

**Entrepreneurs' Organization**  
**Balance Sheet - As of 30 June 2022**

	YTD	
	FY2022	FY2021
<b>Assets</b>		
<b>Current Assets</b>	<b>71,090,489</b>	<b>61,073,673</b>
Cash and Cash Equivalents	38,710,286	26,179,067
Short-Term Investments	8,388,376	9,900,906
Long-Term Investments	22,889,095	24,271,045
Accounts Receivable	57,698	129,718
Prepaid	1,045,034	592,936
<b>Net Fixed Assets</b>	<b>353,926</b>	<b>739,821</b>
Fixed Assets	2,039,340	2,425,233
Accumulated Depreciation	(1,685,413)	(1,685,412)
<b>Security Deposit</b>	<b>51,200</b>	<b>51,200</b>
<b>Total Assets</b>	<b>71,495,615</b>	<b>61,864,694</b>
<b>Liabilities</b>		
<b>Total Liabilities</b>	<b>54,047,340</b>	<b>40,945,106</b>
Accounts Payable/Other Liabilities	12,077,888	6,694,509
Chapter/Regional Payable	1,970,078	1,824,405
Deferred Revenue-Dues/Initiation	36,713,043	31431874.74
Deferred Revenue-Global Events/Programs	3,286,332	994317.5
<b>Shareholder's Equity</b>	<b>17,448,275</b>	<b>20,919,588</b>
Net Assets	0	(891,010)
Retained Earnings	20,919,588	26,264,465
YTD Earnings(Loss)	(3,471,313)	(4,453,867)
<b>Total Shareholder's Equity and Liabilities</b>	<b>71,495,615</b>	<b>61,864,694</b>

**Entrepreneurs' Organization**  
**Income Statement - Actual vs Budget - As of 30 June 2022**

	FY 2022		
	Actuals	Budget	Variance
<b>Revenues</b>			
Membership Dues	36,102,774	34,447,458	1,655,316
Initiation Fee	5,087,381	4,700,000	387,381
Chapter Revenue Services	1,774,400	1,493,000	281,400
Discount - Dues	(656,651)	(500,000)	(156,651)
Registration Fee	5,239,990	5,695,491	(455,501)
Sponsorships/Partnerships	213,998	134,000	79,998
Interest Income	604,761	300,000	304,761
Unrealized gain/loss	(2,176,591)	-	(2,176,591)
Realized gain/loss	75,598	-	75,598
Miscellaneous/Other Income	83,695	186,680	(102,985)
Accelerator	2,547,054	2,790,605	(243,551)
<b>Total Revenues</b>	<b>48,896,409</b>	<b>49,247,234</b>	<b>(350,825)</b>
<b>Expenses</b>			
<b>Staffing &amp; Benefits</b>	<b>17,461,992</b>	<b>17,387,610</b>	<b>74,382</b>
Salaries-Staff	11,892,679	12,473,426	(580,747)
Salary Mgmt Fees	418,668	294,694	123,974
Holiday, Vacation, Sick Leave	303,313	-	303,313
Separation Payout	18,468	-	18,468
Commissions/Bonus	150,000	256,323	(106,323)
Outside Contractors (Temp help)	1,919,375	1,628,810	290,565
Retirement Plan	341,364	318,333	23,031
Payroll Taxes	907,519	1,008,611	(101,091)
Health Insurance Medical	609,528	742,796	(133,267)
Other Benefits (STD,LTD,etc)	203,399	61,816	141,583
Recruiting Expenses	463,524	300,000	163,524
Prof. Development -individual trainings	128,509	192,101	(63,592)
Prof. Development Group Programs - Eg Skylyte	105,646	110,700	(5,054)
<b>Professional Fees</b>	<b>2,757,933</b>	<b>4,557,185</b>	<b>(1,799,252)</b>
Prof. Fees (Consulting fees)	2,606,658	4,151,185	(1,544,527)
Audit fees (internal, external and 990 prep)	42,315	90,000	(47,685)
Legal Fees	108,525	316,000	(207,475)
Currency Exchange	435	-	435

**Entrepreneurs' Organization**  
**Income Statement - Actual vs Budget - As of 30 June 2022**

	FY 2022		
	Actuals	Budget	Variance
<b>Office Expenses</b>	<b>2,580,458</b>	<b>2,732,865</b>	<b>(152,407)</b>
Credit Card Fees	1,122,279	1,140,366	(18,087)
Shipping & Postage	89,861	181,099	(91,238)
Office Supplies	73,336	60,400	12,936
Office expenses-(Facilities,rent,)	431,724	500,000	(68,276)
Phones & Internet	240,355	240,680	(325)
Dues & Subs.	48,053	17,580	30,473
Printing	33,706	34,700	(994)
Business Taxes	6,448	8,000	(1,552)
Office Maint. (Copier, Design & Rental Equipment)	10,677	-	10,677
Insurance	77,382	60,500	16,882
Bank Fees	293,792	132,000	161,792
Currency Exchange	72,545	6,000	66,545
Other Expenses	80,298	351,540	(271,242)
<b>Marketing, Communications &amp; Business Development</b>	<b>2,865,607</b>	<b>4,641,661</b>	<b>(1,776,054)</b>
Branding & Prom.(SWAG)	159,077	317,499	(158,422)
Content Development	400,541	754,350	(353,809)
Translation/Interpretation	924,627	690,000	234,627
Publications	5,875	0	5,875
Survey/Data Collection	635	32,400	(31,765)
Virtual Delivery	517,451	1,017,500	(500,049)
Public Relations	25,868	52,000	(26,132)
Marketing & Advertising	597,703	1,266,362	(668,659)
Gift & Awards	233,829	511,550	(277,721)
<b>Technology</b>	<b>2,175,256</b>	<b>2,482,111</b>	<b>(306,856)</b>
Tech. Support Development And Enhancement	196,461	109,400	87,061
Tech. Support Innovation	26,473	-	26,473
Depreciation	-	50,000	(50,000)
Software licenses	1,185,125	1,615,873	(430,749)
Software Maint & Support	244,358	114,000	130,358
Computer Equipment	118,540	105,200	13,340
Infrastructure Hardware	6,099	-	6,099
Hardware Infrastructure Maint & Support	398,200	487,638	(89,438)

**Entrepreneurs' Organization**  
**Income Statement - Actual vs Budget - As of 30 June 2022**

	FY 2022		
	Actuals	Budget	Variance
<b>Meetings</b>	<b>14,246,263</b>	<b>13,288,305</b>	<b>957,958</b>
Meeting-F&B	2,110,111	3,540,136	(1,430,025)
Meeting Space & Audio Visual	1,729,233	1,921,400	(192,167)
Meeting Facilitator Fees	3,142,949	2,572,550	570,399
Meeting Speaker Fees	1,708,617	1,681,833	26,784
Meeting Logistics Transaction	596,584	961,000	(364,416)
Meeting Misc.	4,958,769	2,611,386	2,347,383
<b>Chapters and Regions Support</b>	<b>6,447,523</b>	<b>4,780,278</b>	<b>1,667,245</b>
Chapter Support- Over 75	1,457,954	877,376	580,578
Chapter Support-Under 75	3,240,251	3,215,982	24,269
Event Support	837,984	458,000	379,984
Regional Support	911,335	228,920	682,415
<b>Travel</b>	<b>3,832,690</b>	<b>4,764,001</b>	<b>(931,311)</b>
Travel-Staff-Air	498,114	623,000	(124,886)
Travel-Staff-Hotel	240,996	581,900	(340,904)
Travel-Staff-Misc.	325,226	323,150	2,076
Travel-Member-Air	515,110	686,200	(171,090)
Travel-Member-Hotel	702,952	722,050	(19,098)
Travel-Member-Misc.	187,030	437,850	(250,820)
Travel-Board-Air	427,142	485,000	(57,858)
Travel-Board-Hotel	68,318	77,750	(9,432)
Travel-Board-Misc.	71,194	46,650	24,544
Travel-Facilitator-Air	325,741	129,250	196,491
Travel-Facilitator-Hotel	217,983	150,250	67,733
Travel-Facilitator-Misc.	160,289	78,750	81,539
Travel-Other-Air	11,406	12,000	(594)
Travel-Other-Hotel	74,210	159,051	(84,841)
Travel-other-Misc.	6,978	12,750	(5,772)
<b>Total Expenses</b>	<b>52,367,722</b>	<b>54,634,016</b>	<b>(2,266,294)</b>
<b>Surplus/(Deficit)</b>	<b>(3,471,313)</b>	<b>(5,386,782)</b>	<b>1,915,469</b>

**Board and Org Planning - Expense Accounts**  
**As of 30 June 2022**

	Strategy Planning	Global Board	Mgmt Team (E-Team)	Innovation Fund	Chairman's Discretionary Funds	Total
<b>Expenses</b>						
Staffing & Benefits	35	16,750	25	22,825	-	<b>39,635</b>
Professional Fees	-	105,806	24,800	5,775	26,800	<b>163,181</b>
Office Expenses	-	9,555	54	-	-	<b>9,610</b>
Marketing, Communications & Business Development	-	14,609	586	21,138	2,865	<b>39,197</b>
Technology	-	7,512	-	-	-	<b>7,512</b>
Meetings	233,878	345,030	21,535	-	-	<b>600,443</b>
Chapters and Regions Support	-	11,999	-	-	1,999	<b>13,998</b>
Travel	34,818	540,565	163,113	393	-	<b>738,888</b>
<b>Total Expenses</b>	<b>268,731</b>	<b>1,051,825</b>	<b>210,112</b>	<b>50,131</b>	<b>31,664</b>	<b>1,612,463</b>

**Conferences/Executive Education - Expense Accounts**  
**As of 30 June 2022**

	<b>Events</b>	<b>Executive Education</b>	<b>MyEO Premier Events</b>	<b>Regional Events</b>	<b>Total</b>
<b>Revenue</b>	<b>2,166,104</b>	<b>2,772,857</b>	<b>-</b>	<b>-</b>	<b>4,938,960</b>
<b>Expenses</b>					
Staffing & Benefits	1,109	-	-	-	<b>1,109</b>
Office Expenses	1,284	-	-	-	<b>1,284</b>
Marketing, Communications & Business Development	229	13,818	10,428	-	<b>24,475</b>
Technology	228	99	-	282	<b>609</b>
Meetings	888,705	2,077,924	3,388	13,668	<b>2,983,685</b>
Travel	299,360	25,978	2,502	-	<b>327,839</b>
<b>Total Expenses</b>	<b>1,190,915</b>	<b>2,117,818</b>	<b>16,318</b>	<b>13,950</b>	<b>3,339,001</b>
<b>Surplus/(Deficit)</b>	<b>975,189</b>	<b>655,038</b>	<b>(16,318)</b>	<b>(13,950)</b>	<b>1,599,959</b>

**Global Leadership Conference (GLC) - Expense Accounts**  
**As of 30 June 2022**

	<b>Global Leadership Conference</b>
<b>Revenue</b>	<b>85,000</b>
<b>Expenses</b>	
Staffing & Benefits	702
Professional Fees	63,620
Office Expenses	29,226
Marketing, Communications & Business Development	335,507
Technology	495
Meetings	4,086,608
Chapters and Regions Support	312
Travel	373,469
<b>Total Expenses</b>	<b>4,889,938</b>
<b>Surplus/(Deficit)</b>	<b>(4,804,938)</b>

**Products/Programs - Expense Accounts**  
As of 30 June 2022

	Virtual Learning Programs	Pilot Learning Programs	Training Programs	Summits Programs	Leadership Programs	Benefit Program	Analytics Programs	Total
<b>Revenue</b>	-	-	1,698,500	1,500	4,600	-	-	1,704,600
<b>Expenses</b>								
Staffing & Benefits	-	-	12,700	-	600	-	-	13,300
Professional Fees	-	-	3,750	-	-	300,000	-	303,750
Office Expenses	-	-	7,426	526	3,005	-	-	10,958
Marketing, Communications & Business Development	28,526	-	282	21,988	2,322	-	-	53,118
Technology	297	-	593	614	92	-	-	1,596
Meetings	-	-	1,389,713	271,468	89,436	-	-	1,750,616
Chapters and Regions Support	-	-	(45,375)	-	1,800	-	-	(43,575)
Travel	-	-	6,210	194,537	18,005	-	1,359	220,110
<b>Total Expenses</b>	<b>28,823</b>	<b>-</b>	<b>1,375,298</b>	<b>489,133</b>	<b>115,260</b>	<b>300,000</b>	<b>1,359</b>	<b>2,309,873</b>
<b>Surplus/(Deficit)</b>	<b>(28,823)</b>	<b>-</b>	<b>323,202</b>	<b>(487,633)</b>	<b>(110,660)</b>	<b>(300,000)</b>	<b>(1,359)</b>	<b>(605,273)</b>

**Committees - Expense Accounts**  
As of 30 June 2022

	Learning Committee	Leadership Committee	External Relations Subcommittee	Accelerator Subcommittee	Mentorship Subcommittee	GSEA Subcommittee	Strategic Alliances Subcommittee	MyEO Committee	Forum Committee	Strategy Summits Committee	Member Engagement Committee (Engagement)	Global Membership Committee (Growth)	Communication Committee	Standing Finance Committee	Governance Committee	Total
<b>Revenue</b>	-	-	-	<b>2,547,054</b>	-	-	<b>168,337</b>	-	<b>0</b>	<b>51,000</b>	-	-	-	-	-	<b>2,766,391</b>
<b>Expenses</b>																
Staffing & Benefits	6,586	5,050	-	17,450	-	-	-	-	17,190	782	10	-	-	-	-	<b>47,067</b>
Professional Fees	-	-	-	15,109	-	4,673	-	-	5,032	-	575	-	69,060	-	-	<b>94,448</b>
Office Expenses	5,009	2,989	270	42,437	178	1,528	2,615	2,324	1,777	1,348	550	82	62	-	1,390	<b>62,557</b>
Marketing, Communications & Business Development	135,017	13,824	99,404	135,760	3,828	409,003	4,756	120,668	14,704	21,810	3,835	32,081	16,570	-	4,192	<b>1,015,453</b>
Technology	13,130	-	-	-	-	-	120	5	384	2,480	45	-	-	-	-	<b>16,163</b>
Meetings	768,741	60,779	9,005	671,488	40,099	2,880	-	16,146	93,379	81,223	7,313	67,689	-	5,517	6,211	<b>1,830,469</b>
Chapters and Regions Support	-	19,711	-	992,682	-	15,000	-	-	75,000	(42,000)	50,000	163,599	-	-	-	<b>1,273,992</b>
Travel	28,495	40,911	24,561	326,060	290	16,951	1,666	33,519	80,744	84,523	40,613	32,550	9,292	45,471	9,040	<b>774,685</b>
<b>Total Expenses</b>	<b>956,978</b>	<b>143,264</b>	<b>133,241</b>	<b>2,200,985</b>	<b>44,395</b>	<b>450,033</b>	<b>9,157</b>	<b>172,661</b>	<b>288,209</b>	<b>150,166</b>	<b>102,941</b>	<b>296,000</b>	<b>94,985</b>	<b>50,988</b>	<b>20,834</b>	<b>5,114,837</b>
<b>Surplus/(Deficit)</b>	<b>(956,978)</b>	<b>(143,264)</b>	<b>(133,241)</b>	<b>346,069</b>	<b>(44,395)</b>	<b>(450,033)</b>	<b>159,180</b>	<b>(172,661)</b>	<b>(288,209)</b>	<b>(99,166)</b>	<b>(102,941)</b>	<b>(296,000)</b>	<b>(94,985)</b>	<b>(50,988)</b>	<b>(20,834)</b>	<b>(2,348,446)</b>

**Membership - Expense Accounts**  
**As of 30 June 2022**

	Membership Support	Membership Operations	Total
<b>Revenue</b>	<b>(5,445)</b>	<b>-</b>	<b>(5,445)</b>
<b>Expenses</b>			
Staffing & Benefits	-	3,679	<b>3,679</b>
Professional Fees	-	4,485	<b>4,485</b>
Office Expenses	596	1,287	<b>1,882</b>
Marketing, Communications & Business Development	26,533	258,278	<b>284,811</b>
Technology	-	120	<b>120</b>
Meetings	1,541	3,963	<b>5,503</b>
Chapters and Regions Support	614	1,847,403	<b>1,848,017</b>
Travel	9,386	22,886	<b>32,272</b>
<b>Total Expenses</b>	<b>38,669</b>	<b>2,142,100</b>	<b>2,180,769</b>
<b>Surplus/(Deficit)</b>	<b>(44,114)</b>	<b>(2,142,100)</b>	<b>(2,186,214)</b>

**Regions - Expense Accounts**  
As of 30 June 2022

	APAC	Canada	Europe	LAC	MEPA	North Asia	South Asia	US East	US Central	US West	Total
<b>Revenue</b>	<b>(5,000)</b>	<b>94,508</b>	<b>(1,410)</b>	<b>68,900</b>	<b>7,980</b>	<b>83,400</b>	<b>18,900</b>	<b>27,000</b>	<b>-</b>	<b>-</b>	<b>294,278</b>
<b>Expenses</b>											
Staffing & Benefits	1,240	-	14,159	293	6,563	3,000	195	-	5,554	1,767	<b>32,771</b>
Professional Fees	-	144,433	4,013	721	-	-	1,346	-	-	1,200	<b>151,713</b>
Office Expenses	17,694	23,613	2,562	3,541	1,336	1,987	9,396	285	4,785	1,304	<b>66,503</b>
Marketing, Communications & Business Development	27,024	19,683	90,330	12,759	15,868	238,500	67,483	67,918	75,820	23,285	<b>638,670</b>
Technology	-	-	2,289	539	-	-	210	4,247	32,707	-	<b>39,992</b>
Meetings	236,675	410,483	304,440	297,896	395,314	37,065	183,236	347,474	411,618	356,128	<b>2,980,329</b>
Chapters and Regions Support	197,121	34,209	246,708	222,990	244,284	562,005	675,224	380,871	398,374	346,492	<b>3,308,279</b>
Travel	96,009	123,096	170,184	121,288	126,876	28,154	122,138	142,256	216,469	124,036	<b>1,270,505</b>
<b>Total Expenses</b>	<b>575,763</b>	<b>755,517</b>	<b>834,685</b>	<b>660,027</b>	<b>790,242</b>	<b>870,711</b>	<b>1,059,227</b>	<b>943,053</b>	<b>1,145,327</b>	<b>854,212</b>	<b>8,488,763</b>
<b>Surplus/(Deficit)</b>	<b>(580,763)</b>	<b>(661,009)</b>	<b>(836,095)</b>	<b>(591,127)</b>	<b>(782,262)</b>	<b>(787,311)</b>	<b>(1,040,327)</b>	<b>(916,053)</b>	<b>(1,145,327)</b>	<b>(854,212)</b>	<b>(8,194,485)</b>

**Administration - Expense Accounts**  
**As of 30 June 2022**

	Corporate Communication	Corporate Technology	Finance	Human Resources	Governance	Total
<b>Revenue</b>	-	-	<b>(1,495,223)</b>	-	-	<b>(1,495,223)</b>
<b>Expenses</b>						
Staffing & Benefits	-	800,085	183,421	16,340,223	-	17,323,728
Professional Fees	311,309	957,519	56,896	56,397	107,804	1,489,924
Office Expenses	2,612	26,136	2,084,415	267,289	6,599	2,387,052
Marketing, Communications & Business Development	72,598	8,400	691	20,958	2,443	105,090
Technology	-	2,098,648	-	10,121	-	2,108,769
Meetings	3,518	242	4,199	551	-	8,510
Travel	927	12,111	(3,252)	14,881	20	24,687
<b>Total Expenses</b>	<b>390,964</b>	<b>3,903,141</b>	<b>2,326,370</b>	<b>16,710,420</b>	<b>116,866</b>	<b>23,447,760</b>
<b>Surplus/(Deficit)</b>	<b>(390,964)</b>	<b>(3,903,141)</b>	<b>(3,821,593)</b>	<b>(16,710,420)</b>	<b>(116,866)</b>	<b>(24,942,983)</b>

**Committees - Actuals vs Budget**  
**As of 30 June 2022**

	FY 2022		
	Actuals	Budget	Variance
<b>Revenues</b>	<b>2,766,391</b>	<b>2,874,605</b>	<b>(108,214)</b>
<b>Expenses</b>			
<b>Staffing &amp; Benefits</b>	<b>47,067</b>	<b>3,018,889</b>	<b>(2,971,821)</b>
Salaries-Staff	845	2,314,761	(2,313,916)
Salary Mgmt Fees	0	43,200	(43,200)
Commissions/Bonus	0	13,388	(13,388)
Outside Contractors (Temp help)	32,903	60,000	(27,097)
Retirement Plan	1,918	67,048	(65,131)
Payroll Taxes	0	231,571	(231,571)
Health Insurance Medical	0	194,109	(194,109)
Other Benefits (STD,LTD,etc)	10	2,800	(2,790)
Prof. Development -individual trainings	6,342	47,813	(41,471)
Prof. Development Group Programs - Eg Skylyte	5,050	44,200	(39,150)
<b>Professional Fees</b>	<b>94,448</b>	<b>607,300</b>	<b>(512,852)</b>
Prof. Fees (Consulting fees)	94,448	607,300	(512,852)
<b>Office Expenses</b>	<b>62,557</b>	<b>198,157</b>	<b>(135,600)</b>
Credit Card Fees	0	65,478	(65,478)
Shipping & Postage	32,714	97,999	(65,285)
Office Supplies	3,843	17,200	(13,357)
Phones & Internet	27	0	27
Dues & Subs.	3,096	2,880	216
Printing	2,010	13,400	(11,390)
Insurance	53	0	53
Bank Fees	234	0	234
Currency Exchange	6	0	6
Other Expenses	20,575	1,200	19,375
<b>Marketing, Communications &amp; Business Development</b>	<b>1,015,453</b>	<b>2,453,349</b>	<b>(1,437,896)</b>
Branding & Prom.(SWAG)	56,097	268,999	(212,902)
Content Development	262,476	649,350	(386,874)
Translation/Interpretation	60,044	130,000	(69,956)
Survey/Data Collection	635	32,400	(31,765)
Virtual Delivery	341,962	751,500	(409,538)
Public Relations	5,524	50,000	(44,476)
Marketing & Advertising	111,054	166,500	(55,446)
Gift & Awards	177,661	404,600	(226,939)

**Committees - Actuals vs Budget**  
**As of 30 June 2022**

	Actuals	FY 2022 Budget	Variance
<b>Technology</b>	<b>16,163</b>	<b>0</b>	<b>16,163</b>
Tech. Support Innovation	348	0	348
Software licenses	1,815	0	1,815
Software Maint & Support	14,001	0	14,001
<b>Meetings</b>	<b>1,830,469</b>	<b>2,399,650</b>	<b>(569,181)</b>
Meeting-F&B	37,661	129,200	(91,539)
Meeting Space & Audio Visual	6,821	27,000	(20,179)
Meeting Facilitator Fees	933,587	1,745,500	(811,913)
Meeting Speaker Fees	658,748	219,750	438,998
Meeting Logistics Transaction	71,141	170,000	(98,859)
Meeting Misc.	122,510	108,200	14,310
<b>Chapters and Regions Support</b>	<b>1,273,992</b>	<b>1,464,850</b>	<b>(190,858)</b>
Chapter Support- Over 75	927,194	326,500	600,694
Chapter Support-Under 75	253,687	911,350	(657,663)
Event Support	19,711	85,000	(65,289)
Regional Support	73,400	142,000	(68,600)
<b>Travel</b>	<b>774,685</b>	<b>118,300</b>	<b>656,385</b>
Travel - Staff	166,217	389,750	(223,533)
Travel - Member	208,937	(98,600)	307,537
Travel - Board	2,533	0	2,533
Travel - Facilitator	393,333	279,450	113,883
Travel - Other	3,665	(452,300)	455,965
<b>Total Expenses</b>	<b>5,114,837</b>	<b>10,260,495</b>	<b>(5,145,658)</b>
<b>Surplus/(Deficit)</b>	<b>(2,348,446)</b>	<b>(7,385,890)</b>	<b>5,037,444</b>

**Regions - Actuals vs Budget**  
**As of 30 June 2022**

	FY 2022		
	Actuals	Budget	Variance
<b>Revenues</b>	<b>294,278</b>	<b>32,500</b>	<b>261,778</b>
<b>Expenses</b>			
<b>Staffing &amp; Benefits</b>	<b>32,771</b>	<b>2,198,572</b>	<b>(2,165,800)</b>
Salaries-Staff	0	1,618,790	(1,618,790)
Salary Mgmt Fees	0	171,600	(171,600)
Outside Contractors (Temp help)	17,119	0	17,119
Retirement Plan	0	70,972	(70,972)
Payroll Taxes	0	134,099	(134,099)
Health Insurance Medical	350	166,135	(165,785)
Prof. Development -individual trainings	10,012	36,975	(26,963)
Prof. Development Group Programs - Eg Skylyte	5,290	0	5,290
<b>Professional Fees</b>	<b>151,713</b>	<b>199,200</b>	<b>(47,487)</b>
Prof. Fees (Consulting fees)	150,992	199,200	(48,208)
Legal Fees	721	0	721
<b>Office Expenses</b>	<b>66,503</b>	<b>2,700</b>	<b>63,803</b>
Shipping & Postage	15,062	0	15,062
Office Supplies	1,352	0	1,352
Office expenses-(Facilities,rent,)	983	0	983
Phones & Internet	128	0	128
Dues & Subs.	26,893	2,700	24,193
Printing	7,506	0	7,506
Insurance	7,802	0	7,802
Bank Fees	129	0	129
Currency Exchange	5	0	5
Other Expenses	6,644	0	6,644
<b>Marketing, Communications &amp; Business Development</b>	<b>638,670</b>	<b>616,262</b>	<b>22,408</b>
Branding & Prom.(SWAG)	70,496	17,500	52,996
Content Development	86,377	30,000	56,377
Translation/Interpretation	217,589	0	217,589
Publications	2,815	0	2,815
Virtual Delivery	33,019	159,000	(125,981)
Public Relations	15,300	0	15,300
Marketing & Advertising	178,479	366,762	(188,283)
Gift & Awards	34,596	43,000	(8,404)

**Regions - Actuals vs Budget**  
**As of 30 June 2022**

	FY 2022		
	Actuals	Budget	Variance
<b>Technology</b>	<b>39,992</b>	<b>0</b>	<b>39,992</b>
Tech. Support Development And Enhancement	15,895	0	15,895
Software licenses	22,093	0	22,093
Computer Equipment	431	0	431
Hardware Infrastructure Maint & Support	1,574	0	1,574
<b>Meetings</b>	<b>2,980,329</b>	<b>1,616,700</b>	<b>1,363,629</b>
Meeting-F&B	931,477	703,150	228,327
Meeting Space & Audio Visual	586,394	167,300	419,094
Meeting Facilitator Fees	251,920	129,500	122,420
Meeting Speaker Fees	202,227	227,000	(24,773)
Meeting Logistics Transaction	125,837	14,000	111,837
Meeting Misc.	882,474	375,750	506,724
<b>Chapters and Regions Support</b>	<b>3,308,279</b>	<b>2,415,328</b>	<b>892,951</b>
Chapter Support- Over 75	526,761	550,876	(24,115)
Chapter Support-Under 75	1,082,048	1,404,532	(322,484)
Event Support	817,961	373,000	444,961
Regional Support	881,510	86,920	794,590
<b>Travel</b>	<b>1,270,505</b>	<b>1,555,500</b>	<b>(284,995)</b>
Travel - Staff	312,250	325,300	(13,050)
Travel - Member	799,524	1,198,500	(398,976)
Travel - Board	30,866	0	30,866
Travel - Facilitator	59,504	26,700	32,804
Travel - Other	68,361	5,000	63,361
<b>Total Expenses</b>	<b>8,488,763</b>	<b>8,604,262</b>	<b>(115,499)</b>
<b>Surplus/(Deficit)</b>	<b>(8,194,485)</b>	<b>(8,571,762)</b>	<b>377,276</b>