

**DMBA Executive Meeting MINUTES** - Tuesday, April 2<sup>nd</sup> 2019 (7pm to 930pm), Delhi German Hall.

### List of Executive Members:

President – Jason Barnucz	Vice President – Steve Scheers		
Treasurer – Crystal Rieck	Secretary – Amber Webb		
Registrar – Kasia Poirier	Umpire Convener - Adrienne Reddecopp		
Rep Convener – Mark Poirier	HL Convener – Adrienne Reddecopp		
Southern Counties Rep – Derek Crandall	Equipment Director – Brian Dougherty		
Scheduling Director – Dan Rebry	Uniform Director – Tracie Howden		
Diamond Maintenance – Trever Howden	Girls League Convenor – Laurie Dougherty		
Coaching Director – Paul Evans	Senior Team Rep – Brenden Eppel		
Canteen Director – Kasia Poirier, Amber Webb			

Directors at Large: Vikkie Mabee, BobbiAnn Brady, Chrissy Vranken, Devon Binder, Don Martin

Regrets: Chrissy Vranken, Mark Poirier, Paul Evans

### Financial Report – Crystal Rieck (DMBA Treasurer)

- DMBA Financial Update
  - Crystal Rieck presented a review of DMBA Financials both past and current.
  - As of April 2, 2019 the DMBA Profit and Loss Statement is at -\$2733.00.
  - Part of this loss is attributed from DMBA not collecting from all sponsors in 2018.
  - The financial year for DMBA is January 1<sup>st</sup> to December 31<sup>st</sup> 2018. Crystal explained that this negative is attributed to Misc. Expenses submitted between January and March in the amount of \$7,493.84 that were not claimed/recorded in previous years financials.
  - This included miscellaneous expenses submitted by Steve Scheers from previous years (2014, 2015, 2016, 2017) totalling \$3136.47 that were not claimed/recorded in previous DMBA financials. See attached financials for reference.
  - As of April 2<sup>nd</sup> the DMBA bank account has a balance of \$6111.75. Most of this is a result of revenue from 2019 Registrations and 2019 sponsorship money that has been deposited over the past couple of weeks.
  - A DMBA Profit and Loss Statement is attached. A current financial summary will be prepared and presented for the next Executive Meeting.
- **2019 Forecasted Budget**: Crystal presented a 2019 Forecast prepared in cooperation with Steve and Jason. This forecast breakdown will be used to budget for the 2019 Season (see attached). It was discussed that expenses will need to be approved since DMBA has considerable debt at this time. Fundraising was discussed as being an important priority for DMBA.
- Rep Fees: These have been raised from \$100 to \$200 for 2019. These fees will include additional resources to pay for Tournaments upfront (e.g. SCBA, OBA) instead of having to ask parents/players through the season. These fees will also help DMBA recoup outstanding NCCP fees from mandatory coaching certification. Players are expected to pay full Rep Fees before they can play in their first 2019 Rep Game. Rep Fees will be posted on the DMBA website and players/parents can pay this fee in our online registration system.



### Registrar Report – Kasia Poirier (DMBA Registrar)

- Registration Update
  - As of April 2<sup>nd</sup> there are 66 players registered with DMBA. DMBA is on track with registration targets as 2018 was just over 120 players.
  - ACTION: Concern over Health Card as a mandatory field brought forward to the Executive and will be an optional field going forward.

### **Uniform Report – Tracie Howden (DMBA Uniform Director)**

- Ordering: Tracie informed the Executive Committee that it is approximately 4 weeks for Uniforms to be received.
- Ordering Uniforms: It was decided that Rep Teams may need to order in advance of House Teams to accommodate Rep League games start earlier than House League games.
- Sponsor Names: It is a priority to have sponsors decided ASAP so uniforms can be ordered.

**ACTION**: Jason will work with Steve, Crystal and others to engage 2019 sponsors to collect donations and firm up team sponsors by April 14<sup>th</sup> (Rep Coaches Meeting)

### Fundraising Report – Crystal Rieck (DMBA Sponsorship Director)

- Update on 2019 Sponsors Jason Barnucz
  - DMBA has been actively engaging sponsors for 2019. Many of these are returning sponsors but Jason has reached out to several new sponsors this year. 20 potential sponsors have been approached so far.
  - Most plaques and letters have been delivered to 2018 sponsors by Jason. He has asked Steve and Adrienne for some help.
  - DMBA has collected \$2000 of sponsorship money so far in 2019 (\$1000 HL, \$1000 Rep).
    There is potential for collecting over \$5000 in sponsors at this time.
  - Jason will report on this at the next Executive Meeting.
- Elmira Chicken Fundraiser: Tracie Howden
  - Tracie updated the DMBA Executive on the Chicken Fundraiser she spearheaded this spring. This fundraiser raised \$420 for DMBA. This fundraiser may be explored again by teams again this season.
- Bottle Drive: Brian and Laurie Dougherty
  - Brian and Laurie presented their plan for a bottle drive to take place on Saturday, April 27<sup>th</sup>. The DMBA Executive discussed the idea and were in favour of it. Trever and Tracie Howden offered to have a covered trailer at their house to store bottles in advance of April 27<sup>th</sup> to collect any donations.

**ACTION:** Jason to prepare a bottle drive flier and have these ready for Winter Ball on April 7<sup>th</sup> to hand out to players/parents. Jason to include The Howden's address so supporters can drop off bottles in advance of April 27<sup>th</sup>.



- <u>Tiger Wear via Source for Sports: Tracie Howden</u>
  - Tracie updated DMBA Exec about the potential for fundraising using Tiger Wear through Source for Sports. A percent of each sale will go directly to DMBA. Tracie will select various items in the Tiger Wear lineup including everything from socks, belts, equipment bags, shirts, hats, sweaters and more.
- <u>Hit and Run Fundraiser Steve Scheers</u>
  - Steve will be organizing a Pitch, Hit and Run event for DMBA to be held May 4<sup>th</sup>.
    ACTION: Steve to forward event information to the DMBA Executive so planning can begin on this project.
- 2019 Skills Day: Jason Barnucz
  - Jason has started reviewing photographers for this date. Need to determine a photographer to set a date. Once the date is set the DMBA Exec can plan events for the day and seek out the necessary volunteers.

**ACTION**: Amber Webb will review photographer packages to determine which is best for DMBA based on pricing and photographer availability in June 2019.

- Fire Fighters Car Wash Crystal Rieck
  - Crystal discussed the event from last year and the confusion with the event because it was a combination of soccer, baseball and hockey players/families. Norfolk Fire had concerns about the participation of organizations during the event. This event may be revisited if it is presented but not pursuing at this time.
- <u>Raffle Custom Steel Fire Pit: Dan Rebry</u>
  - Trackless Vehicles has donated a custom steel fire pit that will be raffled off this season as a fundraiser for DMBA. This raffle will be based at our canteen where photos of the donation will be posted and the item itself will be on display from time to time.
    ACTION: Dan to investigate what we will need to do for tickets and also outline ticket pricing, etc. before the canteen opens for the season.
- <u>Snively Creations: Jason Barnucz</u>
  - Jason presented briefly on an idea that a local business, Sniveley Creations, would like to support DMBA by creating mugs, cups, and other products with DMBA branding for sale. A percent of the proceeds would support DMBA.
    - ACTION: Jason to bring examples of this to the next Executive Meeting
- Delhi Fall Fest BBQ and Baseball: Jason Barnucz
  - Jason presented the idea of having another BBQ and Baseball Games at the Delhi Home Diamond during Fall Fest as a fundraiser for DMBA. The group discussed the challenges for serving food. The potential of using Food Trucks was discussed for this event.
     ACTION: Jason to approach food truck vendors to determine interest and potential that a percent of sales could go back to DMBA or sell Food Truck space for multiple vendors as a fundraiser.

**ACTION:** Jason to reach out to the Soccer Club to determine their plans for Fall Fest as well so DMBA can be as collaborative as possible.

• Spaghetti Dinner: Bobbi Ann Brady



 Bobbi Ann discussed the potential of hosting a Spaghetti Dinner to raise funds for DMBA. She has experience with similar events in the past. The group agreed that it was a good idea. Very good potential during the off season (fall, winter).

### • 2019 Tournaments – Peewee LL

DMBA will look into hosting a LL Peewee Tournament in 2019. It was recommended to use Memorial Park as another diamond. Win Del park is also possible.
 ACTION: Jason and Dan to meet and discuss timing for this tournament, schedules and locations.

### Scheduling Report – Dan Rebry (DMBA Scheduling Director)

- Dan Rebry provided an update of a recnet Norfolk County Meeting for User Groups. He assured the DMBA Executive that Norfolk County has stressed they will have diamond improvements completed by May 1<sup>st</sup> 2019.
- Further to this Norfolk County will be installing a frost free hydrant to provide water to the DMBA Home Diamond this year to aid with diamond maintenance.

### Equipment Report – Brian Dougherty (DMBA Equipment Director)

• Brian Dougherty and Steve Scheers met and started sorting and assessing equipment for the 2019 Season. Generally, equipment is in decent shape. There is a need to review catchers gear and start thinking of replacing some of it. Some of the equipment was water damaged and is being dried out at the Scheers Farm. The damage was not substantial and the vast majority is fine once it is dried out.

**ACTION**: Brian to prepare a list of equipment needs to create an equipment budget. Brian will present this at the next DMBA Executive Meeting for approvals.

### Coaching Director Report – Paul Evans (DMBA Coaching Director).

- <u>Vulnerability Check Letters</u>: Mark has drafted these letters. Mark will work with Jason to have these signed and given out to coaches ASAP.
  ACTON: Jason to print and sign letters and have for Indoor Clinics/Tryouts to hand out to Coaches over the next couple of weeks.
- <u>Best Ever Clinic Videos</u>: Steve Scheers has access to the videos online.
  **OUTSTANDING**: Best Ever Clinic Videos: Steve to forward videos to coaches for review and use. Steve mentioned there was issues with the system and the best way was to share the login information to share the videos.



### **Umpire Convener Report – Adrienne Reddecopp (DMBA Umpire Convenor)**

- <u>Umpire Fees:</u> Adrienne mentioned that fees will be going up in 2019. This should be accounted for in the DMBA Budget. She will reach out to SCBA for updated umpire fees.
- <u>Umpire Availability:</u> Adrienne mentioned we have a shortage of local umpires. This will further impact umpire fees as these increase with travel. She will be reaching out to SCBA for more information on available umpires.
- <u>Umpire Clinics:</u> Adrienne mentioned there are upcoming clinics for individuals wishing to be trained as umpires.

Upcoming Clinics:

- Ingersoll, April 13<sup>th</sup>
- o Brantford May 4<sup>th</sup>
- St. Thomas, April 27<sup>th</sup> Level 1 Clinic
- St. Thomas, April 28<sup>th</sup> Level 2 Clinic
- Woodstock, April 20<sup>th</sup>

### Rep Convener Report - Mark Poirier (DMBA Rep Convenor)

- <u>Rep Team Coaches: Jason Barnucz</u>
  - Rep Team Coaches are almost finalized for the 2018 Season.
  - Mosquito Rep: Trever Howden (Head Coach), Tracie Howden (Assistant Coach)
  - Peewee Rep: Jason Barnucz (Head Coach), Don Martin (Assistant Coach)
  - Bantam Rep: Steve Scheers and Derek Crandall both are interested in Head Coach. This has not been resolved but Steve and Derek agreed to meet and discuss.
  - Midget Rep: Fred Mabee (Head Coach)
- <u>Tryouts:</u> Jason has updated the DMBA website to include tryout dates. Two dates have been provided for each Rep Team. They are at this link: <u>https://delhiminorball.com/Tryouts/</u>
- <u>REP Coaches Meeting</u>: This meeting will take place <u>Sunday April 14th (at 4pm)</u> after the first day of tryouts. Discussion will be with Kasia about Rep Player registration and make decisions on Uniform numbers and SCBA Rep Team Registration in the event we are short Mosquito Players
- <u>Registration of Rep Players</u>: Kasia Poirier discussed how we are now able to quickly query players from our online registration system. She will prepare lists of Rep Players in advance of Tryouts so Rep Coaches can contact players if they wish. Registration is on track but there is a low number of Mosquito Players at this time. Steve suggested reaching out to Norfolk Minor Ball to see if they have any players we can borrow for the season.

**ACTION**: Tracie to reach out to Steve to discuss potential of borrowing Norfolk MB Mosquito REP players for the 2019 Season in the event we are short players.

### House Convenor Report – Adrienne Reddecopp (DMBA HL Convenor)

• No Report

### Ladies Baseball Report – Laurie Dougherty (DMBA Ladies Baseball Convenor)

• Jason forwarded Ladies Baseball Letter to SCBA on behalf of DMBA



### Winter Ball Report – Jason, Brian, Paul, Dan

 Winter ball has been well attended and interest increasing.
 ACTION: Jason to email current DMBA registered players to invite them to Indoor Clinics and Rep Team Tryouts.

### SCBA / OBA Update – Derek C. (DMBA SCBA Rep), Jason , Steve

- <u>Review of recent player requests.</u>
  - Owen and Austin Oates: Permission to Tryout granted from DMBA to SMBA
  - Brodie Seitz is seeking permission to tryout from Tillsonburg but has been denied pending a possible second Tillsonburg Mosquito Rep Team
- <u>Ejection Forms</u>: Derek informed DMBA that if an ejection occurs it must be immediately submitted to SCBA Umpire Chief.

### Media Update (Social Media, Website) – Jason, Steve

• Jason has started showcasing sponsors on the DMBA Facebook Page to help build sponsor engagement.

### Canteen Report – Kasia Poirier, Amber Webb (DMBA Canteen Directors)

Steve's Dad has offered to construct shelving to help with storage in the canteen.
 ACTION: Kasia and Amber to reach out to Steve and his Dad to review shelving needs for the Canteen.

### Diamond Maintenance Report – Trever Howden (DMBA Diamond Maintenance Director)

### NO REPORT

### Senior Ball Update - Brenden Eppel (Senior Ball President)

Brenden forwarded their schedule to DMBA Executive.
 ACTION: Dan Rebry will review the schedule and check for conflicts. This will be posted to the DMBA website as well.

### Meeting Adjourned: 930pm

Next Meeting: Thursday, April 25<sup>th</sup> 2019

### BALANCE SHEET

As of December 31, 2018

	TOTAL
Assets	
Current Assets	
Cash and Cash Equivalent	
Bank - General	4,077.53
Cash on Hand	3,919.25
Total Cash and Cash Equivalent	\$7,996.78
Accounts Receivable (A/R)	
Accounts Receivable (A/R)	500.00
Total Accounts Receivable (A/R)	\$500.00
Total Current Assets	\$8,496.78
Total Assets	\$8,496.78
Liabilities and Equity	
Liabilities	
Total Liabilities	
Equity	
Opening Balance Equity (3)	4,079.48
Retained Earnings	-1,145.92
Profit for the year	5,563.22
Total Equity	\$8,496.78
Total Liabilities and Equity	\$8,496.78

### **PROFIT AND LOSS**

January - December 2018

	TOTAL
INCOME	
Canteen Revenue	4,406.75
Coaching Clinic	696.00
OBA Fees	1,385.00
Registration - Senior Mens	2,975.00
Registration Fees	18,190.00
Rep Fee Income	3,300.00
Total Registration Fees	21,490.00
Returned Cheques	0.00
Sponsorship & Donation revenue	500.00
Donation Revenue	500.00
Fundraising	260.00
Sponsorship	1,750.00
Total Sponsorship & Donation revenue	2,510.00
Tournament Revenue	900.00
Total Income	\$34,362.75
GROSS PROFIT	\$34,362.75
EXPENSES	
Advertising and Promotion	1,111.64
Bank Service Charges	11.94
Canteen	1,672.69
Coaching Clinics	
Coaching Clinics - Previous Year	90.00
Total Coaching Clinics	90.00
Diamond Costs	130.00
Diamond Rental - Senior Ball	108.38
Diamond Rentals	3,850.40
Total Diamond Costs	4,088.78
Equipment	6,442.19
Insurance Expense	1,992.35
Office Supplies	12.75
Rent Expense	200.00
Skills Day BBQ	133.16
Supplies	32.64
Tournament Fees	3,410.00
Tournament Fees - House League	275.00
Total Tournament Fees	3,685.00
Umpire Costs	
Umpire - Misc Costs	112.95
Umpire Fees - Current Year	5,958.00
Umpire Fees - Previous Year	110.00
Total Umpire Costs	6,180.95
Uniforms	
Hats	1,113.05
Shirts	1,387.10
Total Uniforms	2,500.15

	TOTAL
Utilities	400.00
Year End Awards	245.29
Total Expenses	\$28,799.53
PROFIT	\$5,563.22

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### BALANCE SHEET As of March 19, 2019

	ΤΟΤΑ
Assets	
Current Assets	
Cash and Cash Equivalent	
Bank - General	1,377.7
Cash on Hand	3,919.2
Total Cash and Cash Equivalent	\$5,296.9
Accounts Receivable (A/R)	
Accounts Receivable (A/R)	0.0
Total Accounts Receivable (A/R)	\$0.0
Total Current Assets	\$5,296.9
Total Assets	\$5,296.9
Liabilities and Equity	
Liabilities	
Current Liabilities	
Accounts Payable (A/P)	
Accounts Payable (A/P)	662.7
Total Accounts Payable (A/P)	\$662.7
Total Current Liabilities	\$662.7
Total Liabilities	\$662.7
Equity	
Opening Balance Equity (3)	4,079.4
Retained Earnings	4,417.3
Profit for the year	-3,862.5
Total Equity	\$4,634.2
Total Liabilities and Equity	\$5,296.9

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### **PROFIT AND LOSS**

January 1 - March 18, 2019

	TOTAL
INCOME	
Registration Fees	
Rookie Registration Fees	125.00
T-Ball Registration Fees	100.00
Winter Baseball	1,880.00
Total Registration Fees	2,105.00
Sponsorship & Donation revenue	
Donation Revenue	10.00
Total Sponsorship & Donation revenue	10.00
Total Income	\$2,115.00
GROSS PROFIT	\$2,115.00
EXPENSES	
Bank Service Charges	-1.95
Equipment	1,042.99
Misc Expenses 2014	216.69
Misc Expenses 2015	813.75
Misc Expenses 2016	1,805.30
Misc Expenses 2017	300.73
Tournament Fees	
Tournament Fees - House League	1,800.00
Total Tournament Fees	1,800.00
Total Expenses	\$5,977.51
PROFIT	\$ -3,862.51

# Summary of Expenses

County Rental - \$3958.84 - Arena - \$2672.15

Equipment - \$8000.00

Uniforms/Hats - \$3552.00

OBA Fees - \$2200.00

HL Fees - \$1800.00

Website - \$850.00

Misc. - \$750.00 Supplies, BBQ

### \$4000.00

Delhi Legion Dave's Variety Chris Wolfer \* Chris Wolfer \* SOS Towing\* Boss Tooling \* Affordable Plumbing \* Reick Accounting \* - Pad Wach PP( NuVista - donation of shed (5 year credit)

-paid burld

**VLG** Insurance

German Hall

Donetion

Knights of Columbus

Godfathers

Wholesome Pickins

Kinsmen

ummary of Sponsorship

## Summary of 2018

Tball – 19 Players – 7 moving up to Rookie

Rookie – 22 Players – 8 moving up

Mosquito - 11 REP & 18 HL - 6 REP & 7 HL moving up

PeeWee – 11 REP & 26 HL – 7 REP & 11 HL moving up

Bantam – 11 REP & 13 HL – 7 REP & 10 HL moving up

Midget – 16 HL – 2 moving up

Registration Revenue this year was \$21490.00 No outstanding arrears

<u>Team</u>	<u>Rep/LL</u>	<u>Players</u>		<u>Sub Total</u>	<u>Rep Fees</u>		<u>Total</u>	
T-Ball	LL	19	\$	1,425.00	\$	-	\$	1,425.00
Rookie	LL	22	\$	2,200.00	\$	-	\$	2,200.00
Mosquito	LL	18	\$	1,980.00	\$	-	\$	1,980.00
Mosquito	REP	11	\$	1,210.00	\$	1,100.00	\$	2,310.00
Peewee	LL	26	5\$	3,250.00	\$	-	\$	3,250.00
Peewee	REP	1:	\$	1,375.00	\$	1,100.00	\$	2,475.00
Bantam	LL	13	\$	1,625.00	\$	-	\$	1,625.00
Bantam Rep	REP	1:	L\$	1,375.00	\$	1,100.00	\$	2,475.00
Midget	LL	10	5\$	2,000.00	\$	-	\$	2,000.00
		147	\$	16,440.00	\$	3,300.00	\$	19,740.00

Group	DN	<u>1BA Fees</u>	R	Rep Fees		
T-Bali	\$	75.00	\$	-		
Rookie	\$	100.00	\$	-		
Mosquito	\$	110.00	\$	100.00		
Peewee	\$	125.00	\$	100.00		
Bantam	\$	125.00	\$	100.00		
Midget	\$	125.00	\$	-		

Notes:

- Summary of Fee Revenue based on 2018 Fees and Player Registration numbers

### DMBA 2019 Financial Forecast

2019 Projected Expenses	Amount	Notes			
Umpire Expenses		*was 6K but going up by ~20% due to increase in umpire fees (communication with Adrienne R.)			
Diamond Rentals		was 4K in 2018 but projected at 6K for start of 2019, does typically decrease; includes Senior Diamond Fees			
Diamond Maintenance	\$ 1,500.00	approximate costs based on forecasted number of games for all divisions; based on 2018 data from DMBA website			
Uniforms	\$ 7,800.00	*without pants DMBA saves ~\$2600; spent \$2500 in 2018, jerseys were inconsistent in 2018 including Mosquito Rep not purchasing jerseys?			
Winter Ball	\$ 1,200.00	*cost of gym rental for winter ball + some equipment			
Canteen Expenses	\$ 2,000.00	*based on 2018 expenses, including BBQ Expeneses as required.			
Equipment	\$ 4,000.00	*spent ~\$6500 as of December 31, 2018; An additional \$1000 spent in January 2019			
Insurance	\$ 1,000.00	*spent \$1992.35 in 2018			
Registration Fees - SCBA LL	\$ 1,800.00	*SCBA Registration Fees - \$180/Team x 8 LL Teams			
Registration Fees - SCBA REP Teams	\$ 1,000.00	*includes Mosquito, Peewee, Bantam playing in SCBA			
Registraton Fees - REP SCBA + LDBA	\$ 375.00	*includes \$175 SCBA + \$200 LD for Midget Rep Team			
Registration Fees - OBA REP	\$ 500.00	*OBA Reg Fees = \$125 x 4 Teams			
Tournament Fees - REP Mid-Season Tournament		*4 Teams x \$500 (Mosquito, Peewee, Bantam, Midget)			
Tournament Fees - REP SCBA Tournament	\$ 1,050.00	*3 Rep Teams x \$350 to play in SCBA end of year tournament (Mosquito, Peewee, Bantam)			
Tournament Fees - REP OBA Tournaments	\$ 2,000.00	*Fees for 4 Rep Teams to play in OBA (Mosquito, Peewee, Bantam, Midget) 4 Teams x \$500			
Adversiting/Promotions	\$ 1,200.00	*spent \$1111.64 in 2018			
DMBA website maintenance	\$ 1,000.00	*maintenance and fees of DMBA website			
NCCP Coaching Fees	\$ 1,000.00	*projection based on Peewee Rep, Mosquito Rep Coaching needs in 2019 (Each Coach = \$45 x 12 for Mosquito, x 10 for Peewee)			
Goal Line - Registration Website	\$ 500.00	*fees paid by DMBA for online service			
Utilities	\$ 500.00	*hydro expenses			
Awards	\$ 250.00	*skills day, etc.			
Administration	\$ 250.00	*paper, printing, ink, envelopes, etc.			
Misc.	\$ 500.00				
Tota	\$43,925.00				
2019 Projected Income					
Minor Ball Registration Fees*		*Projection based on 10 HL, 3 Rep Teams and including Rep Fees (130 Players)			
Rep Tryout Fees		Rep Tryout Fees - 15 players x 4 Teams x \$25			
Senior Registration Fees		*projection based on 2019 Season Prep with DMBA and Senior Ball			
Sponsorship*		*not all sponsorship money was collected in 2018; only \$2500 was generated. Will update as 2019 Sponsor moneys are collected			
Winter Ball		*winterball should pay for it self, if it makes a small profit all the better			
Canteen Sales	, ,	*based on 2018 Revenues			
Tournament Revenue	. ,	*based on 2018 Income review			
Fundraiser - Chicken Sales	\$ 500.00				
Fundraiser - Bottle Drive	\$ -				
Fundraiser - Pitch Hit Run	\$ -				
Fundraiser - Fallfest BBQ	\$-				
Fundraiser - Raffle (Dan Rebry)	\$ -				
Total	\$43,550.00				

\$ (375.00) Difference

-\$5,000 Previous Outstanding (2016-2018) approx.