



# Financial Report Appendix

The Carpentries  
For the 2022 Fiscal Year

Prepared on  
**June 29, 2023**

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# Notes & Definitions

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## Programs & Supporting Services

The purpose of this section is to define our programs and supporting services.

*Programs* - The activities that fulfill The Carpentries mission and also directly impact and support our community. These are divided into the following classifications: Community Engagement and Development, Curriculum Development and Maintenance, Instructor Training, Member Organisation Engagement and Development, and Workshops.

*Supporting Services* - Activities that support the overall mission of The Carpentries, but no specific program and are divided into two classifications

- Administration (Management & General) - refers to the activities that are not identifiable with a single program, but that are indispensable to all programs and to our overall operations. These often include oversight (Executive Council), business administration, financial administration (budgeting, accounting and record keeping), fiscal sponsorship, and the overall management of The Carpentries.
- Fundraising - refers to activities involved in securing funding, services, materials, facilities, other assets or time. These often include meeting with or contacting potential donors, and writing grants or contribution solicitations.

# Accounting Practices

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## Accounting Practices

The purpose of this section is to summarise, in writing, the methods and procedures used to allocate income and expenses to programs and supporting services.

### Income Allocations

All income was attributed to the area where the expenses to bring in that income were incurred. For example, grants are allocated to fundraising since fundraising efforts (soliciting and building relationships with the organisation, writing grants, etc.) resulted in the grant income. Similarly, while memberships consist of workshop and instructor training benefits, the efforts to engage and build relationships with potential member organisations are primarily supported by the Member Organisation Engagement and Development program. Therefore, membership income has been allocated 100% to the Member Organisation Engagement and Development program.

### Expense Allocations

There are two types of expenses: direct and indirect. Direct expenses are those expenses that only involve one program or supporting service, and as a result can be directly allocated to the associated program or supporting service. For example, subscription expenses for community mailing lists are allocated to the Community Engagement and Development program. Conversely, indirect expenses are those expenses that are generated for common or joint objectives and cannot be allocated to one program or supporting service.

Indirect expenses often support multiple programs, and so these expenses need to be divided based on the amount of support they provide to each program or supporting service. Allocating portions of indirect expenses to the programs they support provides a full picture of the expenses needed to financially support a program. The approach used to allocate indirect costs to either programs or supporting services is as follows:

- Dues and Subscriptions (i.e., Amazon Web Services, Topic Box, RackSpace, Typeform, SurveyMonkey, MailChimp) - Allocated to programs based on an estimate of how much each program utilises the subscription. For example, we utilise an email based customer support platform (HelpScout) to communicate with The Carpentries Community through four shared mailboxes. Thus, the cost of this HelpScout subscription was allocated evenly among the four programs those mailboxes support (25% to each program).
- Personnel – This category includes salary and benefit expenses for the Core Team, which are allocated to programs based on the percentage of time each team member spent supporting a program during the fiscal year. For example, if our Executive Director spent 5% of their time supporting Instructor Training, 5% of our Executive Director's salary and fringe expenses would be allocated to the Instructor Training program.
- Consultant Expenses - Allocated to programs based on the percentage of time each team member spent supporting a program during the fiscal year.
- Infrastructure, Assessment and DEI (Diversity, Equity & Inclusion) Expenses - Allocated to programs based on the percentage of time each team member spent supporting a program during the fiscal year.

Similarly, the remaining indirect expenses which benefit all programs and supporting services were allocated based on personnel effort (or the percentage of personnel time supporting each program). For example, the table below demonstrates how the percentage of total personnel effort would be used to allocate the remaining indirect expenses:

Program or Supporting Service	Total Personnel Effort (%)	Indirect Expenses Allocated to Program/Service (%)
Administration (Management & General)	25%	25%
Fundraising	5%	5%
Community Engagement and Development	20%	20%
Curriculum Development and Maintenance	10%	10%
Instructor Training	10%	10%
Member Organisation Engagement and Development	15%	15%
Workshops	15%	15%
<b>Total</b>	<b>100%</b>	<b>100%</b>
<b>Total</b>	<b>100%</b>	<b>100%</b>

## **Estimates**

Time estimates were used to allocate personnel time to programs. The Carpentries began using job plans in 2018 to plan and track how each team member is spending their time. (For more information please see this blog post on job plans: <https://carpentries.org/blog/2019/02/projects-teams-job-plans/>)

The Core Team uses Job Plans to outline each person's major areas of responsibility (MAR) and the associated program. Each month team members update their job plan with an estimate of the percent time spent supporting each MAR. At the end of the year we use the job plans to calculate the percentage of time spent supporting each program. Our job plans provide a good estimate of how the Core Team's time has been used to support each program and is the basis for allocating team expenses to programs.

## **Key Metrics**

The following formulas were used to calculate the Key Metrics in this report:

- Overhead Ratio = Total Administration Expenses / Total Expenses
- Operating Reliance = Total Program Income / Total Program Expenses

- Self-Sufficiency Ratio = Total Program Income / Total Non-Grant Related Expenses\*

\*Non-grant related expenses are the expenses for operations or activities outside the goals of a grant.

# Disclaimers & Acknowledgements

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## Disclaimers & Acknowledgements

Please note that some of the data from previous years may appear different than in a previous report, as all data analysis has been updated to align with current accounting practices for expense and income allocations. We also acknowledge that our use of Income and Net Income differs from the academic definition of these terms. In the financial report, the term 'Income', is used in place of the business term 'Revenue', to refer to the total amount of money received for products and services. Similarly, 'Net Income', is used in place of the business term 'Income', to refer to the net profit (or what remains after expenses and taxes are subtracted from 'Revenue').

# Quarterly Profit and Loss Summary

January - December 2022

	Jan - Mar, 2022	Apr - Jun, 2022	Jul - Sep, 2022	Oct - Dec, 2022	Total
<b>INCOME</b>					
Fundraising					0.00
4200 Contributed Income - Foundations	1,864.64	201,639.87		199,650.00	403,154.51
4205 Contributed Income - Corporations	10,000.00			15,000.00	25,000.00
4215 Contributed Income - Individual Donations	317.80	59.85	5,461.69	169.56	6,008.90
4220 Contributions - Events		45,777.00			45,777.00
<b>Total Fundraising</b>	<b>12,182.44</b>	<b>247,476.72</b>	<b>5,461.69</b>	<b>214,819.56</b>	<b>479,940.41</b>
Programs					0.00
4110 Earned Income - Fee For Service	355,676.23	212,611.10	191,730.20	255,190.50	1,015,208.03
<b>Total Programs</b>	<b>355,676.23</b>	<b>212,611.10</b>	<b>191,730.20</b>	<b>255,190.50</b>	<b>1,015,208.03</b>
<b>Total Income</b>	<b>367,858.67</b>	<b>460,087.82</b>	<b>197,191.89</b>	<b>470,010.06</b>	<b>1,495,148.44</b>
<b>GROSS PROFIT</b>	<b>367,858.67</b>	<b>460,087.82</b>	<b>197,191.89</b>	<b>470,010.06</b>	<b>1,495,148.44</b>
<b>EXPENSES</b>					
1 Team Salary & Benefit Expenses					0.00
1650 PEO Employee Deposit			9,914.43	8,233.65	18,148.08
6000 Salaries	243,976.24	258,595.43	262,506.96	245,997.84	1,011,076.47
6001 PEO Salaries	66,665.67	69,052.65	61,333.71	41,534.77	238,586.80
6006 PEO Vacation	234.61	600.26	1,635.01	1,321.09	3,790.97
6010 Payroll Taxes	22,331.18	20,122.36	21,823.36	19,553.28	83,830.18
6011 PEO Payroll Taxes	19,018.09	15,884.39	10,520.34	2,084.74	47,507.56
6025 Worker's Compensation Insurance	483.70	507.38	507.15	507.65	2,005.88
6026 PEO Workers Compensation Insurance	169.22	166.39	185.83	125.84	647.28
6030 Benefits-Health & Dental Insurance	35,686.91	37,390.41	39,926.36	37,763.82	150,767.50
6031 PEO Medical, Life & Disability Benefits Insurance	5,455.41	7,250.01	6,921.11	5,172.63	24,799.16



	Jan - Mar, 2022	Apr - Jun, 2022	Jul - Sep, 2022	Oct - Dec, 2022	Total
6040 Benefits-Pension Plan 401K Match	9,563.12	9,814.62	10,404.18	10,230.83	40,012.75
6041 PEO-Benefits Pension Plan				1,139.81	1,139.81
6506 PEO - Payroll Processing Expense		7,022.04	20,982.85	16,418.51	44,423.40
<b>Total 1 Team Salary &amp; Benefit Expenses</b>	<b>403,584.15</b>	<b>426,405.94</b>	<b>446,661.29</b>	<b>390,084.46</b>	<b>1,666,735.84</b>
2 Consultants					0.00
6110 Consultants-General	31,329.12	34,230.95	32,975.00	25,512.00	124,047.07
6115 Consultants - Technical	19,872.50	19,855.00	1,225.00	2,870.03	43,822.53
6130 Consultants - Communications	167.37				167.37
<b>Total 2 Consultants</b>	<b>51,368.99</b>	<b>54,085.95</b>	<b>34,200.00</b>	<b>28,382.03</b>	<b>168,036.97</b>
3 Legal & Professional Fees					0.00
6150 Legal Fees	48.00	920.00		724.52	1,692.52
6300 Fees/License/Misc Taxes	450.01	314.98		-0.01	764.98
6500 Employee Recruiting			721.82	600.00	1,321.82
6535 Staff Development	1,122.35	475.00	481.06	111.73	2,190.14
<b>Total 3 Legal &amp; Professional Fees</b>	<b>1,620.36</b>	<b>1,709.98</b>	<b>1,202.88</b>	<b>1,436.24</b>	<b>5,969.46</b>
4 Software & Subscriptions Services					0.00
6210 Telephone - Internet Service	48.30	100.40	1,048.10	19.99	1,216.79
6302 Dues & Subscriptions	14,584.38	11,801.13	6,129.37	13,279.76	45,794.64
6330 Equipment & Software		3,865.41	437.54	302.00	4,604.95
6335 Office/Computer Supplies	33.16	717.83	108.71	1,932.13	2,791.83
6910 Web Hosting & Maintenance	439.67	886.60	865.72	1,328.93	3,520.92
<b>Total 4 Software &amp; Subscriptions Services</b>	<b>15,105.51</b>	<b>17,371.37</b>	<b>8,589.44</b>	<b>16,862.81</b>	<b>57,929.13</b>
5 Program Supplies & Communications					0.00
6340 Postage and Courier/Delivery Service	76.79			9.00	85.79
6400 Honorarium		4,000.00		4,000.00	8,000.00

	Jan - Mar, 2022	Apr - Jun, 2022	Jul - Sep, 2022	Oct - Dec, 2022	Total
6405 Program Supplies	89.90		118.60	1,367.93	1,576.43
6410 Translation Services			19,929.36	4,924.00	24,853.36
6415 Child Care			1,236.70		1,236.70
6815 Printing & Print Design				55.48	55.48
6830 Fundrasing Event	730.00		558.53		1,288.53
6905 Marketing/Advertising				169.90	169.90
<b>Total 5 Program Supplies &amp; Communications</b>	<b>896.69</b>	<b>4,000.00</b>	<b>21,843.19</b>	<b>10,526.31</b>	<b>37,266.19</b>
6 Meetings & Travel					0.00
6525 Staff Meetings	1,478.45	3,255.93		0.01	4,734.39
6530 Board/Advisory Committee Meetings		10,165.04	10,187.34	2,999.99	23,352.37
6600 Travel-Meals	885.99	1,441.10	1,208.74	381.24	3,917.07
6605 Travel-Ground Transportation	389.59	1,337.90	511.09	800.33	3,038.91
6615 Business Food/Catering	21.01	68.54			89.55
6620 Travel-Airfare	985.57	2,177.09	3,352.52	6,325.69	12,840.87
6625 Travel-Hotel	1,188.50	15,146.32	1,303.71	1,231.73	18,870.26
6630 Meeting/Conference Registration Fees	612.00	324.07	436.09	0.00	1,372.16
6690 Travel-Misc				947.57	947.57
<b>Total 6 Meetings &amp; Travel</b>	<b>5,561.11</b>	<b>33,915.99</b>	<b>16,999.49</b>	<b>12,686.56</b>	<b>69,163.15</b>
7 Other Business Expenses					0.00
5000 Grants Made-Income			22,500.00	15,622.19	38,122.19
7015 Other/Miscellaneous	4.99		26.44		31.43
<b>Total 7 Other Business Expenses</b>	<b>4.99</b>		<b>22,526.44</b>	<b>15,622.19</b>	<b>38,153.62</b>
8 Fiscal Sponsorship					0.00
8000 CI Fiscal Sponsorship Fee	35,094.60	46,732.32	18,575.08	48,409.43	148,811.43

	Jan - Mar, 2022	Apr - Jun, 2022	Jul - Sep, 2022	Oct - Dec, 2022	Total
<b>Total 8 Fiscal Sponsorship</b>	35,094.60	46,732.32	18,575.08	48,409.43	148,811.43
<b>Total Expenses</b>	513,236.40	584,221.55	570,597.81	524,010.03	2,192,065.79
<b>NET OPERATING INCOME</b>	-145,377.73	-124,133.73	-373,405.92	-53,999.97	-696,917.35
<b>NET INCOME</b>	\$ -145,377.73	\$ -124,133.73	\$ -373,405.92	\$ -53,999.97	\$ -696,917.35

# Profit and Loss - Administration (Management & General)

January - December 2022

		Total
	Jan - Dec 2022	% of Income    % of Expense
<b>INCOME</b>		
<b>Total Income</b>		<b>0.00%    0.00%</b>
<b>GROSS PROFIT</b>	<b>0.00</b>	<b>0.00%    0.00 %</b>
<b>EXPENSES</b>		
1 Team Salary & Benefit Expenses		
1650 PEO Employee Deposit	18,148.08	3.75 %
6000 Salaries	252,792.14	52.18 %
6001 PEO Salaries	44,271.86	9.14 %
6006 PEO Vacation	113.73	0.02 %
6010 Payroll Taxes	20,272.83	4.18 %
6011 PEO Payroll Taxes	19,399.03	4.00 %
6025 Worker's Compensation Insurance	568.83	0.12 %
6026 PEO Workers Compensation Insurance	82.40	0.02 %
6030 Benefits-Health & Dental Insurance	40,202.81	8.30 %
6031 PEO Medical, Life & Disability Benefits Insurance	2,606.37	0.54 %
6040 Benefits-Pension Plan 401K Match	9,612.80	1.98 %
6041 PEO-Benefits Pension Plan	106.23	0.02 %
6506 PEO - Payroll Processing Expense	13,290.49	2.74 %
<b>Total 1 Team Salary &amp; Benefit Expenses</b>	<b>421,467.60</b>	<b>87.00 %</b>
2 Consultants		
6110 Consultants-General	38,926.31	8.04 %
6115 Consultants - Technical	1,955.62	0.40 %
<b>Total 2 Consultants</b>	<b>40,881.93</b>	<b>8.44 %</b>
3 Legal & Professional Fees		
6150 Legal Fees	374.47	0.08 %
6300 Fees/License/Misc Taxes	169.25	0.03 %
6500 Employee Recruiting	292.45	0.06 %
6535 Staff Development	484.57	0.10 %
<b>Total 3 Legal &amp; Professional Fees</b>	<b>1,320.74</b>	<b>0.27 %</b>
4 Software & Subscriptions Services		
6210 Telephone - Internet Service	28.47	0.01 %

			Total
	Jan - Dec 2022	% of Income	% of Expense
6302 Dues & Subscriptions	6,139.17		1.27 %
6330 Equipment & Software	952.03		0.20 %
6335 Office/Computer Supplies	593.64		0.12 %
6910 Web Hosting & Maintenance	779.00		0.16 %
<b>Total 4 Software &amp; Subscriptions Services</b>	<b>8,492.31</b>		<b>1.75 %</b>
5 Program Supplies & Communications			
6340 Postage and Courier/Delivery Service	18.98		0.00 %
6400 Honorarium	1,770.00		0.37 %
6405 Program Supplies	19.89		0.00 %
6905 Marketing/Advertising	11.45		0.00 %
<b>Total 5 Program Supplies &amp; Communications</b>	<b>1,820.32</b>		<b>0.38 %</b>
6 Meetings & Travel			
6525 Staff Meetings	1,047.48		0.22 %
6530 Board/Advisory Committee Meetings	5,166.71		1.07 %
6600 Travel-Meals	562.92		0.12 %
6605 Travel-Ground Transportation	261.42		0.05 %
6620 Travel-Airfare	620.39		0.13 %
6625 Travel-Hotel	2,715.55		0.56 %
6630 Meeting/Conference Registration Fees	71.70		0.01 %
<b>Total 6 Meetings &amp; Travel</b>	<b>10,446.17</b>		<b>2.16 %</b>
7 Other Business Expenses			
7015 Other/Miscellaneous	4.99		0.00 %
<b>Total 7 Other Business Expenses</b>	<b>4.99</b>		<b>0.00 %</b>
<b>Total Expenses</b>	<b>484,434.06</b>	<b>0.00%</b>	<b>100.00 %</b>
<b>NET OPERATING INCOME</b>	<b>-484,434.06</b>	<b>0.00%</b>	<b>-100.00 %</b>
<b>NET INCOME</b>	<b>\$ -484,434.06</b>	<b>0.00%</b>	<b>-100.00 %</b>

# Profit and Loss - Fundraising

January - December 2022

			Total
	Jan - Dec 2022	% of Income	% of Expense
<b>INCOME</b>			
Fundraising			
4200 Contributed Income - Foundations	403,154.51	84.00 %	299.64 %
4205 Contributed Income - Corporations	25,000.00	5.21 %	18.58 %
4215 Contributed Income - Individual Donations	6,008.90	1.25 %	4.47 %
4220 Contributions - Events	45,777.00	9.54 %	34.02 %
<b>Total Fundraising</b>	<b>479,940.41</b>	<b>100.00 %</b>	<b>356.71 %</b>
<b>Total Income</b>	<b>479,940.41</b>	<b>100.00 %</b>	<b>356.71 %</b>
<b>GROSS PROFIT</b>	<b>479,940.41</b>	<b>100.00 %</b>	<b>356.71 %</b>
<b>EXPENSES</b>			
1 Team Salary & Benefit Expenses			
6000 Salaries	56,710.01	11.82 %	42.15 %
6001 PEO Salaries	3,702.00	0.77 %	2.75 %
6010 Payroll Taxes	4,570.30	0.95 %	3.40 %
6011 PEO Payroll Taxes	43.11	0.01 %	0.03 %
6025 Worker's Compensation Insurance	91.52	0.02 %	0.07 %
6026 PEO Workers Compensation Insurance	7.09	0.00 %	0.01 %
6030 Benefits-Health & Dental Insurance	6,682.01	1.39 %	4.97 %
6031 PEO Medical, Life & Disability Benefits Insurance	206.04	0.04 %	0.15 %
6040 Benefits-Pension Plan 401K Match	1,745.75	0.36 %	1.30 %
6041 PEO-Benefits Pension Plan	42.83	0.01 %	0.03 %
6506 PEO - Payroll Processing Expense	921.38	0.19 %	0.68 %
<b>Total 1 Team Salary &amp; Benefit Expenses</b>	<b>74,722.04</b>	<b>15.57 %</b>	<b>55.54 %</b>
2 Consultants			
6110 Consultants-General	4,075.98	0.85 %	3.03 %
<b>Total 2 Consultants</b>	<b>4,075.98</b>	<b>0.85 %</b>	<b>3.03 %</b>
3 Legal & Professional Fees			
6150 Legal Fees	107.91	0.02 %	0.08 %
6300 Fees/License/Misc Taxes	48.77	0.01 %	0.04 %
6500 Employee Recruiting	84.27	0.02 %	0.06 %
6535 Staff Development	139.62	0.03 %	0.10 %
<b>Total 3 Legal &amp; Professional Fees</b>	<b>380.57</b>	<b>0.08 %</b>	<b>0.28 %</b>
4 Software & Subscriptions Services			
6210 Telephone - Internet Service	8.20	0.00 %	0.01 %
6302 Dues & Subscriptions	1,768.91	0.37 %	1.31 %
6330 Equipment & Software	274.31	0.06 %	0.20 %
6335 Office/Computer Supplies	171.05	0.04 %	0.13 %
6910 Web Hosting & Maintenance	224.46	0.05 %	0.17 %
<b>Total 4 Software &amp; Subscriptions Services</b>	<b>2,446.93</b>	<b>0.51 %</b>	<b>1.82 %</b>

			Total
	Jan - Dec 2022	% of Income	% of Expense
5 Program Supplies & Communications			
6340 Postage and Courier/Delivery Service	5.47	0.00 %	0.00 %
6400 Honorarium	510.00	0.11 %	0.38 %
6405 Program Supplies	5.73	0.00 %	0.00 %
6830 Fundrasing Event	1,288.53	0.27 %	0.96 %
6905 Marketing/Advertising	3.30	0.00 %	0.00 %
<b>Total 5 Program Supplies &amp; Communications</b>	<b>1,813.03</b>	<b>0.38 %</b>	<b>1.35 %</b>
6 Meetings & Travel			
6525 Staff Meetings	301.82	0.06 %	0.22 %
6530 Board/Advisory Committee Meetings	1,488.71	0.31 %	1.11 %
6600 Travel-Meals	184.67	0.04 %	0.14 %
6605 Travel-Ground Transportation	75.32	0.02 %	0.06 %
6620 Travel-Airfare	178.76	0.04 %	0.13 %
6625 Travel-Hotel	782.45	0.16 %	0.58 %
6630 Meeting/Conference Registration Fees	20.66	0.00 %	0.02 %
<b>Total 6 Meetings &amp; Travel</b>	<b>3,032.39</b>	<b>0.63 %</b>	<b>2.25 %</b>
8 Fiscal Sponsorship			
8000 CI Fiscal Sponsorship Fee	48,076.72	10.02 %	35.73 %
<b>Total 8 Fiscal Sponsorship</b>	<b>48,076.72</b>	<b>10.02 %</b>	<b>35.73 %</b>
<b>Total Expenses</b>	<b>134,547.66</b>	<b>28.03 %</b>	<b>100.00 %</b>
<b>NET OPERATING INCOME</b>	<b>345,392.75</b>	<b>71.97 %</b>	<b>256.71 %</b>
<b>NET INCOME</b>	<b>\$345,392.75</b>	<b>71.97 %</b>	<b>256.71 %</b>

# Profit and Loss - All Programs

January - December 2022

	Jan - Dec 2022	% of Income	Total % of Expense
<b>INCOME</b>			
Programs			
4110 Earned Income - Fee For Service	1,015,208.03	100.00 %	64.54 %
<b>Total Programs</b>	<b>1,015,208.03</b>	<b>100.00 %</b>	<b>64.54 %</b>
<b>Total Income</b>	<b>1,015,208.03</b>	<b>100.00 %</b>	<b>64.54 %</b>
<b>GROSS PROFIT</b>	<b>1,015,208.03</b>	<b>100.00 %</b>	<b>64.54 %</b>
<b>EXPENSES</b>			
1 Team Salary & Benefit Expenses			
6000 Salaries	701,574.32	69.11 %	44.60 %
6001 PEO Salaries	190,612.94	18.78 %	12.12 %
6006 PEO Vacation	3,677.24	0.36 %	0.23 %
6010 Payroll Taxes	58,987.05	5.81 %	3.75 %
6011 PEO Payroll Taxes	28,065.42	2.76 %	1.78 %
6025 Worker's Compensation Insurance	1,345.53	0.13 %	0.09 %
6026 PEO Workers Compensation Insurance	557.79	0.05 %	0.04 %
6030 Benefits-Health & Dental Insurance	103,882.68	10.23 %	6.60 %
6031 PEO Medical, Life & Disability Benefits Insurance	21,986.75	2.17 %	1.40 %
6040 Benefits-Pension Plan 401K Match	28,654.20	2.82 %	1.82 %
6041 PEO-Benefits Pension Plan	990.75	0.10 %	0.06 %
6506 PEO - Payroll Processing Expense	30,211.53	2.98 %	1.92 %
<b>Total 1 Team Salary &amp; Benefit Expenses</b>	<b>1,170,546.20</b>	<b>115.30 %</b>	<b>74.41 %</b>
2 Consultants			
6110 Consultants-General	81,044.78	7.98 %	5.15 %
6115 Consultants - Technical	41,866.91	4.12 %	2.66 %
6130 Consultants - Communications	167.37	0.02 %	0.01 %
<b>Total 2 Consultants</b>	<b>123,079.06</b>	<b>12.12 %</b>	<b>7.82 %</b>
3 Legal & Professional Fees			
6150 Legal Fees	1,210.14	0.12 %	0.08 %
6300 Fees/License/Misc Taxes	546.96	0.05 %	0.03 %
6500 Employee Recruiting	945.10	0.09 %	0.06 %
6535 Staff Development	1,565.95	0.15 %	0.10 %
<b>Total 3 Legal &amp; Professional Fees</b>	<b>4,268.15</b>	<b>0.42 %</b>	<b>0.27 %</b>
4 Software & Subscriptions Services			
6210 Telephone - Internet Service	1,180.12	0.12 %	0.08 %
6302 Dues & Subscriptions	37,886.56	3.73 %	2.41 %
6330 Equipment & Software	3,378.61	0.33 %	0.21 %
6335 Office/Computer Supplies	2,027.14	0.20 %	0.13 %
6910 Web Hosting & Maintenance	2,517.46	0.25 %	0.16 %
<b>Total 4 Software &amp; Subscriptions Services</b>	<b>46,989.89</b>	<b>4.63 %</b>	<b>2.99 %</b>



			Total
	Jan - Dec 2022	% of Income	% of Expense
<b>5 Program Supplies &amp; Communications</b>			
6340 Postage and Courier/Delivery Service	61.34	0.01 %	0.00 %
6400 Honorarium	5,720.00	0.56 %	0.36 %
6405 Program Supplies	1,550.81	0.15 %	0.10 %
6410 Translation Services	24,853.36	2.45 %	1.58 %
6415 Child Care	1,236.70	0.12 %	0.08 %
6815 Printing & Print Design	55.48	0.01 %	0.00 %
6905 Marketing/Advertising	155.15	0.02 %	0.01 %
<b>Total 5 Program Supplies &amp; Communications</b>	<b>33,632.84</b>	<b>3.31 %</b>	<b>2.14 %</b>
<b>6 Meetings &amp; Travel</b>			
6525 Staff Meetings	3,385.09	0.33 %	0.22 %
6530 Board/Advisory Committee Meetings	16,696.95	1.64 %	1.06 %
6600 Travel-Meals	3,169.48	0.31 %	0.20 %
6605 Travel-Ground Transportation	2,702.17	0.27 %	0.17 %
6615 Business Food/Catering	89.55	0.01 %	0.01 %
6620 Travel-Airfare	12,041.72	1.19 %	0.77 %
6625 Travel-Hotel	15,372.26	1.51 %	0.98 %
6630 Meeting/Conference Registration Fees	1,279.80	0.13 %	0.08 %
6690 Travel-Misc	947.57	0.09 %	0.06 %
<b>Total 6 Meetings &amp; Travel</b>	<b>55,684.59</b>	<b>5.49 %</b>	<b>3.54 %</b>
<b>7 Other Business Expenses</b>			
5000 Grants Made-Income	38,122.19	3.76 %	2.42 %
7015 Other/Miscellaneous	26.44	0.00 %	0.00 %
<b>Total 7 Other Business Expenses</b>	<b>38,148.63</b>	<b>3.76 %</b>	<b>2.43 %</b>
<b>8 Fiscal Sponsorship</b>			
8000 CI Fiscal Sponsorship Fee	100,734.71	9.92 %	6.40 %
<b>Total 8 Fiscal Sponsorship</b>	<b>100,734.71</b>	<b>9.92 %</b>	<b>6.40 %</b>
<b>Total Expenses</b>	<b>1,573,084.07</b>	<b>154.95 %</b>	<b>100.00 %</b>
<b>NET OPERATING INCOME</b>	<b>-557,876.04</b>	<b>-54.95 %</b>	<b>-35.46 %</b>
<b>NET INCOME</b>	<b>\$ -557,876.04</b>	<b>-54.95 %</b>	<b>-35.46 %</b>

# Profit and Loss - Community Engagement and Development

January - December 2022

		Total
	Jan - Dec 2022	% of Income    % of Expense
<b>INCOME</b>		
<b>Total Income</b>		<b>0.00%    0.00%</b>
<b>GROSS PROFIT</b>	<b>0.00</b>	<b>0.00%    0.00 %</b>
<b>EXPENSES</b>		
1 Team Salary & Benefit Expenses		
6000 Salaries	263,903.97	52.34 %
6001 PEO Salaries	44,994.45	8.92 %
6006 PEO Vacation	417.01	0.08 %
6010 Payroll Taxes	21,005.09	4.17 %
6011 PEO Payroll Taxes	7,497.27	1.49 %
6025 Worker's Compensation Insurance	313.70	0.06 %
6026 PEO Workers Compensation Insurance	124.50	0.02 %
6030 Benefits-Health & Dental Insurance	41,962.60	8.32 %
6031 PEO Medical, Life & Disability Benefits Insurance	4,069.49	0.81 %
6040 Benefits-Pension Plan 401K Match	10,341.44	2.05 %
6041 PEO-Benefits Pension Plan	281.30	0.06 %
6506 PEO - Payroll Processing Expense	7,162.70	1.42 %
<b>Total 1 Team Salary &amp; Benefit Expenses</b>	<b>402,073.52</b>	<b>79.75 %</b>
2 Consultants		
6110 Consultants-General	6,147.70	1.22 %
6115 Consultants - Technical	37,173.38	7.37 %
6130 Consultants - Communications	167.37	0.03 %
<b>Total 2 Consultants</b>	<b>43,488.45</b>	<b>8.63 %</b>
3 Legal & Professional Fees		
6150 Legal Fees	391.39	0.08 %
6300 Fees/License/Misc Taxes	176.90	0.04 %
6500 Employee Recruiting	305.67	0.06 %
6535 Staff Development	506.47	0.10 %
<b>Total 3 Legal &amp; Professional Fees</b>	<b>1,380.43</b>	<b>0.27 %</b>
4 Software & Subscriptions Services		
6210 Telephone - Internet Service	1,097.86	0.22 %

			Total
	Jan - Dec 2022	% of Income	% of Expense
6302 Dues & Subscriptions	13,229.60		2.62 %
6330 Equipment & Software	995.06		0.20 %
6335 Office/Computer Supplies	620.47		0.12 %
6910 Web Hosting & Maintenance	814.21		0.16 %
<b>Total 4 Software &amp; Subscriptions Services</b>	<b>16,757.20</b>		<b>3.32 %</b>
5 Program Supplies & Communications			
6340 Postage and Courier/Delivery Service	19.84		0.00 %
6400 Honorarium	1,850.00		0.37 %
6405 Program Supplies	1,272.03		0.25 %
6410 Translation Services	24,853.36		4.93 %
6415 Child Care	1,236.70		0.25 %
6905 Marketing/Advertising	34.57		0.01 %
<b>Total 5 Program Supplies &amp; Communications</b>	<b>29,266.50</b>		<b>5.80 %</b>
6 Meetings & Travel			
6525 Staff Meetings	1,094.83		0.22 %
6530 Board/Advisory Committee Meetings	5,400.24		1.07 %
6600 Travel-Meals	695.80		0.14 %
6605 Travel-Ground Transportation	380.93		0.08 %
6615 Business Food/Catering	34.36		0.01 %
6620 Travel-Airfare	678.43		0.13 %
6625 Travel-Hotel	2,838.29		0.56 %
6630 Meeting/Conference Registration Fees	74.94		0.01 %
<b>Total 6 Meetings &amp; Travel</b>	<b>11,197.82</b>		<b>2.22 %</b>
<b>Total Expenses</b>	<b>504,163.92</b>	<b>0.00%</b>	<b>100.00 %</b>
<b>NET OPERATING INCOME</b>	<b>-504,163.92</b>	<b>0.00%</b>	<b>-100.00 %</b>
<b>NET INCOME</b>	<b>\$ -504,163.92</b>	<b>0.00%</b>	<b>-100.00 %</b>

# Profit and Loss - Curriculum Development and Maintenance

January - December 2022

		Total
	Jan - Dec 2022	% of Income    % of Expense
<b>INCOME</b>		
<b>Total Income</b>		<b>0.00%    0.00%</b>
<b>GROSS PROFIT</b>	<b>0.00</b>	<b>0.00%    0.00 %</b>
<b>EXPENSES</b>		
1 Team Salary & Benefit Expenses		
6000 Salaries	93,114.21	37.81 %
6001 PEO Salaries	71,087.62	28.87 %
6010 Payroll Taxes	7,571.72	3.07 %
6011 PEO Payroll Taxes	9,451.19	3.84 %
6025 Worker's Compensation Insurance	188.22	0.08 %
6026 PEO Workers Compensation Insurance	331.74	0.13 %
6030 Benefits-Health & Dental Insurance	19,421.53	7.89 %
6031 PEO Medical, Life & Disability Benefits Insurance	8,053.25	3.27 %
6040 Benefits-Pension Plan 401K Match	3,702.38	1.50 %
6041 PEO-Benefits Pension Plan	438.21	0.18 %
6506 PEO - Payroll Processing Expense	7,270.49	2.95 %
<b>Total 1 Team Salary &amp; Benefit Expenses</b>	<b>220,630.56</b>	<b>89.59 %</b>
2 Consultants		
6110 Consultants-General	7,938.51	3.22 %
<b>Total 2 Consultants</b>	<b>7,938.51</b>	<b>3.22 %</b>
3 Legal & Professional Fees		
6150 Legal Fees	177.71	0.07 %
6300 Fees/License/Misc Taxes	80.32	0.03 %
6500 Employee Recruiting	138.79	0.06 %
6535 Staff Development	229.97	0.09 %
<b>Total 3 Legal &amp; Professional Fees</b>	<b>626.79</b>	<b>0.25 %</b>
4 Software & Subscriptions Services		
6210 Telephone - Internet Service	13.51	0.01 %
6302 Dues & Subscriptions	2,913.50	1.18 %
6330 Equipment & Software	451.81	0.18 %
6335 Office/Computer Supplies	304.18	0.12 %

			Total
	Jan - Dec 2022	% of Income	% of Expense
6910 Web Hosting & Maintenance	369.70		0.15 %
<b>Total 4 Software &amp; Subscriptions Services</b>	<b>4,052.70</b>		<b>1.65 %</b>
5 Program Supplies & Communications			
6340 Postage and Courier/Delivery Service	9.01		0.00 %
6400 Honorarium	840.00		0.34 %
6405 Program Supplies	173.22		0.07 %
6905 Marketing/Advertising	26.19		0.01 %
<b>Total 5 Program Supplies &amp; Communications</b>	<b>1,048.42</b>		<b>0.43 %</b>
6 Meetings & Travel			
6525 Staff Meetings	497.11		0.20 %
6530 Board/Advisory Committee Meetings	2,452.00		1.00 %
6600 Travel-Meals	580.03		0.24 %
6605 Travel-Ground Transportation	147.02		0.06 %
6620 Travel-Airfare	3,646.94		1.48 %
6625 Travel-Hotel	2,569.84		1.04 %
6630 Meeting/Conference Registration Fees	1,082.12		0.44 %
6690 Travel-Misc	947.57		0.38 %
<b>Total 6 Meetings &amp; Travel</b>	<b>11,922.63</b>		<b>4.84 %</b>
7 Other Business Expenses			
7015 Other/Miscellaneous	26.44		0.01 %
<b>Total 7 Other Business Expenses</b>	<b>26.44</b>		<b>0.01 %</b>
8 Fiscal Sponsorship			
8000 CI Fiscal Sponsorship Fee	8.00		0.00 %
<b>Total 8 Fiscal Sponsorship</b>	<b>8.00</b>		<b>0.00 %</b>
<b>Total Expenses</b>	<b>246,254.05</b>	<b>0.00%</b>	<b>100.00 %</b>
<b>NET OPERATING INCOME</b>	<b>-246,254.05</b>	<b>0.00%</b>	<b>-100.00 %</b>
<b>NET INCOME</b>	<b>\$ -246,254.05</b>	<b>0.00%</b>	<b>-100.00 %</b>

# Profit and Loss - Instructor Training

January - December 2022

	Jan - Dec 2022	% of Income	% of Expense	Total
<b>INCOME</b>				
Programs				
4110 Earned Income - Fee For Service	97,198.00	100.00 %	30.47 %	
<b>Total Programs</b>	<b>97,198.00</b>	<b>100.00 %</b>	<b>30.47 %</b>	
<b>Total Income</b>	<b>97,198.00</b>	<b>100.00 %</b>	<b>30.47 %</b>	
<b>GROSS PROFIT</b>	<b>97,198.00</b>	<b>100.00 %</b>	<b>30.47 %</b>	
<b>EXPENSES</b>				
1 Team Salary & Benefit Expenses				
6000 Salaries	149,490.29	153.80 %	46.86 %	
6001 PEO Salaries	48,101.59	49.49 %	15.08 %	
6006 PEO Vacation	3,260.23	3.35 %	1.02 %	
6010 Payroll Taxes	13,015.81	13.39 %	4.08 %	
6011 PEO Payroll Taxes	6,458.94	6.65 %	2.02 %	
6025 Worker's Compensation Insurance	549.95	0.57 %	0.17 %	
6026 PEO Workers Compensation Insurance	63.73	0.07 %	0.02 %	
6030 Benefits-Health & Dental Insurance	10,954.44	11.27 %	3.43 %	
6031 PEO Medical, Life & Disability Benefits Insurance	8,765.12	9.02 %	2.75 %	
6040 Benefits-Pension Plan 401K Match	6,556.43	6.75 %	2.06 %	
6041 PEO-Benefits Pension Plan	42.83	0.04 %	0.01 %	
6506 PEO - Payroll Processing Expense	10,302.83	10.60 %	3.23 %	
<b>Total 1 Team Salary &amp; Benefit Expenses</b>	<b>257,562.19</b>	<b>264.99 %</b>	<b>80.73 %</b>	
2 Consultants				
6110 Consultants-General	14,107.77	14.51 %	4.42 %	
6115 Consultants - Technical	1,173.38	1.21 %	0.37 %	
<b>Total 2 Consultants</b>	<b>15,281.15</b>	<b>15.72 %</b>	<b>4.79 %</b>	
3 Legal & Professional Fees				
6150 Legal Fees	281.38	0.29 %	0.09 %	
6300 Fees/License/Misc Taxes	127.18	0.13 %	0.04 %	
6500 Employee Recruiting	219.75	0.23 %	0.07 %	
6535 Staff Development	364.11	0.37 %	0.11 %	
<b>Total 3 Legal &amp; Professional Fees</b>	<b>992.42</b>	<b>1.02 %</b>	<b>0.31 %</b>	
4 Software & Subscriptions Services				
6210 Telephone - Internet Service	41.40	0.04 %	0.01 %	
6302 Dues & Subscriptions	4,632.05	4.77 %	1.45 %	
6330 Equipment & Software	1,017.36	1.05 %	0.32 %	
6335 Office/Computer Supplies	532.33	0.55 %	0.17 %	
6910 Web Hosting & Maintenance	585.35	0.60 %	0.18 %	
<b>Total 4 Software &amp; Subscriptions Services</b>	<b>6,808.49</b>	<b>7.00 %</b>	<b>2.13 %</b>	
5 Program Supplies & Communications				

			Total
	Jan - Dec 2022	% of Income	% of Expense
6340 Postage and Courier/Delivery Service	14.26	0.01 %	0.00 %
6400 Honorarium	1,330.00	1.37 %	0.42 %
6405 Program Supplies	86.46	0.09 %	0.03 %
6905 Marketing/Advertising	34.84	0.04 %	0.01 %
<b>Total 5 Program Supplies &amp; Communications</b>	<b>1,465.56</b>	<b>1.51 %</b>	<b>0.46 %</b>
6 Meetings & Travel			
6525 Staff Meetings	787.09	0.81 %	0.25 %
6530 Board/Advisory Committee Meetings	3,882.33	3.99 %	1.22 %
6600 Travel-Meals	1,152.85	1.19 %	0.36 %
6605 Travel-Ground Transportation	1,507.28	1.55 %	0.47 %
6615 Business Food/Catering	34.18	0.04 %	0.01 %
6620 Travel-Airfare	2,626.37	2.70 %	0.82 %
6625 Travel-Hotel	5,198.62	5.35 %	1.63 %
6630 Meeting/Conference Registration Fees	53.88	0.06 %	0.02 %
<b>Total 6 Meetings &amp; Travel</b>	<b>15,242.60</b>	<b>15.68 %</b>	<b>4.78 %</b>
7 Other Business Expenses			
5000 Grants Made-Income	15,622.19	16.07 %	4.90 %
<b>Total 7 Other Business Expenses</b>	<b>15,622.19</b>	<b>16.07 %</b>	<b>4.90 %</b>
8 Fiscal Sponsorship			
8000 CI Fiscal Sponsorship Fee	6,053.00	6.23 %	1.90 %
<b>Total 8 Fiscal Sponsorship</b>	<b>6,053.00</b>	<b>6.23 %</b>	<b>1.90 %</b>
<b>Total Expenses</b>	<b>319,027.60</b>	<b>328.22 %</b>	<b>100.00 %</b>
<b>NET OPERATING INCOME</b>	<b>-221,829.60</b>	<b>-228.22 %</b>	<b>-69.53 %</b>
<b>NET INCOME</b>	<b>\$ -221,829.60</b>	<b>-228.22 %</b>	<b>-69.53 %</b>

# Profit and Loss - Member Organization Engagement and Development

January - December 2022

			Total
	Jan - Dec 2022	% of Income	% of Expense
<b>INCOME</b>			
Programs			
4110 Earned Income - Fee For Service	855,870.93	100.00 %	430.66 %
<b>Total Programs</b>	<b>855,870.93</b>	<b>100.00 %</b>	<b>430.66 %</b>
<b>Total Income</b>	<b>855,870.93</b>	<b>100.00 %</b>	<b>430.66 %</b>
<b>GROSS PROFIT</b>	<b>855,870.93</b>	<b>100.00 %</b>	<b>430.66 %</b>
<b>EXPENSES</b>			
1 Team Salary & Benefit Expenses			
6000 Salaries	25,815.39	3.02 %	12.99 %
6001 PEO Salaries	8,226.76	0.96 %	4.14 %
6010 Payroll Taxes	3,728.38	0.44 %	1.88 %
6011 PEO Payroll Taxes	95.80	0.01 %	0.05 %
6025 Worker's Compensation Insurance	109.29	0.01 %	0.05 %
6026 PEO Workers Compensation Insurance	15.76	0.00 %	0.01 %
6030 Benefits-Health & Dental Insurance	6,610.15	0.77 %	3.33 %
6031 PEO Medical, Life & Disability Benefits Insurance	457.87	0.05 %	0.23 %
6040 Benefits-Pension Plan 401K Match	1,831.50	0.21 %	0.92 %
6041 PEO-Benefits Pension Plan	95.17	0.01 %	0.05 %
6506 PEO - Payroll Processing Expense	2,047.50	0.24 %	1.03 %
<b>Total 1 Team Salary &amp; Benefit Expenses</b>	<b>49,033.57</b>	<b>5.73 %</b>	<b>24.67 %</b>
2 Consultants			
6110 Consultants-General	32,360.40	3.78 %	16.28 %
<b>Total 2 Consultants</b>	<b>32,360.40</b>	<b>3.78 %</b>	<b>16.28 %</b>
3 Legal & Professional Fees			
6150 Legal Fees	87.80	0.01 %	0.04 %
6300 Fees/License/Misc Taxes	39.68	0.00 %	0.02 %
6500 Employee Recruiting	68.57	0.01 %	0.03 %
6535 Staff Development	113.61	0.01 %	0.06 %
<b>Total 3 Legal &amp; Professional Fees</b>	<b>309.66</b>	<b>0.04 %</b>	<b>0.16 %</b>
4 Software & Subscriptions Services			
6210 Telephone - Internet Service	6.68	0.00 %	0.00 %
6302 Dues & Subscriptions	1,439.41	0.17 %	0.72 %
6330 Equipment & Software	223.22	0.03 %	0.11 %
6335 Office/Computer Supplies	139.19	0.02 %	0.07 %
6910 Web Hosting & Maintenance	182.65	0.02 %	0.09 %
<b>Total 4 Software &amp; Subscriptions Services</b>	<b>1,991.15</b>	<b>0.23 %</b>	<b>1.00 %</b>
5 Program Supplies & Communications			
6340 Postage and Courier/Delivery Service	4.45	0.00 %	0.00 %
6400 Honorarium	415.00	0.05 %	0.21 %



			Total
	Jan - Dec 2022	% of Income	% of Expense
6405 Program Supplies	4.66	0.00 %	0.00 %
6905 Marketing/Advertising	2.68	0.00 %	0.00 %
<b>Total 5 Program Supplies &amp; Communications</b>	<b>426.79</b>	<b>0.05 %</b>	<b>0.21 %</b>
6 Meetings & Travel			
6525 Staff Meetings	245.60	0.03 %	0.12 %
6530 Board/Advisory Committee Meetings	1,211.40	0.14 %	0.61 %
6600 Travel-Meals	131.98	0.02 %	0.07 %
6605 Travel-Ground Transportation	61.29	0.01 %	0.03 %
6620 Travel-Airfare	145.46	0.02 %	0.07 %
6625 Travel-Hotel	636.70	0.07 %	0.32 %
6630 Meeting/Conference Registration Fees	16.81	0.00 %	0.01 %
<b>Total 6 Meetings &amp; Travel</b>	<b>2,449.24</b>	<b>0.29 %</b>	<b>1.23 %</b>
7 Other Business Expenses			
5000 Grants Made-Income	22,500.00	2.63 %	11.32 %
<b>Total 7 Other Business Expenses</b>	<b>22,500.00</b>	<b>2.63 %</b>	<b>11.32 %</b>
8 Fiscal Sponsorship			
8000 CI Fiscal Sponsorship Fee	89,664.15	10.48 %	45.12 %
<b>Total 8 Fiscal Sponsorship</b>	<b>89,664.15</b>	<b>10.48 %</b>	<b>45.12 %</b>
<b>Total Expenses</b>	<b>198,734.96</b>	<b>23.22 %</b>	<b>100.00 %</b>
<b>NET OPERATING INCOME</b>	<b>657,135.97</b>	<b>76.78 %</b>	<b>330.66 %</b>
<b>NET INCOME</b>	<b>\$657,135.97</b>	<b>76.78 %</b>	<b>330.66 %</b>

# Profit and Loss - Workshops

January - December 2022

	Jan - Dec 2022	% of Income	% of Expense	Total
<b>INCOME</b>				
Programs				
4110 Earned Income - Fee For Service	62,139.10	100.00 %		20.38 %
<b>Total Programs</b>	<b>62,139.10</b>	<b>100.00 %</b>		<b>20.38 %</b>
<b>Total Income</b>	<b>62,139.10</b>	<b>100.00 %</b>		<b>20.38 %</b>
<b>GROSS PROFIT</b>	<b>62,139.10</b>	<b>100.00 %</b>		<b>20.38 %</b>
<b>EXPENSES</b>				
1 Team Salary & Benefit Expenses				
6000 Salaries	169,250.46	272.37 %		55.51 %
6001 PEO Salaries	18,202.52	29.29 %		5.97 %
6010 Payroll Taxes	13,666.05	21.99 %		4.48 %
6011 PEO Payroll Taxes	4,562.22	7.34 %		1.50 %
6025 Worker's Compensation Insurance	184.37	0.30 %		0.06 %
6026 PEO Workers Compensation Insurance	22.06	0.04 %		0.01 %
6030 Benefits-Health & Dental Insurance	24,933.96	40.13 %		8.18 %
6031 PEO Medical, Life & Disability Benefits Insurance	641.02	1.03 %		0.21 %
6040 Benefits-Pension Plan 401K Match	6,222.45	10.01 %		2.04 %
6041 PEO-Benefits Pension Plan	133.24	0.21 %		0.04 %
6506 PEO - Payroll Processing Expense	3,428.01	5.52 %		1.12 %
<b>Total 1 Team Salary &amp; Benefit Expenses</b>	<b>241,246.36</b>	<b>388.24 %</b>		<b>79.12 %</b>
2 Consultants				
6110 Consultants-General	20,490.40	32.98 %		6.72 %
6115 Consultants - Technical	3,520.15	5.66 %		1.15 %
<b>Total 2 Consultants</b>	<b>24,010.55</b>	<b>38.64 %</b>		<b>7.87 %</b>
3 Legal & Professional Fees				
6150 Legal Fees	271.86	0.44 %		0.09 %
6300 Fees/License/Misc Taxes	122.88	0.20 %		0.04 %
6500 Employee Recruiting	212.32	0.34 %		0.07 %
6535 Staff Development	351.79	0.57 %		0.12 %
<b>Total 3 Legal &amp; Professional Fees</b>	<b>958.85</b>	<b>1.54 %</b>		<b>0.31 %</b>
4 Software & Subscriptions Services				
6210 Telephone - Internet Service	20.67	0.03 %		0.01 %
6302 Dues & Subscriptions	15,672.00	25.22 %		5.14 %
6330 Equipment & Software	691.16	1.11 %		0.23 %
6335 Office/Computer Supplies	430.97	0.69 %		0.14 %
6910 Web Hosting & Maintenance	565.55	0.91 %		0.19 %
<b>Total 4 Software &amp; Subscriptions Services</b>	<b>17,380.35</b>	<b>27.97 %</b>		<b>5.70 %</b>
5 Program Supplies & Communications				
6340 Postage and Courier/Delivery Service	13.78	0.02 %		0.00 %

			Total
	Jan - Dec 2022	% of Income	% of Expense
6400 Honorarium	1,285.00	2.07 %	0.42 %
6405 Program Supplies	14.44	0.02 %	0.00 %
6815 Printing & Print Design	55.48	0.09 %	0.02 %
6905 Marketing/Advertising	56.87	0.09 %	0.02 %
<b>Total 5 Program Supplies &amp; Communications</b>	<b>1,425.57</b>	<b>2.29 %</b>	<b>0.47 %</b>
6 Meetings & Travel			
6525 Staff Meetings	760.46	1.22 %	0.25 %
6530 Board/Advisory Committee Meetings	3,750.98	6.04 %	1.23 %
6600 Travel-Meals	608.82	0.98 %	0.20 %
6605 Travel-Ground Transportation	605.65	0.97 %	0.20 %
6615 Business Food/Catering	21.01	0.03 %	0.01 %
6620 Travel-Airfare	4,944.52	7.96 %	1.62 %
6625 Travel-Hotel	4,128.81	6.64 %	1.35 %
6630 Meeting/Conference Registration Fees	52.05	0.08 %	0.02 %
<b>Total 6 Meetings &amp; Travel</b>	<b>14,872.30</b>	<b>23.93 %</b>	<b>4.88 %</b>
8 Fiscal Sponsorship			
8000 CI Fiscal Sponsorship Fee	5,009.56	8.06 %	1.64 %
<b>Total 8 Fiscal Sponsorship</b>	<b>5,009.56</b>	<b>8.06 %</b>	<b>1.64 %</b>
<b>Total Expenses</b>	<b>304,903.54</b>	<b>490.68 %</b>	<b>100.00 %</b>
<b>NET OPERATING INCOME</b>	<b>-242,764.44</b>	<b>-390.68 %</b>	<b>-79.62 %</b>
<b>NET INCOME</b>	<b>\$ -242,764.44</b>	<b>-390.68 %</b>	<b>-79.62 %</b>

# Profit and Loss - The Carpentries

January - December 2022

	Total
<b>INCOME</b>	
Fundraising	
4200 Contributed Income - Foundations	403,154.51
4205 Contributed Income - Corporations	25,000.00
4215 Contributed Income - Individual Donations	6,008.90
4220 Contributions - Events	45,777.00
<b>Total Fundraising</b>	<b>479,940.41</b>
Programs	
4110 Earned Income - Fee For Service	1,015,208.03
<b>Total Programs</b>	<b>1,015,208.03</b>
<b>Total Income</b>	<b>1,495,148.44</b>
<b>GROSS PROFIT</b>	<b>1,495,148.44</b>
<b>EXPENSES</b>	
1 Team Salary & Benefit Expenses	
1650 PEO Employee Deposit	18,148.08
6000 Salaries	1,011,076.47
6001 PEO Salaries	238,586.80
6006 PEO Vacation	3,790.97
6010 Payroll Taxes	83,830.18
6011 PEO Payroll Taxes	47,507.56
6025 Worker's Compensation Insurance	2,005.88
6026 PEO Workers Compensation Insurance	647.28
6030 Benefits-Health & Dental Insurance	150,767.50
6031 PEO Medical, Life & Disability Benefits Insurance	24,799.16
6040 Benefits-Pension Plan 401K Match	40,012.75
6041 PEO-Benefits Pension Plan	1,139.81
6506 PEO - Payroll Processing Expense	44,423.40
<b>Total 1 Team Salary &amp; Benefit Expenses</b>	<b>1,666,735.84</b>
2 Consultants	
6110 Consultants-General	124,047.07
6115 Consultants - Technical	43,822.53
6130 Consultants - Communications	167.37
<b>Total 2 Consultants</b>	<b>168,036.97</b>
3 Legal & Professional Fees	
6150 Legal Fees	1,692.52
6300 Fees/License/Misc Taxes	764.98
6500 Employee Recruiting	1,321.82
6535 Staff Development	2,190.14
<b>Total 3 Legal &amp; Professional Fees</b>	<b>5,969.46</b>
4 Software & Subscriptions Services	
6210 Telephone - Internet Service	1,216.79

	<b>Total</b>
6302 Dues & Subscriptions	45,794.64
6330 Equipment & Software	4,604.95
6335 Office/Computer Supplies	2,791.83
6910 Web Hosting & Maintenance	3,520.92
<b>Total 4 Software &amp; Subscriptions Services</b>	<b>57,929.13</b>
5 Program Supplies & Communications	
6340 Postage and Courier/Delivery Service	85.79
6400 Honorarium	8,000.00
6405 Program Supplies	1,576.43
6410 Translation Services	24,853.36
6415 Child Care	1,236.70
6815 Printing & Print Design	55.48
6830 Fundrasing Event	1,288.53
6905 Marketing/Advertising	169.90
<b>Total 5 Program Supplies &amp; Communications</b>	<b>37,266.19</b>
6 Meetings & Travel	
6525 Staff Meetings	4,734.39
6530 Board/Advisory Committee Meetings	23,352.37
6600 Travel-Meals	3,917.07
6605 Travel-Ground Transportation	3,038.91
6615 Business Food/Catering	89.55
6620 Travel-Airfare	12,840.87
6625 Travel-Hotel	18,870.26
6630 Meeting/Conference Registration Fees	1,372.16
6690 Travel-Misc	947.57
<b>Total 6 Meetings &amp; Travel</b>	<b>69,163.15</b>
7 Other Business Expenses	
5000 Grants Made-Income	38,122.19
7015 Other/Miscellaneous	31.43
<b>Total 7 Other Business Expenses</b>	<b>38,153.62</b>
8 Fiscal Sponsorship	
8000 CI Fiscal Sponsorship Fee	148,811.43
<b>Total 8 Fiscal Sponsorship</b>	<b>148,811.43</b>
<b>Total Expenses</b>	<b>2,192,065.79</b>
<b>NET OPERATING INCOME</b>	<b>-696,917.35</b>
<b>NET INCOME</b>	<b>\$ -696,917.35</b>