

**WASHINGTON STATE**  
**BAR ASSOCIATION**

# **Financial Reports**

**(Unaudited)**

**Year to Date November 30, 2024**

**Prepared by**  
**Maggie Yu, Controller**

**Submitted by**  
**Tiffany Lynch, Director of Finance**  
**January 8, 2025**

# WASHINGTON STATE BAR ASSOCIATION

To: Board of Governors  
Budget and Audit Committee

From: Terra Nevitt, Executive Director; Tiffany Lynch, Director of Finance; Maggie Yu, Controller

Re: Key Financial Benchmarks for the Preliminary Fiscal Year to Date (YTD) through November 30, 2024  
As % of Completion to Annual Budget

	% of Year	Current Year % YTD	Current Year \$ Difference Favorable/(Unfavorable)	Prior Year YTD	Comments
Total Salaries & Benefits	17%	16%	\$99,722	16%	Favorable to budget mainly due to timing of benefits payments
Other Indirect Expenses*	17%	20%	(\$135,059)	16%	Unfavorable to budget due to timing of payments for online legal research, records storage, audit fees, and IT costs, and unanticipated software depreciation.
Total Indirect Expenses	17%	17%	(\$35,337)	16%	Unfavorable to budget resulting from other indirect expenses described above.

General Fund Revenues	17%	17%	\$83,465	17%	Favorable to budget from timing of collection for fees for winter bar exam fees, royalties, new member product sales, and reimbursement from sections.
General Fund Indirect Expenses	17%	17%	(\$37,736)	16%	Unfavorable to budget as described for indirect expenses above.
General Fund Direct Expenses	17%	15%	\$67,730	8%	Favorable to budget due to timing of program activities and meetings/events.
General Fund Net	17%	-91%	\$113,457	139%	Favorable to budget for the reasons described above.

CLE Revenue	17%	15%	(\$23,241)	19%	Unfavorable to budget due to timing of scheduled seminars and product sales.
CLE Direct Expenses	17%	7%	\$35,790	4%	Favorable to budget due to timing of expenses for seminar activities and product sales.
CLE Indirect Expenses	17%	16%	\$2,972	17%	Favorable to budget due salary & benefit savings.
CLE Net	17%	41%	\$15,522	61%	Favorable to budget primarily due to timing of direct expenses.

\*Workplace benefits, Human Resources, meeting support, rent, taxes, furniture & maintenance, office supplies, depreciation, insurance, equipment, professional fees (legal & audit), internet & telephone, postage, storage, bank fees, Technology

**Washington State Bar Association Financial Summary**  
**Compared to Fiscal Year 2025 Budget**  
**For the Period from November 1, 2024 to November 30, 2024**

Category	Actual Revenues	Budgeted Revenues	Actual Indirect Expenses	Budgeted Indirect Expenses	Actual Direct Expenses	Budgeted Direct Expenses	Actual Total Expenses	Budgeted Total Expenses	Actual Net Result	Budgeted Net Result
Access to Justice	-	-	42,304	250,535	50,467	139,795	92,771	390,330	(92,771)	(390,330)
Admissions/Bar Exam	441,255	1,480,180	153,849	906,127	20,195	480,204	174,044	1,386,331	267,211	93,849
Advancement FTE	-	-	62,700	386,288	-	3,300	62,700	389,588	(62,700)	(389,588)
Bar News	106,892	589,600	53,011	326,761	78,382	387,175	131,394	713,936	(24,502)	(124,336)
Board of Governors	-	-	31,640	186,913	58,454	360,300	90,095	547,213	(90,095)	(547,213)
Character & Fitness Board	-	-	23,814	140,905	-	33,000	23,814	173,905	(23,814)	(173,905)
Communications Strategies	-	600	106,263	781,382	10,387	180,295	116,650	961,677	(116,650)	(961,077)
Communications Strategies FTE	-	-	42,130	249,012	-	-	42,130	249,012	(42,130)	(249,012)
Discipline	20,560	90,000	1,047,939	6,275,710	22,839	216,544	1,070,778	6,492,254	(1,050,218)	(6,402,254)
Diversity	-	135,000	61,880	371,905	547	70,900	62,427	442,805	(62,427)	(307,805)
Finance	96,102	600,000	195,492	1,154,793	542	4,920	196,034	1,139,713	(99,932)	(559,713)
Foundation	-	-	27,996	165,726	603	17,800	28,599	183,526	(28,599)	(183,526)
Human Resources	-	-	149,140	574,952	-	-	149,140	574,952	(149,140)	(574,952)
Law Clerk Program	13,667	207,200	30,703	178,661	1,551	51,031	32,254	229,692	(18,587)	(22,492)
Legislative	-	-	43,108	254,298	2,197	26,275	45,305	280,573	(45,305)	(280,573)
Legal Lunchbox	5,194	34,000	9,000	34,192	-	4,725	9,000	38,917	(3,806)	(4,917)
Licensing and Membership Records	81,805	450,200	129,044	790,226	3,029	36,032	132,073	826,258	(50,268)	(376,058)
Licensing Fees	2,777,548	17,492,616	-	-	-	-	0	-	2,777,548	17,492,616
Limited License Legal Technician	8,202	25,031	16,989	103,088	368	12,500	17,356	115,588	(9,155)	(90,557)
Limited Practice Officers	34,740	189,300	18,213	106,563	545	37,304	18,758	143,867	15,981	45,433
Mandatory CLE	198,025	1,233,800	116,000	653,747	25,516	151,333	141,516	805,080	56,509	428,720
Member Wellness Program	500	10,000	38,103	227,746	1,485	11,905	39,588	239,651	(39,088)	(229,651)
Member Services & Engagement	3,950	16,300	40,401	291,819	1,137	119,550	41,538	411,369	(37,588)	(395,069)
Mini CLE	-	-	20,289	119,503	-	-	20,289	119,503	(20,289)	(119,503)
New Member Education	36,354	88,000	18,244	106,868	-	1,950	18,244	108,818	18,110	(20,818)
Office of General Counsel	-	-	173,592	1,002,440	1,641	26,005	175,234	1,028,445	(175,234)	(1,028,445)
Office of the Executive Director	-	-	138,284	849,110	102,035	138,975	240,319	988,085	(240,319)	(988,085)
OGC-Disciplinary Board	-	-	33,664	198,045	20,548	128,500	54,212	326,545	(54,212)	(326,545)
Practice of Law Board	-	-	13,058	76,989	-	16,000	13,058	92,989	(13,058)	(92,989)
Practice Management Assistance	16,463	62,000	24,052	142,803	2,897	93,650	23,653	(10,486)	(173,653)	(173,653)
Professional Responsibility Program	-	-	35,181	208,419	1,301	6,700	36,482	215,119	(26,482)	(215,119)
Public Service Programs	-	132,400	37,541	223,674	45,502	310,700	83,043	534,374	(83,043)	(401,974)
Publication and Design Services	-	-	21,836	124,220	4,756	5,000	26,592	129,220	(26,592)	(129,220)
Regulatory Services FTE	-	-	73,687	439,881	544	9,490	74,231	449,371	(74,231)	(449,371)
Regulatory Reform	-	-	26,494	157,462	1,323	42,500	199,962	(27,817)	(199,962)	(199,962)
Sections Administration	94,080	275,000	47,464	296,910	-	2,400	47,464	299,310	46,616	(24,310)
Service Center	-	-	122,845	726,174	320	3,053	123,165	729,227	(123,165)	(729,227)
Volunteer Engagement	-	-	26,535	242,951	6,138	68,066	32,673	311,017	(32,673)	(311,017)
Technology	-	-	347,611	2,048,168	-	-	347,611	2,048,168	(347,611)	(2,048,168)
<b>Subtotal General Fund</b>	<b>3,935,336</b>	<b>23,111,227</b>	<b>3,600,098</b>	<b>21,374,165</b>	<b>465,250</b>	<b>3,197,877</b>	<b>4,065,348</b>	<b>24,572,042</b>	<b>(130,012)</b>	<b>(1,460,815)</b>
Expenses using Facilities Reserve funds	-	-	(53,676)	-	-	-	(53,676)	(109,065)	53,676	109,065
Expenses using Special Project Reserve funds	-	-	(26,494)	-	(1,323)	-	(27,817)	(199,962)	27,817	199,962
<b>Total General Fund - Net Result from Operations</b>			<b>3,519,928</b>	<b>21,374,165</b>	<b>463,927</b>		<b>3,983,855</b>	<b>24,263,015</b>	<b>(48,519)</b>	<b>(1,151,788)</b>
Percentage of Budget	17%		17%		15%		17%			
CLE-Seminars and Products	269,210	1,623,710	171,299	1,051,695	24,387	306,112	195,686	1,357,807	73,524	265,904
CLE - Deskbooks	0	131,000	47,169	276,952	-	54,950	47,169	331,902	(47,169)	(200,902)
Total CLE	269,210	1,754,710	218,469	1,328,647	24,387	361,062	242,856	1,689,709	26,355	65,001
Percentage of Budget	15%		16%		7%		14%		(7,789)	3,106
Expenses using Facilities Reserve funds	-	-	(3,106)	-	-	-	(3,106)	1,681,920	29,460	72,790
<b>Total CLE Fund - Net Result from Operations</b>			<b>215,363</b>				<b>239,750</b>			
Total All Sections	153,429	645,483	-	-	165,304	1,005,206	165,304	1,005,206	(11,875)	(359,722)
Client Protection Fund-Restricted	120,318	930,540	31,067	182,964	(1,480)	506,400	29,587	689,364	90,731	241,176
Expenses using Facilities Reserve funds	-	-	(477)	-	-	-	(477)	(983)	477	983
<b>Total CPF Fund - Net Result from Operations</b>			<b>30,589</b>				<b>29,110</b>	<b>688,381</b>	<b>91,208</b>	<b>242,159</b>
<b>Totals</b>	<b>4,478,292</b>	<b>26,441,960</b>	<b>3,849,633</b>	<b>22,885,776</b>	<b>653,461</b>	<b>5,070,545</b>	<b>4,503,095</b>	<b>27,956,320</b>	<b>(24,802)</b>	<b>(1,514,360)</b>
Totals Net of Use of Facilities Reserve Funds			(57,259)				(57,259)	27,638,521	57,259	(1,196,561)
Totals Net of Use of Special Project Reserve Funds			(26,494)		(1,323)		(27,817)		27,817	
Percentage of Budget	17%		17%		13%		16%		60,274	

Summary of Fund Balances:	Fund Balances Sept. 30, 2024	2025 Budgeted Fund Balances	Fund Balances Year to date
<b>Restricted Funds:</b>			
Client Protection Fund	4,759,353	5,000,528	4,850,561
<b>Board-Designated Funds (Non-General Fund):</b>			
CLE Fund Balance	1,344,457	1,409,459	1,373,918
Section Funds	2,123,665	1,763,943	2,111,790
<b>Board-Designated Funds (General Fund):</b>			
Operating Reserve Fund	2,500,000	2,500,000	2,500,000
Facilities Reserve Fund	207,286	-	150,027
Special Projects and Innovation Fund	400,000	200,038	372,183
<b>Unrestricted Funds (General Fund):</b>			
Unrestricted General Fund	7,019,063	5,965,497	6,970,544
<b>Total General Fund Balance</b>	<b>10,126,350</b>	<b>8,665,535</b>	<b>9,992,754</b>
<b>Net Change in Total General Fund Balance</b>		<b>(1,460,815)</b>	<b>(130,012)</b>
<b>Total Fund Balance</b>	<b>18,353,825</b>	<b>16,839,465</b>	<b>18,329,023</b>
<b>Net Change In Fund Balance</b>		<b>(1,514,360)</b>	<b>(24,802)</b>

**Washington State Bar Association  
Analysis of Cash Investments  
As of November 30, 2024**

**Checking & Savings Accounts**

**General Fund**

**Checking**

<b><u>Bank</u></b>	<b><u>Account</u></b>	<b><u>Amount</u></b>
Wells Fargo	General	<u>2,000,310</u>

Total

<b><u>Investments</u></b>	<b><u>Rate (yield)</u></b>	<b><u>Amount</u></b>
Wells Fargo Money Market	4.65%	1,553,355
UBS Financial Money Market	4.83%	1,164,837
CDs/Treasuries	see list	11,946,700

**General Fund Total** 16,665,202

**Client Protection Fund**

**Checking**

<b><u>Bank</u></b>	<b><u>Amount</u></b>
Wells Fargo	100,184

<b><u>Investments</u></b>	<b><u>Rate (yield)</u></b>	<b><u>Amount</u></b>
Wells Fargo Money Market	4.65%	2,780,136
CDs/Treasuries	see list	2,466,671

**Client Protection Fund Total** 5,346,991

**Grand Total Cash & Investments** 22,012,193

**Washington State Bar Association  
Analysis of Cash Investments  
As of November 30, 2024**

**General Fund**

<u>Bank</u>	<u>Yield</u>	<u>Term Months</u>	<u>Trade Date</u>	<u>Settle Date</u>	<u>Maturity Date</u>	<u>Amount</u>
Fulton Bank NA Lancaster PA CD	5.20%	10	2/23/2024	2/23/2024	12/6/2024	250,000
Bank hapoalim B.M CD	5.20%	18	6/6/2023	6/12/2023	12/9/2024	243,000
BankUnited NATL CD	5.20%	10	2/27/2024	2/27/2024	12/9/2024	250,000
Renasant BK CD	5.15%	10	2/27/2024	2/27/2024	12/9/2024	250,000
Washington Financial BK CD	5.15%	8	3/26/2024	4/12/2024	12/12/2024	250,000
Associated BK Green CD	5.15%	9	3/12/2024	3/15/2024	12/16/2024	250,000
Simmons Bank Pine Bluff CD	5.20%	9	3/12/2024	3/18/2024	12/18/2024	250,000
Regions Bank CD	4.85%	12	12/15/2023	12/22/2023	12/20/2024	250,000
Eagle Bank CD	5.20%	9	3/12/2024	3/22/2024	12/20/2024	250,000
MIZUHO Bank	5.35%	6	6/21/2024	6/21/2024	12/26/2024	243,000
Citizens BK	5.25%	9	3/26/2024	3/27/2024	12/27/2024	250,000
Crossfirst BK	5.20%	9	3/26/2024	4/5/2024	1/6/2025	250,000
Valley NatL BK	5.15%	9	4/4/2024	4/9/2024	1/9/2025	250,000
Zions Bancorp CD	5.10%	9	4/4/2024	4/10/2024	1/10/2025	250,000
Truist Bank Charlotte CD	5.10%	9	4/9/2024	4/17/2024	1/13/2025	250,000
American COML BK CD	4.60%	12	1/4/2024	1/17/2024	1/16/2025	250,000
Live Oak Banking CD	4.70%	12	1/4/2024	1/17/2024	1/17/2025	250,000
Bank of China CD	5.10%	9	4/9/2024	4/17/2024	1/17/2025	250,000
Royal Business Bank CD	5.10%	9	4/9/2024	4/17/2024	1/17/2025	250,000
Bank of New York Mellon CD	5.10%	9	4/16/2024	4/18/2024	1/21/2025	250,000
Bank of Utah CD	4.70%	12	1/12/2024	1/26/2024	1/24/2025	250,000
Open Bank CD	4.75%	12	1/12/2024	1/26/2024	1/24/2025	250,000
Bank of Baroda CD	5.15%	9	4/16/2024	4/29/2024	1/29/2025	250,000
Preferred Bank LA	5.10%	9	4/26/2024	5/3/2024	2/3/2025	250,000
Israel discount BK	5.25%	9	5/2/2024	5/8/2024	2/10/2025	250,000
Synovus BK	5.20%	9	5/2/2024	5/10/2024	2/10/2025	250,000
Northeast Bank CD	4.90%	13	2/12/2024	2/14/2024	2/23/2025	250,000
Cambridge saving bank	5.35%	9	6/11/2024	6/20/2024	3/17/2025	240,000
Beal Bank USA CD	5.00%	12	3/12/2024	3/20/2024	3/19/2025	250,000
Beal Bank Plano TX CD	5.00%	12	3/26/2024	4/3/2024	4/2/2025	250,000
Old National BK CD	5.00%	12	3/26/2024	4/4/2024	4/4/2025	250,000
Exchange Bank CD	5.00%	12	4/16/2024	4/24/2024	4/23/2025	250,000
Northside Community Bank CD	5.00%	12	4/16/2024	4/24/2024	4/24/2025	250,000
CF Bank CD	5.05%	12	4/26/2024	5/3/2024	5/2/2025	250,000
Morgan Stanley Bank CD	5.10%	12	5/2/2024	5/8/2024	5/8/2025	250,000
Meridian Bank CD	5.10%	12	5/9/2024	5/15/2024	5/15/2025	250,000
Morgan Stanley PVT Bank CD	5.15%	12	5/9/2024	5/15/2024	5/15/2025	250,000
City National Bank of FL CD	4.15%	9	10/10/2024	10/16/2024	7/16/2025	250,000
Bank of America Calif CD	4.10%	9	10/10/2024	10/17/2024	7/17/2025	250,000
Western Allance Bank CD	4.10%	9	10/10/2024	10/18/2024	7/18/2025	250,000
Cross River Bank CD	4.30%	9	11/19/2024	11/22/2024	8/22/2025	250,000
US Bank NA Cincinnati CD	4.40%	9	11/19/2024	11/26/2024	8/26/2025	250,000
BMO bank NA CD	4.30%	9	11/26/2024	11/29/2024	8/29/2025	250,000
First Bank Chicago CD	4.20%	12	11/26/2024	11/27/2024	11/26/2025	250,000
						<b>10,976,000</b>
<b><u>US T- Bill's</u></b>						
US Treasury Bill	4.80%	12	2/12/2024	2/13/2024	1/23/2025	239,063
US Treasury Bill	4.40%	4	11/19/2024	11/20/2024	3/18/2025	246,493
US Treasury Bill	4.60%	6	10/10/2024	10/11/2024	4/10/2025	244,781
US Treasury Bill	4..3%	11	11/26/2024	11/27/2024	10/30/2025	240,364
						<b>970,700</b>
					<b>Total</b>	<b>11,946,700</b>

**Washington State Bar Association  
Analysis of Cash Investments  
As of November 30, 2024**

**Client Fund Protection Fund**

<b><u>Bank</u></b>	<b><u>Yield</u></b>	<b><u>Term Months</u></b>	<b><u>Trade Date</u></b>	<b><u>Settle Date</u></b>	<b><u>Maturity Date</u></b>	<b><u>Amount</u></b>
Charles Schwab Bank CD	5.10%	12	12/4/2023	12/8/2023	12/10/2024	250,000
Fifth Third Bank CD	4.70%	12	1/11/2024	1/16/2024	1/15/2025	250,000
US Treasury Bill	4.70%	6	8/27/2024	8/28/2024	2/20/2025	244,476
US Treasury Bill	4.50%	6	9/13/2024	9/16/2024	3/13/2025	244,632
US Treasury Bill	4.30%	6	10/10/2024	10/11/2024	4/10/2025	244,781
Goldman Sachs Bank	5.00%	9	7/12/2024	7/23/2024	4/23/2025	250,000
FirstBank Nashville CD	5.15%	12	5/14/2024	5/17/2024	5/16/2025	250,000
US Treasury Bill	4.35%	10	8/27/2024	8/28/2024	6/12/2025	241,640
Ally Bank	4.05%	9	10/10/2024	10/17/2024	7/17/2025	250,000
US Treasury Bill	4.30%	10	11/26/2024	11/27/2024	10/2/2025	241,143
<b>Total</b>						<b>2,466,671</b>

# Washington State Bar Association

Statement of Activities

For the Period from November 1, 2024 to November 30, 2024

**17% OF YEAR COMPLETE**

	<b>FISCAL 2025 BUDGET</b>	<b>CURRENT MONTH</b>	<b>YEAR TO DATE</b>	<b>REMAINING BALANCE</b>	<b>% USED OF BUDGET</b>	<b>YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)</b>
<b>LICENSE FEES</b>						
<b>REVENUE:</b>						
LICENSE FEES	17,492,616	1,363,698	2,777,548	14,715,068	16%	(137,888)
<b>TOTAL REVENUE:</b>	<u>17,492,616</u>	<u>1,363,698</u>	<u>2,777,548</u>	<u>14,715,068</u>	<u>16%</u>	<u>(137,888)</u>

## Washington State Bar Association

Statement of Activities

For the Period from November 1, 2024 to November 30, 2024

**17% OF YEAR COMPLETE**

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>ADMISSIONS</b>						
<b>REVENUE:</b>						
EXAM SOFTWARE REVENUE	27,500	-	-	27,500	0%	(4,583)
BAR EXAM FEES	1,378,980	102,085	426,360	952,620	31%	196,530
RULE 9/LEGAL INTERN FEES	12,500	350	900	11,600	7%	(1,183)
SPECIAL ADMISSIONS	61,200	4,280	13,995	47,205	23%	3,795
<b>TOTAL REVENUE:</b>	<b>1,480,180</b>	<b>106,715</b>	<b>441,255</b>	<b>1,038,925</b>	<b>30%</b>	<b>194,558</b>
<b>DIRECT EXPENSES:</b>						
POSTAGE	2,000	454	1,018	982	51%	(685)
STAFF TRAVEL/PARKING	24,000	(184)	(28)	24,028	0%	4,028
STAFF MEMBERSHIP DUES	495	-	245	250	49%	(163)
SUPPLIES	2,000	-	-	2,000	0%	333
FACILITY, PARKING, FOOD	100,000	(1,871)	-	100,000	0%	16,667
EXAMINER FEES	44,500	6,750	6,750	37,750	15%	667
UBE EXMINATIONS	118,000	-	-	118,000	0%	19,667
BOARD OF BAR EXAMINERS	42,500	-	-	42,500	0%	7,083
BAR EXAM PROCTORS	23,000	-	-	23,000	0%	3,833
DISABILITY ACCOMMODATIONS	65,000	-	-	65,000	0%	10,833
CHARACTER & FITNESS INVESTIGATIONS	1,000	-	-	1,000	0%	167
LAW SCHOOL VISITS	2,000	-	-	2,000	0%	333
SOFTWARE HOSTING	45,609	3,653	7,308	38,301	16%	294
STAFF CONFERENCE & TRAINING	10,100	2,624	4,902	5,198	49%	(3,219)
<b>TOTAL DIRECT EXPENSES:</b>	<b>480,204</b>	<b>11,426</b>	<b>20,195</b>	<b>460,009</b>	<b>4%</b>	<b>59,839</b>
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (6.65 FTE)	551,588	45,496	91,330	460,258	17%	601
BENEFITS EXPENSE	194,873	14,962	29,808	165,065	15%	2,671
OTHER INDIRECT EXPENSE	159,666	11,950	32,711	126,955	20%	(6,100)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>906,127</b>	<b>72,408</b>	<b>153,849</b>	<b>752,278</b>	<b>17%</b>	<b>(2,828)</b>
<b>TOTAL ALL EXPENSES:</b>	<b>1,386,331</b>	<b>83,834</b>	<b>174,044</b>	<b>1,212,287</b>	<b>13%</b>	<b>57,011</b>
<b>NET INCOME (LOSS):</b>	<b>93,849</b>	<b>22,881</b>	<b>267,211</b>	<b>(173,362)</b>	<b>285%</b>	<b>251,569</b>



## Washington State Bar Association

Statement of Activities

For the Period from November 1, 2024 to November 30, 2024

**17% OF YEAR COMPLETE**

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>ADVANCEMENT FTE</b>						
<b>REVENUE:</b>						
<b>TOTAL REVENUE:</b>	-	-	-	-		-
<b>DIRECT EXPENSES:</b>						
STAFF CONFERENCE & TRAINING	3,300	-	-	3,300	0%	550
<b>TOTAL DIRECT EXPENSES:</b>	<b>3,300</b>	<b>-</b>	<b>-</b>	<b>3,300</b>	<b>0%</b>	<b>550</b>
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (1.96 FTE)	264,525	21,428	41,709	222,816	16%	2,378
BENEFITS EXPENSE	74,703	5,770	11,344	63,359	15%	1,106
OTHER INDIRECT EXPENSE	47,060	3,524	9,647	37,413	20%	(1,803)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>386,288</b>	<b>30,722</b>	<b>62,700</b>	<b>323,588</b>	<b>16%</b>	<b>1,681</b>
<b>TOTAL ALL EXPENSES:</b>	<b>389,588</b>	<b>30,722</b>	<b>62,700</b>	<b>326,888</b>	<b>16%</b>	<b>2,231</b>
<b>NET INCOME (LOSS):</b>	<b>(389,588)</b>	<b>(30,722)</b>	<b>(62,700)</b>	<b>(326,888)</b>	<b>16%</b>	<b>2,231</b>

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**17% OF YEAR COMPLETE**

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>ACCESS TO JUSTICE</b>						
<b>REVENUE:</b>						
<b>TOTAL REVENUE:</b>	-	-	-	-		-
<b>DIRECT EXPENSES:</b>						
ATJ BOARD RETREAT	6,000	-	2,371	3,629	40%	(1,371)
LEADERSHIP TRAINING	6,000	(932)	1,402	4,598	23%	(402)
ATJ BOARD EXPENSE	58,500	14,807	19,111	39,389	33%	(9,361)
STAFF TRAVEL/PARKING	2,800	-	228	2,572	8%	239
STAFF CONFERENCE & TRAINING	2,495	-	940	1,555	38%	(524)
PUBLIC DEFENSE	4,000	1,219	2,279	1,721	57%	(1,613)
CONFERENCE/INSTITUTE EXPENSE	30,000	19,167	19,518	10,482	65%	(14,518)
RECEPTION/FORUM EXPENSE	30,000	-	4,617	25,383	15%	383
<b>TOTAL DIRECT EXPENSES:</b>	<b>139,795</b>	<b>34,260</b>	<b>50,467</b>	<b>89,328</b>	<b>36%</b>	<b>(27,168)</b>
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (1.68 FTE)	157,861	12,973	25,962	131,899	16%	348
BENEFITS EXPENSE	52,337	4,043	8,073	44,263	15%	649
OTHER INDIRECT EXPENSE	40,337	3,021	8,268	32,068	20%	(1,546)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>250,535</b>	<b>20,037</b>	<b>42,304</b>	<b>208,230</b>	<b>17%</b>	<b>(549)</b>
<b>TOTAL ALL EXPENSES:</b>	<b>390,330</b>	<b>54,297</b>	<b>92,771</b>	<b>297,559</b>	<b>24%</b>	<b>(27,716)</b>
<b>NET INCOME (LOSS):</b>	<b>(390,330)</b>	<b>(54,297)</b>	<b>(92,771)</b>	<b>(297,559)</b>	<b>24%</b>	<b>(27,716)</b>

## Washington State Bar Association

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**17% OF YEAR COMPLETE**

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>BAR NEWS</b>						
<b>REVENUE:</b>						
ROYALTIES	2,000	-	-	2,000	0%	(333)
DISPLAY ADVERTISING	405,000	46,000	94,419	310,581	23%	26,919
SUBSCRIPT/SINGLE ISSUES	100	-	36	64	36%	19
CLASSIFIED ADVERTISING	2,500	651	809	1,691	32%	392
JOB TARGET ADVERTISING	180,000	11,628	11,628	168,372	6%	(18,372)
<b>TOTAL REVENUE:</b>	<b>589,600</b>	<b>58,279</b>	<b>106,892</b>	<b>482,708</b>	<b>18%</b>	<b>8,625</b>
<b>DIRECT EXPENSES:</b>						
POSTAGE	121,000	15,127	30,117	90,883	25%	(9,951)
PRINTING, COPYING & MAILING	262,500	23,441	48,265	214,235	18%	(4,515)
DIGITAL/ONLINE DEVELOPMENT	2,000	-	-	2,000	0%	333
GRAPHICS/ARTWORK	1,000	-	-	1,000	0%	167
EDITORIAL ADVISORY COMMITTEE	300	-	-	300	0%	50
STAFF MEMBERSHIP DUES	150	-	-	150	0%	25
SUBSCRIPTIONS	225	-	-	225	0%	38
<b>TOTAL DIRECT EXPENSES:</b>	<b>387,175</b>	<b>38,569</b>	<b>78,382</b>	<b>308,793</b>	<b>20%</b>	<b>(13,853)</b>
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (2.13 FTE)	207,867	16,211	32,422	175,445	16%	2,223
BENEFITS EXPENSE	67,753	5,081	10,145	57,608	15%	1,147
OTHER INDIRECT EXPENSE	51,141	3,815	10,444	40,697	20%	(1,921)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>326,761</b>	<b>25,107</b>	<b>53,011</b>	<b>273,750</b>	<b>16%</b>	<b>1,449</b>
<b>TOTAL ALL EXPENSES:</b>	<b>713,936</b>	<b>63,676</b>	<b>131,394</b>	<b>582,542</b>	<b>18%</b>	<b>(12,405)</b>
<b>NET INCOME (LOSS):</b>	<b>(124,336)</b>	<b>(5,397)</b>	<b>(24,502)</b>	<b>(99,834)</b>	<b>20%</b>	<b>(3,779)</b>

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**17% OF YEAR COMPLETE**

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>BOARD OF GOVERNORS</b>						
<b>REVENUE:</b>						
TOTAL REVENUE:	-	-	-	-		-
<b>DIRECT EXPENSES:</b>						
BOG MEETINGS	148,000	12,641	12,641	135,359	9%	12,026
BOG COMMITTEES' EXPENSES	8,500	-	40	8,460	0%	1,377
BOG RETREAT	40,000	2,395	37,705	2,295	94%	(31,038)
BOG CONFERENCE ATTENDANCE	39,500	-	1,396	38,104	4%	5,187
BOG TRAVEL & OUTREACH	50,000	938	6,599	43,401	13%	1,734
LEADERSHIP TRAINING	15,000	-	-	15,000	0%	2,500
BOG ELECTIONS	42,000	-	-	42,000	0%	7,000
PRESIDENT'S DINNER	10,000	0	0	10,000	0%	1,667
NEW GOVERNOR ORIENTATION	3,500	-	-	3,500	0%	583
PRESIDENT'S PHOTO	3,300	-	-	3,300	0%	550
SUPPLIES	500	52	73	427	15%	10
<b>TOTAL DIRECT EXPENSES:</b>	<b>360,300</b>	<b>16,026</b>	<b>58,454</b>	<b>301,846</b>	<b>16%</b>	<b>1,596</b>
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (1.40 FTE)	112,836	9,269	18,538	94,299	16%	268
BENEFITS EXPENSE	40,463	3,107	6,212	34,250	15%	531
OTHER INDIRECT EXPENSE	33,614	2,517	6,890	26,724	20%	(1,288)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>186,913</b>	<b>14,893</b>	<b>31,640</b>	<b>155,273</b>	<b>17%</b>	<b>(488)</b>
<b>TOTAL ALL EXPENSES:</b>	<b>547,213</b>	<b>30,919</b>	<b>90,095</b>	<b>457,118</b>	<b>16%</b>	<b>1,107</b>
<b>NET INCOME (LOSS):</b>	<b>(547,213)</b>	<b>(30,919)</b>	<b>(90,095)</b>	<b>(457,118)</b>	<b>16%</b>	<b>1,107</b>

## Washington State Bar Association

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	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>CHARACTER &amp; FITNESS BOARD</b>						
<b>REVENUE:</b>						
TOTAL REVENUE:	-	-	-	-		-
<b>DIRECT EXPENSES:</b>						
CHARACTER & FITNESS BOARD EXP	18,000	-	-	18,000	0%	3,000
COURT REPORTERS	15,000	-	-	15,000	0%	2,500
<b>TOTAL DIRECT EXPENSES:</b>	<b>33,000</b>	<b>-</b>	<b>-</b>	<b>33,000</b>	<b>0%</b>	<b>5,500</b>
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (0.75 FTE)	95,315	7,896	15,791	79,524	17%	94
BENEFITS EXPENSE	27,582	2,165	4,324	23,258	16%	273
OTHER INDIRECT EXPENSE	18,007	1,351	3,699	14,308	21%	(698)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>140,905</b>	<b>11,412</b>	<b>23,814</b>	<b>117,091</b>	<b>17%</b>	<b>(330)</b>
<b>TOTAL ALL EXPENSES:</b>	<b>173,905</b>	<b>11,412</b>	<b>23,814</b>	<b>150,091</b>	<b>14%</b>	<b>5,170</b>
<b>NET INCOME (LOSS):</b>	<b>(173,905)</b>	<b>(11,412)</b>	<b>(23,814)</b>	<b>(150,091)</b>	<b>14%</b>	<b>5,170</b>

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	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>CONTINUING LEGAL EDUCATION (CLE)</b>						
<b>(CLES - CLEP)</b>						
<b>REVENUE:</b>						
SEMINAR REGISTRATIONS	825,000	72,362	98,795	726,205	12%	(38,705)
SEMINAR REVENUE-OTHER	20,000	800	800	19,200	4%	(2,533)
SEMINAR SPLITS W/ CLE	(150,000)	-	-	(150,000)	0%	25,000
SHIPPING & HANDLING	210	36	45	165	21%	10
COURSEBOOK SALES	3,500	255	325	3,175	9%	(258)
MP3 AND VIDEO SALES	925,000	104,553	169,245	755,755	18%	15,079
<b>TOTAL REVENUE:</b>	<b>1,623,710</b>	<b>178,005</b>	<b>269,210</b>	<b>1,354,500</b>	<b>17%</b>	<b>(16,238)</b>
<b>DIRECT EXPENSES:</b>						
COURSEBOOK PRODUCTION	500	-	-	500	0%	83
DEPRECIATION	2,012	170	340	1,672	17%	(5)
ONLINE EXPENSES	54,000	4,552	8,731	45,269	16%	269
ACCREDITATION FEES	3,000	126	54	2,946	2%	446
FACILITIES	165,000	13,570	15,170	149,830	9%	12,330
DISABILITY ACCOMMODATIONS	7,000	-	-	7,000	0%	1,167
SPEAKERS & PROGRAM DEVELOP	48,000	-	-	48,000	0%	8,000
HONORARIA	3,000	-	-	3,000	0%	500
CLE SEMINAR COMMITTEE	200	-	-	200	0%	33
STAFF TRAVEL/PARKING	15,000	53	53	14,947	0%	2,447
STAFF CONFERENCE & TRAINING	5,900	-	-	5,900	0%	983
STAFF MEMBERSHIP DUES	1,500	-	-	1,500	0%	250
SUPPLIES	500	-	-	500	0%	83
COST OF SALES - COURSEBOOKS	300	19	19	281	6%	31
POSTAGE & DELIVERY-COURSEBOOKS	200	20	20	180	10%	13
<b>TOTAL DIRECT EXPENSES:</b>	<b>306,112</b>	<b>18,511</b>	<b>24,387</b>	<b>281,725</b>	<b>8%</b>	<b>26,631</b>
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (8.00 FTE)	630,924	51,234	97,826	533,097	16%	7,328
BENEFITS EXPENSE	228,691	17,480	34,161	194,530	15%	3,954
OTHER INDIRECT EXPENSE	192,080	14,361	39,312	152,768	20%	(7,298)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>1,051,695</b>	<b>83,075</b>	<b>171,299</b>	<b>880,395</b>	<b>16%</b>	<b>3,983</b>
<b>TOTAL ALL EXPENSES:</b>	<b>1,357,807</b>	<b>101,586</b>	<b>195,686</b>	<b>1,162,120</b>	<b>14%</b>	<b>30,615</b>
<b>NET INCOME (LOSS):</b>	<b>265,904</b>	<b>76,419</b>	<b>73,524</b>	<b>192,379</b>	<b>28%</b>	<b>29,207</b>

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<b>CLIENT PROTECTION FUND</b>						
<b>REVENUE:</b>						
CPF RESTITUTION	10,000	1,071	3,218	6,782	32%	1,552
CPF MEMBER ASSESSMENTS	720,540	73,980	79,915	640,625	11%	(40,175)
INTEREST INCOME	200,000	18,257	37,185	162,815	19%	3,851
<b>TOTAL REVENUE:</b>	<b>930,540</b>	<b>93,308</b>	<b>120,318</b>	<b>810,222</b>	<b>13%</b>	<b>(34,772)</b>
<b>DIRECT EXPENSES:</b>						
BANK FEES	2,500	(544)	(1,480)	3,980	-59%	1,896
GIFTS TO INJURED CLIENTS	500,000	-	-	500,000	0%	83,333
CPF BOARD EXPENSES	2,000	-	-	2,000	0%	333
STAFF CONFERENCE & TRAINING	1,700	-	-	1,700	0%	283
STAFF MEMBERSHIP DUES	200	-	-	200	0%	33
<b>TOTAL DIRECT EXPENSES:</b>	<b>506,400</b>	<b>(544)</b>	<b>(1,480)</b>	<b>507,880</b>	<b>0%</b>	<b>85,880</b>
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (1.23 FTE)	115,160	9,573	19,137	96,024	17%	57
BENEFITS EXPENSE	38,272	2,959	5,910	32,362	15%	469
OTHER INDIRECT EXPENSE	29,532	2,199	6,020	23,512	20%	(1,098)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>182,964</b>	<b>14,732</b>	<b>31,067</b>	<b>151,898</b>	<b>17%</b>	<b>(573)</b>
<b>TOTAL ALL EXPENSES:</b>	<b>689,364</b>	<b>14,188</b>	<b>29,587</b>	<b>659,777</b>	<b>4%</b>	<b>85,307</b>
<b>NET INCOME (LOSS):</b>	<b>241,176</b>	<b>79,120</b>	<b>90,731</b>	<b>150,445</b>	<b>38%</b>	<b>50,535</b>

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	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>COMMUNICATION STRATEGIES</b>						
<b>REVENUE:</b>						
50 YEAR MEMBER TRIBUTE LUNCH	100	-	-	100	0%	(17)
WSBA LOGO MERCHANDISE SALES	500	-	-	500	0%	(83)
<b>TOTAL REVENUE:</b>	<b>600</b>	<b>-</b>	<b>-</b>	<b>600</b>	<b>0%</b>	<b>(100)</b>
<b>DIRECT EXPENSES:</b>						
STAFF TRAVEL/PARKING	5,895	192	320	5,575	5%	662
STAFF MEMBERSHIP DUES	1,800	-	-	1,800	0%	300
SUBSCRIPTIONS	4,000	103	207	3,793	5%	460
APEX DINNER	52,500	-	-	52,500	0%	8,750
BAR LEADERS SUMMIT	35,000	-	-	35,000	0%	5,833
50 YEAR MEMBER TRIBUTE LUNCH	35,000	-	-	35,000	0%	5,833
BAR OUTREACH	20,000	74	74	19,926	0%	3,259
COMMUNICATIONS OUTREACH	15,000	778	1,065	13,935	7%	1,435
STAFF CONFERENCE & TRAINING	11,100	-	8,721	2,379	79%	(6,871)
<b>TOTAL DIRECT EXPENSES:</b>	<b>180,295</b>	<b>1,147</b>	<b>10,387</b>	<b>169,908</b>	<b>6%</b>	<b>19,662</b>
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (7.05 FTE)	465,232	27,036	54,071	411,161	12%	23,467
BENEFITS EXPENSE	170,889	11,261	22,454	148,435	13%	6,028
OTHER INDIRECT EXPENSE	145,260	10,863	29,737	115,523	20%	(5,527)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>781,382</b>	<b>49,160</b>	<b>106,263</b>	<b>675,119</b>	<b>14%</b>	<b>23,968</b>
<b>TOTAL ALL EXPENSES:</b>	<b>961,677</b>	<b>50,308</b>	<b>116,650</b>	<b>845,027</b>	<b>12%</b>	<b>43,630</b>
<b>NET INCOME (LOSS):</b>	<b>(961,077)</b>	<b>(50,308)</b>	<b>(116,650)</b>	<b>(844,427)</b>	<b>12%</b>	<b>43,530</b>



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<b>COMMUNICATION STRATEGIES FTE</b>						
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (1.00 FTE)	179,737	14,978	29,956	149,781	17%	(0)
BENEFITS EXPENSE	45,265	3,612	7,242	38,023	16%	302
OTHER INDIRECT EXPENSE	24,010	1,802	4,932	19,078	21%	(930)
TOTAL INDIRECT EXPENSES:	<u>249,012</u>	<u>20,392</u>	<u>42,130</u>	<u>206,882</u>	<u>17%</u>	<u>(628)</u>
NET INCOME (LOSS):	<u>(249,012)</u>	<u>(20,392)</u>	<u>(42,130)</u>	<u>(206,882)</u>	<u>17%</u>	<u>(628)</u>

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<b>DESKBOOKS</b>						
<b>REVENUE:</b>						
DESKBOOK SALES	30,000	-	-	30,000	0%	(5,000)
LEXIS/NEXIS ROYALTIES	75,000	0	0	75,000	0%	(12,500)
SECTION PUBLICATION SALES	1,000	-	-	1,000	0%	(167)
FASTCASE ROYALTIES	25,000	-	-	25,000	0%	(4,167)
<b>TOTAL REVENUE:</b>	<b>131,000</b>	<b>0</b>	<b>0</b>	<b>131,000</b>	<b>0%</b>	<b>(21,833)</b>
<b>DIRECT EXPENSES:</b>						
COST OF SALES - DESKBOOKS	5,000	-	-	5,000	0%	833
COST OF SALES - SECTION PUBLICATION	500	-	-	500	0%	83
SPLITS TO SECTIONS	300	-	-	300	0%	50
DESKBOOK ROYALTIES	300	-	-	300	0%	50
POSTAGE & DELIVER-DESKBOOKS	300	-	-	300	0%	50
OBSOLETE INVENTORY	48,250	-	-	48,250	0%	8,042
STAFF MEMBERSHIP DUES	250	-	-	250	0%	42
SUBSCRIPTIONS	50	-	-	50	0%	8
<b>TOTAL DIRECT EXPENSES:</b>	<b>54,950</b>	<b>-</b>	<b>-</b>	<b>54,950</b>	<b>0%</b>	<b>9,158</b>
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (1.75 FTE)	178,087	14,841	29,681	148,406	17%	(0)
BENEFITS EXPENSE	56,847	4,432	8,857	47,990	16%	617
OTHER INDIRECT EXPENSE	42,017	3,153	8,631	33,386	21%	(1,628)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>276,952</b>	<b>22,426</b>	<b>47,169</b>	<b>229,783</b>	<b>17%</b>	<b>(1,011)</b>
<b>TOTAL ALL EXPENSES:</b>	<b>331,902</b>	<b>22,426</b>	<b>47,169</b>	<b>284,733</b>	<b>14%</b>	<b>8,148</b>
<b>NET INCOME (LOSS):</b>	<b>(200,902)</b>	<b>(22,426)</b>	<b>(47,169)</b>	<b>(153,733)</b>	<b>23%</b>	<b>(13,686)</b>

**Washington State Bar Association**  
Statement of Activities  
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**17% OF YEAR COMPLETE**

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>DISCIPLINE</b>						
<b>REVENUE:</b>						
AUDIT REVENUE	1,000	43	43	958	4%	(124)
RECOVERY OF DISCIPLINE COSTS	70,000	10,088	17,307	52,693	25%	5,640
DISCIPLINE HISTORY SUMMARY	19,000	1,230	3,210	15,790	17%	43
<b>TOTAL REVENUE:</b>	<b>90,000</b>	<b>11,360</b>	<b>20,560</b>	<b>69,440</b>	<b>23%</b>	<b>5,560</b>
<b>DIRECT EXPENSES:</b>						
DEPRECIATION-SOFTWARE	24,259	-	-	24,259	0%	4,043
PUBLICATIONS PRODUCTION	350	-	-	350	0%	58
STAFF TRAVEL/PARKING	25,000	550	1,976	23,024	8%	2,191
STAFF MEMBERSHIP DUES	7,090	-	5,390	1,700	76%	(4,208)
TELEPHONE	4,000	181	363	3,637	9%	304
COURT REPORTERS	60,000	3,592	5,770	54,230	10%	4,230
OUTSIDE COUNSEL/AIC	1,000	-	-	1,000	0%	167
LITIGATION EXPENSES	40,000	2,747	3,499	36,501	9%	3,168
DISABILITY EXPENSES	5,500	-	1,341	4,159	24%	(424)
TRANSLATION SERVICES	12,000	170	545	11,455	5%	1,455
STAFF CONFERENCE & TRAINING	37,345	-	3,957	33,388	11%	2,268
<b>TOTAL DIRECT EXPENSES:</b>	<b>216,544</b>	<b>7,240</b>	<b>22,839</b>	<b>193,705</b>	<b>11%</b>	<b>13,252</b>
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (39.00 FTE)	4,063,643	330,890	659,251	3,404,393	16%	18,023
BENEFITS EXPENSE	1,275,677	98,754	196,917	1,078,760	15%	15,695
OTHER INDIRECT EXPENSE	936,389	70,056	191,770	744,619	20%	(35,706)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>6,275,710</b>	<b>499,700</b>	<b>1,047,939</b>	<b>5,227,771</b>	<b>17%</b>	<b>(1,987)</b>
<b>TOTAL ALL EXPENSES:</b>	<b>6,492,254</b>	<b>506,940</b>	<b>1,070,778</b>	<b>5,421,476</b>	<b>16%</b>	<b>11,265</b>
<b>NET INCOME (LOSS):</b>	<b>(6,402,254)</b>	<b>(495,579)</b>	<b>(1,050,218)</b>	<b>(5,352,036)</b>	<b>16%</b>	<b>16,824</b>

## Washington State Bar Association

Statement of Activities

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**17% OF YEAR COMPLETE**

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>DIVERSITY</b>						
<b>REVENUE:</b>						
DONATIONS	135,000	-	-	135,000	0%	(22,500)
<b>TOTAL REVENUE:</b>	<b>135,000</b>	<b>-</b>	<b>-</b>	<b>135,000</b>	<b>0%</b>	<b>(22,500)</b>
<b>DIRECT EXPENSES:</b>						
STAFF TRAVEL/PARKING	3,700	152	170	3,530	5%	447
STAFF MEMBERSHIP DUES	700	-	-	700	0%	117
COMMITTEE FOR DIVERSITY	5,900	79	79	5,821	1%	904
DIVERSITY EVENTS & PROJECTS	43,100	109	298	42,802	1%	6,886
INTERNAL DIVERSITY OUTREACH	7,500	-	-	7,500	0%	1,250
STAFF CONFERENCE & TRAINING	3,000	-	-	3,000	0%	500
CONSULTING SERVICES	7,000	-	-	7,000	0%	1,167
<b>TOTAL DIRECT EXPENSE:</b>	<b>70,900</b>	<b>340</b>	<b>547</b>	<b>70,353</b>	<b>1%</b>	<b>11,270</b>
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (2.69 FTE)	227,749	18,297	36,594	191,156	16%	1,365
BENEFITS EXPENSE	79,569	6,053	12,086	67,482	15%	1,175
OTHER INDIRECT EXPENSE	64,587	4,822	13,201	51,386	20%	(2,436)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>371,905</b>	<b>29,172</b>	<b>61,880</b>	<b>310,024</b>	<b>17%</b>	<b>104</b>
<b>TOTAL ALL EXPENSES:</b>	<b>442,805</b>	<b>29,512</b>	<b>62,427</b>	<b>380,377</b>	<b>14%</b>	<b>11,373</b>
<b>NET INCOME (LOSS):</b>	<b>(307,805)</b>	<b>(29,512)</b>	<b>(62,427)</b>	<b>(245,377)</b>	<b>20%</b>	<b>(11,127)</b>

## Washington State Bar Association

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**17% OF YEAR COMPLETE**

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>ETHICS, WELLNESS, &amp; PRACTICE (MWP-PMA-PRP) REVENUE:</b>						
DIVERSIONS	10,000	500	500	9,500	5%	(1,167)
ROYALTIES	62,000	12,043	16,463	45,537	27%	6,129
<b>TOTAL REVENUE:</b>	<b>72,000</b>	<b>12,543</b>	<b>16,963</b>	<b>55,037</b>	<b>24%</b>	<b>4,963</b>
<b>DIRECT EXPENSES:</b>						
STAFF MEMBERSHIP DUES	1,450	375	965	485	67%	(723)
MEMBER WELLNESS COUNCIL	4,250	754	829	3,421	20%	(121)
LEGAL TECH TASK FORCE	5,000	-	2,750	2,250	55%	(1,917)
STAFF TRAVEL/PARKING	5,000	343	424	4,576	8%	409
STAFF CONFERENCE & TRAINING	9,100	-	207	8,893	2%	1,310
SUBSCRIPTIONS	1,455	110	221	1,234	15%	22
CPE COMMITTEE	1,000	-	286	714	29%	(120)
FASTCASE	85,000	-	-	85,000	0%	14,167
<b>TOTAL DIRECT EXPENSES:</b>	<b>112,255</b>	<b>1,582</b>	<b>5,682</b>	<b>106,573</b>	<b>5%</b>	<b>13,027</b>
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (3.51 FTE)	376,056	31,017	61,992	314,065	16%	684
BENEFITS EXPENSE	117,836	9,085	18,155	99,681	15%	1,484
OTHER INDIRECT EXPENSE	84,275	6,280	17,190	67,085	20%	(3,144)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>578,168</b>	<b>46,381</b>	<b>97,337</b>	<b>480,831</b>	<b>17%</b>	<b>(975)</b>
<b>TOTAL ALL EXPENSES:</b>	<b>690,423</b>	<b>47,964</b>	<b>103,019</b>	<b>587,404</b>	<b>15%</b>	<b>12,052</b>
<b>NET INCOME (LOSS):</b>	<b>(618,423)</b>	<b>(35,421)</b>	<b>(86,056)</b>	<b>(532,366)</b>	<b>14%</b>	<b>17,014</b>

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**17% OF YEAR COMPLETE**

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>FINANCE</b>						
<b>REVENUE:</b>						
INTEREST INCOME	600,000	44,249	96,102	503,898	16%	(3,898)
<b>TOTAL REVENUE:</b>	<b>600,000</b>	<b>44,249</b>	<b>96,102</b>	<b>503,898</b>	<b>16%</b>	<b>(3,898)</b>
<b>DIRECT EXPENSES:</b>						
STAFF TRAVEL/PARKING	3,750	357	403	3,347	11%	222
STAFF CONFERENCE & TRAINING	500	-	139	361	28%	(56)
STAFF MEMBERSHIP DUES	670	-	-	670	0%	112
<b>TOTAL DIRECT EXPENSES:</b>	<b>4,920</b>	<b>357</b>	<b>542</b>	<b>4,378</b>	<b>11%</b>	<b>278</b>
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (6.92 FTE)	755,465	65,550	125,166	630,298	17%	744
BENEFITS EXPENSE	233,179	18,661	36,309	196,870	16%	2,554
OTHER INDIRECT EXPENSE	166,149	12,427	34,017	132,132	20%	(6,325)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>1,154,793</b>	<b>96,638</b>	<b>195,492</b>	<b>959,301</b>	<b>17%</b>	<b>(3,027)</b>
<b>TOTAL ALL EXPENSES:</b>	<b>1,159,713</b>	<b>96,996</b>	<b>196,034</b>	<b>963,678</b>	<b>17%</b>	<b>(2,749)</b>
<b>NET INCOME (LOSS):</b>	<b>(559,713)</b>	<b>(52,747)</b>	<b>(99,932)</b>	<b>(459,780)</b>	<b>18%</b>	<b>(6,647)</b>

## Washington State Bar Association

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**17% OF YEAR COMPLETE**

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>FOUNDATION</b>						
<b>REVENUE:</b>						
<b>TOTAL REVENUE:</b>	-	-	-	-		-
<b>DIRECT EXPENSES:</b>						
CONSULTING SERVICES	3,200	-	-	3,200	0%	533
PRINTING & COPYING	1,000	-	-	1,000	0%	167
STAFF TRAVEL/PARKING	3,000	-	-	3,000	0%	500
SUPPLIES	2,000	-	-	2,000	0%	333
BOARD OF TRUSTEES	3,600	127	164	3,436	5%	436
EQUIPMENT/HARDWARE/SOFTWARE	2,400	220	439	1,961	18%	(39)
POSTAGE	400	-	-	400	0%	67
STAFF CONFERENCE & TRAINING	2,200	-	-	2,200	0%	367
<b>TOTAL DIRECT EXPENSES:</b>	<b>17,800</b>	<b>347</b>	<b>603</b>	<b>17,197</b>	<b>3%</b>	<b>2,363</b>
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (1.05 FTE)	106,460	8,787	17,574	88,885	17%	169
BENEFITS EXPENSE	34,056	2,633	5,272	28,784	15%	404
OTHER INDIRECT EXPENSE	25,210	1,881	5,150	20,061	20%	(948)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>165,726</b>	<b>13,301</b>	<b>27,996</b>	<b>137,731</b>	<b>17%</b>	<b>(375)</b>
<b>TOTAL ALL EXPENSES:</b>	<b>183,526</b>	<b>13,648</b>	<b>28,599</b>	<b>154,927</b>	<b>16%</b>	<b>1,989</b>
<b>NET INCOME (LOSS):</b>	<b>(183,526)</b>	<b>(13,648)</b>	<b>(28,599)</b>	<b>(154,927)</b>	<b>16%</b>	<b>1,989</b>

## Washington State Bar Association

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**17% OF YEAR COMPLETE**

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>HUMAN RESOURCES</b>						
<b>REVENUE:</b>						
<b>TOTAL REVENUE:</b>	-	-	-	-		-
<b>DIRECT EXPENSES:</b>						
STAFF TRAVEL/PARKING	300	-	15	285	5%	35
STAFF MEMBERSHIP DUES	1,000	-	264	736	26%	(97)
SUBSCRIPTIONS	2,000	-	-	2,000	0%	333
STAFF TRAINING- GENERAL	36,800	75	75	36,725	0%	6,058
RECRUITING AND ADVERTISING	8,000	190	369	7,631	5%	964
PAYROLL PROCESSING	50,000	8,940	12,477	37,523	25%	(4,143)
SALARY SURVEYS	1,000	-	-	1,000	0%	167
CONSULTING SERVICES	10,000	-	-	10,000	0%	1,667
STAFF CONFERENCE & TRAINING	2,200	71	71	2,129	3%	295
TRANSFER TO INDIRECT EXPENSE	(111,300)	(9,276)	(13,271)	(98,029)	12%	(5,279)
<b>TOTAL DIRECT EXPENSES:</b>	-	-	-	-		-
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (4.00 FTE)	565,461	49,008	106,250	459,211	19%	(12,006)
ALLOWANCE FOR OPEN POSITIONS	(200,000)	-	-	(200,000)	0%	(33,333)
BENEFITS EXPENSE	113,451	11,291	23,234	90,217	20%	(4,326)
OTHER INDIRECT EXPENSE	96,040	7,180	19,656	76,384	20%	(3,649)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>574,952</b>	<b>67,479</b>	<b>149,140</b>	<b>425,812</b>	<b>26%</b>	<b>(53,314)</b>
<b>TOTAL ALL EXPENSES:</b>	<b>574,952</b>	<b>67,479</b>	<b>149,140</b>	<b>425,812</b>	<b>26%</b>	<b>(53,314)</b>
<b>NET INCOME (LOSS):</b>	<b>(574,952)</b>	<b>(67,479)</b>	<b>(149,140)</b>	<b>(425,812)</b>	<b>26%</b>	<b>(53,314)</b>



# Washington State Bar Association

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**17% OF YEAR COMPLETE**

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>LAW CLERK PROGRAM</b>						
<b>REVENUE:</b>						
LAW CLERK FEES	204,000	10,000	12,167	191,833	6%	(21,833)
LAW CLERK APPLICATION FEES	3,200	100	1,500	1,700	47%	967
<b>TOTAL REVENUE:</b>	<b>207,200</b>	<b>10,100</b>	<b>13,667</b>	<b>193,533</b>	<b>7%</b>	<b>(20,867)</b>
<b>DIRECT EXPENSES:</b>						
SUBSCRIPTIONS	250	-	-	250	0%	42
DEPRECIATION	12,000	-	-	12,000	0%	2,000
CHARACTER & FITNESS INVESTIGATIONS	100	-	-	100	0%	17
LAW CLERK BOARD EXPENSE	8,000	887	1,440	6,560	18%	(106)
SOFTWARE HOSTING	681	55	111	570	16%	2
LAW CLERK OUTREACH	30,000	-	-	30,000	0%	5,000
<b>TOTAL DIRECT EXPENSES:</b>	<b>51,031</b>	<b>942</b>	<b>1,551</b>	<b>49,480</b>	<b>3%</b>	<b>6,954</b>
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (1.23 FTE)	111,508	9,219	19,019	92,488	17%	(435)
BENEFITS EXPENSE	37,621	2,850	5,663	31,958	15%	607
OTHER INDIRECT EXPENSE	29,532	2,199	6,020	23,512	20%	(1,098)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>178,661</b>	<b>14,268</b>	<b>30,703</b>	<b>147,958</b>	<b>17%</b>	<b>(926)</b>
<b>TOTAL ALL EXPENSES:</b>	<b>229,692</b>	<b>15,210</b>	<b>32,254</b>	<b>197,438</b>	<b>14%</b>	<b>6,028</b>
<b>NET INCOME (LOSS):</b>	<b>(22,492)</b>	<b>(5,110)</b>	<b>(18,587)</b>	<b>(3,905)</b>	<b>83%</b>	<b>(14,838)</b>

## Washington State Bar Association

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**17% OF YEAR COMPLETE**

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>LEGISLATIVE</b>						
<b>REVENUE:</b>						
<b>TOTAL REVENUE:</b>	-	-	-	-		-
<b>DIRECT EXPENSES:</b>						
STAFF TRAVEL/PARKING	2,500	-	-	2,500	0%	417
STAFF MEMBERSHIP DUES	200	-	-	200	0%	33
JUD RECOMMEND COMMITTEE	2,250	-	-	2,250	0%	375
SUBSCRIPTIONS	2,000	-	-	2,000	0%	333
TELEPHONE	575	48	96	479	17%	(0)
CONTRACT LOBBYIST	15,000	-	-	15,000	0%	2,500
LEGISLATIVE COMMITTEE	1,250	-	-	1,250	0%	208
BOG LEGISLATIVE COMMITTEE	300	-	-	300	0%	50
STAFF CONFERENCE & TRAINING	2,200	2,001	2,101	99	95%	(1,734)
<b>TOTAL DIRECT EXPENSES:</b>	<b>26,275</b>	<b>2,049</b>	<b>2,197</b>	<b>24,078</b>	<b>8%</b>	<b>2,182</b>
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (1.70 FTE)	160,438	13,276	26,552	133,886	17%	187
BENEFITS EXPENSE	53,043	4,109	8,215	44,828	15%	625
OTHER INDIRECT EXPENSE	40,817	3,047	8,341	32,476	20%	(1,538)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>254,298</b>	<b>20,432</b>	<b>43,108</b>	<b>211,190</b>	<b>17%</b>	<b>(725)</b>
<b>TOTAL ALL EXPENSES:</b>	<b>280,573</b>	<b>22,481</b>	<b>45,305</b>	<b>235,268</b>	<b>16%</b>	<b>1,457</b>
<b>NET INCOME (LOSS):</b>	<b>(280,573)</b>	<b>(22,481)</b>	<b>(45,305)</b>	<b>(235,268)</b>	<b>16%</b>	<b>1,457</b>

## Washington State Bar Association

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**17% OF YEAR COMPLETE**

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>LICENSING &amp; MEMBERSHIP RECORDS</b>						
<b>REVENUE:</b>						
STATUS CERTIFICATE FEES	27,000	2,700	6,125	20,875	23%	1,625
INVESTIGATION FEES	20,000	2,400	4,400	15,600	22%	1,067
PRO HAC VICE **	400,000	27,345	69,646	330,354	17%	2,979
MEMBER CONTACT INFORMATION	3,000	325	1,573	1,427	52%	1,073
PHOTO BAR CARD SALES	200	48	60	140	30%	27
<b>TOTAL REVENUE:</b>	<b>450,200</b>	<b>32,818</b>	<b>81,805</b>	<b>368,395</b>	<b>18%</b>	<b>6,772</b>
<b>DIRECT EXPENSES:</b>						
POSTAGE	17,652	-	89	17,563	1%	2,853
SOFTWARE HOSTING	18,380	1,472	2,940	15,440	16%	123
<b>TOTAL DIRECT EXPENSES:</b>	<b>36,032</b>	<b>1,472</b>	<b>3,029</b>	<b>33,003</b>	<b>8%</b>	<b>2,976</b>
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (4.83 FTE)	515,705	41,169	81,138	434,567	16%	4,813
BENEFITS EXPENSE	158,553	12,152	24,189	134,364	15%	2,237
OTHER INDIRECT EXPENSE	115,968	8,664	23,717	92,251	20%	(4,389)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>790,226</b>	<b>61,986</b>	<b>129,044</b>	<b>661,182</b>	<b>16%</b>	<b>2,660</b>
<b>TOTAL ALL EXPENSES:</b>	<b>826,258</b>	<b>63,458</b>	<b>132,073</b>	<b>694,185</b>	<b>16%</b>	<b>5,636</b>
<b>NET INCOME (LOSS):</b>	<b>(376,058)</b>	<b>(30,639)</b>	<b>(50,268)</b>	<b>(325,790)</b>	<b>13%</b>	<b>12,408</b>

\*\*Budget reallocations apply to this line item. For details, see FY25 Budget Reallocations memo(s) included in the Board of Governors meeting materials.

## Washington State Bar Association

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For the Period from November 1, 2024 to November 30, 2024

**17% OF YEAR COMPLETE**

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>LIMITED LICENSE LEGAL TECHNICIAN PROGRAM</b>						
<b>REVENUE:</b>						
SEMINAR REGISTRATIONS	7,000	5,600	5,600	1,400	80%	4,433
LLLT LICENSE FEES	17,731	1,297	2,602	15,129	15%	(353)
MCLE LATE FEES	300	-	-	300	0%	(50)
<b>TOTAL REVENUE:</b>	<b>25,031</b>	<b>6,897</b>	<b>8,202</b>	<b>16,829</b>	<b>33%</b>	<b>4,030</b>
<b>DIRECT EXPENSES:</b>						
LLLT BOARD	11,500	13	368	11,132	3%	1,549
LLLT EDUCATION	1,000	-	-	1,000	0%	167
<b>TOTAL DIRECT EXPENSES:</b>	<b>12,500</b>	<b>13</b>	<b>368</b>	<b>12,132</b>	<b>3%</b>	<b>1,716</b>
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (0.66 FTE)	66,030	5,188	10,700	55,330	16%	305
BENEFITS EXPENSE	21,211	1,542	3,025	18,187	14%	510
OTHER INDIRECT EXPENSE	15,847	1,192	3,264	12,583	21%	(623)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>103,088</b>	<b>7,922</b>	<b>16,989</b>	<b>86,099</b>	<b>16%</b>	<b>193</b>
<b>TOTAL ALL EXPENSES:</b>	<b>115,588</b>	<b>7,935</b>	<b>17,356</b>	<b>98,231</b>	<b>15%</b>	<b>1,908</b>
<b>NET INCOME (LOSS):</b>	<b>(90,557)</b>	<b>(1,038)</b>	<b>(9,155)</b>	<b>(81,402)</b>	<b>10%</b>	<b>5,938</b>

## Washington State Bar Association

Statement of Activities

For the Period from November 1, 2024 to November 30, 2024

**17% OF YEAR COMPLETE**

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>LIMITED PRACTICE OFFICERS</b>						
<b>REVENUE:</b>						
INVESTIGATION FEES	300	-	-	300	0%	(50)
MCLE LATE FEES	4,000	-	150	3,850	4%	(517)
LPO EXAMINATION FEES	23,000	(1,300)	8,500	14,500	37%	4,667
LPO LICENSE FEES	160,000	12,897	26,090	133,910	16%	(577)
LPO LATE LICENSE FEES	2,000	-	-	2,000	0%	(333)
<b>TOTAL REVENUE:</b>	<b>189,300</b>	<b>11,597</b>	<b>34,740</b>	<b>154,560</b>	<b>18%</b>	<b>3,190</b>
<b>DIRECT EXPENSES:</b>						
FACILITY, PARKING, FOOD	9,500	-	-	9,500	0%	1,583
EXAM WRITING	19,000	-	-	19,000	0%	3,167
LPO BOARD	4,000	-	-	4,000	0%	667
LPO OUTREACH	1,000	-	-	1,000	0%	167
PRINTING & COPYING	200	-	-	200	0%	33
SUPPLIES	200	-	-	200	0%	33
SOFTWARE HOSTING	3,404	273	545	2,859	16%	22
<b>TOTAL DIRECT EXPENSES:</b>	<b>37,304</b>	<b>273</b>	<b>545</b>	<b>36,759</b>	<b>1%</b>	<b>5,672</b>
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (0.70 FTE)	67,660	5,493	11,664	55,996	17%	(387)
BENEFITS EXPENSE	22,097	1,605	3,140	18,957	14%	543
OTHER INDIRECT EXPENSE	16,807	1,245	3,409	13,398	20%	(608)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>106,563</b>	<b>8,343</b>	<b>18,213</b>	<b>88,350</b>	<b>17%</b>	<b>(452)</b>
<b>TOTAL ALL EXPENSES:</b>	<b>143,867</b>	<b>8,616</b>	<b>18,758</b>	<b>125,109</b>	<b>13%</b>	<b>5,220</b>
<b>NET INCOME (LOSS):</b>	<b>45,433</b>	<b>2,982</b>	<b>15,981</b>	<b>29,451</b>	<b>35%</b>	<b>8,409</b>

## Washington State Bar Association

Statement of Activities

For the Period from November 1, 2024 to November 30, 2024

**17% OF YEAR COMPLETE**

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>MANDATORY CONTINUING LEGAL EDUCATION</b>						
<b>REVENUE:</b>						
ACTIVITY APPLICATION FEE	600,000	54,900	122,800	477,200	20%	22,800
ACTIVITY APPLICATION LATE FEE	220,000	24,650	51,550	168,450	23%	14,883
MCLE LATE FEES	225,000	600	1,350	223,650	1%	(36,150)
ANNUAL ACCREDITED SPONSOR FEES	39,000	(250)	(250)	39,250	-1%	(6,750)
ATTENDANCE LATE FEES	120,000	9,050	16,900	103,100	14%	(3,100)
COMITY CERTIFICATES	29,800	3,625	5,675	24,125	19%	708
<b>TOTAL REVENUE:</b>	<b>1,233,800</b>	<b>92,575</b>	<b>198,025</b>	<b>1,035,775</b>	<b>16%</b>	<b>(7,608)</b>
<b>DIRECT EXPENSES:</b>						
DEPRECIATION	142,183	12,012	24,024	118,159	17%	(327)
STAFF MEMBERSHIP DUES	500	500	500	-	100%	(417)
MCLE BOARD	4,000	992	992	3,008	25%	(325)
STAFF TRAVEL/PARKING	50	-	-	50	0%	8
STAFF CONFERENCE & TRAINING	4,600	-	-	4,600	0%	767
<b>TOTAL DIRECT EXPENSES:</b>	<b>151,333</b>	<b>13,504</b>	<b>25,516</b>	<b>125,817</b>	<b>17%</b>	<b>(294)</b>
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (4.78 FTE)	402,008	37,929	71,151	330,857	18%	(4,150)
BENEFITS EXPENSE	136,972	10,873	21,349	115,622	16%	1,479
OTHER INDIRECT EXPENSE	114,768	8,585	23,500	91,268	20%	(4,372)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>653,747</b>	<b>57,387</b>	<b>116,000</b>	<b>537,747</b>	<b>18%</b>	<b>(7,042)</b>
<b>TOTAL ALL EXPENSES:</b>	<b>805,080</b>	<b>70,891</b>	<b>141,516</b>	<b>663,564</b>	<b>18%</b>	<b>(7,336)</b>
<b>NET INCOME (LOSS):</b>	<b>428,720</b>	<b>21,684</b>	<b>56,509</b>	<b>372,211</b>	<b>13%</b>	<b>(14,945)</b>

**Washington State Bar Association**  
Statement of Activities  
For the Period from November 1, 2024 to November 30, 2024  
**17% OF YEAR COMPLETE**

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>MEMBER SERVICES &amp; ENGAGEMENT</b>						
<b>TEAM</b>						
<b>(LLB-MINI-MSE-NME)</b>						
<b>REVENUE:</b>						
ROYALTIES	10,800	1,550	3,950	6,850	37%	2,150
NMP PRODUCT SALES	60,000	22,075	36,354	23,646	61%	26,354
DIGITAL VIDEO SALES	25,000	3,283	5,194	19,806	21%	1,027
SPONSORSHIPS	11,500	-	-	11,500	0%	(1,917)
SEMINAR REGISTRATIONS	16,000	-	-	16,000	0%	(2,667)
TRIAL ADVOCACY PROGRAM	15,000	-	-	15,000	0%	(2,500)
<b>TOTAL REVENUE:</b>	<b>138,300</b>	<b>26,908</b>	<b>45,498</b>	<b>92,802</b>	<b>33%</b>	<b>22,448</b>
<b>DIRECT EXPENSES:</b>						
STAFF TRAVEL/PARKING	3,500	36	36	3,464	1%	547
STAFF CONFERENCE & TRAINING	2,200	-	-	2,200	0%	367
SMALL TOWN AND RURAL COMMITTEE	7,500	-	-	7,500	0%	1,250
PRINTING & COPYING	1,600	-	-	1,600	0%	267
NEW LAWYER OUTREACH	1,000	-	-	1,000	0%	167
DISABILITY ACCOMMODATIONS	2,000	-	-	2,000	0%	333
HONORARIUM	1,500	-	-	1,500	0%	250
YLL SECTION PROGRAM	1,300	-	250	1,050	19%	(33)
SMALL TOWN AND RURAL COMMITTEE OUTREACH AND ACTIVITIES	65,000	-	-	65,000	0%	10,833
ON24 OVERAGE CHARGE	4,500	-	-	4,500	0%	750
MEMBER ENGAGEMENT COUNCIL	500	-	-	500	0%	83
WYLC CLE COMPS	1,000	-	-	1,000	0%	167
WYLC OUTREACH EVENTS	5,000	-	-	5,000	0%	833
SPEAKERS & PROGRAM DEVELOP	100	-	-	100	0%	17
WYL COMMITTEE	15,000	703	703	14,297	5%	1,797
TRIAL ADVOCACY EXPENSES	1,700	-	-	1,700	0%	283
LAW LIBRARY DESKBOOK ACCESS	10,000	-	-	10,000	0%	1,667
LAW SCHOOL OUTREACH	500	-	-	500	0%	83
RECEPTION/FORUM EXPENSE	1,000	-	100	900	10%	67
INSURANCE REBATE	(3,375)	-	-	(3,375)	0%	(563)
STAFF MEMBERSHIP DUES	450	-	-	450	0%	75
LENDING LIBRARY	4,000	30	48	3,952	1%	619
NMP SPEAKERS & PROGRAM DEVELOPMENT	250	-	-	250	0%	42
<b>TOTAL DIRECT EXPENSES:</b>	<b>126,225</b>	<b>770</b>	<b>1,137</b>	<b>125,088</b>	<b>1%</b>	<b>19,900</b>
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (4.64 FTE)	333,094	23,379	46,925	286,169	14%	8,591
BENEFITS EXPENSE	126,899	9,076	18,235	108,664	14%	2,915
OTHER INDIRECT EXPENSE	111,406	8,320	22,775	88,632	20%	(4,207)
INSURANCE REBATE	(19,016)	-	-	(19,016)	0%	(3,169)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>552,383</b>	<b>40,775</b>	<b>87,934</b>	<b>464,448</b>	<b>16%</b>	<b>4,129</b>
<b>TOTAL ALL EXPENSES:</b>	<b>678,608</b>	<b>41,544</b>	<b>89,071</b>	<b>589,536</b>	<b>13%</b>	<b>24,030</b>
<b>NET INCOME (LOSS):</b>	<b>(540,308)</b>	<b>(14,636)</b>	<b>(43,574)</b>	<b>(496,734)</b>	<b>8%</b>	<b>46,478</b>

# Washington State Bar Association

Statement of Activities

For the Period from November 1, 2024 to November 30, 2024

**17% OF YEAR COMPLETE**

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>OFFICE OF THE EXECUTIVE DIRECTOR</b>						
<b>REVENUE:</b>						
<b>TOTAL REVENUE:</b>	-	-	-	-		-
<b>DIRECT EXPENSES:</b>						
LEADERSHIP TRAINING	20,000	-	-	20,000	0%	3,333
WASHINGTON LEADERSHIP INSTITUTE	100,000	100,000	100,000	-	100%	(83,333)
ED TRAVEL & OUTREACH	6,000	184	306	5,694	5%	694
STAFF TRAVEL/PARKING	2,000	192	338	1,662	17%	(5)
STAFF CONFERENCE & TRAINING	8,800	254	1,145	7,655	13%	321
STAFF MEMBERSHIP DUES	2,175	-	245	1,930	11%	118
<b>TOTAL DIRECT EXPENSES:</b>	<b>138,975</b>	<b>100,630</b>	<b>102,035</b>	<b>36,940</b>	<b>73%</b>	<b>(78,873)</b>
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (3.90 FTE)	602,222	52,626	94,647	507,575	16%	5,724
BENEFITS EXPENSE	153,250	13,130	24,489	128,760	16%	1,052
OTHER INDIRECT EXPENSE	93,639	6,995	19,148	74,491	20%	(3,542)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>849,110</b>	<b>72,750</b>	<b>138,284</b>	<b>710,826</b>	<b>16%</b>	<b>3,234</b>
<b>TOTAL ALL EXPENSES:</b>	<b>988,085</b>	<b>173,380</b>	<b>240,319</b>	<b>747,766</b>	<b>24%</b>	<b>(75,638)</b>
<b>NET INCOME (LOSS):</b>	<b>(988,085)</b>	<b>(173,380)</b>	<b>(240,319)</b>	<b>(747,766)</b>	<b>24%</b>	<b>(75,638)</b>



# Washington State Bar Association

Statement of Activities

For the Period from November 1, 2024 to November 30, 2024

**17% OF YEAR COMPLETE**

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>OFFICE OF GENERAL COUNSEL</b>						
<b>REVENUE:</b>						
<b>TOTAL REVENUE:</b>	-	-	-	-		-
<b>DIRECT EXPENSES:</b>						
STAFF TRAVEL/PARKING	3,500	-	-	3,500	0%	583
STAFF MEMBERSHIP DUES	2,090	25	1,625	465	78%	(1,277)
COURT RULES COMMITTEE	1,000	-	-	1,000	0%	167
CUSTODIANSHIPS	5,000	-	-	5,000	0%	833
WILLS	2,000	-	-	2,000	0%	333
LITIGATION EXPENSES	200	4	16	184	8%	17
DISABILITY ACCOMMODATIONS	6,000	-	-	6,000	0%	1,000
STAFF CONFERENCE & TRAINING	6,215	-	-	6,215	0%	1,036
<b>TOTAL DIRECT EXPENSES:</b>	<b>26,005</b>	<b>29</b>	<b>1,641</b>	<b>24,364</b>	<b>6%</b>	<b>2,693</b>
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (5.92 FTE) **	658,437	56,569	112,837	545,600	17%	(3,097)
BENEFITS EXPENSE	201,864	15,868	31,671	170,192	16%	1,973
OTHER INDIRECT EXPENSE	142,139	10,625	29,085	113,054	20%	(5,395)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>1,002,440</b>	<b>83,063</b>	<b>173,592</b>	<b>828,847</b>	<b>17%</b>	<b>(6,519)</b>
<b>TOTAL ALL EXPENSES:</b>	<b>1,028,445</b>	<b>83,092</b>	<b>175,234</b>	<b>853,211</b>	<b>17%</b>	<b>(3,826)</b>
<b>NET INCOME (LOSS):</b>	<b>(1,028,445)</b>	<b>(83,092)</b>	<b>(175,234)</b>	<b>(853,211)</b>	<b>17%</b>	<b>(3,826)</b>

\*\*Budget reallocations apply to this line item. For details, see FY25 Budget Reallocations memo(s) included in the Board of Governors meeting materials.

## Washington State Bar Association

Statement of Activities

For the Period from November 1, 2024 to November 30, 2024

**17% OF YEAR COMPLETE**

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>OFFICE OF GENERAL COUNSEL - DISCIPLINARY BOARD</b>						
<b>REVENUE:</b>						
<b>TOTAL REVENUE:</b>	-	-	-	-		-
<b>DIRECT EXPENSE:</b>						
STAFF MEMBERSHIP DUES	100	-	-	100	0%	17
DISCIPLINARY BOARD EXPENSES	5,000	-	-	5,000	0%	833
CHIEF HEARING OFFICER	40,000	3,333	6,666	33,334	17%	1
COURT REPORTERS	25,000	1,899	5,482	19,518	22%	(1,315)
HEARING OFFICER EXPENSES	4,000	-	-	4,000	0%	667
HEARING OFFICER TRAINING	1,000	-	-	1,000	0%	167
APPOINTED COUNSEL	50,400	4,200	8,400	42,000	17%	-
DISCIPLINARY SELECTION PANEL	1,000	-	-	1,000	0%	167
STAFF CONFERENCE & TRAINING	2,000	-	-	2,000	0%	333
<b>TOTAL DIRECT EXPENSES:</b>	<b>128,500</b>	<b>9,432</b>	<b>20,548</b>	<b>107,952</b>	<b>16%</b>	<b>869</b>
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (1.30 FTE)	125,704	10,447	20,893	104,811	17%	58
BENEFITS EXPENSE	41,128	3,200	6,388	34,740	16%	467
OTHER INDIRECT EXPENSE	31,213	2,332	6,383	24,830	20%	(1,180)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>198,045</b>	<b>15,978</b>	<b>33,664</b>	<b>164,381</b>	<b>17%</b>	<b>(656)</b>
<b>TOTAL ALL EXPENSES:</b>	<b>326,545</b>	<b>25,410</b>	<b>54,212</b>	<b>272,333</b>	<b>17%</b>	<b>213</b>
<b>NET INCOME (LOSS):</b>	<b>(326,545)</b>	<b>(25,410)</b>	<b>(54,212)</b>	<b>(272,333)</b>	<b>17%</b>	<b>213</b>

# Washington State Bar Association

Statement of Activities

For the Period from November 1, 2024 to November 30, 2024

**17% OF YEAR COMPLETE**

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>PRACTICE OF LAW BOARD</b>						
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
PRACTICE OF LAW BOARD	16,000	-	-	16,000	0%	2,667
TOTAL DIRECT EXPENSES:	<b>16,000</b>	-	-	<b>16,000</b>	<b>0%</b>	<b>2,667</b>
INDIRECT EXPENSES:						
SALARY EXPENSE (0.55 FTE)	47,386	3,923	7,847	39,539	16.56%	51
BENEFITS EXPENSE	16,398	1,272	2,527	13,870	15%	206
OTHER INDIRECT EXPENSE	13,205	980	2,684	10,522	20%	(483)
TOTAL INDIRECT EXPENSES:	<b>76,989</b>	<b>6,176</b>	<b>13,058</b>	<b>63,932</b>	<b>17%</b>	<b>(226)</b>
TOTAL ALL EXPENSES:	<b>92,989</b>	<b>6,176</b>	<b>13,058</b>	<b>79,932</b>	<b>14%</b>	<b>2,440</b>
NET INCOME (LOSS):	<b><u>(92,989)</u></b>	<b><u>(6,176)</u></b>	<b><u>(13,058)</u></b>	<b><u>(79,932)</u></b>	<b><u>14%</u></b>	<b><u>2,440</u></b>

## Washington State Bar Association

Statement of Activities

For the Period from November 1, 2024 to November 30, 2024

**17% OF YEAR COMPLETE**

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>PUBLIC SERVICE PROGRAMS</b>						
<b>REVENUE:</b>						
DONATIONS & GRANTS	132,400	-	-	132,400	0%	(22,067)
<b>TOTAL REVENUE:</b>	<b>132,400</b>	<b>-</b>	<b>-</b>	<b>132,400</b>	<b>0%</b>	<b>(22,067)</b>
<b>DIRECT EXPENSES:</b>						
DONATIONS/SPONSORSHIPS/GRANTS	300,000	45,466	45,466	254,534	15%	4,534
STAFF TRAVEL/PARKING	2,000	36	36	1,964	2%	297
PRO BONO & PUBLIC SERVICE COMMITTEE	2,500	-	-	2,500	0%	417
STAFF CONFERENCE & TRAINING	2,200	-	-	2,200	0%	367
PRO BONO CERTIFICATES	4,000	-	-	4,000	0%	667
<b>TOTAL DIRECT EXPENSES:</b>	<b>310,700</b>	<b>45,502</b>	<b>45,502</b>	<b>265,198</b>	<b>15%</b>	<b>6,281</b>
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (1.62 FTE)	136,915	11,125	22,249	114,666	16%	570
BENEFITS EXPENSE	47,862	3,661	7,313	40,549	15%	664
OTHER INDIRECT EXPENSE	38,896	2,915	7,978	30,918	21%	(1,496)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>223,674</b>	<b>17,700</b>	<b>37,541</b>	<b>186,133</b>	<b>17%</b>	<b>(262)</b>
<b>TOTAL ALL EXPENSES:</b>	<b>534,374</b>	<b>63,202</b>	<b>83,043</b>	<b>451,331</b>	<b>16%</b>	<b>6,019</b>
<b>NET INCOME (LOSS):</b>	<b>(401,974)</b>	<b>(63,202)</b>	<b>(83,043)</b>	<b>(318,931)</b>	<b>21%</b>	<b>(16,047)</b>

**Washington State Bar Association**

Statement of Activities

For the Period from November 1, 2024 to November 30, 2024

**17% OF YEAR COMPLETE**

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>PUBLICATION &amp; DESIGN SERVICES</b>						
<b>REVENUE:</b>						
<b>TOTAL REVENUE:</b>	-	-	-	-		-
<b>DIRECT EXPENSES:</b>						
SUBSCRIPTIONS	200	-	-	200	0%	33
IMAGE LIBRARY	4,800	446	4,756	44	99%	(3,956)
<b>TOTAL DIRECT EXPENSES:</b>	<b>5,000</b>	<b>446</b>	<b>4,756</b>	<b>244</b>	<b>95%</b>	<b>(3,923)</b>
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (0.89 FTE)	76,345	6,650	13,300	63,045	17%	(576)
BENEFITS EXPENSE	26,506	2,096	4,184	22,322	16%	233
OTHER INDIRECT EXPENSE	21,369	1,590	4,352	17,017	20%	(790)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>124,220</b>	<b>10,335</b>	<b>21,836</b>	<b>102,384</b>	<b>18%</b>	<b>(1,133)</b>
<b>TOTAL ALL EXPENSES:</b>	<b>129,220</b>	<b>10,782</b>	<b>26,592</b>	<b>102,628</b>	<b>21%</b>	<b>(5,056)</b>
<b>NET INCOME (LOSS):</b>	<b>(129,220)</b>	<b>(10,782)</b>	<b>(26,592)</b>	<b>(102,628)</b>	<b>21%</b>	<b>(5,056)</b>

## Washington State Bar Association

Statement of Activities

For the Period from November 1, 2024 to November 30, 2024

**17% OF YEAR COMPLETE**

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>REGULATORY SERVICES FTE</b>						
<b>REVENUE:</b>						
<b>TOTAL REVENUE:</b>	-	-	-	-		-
<b>DIRECT EXPENSES:</b>						
STAFF MEMBERSHIP DUES	490	-	490	-	100%	(408)
STAFF CONFERENCE & TRAINING	8,400	-	-	8,400	0%	1,400
STAFF TRAVEL/PARKING	600	18	54	546	9%	46
<b>TOTAL DIRECT EXPENSES:</b>	<b>9,490</b>	<b>18</b>	<b>544</b>	<b>8,946</b>	<b>6%</b>	<b>1,446</b>
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (2.25 FTE)	300,943	24,662	49,422	251,522	16%	736
BENEFITS EXPENSE	84,916	6,604	13,168	71,748	16%	985
OTHER INDIRECT EXPENSE	54,022	4,054	11,097	42,925	21%	(2,093)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>439,881</b>	<b>35,320</b>	<b>73,687</b>	<b>366,195</b>	<b>17%</b>	<b>(373)</b>
<b>TOTAL ALL EXPENSES:</b>	<b>449,371</b>	<b>35,338</b>	<b>74,231</b>	<b>375,141</b>	<b>17%</b>	<b>1,073</b>
<b>NET INCOME (LOSS):</b>	<b>(449,371)</b>	<b>(35,338)</b>	<b>(74,231)</b>	<b>(375,141)</b>	<b>17%</b>	<b>665</b>

## Washington State Bar Association

Statement of Activities

For the Period from November 1, 2024 to November 30, 2024

**17% OF YEAR COMPLETE**

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>REGULATORY REFORM</b>						
<b>REVENUE:</b>						
<b>TOTAL REVENUE:</b>	-	-	-	-		-
<b>DIRECT EXPENSES:</b>						
CONSULTING SERVICES	42,500	1,323	1,323	41,177	3%	5,761
<b>TOTAL DIRECT EXPENSES:</b>	<b>42,500</b>	<b>1,323</b>	<b>1,323</b>	<b>41,177</b>	<b>3%</b>	<b>-</b>
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (0.75 FTE)	109,615	9,044	18,087	91,528	17%	182
BENEFITS EXPENSE	29,839	2,353	4,708	25,131	16%	265
OTHER INDIRECT EXPENSE	18,007	1,351	3,699	14,308	21%	(698)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>157,462</b>	<b>12,748</b>	<b>26,494</b>	<b>130,968</b>	<b>17%</b>	<b>(250)</b>
<b>TOTAL ALL EXPENSES:</b>	<b>199,962</b>	<b>14,071</b>	<b>27,817</b>	<b>172,145</b>	<b>14%</b>	<b>(250)</b>
<b>NET INCOME (LOSS):</b>	<b>(199,962)</b>	<b>(14,071)</b>	<b>(27,817)</b>	<b>(172,145)</b>	<b>14%</b>	<b>5,510</b>

## Washington State Bar Association

Statement of Activities

For the Period from November 1, 2024 to November 30, 2024

**17% OF YEAR COMPLETE**

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>SERVICE CENTER</b>						
<b>REVENUE:</b>						
	_____	_____	_____	_____	_____	_____
<b>TOTAL REVENUE:</b>	-	-	-	-	-	-
<b>DIRECT EXPENSES:</b>						
	_____	_____	_____	_____	_____	_____
STAFF TRAVEL/PARKING	2,376	192	320	2,056	13%	76
STAFF CONFERENCE & TRAINING	677	-	-	677	0%	113
<b>TOTAL DIRECT EXPENSES:</b>	<b>3,053</b>	<b>192</b>	<b>320</b>	<b>2,733</b>	<b>10%</b>	<b>188</b>
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (5.78 FTE)	427,125	34,902	69,803	357,321	16%	1,384
BENEFITS EXPENSE	160,271	12,296	24,537	135,735	15%	2,175
OTHER INDIRECT EXPENSE	138,778	10,413	28,504	110,273	21%	(5,375)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>726,174</b>	<b>57,611</b>	<b>122,845</b>	<b>603,329</b>	<b>17%</b>	<b>(1,816)</b>
<b>TOTAL ALL EXPENSES:</b>	<b>729,227</b>	<b>57,803</b>	<b>123,165</b>	<b>606,062</b>	<b>17%</b>	<b>(1,627)</b>
<b>NET INCOME (LOSS):</b>	<b>(729,227)</b>	<b>(57,803)</b>	<b>(123,165)</b>	<b>(606,062)</b>	<b>17%</b>	<b>(1,627)</b>



# Washington State Bar Association

Statement of Activities

For the Period from November 1, 2024 to November 30, 2024

**17% OF YEAR COMPLETE**

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>SECTIONS ADMINISTRATION</b>						
<b>REVENUE:</b>						
REIMBURSEMENTS FROM SECTIONS	275,000	978	94,080	180,920	34%	48,247
<b>TOTAL REVENUE:</b>	<b>275,000</b>	<b>978</b>	<b>94,080</b>	<b>180,920</b>	<b>34%</b>	<b>48,247</b>
<b>DIRECT EXPENSES:</b>						
STAFF TRAVEL/PARKING	1,500	-	-	1,500	0%	250
SECTION/COMMITTEE CHAIR MTGS	700	-	-	700	0%	117
STAFF MEMBERSHIP DUES	200	-	-	200	0%	33
<b>TOTAL DIRECT EXPENSES:</b>	<b>2,400</b>	<b>-</b>	<b>-</b>	<b>2,400</b>	<b>0%</b>	<b>400</b>
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (2.53 FTE)	169,092	12,503	25,074	144,018	15%	3,108
BENEFITS EXPENSE	67,073	4,926	9,843	57,230	15%	1,336
OTHER INDIRECT EXPENSE	60,745	4,584	12,548	48,198	21%	(2,424)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>296,910</b>	<b>22,013</b>	<b>47,464</b>	<b>249,445</b>	<b>16%</b>	<b>2,021</b>
<b>TOTAL ALL EXPENSES:</b>	<b>299,310</b>	<b>22,013</b>	<b>47,464</b>	<b>251,845</b>	<b>16%</b>	<b>2,421</b>
<b>NET INCOME (LOSS):</b>	<b>(24,310)</b>	<b>(21,035)</b>	<b>46,616</b>	<b>(70,926)</b>	<b>-192%</b>	<b>50,668</b>

# Washington State Bar Association

Statement of Activities

For the Period from November 1, 2024 to November 30, 2024

**17% OF YEAR COMPLETE**

	<b>FISCAL 2025 BUDGET</b>	<b>CURRENT MONTH</b>	<b>YEAR TO DATE</b>	<b>REMAINING BALANCE</b>	<b>% USED OF BUDGET</b>	<b>YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)</b>
<b>SECTIONS OPERATIONS</b>						
<b>REVENUE:</b>						
SECTION DUES	437,119	1,640	145,514	291,606	33%	72,660
SEMINAR PROFIT SHARE	159,700	-	-	159,700	0%	(26,617)
INTEREST INCOME	2,050	-	-	2,050	0%	(342)
PUBLICATIONS REVENUE	1,250	-	-	1,250	0%	(208)
OTHER	44,203	1,985	7,915	36,288	18%	548
<b>TOTAL REVENUE:</b>	<b>644,322</b>	<b>3,625</b>	<b>153,429</b>	<b>490,894</b>	<b>24%</b>	<b>46,042</b>
<b>DIRECT EXPENSES:</b>						
DIRECT EXPENSES OF SECTION ACTIVITIES	724,773	13,675	71,223	653,549	10%	49,572
REIMBURSEMENT TO WSBA FOR INDIRECT EXPENSES	279,576	978	94,080	185,495	34%	(47,484)
<b>TOTAL DIRECT EXPENSES:</b>	<b>1,004,349</b>	<b>14,653</b>	<b>165,304</b>	<b>839,045</b>	<b>16%</b>	<b>2,088</b>
<b>NET INCOME (LOSS):</b>	<b>(360,026)</b>	<b>(11,028)</b>	<b>(11,875)</b>	<b>(348,151)</b>	<b>3%</b>	<b>48,129</b>

**Washington State Bar Association**  
Statement of Activities  
For the Period from November 1, 2024 to November 30, 2024  
**17% OF YEAR COMPLETE**

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>TECHNOLOGY</b>						
<b>REVENUE:</b>						
<b>TOTAL REVENUE:</b>	-	-	-	-		-
<b>DIRECT EXPENSES:</b>						
CONSULTING SERVICES	115,000	28,160	38,185	76,815	33%	(19,019)
STAFF TRAVEL/PARKING	1,000	-	36	964	4%	131
STAFF MEMBERSHIP DUES	300	-	-	300	0%	50
TELEPHONE	90,000	8,576	15,881	74,119	18%	(881)
COMPUTER HARDWARE	66,200	712	13,022	53,178	20%	(1,989)
COMPUTER SOFTWARE	530,000	39,087	196,810	333,190	37%	(108,477)
HARDWARE SERVICE & WARRANTIES	50,000	8,476	21,699	28,301	43%	(13,365)
SOFTWARE MAINTENANCE & LICENSING	380,000	1,757	109,551	270,449	29%	(46,218)
THIRD PARTY SERVICES	65,000	246	491	64,509	1%	10,342
CLOUD INFRASTRUCTURE	130,000	4,057	4,057	125,943	3%	17,610
STAFF CONFERENCE & TRAINING	6,000	-	-	6,000	0%	1,000
TRANSFER TO INDIRECT EXPENSES	(1,433,500)	(91,070)	(399,733)	(1,033,767)	28%	160,816
<b>TOTAL DIRECT EXPENSES:</b>	-	-	-	-		-
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (12.00 FTE)	1,414,575	124,651	240,284	1,174,292	17%	(4,521)
BENEFITS EXPENSE	420,473	30,346	60,980	359,493	15%	9,099
CAPITAL LABOR & OVERHEAD	(75,000)	(12,765)	(12,765)	(62,235)	17%	(265)
OTHER INDIRECT EXPENSE	288,120	21,594	59,112	229,008	21%	(11,092)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>2,048,168</b>	<b>163,827</b>	<b>347,611</b>	<b>1,700,557</b>	<b>17%</b>	<b>(6,779)</b>
<b>TOTAL ALL EXPENSES:</b>	<b>2,048,168</b>	<b>163,827</b>	<b>347,611</b>	<b>1,700,557</b>	<b>17%</b>	<b>(6,779)</b>
<b>NET INCOME (LOSS):</b>	<b>(2,048,168)</b>	<b>(163,827)</b>	<b>(347,611)</b>	<b>(1,700,557)</b>	<b>17%</b>	<b>(6,250)</b>

**Washington State Bar Association**  
Statement of Activities  
For the Period from November 1, 2024 to November 30, 2024  
**17% OF YEAR COMPLETE**

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>VOLUNTEER ENGAGEMENT</b>						
<b>REVENUE:</b>						
<b>TOTAL REVENUE:</b>	-	-	-	-		-
<b>DIRECT EXPENSES:</b>						
POSTAGE	600	468	468	132	78%	(368)
STAFF MEMBERSHIP DUES	450	-	75	375	17%	-
STAFF CONFERENCE & TRAINING	5,200	-	135	5,065	3%	732
SUBSCRIPTIONS	816	-	358	458	44%	(222)
REGULATORY SCHOOL	45,000	2,409	5,102	39,898	11%	2,398
ABA DELEGATES	16,000	-	-	16,000	0%	2,667
<b>TOTAL DIRECT EXPENSES:</b>	<b>68,066</b>	<b>2,877</b>	<b>6,138</b>	<b>61,928</b>	<b>9%</b>	<b>5,206</b>
<b>INDIRECT EXPENSES:</b>						
SALARY EXPENSE (1.70 FTE)	150,680	6,142	12,284	138,395	8%	12,829
BENEFITS EXPENSE	51,454	2,940	5,837	45,618	11%	2,739
OTHER INDIRECT EXPENSE	40,817	3,074	8,414	32,403	21%	(1,611)
<b>TOTAL INDIRECT EXPENSES:</b>	<b>242,951</b>	<b>12,156</b>	<b>26,535</b>	<b>216,416</b>	<b>11%</b>	<b>13,957</b>
<b>TOTAL ALL EXPENSES:</b>	<b>311,017</b>	<b>15,033</b>	<b>32,673</b>	<b>278,344</b>	<b>11%</b>	<b>13,957</b>
<b>NET INCOME (LOSS):</b>	<b>(311,017)</b>	<b>(15,033)</b>	<b>(32,673)</b>	<b>(278,344)</b>	<b>11%</b>	<b>19,163</b>

**Washington State Bar Association**  
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**17% OF YEAR COMPLETE**

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
<b>INDIRECT EXPENSES:</b>						
SALARIES	14,691,362	1,165,508	2,311,376	12,379,986	16%	137,185
TEMPORARY SALARIES	238,085	57,871	105,751	132,334	44%	(66,070)
CAPITAL LABOR & OVERHEAD	(75,000)	(12,765)	(12,765)	(62,235)	17%	265
ALLOWANCE FOR OPEN POSITIONS	(200,000)	-	-	(200,000)	0%	(33,333)
INSURANCE REBATE	(19,016)	-	-	(19,016)	0%	(3,169)
EMPLOYEE ASSISTANCE PLAN	4,800	-	-	4,800	0%	800
EMPLOYEE SERVICE AWARDS	2,610	470	670	1,940	26%	(235)
FICA (EMPLOYER PORTION)	1,110,604	86,877	173,112	937,493	16%	11,989
L&I INSURANCE	72,277	-	-	72,277	0%	12,046
WA STATE FAMILY MEDICAL LEAVE (EMPLO	33,182	2,413	4,826	28,356	15%	705
MEDICAL (EMPLOYER PORTION)	2,057,482	163,822	325,159	1,732,323	16%	17,755
RETIREMENT (EMPLOYER PORTION)	1,322,122	105,503	209,412	1,112,710	16%	10,942
TRANSPORTATION ALLOWANCE	34,000	358	586	33,414	2%	5,081
UNEMPLOYMENT INSURANCE	71,794	2,804	6,203	65,592	9%	5,763
<b>TOTAL SALARY &amp; BENEFITS EXPENSE:</b>	<b>19,344,303</b>	<b>1,572,862</b>	<b>3,124,329</b>	<b>16,219,973</b>	<b>16%</b>	<b>99,721</b>
WORKPLACE BENEFITS	56,400	937	3,303	53,097	6%	6,097
HUMAN RESOURCES POOLED EXP	111,300	9,276	13,271	98,029	12%	5,279
MEETING SUPPORT EXPENSES	9,950	798	1,970	7,980	20%	(312)
RENT	900,000	73,437	146,211	753,789	16%	3,789
PERSONAL PROP TAXES-WSBA	8,400	541	1,082	7,318	13%	318
FURNITURE, MAINT, LH IMP	75,617	10,532	13,957	61,660	18%	(1,354)
OFFICE SUPPLIES & EQUIPMENT	22,164	2,360	3,345	18,819	15%	349
FURN & OFFICE EQUIP DEPRECIATION	112,375	9,301	18,603	93,772	17%	126
COMPUTER HARDWARE DEPRECIATION	42,000	2,957	6,147	35,853	15%	853
COMPUTER SOFTWARE DEPRECIATION	18,067	3,717	10,221	7,846	57%	(7,210)
INSURANCE	288,200	21,710	43,420	244,780	15%	4,613
WORK HOME FURNITURE & EQUIP	14,000	712	1,030	12,970	7%	1,303
PROFESSIONAL FEES-AUDIT	41,000	4,100	9,900	31,100	24%	(3,067)
PROFESSIONAL FEES-LEGAL	200,000	17,260	17,260	182,741	9%	16,074
ONLINE LEGAL RESEARCH	77,900	6,305	15,657	62,243	20%	(2,674)
ACCOMODATIONS FUND	6,500	-	-	6,500	0%	1,083
TRANSLATION SERVICES	12,000	557	1,157	10,843	10%	843
TELEPHONE & INTERNET	33,600	2,700	5,540	28,060	16%	60
POSTAGE - GENERAL	15,500	424	907	14,593	6%	1,676
RECORDS STORAGE	10,000	3,497	8,561	1,439	86%	(6,894)
BANK FEES	40,000	2,793	3,741	36,259	9%	2,926
PRODUCTION MAINTENANCE & SUPPLIES	13,000	(19)	289	12,711	2%	1,878
COMPUTER POOLED EXPENSES	1,433,500	91,070	399,733	1,033,767	28%	(160,816)
<b>TOTAL OTHER INDIRECT EXPENSES:</b>	<b>3,541,473</b>	<b>264,963</b>	<b>725,304</b>	<b>2,816,169</b>	<b>20%</b>	<b>(135,059)</b>
<b>TOTAL INDIRECT EXPENSES:</b>	<b>22,885,776</b>	<b>1,837,825</b>	<b>3,849,633</b>	<b>19,036,142</b>	<b>17%</b>	<b>(35,337)</b>

# Washington State Bar Association

Statement of Activities

For the Period from November 1, 2024 to November 30, 2024

**17% OF YEAR COMPLETE**

<b>SUMMARY PAGE</b>	<b>FISCAL 2025 BUDGET</b>	<b>CURRENT MONTH</b>	<b>YEAR TO DATE</b>	<b>REMAINING BALANCE</b>
ACCESS TO JUSTICE	(390,330)	(54,297)	(92,771)	(297,559)
ADMISSIONS/BAR EXAM	93,849	22,881	267,211	(173,362)
ADVANCEMENT FTE	(389,588)	(30,722)	(62,700)	(326,888)
BAR NEWS	(124,336)	(5,397)	(24,502)	(99,834)
BOARD OF GOVERNORS	(547,213)	(30,919)	(90,095)	(457,118)
CLE - PRODUCTS	699,820	86,736	133,454	566,366
CLE - SEMINARS	(433,917)	(10,317)	(59,930)	(373,987)
CLIENT PROTECTION FUND	241,176	79,120	90,731	150,445
CHARACTER & FITNESS BOARD	(173,905)	(11,412)	(23,814)	(150,091)
COMMUNICATIONS	(961,077)	(50,308)	(116,650)	(844,427)
COMMUNICATIONS FTE	(249,012)	(20,392)	(42,130)	(206,882)
DESKBOOKS	(200,902)	(22,426)	(47,169)	(153,733)
DISCIPLINE	(6,402,254)	(495,579)	(1,050,218)	(5,352,036)
DIVERSITY	(307,805)	(29,512)	(62,427)	(245,377)
FINANCE	(559,713)	(52,747)	(99,932)	(459,780)
FOUNDATION	(183,526)	(13,648)	(28,599)	(154,927)
HUMAN RESOURCES	(574,952)	(67,479)	(149,140)	(425,812)
LAW CLERK PROGRAM	(22,492)	(5,110)	(18,587)	(3,905)
LEGISLATIVE	(280,573)	(22,481)	(45,305)	(235,268)
LEGAL LUNCHBOX	(4,917)	(926)	(3,806)	(1,111)
LICENSE FEES	17,492,616	1,363,698	2,777,548	14,715,068
LICENSING AND MEMBERSHIP	(376,058)	(30,639)	(50,268)	(325,790)
LIMITED LICENSE LEGAL TECHNICIAN	(90,557)	(1,038)	(9,155)	(81,402)
LIMITED PRACTICE OFFICERS	45,433	2,982	15,981	29,451
MANDATORY CLE ADMINISTRATION	428,720	21,684	56,509	372,211
MEMBER WELLNESS PROGRAM	(229,651)	(18,839)	(39,088)	(190,563)
MINI CLE	(119,503)	(9,517)	(20,289)	(99,214)
MEMBER SERVICES & ENGAGEMENT	(395,069)	(17,814)	(37,588)	(357,481)
NEW MEMBER EDUCATION	(20,818)	13,621	18,110	(38,929)
OFFICE OF GENERAL COUNSEL	(1,028,445)	(83,092)	(175,234)	(853,211)
OFFICE OF THE EXECUTIVE DIRECTOR	(988,085)	(173,380)	(240,319)	(747,766)
OGC-DISCIPLINARY BOARD	(326,545)	(25,410)	(54,212)	(272,333)
PRACTICE OF LAW BOARD	(92,989)	(6,176)	(13,058)	(79,932)
PRACTICE MANAGEMENT ASSISTANCE	(173,653)	638	(10,486)	(163,166)
PROFESSIONAL RESPONSIBILITY PROGRAM	(215,119)	(17,220)	(36,482)	(178,637)
PUBLIC SERVICE PROGRAMS	(401,974)	(63,202)	(83,043)	(318,931)
PUBLICATION & DESIGN SERVICES	(129,220)	(10,782)	(26,592)	(102,628)
REGULATORY SERVICES FTE	(449,371)	(35,338)	(74,231)	(375,141)
REGULATORY REFORM	(199,962)	(14,071)	(27,817)	(172,145)
SECTIONS ADMINISTRATION	(24,310)	(21,035)	46,616	(70,926)
SECTIONS OPERATIONS	(360,026)	(11,028)	(11,875)	(348,151)
SERVICE CENTER	(729,227)	(57,803)	(123,165)	(606,062)
TECHNOLOGY	(2,048,168)	(163,827)	(347,611)	(1,700,557)
VOLUNTEER EDUCATION	(311,017)	(15,033)	(32,673)	(278,344)
INDIRECT EXPENSES	22,885,776	1,837,825	3,849,633	19,036,142
<b>TOTAL OF ALL</b>	<b>(21,371,112)</b>	<b>(1,730,272)</b>	<b>(3,824,831)</b>	<b>(17,546,280)</b>
<b>NET INCOME (LOSS)</b>	<b>(1,514,664)</b>	<b>(107,553)</b>	<b>(24,802)</b>	<b>(1,489,862)</b>