

	Approved YE2024	Final June 2024	Approved YE 2025
REVENUE			
MEMBERSHIP			
New Membership	\$120,000	\$100,672	\$110,000
Membership-student	\$20,000	\$18,501	\$18,000
Membership-international	\$9,000	\$7,599	\$7,000
Membership renewals	\$130,000	\$142,733	\$145,000
Renewals-student	\$3,500	\$3,830	\$4,000
Renewals-international	\$6,500	\$6,344	\$6,500
Membership revenue	\$289,000	\$279,679	\$290,500
IRE SALES & SERVICES			
Data analysis/visualization & database sales	\$8,000	\$5,063	\$6,000
IRE Journal subscriptions/advertising	\$5,000	\$4,546	\$5,000
Book sales and royalty	\$25,000	\$22,347	\$22,000
Story/tipsheet sales & Research Desk	\$1,000	\$0	\$0
Award Contest fees	\$35,000	\$37,190	\$38,000
Web ads/services	\$48,000	\$45,624	\$45,000
Fiscal Agent fees	\$60,000	\$84,162	\$75,000
Other	\$2,000	\$5,905	\$5,000

	Approved YE2024	Final June 2024	Approved YE 2025
IRE Services / Products revenue	\$184,000	\$204,837	\$196,000
CONFERENCES			
Registrations and fees	\$668,000	\$779,257	\$702,000
Hands-on training classes	\$40,000	\$28,215	\$27,000
Other revenues	\$40,000	\$56,966	\$73,000
Sponsorships	\$345,000	\$306,550	\$341,000
Conference revenue	\$1,093,000	\$1,170,988	\$1,143,000
Program Revenue			
Custom newsroom training	\$80,000	\$85,261	\$100,000
Boot camps	\$85,000	\$63,199	\$50,000
Program Revenue	\$165,000	\$148,460	\$150,000
GRANTS / FOUNDATIONS Released			
TNT Program/Fellowships	\$82,000	\$132,000	\$150,000
Inasmuch Foundation: (unrestricted)	\$84,000	\$184,000	\$100,000
Lumina Foundation: IRE On Campus	\$102,000	\$102,000	\$0
Colorado Trust*	\$11,000	\$11,675	\$0
Dow Jones Newspaper Fund: intern data boot camp *	\$0	\$49,285	\$0

	Approved YE2024	Final June 2024	Approved YE 2025
Arnold Ventures (unrestricted)*	\$0	\$200,000	\$200,000
Park Foundation (unrestricted)*	\$0	\$70,000	\$70,000
Logan Foundation	\$0	\$75,000	\$75,000
Community Wealth Partners		\$0	\$4,400
Grant revenue-projected	\$310,000	\$0	\$51,000
Grants / Foundations revenue	\$589,000	\$823,960	\$650,400
INDIVIDUAL DONATIONS			
Unrestricted/temporarily restricted	\$125,000	\$128,537	\$122,000
Perm. Restricted-Goes to Endowment-	\$50,000	\$143,429	\$50,000
Individual donations revenue	\$175,000	\$271,966	\$172,000
INVESTMENT INCOME			
Income released-fellowships	\$81,286	\$67,500	\$70,000
Income released-administrative	\$113,714	\$115,000	\$128,000
Investment income revenue	\$195,000	\$182,500	\$198,000
Carryover from YE2024			\$68,000

	Approved YE2024	Final June 2024	Approved YE 2025
TOTAL REVENUE	\$2,690,000	\$3,082,390	\$2,867,900
EXPENSES			
PERSONNEL			
Salaries: full-time staff	\$937,000	\$937,284	\$931,000
Benefits: full-time staff	\$310,000	\$329,633	\$336,000
Part-time wages	\$99,000	\$107,626	\$112,000
Student wages	\$15,000	\$34,105	\$36,000
Personnel expenses	\$1,361,000	\$1,408,648	\$1,415,000
IRE SALES & SERVICES			
Membership	\$2,000	\$2,200	\$2,000
Data Library	\$5,000	\$896	\$2,000
Journal	\$37,000	\$44,039	\$30,000
Book costs	\$8,000	\$7,523	\$7,000
Resource Center	\$2,000	\$1,320	\$1,000
Contest (platform, plaques, awards)	\$12,000	\$15,753	\$13,000
Web services	\$1,000	\$403	\$1,000

	Approved YE2024	Final June 2024	Approved YE 2025
Other	\$1,000	\$1,000	\$1,000
Sales/Products	\$68,000	\$73,134	\$57,000
PROGRAM EXPENSES			
Conferences	\$779,000	\$915,482	\$871,000
Total Newsroom Training (TNT)	\$10,000	\$6,250	\$10,000
Lumina-IRE on Campus	\$17,500	\$6,650	\$0
Custom newsroom training	\$22,000	\$18,317	\$23,000
Boot camps	\$28,300	\$12,399	\$7,000
Fellowships/scholarships	\$91,500	\$244,177	\$105,000
Other	\$0	\$0	\$2,500
Program Expenses	\$948,300	\$1,203,275	\$1,018,500
PROFESSIONAL SERVICES			
Investment management fees	\$15,000	\$14,631	\$15,000
Accounting	\$25,000	\$32,885	\$33,000
Legal	\$0	\$0	\$0
Consulting services	\$0	\$0	\$0
Professional services expenses	\$40,000	\$0	\$48,000
BOARD OF DIRECTORS			

	Approved YE2024	Final June 2024	Approved YE 2025
Retreat-audio/visual, room rental, Board development	\$15,000	\$11,435	\$7,000
Board travel assistance	\$1,000	\$907	\$5,000
Election software	\$2,000	\$1,970	\$2,000
Board of directors expenses	\$18,000	\$14,312	\$14,000
GENERAL OFFICE			
Telephone and internet	\$9,000	\$3,193	\$5,000
Postage	\$3,000	\$3,581	\$2,000
Office supplies	\$5,000	\$893	\$5,000
Photocopying	\$200		\$0
Insurance	\$20,000	\$21,419	\$20,000
Computer supplies	\$2,000	\$340	\$1,000
Credit card service fees	\$35,000	\$44,563	\$37,000
Dues/fees/subscriptions	\$2,000	\$2,945	\$2,500
Office Travel/Executive Director Travel	\$10,000	\$13,142	\$10,000
Marketing/promotions	\$1,500	\$4,385	\$2,000
Staff retreat / professional development	\$15,000	\$13,466	\$14,400
Software/equipment/maintenance/hosting	\$35,000	\$33,305	\$35,000
Web design/updates	\$10,000	\$2,867	\$40,000

	Approved YE2024	Final June 2024	Approved YE 2025
Other office expense, storage rent	\$6,500	\$9,154	\$8,000
General office expenses	\$154,200	\$153,253	\$181,900
Fundraising expenses	\$10,000	\$13,174	\$7,000
50th Anniversary Gala			\$50,000
Depreciation	\$5,000	\$5,000	\$5,000
TOTAL EXPENSES	\$2,604,500	\$2,870,796	\$2,796,400
Permanently restricted-Goes to Endowment	-\$50,000	-\$143,429	-\$50,000
REVENUE MINUS EXPENSES	\$35,500	\$68,165	\$21,500

[illegible]