

# Meeting

**Monthly Illinois Valley Watershed Council Meeting**  
**Thursday February 15, 2024 5:00 pm**  
**IV Stream-Team headquarters- 331 E Cottage Park Dr Suite 1b**  
**Cave Junction OR 97523**

Illinois Valley Watershed Council is inviting you to a scheduled Zoom meeting.

Topic: Illinois Valley Watershed Council Monthly Meeting  
Time: 5:00 pm Thursday, February 15, 2024

Join Zoom Meeting

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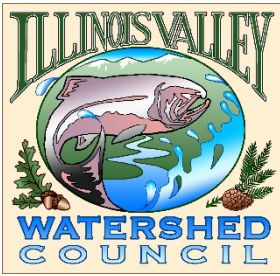
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**Illinois Valley Watershed Council**  
331 E Cottage Park Suite 1B - P.O. Box 352  
Cave Junction, OR 97523  
Phone: 541-592-3731

## Monthly Council Meeting Agenda *February 15, 2024*

- I. **5:00 PM: Call to Order**
- II. **5:02 PM: Acceptance of Minutes**
- III. **5:05 PM: Acceptance of Financial Reports**
- IV. **Committee Reports**
  - a. Programs and projects
  - b. Budget
  - c. Human Resources
  - d. Organizational Development
  - e. Policy
- V. **5:25 PM: Old Business**
  - a. QuickBooks issue/action?
- VI. **5:50 PM: New Business**
  - a. "The Big Picture"
  - b. Patty's 3 proposals email discussion/action
  - c. E.D. signatory authority
  - d. Let's Talk Website
- VII. **6:15 Strategic Plan Check-In**
  - a. Board eligibility addition to by-laws proposal.
  - b. Review of other actions completed.
- VIII. **6:30 PM: Council Updates & Staff Reports**
  - a. Kevin report
  - b. Arlyse report
- IX. **6:45 PM Partnering Agency Reports**
  - a. Illinois Valley SWCD
  - b. Others
- X. **6:55 PM: Public Comments** (Relating to this agenda or IVWC Operations)
- XI. **7:00 PM: Adjournment**

## Meeting Minutes

Meeting Called to Order January 11, 2024 by Katrina Poydack, Chair at 5:05 pm.

### ATTENDEES

### ZOOM ATTENDEES

### ABSENTEES

Carol Crawford	Gene Merrill	John Bellville
Janice Denney		
Katrina Poydack		
Patty Downing		
Bob Schmidt		
Don Young		
James Gurley		
Kevin O'Brien (staff)		
Arlyse DeLoyola (staff)		

### SCRIBE

Notes were taken by: Arlyse DeLoyola

### 2024 Election:

- Nominations were opened for the Chair position.
  - Patty Downing nominated Katrina Poydack to serve as Board Chair.
  - Janice Denney seconded the nomination.
  - Katrina Poydack was elected by a unanimous vote.
- Nominations were opened for the Secretary position.
  - Janice Denney nominated Patty Downing to serve as Secretary.
  - Carol Crawford seconded the nomination.
  - Patty Downing was elected by a unanimous vote.
- Nominations for Treasurer were opened.  
 Discussion was held as to whether Gene Merrill would still be able to serve. He explained that he is unable to make it in to the office on a regular basis due to his current workload.
  - **Janice Denney was nominated to serve as Treasurer.**
  - **Carol Crawford seconded the nomination.**
  - **Janice was elected by a unanimous vote.**
- **Minutes:** The minutes of the December 2023 meeting were presented to the council for review.
  - **Bob Schmidt made a motion to approve the minutes.**
  - **Carol Crawford seconded that motion.**
  - **The minutes were approved without dissent.**
- **Financials:** The Financial Reports for December 2023 were presented to the Council for review.
  - **Carol Crawford made a motion to accept the financial reports.**
  - **Bob Schmidt seconded that motion.**
  - **The motion was approved without dissent.**

## OLD BUSINESS

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- **Review of Land Acknowledgement Proposal**

The Council tabled this to a future meeting.

- **Reschedule Budget Meeting Date**

The budget meeting was re-scheduled for January 24 at 3:30 and Janice Denney, as Treasurer, was added to the committee.

## NEW BUSINESS

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### Values Statement:

A values statement was suggested to be added to the strategic plan.

- **Janice Denney made a motion to include the values Statement in the Strategic Plan.**
- **Jim Gurley seconded the motion.**
- **The motion passed unanimously.**

### Approval of By-Laws:

- **Carol Crawford moved to approve the updated By-Laws with noted corrections.**
- **Don Young seconded the motion.**
- **The motion passed with Bob Schmidt abstaining.**

### Approval of Strategic Plan

Kevin opened the subject by expressing his thanks to the board and facilitator, Rob Hambleton for all their hard work over the past few months creating this plan. Rob was introduced to discuss the community feedback he received, discussed the process of creating the document and how he felt it went.

Bob Schmidt noted an error in an Agency name in the Strategic Plan, and Rob agreed to correct it in the final document.

The differences in mission between the Council and District were discussed.

- **Patty Downing moved to accept the IVWV 2024-2026 Strategic Plan with edits as noted.**
- **Carol Crawford seconded the motion.**
- **The motion passed with Bob Schmidt abstaining.**

## CONTINUING

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### Strategic Plan Check-In:

Kevin noted that this item would now be on every meeting agenda so that the Council can maintain accountability in upholding the Strategic Plan.

- **Carol Crawford moved to establish a committee to identify necessary committees. The committee would include Patty Downing, Katrina Poydack and staff members, Kevin and Arlyse.**
- **Janice Denney seconded the motion.**
- **The motion passed unanimously, and a meeting date was set for January 18<sup>th</sup> at 3:00pm.**

**The agenda item of appointing a policy committee was tabled to a future meeting.** Patty suggested compiling a list of needed policies first.

Staff were asked when the new By-Laws and Strategic Plan could be posted to the website. Arlyse responded that she could put them up as soon as the final draft came back from Rob. She would also put some copies in binders for the office.

- **Staff and partnering agency reports:**

- Kevin reviewed his written report. He has just come through an intense round of grant-writing that included steady work without days off since the last week of December. He submitted three grant proposals as a result.

He had a very positive review team visit for the OWEB (Oregon Watershed Enhancement Board) East Fork grant proposal on Tuesday. He stated it was one of the best attended review team visits in his experience including landowners and review team members. Kevin then explained the timelines for each grant.

- Arlyse had nothing to add to her written report.

- **Partnering Agencies:**

There were no partnering agencies represented at this meeting.

- **Public Comment**

Don Young made the Council aware that there is some questionable activity going on directly across the river from the Carlin Mine property. Don was given the “who to call” guide produced by the District.

### **NEXT MEETING**

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The next monthly meeting is to be held at **5:00 pm on February 8th, 2024.**

### **ADJOURNMENT**

Meeting Adjourned by Katrina Poydack, Chair, at 7:00 PM.

### **Approved Minutes:**

**Signature** \_\_\_\_\_

**Date** \_\_\_\_\_

Illinois Valley Watershed Council  
**Profit & Loss**  
January 2024

	<u>Jan 24</u>
Ordinary Income/Expense	
Income	
Contributions Received	
Contributions - Unrestricted	25.63
Total Contributions Received	25.63
Total Income	25.63
Gross Profit	25.63
Expense	
Contracted Services	5,000.00
Other	
Bank Fees	1.21
Copier Lease	44.49
Dues & Subscriptions	25.00
Internet Services	21.25
Payroll Fees	143.00
Rent Expense	534.50
Telephone	84.78
Total Other	854.23
Salaries & Wages	
401K Automatic Contribution	537.74
Employee Contributed 401K	377.40
Employer Matching Funds 401K	537.74
Employer Paid Payroll Taxes	1,132.06
Tax Withholding- Employee	1,968.45
Salaries & Wages - Other	8,409.06
Total Salaries & Wages	12,962.45
Supplies & Materials	
Postage, Mailing Service	0.00
Supplies & Materials - Other	43.13
Total Supplies & Materials	43.13
Training and Associated Travel	418.34
Total Expense	19,278.15
Net Ordinary Income	-19,252.52
Other Income/Expense	
Other Income	
Refunds	249.75
Total Other Income	249.75
Net Other Income	249.75
Net Income	<u><u>-19,002.77</u></u>

**Illinois Valley Watershed Council**  
**Profit & Loss**  
 July 2023 through January 2024

	Jul '23 - Jan 24
<b>Ordinary Income/Expense</b>	
<b>Income</b>	
<b>Contributions Received</b>	
Contributions - Unrestricted	575.63
<b>Total Contributions Received</b>	575.63
<b>Grants Received</b>	
Government Grants	52,073.30
Grants Received - Other	23,233.00
<b>Total Grants Received</b>	75,306.30
<b>Total Income</b>	75,881.93
<b>Gross Profit</b>	75,881.93
<b>Expense</b>	
<b>Contracted Services</b>	3,213.46
<b>Insurance</b>	
Executive Protection & EPL	1,249.75
General Liability Insurance	2,449.00
<b>Total Insurance</b>	3,698.75
<b>Other</b>	
Bank Fees	14.74
Copier Lease	565.34
Dues & Subscriptions	589.00
Food & Water	263.16
Internet Services	237.75
Payroll Fees	743.00
PO Box Rent	113.00
Rent Expense	3,741.50
Software	2,183.70
Telephone	542.61
<b>Total Other</b>	8,993.80
<b>Project Expenses</b>	
Travel - Mileage	387.77
<b>Total Project Expenses</b>	387.77
<b>Salaries &amp; Wages</b>	
401K Automatic Contribution	2,517.31
Employee Contributed 401K	491.28
Employer Matching Funds 401K	2,631.19
Employer Paid Payroll Taxes	4,888.13
Tax Withholding- Employee	1,968.45
Workers Comp Insurance	219.40
Salaries & Wages - Other	50,278.66
<b>Total Salaries &amp; Wages</b>	62,994.42
<b>Supplies &amp; Materials</b>	
Postage, Mailing Service	0.00
Supplies & Materials - Other	5,645.18
<b>Total Supplies &amp; Materials</b>	5,645.18
<b>Taxes</b>	90.00

**Illinois Valley Watershed Council**  
**Profit & Loss**  
July 2023 through January 2024

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	<u>Jul '23 - Jan 24</u>
Training and Associated Travel	
Lodging	168.44
Training and Associated Travel - Other	<u>2,098.34</u>
<b>Total Training and Associated Travel</b>	<u>2,266.78</u>
<b>Total Expense</b>	<u>87,290.16</u>
<b>Net Ordinary Income</b>	-11,408.23
<b>Other Income/Expense</b>	
<b>Other Income</b>	
Refunds	<u>249.75</u>
<b>Total Other Income</b>	<u>249.75</u>
<b>Net Other Income</b>	<u>249.75</u>
<b>Net Income</b>	<u><u>-11,158.48</u></u>



Illinois Valley Watershed Council  
**Balance Sheet**  
As of January 31, 2024

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	<u>Jan 31, 24</u>
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Checking/Savings</b>	
Checking Account	74,164.73
IVWC PayPal	407.84
<b>Total Checking/Savings</b>	<u>74,572.57</u>
<b>Total Current Assets</b>	<u>74,572.57</u>
<b>TOTAL ASSETS</b>	<u><b>74,572.57</b></u>
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
<b>Accounts Payable</b>	
Accounts Payable	-16.99
<b>Total Accounts Payable</b>	<u>-16.99</u>
<b>Credit Cards</b>	
Umpqua Bank CC IVWC	15.00
<b>Total Credit Cards</b>	<u>15.00</u>
<b>Total Current Liabilities</b>	<u>-1.99</u>
<b>Total Liabilities</b>	-1.99
<b>Equity</b>	
Unrestricted Net Assets	85,733.04
Net Income	-11,158.48
<b>Total Equity</b>	<u>74,574.56</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><b>74,572.57</b></u>

Illinois Valley Watershed Council

2/7/2024 2:59 PM

Register: Checking Account

From 01/01/2024 through 01/31/2024

Sorted by: Date, Type, Number/Ref

Date	Number	Payee	Account	Memo	Payment	C	Deposit	Balance
01/03/2024			Refunds	Deposit		X	249.75	93,443.03
01/08/2024	1050	Pacific Office Autom...	Accounts Payable		44.49	X		93,398.54
01/17/2024	ach	Cardinal-Employee ...	Accounts Payable	pp ending 12/3...	4,162.76	X		89,235.78
01/17/2024	ach	Cardinal-Tax Impound	Accounts Payable		2,662.68	X		86,573.10
01/17/2024	ach	Cardinal Business Se...	Accounts Payable		50.00	X		86,523.10
01/17/2024	1051	Soul Canyon Trainin...	Accounts Payable		5,000.00	X		81,523.10
01/17/2024	1052	A+ Storage	Accounts Payable		84.50			81,438.60
01/17/2024	1053	IV DATA CENTER	Accounts Payable		21.25	X		81,417.35
01/17/2024	1054	IV DATA CENTER	Accounts Payable		450.00	X		80,967.35
01/22/2024	1055	Staples Advantage	Accounts Payable		43.13			80,924.22
01/22/2024	1056	US Cellular	Accounts Payable		84.78			80,839.44
01/25/2024	1057	Cardmember Services	Umpqua Bank CC IV...		25.00			80,814.44
01/29/2024	ACH	Cardinal-Employee ...	Accounts Payable	pp ending 1/15/...	2,919.84	X		77,894.60
01/29/2024	ACH	Cardinal-Tax Impound	Accounts Payable	PP ending 1/15...	1,486.57	X		76,408.03
01/29/2024	ACH	Cardinal Business Se...	Accounts Payable		93.00	X		76,315.03
01/29/2024	ACH	Slavic 401K Fund	Accounts Payable		1,028.26	X		75,286.77
01/29/2024	1058	Kevin O'Brien	Accounts Payable		403.34			74,883.43
01/30/2024			Contributions Receive...	Deposit		X	0.63	74,884.06
01/31/2024	ACH	Slavic 401K Fund	Accounts Payable		702.34	X		74,181.72
01/31/2024	1059	Amazon Business Ca...	Accounts Payable		16.99			74,164.73

## **From Secretary, Patty Downing**

Dear Board -

At our last meeting we approved our Strategic Plan and By-Laws, however one director abstained since he said he had not read the most recent copy. Katrina and I sent him the final copy to read and asked if he might consider, after reading it, to change his vote from Abstained to Yes. But after reading it he instead changed his vote to No.

As American citizens we can vote yes or no for certain laws, but however we voted, if the majority passes that law we are all expected to abide by it - so too is it with our WC Board approved Mission, Values, Goals and By-laws that we have just passed.

To address this I have made the following proposals:

### **Three Proposals for February 2024 WC meeting**

**1. Proposed that**, in alignment with the newly adopted By-Laws, (Article IV, Structure):

We immediately change the job title of Watershed Coordinator to Executive Director.

Job description and job duties to be designated with a proposal from the HR Committee as soon as possible but no later than March 14 2024. Job description shall include "Senior Program Coordinator" in addition to other Executive Director duties.

**2. Proposed that** we amend the By-Laws to say "Council Board" in sentence #2 of Article IV, instead of just "Council" and add, in parentheses: (with full voting powers) immediately after the words "Executive Director" in the same sentence.

(Both proposals 1 and 2 were discussed and informally agreed at strategic planning meetings.)

**3. Proposed that**, in alignment with Article IV, Sections 1 and 2, all board members pledge to support the full Mission, Values, Vision and Goals of the Strategic Plan.

The importance of full team support for our Mission and Goals is supported by designation in the By-Laws. This means that unlike day to day decisions made at regular board meetings with a majority vote, abstentions and Nay votes in this case, *could* mean a Council Director is not in support of the basic tenets of the Council. However, just as we citizens can vote yes or no on laws, but whatever the majority decides become the laws of the land, and everyone is expected to abide by them - so too our board should expect that all voting board members agree to support the Mission, Vision, Values and Goals, and abide by the By-Laws, whether they voted Yes, No or Abstained. **Therefore all current and future board members would be asked sign a simple pledge stating they support the Mission, Vision, Values and Goals and agree to abide by the By-Laws.**

*By-Laws References:*

#### **Section 1: BOARD ELIGIBILITY**

Qualifications are as follows:

1. With the possible exception of the Executive Director, be a resident of the Illinois Valley River Watershed.
2. No more than one member of any family or household may hold a position on the Council at any time.
3. Demonstrate the ability to work in cooperation with other community members.
4. **Be committed to the goals and mission of the Council.**

#### **Section 2: DIRECTOR DUTIES**

Duties shall include establishing and maintaining Council positions and serving as part of the policy-making body for the corporation, **approving the Strategic Plan**, adopting and amending bylaws, and electing officers. **These positions will uphold the stated mission, goals, and policies of IVWC**, provide staff support and guidance, assume responsibility for staff and Council operations, designate powers or terminate powers of authority as required by the Board."

Patty Downing, Kevin O'Brien, Arlyse DeLoyola

**What standing committees should exist and what are their responsibilities?**

1. Programs and Projects - **to include but not limited to the following:**
  - Water Quality
  - Community Engagement
  - Develop project prioritization matrix.
  - Identify diverse and non-traditional projects/partnerships.
2. Budget
  - Meets in May for crafting of fiscal year budget.
  - Other budgeting issues as needed.
3. Human resources
  - Hiring, selection, compensation, and benefits
  - Board recruitment
  - Employee handbook
  - Board Handbook
4. Organizational Development
  - Identify new funding sources
  - Identify new partners
  - Nurture and maintain current partnerships
5. Policies
  - Review current policies and identify **policy needs**
  - Craft necessary policies **for board review**

**All committees, standing or ad hoc, research and make recommendations, but do not make decisions on behalf of the board. Recommendations are made by majority vote, but consensus is strongly encouraged.**

**How are committees composed?**

- Minimum of three persons
- At least one of whom is a Director other than the Executive Director
- At least one of whom is staff
- Remaining seats may be filled by public, board, or staff
- One member shall serve as committee chair

**What are the responsibilities of the chair?**

- Plan meetings
- Produce agendas as needed.
- Report committee action (or inaction) at monthly board meetings.



**February 2024 Staff Report of the IVWC Watershed Coordinator**  
(02/07/2024)

Please note that I'm slamming this together on our morning break at the 2024 River Restoration Northwest Symposium at Skamania Lodge in Stevenson, WA. Because of my limited time to put this together for you, I expect it will be brief. Please come prepared to our meeting prepared to ask about anything in here you'd like me to flesh out for you more. Thanks.

**Crooks Creek Project:**

As orally reported at our regular meeting last month, OWEB's Regional Review Team (RRT) site visit went very well. (Contractor) Shorty Villers and (BLM Hydrologist) Bob Lange played key roles on the visit helping me deliver our message to the team and answering questions they had. Mark Grenbemer (OWEB's program representative for our region) indicated he'd have the grant proposal rankings out by about the middle of the month. I'm hoping I have that info to share with you at our meeting next week.

**Strategic Planning:**

Again, good on us for approving our revised By-laws and 2024-2026 Strategic Plan! Woohoo!! 😊  
We are moving forward with it and have already been able to check boxes off on some of our early objectives and are actively moving forward on several others. More on this at the meeting, probably ahead of my report during the Strategic Planning section of our meeting.

**Restoration Partnership Initiative/Strategic Alliance with Josephine County:**

John and I have resumed developing our plans for this and have meetings next week; one with a potential contractor about the planned post-cannabis property assessment and rehab guide and the other with Alex Lopez (DOGAMI). Alex has been assisting John and I with preliminary scoping and development. This is a very painstaking process. Thanks for your patience. A lot more of that will be needed from all of us to effectively establish a sustainable partnership.

**Water Quality Monitoring Program:**

Awaiting notification (by late March 2024) from ODFW regarding the PFA initiative grant John worked so hard on and submitted for the program. Fingers crossed.

**IV Country Club Restoration Project with ODFW:**

This project is still hibernating awaiting OWEB's anticipated Spring announcement to fund or not fund. Rankings from OWEB available later this month.

**East Fork Illinois River – Phase 1:**

The OWEB RRT also visited this site on January 9<sup>th</sup>. It sure seemed as though it went swimmingly. Again, OWEB will post their recommendation ranking sheet sometime around mid-February. We should hear on the ask to the Drinking Water Providers Partnership for the project by the end of this month and by the end of next month (March) for the ask we submitted to ODFW under the Private Forest Accord initiative. I'm continuing to move forward with collaborative processes for acquiring the large wood and regulatory permitting needed.

**Oregon Community Foundation Spring 2024 Offering:**

Last time this will be in this report for a while since as long as we DON'T get contacted by them on 2/22/2024 we are still in the running for the \$30K for a grant writer and will be notified sometime in May 2024.

Respectfully submitted,

/s/

Kevin O'Brien, Watershed Coordinator



**Arlyse DeLoyola**  
*Office Manager*

Staff Report- February 2024

**GENERAL ADMIN**

- Payroll submitted.
- Payroll accrual tracked.
- Grant specific expense tracking in QuickBooks and Excel.
- Preparations for board meeting (pre-meeting packet assembly, QB reporting, coordinating agenda, minutes).
- Kept up with partnering agencies' newsletters and memos.
- Reconciled QB to bank account for January, filed December.
- Voicemails, email and phone calls.

The year is off to a roaring start.

I received word that QuickBooks will never sell the desktop version again after the end of July this year. They will get everyone moved online eventually. I had a phone meeting with one of their sales reps yesterday. I am planning to ask the board for advice on which way to go. We'll need to do an update regardless of whether we stay desktop or join the online world. If we go online, we will need a license for each entity. It starts at \$45 a month for the first year (half-price), then increases to \$90. Paid annually, there's a 10% discount, which would make the price \$485 for the first year. The second year would cost \$972 each. I have looked at other options but I'm not convinced there is a better one. I'll keep looking. We'll need to make a decision this meeting.

I just joined us up with TechSoup, so maybe I'll get some more options there.

We've held several committee meetings already since approving the Strategic Plan. Things are progressing well so far. Thanks to all who have participated.

Arlyse

♥ happy ♥  
*Valentine's*  
♥ day ♥

## QuickBooks Online Plus, 1-Year Subscription, 5 Users



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- Use business planning and analysis tools, such as the Statement of Financial Income & Expense
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Simple Start	Essentials	Plus	Advanced
\$30 <b>\$15/mo</b>	\$60 <b>\$30/mo</b>	CUSTOMER FAVORITE \$90 <b>\$45/mo</b>	\$200 <b>\$100/mo</b>
<a href="#">Choose plan</a>	<a href="#">Choose plan</a>	<a href="#">Choose plan</a>	<a href="#">Choose plan</a>
Grow and get more	Grow and get more	Grow and get more	Grow and get more
 1 user	 3 users	 5 users	 25 users with custom access
 <a href="#">Basic business reports</a>	 <a href="#">Adds more detailed reports and a business snapshot</a>	 <a href="#">Gives you all available reports for accounting and inventory</a>	 <a href="#">Lets you build custom reports and access all reports from Plus</a>
Do even more	Do even more	Do even more	Do even more
<a href="#">1 sales channel connection</a>	<a href="#">3 sales channel connections</a>	<a href="#">All sales channel connections</a>	<a href="#">All sales channel connections</a>
-	<a href="#">Multi-currency transactions</a>	<a href="#">Multi-currency transactions</a>	<a href="#">Multi-currency transactions</a>
-	<a href="#">Manage and auto-pay bills</a>	<a href="#">Manage and auto-pay bills</a>	<a href="#">Manage and auto-pay bills</a>
-	<a href="#">Enter time</a>	<a href="#">Enter time</a>	<a href="#">Enter time</a>
-	-	<a href="#">Track profitability by project</a>	<a href="#">Track profitability by project</a>
-	-	<a href="#">Build a financial plan</a> <b>NEW</b>	<a href="#">Build a financial plan</a> <b>NEW</b>
-	-	<a href="#">Track orders and inventory</a>	<a href="#">Track orders and inventory</a>
-	-	<a href="#">1 mo. Live Assisted Bookkeeping</a> <b>NEW</b>	<a href="#">1 mo. Live Assisted Bookkeeping</a> <b>NEW</b>
-	-	-	<a href="#">Automate accounting workflows</a>
-	-	-	<a href="#">Business analytics with Excel</a>
-	-	-	<a href="#">Auto-track fixed assets</a> <b>NEW</b>
			
Core features	Core features	Core features	Core features
<a href="#">Access expert tax help</a> <b>NEW</b> with QuickBooks Live Tax	<a href="#">Access expert tax help</a> <b>NEW</b> with QuickBooks Live Tax	<a href="#">Access expert tax help</a> <b>NEW</b> with QuickBooks Live Tax	<a href="#">Access expert tax help</a> <b>NEW</b> with QuickBooks Live Tax
<a href="#">Banking with 5.00% APY</a> <b>NEW</b>	<a href="#">Banking with 5.00% APY</a> <b>NEW</b>	<a href="#">Banking with 5.00% APY</a> <b>NEW</b>	<a href="#">Banking with 5.00% APY</a> <b>NEW</b>
<b>Bookkeeping support</b>	<b>Bookkeeping support</b>	<b>Bookkeeping support</b>	<b>Bookkeeping support</b>
<b>LIVE</b>	<b>LIVE</b>	<b>LIVE</b>	<b>LIVE</b>
<a href="#">Assisted bookkeeping</a> <input type="checkbox"/> OFF Add \$50 per month	<a href="#">Assisted bookkeeping</a> <input type="checkbox"/> OFF Add \$50 per month	<a href="#">Assisted bookkeeping</a> <input type="checkbox"/> OFF Add \$50 per month	<a href="#">Assisted bookkeeping</a> <input type="checkbox"/> OFF Add \$50 per month



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