



## Fiscal 2017 Budget Highlights (2.1.16)

Income:		
Category:	Description:	Assumptions and Strategy:
<b>40: Education Income (Line 165)</b>	Income from classroom and online courses and related activities.	Income will increase with 395 classroom courses with an average of 15 participants each and 2903 online participants. Classroom education will decrease as chapters conduct fewer courses and online participation will increase as IRWA adds new products.
<b>41: Advertising Income (Line 169)</b>	Income from magazine advertising and career center postings.	Income will increase as more advertisers are recruited and member companies post job openings on IRWA's Career Center.
<b>43: Investment Income (Line 172)</b>	Income from investments.	Income will increase as IRWA launches its investment program with Burnham Gibson, LLC.
<b>44: Membership Income (Line 180)</b>	Income from new and renewing members, plus application fees.	Income will increase with 9,272 Regular and Senior Members renewed and acquired. Focus will be on new member acquisition and a continued focus on member retention.
<b>47: Seminars &amp; Conferences (Line 206)</b>	Income from Annual Conference.	Income will decrease as fewer members travel to Alaska for Conference.
Expense:		
<b>55: Education Expenses (Line 325)</b>	Cost of material, shipping, marketing and accreditation of IRWA professional development program.	Expense will decrease with fewer classroom courses scheduled.
<b>597: Building Operation (Line 337)</b>	Cost of maintaining IRWA's headquarters office.	Expense will decrease with less bank interest.
<b>60: Payroll &amp; Benefits (Line 342)</b>	Cost of payroll, benefits and pension expenses for 25 full time staff.	Expense will increase with the addition of a full time Curriculum Manager, in addition to increased salaries and benefits.
<b>67: Seminars &amp; Conferences (Line 424)</b>	Cost of Annual Conference.	Expense will decrease with fewer Conference participants.
<b>74: Travel - Regions (Line 439)</b>	Cost of travel within the region for chapter support and governance.	Expense will remain the same as current year.
<b>75: Travel - Industry Committees &amp; CoPs (Line 459)</b>	Cost of travel for Industry Committees, CoPs and special projects.	Expense will remain the same as current year.

Category:	Description:	Assumptions and Strategy:
<b>76: Travel - Service Committees (Line 465)</b>	Cost of Service Committee travel.	Expense will decrease with fewer face-to-face meetings.
<b>77: Travel - Other (Line 474)</b>	Cost of travel to meetings of allied organizations and committee/CoP leadership meetings.	Expense will remain the same as current year.
<b>78: Travel - IGC (Line 482)</b>	Cost of IGC travel and meetings.	Expense will remain the same as current year.
<b>79: Travel - Staff (Line 489)</b>	Cost of travel for staff to support the IEC, IGC, Region governance and chapter support.	Expense will increase with additional staff travel for chapter support.
<b>80: Administrative Expenses (Line 546)</b>	Cost of headquarters operation.	Expense will decrease with Marketing & Development reduced to reflect current year cost.