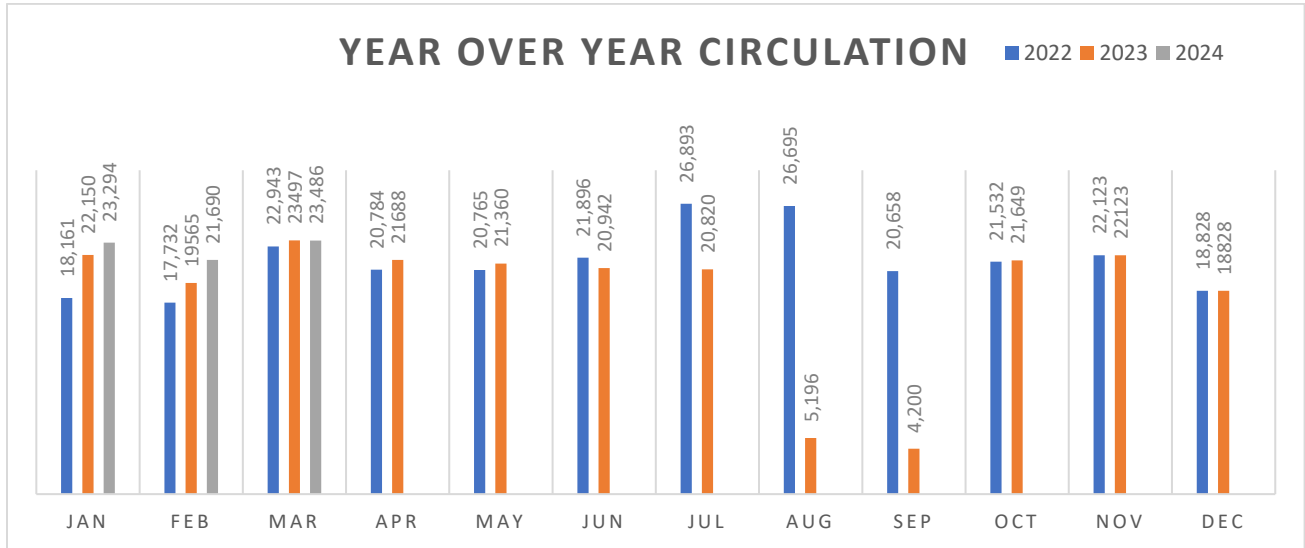
Summary

The Public Services Department is focusing on developing the department and expanding staff resiliency to ensure strong customer service to the community and expanding the Creative Lab services to the BWG Community while supporting initiatives from Cultural Services, Community Engagement and Corporate Services.





Appendix A – Statistics from 2024 Q1



Actual vs Budget Year To Date by Department:

Department: 5000 - Library

Reporting Period: January, 2024 To March, 2024 (3 Months)

Fund: - 05 - Library; Department: 5000 - Library; Object: All; Activity: All

	Budget	YTD Actual Cost	Variance Over/Under	Percentage Variance
Revenue:				
Cost Recovered	15,000	5,632	(9,368)	-62.45 %
Fines	0	0	0	0.00 %
Grants	27,332	3,397	(23,935)	-87.57 %
0210-Ontario conditional grants	27,332	3,397	(23,935)	-87.57 %
Other revenues	0	3	3	100.00 %
Transfer from reserves	18,000	0	(18,000)	-100.00 %
User fees	19,000	4,148	(14,852)	-78.17 %
Total Revenue	79,332	13,181	(66,151)	-83.39 %
Expense:				
Advertising & Promotions	6,000	66	(5,934)	-98.90 %
Bank/Processing Fees	700	77	(623)	-89.06 %
Communications	6,620	1,443	(5,177)	-78.20 %
Contractual Services	124,000	48,922	(75,078)	-60.55 %
Insurance	70,561	0	(70,561)	-100.00 %
Material & Supplies	426,162	86,763	(339,399)	-79.64 %
3000-Materials & supplies	28,000	4,136	(23,864)	-85.23 %
3002-Cleaning Supplies	15,000	1,614	(13,386)	-89.24 %
3005-Office Supplies	6,000	305	(5,695)	-94.91 %
3006-Program Supplies	21,000	5,106	(15,894)	-75.68 %
3040-Public Relations	3,000	1,746	(1,254)	-41.79 %
3110-Library Books	353,162	73,855	(279,307)	-79.09 %
Mileage, Conference & Training	25,000	6,158	(18,842)	-75.37 %
Postage & Courier	6,000	1,023	(4,977)	-82.95 %
Professional Services	25,470	32,171	6,701	26.31 %
Repairs & Maintenance	28,000	3,665	(24,335)	-86.91 %
3100-Repairs & Maintenance	13,000	2,371	(10,629)	-81.76 %
3101-Computer hardware maintenance	15,000	1,295	(13,705)	-91.37 %
Salaries & Benefits	2,355,221	491,834	(1,863,387)	-79.12 %
1000-Full-time wages	1,285,569	248,409	(1,037,159)	-80.68 %
1005-Part-time wages	627,939	147,328	(480,611)	-76.54 %
1015-Sick time	4,000	0	(4,000)	-100.00 %

Actual vs Budget Year To Date by Department:

Department: 5000 - Library

Reporting Period: January, 2024 To March, 2024 (3 Months)

Fund: - 05 - Library; Department: 5000 - Library; Object: All; Activity: All

	Budget	YTD Actual Cost	Variance Over/Under	Percentage Variance
1020-Vacation	29,853	37	(29,817)	-99.88 %
1030-Benefits	407,860	96,060	(311,800)	-76.45 %
Subscriptions	0	0	0	0.00 %
Utilities	72,400	12,713	(59,687)	-82.44 %
3085-Hydro	54,000	6,472	(47,528)	-88.02 %
3090-Heating	14,000	5,019	(8,981)	-64.15 %
3095-Water/Sewer	4,400	1,222	(3,178)	-72.23 %
Total Expense	3,146,134	684,835	(2,461,299)	-78.23 %
Net Total	(3,066,802)	(671,655)	2,395,147	78.10 %