

Arts, Culture and Economic Development Advisory Committee Meeting Agenda

Thursday, April 11, 2024, 9:30 a.m. Open to public attendance in Committee Room G Lower Level, City Hall Committee members may attend electronically

We recognize and respect that New Westminster is on the unceded and unsurrendered land of the Halkomelem speaking peoples. We acknowledge that colonialism has made invisible their histories and connections to the land. As a City, we are learning and building relationships with the people whose lands we are on.

CALL TO ORDER AND LAND ACKNOWLEDGEMENT

1.

Pages

	The (Chair will open the meeting and provide a land acknowledgement.												
2.	INTR	ODUCTIONS												
3.	CHANGES TO THE AGENDA Additions or deletion of items.													
4.	ADO	PTION OF MINUTES FROM PREVIOUS MEETINGS												
	4.1	February 8, 2024	3											
5.		ORTS AND PRESENTATIONS and guest reports and presentations for information, discussion, and/or n	10											
	5.1	New Media Gallery Tour and Social at Anvil Centre Councillor Campbell												
		3 minutes												
	5.2	Economic Development Plan Update Blair Fryer												
		5 minutes												
	5.3	Sidewalk Patios and Street Activations Jen Arbo												
		20 minutes												
	5.4	Anvil Centre 10 Year Review												

Jennifer Miller

40 minutes

5.5 City Grants Jen Arbo

15 minutes

5.6 Business Bylaw Update Carolyn Armanini

10 minutes

5.7 Business Education Nights Jen Arbo

15 minutes

5.8 Public Art Update Todd Ayotte

20 minutes

6. NEW BUSINESS

Items added to the agenda at the beginning of the meeting.

7. END OF MEETING

8. UPCOMING MEETINGS

Remaining scheduled meetings for 2024, which take place at 9:30 a.m. unless otherwise noted:

June 20, 2024

August 8, 2024

October 10, 2024

December 12, 2024



ARTS, CULTURE AND DEVELOPMENT ADVISORY COMMITTEE

MINUTES

Thursday, February 8, 2024, 9:30 a.m. Open to public attendance in Committee Room G Lower Level, City Hall Committee members may attend electronically

PRESENT

PRESENT	
Councillor Ruby Campbell	Chair
Angie Whitfield	Alternate Chair/New Westminster Chamber of
-	Commerce Representative
Gerardo Corro Amador	Tourism New West Representative
Ailed Duarte Martinez*	Sectoral Representative from Local Business
	Community
Jorden Foss	Sectoral Representative from Local Business
	Community
Andy Gomez Zamora	Sectoral Representative from Local Business
	Community
Laura Grady	Arts New West Representative
Vera Kobalia	Sectoral Representative from Commercial Area
Tamsen McDonough	Home-based Business Representative
Angelene Prakash	Downtown BIA Representative
Jessica Schneider*	Massey Theatre Representative
Bart Slotman	Uptown BIA Representative
Paige Strand*	Sectoral Representative from Local Business
	Community
Catherine Williams	Sectoral Representative from Local Business
	Community
REGRETS	
Councillor Paul Minhas	Council Representative
Stijn Daenens	Sectoral Representative from Local Business
STAFF PRESENT	
Blair Fryer	Senior Manager, Communications and Economic
	Development
Vali Marling	General Manager, Anvil Centre
February 8, 2024	Community Heritage Commission
Doc # 2446773	Minutes

1

Rob McCullough Jen Arbo Gordon Duggan Carolyn Armanini Carilyn Cook Manager, Museums and Heritage Services Lead Economic Development Coordinator Executive Director, New Media Gallery Senior Planner, Economic Development Committee Clerk, Legislative Services

*Denotes electronic attendance

1. CALL TO ORDER AND LAND ACKNOWLEDGEMENT

Councillor Campbell opened the meeting at 9:30 a.m. and recognized with respect that New Westminster is on the unceded and unsurrendered land of the Halkomelem speaking peoples. She acknowledged that colonialism has made invisible their histories and connections to the land. She recognized that, as a City, we are learning and building relationships with the people whose lands we are on.

Procedural note: Item 5.1 – Orientation and Affirmations of Office and Item 5.2 – Election of Alternate Chair were addressed first on the agenda. The minutes are recorded in chronological order.

2. INTRODUCTIONS

Members introduced themselves and shared what they are hoping to contribute and get out of the Arts, Culture and Development Advisory Committee, including:

- Find ways to collaborate and support the community in the best interest of the City;
- Encourage people to open businesses in New Westminster;
- Working together to navigate these challenging times;
- To learn and absorb the knowledge and experience in the room;
- Help each other build capacity;
- To learn about activities in the City and connect to the college and students and programs;
- Learn from the unique perspectives of Committee members;
- Determine how to continue supporting small businesses in New Westminster, including through the challenging period of high interest rates;
- To bring in the voice and perspective of e-commerce and learn more about City initiatives;
- Would like to see us become more galvanized as a group, understand the community better, and come up with a shared or intersecting vision;

- To ensure that everyone is thinking about artists because art brings visitors to the City which facilitates growth and makes it more interesting; and
- Hope to address the lack of art studio space.

Councillor Campbell advised that the Committee should strive to hear from all voices equally and asked that everyone be open change, which is not necessarily a bad thing. She shared that Committee members could connect between meetings on walking tours, a visit to the New Media Gallery, or another social outing. She asked members to let Carilyn Cook, Committee Clerk, know when and where they would like to meet up.

3. CHANGES TO THE AGENDA

MOVED and SECONDED

THAT New Business Item 8.1 – Indigenous and Heavy Industrial Sector Representatives be added to the agenda.

CARRIED UNANIMOUSLY

4. ADOPTION OF MINUTES FROM PREVIOUS MEETINGS

None.

5. <u>REPORTS AND PRESENTATIONS</u>

5.1 Orientation and Affirmation of Office

Carilyn Cook, Committee Clerk, commenced with her presentation which included the role of advisory committees, the terms of reference, meeting attendance and quorum, meeting conduct, City policies and freedom of information, and, lastly, affirmations of office.

5.2 Election of Alternate Chair

MOVED and SECONDED

THAT Angle Whitfield serve as the Alternate Chair for the Arts, Culture and Economic Development Advisory Committee for the 2023 committee term.

CARRIED UNANIMOUSLY

6. WORK PLAN REVIEW

6.1 2024 Workplan Memo

6.2 2024 Workplan Presentation

Blair Fryer, Senior Manager, Communications and Economic Development, shared a PowerPoint presentation during which he, Gordon Duggan, Executive Director, New Media Gallery, Rob McCullough, Manager, Museums and Heritage Services, and Vali Marling, General Manager, Anvil Centre, outlined the Committee's proposed 2024 Workplan. Discussion ensued on the following topics:

2024 Economic Development Summary and Projects

A Committee member advised that there needs to be an advocacy role in the City for grants and partnerships with a lens on cultural and social impact.

In response, Councillor Campbell, Mr. Fryer, and Jen Arbo, Lead Economic Development Coordinator, advised:

- The structure of the grants committees has evolved over the years and the City is open to change. If something is not working, let us know as there will be are opportunities for those discussions; however, it may not be in this forum;
- Council has approved a new department, Community Services, which will take several offices and bring them under one new umbrella;
- A role of community partnerships has been identified to work with nonprofits and the business community in order to ensure there are no gaps grants will land in there;
- Approval of the new department has not been more actively shared as the budget for it has not yet been approved; and
- A report will be going to Council soon outlining the path forward for the Community Services Department.

2024 Community Arts and Theatre Summary and Projects

Councillor Campbell advised that the Work Plan Memo, which was included in the Agenda Package, shares a more detailed breakdown of the arts and theatre work plan. She shared that the City's Arts Strategy ends in 2024 with the new one starting in 2025, that the Economic Development Strategy ended in 2023, and that the intersection of both those portfolios in this Committee will provide a lot of exciting opportunities.

2024 Arts and Technology Summary and Projects

It was noted that ongoing communication between Tourism New West and the New Media Gallery could inform Tourism New West's event calendar.

Councillor Campbell acknowledged that people from all over the world visit the New Media Gallery.

2024 Museum and Heritage Summary and Projects

In response to a question from the Committee, Rob McCullough, Manager, Museums and Heritage Services advised that Heritage Services works in conjunction with Climate Action, Planning and Development (CAPD) on the Community Heritage Commission (CHC) with respect to heritage properties and homes in the City for which the CHC sends recommendations to Council. He noted that a lot of the things that are the city archives and information held in the records can help to inform some of the work of the CAPD.

Mr. Fryer encouraged Committee members to follow the City's social channels and advised them of the Event Calendar that is hosted on the City website and which shares information about various events that happen around the City. He advised that organizations can have their events added to the Calendar by submitting the Event Submission Form on the webpage.

Discussion ensued and Committee members provided the following comments:

- The City should promote programs and events more in New Westminster social media groups and not only on the City website. It is often seen in these groups that residents want to know more about heritage houses and newcomers may not know a lot about the history of the City;
- Promotion is a huge challenge on a community level and many of local social media accounts are administered by residents; and
- To facilitate engagement, it would be beneficial have plaques at the City's various heritage sites that share the history of the location, even if it is not good history.

Gerardo Corro Amador, Tourism New West Representative, announced that Committee members could also share their upcoming events through the Tourism New West website by visiting their event page.

Conference and Events Services Summary and Projects

No discussion ensued.

At this point in the meeting, Committee members were posed the following questions:

- 1. Does the information presented today help you to understand how and where you will be providing advice, input, and support to the City via the Arts, Culture and Economic Development Advisory Committee (ACEDAC)?
- 2. Does this workplan align with the ACEDAC's expectations and aspirations?
- 3. Are there additional items you feel the Committee should consider for this year?

Catherine Williams left the meeting at 11:30 a.m.

In response to questions from the Committee, Councillor Campbell and Gordon Duggan, Executive Director, New Media Gallery, provided the following responses:

- Housing insecurity is imbedded in Council's strategic priorities which informs all of the decisions that are made;
- New Westminster is now the second densest city in Canada and with the new zoning laws we will likely be the densest city very soon. The implication of that could be addresses though this committee; and
- Workshops or presentations could provide information to the Committee with respect to the upcoming new Provincial Housing Regulations.

As there were no further comments, Councillor Campbell asked Committee members to forward additional feedback they may have to Carilyn Cook, Committee Clerk, after the meeting.

7. MEMBER UPDATES AND ANNOUNCMENTS

None.

8. <u>NEW BUSINESS</u>

8.1 Indigenous & Heavy Industrial Sector Representative

Councillor Campbell noted that there were still two vacant positions on the Committee including one for an Indigenous Representative and the other for the other for an Education, Health Care, Manufacturing, Non-Profit, Retail, Technology, Planning and Public Realm, and Art and Creative Professional Representative, specifically for heavy industrial; however, staff may have found someone for the second vacancy.

Councillor Campbell encouraged Committee members to regularly view Council meeting agendas as there were often items related to business that may be of interest to them.

9. END OF MEETING

The meeting ended at 11:35 a.m.

10. UPCOMING MEETINGS

April 11, 2024 June 20, 2024 August 8, 2024 October 10, 2024 December 12, 2024

Certified correct,

Councillor Ruby Campbell

Carilyn Cook, Committee Clerk



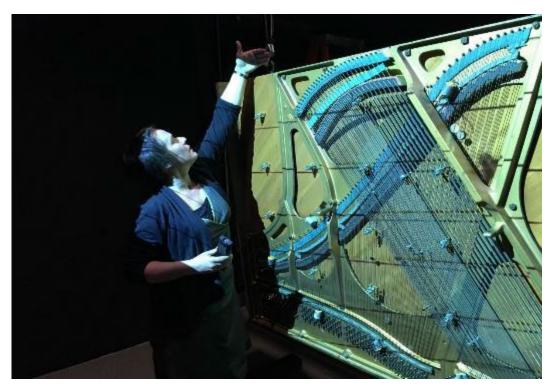
Image: "Flow" by artist Sandeep Johal

Arts, Culture, and Economic Development Advisory Committee

April 11, 2024



Agenda



- New Media Gallery Tour & Social
- Economic Development Plan Update
- Sidewalk Patios & Street Activations
- Anvil Centre 10-year Review
- Civic Grants
- Business Licence Bylaw Redevelopment
- Business Education Nights
- Public Art Update

Reminder: 2024 ACEDAC Meeting Calendar

ACEDAC Meeting Dates
April 11
June 20
August 8
October 10
December 12

All meetings at 9:30am to 11:30am with hybrid options for attendance.





Patios & Street Activation

- Working with businesses who applied for and were granted a TESA during COVID to convert these patios to permanent
- Developed new system for administering patios, including bringing under Business Licensing
- Switched to mid-year invoicing to provide flexibility for businesses to have more patio revenue to offset the invoice
- Only two patios remain that are working through the process to convert





Anvil Centre 10-Year Review

Community and interest group engagement has included:

- Conference client interviews
- Public and staff drop-in sessions
- Community and interest group workshops
- Intercept surveys in Downtown New West
- Be Heard New West: online survey, discussion forum & ideas board







About Anvil Centre

When it was being planned and constructed, Anvil Centre was called the "**Multi Use Civic Facility**". There is lots happening inside the downtown cultural and conference centre:

- Programs and classes
- Events and conferences
- Performances and workshops
- Exhibitions



About Anvil Centre

Inside Anvil Centre, you'll find:

- New Media Gallery
- Museum & Archives
- Canadian Lacrosse Hall of Fame
- Anvil Theatre
- Community Art Gallery



Origins of Anvil Centre

Development of Anvil Centre was funded through Provincial gaming revenue. The funding agreement specified that the project must:

- contribute to economic development
- include convention/conference space, and
- be located in Downtown New West.



Anvil Centre at 10-years-old

- City Council has had several discussions about Anvil Centre and its role in the community
- Council asked City staff to engage Anvil users and non-users about how to bring more of a welcoming, community feeling to the facility & seek other suggestions
- Input will be used to inform recommendations to enhance the facility and offerings
- Note: Major physical renovations are not anticipated





Discussion Questions

- 1. Anvil's tag line is "Where Culture, Community and Commerce Meet". How have your experiences at Anvil Centre lined up with these three areas?
- 2. How would you describe the **identity of Anvil Centre**, both in terms of physical presence and the experiences it offers?
- 3. Do you have any suggestions about how to make Anvil Centre **feel more welcoming and community focused**?
- 4. We have heard feedback that awareness of Anvil Centre and its diversity of programs, services, and spaces could be expanded. Do you have suggestions for **how best to share information about Anvil's offerings** to the local community and beyond?



Next Steps

- Engagement reporting March/April
- Report to Council with recommendations – mid-2024





Grants

- Undergoing analysis to make refinements for the 2025 grants (applications open in fall 2024)
 - Municipal scan
 - Internal and external engagement
 - Focus groups
 - Staff workshop
 - Survey
 - Platform Optimization
- Will come to ACEDAC at the June meeting



Business Licence Bylaw Review

- Highlighted changes that are proposed in the bylaw:
 - Including broader language with less-specific business categories
 - Inclusion of business license for temporary uses of under 3 months
 - Removal of refunds for annual licence fee
 - The Licensee, owner or operator of the Business must pay all outstanding fees and fines and outstanding debts owed to the City by the Business, the Licensee, and the owner and operator of the Business before a Licence will be issued or renewed.
 - Increase of late payment penalty from 10% to 20%
 - Ability to apply conditions to business licenses (e.g. hours of operation, number of occupants, duration of license, etc.)



Business Licence Bylaw Review

- Fee Review (see attached/previously distributed)
- Every municipality determines fees differently (employees, per unit, number of seats, flat rate, size of building, etc.)
- Employee and size assumptions were made for common license types to try and compare apples to apples as best as possible
- A few categories staff are reviewing further:
 - Liquor primary annual
 - Liquor primary application
 - Residential rental



Business Licence Bylaw Review

Focus Group

- Staff will be holding a focus group in April/May for interested business owners to provide feedback on proposed updates to the Business License Bylaw.
 - Highlight proposed changes that are anticipated to be included in the new bylaw
 - Share work compiled on municipal license fees across the region
 - Hear business feedback on proposed changes
 - Email <u>info@investnewwest.ca</u> with your name, business and contact information to be added to the list and staff will provide additional details as they are available



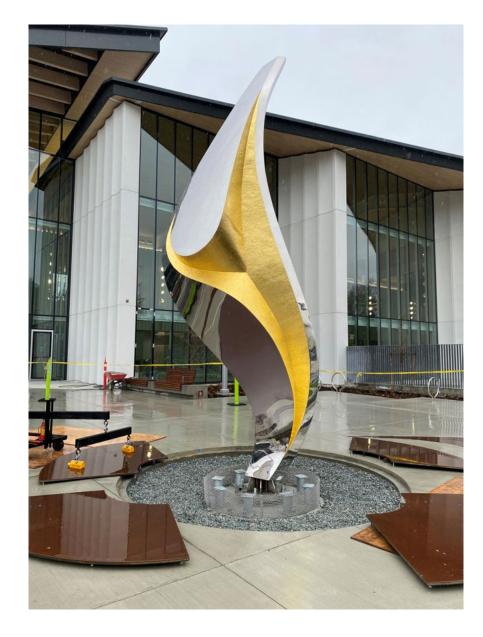
Business Education Nights

- Continuing the Business Education Nights to build capacity and provide topical education to non-profits and businesses in New Westminster
 - January: Gender Diversity Basics
 - February: Buying Local Impact, partnership with Chamber and LOCO BC
- Upcoming Topics:
 - Coming up April 17 Instagram Marketing with Jasmine Crisp from Tourism New West
 - Employee Contracts
 - Hiring Inclusively



Public Art Update





təməsew'tx^w public art installation

Miyiwts - Water's Edge by James Harry

16ft mirror polished stainless steel sculpture that reflects the strength and power of the former Glenbrook Ravine while referencing Coast Salish design motifs and presence on these lands. Gold leaf has been intricately applied to the inner recessions bringing warmth, depth and movement to the work. The sculpture rests on top of a weathering steel inlay designed in the shape of the Coast Salish eye.

James Harry (Nexw'Kalus-Xwalacktun) was born in Vancouver and grew up in New Westminster. He is of Squamish Nation (Swxwú7mesh<u>k</u>) and European decent (Scottish, and German).

Public Art Unveiling/Ceremony - May 8, 12noon-2pm





Capture Photography Festival

Ensemble by Karen Zalamea

In partnership with Capture Photography Festival, the City of New Westminster commissioned a temporary public art installation in response to Anvil Centre.

The work was developed from an image sourced from a newspaper clipping depicting female dancers from the Ramon Obusan Folkloric Group of the Philippines performing at Expo '86. Zalamea was intrigued by the sister-city relationship established in 1991 between the City of New Westminster and Quezon City in the Philippines, the artist's matrilineal hometown.

Karen Zalamea is a Filipino-Canadian artist, educator, and cultural worker based in Burnaby, Canada.

Artist Talk – April 14, 3pm, Anvil Theatre





Mural Pilot Project

Salmon by Randall Bear Barnetson

This mural was created in partnership with the Vancouver Mural Festival, and in collaboration with the Purpose Society.

This is the first mural created as part of a pilot mural project launched in 2023. A second mural is planned for summer 2024 on East Front Street.

Randall Bear Barnetson is a multidisciplinary artist of Indigenous heritage. He is from the village of Nadleh Whut'en, the Dakelh nation, and of the Duntem'yooBear clan.





Irving House Artist Residency

Holly Schmidt and Janet Wang

The Irving House Artist in Residence Pilot invited artists to explore and experiment in response to the site and surroundings of this historic home.

The intention was to generate new observations or perspectives, and facilitate meaningful and contemporary public art responses to the understanding of place and the overall context of Irving House.

Temporary artistic interventions are currently installed on the site.

Artist Talk - May 15, 6-8pm, Anvil Centre





In Process: Agnes Street Park

Untitled Project by Karen Tam

Brookfield Properties is developing a residential tower at 810 Agnes and is supporting the design and construction of a City-owned park on the site. Funding for this project includes a contribution to public art.

The new park is located at 824 Agnes Street, the former site of the Chinese Benevolent Association (CBA).

In 2023, artist Karen Tam was selected for her concept proposal, reflecting on the history and stories of the Chinese community in New Westminster.

The project is currently in design development.



Visit the City's website for more info about the program, links to other projects in progress and to explore the Public Art Registry:

www.newwestcity.ca/publicart



		District of North	City of North Vancouver		Coquitlam		Richmond		Surrey		Vancouver			Burr	laby		Росо		Port Moody		N	New West		dian	Average
(LAST AMENDMENT DATE) BYLAW DATE			26-Nov-18		13-Dec-21		14-Nov-23		24-Dec-21		13-Dec-23		11-Dec-23				22-Jun-21				01-	01-Jan-24			
Business Licence Application Type		e	Fee		Fee		Fee				Fee		Initial Fee		Renewal		Fee		Fee		Fee				
Application Fee	\$	-	\$	50.00	\$	-	\$	-	\$	50.00		70.00	\$	51.50			\$	-	\$	-	\$	56.00	\$	51.50	
Contractor (Home-Based)	\$	175.00	\$	128.00	\$	164.00	\$	158.00	\$	345.50	\$	340.00	\$	392.50	\$	134.50	\$	200.00	\$	295.00	\$	203.00	\$	187.50	\$ 215.89
Contractor (Non-resident)	\$	355.50	\$	256.00	\$	161.25	\$	158.00	\$	345.50	\$	340.00	\$	351.50	\$	124.00	\$	150.00	\$	295.00	\$	215.00	\$	235.50	\$ 250.03
Hotels with 150 Rooms (50 empl)	\$	2,520.00	\$	2,485.00	\$	1,650.00	\$	1,987.00	\$,	\$	3,000.00	Per	suite or	\$	500.00	\$	2,950.00	\$	2,700.00		2,520.00	
Apartment rental building with 150 one bdrm units	\$	4,800.00	\$	2,850.00	\$	3,300.00	\$	1,987.00	\$	10,425.00			-	3,500.00		lling unit max of	\$	3,000.00	\$	2,950.00	\$	7,200.00			\$ 5,857.75
Cannabis annual fee	\$	5,735.20	\$	3,691.00	\$	1,000.00	Pro	hibited	Pro	hibited	\$	5,300.00	\$0		\$	180.00	\$	1,500.00	\$	295.00	\$	3,096.00	\$ 1	2,298.00	\$ 2,599.65
Cannabis application fee	\$	4,470.00	\$	5,000.00	\$	9,300.00	n/a		n/a		\$	2,788.00	50		n/a		\$	-	\$	-	\$	6,074.00	\$ -	4,735.00	\$ 4,613.67
Mobile food truck	\$	353.00	\$	250.00	\$	1,000.00	\$	93.75	\$	132.50	\$	376.31	\$	351. 50	\$	124.00	\$	800.00	\$	675.00	\$	203.00	\$	301.50	\$ 356.40
Child care (licensed commercial)	\$	175.00	\$	5.00	\$	164.00	\$	150.00	\$	-	\$	250.00	\$	4 23.5 0	\$	186.00	\$	125.00	\$	585.00	\$	-	\$	169.50	\$ 205.00
Pharmacy	\$	996.20	\$	256.00	\$	350.50	\$	158.00	\$	413.50	\$	250.00	\$	620.00	\$	186.00	\$	1,000.00	\$	295.00	\$	295.00	\$	295.00	\$ 355.58
Banks	\$	1,744.90	\$	1,032.00	\$	1,537.00	\$	575.00	\$	1,408.50	\$	1,844.00	\$	620.00	\$	186.00	\$	1,250.00	\$	2,950.00	\$	560.00	\$	1,329.25	\$ 1,315.27
Pawnshops	\$	1,744.90	\$	615.00	\$	10,000.00	\$	248.00	\$	5,276.50	\$	2,801.00	\$	620.00	\$	186.00	n/a		n/a	1	\$	295.00	\$	1,179.95	\$ 2,645.80
Motor vehicle sales and parts	\$	1,047.23	\$	1,369.00	\$	-,	\$	2,594.00	\$	618.75	\$	219.00	\$	620.00	\$	186.00	\$	2,759.00	\$	2,950.00	\$	295.00		-	\$ 1,370.55
Warehousing (Industrial)	\$	3,303.90	\$	2,900.00	\$	1,652.00	\$	820.00	\$	327.75	\$	250.00	\$	733.50	\$	320.50	\$	3,000.00	\$	2,950.00	\$	1,118.00	\$	1,385.00	\$ 1,515.79
АТМ	\$	82.00	\$	434.00	\$	83.00	\$	35.75	\$	265.25	\$	73.00	n/a	i	\$103	3.50/unit	\$	170.00	\$	585.00	\$	203.00	\$	170.00	\$ 220.13
Restaurant (unlicenced 50 seats)	\$	336.30	\$	192.00	\$	352.20	\$	294.00	\$	345.00	\$	944.00	\$	1,146.50	\$	537.00	\$	200.00	\$	295.00	\$	295.00	\$	315.65	\$ 398.94
Restaurant (licenced 50 seats)	\$	801.80	\$	192.00	\$	455.20	\$	697.00	\$	443.50	\$	1,554.00	\$	1,146.50	\$	537.00	\$	200.00	\$	295.00	\$	682.00	\$	496.10	\$ 628.61
Retail sales	\$	336.30	\$	128.00	\$	274.00	\$	248.00	\$	413.50	\$	250.00	\$	620.00	\$	186.00	\$	277.00	\$	295.00	\$	295.00	\$	275.50	\$ 269.53
Liquor Primary (Pub) Application			\$	500.00	\$	1,100.00	\$	653.00	\$	1,938.00	\$	2,556.00	\$	1,012.50	n/a		n/a		\$	2,500.00	\$	6,074.00	\$	1,519.00	\$ 2,041.69
Liquor Primary (Pub) (100 seats)	\$	2,004.60	\$	688.00	\$	613.30	\$	2,407.00	\$	2,653.25	\$	750.00	\$	4,339.00	\$3	,822.50	\$	1,500.00	\$	2,950.00	\$	3,096.00	\$	2,205.80	\$ 2,109.41
Dentist		\$996.20	\$	192.00	\$	315.00	\$	158.00	\$	664.00	\$	250.00	\$	620.00	\$	186.00	\$	1,000.00	\$	295.00	\$	295.00	\$	295.00	\$ 372.36
Grocery Store	\$	1,116.57	\$	2,485.00	\$	3,946.00	\$	1,988.00	\$	882.50	\$	1,076.00	\$	1,580.50	\$1	,312.00	\$	3,000.00	\$	2,950.00	\$	2,279.00	\$	2,133.50	\$ 2,003.90
Hair Stylist	\$	336.30	\$	128.00	\$	187.00	\$	158.00	\$	423.00	\$	250.00	\$	620.00	\$	186.00	\$	200.00	\$	150.00	\$	265.00	\$	193.50	\$ 231.48
Professional Services/office (lawyer, etc)	\$	3,541.80		192.00		690.00		575.00	\$	1,174.00		250.00		620.00			\$	-,	\$	295.00	\$	560.00		567.50	
Multi-unit commercial building/property mgr	\$	175.00	\$	128.00	\$	164.00	\$	158.00	\$	345.50	\$	250.00	\$	351.50	\$	124.00	\$	200.00	\$	295.00	\$	203.00	\$	187.50	\$ 204.72