



Ebony Wilson, Board President Jeffrey Quamme, CEO

Agenda – December 18, 2025
Board of Directors Meeting
286 Maple Avenue, Suite 303, Cheshire, CT 06410

- I. Call to Order
- II. Previous Meeting Minutes
- III. Credentialing Report
- IV. Committee Reports
 - a. Executive Committee
 - b. Programs & Services
 - c. Ethics
 - i. Motion: Update to Ethics Code
- V. Finance/Administrative
 - a. Quarter 1 Final
 - b. Quarter 2 Projected
 - c. Researching Trends
- VI. CEO Report
- VII. Old Business
- VIII. New Business
- IX. Adjourn

NEXT MEETING MARCH 19, 2026

CCB Board of Directors Meeting

Board Meeting Minutes

December 18, 2025

Mission: *“Protecting the public through competency-based credentialing, training and promoting ethical practice by SUD professionals”*

Present: Stacy Charpentier, Bill Fisher, Nicole Hampton, Dr. Jill Palmer, Joy Pendola, Cassandra Ruela, Cini Shaw, Dan Smith, Jennifer Valva, John Watts, Ebony Wilson

Not Present: Jaya Daptardar, Teodoro Anderson Diaz, Kimberly Platt

Staff Present: Jeffrey Quamme, Scott Schaefer

I. Call to Order: Board meeting called to order at 11:05 a.m. by Ebony Wilson

II. Approval of Minutes

MOTION: To approve the September 2025 meeting minutes

Motioned by: Cassandra Ruela

Motion Seconded by Bill Fisher

Outcome: Approved **Abstentions:** 0 **Voting Record:** 10 (Stacy absent from vote)

III. Credentialing Reports – *reports attached*

IV. Committee Reports

Executive Committee – No motions, 1 agenda item and no action items submitted

Discussion:

1. Cassandra will coordinate committee meetings with the expectation being 8 per year

Programs & Services Committee – No motions, 6 agenda item and no action items submitted

Discussion:

1. Board members should be certified
2. Drop CAC standards to IC&RC level
3. Push AADC credential and exam
4. Ethics and Yoga Specialty Certifications being developed

Ethics Committee – 1 motion, no agenda items and no action items submitted

MOTION: *Certified individuals convicted of crimes (or who enter a guilty plea on the record) that align with violations outlined in the organizational Code of Ethics for their particular credential (ex: inappropriate dual relationship, fraud related conduct, etc.), said conviction and/or plea serve as sufficient evidence of one’s culpability in violation of the particular code of ethics and will be sanctioned, as appropriate, by the Ethics Committee.*

Motioned by: Ethics Committee

Motion Seconded by Ebony Wilson

Outcome: Approved

Abstentions: 0

Voting Record: 11

V. Finance Committee – No motions, 2 agenda items and no action items submitted – report attached

Discussion:

1. CCJP as a standalone, non-reciprocal credential
2. 30 CE clinical supervision training with 18 CEs from David Powell’s training outline

VI. CEO Report - No motions, 3 agenda items and no action items submitted – report attached

Discussion:

1. The Board will receive the budget numbers early next year
2. eBook reference for applications where the candidate attests to reading it
3. Videos on the CCB website promoting certification

VII. Old Business

None

VIII. New Business

- Conference Changes – Ebony to follow up with Conference Committee
- Jeff will reach out to the Castle to hold a date

IX. Adjourn

MOTION: To adjourn the December 2025 Board Meeting

Motioned by: Ebony Wilson

Motion Seconded by Bill Fisher

Outcome: Approved

Abstentions: 0

Voting Record: 10

(Cassandra/Joy absent from vote)

Meeting Adjourned: 12:44 p.m. by Ebony Wilson

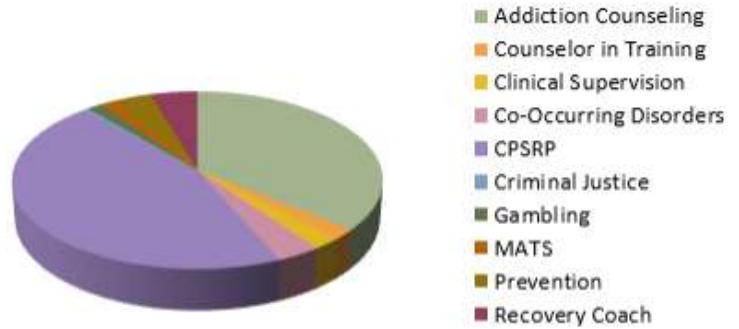
Board minutes taken by Scott Schaefer

CCB Monthly Report

December 2025 – Fiscal Year 2026

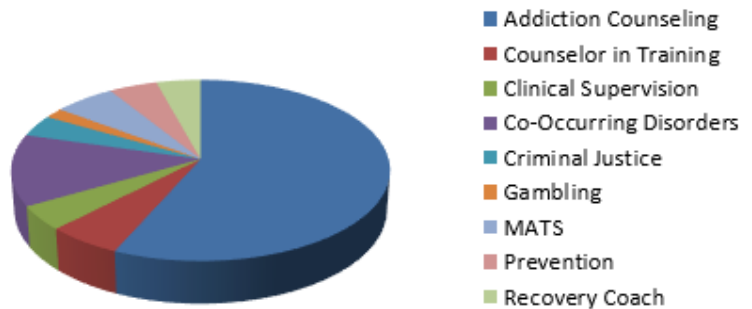
**As of December 2025, the CCB maintains
1390 active certifications in the following areas:**

Addiction Counseling	499
Counselor in Training	26
Clinical Supervision	31
Co-Occurring Disorders	48
CPSRP	622
Criminal Justice	8
Gambling	20
MATS	25
Prevention	47
Recovery Coach	64
Total	1390



**As of December 2024, the CCB maintained
764 active certifications in the following areas:**

Addiction Counseling	499
Counselor in Training	31
Clinical Supervision	29
Co-Occurring Disorders	49
Criminal Justice	9
Gambling	21
MATS	28
Prevention	44
Recovery Coach	54
Total	764



Compared with December 2024, there was an increase of 626, which represents an 81.9% increase in the number of certifications

Non-Reciprocal Professionals:	
CAC	15
Clinical Supervision	1
Co-Occurring Disorders	5
CPSRP	622
Total	643

Current Certifications with the CCB

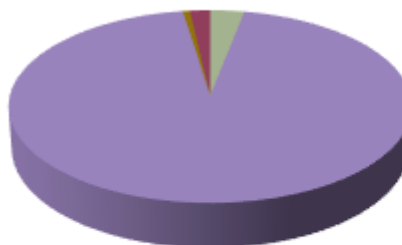
	TOTAL	AADC	CAC	CAC - NR	CCS	CARC	CCDP	CCDP-D	CCJP	CPS	CPRS	CPSRP	CIT	MATS	SCCD	SCPG	SCSA
Total	1390	108	371	15	31	1	16	26	8	47	63	622	26	25	6	20	5
Reinstatements																	
Females	901	78	241	8	19		12	20	5	43	40	367	20	22	4	19	3
Males	489	30	130	7	12	1	4	6	3	4	23	255	6	3	2	1	2
African American	198	15	56		4		2	2	1	1	17	86	7	5	1	1	
American Indian	20	1						1				17		1			
Asian	6	1	3							1		1					
Caucasian	851	84	268	12	25	1	14	20	7	43	42	282	13	15	5	15	5
Hispanic	125	7	37	3	2			2		1	3	59	5	4		2	
Other/Did not disclose	39/151		7					1		1	1	26/151	1			2	

CCB Monthly Report

December 2025 – Fiscal Year 2026

A total of 164 certifications were issued by the CCB this month in the following areas:

Addiction Counseling	5
Counselor in Training	0
Clinical Supervision	0
Co-Occurring Disorders	0
CPSRP	155
Criminal Justice	0
Gambling	0
MATS	0
Prevention	1
Recovery Coach	3
Total	164



- Addiction Counseling
- Counselor in Training
- Clinical Supervision
- Co-Occurring Disorders
- CPSRP
- Criminal Justice
- Gambling
- MATS
- Prevention
- Recovery Coach

8 certifications expired this month in the following areas:

Addiction Counseling	4
Counselor in Training	1
Clinical Supervision	0
Co-Occurring Disorders	0
Criminal Justice	0
Gambling	0
MATS	0
Prevention	1
Recovery Coach	2
Total	8



- Addiction Counseling
- Counselor in Training
- Clinical Supervision
- Co-Occurring Disorders
- CPSRP
- Criminal Justice
- Gambling
- MATS
- Prevention
- Recovery Coach

16 certifications lapsed this month in the following areas:

Addiction Counseling	11
Counselor in Training	0
Clinical Supervision	1
Co-Occurring Disorders	0
Criminal Justice	0
Gambling	0
MATS	1
Prevention	2
Recovery Coach	1
Total	16



- Addiction Counseling
- Counselor in Training
- Clinical Supervision
- Co-Occurring Disorders
- CPSRP
- Criminal Justice
- Gambling
- MATS
- Prevention
- Recovery Coach

CCB Monthly Report

December 2025 – Fiscal Year 2026

CCB Credential Acronyms	
<i>Addiction Counseling</i>	
CIT	Counselor In Training
AADC	Advanced Alcohol and Drug Counselor
CAC	Certified Addiction Counselor
CAC-P	Certified Addiction Counselor-Provisional
SCSA	Specialty Certificate in Substance Abuse
MATS	Medication Assisted Treatment Specialist
<i>Clinical Supervision</i>	
CCS	Certified Clinical Supervisor
NCCS	Non-Certified Clinical Supervisor
<i>Co-Occurring Disorders</i>	
SCCD	Specialty Certificate in Co-Occurring Disorders
CCDP	Certified Co-Occurring Disorders Professional
CCDP-D	Certified Co-Occurring Disorders Professional-Diplomate
<i>Criminal Justice</i>	
CCJP	Certified Criminal Justice Professional
<i>Prevention</i>	
APP	Associate Prevention Professional
CPS	Certified Prevention Specialist
<i>Problem Gambling</i>	
SCPG	Specialty Certificate in Problem Gambling
<i>Recovery Coaching</i>	
CARC	Certified Addiction Recovery Coach
CPRS	Certified Peer Recovery Specialist
CPSRP	Certified Peer Support & Recovery Professional

BOLD	RECIPROCAL CREDENTIAL
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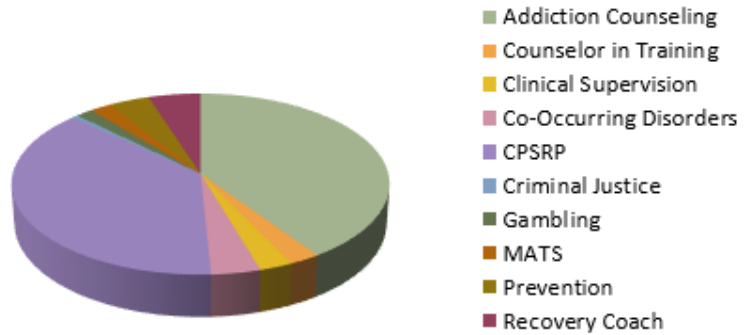
NON-RECIPROCAL (NR)	Non-reciprocal credentials are those that individuals did not complete the oral or written portion of their credential exam
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CCB Monthly Report

November 2025 – Fiscal Year 2026

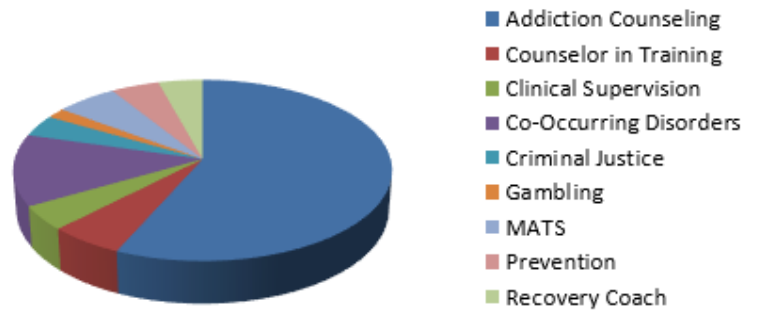
**As of November 2025, the CCB maintains
1242 active certifications in the following areas:**

Addiction Counseling	503
Counselor in Training	29
Clinical Supervision	32
Co-Occurring Disorders	47
CPSRP	467
Criminal Justice	8
Gambling	20
MATS	26
Prevention	48
Recovery Coach	62
Total	1242



**As of November 2024, the CCB maintained
775 active certifications in the following areas:**

Addiction Counseling	509
Counselor in Training	31
Clinical Supervision	29
Co-Occurring Disorders	50
Criminal Justice	9
Gambling	21
MATS	28
Prevention	43
Recovery Coach	55
Total	775



**Compared with November 2024, there was
an increase of 467, which represents a 60.3%
increase in the number of certifications**

Non-Reciprocal Professionals:	
CAC	15
Clinical Supervision	1
Co-Occurring Disorders	5
CPSRP	467
Total	488

Current Certifications with the CCB

	TOTAL	AADC	CAC	CAC - NR	CCS	CARC	CCDP	CCDP-D	CCJP	CPS	CPRS	CPSRP	CIT	MATS	SCCD	SCPG	SCSA
Total	1242	110	373	15	32	1	15	26	8	48	61	467	29	26	6	20	5
Reinstatements																	
Females	821	79	239	8	20		11	20	5	44	39	284	23	23	4	19	3
Males	421	31	134	7	12	1	4	6	3	4	22	183	6	3	2	1	2
African American	176	15	57		4		2	2	1	1	16	63	8	5	1	1	
American Indian	14	1						1				11		1			
Asian	6	1	3							1		1					
Caucasian	801	85	268	12	26	1	13	20	7	44	41	227	16	16	5	15	5
Hispanic	111	8	38	3	2			2		1	3	44	4	4		2	
Other/Unspecified	35/99		7					1		1	1	22/99	1			2	

CCB Monthly Report

November 2025 – Fiscal Year 2026

A total of 478 certifications were issued by the CCB this month in the following areas:

Addiction Counseling	2
Counselor in Training	2
Clinical Supervision	2
Co-Occurring Disorders	0
CPSRP	467
Criminal Justice	0
Gambling	1
MATS	0
Prevention	1
Recovery Coach	3
Total	478



- Addiction Counseling
- Counselor in Training
- Clinical Supervision
- Co-Occurring Disorders
- CPSRP
- Criminal Justice
- Gambling
- MATS
- Prevention
- Recovery Coach

8 certifications expired this month in the following areas:

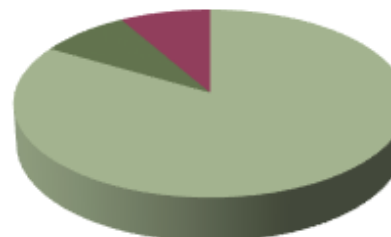
Addiction Counseling	5
Counselor in Training	0
Clinical Supervision	0
Co-Occurring Disorders	2
Criminal Justice	0
Gambling	0
MATS	0
Prevention	0
Recovery Coach	1
Total	8



- Addiction Counseling
- Counselor in Training
- Clinical Supervision
- Co-Occurring Disorders
- CPSRP
- Criminal Justice
- Gambling
- MATS
- Prevention
- Recovery Coach

12 certifications lapsed this month in the following areas:

Addiction Counseling	10
Counselor in Training	0
Clinical Supervision	0
Co-Occurring Disorders	0
Criminal Justice	0
Gambling	1
MATS	0
Prevention	0
Recovery Coach	1
Total	12



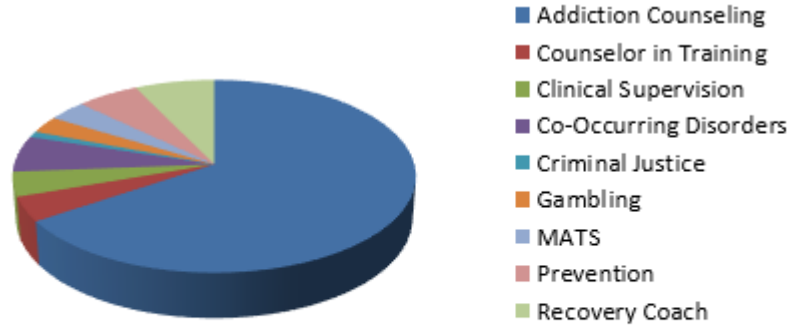
- Addiction Counseling
- Counselor in Training
- Clinical Supervision
- Co-Occurring Disorders
- CPSRP
- Criminal Justice
- Gambling
- MATS
- Prevention
- Recovery Coach

CCB Monthly Report

October 2025 – Fiscal Year 2026

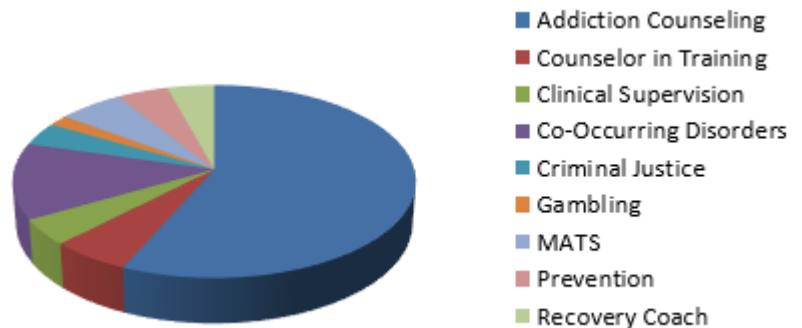
As of October 2025, the CCB maintains 783 active certifications in the following areas:

Addiction Counseling	510
Counselor in Training	28
Clinical Supervision	31
Co-Occurring Disorders	47
Criminal Justice	8
Gambling	24
MATS	26
Prevention	47
Recovery Coach	62
Total	783



As of October 2024, the CCB maintained 780 active certifications in the following areas:

Addiction Counseling	512
Counselor in Training	32
Clinical Supervision	29
Co-Occurring Disorders	51
Criminal Justice	9
Gambling	21
MATS	29
Prevention	43
Recovery Coach	54
Total	780



Compared with October 2024, there was an increase of 3, which represents a 1.0% increase in the number of certifications

Non-Reciprocal Professionals:	
CAC	15
Clinical Supervision	1
Co-Occurring Disorders	5
Total	21

Current Certifications with the CCB

	TOTAL	AADC	CAC	CAC - NR	CCS	CARC	CCDP	CCDP-D	CCJP	CPS	CPRS	CIT	ICGC-I/ICGC-II	MATS	SCCD	SCPG	SCSA
Total	783	114	376	15	31	1	15	26	8	47	61	28	1/3	26	6	20	5
Reinstatements																	
Females	543	83	240	8	20		11	20	5	43	39	22	3	23	4	19	3
Males	240	31	136	7	11	1	4	6	3	4	22	6	1	3	2	1	2
African American	116	18	59		4		2	2	1		16	7		5	1	1	
American Indian	3	1						1						1			
Asian	5	1	3							1							
Caucasian	577	85	268	12	25	1	13	20	7	44	41	16	4	16	5	15	5
Hispanic	69	9	39	3	2			2		1	3	4		4		2	
Other	13		7					1		1	1	1				2	

CCB Monthly Report

October 2025 – Fiscal Year 2026

A total of 8 certifications were issued by the CCB this month in the following areas:

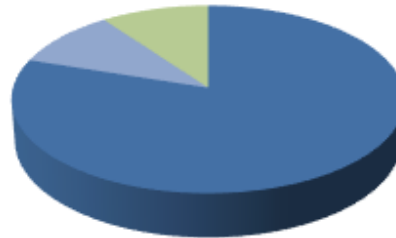
Addiction Counseling	4
Counselor in Training	0
Clinical Supervision	0
Co-Occurring Disorders	0
Criminal Justice	0
Gambling	0
MATS	0
Prevention	2
Recovery Coach	2
Total	8



- Addiction Counseling
- Counselor in Training
- Clinical Supervision
- Co-Occurring Disorders
- Criminal Justice
- Gambling
- MATS
- Prevention
- Recovery Coach

10 certifications expired this month in the following areas:

Addiction Counseling	8
Counselor in Training	0
Clinical Supervision	0
Co-Occurring Disorders	0
Criminal Justice	0
Gambling	0
MATS	1
Prevention	0
Recovery Coach	1
Total	10



- Addiction Counseling
- Counselor in Training
- Clinical Supervision
- Co-Occurring Disorders
- Criminal Justice
- Gambling
- MATS
- Prevention
- Recovery Coach

8 certifications lapsed this month in the following areas:

Addiction Counseling	4
Counselor in Training	1
Clinical Supervision	0
Co-Occurring Disorders	0
Criminal Justice	0
Gambling	1
MATS	0
Prevention	1
Recovery Coach	1
Total	8



- Addiction Counseling
- Counselor in Training
- Clinical Supervision
- Co-Occurring Disorders
- Criminal Justice
- Gambling
- MATS
- Prevention
- Recovery Coach



Ebony Wilson, Board President Jeffrey Quamme, CEO

Finance/Administrative Report
December 18, 2025

The fiscal year for the CCB begins on July 1 and end on July 30, with quarterly endings on September 30, December 31, March 31 and June 30. Accounting is done on a cash basis as directed by the Bylaws of the Corporation. The annual budget is completed for committee and Board review at the end of Q3 for the following fiscal year based on total amounts through then and other projections. We are currently approaching the end of the 2nd quarter of the year.

This report covers the 1st quarter of FY 2025-2026. At the end of Quarter 1, the CCB had a total of \$82,733 of income and \$87,037 in expenses, for a quarterly loss of **\$4304**. Total income is 21% of the projected annual total, expenses for the quarter equal 23% of total budgeted for the year. Although the slight loss for the quarter is not ideal, it still puts us in a position to meet our total projected annual budget amounts.

What follows are specific notes for each section of the budget: General & Administrative; Credentialing; Testing, Training and Podcast. It may be prudent to include the podcast under the heading of training in future reports.

General & Administrative

The most difficult are to increase income and decrease expenses, but both remain possible. Total income **\$41,973** for the quarter, or **23%** of the full amount for the FY of **\$392,750**. Expenses for the quarter were **\$85,687** of the full amount of **\$320,700**, or **27%** of budget for the FY.

Areas of note:

Income: None

Expenses: A slight rent increase of **3%** will take place in January 2026, about **\$30**; Medical insurance will increase about **9%** (**+\$300 monthly**) after December 1, 2025 – less than expected and still able to keep us on budget); Expenses related to the Annual Conference are from last year's event, final billing was not completed until after July 1. Depending on the billing cycle of the facility and vendors, this may increase by as much as **100%** by the end of the FY.

Credentialing

We took in **\$24,460** of the budgeted total for the FY of **\$139,250**, or **18%** of the annual total for the year. Expenses came to \$600 out of the budgeted total of **\$33,800** or **2%**.

Areas of note:

Income: The total income under Addiction Counseling is concerning, just **\$12,930 (20%)** of **\$65,000**. We are making efforts to increase the number of renewals by reaching out to lapsed credential holders. Additionally, we saw slower than expected payments from DMHAS ORCA in the quarter, but we were able to book more in Q2.

Expenses: Having only paid out **2%** of budgeted expenses (**\$600/\$30,000**), this was a short-term issue as we did spend a more significant amount in Q2 to both the IC&RC and Prometric (for DMHAS). This will look more stable in the next report.

Testing

Testing continues to be an area in which we stay within the expected budget range for each quarter. In Q1, we took in **\$8650** of the annual expected total of **\$31,000**, or **28%**. Expenses are low, just **6%** of the total annual amount (**\$750/\$12,750**) but will be closer to the expected range after the current quarter with payments made to the IC&RC.

Areas of Note:

Income: Despite the lower-than-expected amount in the Credential section, Addiction Counseling testing numbers lie within the expected range for the quarter. This also shows that our falling behind in Addiction Counseling credential is related to renewals, and not new applications. We have also seen higher than expected numbers in Prevention thanks to a partnership from DHMAS Health Promotion and Prevention Unit.

Expenses: None

Training

Overall, we are where expected in terms of Training, with income of **\$7,650** of the annual budgeted total of **\$37,500** – or about **30%**. We have not had any expenses and when we do, the amount is generally low.

Areas of note:

Income: We are slightly lower in our income for training events, but we have a plan to increase that with upcoming offerings. This will be addressed in the CEO report during this meeting.

Expenses: We do expect to have costs for space rental for some of what is planned.

Podcast

Through Q1 we did not book any income or expenses from the podcast. We will have expenses upcoming as we come to the end of our annual contract with the hosting site and will need to purchase recording credits from the editing service.

Areas of note:

Income: We are planning to monetize the podcast with branded content and will making each podcast, starting in January, available for earning CEs for a small fee.

*Expenses: The annual fee for the host site is low (less than **\$200**) but per episode costs have increased to **\$200/episode** for editing.*

YTD 12/18/2025

As of today, we have **\$172,161** (**44%** of annual budgeted amount) in income and **\$165,906** (**45%**) in expenses, with a net income of **\$6,255** (nearly **30%** of annual projection).

We will be undertaking an effort to look at trends in our income/expense patterns to develop plans to address any concerns that may become identified. Any assistance with income-generation ideas are welcome. The annual conference planning is beginning in earnest after January 1 with a significant need to produce income.

Jeffrey Quamme for Jaya Daptardar

Budget vs Actual: Quarter Ending September 30, 2025

	FY 2026	9/30/2025	Pctg of Annual
General & Administrative	\$ 183,500.00	\$ 41,973.00	23%
Credentialing	\$ 139,250.00	\$ 24,460.00	18%
Testing	\$ 31,000.00	\$ 8,650.00	28%
Training (incl DL)	\$ 37,500.00	\$ 7,650.00	20%
Podcast	\$ 1,500.00	\$ -	0
Total Revenue	\$ 392,750.00	\$ 82,733.00	21%
Expenses			
General & Administrative	\$ 320,700.00	\$ 85,687.00	27%
Credentialing	\$ 33,800.00	\$ 600.00	2%
Testing	\$ 12,750.00	\$ 750.00	1%
Training	\$ 2,500.00	\$ -	0
Podcast	\$ 1,325.00	\$ -	0
Total Expenses	\$ 371,075.00	\$ 87,037.00	23%
Net Income (Loss) Operating	\$ 21,675.00	\$ 4,304.00	

General & Administrative

Revenue	FY 2025	9/30/2025	Pctg of Annual
DMHAS Grant	\$ 130,500.00	\$ 32,625.00	25%
Maine Peer Recovery Board Admin	\$ 6,000.00	\$ 1,500.00	25%
Annual Conference	\$ 20,000.00	\$ 1,000.00	5%
Fundraising	\$ 5,000.00	\$ -	0
Website Services	\$ -	\$ -	0
Travel/Misc Reimbursements	\$ 2,000.00	\$ -	0
Misc/PayPal/Venmo	\$ 20,000.00	\$ 6,848.00	34%
Total Revenue	\$ 183,500.00	\$ 41,973.00	23%
Expenses			
Gross Salary (including payroll taxes)	\$ 185,000.00	\$ 45,055.00	24%
Benefits	\$ 50,000.00	\$ 7,380.00	15%
Incentive Compensation	\$ 2,500.00	\$ 1,769.00	71%
Rent	\$ 12,000.00	\$ 2,940.00	25%
Utilities		\$ 290.00	
Insurance	\$ 5,500.00	\$ -	0
US Postal Service	\$ 200.00	\$ 54.00	27%
Office Supplies	\$ 250.00	\$ -	0
Office Equipment	\$ 1,000.00	\$ -	0
Software	\$ 5,000.00	\$ 2,080.00	42%
Telephone & Internet	\$ 5,500.00	\$ 1,904.00	35%
Travel & Mileage	\$ 1,000.00	\$ -	0
Marketing	\$ 3,250.00	\$ 884.00	27%
Food & Meals	\$ 100.00	\$ 87.00	87%
Misc/PayPal/Venmo	\$ 20,000.00	\$ 8,954.00	45%
Legal	\$ 1,000.00	\$ -	0
Accounting	\$ 5,000.00	\$ -	0
Professional Development	\$ 1,000.00	\$ 51.00	5%
Payroll	\$ 3,500.00	\$ 706.00	20%
IT & Web Support	\$ 1,250.00	\$ 640.00	51%
Professional Services-undefined	\$ 150.00	\$ -	0
Annual Conference	\$ 17,500.00	\$ 12,893.00	74%
Total Expenses	\$ 320,700.00	\$ 85,687.00	27%

Credentialing

Revenue	FY 2026	9/30/2025	Pctg of Annual
Addiction Counseling	\$ 65,000.00	\$ 12,930.00	20%
Co-Occurring Disorders	\$ 1,500.00	\$ 660.00	44%
Prevention	\$ 2,000.00	\$ 1,710.00	86%
Problem Gambling	\$ 750.00	\$ 510.00	68%
Clinical Supervision	\$ 2,500.00	\$ 575.00	23%
Medication Assisted Treatment	\$ 200.00	\$ -	0
Criminal Justice	\$ 500.00	\$ -	0
Registry	\$ 900.00	\$ 1,680.00	187%
Recovery Coach/Peer	\$ 7,000.00	\$ 895.00	13%
DMHAS Peer Development	\$ 58,900.00	\$ 5,500.00	9%
Total Revenue	\$ 139,250.00	\$ 24,460.00	18%
Expenses			
IC&RC Dues	\$ 800.00	\$ -	0
IC&RC Credentialing Fees	\$ 2,000.00	\$ -	0
IC&RC Meeting	\$ 1,000.00	\$ 100.00	10%
DMHAS Peer Development	\$ 30,000.00	\$ 500.00	2%
Total Expenses	\$ 33,800.00	\$ 600.00	2%

Testing

<i>Income</i>	FY 2026	9/30/2025	Pctg of Annual
Addiction Counseling	\$ 24,500.00	\$ 6,400.00	26%
Prevention	\$ 2,000.00	\$ 1,200.00	60%
Clinical Supervision	\$ 2,000.00	\$ 300.00	15%
Recovery Coach/Peer	\$ 2,500.00	\$ 750.00	30%
<i>Total Revenue</i>	\$ 31,000.00	\$ 8,650.00	28%
<i>Expenses</i>			
Addiction Counseling	\$ 5,500.00	\$ 625.00	11%
Prevention	\$ 5,500.00	\$ 125.00	2%
Clinical Supervision	\$ 750.00	\$ -	0
Recovery Coach	\$ 1,000.00	\$ -	0
<i>Total Expenses</i>	\$ 12,750.00	\$ 750.00	6%

Training

Revenue	FY 2026	9/30/2025	Pctg of Annual
Training Event Approvals & Partnerships	\$ 15,000.00	\$ 4,550.00	30%
Training Events	\$ 7,500.00	\$ 1,030.00	14%
Distance Learning	\$ 15,000.00	\$ 2,070.00	14%
Total Revenue	\$ 37,500.00	\$ 7,650.00	21%
Expenses			
Trainer Fees	\$ 1,500.00	\$ -	0
Room Rental	\$ 500.00	\$ -	0
Supplies	\$ 500.00	\$ -	0
Total Expenses	\$ 2,500.00	\$ -	0

Podcast

	FY 2026	9/30/2025	Pctg of Annual
Revenue			
Sponsorship	\$ 1,500.00	\$ -	0
Total Revenue	\$ 1,500.00		0
Expenses			
Editing	\$ 1,200.00	\$ -	0
Hosting	\$ 125.00	\$ -	0
Misc Costs	\$ -	\$ -	0
Total Expenses	\$ 1,325.00	\$ -	0