

Council Minutes CORRECTED

February 18, 2024

Attendees – Sue Hertless, Rev Jeremy Serrano, Renee Reis, Tracey Rentner, Scott Etzel, Mike Henry, Susan Metzger, Julie Kim and Anessa Hileman

Excused – Greg Buchholz

Meeting call to order at 11:31a by Renee Reis

Opening Prayer by Rev. Jeremy Serrano

Recognitions: Julie Kim from Sue Hertless for doing a great job on the slides; Kathy Reis and Nancy Judge from Rev. Serrano for cleaning the Usher's Closet; Jamie Rodemsky from Mike Henry for replacing the bulbs in the lights in the sanctuary

Correspondence: None

Old Business:

Motion made to accept January 9, 2024 meeting minutes as amended. Motion seconded. No discussion. Motion carried.

New Business:

Worship & Music: Motion made to give the church bells to St. John's Lutheran (SJLC), Antioch for continued use at that congregation. Motion seconded. Discussion: Requested clarification if this is to be a loan or a gift. Per Rev. Serrano, a gift. Some bells are inscribed, what are we going to do with those particular bells? Rev. Serrano to ask those who are still active at GSLC for their approval. The bells have not been used since 2017. Before GSLC gifts the bells to SJLC, GSLC should make a concerted effort to incorporate them into worship instead of gifting them. Is there any interest in a bell ministry at GSLC? Sue Hertless to explore interest in bell ministry. Can this discussion be tabled for 6 months as there is no urgency to get the bells to SJLC.

New motion brought to the table. Motion to table motion to gift bells to St. John's Lutheran, Antioch until the August meeting with the expectation of a report regarding the potential frequency of use, bell ministry leader, and number of participants. Motion seconded. Discussion: None. Motion carried.

Point of Clarification: Does SJLC have a bell choir group? Yes, but they only have a partial set of bells.

Care Team Ministry: Thoughts of setting up a Care Team Ministry as an outreach function to help retain membership (visit shut-ins, distribute Communion to housebound members) with participation from council and the congregation. Sue Hertless to prepare outline of Care Team Ministry structure.

Property: Motion made to sell the trailer to Cheyenne Electric (Mike Henry) for \$1.00. Motion seconded. Discussion: None. Motion carried. Cheyenne Electric will be responsible for licensing, registration, and insurance. GSLC will retain use of the trailer on an 'as needed' basis.

A homeless encampment has been found on the church campus. In an effort to discourage this activity, the bushes are to be either trimmed or removed. Removal would eliminate an ongoing maintenance issue.

Kitchen access for Easter Brunch is approved. During the month of April there will be no dishwasher access.

Ideas from Julie Kim: Interest in starting a Homework Club for members in grades K-12 3:30-5:30p. Julie will create proposal. Strengthening Classes at GSLC open to all members and those from St. Marks and St. Matthew Lutheran Churches. Julie to present proposal at March meeting.

Motion made to adjourn meeting. Motion seconded. Discussion: None. Motion carried.

Meeting adjourned at 12:35p.

Reports Attached: Social Ministry Report, Inspection Report (CCCFP-2023)

Respectfully submitted, Tracey Rentner Council Secretary



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Date: 2/17/2024

Team: Social Ministry

Name: Scott Etzel

SOCIAL MINISTRY REPORT (JANUARY 2024)

SPECIAL RECOGNITIONS:

Dana Deniston and the FFF volunteers – For ongoing service to the community with Friends Feeding Friends programs distributing food, clothing, and furnishings to those in need.

Mike Henry for coordinating the Fellowship Hall kitchen remodel project in addition to all of the other property work he is doing on campus.

Julie Kim for her leadership of DVLC in addition to all of the efforts she makes in the congregation life of Good Shepherd.

PAST EVENTS/ ACCOMPLISHMENTS:

Friends Feeding Friends (FFF) summary for January 2024

In year's past, our pantry traffic declined in January after clients received extra food for the holidays. However, this was not the case this January. FFF still managed to provide food for 4,617 people. Some people ask how our client demographics have changed with time. Many pantry clients are now providing food for 2-3 generations in their households. And, we now have many large immigrant families from the Middle East, Asia, Ukraine and South America. We do our best to provide pantry staples and lots of fresh produce to help meet their cultural preferences.

January 21st, the congregation packed 344 food blessings bags that contained all the Advent donations plus food from FFF. Everyone did a fantastic job. The following day, 696 food bags went out to the Core team for distribution to our unhoused friends in the community.

The day before the blessing bag packing event, we cooked a meal of beef brisket, Teriyaki chicken, corn bread stuffing and fresh fruit salad for the clients at the adult interim shelter. The clients love our meals, and they are always so grateful!!

Mid month, we had an unscheduled inspection from Contra Costa Environmental Health. Once again, we passed inspection with flying colors and our updated green placard was posted in the kitchen by the inspector. Inspectors usually check our food handling and food and refrigerator temperatures. They also check to make sure our food safety certifications are up-to-date.

Finally, we provided household furnishings for 4 households which included donations from our congregation as well as the community. We thank all who donated. Currently, we are in need of pillowcases, washcloths, and kitchen towels, if anyone would like to help.

- Current church financial liabilities designated for FFF in Balance Sheet are:
 - \$20,821.13 FFF Building Fund (as of January 31, 2024)
 - \$36,140.81 FFF Fund (as of January 31, 2024)
 - \$5,662.90 FFF Debit Card (8614) balance (as of January 31, 2024)

Date: 2/17/2024

Team: Social Ministry

Name: Scott Etzel

Senior Food Program

GSLC partnered with the Food Bank of Contra Costa and Solano Counties to provide free groceries to seniors age 55 or older on the first and third Thursdays in January (4th and 18th).

Holding Hands Montessori Preschool

- Church congregation on January 28th approved moving forward in partnership with Holding Hands
 Montessori Preschool to open a preschool in the Sanctuary basement subject to church council approvals
 of lease and building improvements.
- Signed a non-binding Letter Of Intent with preschool which outlines proposed terms of partnership.

American Red Cross Blood Drives

Dates for American Red Cross Blood Drives at Good Shepherd in 2024 are planned as follows;

- Thursday, June 13th
- Thursday, August 22nd
- Thursday, October 10th
- Thursday, December 12th

Diablo Valley Literacy Council (DVLC)

DVLC conducted their annual meeting on Saturday, January 27th at Good Shepherd.

UPCOMING EVENTS/GOALS:

- Negotiate lease terms with preschool.
- Begin work on improvements to Sanctuary basement necessary for preschool.

LONG TERM GOALS: [Events or goals that extend beyond 2 months. Include dates.]

Preschool moved in and classes start August 1st 2024.

CONCERNS: [Any concerns for the upcoming months]

- A fire department official walked sanctuary basement on November 15th as a part of a proposed preschool on campus and identified several fire and life safety code violations in that area.
- FFF: Temporary loss of kitchen use by FFF while it is remodeled in early 2024. This includes daily food distribution during week (if not moved by then) as well as cooking for shelter meals once per month on Saturdays.
- FFF: Storage of household goods and furnishings in Luther Hall, and in some rooms on second floor of
 office building over capacity preventing access in the event of an emergency such as a fire or electrical
 issue. Note: Significant progress was made in clearing access lanes in the main room on second floor of
 office building in Spring of 2022.

OTHER COMMENTS: [Any other comments]

None

COUNCIL ACTION ITEMS:

• Decide on follow up to fire department inspection report and notice of violations.



CONTRA COSTA COUNTY FIRE PROTECTION DISTRICT

4005 Port Chicago Highway, Suite 250 • Concord, CA 94520-1180 Telephone: (925) 941-3300 • Fax: (925) 941-3309 • www.cccfpd.org

Business Name: Holding Hands Montessori **Attn:** Julia Wolfe 4000 CLAYTON RD CONCORD, CA, 94521

Attn: 1401 21ST STREET SUITE R, SACRAMENTO, CA, 95811

Inspection

Number: CCCFP-2023-0001954

In accordance with the requirements of the California Health & Safety Code §13870 and Contra Costa County Fire Code Ordinance 2022-11, you are hereby ordered to immediately correct all violations as noted below upon receipt of this notice. A reinspection will be conducted to ensure compliance. Every person who fails to take immediate corrective action is guilty of a misdemeanor, which is punishable by imprisonment in the county jail not exceeding six months, or by a fine not exceeding one thousand dollars (\$1,000.00), or by both (§13871 H&S).

Third and subsequent inspections conducted to ensure compliance may result in a re-inspection fee being assessed to the business or business owner.

A fire and life safety inspection was conducted on **11/15/2023 16:31:44**. In the course of the inspection, it was determined that:

VIOLATIONS HAVE BEEN FOUND TO EXIST

Inspection Results

BUILDING & EMERGENCY ACCESS:

! Required

ITEM: Provide address numbers and letters for building identification, minimum 4 inches in height, of a contrasting color, and plainly visible from the street.

CODE: CFC - 505.1 - Address identification. - New and existing buildings shall be provided with approved address identification. The address identification shall be legible and placed in a position that is visible from the street or road fronting the property. Address identification characters shall contrast with their background. Address numbers shall be Arabic numbers or alphabetical letters. Numbers shall not be spelled out. Each character shall be not less than 4 inches (102 mm) high with a minimum stroke width of 1/2 inch (12.7 mm). Where required by the fire code official, address identification shall be provided in additional approved locations to facilitate emergency response. Where access is by means of a private road and the building cannot be viewed from the public way, a monument, pole or other sign or means shall be used to identify the structure. Address identification shall be maintained.

! Required

ITEM: Rooms containing fire protection equipment (FACP) or other utilities shall be clearly identified/labeled.

CODE: CFC - 509.1 - Identification. - Fire protection equipment shall be identified in an approved manner. Rooms containing controls for air-conditioning systems or fire protection systems shall be identified for the use of the fire department. Approved signs required to identify fire protection system equipment and equipment location shall be constructed of durable materials, permanently installed and readily visible.

! Required

ITEM: Properly label utility equipment, electrical panels, and gas shut-offs. All utility rooms are clearly labeled to their respective equipment.

CODE: CFC - 509.1.1 - Utility identification. - Where required by the fire code official, gas shutoff valves, electric meters, service switches and other utility equipment shall be clearly and legibly marked to identify the unit or space that it serves. Identification shall be made in an approved manner, readily visible and shall be maintained.

EMERGENCY PLANNING & PREPAREDNESS:

! Required

ITEM: Emergency evacuation maps posted in all occupied areas.

CODE: CFC - 403.4.1.1 - Emergency Pre-Fire Planning. - Each school principal, district superintendent or day nursery manager shall, in cooperation with the enforcing agency, prepare procedures to be followed in case of fire or other emergency. They should include the following: 1.Posting of the telephone number of the fire department in the office and/or at the main switchboard. 2.Assignment of a responsible person to call the fire department upon notification of any fire or activation of the alarm system for any reason other than fire drills. 3.Posting in a conspicuous place in each classroom or assembly area a plan showing paths of travel to evacuate the room in case of emergency and including an alternate route. 4.Posting in each classroom instructions to be followed by the teacher. These should include: 4.1. Maintaining of order during evacuation. 4.2. Removal of roll call book and calling of roll when designated evacuation area is reached.

FIRE EXTINGUISHERS:

! Required

ITEM: Fire extinguishers shall be manually inspected at least monthly. Provide annual certification for all fire extinguishers. Extinguishers shall be maintained, fully charged, operable, and kept in their designated places at all times when they are not being used. They shall have a current inspection tag, safety pin, be damage-free, and gauge shall indicate it is fully charged.

CODE: CFC - 906.2 - General requirements. - Portable fire extinguishers shall be selected, installed and maintained in accordance with this section and California Code of Regulations, Title 19, Division 1,

Chapter 3. Exceptions: 1. The distance of travel to reach an extinguisher shall not apply to the spectator seating portions of Group A-5 occupancies. 2. Thirty-day inspections shall not be required for portable fire extinguishers that are supervised by a listed and approved electronic monitoring device, provided that all of the following conditions are met: 2.1. Electronic monitoring shall confirm that extinguishers are properly positioned, properly charged and unobstructed. 2.2.Loss of power or circuit continuity to the electronic monitoring device shall initiate a trouble signal. 2.3. The extinguishers shall be installed inside of a building or cabinet in a noncorrosive environment. 2.4. Electronic monitoring devices and supervisory circuits shall be tested when extinguisher maintenance is performed. 2.5.A written log of required hydrostatic test dates for extinguishers shall be maintained by the owner to verify that hydrostatic tests are conducted at the frequency required by California Code of Regulations, Title 19, Division 1, Chapter 3. 3.In Group I-3, and in mental health areas of Group I-2, portable fire extinguishers shall be permitted to be located at staff locations. [California Code of Regulations, Title 19, Division 1, §565.1(a) through (c)] Classification of Hazards. (a) Light (Low) Hazard. Locations where the total amounts of Class A combustible materials, including furnishings, decorations and contents, is of minor quantity. These shall include buildings or rooms occupied as offices, classrooms, churches, assembly halls, etc. This classification anticipates that the majority of the contents are either noncombustible or so arranged that a fire is not likely to spread rapidly. Small amounts of Class B flammables used for duplicating machines, art departments, etc., are included provided that they are kept in closed containers and safely stored. (b) Ordinary (Moderate) Hazard. Locations where the total amounts of Class A combustibles and Class B flammables are present in greater amounts than expected under Light (Low) Hazard occupancies. These occupancies could consist of offices, classrooms, mercantile shops and allied storage, light manufacturing, research operations, auto showrooms, parking garages, workshop or support service areas of Light (Low) Hazard occupancies, and warehouses containing Class I or Class II commodities. (c) Extra (High) Hazard. Locations where the total amount of Class A combustibles and Class B flammables are present, in storage, production use, and/or finished product over and above those expected and classed as Ordinary (Moderate) Hazards. These occupancies could consist of woodworking, vehicle repair, aircraft and boat servicing, individual product display showrooms, product convention center displays, storage and manufacturing processes such as painting, dipping, coating, including flammable liquid handling. Also, included in warehousing of, or in-process storage of other Class I and Class II commodities. [California Code of Regulations, Title 19, Division 1, §565.2(a) through (e)] Selection by Hazard. (a) Extinguishers shall be selected for the specific class or classes of hazards to be protected in accordance with the following subdivisions (b), (c), (d) and (e). (b) Extinguishers for protecting Class A hazards shall be selected from the following: Water-type, halogenated agent types, multipurpose dry chemical and wet chemical type. (c) Extinguishers for protection of Class B hazards shall be selected from the following: carbon dioxide, dry chemical types, halogenated agent types and water-type and water chemical extinguishers rated for Class B hazards. (d) Extinguishers for protection of Class C hazards shall be selected from the following: carbon dioxide, dry chemical types, halogenated agent types and water mist types rated for Class C. Carbon dioxide extinguishers equipped with metal horns are not considered safe for use on fires in energized electrical equipment and, therefore, are not classified for use on Class C hazards. (e) Extinguishers and extinguishing agents for the protection of Class D hazards shall be of types approved for use on the specific combustible metal hazard. [California Code of Regulations, Title 19, Division 1, §566(a) through (f)] Application for Specific Hazards. (a) Class B Fire Extinguishers for Pressurized Flammable Liquids and Pressurized Gas Fires. Fires of this nature are considered to be a special hazard. Class B fire extinguishers containing agents other than dry chemical are relatively ineffective on this type of hazard due to stream and agent characteristics. Selection of extinguishers for this type of hazard shall be made on the basis of recommendations by manufacturers of this specialized equipment. The system used to rate extinguishers on Class B fires (flammable liquids in depth) is not applicable to these types of

hazards. It has been determined that special nozzle design and rates of agent application are required to cope with such hazards. Caution: It is undesirable to attempt to extinguish this type of fire unless there is reasonable assurance that the source of fuel can be promptly shut off. (b) Fire extinguishers provided for the protection of cooking appliances that use combustible cooking media (vegetable or animal oils and fats) shall be listed and labeled Class K fires. (c) Three-dimensional Class B Fires. A three-dimensional Class B fire involves Class B materials in motion such as pouring, running or dripping flammable liquids and generally includes vertical as well as one or more horizontal surfaces. Fires of this nature are considered to be a special hazard. Selection of extinguishers for this type of hazard shall be made on the basis of recommendations by manufacturers of this specialized equipment. The system used to rate extinguishers on Class B fires (flammable liquids in depth) is not directly applicable to this type of hazard. (d) Water Soluble Flammable Liquid Fires (Polar Solvents). Extinguishers used for the protection of water soluble flammable liquids, such as alcohols, acetones, esters, ketones, etc., shall be selected in accordance with Section 565.2. AFFF-type and FFFP-type fire extinguishers shall not be used for the protection of water soluble flammable liquids, such as alcohols, acetone, esters, ketones, etc., unless specifically referenced on the extinguisher nameplate. (e) Electronic Equipment Fires. Extinguishers for the protection of delicate electronic equipment shall be selected from the following: carbon dioxide type or a halogenated agent type, or a distilled water mist type with a minimum Class A:C Rating. (f) In patient care areas and sleeping rooms of health care facilities, fire extinguishers, including the agents and expelling means, should be selected and utilized that would not be detrimental to patients and are appropriate for the type of fire expected, such as distilled water mist type fire extinguishers with a minimum 2-A:C rating. [California Code of Regulations, Title 19, Division 1, §567.8] Installation Temperatures. Water-type (water, AFFF, FFFP) extinguishers shall not be installed in areas where temperatures are outside the range of 40°F to 120°F (4°C to 49°C). Other types shall not be installed in areas where temperatures are outside the range of -40°F to 120°F (-40°C to 49°C). Fire extinguishers shall not be exposed to temperatures outside of the range shown on the fire extinguisher label. Exceptions: 1. Where fire extinguishers are installed in locations subject to temperatures outside these ranges, they shall be of a type approved and listed for the temperature to which they are exposed, or they shall be placed in an enclosure capable of maintaining the stipulated temperature range. 2. Fire extinguishers containing plain water only can be protected to temperatures as low as -40°F (-40°C) by the addition of an antifreeze stipulated on the extinguisher nameplate. Calcium chloride solutions shall not be used in stainless steel fire extinguishers. 3. Some fire extinguishers are approved or listed for use at temperatures as low as -65°F (-54°C). [California Code of Regulations, Title 19, Division 1, §574.1] Frequency of Inspection. Fire extinguishers shall be manually inspected when initially placed in service. Thereafter, extinguishers shall be manually inspected at least monthly by the building owner, occupant or his/her authorized agent, or electronically monitored. Fire extinguishers shall be inspected at more frequent intervals when circumstances require, as determined by the Authority Having Jurisdiction. [California Code of Regulations, Title 19, Division 1, §574.2] Inspection Procedures. (a) In addition to California Code of Regulations, Title 19, Division 1, Section 574.1, fire extinguishers shall be manually inspected in accordance with this section if they are located where any of the following conditions exist: (1) High frequency of fires in the past. (2) Extra (high) hazard areas. (3) Location that makes fire extinguishers susceptible to mechanical or physical damage. (4) Exposure to abnormal temperatures or corrosive atmospheres. (b) Manual inspection of extinguishers shall include a check of at least the following items: (1) Located in designated place. (2) No obstruction to access or visibility. (3) Operating instructions on nameplate legible and facing outward. (4) Safety seals and tamper indicators not broken or missing. (5) Examine for obvious physical damage, corrosion, leakage or clogged nozzle. (6) Pressure gauge reading or indicator in the operable range or position. (7) Fullness determined by weighing or hefting. (8) For wheeled units, the condition of tires, wheels, carriage, hose and nozzle shall also be checked. (9) For nonrechargeable extinguishers using push-to-test pressure indicators, test the

indicator. (c) Electronic monitoring shall include monitoring of the following items: (1) Located in the designated place. (2) No obstruction to access or visibility. (3) Pressure gauge reading or indicator in the operable range or position. [California Code of Regulations, Title 19, Division 1, §567.1] Operating Conditions. Portable extinguishers shall be maintained in a fully charged and operable condition, and kept in their designated places at all times when they are not being used. [California Code of Regulations, Title 19, Division 1, §574.3] Corrective Action. When an inspection of any extinguisher reveals a deficiency in any of the conditions listed in Title 19, Division 1, Sections 574.2(b)(c), immediate corrective action shall be taken. [California Code of Regulations, Title 19, Division 1, §574.4] Nonrechargeable Extinguishers. When an inspection of any nonrechargeable fire extinguisher reveals a deficiency in any of the conditions listed in (3), (4), (5), (6), (7) or (9) of Title 19, Division 1, Section 574.2(b), it shall be discharged and removed from service. Exception: Nonrechargeable extinguishers containing a halon agent shall be removed from service, not discharged, and returned to the manufacturer or local fire extinguisher distributor having the capability of recovering the halon agent. [California Code of Regulations, Title 19, Division 1, §575.10] Out of Service. Fire extinguishers removed from service for maintenance or recharge shall be replaced by fire extinguishers suitable for the type of hazard protected and shall be of at least equal rating. [California Code of Regulations, Title 19, Division 1, §591.5] Replacement Extinguishers. Portable fire extinguishers shall not be removed from the premises for hydrostatic testing or any other purpose, without first replacing the extinguisher with a unit rated for the hazard being protected. The customer's original unit shall be returned within 60 calendar days. [California Code of Regulations, Title 19, Division 1, §596.7(a) and (b)] Removal of Tag. (a) No person shall remove any tag, collar or label required by Title 19, Division 1, Chapter 3, Article 9 from a portable fire extinguisher except when service is performed. (b) No person shall deface, modify or alter any tag collar or label required by California Code of Regulations, Title 19, Division 1, Chapter 3, Article 9 to be attached to any portable fire extinguisher. [California Code of Regulations, Title 19, Division 1, §574.5(a) through (c)] Inspection Record Keeping. (a) The fire extinguisher owner shall maintain records of all fire extinguishers inspected, including those extinguishers that were found to require corrective actions. Records shall be maintained until next required maintenance. (b) At least monthly, the date the manual inspection was performed and the initials of the person performing the inspection shall be recorded on a tag or label attached to the fire extinguisher, or an inspection checklist maintained on file, or an electronic system (e.g., bar coding) that provides a permanent record. (c) Fire extinguishers being inspected via electronic monitoring, whereby the extinguisher causes a signal at a control unit when a deficiency in any of the conditions listed in California Code of Regulations, Title 19, Division 1, Section 574.2(c) occurs, shall provide record keeping in the form of an electronic event log at the control panel.

FIRE ALARM SYSTEMS:

! Required

ITEM: Provide annual certification of building fire alarm systems. Fire alarm shall be maintained in an operable condition and tested annually per NFPA 72. Licensed contractors providing service shall upload required certification reports to the Contra Costa County Fire Protection District at www.thecomplianceengine.com.

CODE: CFC - 907.8 - Inspection, testing and maintenance. - The maintenance and testing schedules and procedures for fire alarm and fire detection systems shall be in accordance with Sections 907.8.1 through 907.8.4 and NFPA 72. Records of inspection, testing and maintenance shall be maintained.

COMMENTS:

ITEM: COMMENTS

RESULT: Occupant load for day care center

REMARK: Based on the square footage, the occupant load for the day care center would be at 23 children of ages 3 years or older.

Invoice Number(s)			
CCCFP-2023-0001374			

Inspection Signatures

Occupancy Contact Signature

Inspector Signature

Unable to sign:

Discussed on site

Julia Wolfe Inspection Contact 925-222-5934

julia@hhmont.org 4000 Clayton Rd, Concord, 94521 Steve Aubert

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925-250-5758 saube@cccfpd.org

CIVIL LIABILITY CALIFORNIA STATE HEALTH AND SAFETY CODE

13871

- (a) Any citation issued by a district for violation of a fire prevention code or a district ordinance may be processed pursuant to subdivision (d) of Section 17 of the Penal Code.
- (b) Every person who fails or refuses to correct or eliminate a fire or life hazard after written order of a district board or its authorized representative is guilty of a misdemeanor.
- (c) Every person who falsely personates a member of a district board or an officer or employee of a district is guilty of a misdemeanor.
- (d) Every misdemeanor is punishable pursuant to Section 19 of the Penal Code.

CCCFPD ORDINANCE 2012-03

An Enforcement Officer may impose an administrative fine on an Owner if the violation has not been corrected as specified in the notice of violation. The amount of the fine will be one hundred dollars (\$100.00) for a first violation, five hundred dollars (\$500.00) for a second violation of the same Code section within one year, and one thousand dollars (\$1000.00) for each additional violation of the same Code section within one year. Acts, omissions or conditions in violation of the Code that continue, exist or occur during separate ten-day periods constitute separate violations and offenses for each ten-day period.

CRIMINAL LIABILITY CALIFORNIA PENAL CODE 19

Except in cases where a different punishment is prescribed by any law of this state, every offense declared to be a misdemeanor is punishable by imprisonment in the county jail not exceeding six months, or by fine not exceeding one thousand dollars (\$1,000), or by both.