



HUMAN RIGHTS COMMITTEE MEETING AGENDA

Monday, December 2nd, 2024 at 5:00 PM
Room 22 Upstairs, Recreation Center

Members:

Sofia Cunha-Vasconcelos
Dr. Dottie Morris
Dr. Mohammad Saleh
Marti Fiske
Rabbi Daniel Aronson
Councilor Catherine Workman
Gina Burke
Ritu Budakoti
Aja Davis

Staff:

Alyssa Bender-Jesse, Youth Services Manager

Alternates:

Tedd Benson
Debra Bowie
Emma Charles
Jennifer Nascimento
David Morrill

Agenda:

1. Welcome and Call to Order
2. Approval of October 7th, 2024 Minutes
3. Finance Report
4. Monadnock Diversity, Equity, Inclusion, and Belonging Coalition Updates
5. Racial Justice Community Safety Report
 - a. 1.A. Follow-up
6. Acceptance of Committee Event Reports
 - a. Indigenous Peoples' Day
 - b. Martin Luther King Jr. Day
 - c. Black History Month
 - d. Juneteenth
 - e. Pride Event
 - f. Keene International Festival
7. New Business
8. Adjourn – Next Meeting January 6th, 2024 at 5:00 PM

“In our efforts to create a more equal and just society, we move forward with the firm intention to value the voices, opinions, and experiences of all people. We choose to proceed with the awareness and humility that the statements and decisions we make will have a different impact for those with different life experiences.”

1 City of Keene
2 New Hampshire

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4 HUMAN RIGHTS COMMITTEE
5 MEETING MINUTES
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7

Monday, October 7, 2024

5:00 PM

Room 22,
Recreation Center

Members Present:

Sofia Cunha-Vasconcelos, Chair
Dr. Mohammad Saleh, Vice Chair
Rabbi Daniel Aronson
Ritu Budakoti
Debra Bowie, Alternate
David Morill, Alternate

Staff Present:

Alyssa Bender-Jesse, Youth Services Manager

Members Not Present:

Dr. Dottie Morris
Tedd Benson, Alternate
Gina Burke
Councilor Catherine Workman
Marti Fiske
Aja Davis
Emma Charles
Jennifer Nescimento, Alternate

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10 **1) Welcome and Call to Order**

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12 Chair Cunha-Vasconcelos read the HRC's statement: *"In our efforts to create a more equal and*
13 *just society, we move forward with the firm intention to value the voices, opinions, and*
14 *experiences of all people. We choose to proceed with the awareness and humility that the*
15 *statements and decisions we make will have a different impact for those with different life*
16 *experiences."*

17
18 She called the meeting to order at 5:07 PM. Roll call was conducted. Chair Cunha-Vasconcelos
19 asked alternate member David Morrill to be a voting member today.

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21 **2) Approval of September 8, 2024 Meeting Minutes**

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23 Rabbi Aronson made a motion to approve the meeting minutes of September 3, 2024. Ms.
24 Bowie seconded the motion, which passed by unanimous vote.

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3) Finance Report

Chair Cunha-Vasconcelos stated that the HRC’s total income for the year is \$2,000, and that does not include fundraising that is event specific. She continued that the HRC has a balance on hand of \$4,804. Ms. Bender-Jesse replied yes, it is because they finally got the \$2,000 in. The only expense so far that has been brought to her attention is the \$150 for the tablecloth.

Ms. Bender-Jesse stated that Carrah Fisk-Hennessey is the staff liaison for the Keene International Festival (KIF). She asked if it would be beneficial to the HRC if she takes the KIF expenses out of (the HRC’s budget) and puts the KIF information on a second page. She could have Ms. Fisk-Hennessey give her the KIF’s budget report each time before the HRC meeting, as she has her own spreadsheet and document for it. Ms. Budakoti replied yes, it would be very helpful to have them separated like that, and clearer.

4) Monadnock Diversity, Equity, Inclusion, and Belonging Coalition Updates

Chair Cunha-Vasconcelos stated that they will forego an update, since the Coalition member is not present.

5) Racial Justice and Community Safety Report

Chair Cunha-Vasconcelos asked if the City’s internal DEI Committee has met since the last HRC meeting. Ms. Bender-Jesse replied yes, but she does not have much new information today. She continued that they are still working on the same things she told the HRC about last time. They started creating an internal survey to try to get an understanding of City employees’ views of the community. The City Manager and Deputy City Manager wanted to create an even bigger survey, instead of having multiple small surveys sent out, so the DEI Committee is waiting for them to complete their part of the survey to combine the five DEI-focused questions with that. They are hoping to have a better next step for working on more aspects of the Racial Justice and Community Safety report.

Ms. Bender-Jesse stated that the great news, which she found out from Ms. Fiske at the last meeting, is that the Keene Library has a very high percentage of DEI-focused materials in its collection. She believes that is a recommendation from the RJCS report that has perfectly been hit, because of Ms. Fiske and all of the great work the Library does.

Sam Sintros of Alstead stated that she is a teacher in Keene, working with English Language Learners. She asked if the survey is available in languages other than English. Chair Cunha-Vasconcelos replied that the survey is only for City of Keene employees. Ms. Bender-Jesse explained the RJCS report, the City’s DEI Committee, and its work.

68 Rabbi Aronson stated that he wants to lift the question up, because it is not something the HRC
69 thinks about frequently. He continued that even if the survey is for City employees, there might
70 be employees for whom English is their second language. He is also aware that everything the
71 HRC puts out is in English. There might be people for whom English is not a native language or
72 who lack facility with it. Ms. Bender-Jesse replied that is a great point. She spoke about the
73 possibilities for translating surveys into other languages, such as through Microsoft 365's tools,
74 which she will look into.

75
76 Rabbi Aronson stated that he has another question about the RJCS report. He continued that at
77 the last meeting, the Assistant City Attorney talked to the HRC about the HRC wanting to
78 request that the City Council and other City committees begin their meetings by reading a
79 statement of inclusion. The HRC did not follow up on what the Assistant City Attorney said. He
80 wonders if the HRC is interested in pursuing a different path, or if her comments meant this is
81 "dead in the water." Chair Cunha-Vasconcelos replied that she does not think the Assistant City
82 Attorney was saying it was dead in the water. She continued that she was asking the HRC to
83 consider the implications (their request would have).

84
85 Discussion ensued. Chair Cunha-Vasconcelos spoke about what the Assistant City Attorney said
86 to the HRC. Ms. Budakoti asked which organizations they are talking about bringing the
87 (statement of inclusion) to. Chair Cunha-Vasconcelos replied that the City Council is the only
88 body the HRC could make the request of, and the Council could allow or deny it. She suggested
89 the HRC might need time to digest the Assistant City Attorney's comments. If there is interest,
90 the HRC should have this discussion. Rabbi Aronson spoke in favor of the HRC moving
91 forward with the request to the City Council, and not being afraid of the potential pushback or
92 slippery slope, because it would feel like the HRC is doing its job. This committee was created
93 for a reason. He thinks they should discuss how to word their request/recommendation.

94
95 Chair Cunha-Vasconcelos replied that they could put this on next month's agenda for the whole
96 HRC to discuss, or create a subcommittee to work on a draft. Rabbi Aronson replied that they
97 could do both. Dr. Saleh noted that the next meeting is scheduled for Nov. 4, which is
98 Kristallnacht. Discussion ensued about how several HRC members are participating in
99 Kristallnacht, and about the possibility of changing the date of the HRC meeting.

100
101 Putting the topic of the November meeting date on hold, Ms. Bender-Jesse asked if the HRC
102 wants her to add to next month's agenda a discussion of the wording of their communication to
103 the City Council and a possible subcommittee. Chair Cunha-Vasconcelos, Rabbi Aronson, and
104 others replied yes. Ms. Budakoti spoke about helping the City Council understand why the HRC
105 is making the recommendation and why it is important, even if the Council ends up voting
106 against it.

107

108 **6) Acceptance of Committee Event Reports**

109 **A) Indigenous Peoples' Day**

110

111 Ms. Bender-Jesse stated that everyone has the flyer for Indigenous Peoples' Day. She continued
112 that she has an update from Ms. Fiske. Ms. Fiske is no longer available to be at the event, due to
113 a personal matter. She herself is out of town that whole weekend. She asked if anyone from the
114 HRC is available to be at the event in Ms. Fiske's place. The Library has everything set up, so
115 the HRC member would need to greet the speaker and deliver a short introduction that Ms. Fiske
116 will write ahead of time. The Library staff will be responsible for building access, all A/V,
117 paying the speaker, and all of those details. Brief discussion ensued. Chair Cunha-Vasconcelos
118 stated that she will do it. She and Ms. Bender-Jesse can talk about it after the meeting.

119
120 Chair Cunha-Vasconcelos stated that it will be a great event and she strongly encourages HRC
121 members to attend. Ms. Bender-Jesse asked the HRC members to share the flyer on social
122 media, share the Facebook event the Library created, and spread the word about the event.

123

124 **B) Martin Luther King, Jr. Day**

125

126 Rabbi Aronson stated that the working group is coming together. He continued that he has heard
127 from a few people, and hopes to schedule a meeting within the next two weeks. He asked Mr.
128 Morrill if he had said he wanted to be part of it. Mr. Morrill replied no, he had said he would try
129 and connect Rabbi Aronson with his friend at the Historical Society, Roland Russell. He will
130 give his contact information to Rabbi Aronson again.

131

132 Rabbi Aronson stated that if anyone else from the HRC wants to join the MLK Day working
133 group, they can let him know. Ms. Budakoti replied that she will join.

134

135 **C) Black History Month**

136

137 Chair Cunha-Vasconcelos stated that this is Dr. Morris's event, and she has not seen or heard
138 from Dr. Morris in a few months. She continued that she hopes Dr. Morris is doing okay. She
139 asked if anyone has had contact with her. Ms. Bowie replied that Dr. Morris is well, but very
140 busy, with classes that conflict with the HRC meeting times.

141

142 **D) Juneteenth**

143

144 Chair Cunha-Vasconcelos stated that the Juneteenth working group has their first meeting next
145 week or later this week, to start planning for June 2025.

146

147 **E) Pride**

148

149 Chair Cunha-Vasconcelos stated that the HRC had a presence at Pride, which went very well,
150 and she commends Mr. Morrill and the working group. She asked if they have had a chance to
151 look at the results of the survey they did.

152

153 Mr. Morrill replied that the HRC's table at the Pride Festival went very well, and they received
154 over 50 completed surveys. It was great to have so many people interested in the HRC. The
155 working group met to debrief, and they have some good ideas for next year's Pride Festival if
156 they choose to table again, and ideas for their own Pride event in June. Based on survey
157 feedback, they are leaning towards doing an art show with queer artists, hopefully incorporating
158 live music and possibly a mural. The working group meets again in a couple weeks. He is
159 connecting with Arts Alive to talk about the possibility of partnering. They will reach out to
160 other local groups as well. Brief discussion ensued. Sam Sintros shared ideas and thoughts
161 about local arts people to connect with.

162
163 Chair Cunha-Vasconcelos asked how many people are in the Pride working group. Mr. Morrill
164 replied four. Chair Cunha-Vasconcelos asked if they could use more. Mr. Morrill replied yes.
165 Chair Cunha-Vasconcelos replied that Sam Sintros is welcome to join if she wants.

166
167 **F) Keene International Festival**

168
169 Ms. Budakoti stated that the Keene International Festival (KIF) was great, and she thanks the
170 community for their support and love and participation. She continued that the festival was
171 busy, well attended, with great weather, and she heard overwhelmingly positive feedback from
172 the community.

173
174 Ms. Bowie stated that she (led the) "Kindness Wheel" activity at KIF, which is from the
175 Compassionate Community group. She explained how the activity had acts of kindness for each
176 different age group to do, as a way of encouraging people to connect with each other. Ms.
177 Sintros spoke of how her middle school students enjoyed participating.

178
179 Dr. Saleh stated that he unfortunately had to miss the KIF this year for the first time. He
180 continued that when he comes across people from different nationalities, he always brings up the
181 KIF, asking them if they are aware of it and encouraging them to go. Many of them have not
182 heard of the KIF, which surprises him. He encourages further publicity. Maybe the City could
183 send notices to other towns. Ms. Budakoti replied that that is a great idea, and to go back to Ms.
184 Sintros's point, everything so far has been in English. She continued that another factor could be
185 determining which languages to translate the KIF information to. Ms. Sintros replied that she
186 could give the KIF organizers information about the first languages of Keene students K-12 –
187 there are almost 20 languages. Discussion continued about translation options.

188
189 Rabbi Aronson asked if the KIF is always the last weekend (in September). Ms. Budakoti
190 replied that it is purposefully always the same weekend as the Clarence DeMar Marathon.

191
192 Ms. Sintros spoke of publicity ideas, such as having people who live in surrounding towns hang
193 KIF flyers there. Ms. Budakoti spoke of making use of the Library, since that seems to be a
194 place most people visit. Dr. Saleh stated that as the Regional Outreach person from the MDEIB,
195 he is working to make connections with people in surrounding towns, and could share the flyer.

196 Discussion continued about translating the flyer into multiple languages and KIF publicity on the
197 radio. Ms. Budakoti spoke of how it is not just a Keene festival, as people come from the
198 Monadnock region, MA, VT, NY, and more.

199

200 **7) New Business**

201

202 Dr. Saleh stated that he was tasked with brainstorming, with other HRC members who had
203 volunteered, to find a way to have a conversation about the crisis in the Middle East. He
204 continued that there are five people who volunteered, six including Dr. Morris, whose idea this
205 was. He apologizes for not having had time yet to connect everyone. He knows they are all
206 eager to have the conversation. Representative Joe Schapiro is also willing to participate. He
207 (Dr. Saleh) will work on putting a meeting together for everyone. Chair Cunha-Vasconcelos
208 suggested including Patrick Heneghan, Director of Cheshire County Restorative Justice, as
209 “challenging conversations are kind of his speciality.” Ms. Bender-Jesse offered to connect Dr.
210 Saleh with Mr. Heneghan.

211

212 Ms. Bender-Jesse asked for more information about how many HRC members will be meeting to
213 do this brainstorming. Discussion ensued about whether a quorum of HRC members would be
214 present and whether that is allowed, as a working group. Ms. Bender-Jesse stated that she
215 encourages Dr. Saleh and the others to move forward with their meeting, as she looks into the
216 logistics of it. She would like to be part of it, too, and she does not count toward quorum. Ms.
217 Bowie stated that Dr. Morris has restorative justice training, and she herself has some training as
218 well. Dr. Saleh spoke more about what Rep. Schapiro is offering – to connect Dr. Saleh with the
219 person who facilitated this kind of conversation at the Statehouse. He continued that Rep
220 Schapiro recommends that if the HRC ends up hosting a community conversation, they have an
221 independent person facilitate it. Discussion continued. Rabbi Aronson stated that he can be a
222 resource and help find resources in the Jewish community.

223

224 Chair Cunha-Vasconcelos stated that finishing the conversation about whether/how to make the
225 recommendation to City Council will be an item on the next agenda. Discussion resumed about
226 whether/when to meet in November, given the conflict with Kristallnacht. Chair Cunha-
227 Vasconcelos suggested they have Ms. Bender-Jesse email the HRC to see who would be
228 attending the November 4 meeting and who would not, to see if there would be a quorum. If
229 there would be a quorum, they would meet. Others agreed and discussion continued.

230

231 Chair Cunha-Vasconcelos asked if there was any other new business. She asked if Ms. Sintros
232 wanted to say anything.

233

234 Ms. Sintros stated that she mostly came just to see what the HRC was all about. She continued
235 that working with English language learners, she has realized how many resources are lacking
236 for those students and their families, (such as) information about services that is communicated
237 in their native languages. She did not know if that would be within the HRC’s purview. She
238 wanted to see what work the HRC was already doing, and it sounds like they are doing many

HRC Meeting Minutes
November 4, 2024

239 great things. She wonders how non-native English speakers can be better accommodated and
240 supported. She knows there is something in the works for a refugee center or multi-cultural
241 center in Brattleboro, VT, because there is a bigger refugee population there. She would love
242 that for Keene, as there are many families in Keene who are isolated and living in situations that
243 are not great. She would love for all her students to feel good, to feel welcomed, and to know
244 that they can go to places and have resources for them. The Keene Library is great, and the
245 public school libraries have made it a point to have diverse collections. Some school librarians
246 make sure every student who is a non-native English speaker has at least one or two books
247 available in their native language. Keene may be small but it has many people from all over (the
248 world), and she wants more for Keene. She does not want people to be hidden. She wants the
249 community to be aware of the diversity Keene has, and to be welcome and accommodating. The
250 HRC, for example, is here to be welcoming and accommodating.

251
252 HRC members thanked Ms. Sintros for coming. Dr. Saleh spoke about the good work of the
253 Keene Immigrant and Refugee Partnership and its sister organization Project Home, which he is
254 part of. He continued that Project Home will have an event at the Keene Unitarian Universalist
255 church on October 20. Discussion continued.

256
257 Ms. Budakoti stated that she thinks this is a conversation the city needs to have. She continued
258 that they need to see how many languages they are catering to, because if everyone is doing their
259 own efforts in their own way, it takes money, time, and resources. She wonders if there is a
260 pathway forward where they can all join forces, as they all have the same intent of catering to the
261 diverse community of people to feel welcome and understand each other. Maybe they can join
262 forces at least with translation, at least for disseminating information. She proposes the HRC
263 look into this. Discussion ensued.

264
265 **8) Adjourn – Next Meeting November 4, 2024 at 5:00 PM**

266
267 There being no further business, Chair Cunha-Vasconcelos adjourned the meeting at 6:01 PM.

268
269 Respectfully submitted by,
270 Britta Reida, Minute Taker

271
272 Reviewed and edited by,
273 Alyssa Bender-Jesse, Youth Services Manager

7/1/22- 6/30/23	HRC	KIF	7/1/23- 6/30/24	HRC	KIF	7/1/24- 6/30/25	HRC
Balance 7/1/22 4,091.88	\$ 2,991.88	\$ 3,985.44	Balance 7/1/23	\$ 2,692.50	\$ 5,951.74	Balance 7/1/24	\$ 3,192.50
Income			Income			Income	
City of Keene	\$ 1,000.00		City of Keene	\$ 2,000.00		City of Keene	\$ 2,000.00
donations TILL	\$ 1,800.00		Donation MLK	\$ 750.00			
donations Juneteenth	\$ 3,150.00		MLK Book Funds	632.65			
Donations KIF		\$ 8,312.00	Donations KIF		\$ 4,300.00	Donations KIF	
			Donations - Juneteenth*	\$ 11,944.77			
subtotal	\$ 5,950.00	\$ 8,312.00	subtotal	\$ 3,382.65	\$ 4,300.00	subtotal	\$ 2,000.00
Total Income	\$ 5,950.00	\$ 8,312.00	Total Income	\$ 3,382.65	\$ 4,300.00	Total Income	\$ 2,000.00
Expenses			Expenses			Expenses	
						Extra	\$ 150.00
Martin Luther King Day 500.00	\$ 45.55		Martin Luther King Day 500.00	\$ 331.90		Martin Luther King Day 500.00	\$ -
Black History Month TILL	\$ 1,800.00		Black History Month	\$ -		Black History Month	\$ -
Juneteenth 500.00	\$ 3,098.58		Juneteenth 500.00	\$ 500.00		Juneteenth 500.00	\$ -
			Expenses - \$11,707.96*				
International Festival		\$ 6,345.70	International Festival		\$ 6,339.06	International Festival	
Indigenous Peoples Day 500.00	\$ -		Indigenous Peoples Day 500.00	\$ -		Indigenous Peoples Day 500.00	\$ -
			Pride Event - Story Clear Film 500.00	\$ 500.00		Pride Event 500.00	\$ 238.06
						2024 Pride Festival	
Total Expenses	\$ 4,944.13	\$ 6,345.70	Total Expenses	\$ 2,882.65	\$ 6,339.06	Total Expenses	\$ 388.06
Net 22-23	\$ 1,005.87	\$ 1,966.30	Net 23-24	\$ 500.00	\$ (2,039.06)	Net 24-25	\$ 1,611.94
Balance on hand	\$ 3,997.75	\$ 5,951.74	Balance on hand***	\$ 3,192.50	\$ 3,912.68	Balance on hand	\$ 4,804.44
Correct Balance	2692.5		*Keene YMCA was fiscal agent of Juneteenth				

Keene International Festival

Account CODE 65B0002B-200-L-462030

65B0002B-200-O-527600 Supplies – Operating - Code all invoice to this account

Donations	SUBMITTED	OUTSTANDING	PROCESSED
Gallup Foundation	\$ 5,000.00		9/24/2024
anonymous Donation	\$ 2,500.00		5/17/2024
C&S Wholesale	\$ 1,000.00		4/3/2024
Savings Bank of Walpole	\$ 1,000.00	\$ -	4/17/2024
Hamblett Electric	\$ 500.00		8/1/2024
Cersosimo Lumber - Brattleboro	\$ 500.00		9/3/2024
CDFA	\$ 1,000.00		7/26/2024
Donations Collected at Event	\$ 752.00	\$ -	9/30/2024
Craft Vendor Revenue	\$ 525.00	\$ -	10/10/2024
Food Vendor Revenue	\$ 600.00	\$ -	9/28/2024
TOTAL	\$ 13,377.00	\$ -	

merchandise & raffle
all global marketplace
all food deposits

Expenses	SUBMITTED	ESTIMATE	PROCESSED
TENTS - Elegant Settings - Deposit 30%	\$ 1,143.00	\$ -	12/11/2023
TENTS - Elegant Settings - Balance Event	\$ 2,668.00		9/24/2024
Graphic Design	\$ -		
POLICE Detail	\$ 252.00		10/9/2024
Webpage - Aggie	\$ 23.17		7/17/2024
Social Media Ads - Aggie	\$ -	\$ -	
T-shirts Bulldog design - Aggie	\$ 1,086.24		9/24/2024
Banners - Gem Graphics - new graphics	\$ -	\$ 100.00	
SOUND - Josh Blair/Upstream Sound	\$ 1,000.00		9/24/2024
Reimbursement - Yuko	\$ -	\$ -	
Reimbursement - Ritu	\$ -	\$ -	
Reimbursement - Lisa 2023	\$ 37.48	\$ -	
Reimbursement - International Market 2023	\$ 50.00	\$ -	
Reimbursement - Granita 2023	\$ 50.00	\$ -	
Performance - African Drumming - Ron NMH	\$ 300.00	\$ -	9/24/2024
Performance - Turkish Band - Ayla	\$ 100.00		9/30/2024
Performance - India Group Dance - Divya?	\$ -	\$ 200.00	
Performance - Haitian Dance - Stephanie/Alexis	\$ 25.00		9/28/2024
Performance - Nikhil Karaoke	\$ 25.00		9/28/2024
Performance - Costa Rican Dance - Grettel Crowley	\$ 25.00		9/28/2024
Performance - Firebird Morris Dance (Val Van Meier)	\$ 25.00		9/28/2024
Performance - KHS Choir	\$ 25.00		9/28/2024
Performance - Chelsea Agee Dance	\$ 25.00		9/28/2024
Performance - Ann Bergeron Ballet	\$ 25.00		9/28/2024
Performance - Napalese Dance	\$ 25.00		9/28/2024
Performance - Ecudaorian Dance	\$ 25.00		9/28/2024
Performance - Tibetan Dance	\$ 25.00		9/28/2024
Performance - Bengali & Nepalese fusion	\$ 25.00		9/28/2024
Performance - Sharanya Bollywood	\$ 100.00		9/28/2024
Performance - fusian Itialian and Hindi?	\$ -	\$ -	
Performance - Akwabaa / Colonial Theater	\$ -	\$ -	
TOTAL	\$ 7,084.89	\$ 300.00	

Amazon gift card
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ending Balance from 2023
verified with Finance Audit

CURRENT BALANCE \$ 10,239.08

Food Vendor Deposits	Revenue	Deposit Date
Finnish Mama	\$ 75.00	7.23.24
Keene International Market	\$ 75.00	7.23.24
Royal Spice	\$ 75.00	7.26.24
Keene Cookie Company	\$ 75.00	8.26.24
Frisky Cow Farm Products	\$ 75.00	8.26.24
St. George Greek Church	\$ 75.00	9.10.24
Yahso	\$ 75.00	9.12.24
Quinonez	\$ -	75.00 (need re-issued check)
Kogetsu	\$ 75.00	9.18.24
	\$ -	
TOTAL	\$ 600.00	

Craft Vendor Deposits	Revenue	Deposit Date
Ali	\$ 35.00	9/30/2024
Rwanda-one4one	\$ 35.00	10/10/2024
Vidhi Salla Vidhiism	\$ 35.00	10/10/2024
Jennifer Alexander	\$ 420.00	10/10/2024
TOTAL	\$ 525.00	