#### **HASCONA**

# **Houston Area Service Committee of Narcotics Anonymous**

### Financial Subcommittee Meeting Minutes for 4/03/2022

The meeting was called to order at 10:30 am with the Serenity Prayer, followed by readings of the 12 Traditions by Sarah N., the 12 Concepts by Kristina S., and the Service Prayer by Jerry M.

The only change to the current budget was proposed by H&I: a \$500 increase from \$2200/year to \$2700/year for the purchase of Basic Texts. Approved.

Category	2022 Budget
Facilitator/Co-Fac	0.00
Recorder	0.00
RCM	1,500.00
Treasurer/Co-Treas	75.00
Room Rent for ASC	210.00
New Group Starter Kits	0.00
Storage Locker	900.00
Post Office mailbox	175.00
Bank Fees	80.00
Activities	1,000.00
TBRCNA HOSPITALITY	300.00
H&I	2,700.00
Outreach	300.00
PR	1,500.00
Policy	0.00
TBRNA 7th Tradition	600.00
NAWS 7th Tradition	270.00
ESTIMATED EXPENSES	9,610.00
JANUARY AVAILABLE BALANCE	5,937.63
YEARLY ESTIMATED 7TH TRADITION	6,000.00
<b>ESTIMATED 2020 CLOSING BALANC</b>	<u>2,327.63</u>

# **Area Service Committee Meeting Minutes for 4/03/2022**

The meeting was called to order at 10:48 am with the Serenity Prayer.

# I. ROLL CALL

		4.03.2022			03.06.2022			02.06.2022	
GROUP	Present	Absent	right to vote?	Present	Absent	right to vote?	Present	Absent	right to vote?
Facilitator	Р			Р			Р		
Co-Facilitator	OPEN	OPEN	OPEN	OPEN	OPEN	OPEN	OPEN	OPEN	OPEN
Recorder	OPEN	OPEN	OPEN	OPEN	OPEN	OPEN	OPEN	OPEN	OPEN
Treasurer	Р			Р			Р		
Co-Treasurer	OPEN	OPEN	OPEN	OPEN	OPEN	OPEN	OPEN	OPEN	OPEN
RCM 1	Р			Р			Р		
RCM 2	Р			Р				Α	
H&I	Р			Р			OPEN	OPEN	OPEN
PR	OPEN	OPEN	OPEN	OPEN	OPEN	OPEN	OPEN	OPEN	OPEN
Activities	Р			Р			Р		
Outreach	Р			Р			OPEN	OPEN	OPEN
Policy	OPEN	OPEN	OPEN	OPEN	OPEN	OPEN	OPEN	OPEN	OPEN
HACNA	Р			Р			Р		
1960 Group	Р		X	Р		X	Р		X
Alive & Kicking	Р		Х	Р			Р		
Beauty of Recovery		Α			Α		Р		Х
Chance for Freedom	Р		Х	Р		Х	Р		X
Copperfield		Α			Α			Α	
Early Birds	Р		Х	Р		Х	Р		Х
Familia Unida		Α			Α			Α	
Hope Sweet Hope	Р		Х	Р		Х	Р		Х
Hugs not Drugs	Р		Х	Р		Х	Р		Х
Jekyll & Hyde	Р		Х	Р		Х	Р		Х
Juntos Podemos		Α			Α			Α	
Keep it Clean	Р				Α		Р		
Keep it Real		Α			Α			Α	
New Pathfinders	Р				Α		Р		Х
Our Common Bond		Α		Р		Х	Р		Х
Outer Circle Group		Α		Р		Х	Р		Х
Phoenix Group		Α			Α		Р		Х
Rainbow of Hope	Р		Х	Р		Х	Р		Х
The Sooner the Better (TSTB)	Р		Х		Α		Р		X
Sunday Starters	Р		Х	Р		Х	Р		X
Third Coast		Α			Α			Α	
Ties that Bind		Α		Р			Р		
Tomball New Attitudes	Р		Х	Р		Х	Р		Х

New Groups/GSRs: none.

## II. KEY ADMINISTRATIVE REPORTS

- **a.** Facilitator's Report Send any schedule changes to <a href="mailto:schedulechanges@hascona.com">schedulechanges@hascona.com</a>, and send any event flyers to <a href="mailto:events@hascona.com">events@hascona.com</a>.
- **b. Treasurer's Report** provided written report, which reads as follows:

					HIGH COL	22 ASC Treasurer's Report				
	7th Tree	dition Incom	me in March 2022				Evment	a Report for	March 2022	
Activities Committee	/ui iia	aidon incon	NA Way of Life	\$	.	Administrative Expenses	•	Amount	Check#	Description
1960 Group	ś		NASCONA	\$		Zoom Account Rental	s '	(15.98)	debit	Description
Alive & Kicking	ŝ	37.00	New Pathfinders	Š	-	Treasurer Supplies/copies	ś	(23.30)	GEDIL	
•	ś		No Matter What	Š	-	Postage	Š			
Beauty of Recovery					- 1	•	3			
Chance for Freedom	\$	200.00	Old School KISS	\$	-	RCM	5			
Cover to Cover	\$	•	Our Common Bond	\$	67.49	Facilitator/Co-F. Expense	5	•		
Copperfield Group	\$	-		\$	-	Recorder Supplies	\$			
Cypress Group	\$	-	Phoenix Group	\$	-	Starter Kits	\$	•		
	\$	-	Rainbow of Hope	\$	-	Storage Rent	\$	(68.00)	debit	
Eastside Group	\$	-	Recovery Matters	\$	-	P.O. Box	\$	-	debit	
idgebrook Unity	\$	-	Saturday Night Live	\$	-	Bank Fees	\$	-		
HACNA	\$	47.00	Save Your Ass	\$	-		\$	-		
Happy Joyous and Free	\$	-	Sobriety Matters	\$	-		\$	-		
lope Sweet Hope	\$	-	Steps to Serenity	\$	-		\$	-		
	\$	-	Sunday Starters	\$	-	Administrative Total	\$	(83.98)		
lugs Not Drugs	\$	51.00	Surrender to Win	\$	-					
ekyll & Hyde	\$	-	The Sooner the Better	\$	107.86	Subcommittee Expenses				
untos Podemos	ś	-	Third Coast	s	-	H&I Expense	\$			
lust a Meeting	š		Ties That Bind	š	-		š			
lust For Today	š		Tomball New Attitudes	š	96.62		š			
lust for Tuesdays	š		Vizilance Group	ŝ	-	PR Expense	•			
lust in Time	ŝ		Westside Group	Š		Web Hosting	\$	_	debit	
Keep it Clean	ŝ	-	When At The End	Š		Phone Services (Freedom Voice)	ŝ	(30.06)	debit	
Keep It Real	ś		Woodfair Group	Š	_	Priorie Services (Precadili Voice)	į	(30.00)	GCDIL	
keep it hear	ś		woodian dioop		.		7			
deserte Bete Berner	_		Total Bassista	\$		B-6-1	2			
/ear to Date Revenue:	\$	605.97	Total Receipts	\$	606.97	Policy Outreach	3	•		
	2022	DUDGET !	ALD EMPERIEES				•			
			AND EXPENSES			Activities	5	•		
Category		ar to Date	Budget		Remaining	TBRCNA Hospitlity	5			
Facilitator/Co-Fac	\$	-	\$ -	\$	-	Debit Total	5	(114.04)	debit	Bank fees, phone, godedd
Recorder	\$	-	\$ -	\$	-	Subcommittee Expenses Total	\$	(30.06)		
RCM	\$	(88.77)	\$ 1,500.00	\$	1,411.23	Total Expenses	\$	[114.04]		
Treasurer/Co-Treas	\$	-	\$ 75.00	\$	75.00					
Room Rent for ASC	\$	(31.96)	\$ 210.00	\$	178.04	Deposits Posted and Checks Clear	ed Thi	s Month		
					- 1	TBRNA	\$	(70.67)	2818	12.:
New Group Starter Kits	\$	-	\$ -	\$	-	NAWS	\$	(43.47)	2827	03.0
Storage Locker	\$	(204.00)	\$ 900.00	\$	696.00	TBRNA	\$	(62.28)	2815	11.7
Post Office mailbox	\$		\$ 175.00	\$	175.00	TBRNA	\$	(86.95)	2826	03.0
Bank Fees	\$		\$ 80.00	\$	80.00		\$			
Activities	Ś		\$ 1,000.00	\$	1,000.00		Ś			
TBRCNA Hospitality	ś		\$ 300.00		300.00		ś			
HSJ	š		\$ 2,200.00	_	2.200.00		ē			
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PR	2	(120.75)			1.379.25		-	_		
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TBRNA	\$	(283.42)			316.59	Total Cleared Checks/Deposits	\$	[263.37]		
NAWS	\$	(141.71)			128.29					
Totals .	5	(870.60)	\$ 9,110.00	5	8.239.40	Outstanding Checks				
		200				Written To:	A	MOUNT	CHECK #	CHECK DATE
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Check Written to:		mmount	Check#			I				
TBRNA	\$	60.70								
IAWS	\$	30.35				1				
							\$	-		
						Total Cudates des Chartes	\$			
						Total Outstanding Checks	5			
						Bank Statement Feb 28, 2022	\$	9,598.29		
						March Revenue	\$	606.97		
						March Revenue March Expenses	\$			
								606.97 (114.04)		

Prudent Reserve

Available Balance

Bank Statement (End of Month)

\$ (2,500.00)

\$ 7,327.85



P.O. Box 15284 Wilmington, DE 19850

## Business Advantage

#### Customer service information

1.888.BUSINESS (1.888.287.4637)

bankofamerica.com

Bank of America, N.A. P.O. Box 25118 Tampa, FL 33622-5118

HOUSTON AREA SERVICE COMMITTEE OF N A (AKA) H A S C O N A 7502 DAYHILL DR SPRING, TX 77379-8293

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Please see the Important Messages - Please Read section of your statement for important details that could impact you.

## Your Business Economy Checking

for March 1, 2022 to March 31, 2022

Account number:

HOUSTON AREA SERVICE COMMITTEE OF N A (AKA) H A S C O N A

#### Account summary

Beginning balance on March 1, 2022	\$9,598.29	# of deposits/credits: 3
Deposits and other credits	606.97	# of withdrawals/debits: 7
Withdrawals and other debits	-114.04	# of deposited items: 1
Checks	-263.37	# of days in cycle: 31
Service fees	-0.00	Average ledger balance: \$9,394.31
Ending balance on March 31, 2022	\$9,827.85	

Deposits and other credits

Date	Description	Amount
03/28/22	PAYPAL DES:TRANSFER ID:1019223813031 INDN:HOUSTON AREA SERVICE C CO ID:PAYPALSD11 PPD	271.97
03/29/22	Square Inc DES:* Cash App ID:T200459492087 INDN:Houston Area Service C CO ID:8800429876 CCD	237.00
03/30/22	Deposit	98.00
Total den	osits and other credits	\$606.97

#### Withdrawals and other debits

Date	Description	Amount
03/03/22	Public Storage I DES:RENTAL ID:000000037590878 INDN:HOUSTON AREA SERVICE C CO ID:4953551121 PPD	-68.00
03/04/22	FreedomVoice DES:8004771477 ID:036-0091495426 INDN:Colin Pritchard CO ID:1002005372 PPD CO	-30.06
Card accou	nt # XXXX XXXX XXXX 8785	
03/01/22	CHECKCARD 0228 ZOOM.US 888-799-9 SAN JOSE CA 82305092060000006510188 RECURRING CKCD 4814 XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	-15.98
Subtotal	for card account # XXXX XXXX XXXX 8785	-\$15 98
Total wit	hdrawals and other debits	-\$114.04

#### Checks

Date	Check #	Amount
03/11/22	2815	-62.28
03/11/22	2818*	-70 67

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Rankhfamerika	Snewbury

Check number: 2818 | Amount: \$70.67

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Bankof America	A .	
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Check number: 2826 | Amount: \$86.95

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Check number: 2827 | Amount: \$43.47

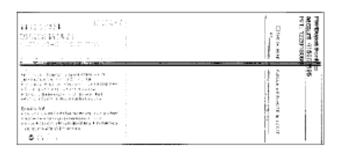
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Date	Check #	Amount
03/14/22	2826*	-86.95
03/17/22	2827	-43.47
Total checks		-\$263.37
Total # of	checks	4

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#### III. SUBCOMMITTEE REPORTS

**a. H&I** – will be holding a Learning Day on 5/21/2022 from 11am to 5pm at the Ties That Bind location. Flyer is available on the hascona.com website. There will be a Taco Bar, and they're asking home groups to donate Basic Texts, desserts, and drinks. They also need a check from Hascona for \$85.00 for supplies. (*written, SN*)

They are still in need of male and female support for the facilities they go into.

H&I meets every third Sunday at 2:30 pm on Zoom ID 840 9490 3914.

**b. HACNA** – provided written report, which reads as follows:

HACNA APRIL 2022 FACILITATOR REPORT:

We met on 3/13/22 and had 10 people in attendance. We want to thank the Houston Area for coming out and supporting the Women's Speaker Jam. It was an amazing event in which the women shared their ESH and we had an awesome turnout. Thank you all that came and were of service. We are truly grateful!!!!!

We have a couple of positions that are now open on our committee.) Fundraising (5 year clean time req), Web Servant (3 year clean time req), Entertainment (3 year clean time req). Our next meeting is on 4/10/22 in person at 2305 McGowen St (End of the Road Group) starts at 1pm. All our welcome and if you would like to run for a position you must be in person, qualify yourself, and as a committee we will vote.

We are 6 months out from the convention so we are asking all too please book your hotel room and register for the convention now. Why book, it helps us meet our room block which is part of our contract obligations. Rooms are \$99 a night. You can go to <a href="http://www.hacna.com/">http://www.hacna.com/</a> website click on the tab up top Hotel Information then click on <a href="Book your group rate for HACNA">Book your group rate for HACNA</a> it will take you to our customer web page to book your room. You can also go to <a href="http://www.hacna.com/">http://www.hacna.com/</a> to register for the convention. Why we pre-register- The funds are used to put on this and future conventions. This is how we pay for convention facilities, equipment, services, maintenance, registration packets, supplies and other expenses.

We are also taking home groups who are willing to participate with the Hospitality suite to please get in contact with HH& T Facilitator Crystal E for a time slot.

Grateful Servant,

Kam H

(recorder's note: HACNA Hospitality has one slot left: Friday from 10 pm to 1 am Saturday.) HACNA meets next on 4/10/2022 @ 1:00 pm in person at 2305 McGowan.

**c. ACTIVITIES** – Kickball Tournament on 5/7/2022. Sam G. with Chance for Freedom has confirmed that we can use their location and has donated a trophy. Flyer is available on the website.

ACTIVITIES meets every third Wednesday at 7:30 pm on Zoom ID 412 421 7278 / passcode: JimmyK.

**d. RCM1 & RCM2** – provided written report, which reads as follows:

RCM report for April 2022

Hello all and good blessings. I would like first to sincerely apologize for my lack of service to my commitment. As I am learning the RCM position I pray that in the times I fall short you will be understanding as we all should be of every member who serves this fellowship. If you have not had a chance to fill out the CAR motions yet with your group, I hope y'all find time in the next few weeks to do so. The deadline is April the 15th. Just fill out the form and submit it. If there are questions about any of the 4 motions. Steve P, Sarah H or myself would be happy to explain or decipher for you and your home group.

As the areas and region are opening back up fully, I anticipate the RSC will again go to in person attendance. We will see! Just something to consider for the future. I would also add as I have attended any events lately. If your committee is having an event, I would prepare for heavy attendance as folks are happy and eager to again be meeting and attending.

We would like to have a "For Love Of Service" workshop and learning day. As y'all are aware we have gone quite a while without a PR chair, a vice chair, recorder, and let's not even mention co-chairs. I attend many groups within in our area, as of yet, not one group has mentioned in their announcements about ASC open positions. We need an area inventory on why service is this area is a bad thing. You mention area service and the comments are scary. Service is a gift, for myself it's a way of saying thank you to Narcotics Anonymous for saving my life. An area the size of Houston should have a waiting list of those willing to serve, not open positions. We can work together to change this perception of area service.

NA.org, TBRCNA.com, HASCONA.com are full of resources and information for you to research and have input on. As well as upcoming events. I implore each of you to spread this news to your home groups and explore the ever evolving world of NA.

In loving service Hurshell C. & Sarah H RCM1&2

- **e. PUBLIC RELATIONS** have been reaching out to Taylor Recovery Center (three locations). Will be going on 4/6/2022 to start an H&I Panel. Also, a High School on the east side wants a PR presentation more will be revealed.
  - i. Webservant everything is running as normal; send schedule changes to <a href="mailto:schedulechanges@hascona.com">schedulechanges@hascona.com</a>, and send event flyers to <a href="mailto:events@hascona.com">events@hascona.com</a>. Every subcommittee has their own email and spot on the website, although they are rarely utilized. GoDaddy (website host) wants to start charging us \$12/mo for each email address, so I'm looking into a new website host of HostData. If anyone has any feedback or suggestions, please email PR@hascona.com.

**ii.** Phoneline – everything is active and working. Planning to meet with Webservant for website help (help with optimizing phoneline information on missed calls, times of highest call volume, etc.) If you're interested in volunteering, call Justin O. @ 832-457-8712.

PR meets every third Sunday at 1:30 pm on Zoom ID 840 9490 3914.

**f. POLICY** – no changes.

POLICY meets every first Sunday @ 6:00 pm on Zoom ID 840 9490 3914.

**g. OUTREACH** – reported that everything is going very well, but would like more participation, from women and Spanish-speaking members in particular, as there's a women's and a Spanish meeting coming up. The previous Outreach Chair (Ally G.) should have an "Outreach Binder" that's been passed down through the generations of Outreach Chairs. The current quarterly Outreach schedule is on the website, and will be included in these minutes.

OUTREACH meets every second Sunday at 3:30 pm on Zoom ID 840 9490 3914.

#### IV. GROUP REPORTS

- **1960 Group** meets on Saturdays at 8 pm that could use some support, and on Tuesdays at 6:30 pm at 1711 Cypress Creek Parkway, 77090.
- **Alive & Kicking** No changes in meeting schedule. Will continue to have Anniversary Fundraisers every Friday at the noon meeting until September.
- Beauty of Recovery absent
- Chance for Freedom meets Mondays, Thursdays, and Fridays at 8 pm. Is still in the process of transferring everything to their new location on the same property—currently meeting in the Daycare Center. Attendance has been steady, and they have Speakers every third Friday.
- Copperfield absent
- Early Birds VIRTUAL only meeting every Monday morning at 6 am on Zoom ID 333 723 4519 / no passcode. Attendance is between 5-10 members. No upcoming events or concerns.
- Familia Unida absent
- **Hope Sweet Hope HYBRID** meeting every Thursday at 7 pm the Sugarland Baptist Church (on 2<sup>nd</sup> floor), and also on Zoom ID 689 661 730 / no passcode.
- **Hugs Not Drugs** No changes in meeting schedule. Could use support in attendance.
- Jekyll & Hyde HYBRID meeting every Sunday at 6 pm at Camp Hope and on Zoom ID 831 171 541 / no passcode. Average attendance is 20-30 in person, and 5-10 virtually. Will be having their 4<sup>th</sup> Anniversary on 5/8/2022. Needs experienced NA members to support the meetings.
- **Juntos Podemos** absent
- **Keep it Clean** will soon have a GSR. 36<sup>th</sup> Anniversary on 4/2/2022 was a great success, and thank you to all who came out to support. Our meetings are small, but it's getting a little better. 6-9 members average is good attendance.
- **Keep it Real** absent
- New Pathfinders meets Mondays @ 8 pm at the Fort Bend Club at 4203 Avenue H in Rosenberg. Average attendance is 7-10 members.
- Our Common Bond absent
- **Outer Circle Group** absent
- **Phoenix Group** absent

- **Rainbow of Hope HYBRID** meeting every Tuesday at 7 pm. Meditation meeting every third Tuesday attendance is low to that meeting. Masks are now optional in person. Will have an Anniversary Event in July, TBA. Zoom ID 244 630 436 / passcode: JimmyK.
- The Sooner the Better (TSTB) No changes to meeting schedule; could use some extra support for the Wednesday meeting. Masks are now optional inside the facility. Average attendance is 30 members at the 8 pm meetings. Will be hosting a "Game & Gamer" night on 4/29/2022 from 9 pm midnight. Bring your board games and game consoles.
- Sunday Starters meets every Sunday at 9:30 am EXCEPT FOR THE FOURTH SUNDAY, which has been discontinued. Need support in the form of attendance. Will be holding an Anniversary around the beginning of June, TBA.
- Third Coast absent
- **Ties That Bind** absent
- **Tomball New Attitude** meets every Tuesday, Wednesday (NEW!), Thursday, and Friday at 7 pm. Average attendance is 15-25 members, and growing. Speaker meetings on the 2<sup>nd</sup> Friday.

#### V. OLD BUSINESS

- a. No nominations for open positions. Please attached flyer, and GSRs, post at your home group.
- **b.** The proposal to donate \$3000 to TBRNA and \$1000 to NAWS passed unanimously.
- **c.** The Phoneline is now its own subcommittee with Justin O. as the chair.

#### VI. NEW BUSINESS – none.

#### VII. OPEN SHARING

- **a.** In the future, will we be transitioning to HYBRID ASCs?
  - i. Possibly rotating between Groups
  - **ii.** Possibly at one fixed central location, such as McGowen. Contact William D. from When at the End of the Road Group he's the contact for facility use.
  - iii. Same timeslot? During "church hours"?
- **b.** Area Inventory
  - i. Henry will send the Inventory questions with the minutes to all the GSRs for their home groups to answer on their own time, then to gather and meet to go over the answers at a separate time (possibly at the "For Love of Service" event?)

Adjourned meeting at 12:09 pm with the Third Step Prayer.

In Loving and Grateful Service,

Sarah N.

treasurer@hascona.com

# 2022 APR-JUN OUTREACH SCHEDULE

APRĪL:

4-08 - CRASH TEST DUMMIES

4-15 - KEEP IT CLERN

4-19 - NO MATTER WHAT

4-25 - COPPERFIELD GROUP

MAY:

5-04 - SHOW UP & GROW UP

5-08 - SUNDAY STARTERS

5-21 - JUST FOR TODAY

5-24 - JUNTOS PODEMOS

JUNE:

6-02 - HUGS NOT DRUGS

6-09 - ERRLY BIRDS

6-12 - JEKYLL & HYDE

6-23 - BERUTY OF RECOVERY

(WOMEN'S MEETING)

- 832-451-8388 \*TO WOLUNTEER\* 

\*FOR WINEO\*

# **OPEN HOUSTON AREA POSITIONS**

**Co-Facilitator:** The primary responsibility of the area committee vice chairperson is the coordination of the area subcommittees. The area vice chair keeps in regular touch with the chairpersons of each subcommittee to stay informed of their projects and problems, attending subcommittee meetings whenever possible. If disputes arise within a subcommittee or between subcommittees, the ASC vice chair helps find solutions to them. The vice chairperson works closely with subcommittee chairs when they prepare their annual reports and budget proposals. The vice chairperson is also responsible to assist the chairperson in conducting area committee meetings and to conduct ASC meetings him or herself in the chairperson's absence.

5 years Clean Time requirement

**Recorder:** Area secretaries (Recorder) handle all their committees' paperwork, a formidable job. Their first responsibility is to take clear, accurate minutes of area committee meetings and distribute those minutes to all committee participants within a reasonable period of time after each meeting. In the process of keeping the minutes of each meeting, secretaries should regularly update a log of area policy actions. The log lists motions the committee has passed regarding the activities of administrative officers and subcommittees. These motions should be listed chronologically under a heading for the officer or subcommittee they affect. Secretaries should have copies of the most recent printing of the log of policy actions available for new GSRs and should periodically distribute updated versions to all area committee participants. Because most secretaries mail minutes to area committee members, they need to keep an updated list of participants' addresses. With their committees' permission, they should mail copies of these lists once or twice a year to the World Service Office. These lists will make it possible for the WSO to provide groups, subcommittees, and administrative officers with current information pertinent to their areas of service.

2 years Clean Time requirement

## **Co-Treasurer:** (Shadows and learns from the current treasurer)

The treasurer receives contributions from the groups, administers the area's checking account, pays the rent for the committee's meeting hall, reimburses officers and subcommittee chairs for their budgeted expenses, keeps careful records of all transactions, and reports on the financial condition of the area committee at each of its meetings. As the administrator of the area's unified general fund, the treasurer is also responsible to prepare an annual budget2 for the area committee.

5 years Clean Time requirement

**Public Relations:** The general mission of your area public information subcommittee is to inform addicts and others in the community of the availability of recovery in Narcotics Anonymous. Services provided by PI subcommittees vary widely from area to area. The simplest kind of PI project is the production and distribution of fliers throughout the community announcing that NA is available and that more information can be had either by calling the local NA information phoneline or by attending an NA meeting.

2 Years Clean Time requirement

**Policy:** (Oversight on current policy and procedures)

3 years Clean Time requirement