

Description	2023-2024 Fiscal Year			Variance	
	3/31 Actual	23-24 Frcst	24-25 Budget	\$	%
Investment income	\$ 2,203	2,938	\$ 3,000	\$ 62	2.12%
Gains/losses on investments	11,318	11,318	-	-	0.00%
Total	13,521	14,256	3,000	62	0.44%
Salaries - Full time	58,769	80,406	83,629	3,223	4.01%
Retirement	1,822	2,429	2,589	160	6.60%
FICA	4,386	5,848	6,398	550	9.41%
Employee insurance/HRA/FSA	8,972	11,963	12,922	959	8.02%
Life/LTD/Dental/Vision	1,004	1,338	1,375	37	2.73%
Salaries - part time (all-in costs)	7,707	10,276	10,694	418	4.07%
Total personnel costs	82,659	112,260	117,607	5,347	4.76%
Meetings/workshops	611	815	4,200	3,385	415.52%
Travel	6,219	8,291	10,325	2,034	24.53%
Special projects (identity assessments)	4,796	6,395	1,000	(5,395)	-84.36%
Legal costs	5,100	6,799	10,000	3,201	47.07%
Professional budget/Insurance	550	733	750	17	2.27%
Office supplies	23	31	100	69	226.09%
Dues and subscriptions	-	250	250	-	0.00%
Library/Management fee	1,498	1,997	1,600	(397)	-19.88%
Celebrations/hospitality	-	-	100	100	NA
Gifts	88	117	200	83	71.31%
Total operating costs	18,884	25,428	28,525	3,097	12.18%
Total costs	\$ 101,542	\$ 137,688	\$ 146,132	\$ 8,444	6.13%