

VILLAGE OF LOMBARD
REQUEST FOR BOARD OF TRUSTEES ACTION
For Inclusion on Board Agenda

Resolution or Ordinance (Blue) _____ *Waiver of First Requested*
 X Recommendations of Boards, Commissions & Committees (Green)
Other Business (Pink)

TO: PRESIDENT AND BOARD OF TRUSTEES
FROM: Scott Niehaus, Village Manager
DATE: January 23, 2026 (B of T) Date: February 5, 2026
TITLE: Local Tourism Grant Recommendation – Lilac Festival Parade Committee
Lombard Lilac Parade
SUBMITTED BY: Nicole Aranas, Deputy Village Manager

BACKGROUND/POLICY IMPLICATIONS:

Attached please find information regarding a recommendation from the Community Promotion and Tourism Committee for approval of funding to the Lilac Festival Parade Committee toward the 2026 Lombard Lilac Parade. The Committee is recommending approval of a grant of up to \$25,000 through the Local Tourism grant program as well as coverage of Village expenses relating to the Parade (estimated \$35,400).

Please place this item on the consent agenda for the February 5, 2026, Board of Trustees meeting.

Review (as necessary):

Village Attorney X _____ Date _____
Finance Director X _____ Date _____
Village Manager X _____ Date _____

NOTE: All materials must be submitted to and approved by the Village Manager's Office by 12:00 noon, Wednesday, prior to the Agenda Distribution.



#260011
(ALL DISTRICTS)

Memorandum

TO: Scott Niehaus
Village Manager

FROM: Nicole P. Aranas
Deputy Village Manager

DATE: January 23, 2026

SUBJECT: Community Promotion & Tourism – Local Tourism Grant
Lilac Festival Parade Committee – Lombard Lilac Parade

The following is a recommendation from the Community Promotion & Tourism Committee for funding through the Local Tourism Grant Program for the Lombard Lilac Parade in an amount not to exceed \$25,000, plus approximately \$35,400 in Village services.

Grant Request: \$25,000

The Lilac Festival Parade Committee has requested a grant in the amount of \$25,000 to be used towards the annual Lombard Lilac Parade. The Lombard Lilac Parade will take place on May 17, 2026, and is a longstanding Lilac Time tradition.

The committee exists solely to present the annual Lilac Parade. There are no proceeds from the event and all funds raised and grant monies obtained are used to present the parade.

The Parade Committee grant application and budget is attached for your review.

The Parade Committee estimates that the cost of village services (Public Works, Police, Fire) for this year's parade to be \$35,400. Total costs for village services in 2025 were \$35,550.86.

RECOMMENDATION:

The Community Promotion & Tourism Committee has recommended a Local Tourism Grant award to the Lilac Festival Parade Committee in an amount not to exceed \$25,000 plus costs for village services for barricades, supplies, and Village overtime (anticipated to be \$35,400).

**VILLAGE OF LOMBARD
LOCAL TOURISM GRANT PROGRAM 2026 APPLICATION FORM**

GENERAL INFORMATION

Organization:	Lombard Lilac Festival Parade Committee		
Name of event:	Lombard Lilac Parade		
Date of event:	5/17/2026	Event location:	Main St. & Wilson
Contact person:	Jim Iniguez	Title:	Chairperson
Business address:	P.O. Box 82	City & Zip	Lombard 60148
Telephone:	630-629-8517	Email:	Jiniguez66@att.net

PROJECT OVERVIEW

Total cost of the project:	\$60,400
Cost of city services requested in this application (if any):	\$35,400
Grant funding requested in this application (excluding city services)	\$25,000
Total funding requested in this application (grant including services):	\$60,400
Percent of total project cost being requested:	100%
Anticipated attendance:	16000
Anticipated number of overnight hotel stays:	5-10

Briefly describe the project for which are funds are being requested:

Organizing and presenting the annual Lombard Lilac Parade on behalf of the Village of Lombard

ORGANIZATION

Number of years that the organization has been in existence:	58
Number of years that the project or event has been in existence:	89
Number of years the project has been supported by Village of Lombard funds:	60+ years
How many years does the organization anticipate it will request grant funding?	Every year there is a parade.

1) Describe the organization (include brief history, mission, and ability to carry out this project):

The committee has been organizing and presenting the annual parade since 1967. One hundred percent of the members are volunteers. Many of our members have been a part of the committee more than 5 years, and some more than 15 years. Our entire mission is to present the best possible parade for the enjoyment of the citizens of Lombard and others who come to see the Lilac Village, and lilacia Park. This year will be the 90th parade being held, and the 58th that this committee has presented.

- 2) Please describe how the program and any proceeds from the event support the goals and objectives of the organization, other local groups or initiatives, and the community at large:

The committee exists solely to present the annual Lilac Parade. There are no proceeds from the event and all funds raised and grant monies obtained are used to present the parade.

- 3) What is the organization's plan to make the project self-sustaining?

There are no plans at this time to make the Parade self-sustaining, as it's presented on behalf of the Village of Lombard, and it's the final event of Lilac Time. We have instituted entrance fees for commercial units and politicians, and are requesting sponsorships from local businesses to defray the cost of other units. As of this revision we have not received a commitment from a sponsor, but we do anticipate receiving 10-13 sponsorships. Continuing in 2026 we are hosting two fundraisers Adult Flashlight Easter Egg Hunt and our Haunted Wine Walk.

PROJECT DESCRIPTION

- Is the event open to the general public? Yes No
Do you intend to apply for a liquor license for this project? Yes No
Will any revenues from this event be returned to the community? Yes No
Have you requested grant funding in the past? Yes No

If yes, provide grant awards for past 5 years:

2020 \$18,000, 2021 \$18000, 2022 \$18000 2023 \$18000 2024 \$25000 2025 \$25000

- 1) Provide a full detailed description of the proposed project or event.

The parade kicks off at 1:30pm on Main St and Wilson, runs North to Maple, then turns East to Craig Pl. The entire parade usually runs 3-4 hours.

- 2) If your application is accepted, how will the tourism grant funds be used?

Grant funds will be used to support all expenses of the parade; Honorariums paid to participants, and recognition expenses.

- 3) What modifications to the event or other steps will be taken to increase event attendance over previous years (not applicable to first time events)?

We are focused on presenting a family oriented and quality parade. We are always actively seeking new Parade participants to maintain the high reputation of the Lilac Parade, thereby attracting additional visitors. We've incorporated use of social media (i.e. Facebook, Twitter) to help increase the amount of possible participants as well as spectators for the parade without the need to spend more on advertising. Each year we attempt to add new and interesting units to the parade as well as to have returning favorites to entertain the parade watchers

LOCATION

Provide the location of the event or project. If a location has not been secured, list the venue(s) being proposed or considered.

Starts at Main St and Wilson heading North to Maple, then East to Craig Pl. Due to the number of parade units the committee has always organized event set up areas with local schools and businesses

MILESTONES AND TIMETABLES

Describe the milestones that will mark the progress towards implementing the project and provide a timetable for the completion of each milestone.

The parade committee meets once a month beginning 9 months in advance of parade day. Parade applications are due 1 month prior to the event. Parade line-up is finalized 2 weeks before prior to the parade. The day following the parade we have a debriefing meeting to discuss what went well or not well, and where we can improve in the future. Additional meetings may be held as necessary

IMPACT

- 1) Please describe how the event or program will promote overnight stays and/or tourism within the Village of Lombard.

The Parade is the final event of Lilac Time. Although one afternoon in length, out of town guests may come in early to experience other events and stay through the Parade. Many families in town host parties and barbeques on Parade Day.

- 2) Please describe the economic benefit to local businesses and the Lombard community. How will your event draw more people from outside the local market (50 miles or more) or attract a new visitor audience?

Businesses along the parade route (Main St) most likely receive more customers than any other Sunday of the year (i.e. Dairy Queen, Gianorio's, Senior Jalapeno's, Seven Eleven, etc.).

3) Who is the target audience for your event or project? What is your anticipated attendance?

The parade is open to the public and is geared towards quality family fun and entertainment. Anticipated attendance is over 16000.

4) Please identify and detail the estimated cost of any Village of Lombard services anticipated as part of the event (e.g., Police, Public Works, Fire, barricades, etc.). For each cost, confirm whether the costs for such services be covered by the host organization and reimbursed to the Village or are whether the services are requested to be covered under this grant. Any services not specifically requested below and approved as part of this grant, will be the responsibility of the applicant organization.

Overall the Lilac Parade is a community endeavor to promote the Village of Lombard. The Parade committee receives the service of local schools and businesses for the use of their property for parade unit set up. We encourage local businesses to Sponsor Parade units. The parade has worked and will continue to work with the community organizations (i.e. Boys/Girls Scouts, Schools, and Churches) to provide parade day support. We have implemented a participation fee for commercial businesses and seated politicians. The Village of Lombard provides police support, Public works provides Port-O-Potties and street sweepers, and Park District provides bleachers and the Show Mobile. Details of the village support and in-kind donations are in the finance section. Village services are shown as part of the total cost of the parade but funding for them is not part of this grant request.

5) Please describe any collaborative arrangements developed or anticipated with other organizations to fund or otherwise implement the project (including in-kind donations).

6) Please describe your marketing plan. Detail the strategies your organization will use to promote the event or project (e.g., advertising, public relations, marketing, print materials, promotional pieces).

The parade committee advertises via Parade website, social media (Facebook, Twitter), and newspaper ads/interviews. We have placement in the Lilac Time Brochure published by the Park district and in the Lombard Pride. In addition, during Lilac Time, we advertise using flyers, yard signs, and banners placed throughout the Village.

7) Funding for the Local Tourism Grant Program for 2026 is constrained. What have you done to reduce the amount of funds your organization is requesting under this grant? If you do not receive the full funding you requested for 2024, how will your organization adjust? What modifications can/will you make to your budget or event if full grant funding is not made available?

The committee has used social media and yard signs to help keep the advertising costs down. We host 2 fundraising events to help defray the costs of presenting the annual parade. Reduced funding would have a huge impact on the parade, as we pay honorariums to organizations, schools, and other participating units. The effect would cause us to lose some units as the costs for them to bring the organizations to the event have increased, such as costs for fuel, and busses.

FINANCES

- Please include a detailed itemized budget for your entire event on the attached budget form (2 years of past actuals and estimates for upcoming event).
- Attach a copy of the most recently completed agency audit and Federal Form 990. If these documents are not available, please explain why they are not available.

CHECKLIST

- Completed Local Tourism Grant Program Application Form.
- Completed detailed budget form.
- Promotional materials from past events (not applicable to first time events).
- Post event summary from past event (not applicable to first time events).
- Copy of the most recently completed agency audit or explanation of why it is not available.
- Copy of the most recent Federal Form 990 for the agency or explanation of why it is not available.

Additional Notes, Comments or Explanations:

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CERTIFICATION

The undersigned certifies that to the best of his or her knowledge and belief that data in this application are true and correct, the application has been duly authorized by the organization and any funds received under this grant will be used for the purposes described in this application.

Name:			
Title or office held:	Jim Iniguez	Date:	5/19/2025

Signature: Jim Iniguez

**LOCAL TOURISM GRANT PROGRAM
DETAILED BUDGET**

Event: _____ Date: _____

Organization: _____

INCOME: Include an itemized list of all actual (past 2 years) and estimated project revenues (entry fees, gate receipts, food/beverage sales, donations, sponsorships, booth rentals, souvenir sales, other revenues)

ITEMIZED REVENUES	ACTUAL	ACTUAL	ANTICIPATED
Lombard Tourism Grant	\$	\$	\$
Total Income	\$	\$	\$

EXPENSES: Include an itemized list of all actual and estimated project expenses (advertising, supplies, labor, rentals, insurance, materials, entertainment, other expenses)

ITEMIZED EXPENSES	ACTUAL	ACTUAL	ANTICIPATED
	\$	\$	\$
Total Expenses	\$	\$	\$

IN-KIND CONTRIBUTIONS: Include an itemized list of all actual and estimated in-kind contributions. In-kind contributions are non-cash donations, contributions or gifts which can be given a cash value (include Village of Lombard in-kind services, where applicable)

	ACTUAL	ACTUAL	ANTICIPATED
Estimated value of in-kind contributions (explain)	\$	\$	

Income	2020 Budget	2020 Actual	2021 Budget	2021 Actual	2022 Budget	2022 Actual	2023 Budget	2023 Actual	2024 Budget	2024 Actual	2025 Budget	2025 Actual
Donations-Business & Personal	\$ 600.00		\$ -	\$ -	\$600.00	\$0.00	\$600.00	\$90.00	\$600.00	\$408.05	\$600.00	\$3,000.00
Easter Egg Hunt Fundraiser	\$ 1,500.00	\$ -	\$ 1,500.00	\$ -	\$1,500.00	\$1,940.00	\$1,800.00	\$2,108.32	1,500.00	\$1,423.79	1,500.00	\$4,653.92
Cheesecake Fundraiser	\$ 1,000.00	\$ 1,099.00	\$ 1,000.00	\$ -	\$1,000.00	\$877.00	\$800	\$604	\$600	\$377.44	\$0	\$0.00
Spring Wine Walk Fundraiser	\$ 3,500.00		\$ 3,500.00		\$3,500.00	\$0.00	\$2,500.00	0	\$2,500.00	\$1,496.74	\$0.00	\$0.00
Fall Haunted Wine Walk Fundraiser	\$ 3,500.00		\$ 3,500.00		\$3,500.00	3870.69	\$3,500.00	0	\$3,500.00	\$5,843.13	\$3,500.00	\$5,113.15
Paint-N-Sip Party								\$187.00	\$0.00	\$0.00	\$0.00	\$0.00
Lou Malnati's Pizza Coupon Fundraiser								\$255.00	\$0.00	\$0.00	\$0.00	\$0.00
Interest Income	\$8.00	\$1.97	\$2.00	\$1.00	\$2.00	0.27	\$1.00		\$2.00	\$1.00	\$2.00	\$1.00
Other Income- Local Tourism Grant	\$18,000.00	\$ -	\$18,000.00		\$18,000.00	\$18,000	\$18,000.00	\$18,000.00	\$18,000.00	\$20,000.00	\$25,000.00	\$20,650.00
Sponsorships	\$6,000.00	\$827.31	0+G29F13:F1	\$ -	0	0	\$6,000.00	\$3,150.00	\$6,000.00	5,491.00	\$6,000.00	11,560.50
Application fees	\$300.00	\$ -	\$300.00	\$ -	\$300.00	0	\$300.00		\$300.00	\$750.00	\$300.00	\$755.00
Credit Card Processing Fees											\$0.00	\$550.00
Carry over from previous year		\$3,211.09		\$2,703.70		\$1,694.28		(\$7,663.01)		\$5,093.55		\$11,586.79
Revenue	\$ 34,408.00	\$ 5,139.37	\$ 27,802.00	\$ 2,704.70	\$ 28,402.00	26382.24	\$ 33,501.00	16731.31		\$35,791.15		\$46,281.85

Expenses	2020 Budget	2020 Actual	2021 Budget	2021 Actual	2022 Budget	2022 Actual	2023 Budget	2023 Actual	2024 Budget	2024 Actual	2025 Budget	2025 Actual
Annual Fee	\$15.00	\$15.00	\$15.00	\$15.00	15	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
Annual Fee SOS	\$10.00	\$10.00	\$10.00	\$10.00	\$10	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00
Administration- Tax Prep	\$550.00	\$400.00	\$400.00	\$400.00	400	\$410.00	\$410.00	\$475.00	\$500.00	\$500.00	\$500.00	\$500.00
Auto	\$1,100.00	0	\$1,100.00	0	1100	0	0	\$62.54	\$0.00	\$0.00	\$0.00	\$0.00
Lombard Chamber					\$250.00	\$250.00	\$360.00	\$1,805.00	\$250.00	\$1,790.00	\$250.00	\$250.00
Lombard Park District								\$100.00	\$0.00	\$0.00	\$0.00	\$0.00
Banners & Signs	\$2,300.00	0	\$2,300.00	0	2300	\$350.00	\$500	\$200.00	\$100.00	\$250.00	\$1,000.00	\$6,422.25
Marshal Shirts and Zip Hoodies	\$500.00	0	\$500.00	0	500	\$2,033.00	\$500.00	0	\$500.00	\$0.00	\$500.00	\$0.00
Deluxe Checks				\$71.00		0	0	\$62.54	\$0.00	\$0.00	\$0.00	\$0.00
Egg Hunt Expenses (eggs;candy)	\$25.00	0	\$150.00	0	150	\$368.63	\$350.00	\$343.36	\$300.00	\$434.00	\$300.00	\$434.00
Wine Walk Expenses-Spring	\$3,000.00	0	\$3,000.00	0	3000	\$468.00	\$3,000	0	\$3,000.00	\$896.00	\$0.00	\$0.00
Wine Walk Expenses-Fall	\$3,000.00	0	\$3,000.00	0	3000	\$2,909.31	\$3,000.00	0	\$3,000.00		\$3,000.00	\$5,113.15
Flowers	\$200.00	0	\$400.00	0	400	\$270.00	\$300.00	\$180.00	\$300.00	\$225.00	\$300.00	\$300.00
Food	\$2,300.00	0	\$2,300.00	0	2300	\$996.00	\$1,000.00	\$1,515.54	\$1,000.00	\$2,000.00	\$1,000.00	\$3,447.86
Honorarium	\$22,000.00	0	\$18,000.00	0	18000	\$19,200.00	\$20,000.00	\$18,975.00	\$20,000.00	24,225.00	\$25,000.00	20,640.00
Insurance	\$1,000.00	\$988.00	\$1,000.00	\$0.00	1000	\$2,606.00	\$1,000.00	\$1,502.00	\$1,505.00	\$1,700.00	\$1,505.00	\$1,944.00
Judges	\$400.00			0		\$450.00	\$450.00	\$350.00	\$450.00	\$350.00	\$450.00	\$450.00
Office Expense	\$200.00	0	\$200.00	0	200	\$19.53	\$50.00	\$19.84	\$200.00	\$38.56	\$200.00	\$475.00
Plaque and Ribbons	\$200.00	0	\$200.00	\$126.00	200	\$269.90	\$300.00	\$126.00	\$300	\$150.00	\$300	\$150.00
Postage	\$50.00	0	\$50.00	0	50	\$179.20	\$200.00	\$278.20	\$280.00	\$546.00	\$280.00	\$178.51
Printing and Reproduction	\$1,000.00	\$0	\$1,000.00	0	1000	\$295.71	\$400.00	\$807.37	\$807.00	\$1,000.00	\$807.00	\$1,992.25
Publicity	\$1,200.00	\$597.25	\$1,000.00	0	1000	\$422.00	\$500.00	\$595.00	\$500.00	\$595.00	\$500.00	\$595.00
Utilities	\$300.00	\$263.28	\$300.00	\$263.28	300	\$329.83	\$350.00	\$198.96	\$350.00	\$367.00	\$350.00	\$367.00
Website	\$300.00	\$172.14	\$250.00	\$135.14	250	\$205.14	\$250.00	\$250.00	\$250.00	\$250.00	\$250.00	\$250.00
Radios						\$578.00	\$600.00	0	\$600.00	\$600.00	\$600.00	\$600.00
Golf Carts						\$1,670.00	\$1,700.00	\$1,670.00	\$1,670.00	\$1,936.00	\$1,670.00	\$1,936.00
Total Expenses	\$ 39,650.00	\$ 2,445.67	\$ 35,175.00	\$ 1,020.42	\$ 35,425.00	\$ 34,305.25	\$ 35,245.00	27808.81	35,887.00	37,877.56	35,887.00	46,080.02

Total carry over to next year		\$ 2,693.70		\$ 1,684.28		-7923.01		-11077.55		\$5,093.55		\$11,586.79
In-Kind Estimates	2020 Budget	2020 Actual	2021 Budget	2021 Actual	2022 Budget	2022 Actual	2023 Budget	2023 Actual	2024 Budget	2024 Actual	2025 Budget	2025 Actual
Manny's Ale House						\$1,180.00	\$1,000	\$2,000			\$3,000	\$3,000
Rosemary & Jean						\$30.00					0	0
Cakes by Carlos						\$280.00					0	0
Ace Hardware-Lombard						\$500.00		\$500		\$400	\$400	\$549
Nicole S.- Gift Sets						\$50.00		\$60		\$100	0	\$0
Karen B.- Gift Set						\$50.00		\$50		\$100	0	\$0
Uniquely Yours By Laure-Custome Tumbler						\$30.00					0	0
Amys Salon Gift Basket						\$250.00		\$250		\$250.00	\$250	\$250.00
Bike Barn- 2 guft baskets						\$100.00		\$100		\$100		\$150
JT's Porch						\$50.00				\$2,000.00	0	\$0.00
Avanzar						\$50.00				\$1,000.00		\$1,000.00
Lilly Café						\$40.00					0	0
Gianorios						\$44.00				\$25.00	0	\$0.00
Bricks						\$25.00		\$50			0	0
Shannon's Deli						\$20.00		\$20.00		\$25.00	0	\$0.00
Rosatti's Pizza						\$104.00		\$40			0	0
Los Burritos Mexicanos						\$50.00						
Old Town Pizzeria						\$60.00		\$25				
Fire Water BBQ						\$75.00		\$100				
Roadhouse 38						\$75.00						
National University of Health Scie.		0				\$300.00						
Lombard Commons		0				\$150.00		\$150				
Lombard Pharmacy		0				\$150.00						
First United Methodist Church		0				\$100.00						
Glenbard East		0				\$300.00		\$300				
Park District		0				\$100.00		\$100				
Lombardian						0						
Comcast												
Illinois Center for Broadcasting		0				\$400.00				\$400.00		\$400.00
Wine Walk - Tasting Wine (distributors)						\$1,000.00		0		\$1,000.00		\$1,000.00
Facebook Boost Ad		\$45				\$78.00						
Fringe		\$100.00				0				\$100.00		\$100.00
Ellyn Murphy		\$120.00				\$100.00		\$100.00		\$100.00		\$100.00
Lombard Commons Park		\$108				\$108.00		\$108		\$108		\$108
McDonald's - water						\$50.00		\$35.00		\$35.00		\$35.00
Walgreen's - water						\$50.00		\$35.00		\$35.00		\$35.00
Park District - Showmobile						\$150.00	\$150.00	\$150.00		\$150.00		\$150.00
Candy donated by committee members						0						
Zanies						\$160.00		\$160.00		\$160.00		\$160.00
Improv						\$150.00		\$150.00		\$150.00		\$150.00
Enchanted Castle						0					\$0.00	\$1,000.00
Drury Lane						0						
Wheaton Radio Club						\$500.00	\$500.00	\$500.00		\$500.00		\$500.00
Lombard Golf Coarse								\$200		\$200.00		\$200.00
Dave & Busters								\$50		\$50.00		\$0.00
Orange Theory								\$50				

Costco GC							\$100		\$100.00		\$100.00
LA Tan											\$4,000.00
Rainbow air purifier											\$150.00
Mystic Vines											\$500.00
Bones & Blossoms											\$100.00
Pure Ambiance Salon											\$100.00
S&R Travel											\$5,000.00
Petes Fresh Market											\$100.00
Esquire											\$300.00
In-Kind total		\$ 373.00					\$6,909.00	\$5,383	7,188		19,237
Village Costs											
Barricades	\$1,509.00	\$1,509.00	\$1,509		1509	\$1,509.00	\$1,700.00		\$1,700.00		\$1,900.00
Police OT & Supplies		\$ 13,284.44				\$13,284.44	\$14,000.00		\$14,000.00		\$14,000.00
Public Works OT & Supplies		\$ 3,027.08				\$3,027.08	\$4,000.00		\$4,000.00		\$4,000.00
Village total cost		\$ 14,793.44				\$14,793.44	\$ 15,700.00		\$15,700.00		\$15,700.00
Total Cost Estimate		\$ 17,612.11				\$ 56,007.69	\$ 48,891.81		35,400.00		35,600.00
Volunteer Hours - Estimates											
Wine Walk - 12 people for 5 hours		60 hours				60 hours		0	70 hours		70 hours
Easter Egg Hunt 8 people for 3 hours		24 hours				24 hours	24 hours		24 hours		24 hours
Parade Day 80 people for 7 hours		560 hours				560 hours	560 hours		560 hours		560 hours
Committee Meeting hours		360 hours				360 hours	360 hours		360 hours		360 hours
Parade Chair		100 hours				100 hours	100 hours		100 hours		100 hours
Secretary		15 hours				15 hours	15 hours		15 hours		25 hours
Treasurer		20 hours				20 hours	20 hours		20 hours		20 hours
Parade Secretary		100 hours				100 hours	100 hours		100 hours		150 hours
Fundraising / Sponsorship									300 hours		392 hours
Marshall		50 hours				50 hours	50 hours		50 hours		100 hours
Other members		200 hours				200 hours	200 hours		200 hours		200 hours