



Financial Report Appendix

The Carpentries
For the 2019 Fiscal Year

Prepared on
April 24, 2020

Table of Contents

Notes & Accounting Practices3

Quarterly Profit and Loss Summary6

Profit and Loss - Management & General (Administration)8

Profit and Loss - Fundraising.....9

Profit and Loss - All Programs10

Profit and Loss - Communications.....12

Profit and Loss - Community Engagement and Development13

Profit and Loss - Curriculum Development and Maintenance14

Profit and Loss - Instructor Training15

Profit and Loss - Member Organization Engagement and Development.....16

Profit and Loss - Workshops.....17

Profit and Loss - The Carpentries.....18

Notes & Accounting Practices

Programs & Supporting Services

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

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

Support Services - Activities that are divided into two classifications

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

Accounting Practices

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

Income Allocations

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

Expense Allocations

There are two types of expenses: direct and indirect. Direct expenses are those expenses that only involve one program or support service. For example, subscription expenses for TopicBox are allocated to the Community Engagement and Development program. Direct expenses can be easily allocated to the programs they support. Conversely, indirect expenses are those expenses that are generated for common or joint objectives and cannot be allocated to one program or support service.

Indirect expenses often support multiple programs, so those expenses allocated per the benefit or support of the program or support service. Allocating portions of indirect expenses to the programs they support provides a full picture of the expenses needed to continue supporting a program. The general approach used to allocate indirect costs to either programs or support services was as follows:

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

The remaining indirect expenses which benefit all areas were allocated based on a ratio of each program’s personnel expenses (or Salary) to total personnel Expenses, as follows:

Program	Program Salary Expenses	% of Total
Management & General (Administration)	\$462,607.43	40.59%
Fundraising	\$4,330.95	0.38%
Communications	\$75,669.65	6.64%
Community Engagement and Development	\$183,743.10	16.12%
Curriculum Development and Maintenance	\$121,213.87	10.64%
Instructor Training	\$98,572.21	8.65%
Member Organization Engagement and Development	\$66,096.29	5.80%
Workshops	\$127,485.27	11.19%
	\$1,139,718.77	100.00%

Estimates

Time estimates were used in the creation of the summary and the allocation of costs to programs. The Carpentries began using job plans in 2018 to plan and track how each team member is spending their time. (Please see this blog post for more information on job plans: <https://carpentries.org/blog/2019/02/projects-teams-job-plans/>)

The Core Team uses Job Plans to outline each person's major areas of responsibility (MAR) along with the percent of time allocated to each of these areas. Each MAR is associated with either a program or support service (i.e., MAR's for workshop administration support the Workshops program). Each month team members update their job plan with an estimate of the percent time spent supporting each MAR, evaluate what may have contributed to significant differences between the planned time and estimates of actual time, and if necessary update the planned time for the months to follow. At the end of the year we use the job plans to calculate the percentage of time spent supporting each program. Our job plans provide a good estimate of how the Core Team's time has been used to support each program and the basis for allocating team expenses to programs.

Key Metrics

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

- Overhead Ratio = Total Administration Expenses / Total Expenses
- Operating Reliance = Total Program Income / Total Program Expenses
- Self-Sufficiency Ratio = Total Program Income / Total Non-Grant Related Expenses*

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

Disclaimers & Acknowledgements

Please also note that some of the figures shared in the summary may be different than those included in the statements below. These differences are due to expense re-allocations and/or income invoiced during one fiscal year that is not received until the next fiscal year. Along those lines, we acknowledge that our use of Income and Net Income differs from the academic definition of these terms. In the financial report, the term Income, is used in place of the business term 'Revenue', to refer to the total amount of money received for products and services. Similarly, Net Income, is used in place of the business term 'Income', to refer to the net profit (or what remains after expenses and taxes are subtracted from 'Revenue').

Quarterly Profit and Loss Summary

January - December 2019

	Jan - Mar, 2019	Apr - Jun, 2019	Jul - Sep, 2019	Oct - Dec, 2019	Total
INCOME					
4100 Earned Income - Admissions	928.10	5,100.00	0.00	0.00	6,028.10
4105 Earned Income - Memberships	212,788.34	209,995.00	307,500.00	147,500.00	877,783.34
4110 Earned Income - Fee For Service	68,050.00	26,795.98	20,000.00	107,000.00	221,845.98
4200 Contributed Income - Foundations	136.47	178,583.00	10,000.00	1,467,399.00	1,656,118.47
4215 Contributed Income - Individual Donations	31.80	182.06	95.40	194.80	504.06
Total Income	281,934.71	420,656.04	337,595.40	1,722,093.80	2,762,279.95
GROSS PROFIT	281,934.71	420,656.04	337,595.40	1,722,093.80	2,762,279.95
EXPENSES					
6000 Salaries	195,247.25	189,251.04	189,443.34	198,248.81	772,190.44
6010 Payroll Taxes	16,857.72	38,072.19	32,100.71	26,496.99	113,527.61
6025 Worker's Compensation Insurance	916.97	893.23	897.63	872.17	3,580.00
6030 Benefits-Health & Dental Insurance	26,598.69	26,437.27	25,755.01	27,496.16	106,287.13
6040 Benefits-Pension Plan 401K Match	6,074.96	6,824.37	7,015.43	7,015.29	26,930.05
6110 Consultants-General	1,122.00	11,302.50	9,603.00	7,722.00	29,749.50
6115 Consultants - Technical	7,700.00	1,250.00	2,000.00	2,225.01	13,175.01
6120 Consultants - Program			67.06		67.06
6130 Consultants - Communications	22,531.69	17,314.68	17,162.71	17,202.89	74,211.97
6150 Legal Fees		7,671.72	542.17	1,076.99	9,290.88
6200 Rent			5,250.00	4,500.00	9,750.00
6210 Telephone - Internet Service	50.00	147.26	40.00	160.00	397.26
6300 Fees/License/Misc Taxes	1,429.09	1,004.72	1,536.54	852.05	4,822.40
6302 Dues & Subscriptions	1,765.61	6,653.47	12,007.36	5,878.68	26,305.12
6330 Equipment & Software				2,420.32	2,420.32
6335 Office/Computer Supplies	2,339.57	44.84		172.68	2,557.09
6340 Postage and Courier/Delivery Service			38.45	166.79	205.24
6405 Program Supplies			343.33		343.33
6515 Non-Office Rentals (Venues, Parking, Storage, etc.)	125.50			500.00	625.50
6530 Board/Advisory Committee Meetings				10,157.76	10,157.76

	Jan - Mar, 2019	Apr - Jun, 2019	Jul - Sep, 2019	Oct - Dec, 2019	Total
6535 Staff Development	414.51	35.66	5,250.00	3,000.00	8,700.17
6600 Travel-Meals	2,052.85	428.62	1,257.04	984.91	4,723.42
6605 Travel-Ground Transportation	1,035.49	370.83	1,635.79	1,138.08	4,180.19
6610 Travel-Entertainment	312.13			0.00	312.13
6615 Business Food/Catering	71.97		76.41	0.00	148.38
6620 Travel-Airfare	1,465.22	1,871.22	2,027.93	10,014.20	15,378.57
6625 Travel-Hotel	1,284.33	2,946.06	545.64	3,675.56	8,451.59
6630 Meeting/Conference Registration Fees	809.77	751.78	1,008.41	0.00	2,569.96
6905 Marketing/Advertising	883.50	12.95			896.45
6910 Web Hosting & Maintenance		75.47	64.21	20.00	159.68
7015 Other/Miscellaneous				3.99	3.99
8000 CI Fiscal Sponsorship Fee	28,304.68	48,755.74	35,253.78	166,873.16	279,187.36
Total Expenses	319,393.50	362,115.62	350,921.95	498,874.49	1,531,305.56
NET OPERATING INCOME	-37,458.79	58,540.42	-13,326.55	1,223,219.31	1,230,974.39
OTHER EXPENSES					
Exchange Gain or Loss	-43.63	-0.87			-44.50
Total Other Expenses	-43.63	-0.87	0.00	0.00	-44.50
NET OTHER INCOME	43.63	0.87	0.00	0.00	44.50
NET INCOME	\$ -37,415.16	\$58,541.29	\$ -13,326.55	\$1,223,219.31	\$1,231,018.89

Profit and Loss - Management & General (Administration)

January - December 2019

		Total	
	Jan - Dec 2019	% of Income	% of Expense
INCOME			
Total Income		0.00%	0.00%
GROSS PROFIT	0.00	0.00%	0.00 %
EXPENSES			
6000 Salaries	338,024.81		68.09 %
6010 Payroll Taxes	41,612.97		8.38 %
6025 Worker's Compensation Insurance	1,608.26		0.32 %
6030 Benefits-Health & Dental Insurance	48,053.68		9.68 %
6040 Benefits-Pension Plan 401K Match	12,024.98		2.42 %
6130 Consultants - Communications	21,282.73		4.29 %
6150 Legal Fees	1,685.52		0.34 %
6200 Rent	3,957.49		0.80 %
6210 Telephone - Internet Service	157.30		0.03 %
6300 Fees/License/Misc Taxes	19.36		0.00 %
6302 Dues & Subscriptions	4,211.58		0.85 %
6330 Equipment & Software	982.40		0.20 %
6335 Office/Computer Supplies	1,019.71		0.21 %
6515 Non-Office Rentals (Venues, Parking, Storage, etc.)	50.94		0.01 %
6530 Board/Advisory Committee Meetings	4,123.00		0.83 %
6535 Staff Development	8,700.17		1.75 %
6600 Travel-Meals	1,012.91		0.20 %
6605 Travel-Ground Transportation	638.06		0.13 %
6610 Travel-Entertainment	126.69		0.03 %
6615 Business Food/Catering	60.23		0.01 %
6620 Travel-Airfare	4,462.91		0.90 %
6625 Travel-Hotel	1,750.76		0.35 %
6630 Meeting/Conference Registration Fees	178.59		0.04 %
6905 Marketing/Advertising	395.00		0.08 %
7015 Other/Miscellaneous	3.99		0.00 %
8000 CI Fiscal Sponsorship Fee	315.46		0.06 %
Total Expenses	496,459.50	0.00%	100.00 %
NET OPERATING INCOME	-496,459.50	0.00%	-100.00 %
NET INCOME	\$ -496,459.50	0.00%	-100.00 %

Profit and Loss - Fundraising

January - December 2019

			Total
	Jan - Dec 2019	% of Income	% of Expense
INCOME			
4200 Contributed Income - Foundations	1,655,982.00	99.97 %	976.25 %
4215 Contributed Income - Individual Donations	504.06	0.03 %	0.30 %
Total Income	1,656,486.06	100.00 %	976.55 %
GROSS PROFIT	1,656,486.06	100.00 %	976.55 %
EXPENSES			
6000 Salaries	3,494.16	0.21 %	2.06 %
6010 Payroll Taxes	278.89	0.02 %	0.16 %
6025 Worker's Compensation Insurance	18.93	0.00 %	0.01 %
6030 Benefits-Health & Dental Insurance	428.33	0.03 %	0.25 %
6040 Benefits-Pension Plan 401K Match	110.64	0.01 %	0.07 %
6150 Legal Fees	157.00	0.01 %	0.09 %
6200 Rent	37.05	0.00 %	0.02 %
6210 Telephone - Internet Service	3.90	0.00 %	0.00 %
6300 Fees/License/Misc Taxes	31.66	0.00 %	0.02 %
6302 Dues & Subscriptions	39.43	0.00 %	0.02 %
6330 Equipment & Software	9.20	0.00 %	0.01 %
6335 Office/Computer Supplies	9.55	0.00 %	0.01 %
6515 Non-Office Rentals (Venues, Parking, Storage, etc.)	0.48	0.00 %	0.00 %
6530 Board/Advisory Committee Meetings	38.60	0.00 %	0.02 %
6600 Travel-Meals	36.98	0.00 %	0.02 %
6605 Travel-Ground Transportation	221.97	0.01 %	0.13 %
6610 Travel-Entertainment	1.19	0.00 %	0.00 %
6615 Business Food/Catering	0.56	0.00 %	0.00 %
6620 Travel-Airfare	41.78	0.00 %	0.02 %
6625 Travel-Hotel	16.39	0.00 %	0.01 %
6630 Meeting/Conference Registration Fees	1.67	0.00 %	0.00 %
8000 CI Fiscal Sponsorship Fee	164,648.61	9.94 %	97.07 %
Total Expenses	169,626.97	10.24 %	100.00 %
NET OPERATING INCOME	1,486,859.09	89.76 %	876.55 %
NET INCOME	\$1,486,859.09	89.76 %	876.55 %

Profit and Loss - All Programs

January - December 2019

			Total
	Jan - Dec 2019	% of Income	% of Expense
INCOME			
4100 Earned Income - Admissions	6,028.10	0.55 %	0.70 %
4105 Earned Income - Memberships	877,783.34	79.38 %	101.45 %
4110 Earned Income - Fee For Service	221,845.98	20.06 %	25.64 %
4200 Contributed Income - Foundations	136.47	0.01 %	0.02 %
Total Income	1,105,793.89	100.00 %	127.81 %
GROSS PROFIT	1,105,793.89	100.00 %	127.81 %
EXPENSES			
6000 Salaries	430,671.47	38.95 %	49.78 %
6010 Payroll Taxes	71,635.75	6.48 %	8.28 %
6025 Worker's Compensation Insurance	1,952.81	0.18 %	0.23 %
6030 Benefits-Health & Dental Insurance	57,805.12	5.23 %	6.68 %
6040 Benefits-Pension Plan 401K Match	14,794.43	1.34 %	1.71 %
6110 Consultants-General	29,749.50	2.69 %	3.44 %
6115 Consultants - Technical	13,175.01	1.19 %	1.52 %
6120 Consultants - Program	67.06	0.01 %	0.01 %
6130 Consultants - Communications	52,929.24	4.79 %	6.12 %
6150 Legal Fees	7,448.36	0.67 %	0.86 %
6200 Rent	5,755.46	0.52 %	0.67 %
6210 Telephone - Internet Service	236.06	0.02 %	0.03 %
6300 Fees/License/Misc Taxes	4,771.38	0.43 %	0.55 %
6302 Dues & Subscriptions	22,054.11	1.99 %	2.55 %
6330 Equipment & Software	1,428.72	0.13 %	0.17 %
6335 Office/Computer Supplies	1,527.83	0.14 %	0.18 %
6340 Postage and Courier/Delivery Service	205.24	0.02 %	0.02 %
6405 Program Supplies	343.33	0.03 %	0.04 %
6515 Non-Office Rentals (Venues, Parking, Storage, etc.)	574.08	0.05 %	0.07 %
6530 Board/Advisory Committee Meetings	5,996.16	0.54 %	0.69 %
6600 Travel-Meals	3,673.53	0.33 %	0.42 %
6605 Travel-Ground Transportation	3,320.16	0.30 %	0.38 %
6610 Travel-Entertainment	184.25	0.02 %	0.02 %
6615 Business Food/Catering	87.59	0.01 %	0.01 %
6620 Travel-Airfare	10,873.88	0.98 %	1.26 %
6625 Travel-Hotel	6,684.44	0.60 %	0.77 %
6630 Meeting/Conference Registration Fees	2,389.70	0.22 %	0.28 %
6905 Marketing/Advertising	501.45	0.05 %	0.06 %
6910 Web Hosting & Maintenance	159.68	0.01 %	0.02 %
8000 CI Fiscal Sponsorship Fee	114,223.29	10.33 %	13.20 %
Total Expenses	865,219.09	78.24 %	100.00 %
NET OPERATING INCOME	240,574.80	21.76 %	27.81 %

			Total
	Jan - Dec 2019	% of Income	% of Expense
NET INCOME	\$240,574.80	21.76 %	27.81 %

Profit and Loss - Communications

January - December 2019

		Total	
	Jan - Dec 2019	% of Income	% of Expense
INCOME			
Total Income		0.00%	0.00%
GROSS PROFIT	0.00	0.00%	0.00 %
EXPENSES			
6000 Salaries	28,324.79		34.21 %
6010 Payroll Taxes	20,445.62		24.69 %
6025 Worker's Compensation Insurance	146.43		0.18 %
6030 Benefits-Health & Dental Insurance	550.59		0.66 %
6040 Benefits-Pension Plan 401K Match	851.96		1.03 %
6115 Consultants - Technical	489.56		0.59 %
6130 Consultants - Communications	24,860.70		30.02 %
6150 Legal Fees	1,968.88		2.38 %
6200 Rent	647.33		0.78 %
6210 Telephone - Internet Service	3.14		0.00 %
6300 Fees/License/Misc Taxes	22.62		0.03 %
6302 Dues & Subscriptions	1,560.90		1.88 %
6330 Equipment & Software	160.69		0.19 %
6335 Office/Computer Supplies	166.80		0.20 %
6515 Non-Office Rentals (Venues, Parking, Storage, etc.)	8.33		0.01 %
6530 Board/Advisory Committee Meetings	674.41		0.81 %
6600 Travel-Meals	286.64		0.35 %
6605 Travel-Ground Transportation	152.37		0.18 %
6610 Travel-Entertainment	20.72		0.03 %
6615 Business Food/Catering	9.85		0.01 %
6620 Travel-Airfare	730.01		0.88 %
6625 Travel-Hotel	286.38		0.35 %
6630 Meeting/Conference Registration Fees	29.21		0.04 %
6905 Marketing/Advertising	12.95		0.02 %
8000 CI Fiscal Sponsorship Fee	396.62		0.48 %
Total Expenses	82,807.50	0.00%	100.00 %
NET OPERATING INCOME	-82,807.50	0.00%	-100.00 %
NET INCOME	\$ -82,807.50	0.00%	-100.00 %

Profit and Loss - Community Engagement and Development

January - December 2019

			Total
	Jan - Dec 2019	% of Income	% of Expense
INCOME			
Total Income		0.00%	0.00%
GROSS PROFIT	0.00	0.00%	0.00 %
EXPENSES			
6000 Salaries	88,488.60		41.47 %
6010 Payroll Taxes	25,658.62		12.02 %
6025 Worker's Compensation Insurance	426.46		0.20 %
6030 Benefits-Health & Dental Insurance	9,032.49		4.23 %
6040 Benefits-Pension Plan 401K Match	2,873.50		1.35 %
6110 Consultants-General	29,749.50		13.94 %
6115 Consultants - Technical	1,727.89		0.81 %
6130 Consultants - Communications	25,786.04		12.08 %
6150 Legal Fees	4,078.44		1.91 %
6200 Rent	1,571.87		0.74 %
6210 Telephone - Internet Service	170.26		0.08 %
6300 Fees/License/Misc Taxes	23.46		0.01 %
6302 Dues & Subscriptions	5,484.30		2.57 %
6330 Equipment & Software	390.20		0.18 %
6335 Office/Computer Supplies	449.86		0.21 %
6340 Postage and Courier/Delivery Service	205.24		0.10 %
6515 Non-Office Rentals (Venues, Parking, Storage, etc.)	520.23		0.24 %
6530 Board/Advisory Committee Meetings	1,637.61		0.77 %
6600 Travel-Meals	1,714.30		0.80 %
6605 Travel-Ground Transportation	1,173.69		0.55 %
6610 Travel-Entertainment	50.32		0.02 %
6615 Business Food/Catering	23.92		0.01 %
6620 Travel-Airfare	5,640.35		2.64 %
6625 Travel-Hotel	4,030.34		1.89 %
6630 Meeting/Conference Registration Fees	949.12		0.44 %
6905 Marketing/Advertising	488.50		0.23 %
8000 CI Fiscal Sponsorship Fee	1,040.09		0.49 %
Total Expenses	213,385.20	0.00%	100.00 %
NET OPERATING INCOME	-213,385.20	0.00%	-100.00 %
NET INCOME	\$ -213,385.20	0.00%	-100.00 %

Profit and Loss - Curriculum Development and Maintenance

January - December 2019

	Jan - Dec 2019	% of Income	Total % of Expense
INCOME			
Total Income		0.00%	0.00%
GROSS PROFIT	0.00	0.00%	0.00 %
EXPENSES			
6000 Salaries	91,032.77		70.30 %
6010 Payroll Taxes	6,560.60		5.07 %
6025 Worker's Compensation Insurance	460.75		0.36 %
6030 Benefits-Health & Dental Insurance	19,656.17		15.18 %
6040 Benefits-Pension Plan 401K Match	3,503.58		2.71 %
6200 Rent	1,036.95		0.80 %
6302 Dues & Subscriptions	1,138.53		0.88 %
6330 Equipment & Software	257.41		0.20 %
6335 Office/Computer Supplies	267.19		0.21 %
6515 Non-Office Rentals (Venues, Parking, Storage, etc.)	13.35		0.01 %
6530 Board/Advisory Committee Meetings	1,080.32		0.83 %
6600 Travel-Meals	384.91		0.30 %
6605 Travel-Ground Transportation	390.63		0.30 %
6610 Travel-Entertainment	33.20		0.03 %
6615 Business Food/Catering	15.78		0.01 %
6620 Travel-Airfare	2,302.77		1.78 %
6625 Travel-Hotel	556.05		0.43 %
6630 Meeting/Conference Registration Fees	798.58		0.62 %
Total Expenses	129,489.54	0.00%	100.00 %
NET OPERATING INCOME	-129,489.54	0.00%	-100.00 %
NET INCOME	\$ -129,489.54	0.00%	-100.00 %

Profit and Loss - Instructor Training

January - December 2019

	Jan - Dec 2019	% of Income	Total % of Expense
INCOME			
4100 Earned Income - Admissions	5,400.00	10.79 %	4.82 %
4110 Earned Income - Fee For Service	44,650.00	89.21 %	39.86 %
Total Income	50,050.00	100.00 %	44.68 %
GROSS PROFIT	50,050.00	100.00 %	44.68 %
EXPENSES			
6000 Salaries	73,356.95	146.57 %	65.48 %
6010 Payroll Taxes	7,291.51	14.57 %	6.51 %
6025 Worker's Compensation Insurance	370.50	0.74 %	0.33 %
6030 Benefits-Health & Dental Insurance	9,559.94	19.10 %	8.53 %
6040 Benefits-Pension Plan 401K Match	2,658.18	5.31 %	2.37 %
6115 Consultants - Technical	3,052.63	6.10 %	2.72 %
6130 Consultants - Communications	2,282.50	4.56 %	2.04 %
6150 Legal Fees	180.77	0.36 %	0.16 %
6200 Rent	843.26	1.68 %	0.75 %
6210 Telephone - Internet Service	25.94	0.05 %	0.02 %
6300 Fees/License/Misc Taxes	26.58	0.05 %	0.02 %
6302 Dues & Subscriptions	2,896.94	5.79 %	2.59 %
6330 Equipment & Software	209.33	0.42 %	0.19 %
6335 Office/Computer Supplies	217.28	0.43 %	0.19 %
6515 Non-Office Rentals (Venues, Parking, Storage, etc.)	10.85	0.02 %	0.01 %
6530 Board/Advisory Committee Meetings	878.53	1.76 %	0.78 %
6600 Travel-Meals	790.81	1.58 %	0.71 %
6605 Travel-Ground Transportation	585.27	1.17 %	0.52 %
6610 Travel-Entertainment	27.00	0.05 %	0.02 %
6615 Business Food/Catering	12.83	0.03 %	0.01 %
6620 Travel-Airfare	950.96	1.90 %	0.85 %
6625 Travel-Hotel	373.05	0.75 %	0.33 %
6630 Meeting/Conference Registration Fees	38.05	0.08 %	0.03 %
6910 Web Hosting & Maintenance	102.18	0.20 %	0.09 %
8000 CI Fiscal Sponsorship Fee	5,288.01	10.57 %	4.72 %
Total Expenses	112,029.85	223.84 %	100.00 %
NET OPERATING INCOME	-61,979.85	-123.84 %	-55.32 %
NET INCOME	\$ -61,979.85	-123.84 %	-55.32 %

Profit and Loss - Member Organization Engagement and Development

January - December 2019

			Total
	Jan - Dec 2019	% of Income	% of Expense
INCOME			
4105 Earned Income - Memberships	877,783.34	91.65 %	503.57 %
4110 Earned Income - Fee For Service	80,000.00	8.35 %	45.89 %
Total Income	957,783.34	100.00 %	549.46 %
GROSS PROFIT	957,783.34	100.00 %	549.46 %
EXPENSES			
6000 Salaries	54,445.32	5.68 %	31.23 %
6010 Payroll Taxes	4,294.02	0.45 %	2.46 %
6025 Worker's Compensation Insurance	279.24	0.03 %	0.16 %
6030 Benefits-Health & Dental Insurance	4,935.87	0.52 %	2.83 %
6040 Benefits-Pension Plan 401K Match	1,623.49	0.17 %	0.93 %
6115 Consultants - Technical	518.35	0.05 %	0.30 %
6200 Rent	565.44	0.06 %	0.32 %
6210 Telephone - Internet Service	15.56	0.00 %	0.01 %
6300 Fees/License/Misc Taxes	3,822.03	0.40 %	2.19 %
6302 Dues & Subscriptions	3,737.87	0.39 %	2.14 %
6330 Equipment & Software	140.36	0.01 %	0.08 %
6335 Office/Computer Supplies	145.69	0.02 %	0.08 %
6515 Non-Office Rentals (Venues, Parking, Storage, etc.)	7.28	0.00 %	0.00 %
6530 Board/Advisory Committee Meetings	589.08	0.06 %	0.34 %
6600 Travel-Meals	197.70	0.02 %	0.11 %
6605 Travel-Ground Transportation	339.14	0.04 %	0.19 %
6610 Travel-Entertainment	18.10	0.00 %	0.01 %
6615 Business Food/Catering	8.61	0.00 %	0.00 %
6620 Travel-Airfare	1,005.28	0.10 %	0.58 %
6625 Travel-Hotel	677.45	0.07 %	0.39 %
6630 Meeting/Conference Registration Fees	525.52	0.05 %	0.30 %
8000 CI Fiscal Sponsorship Fee	96,420.89	10.07 %	55.32 %
Total Expenses	174,312.29	18.20 %	100.00 %
NET OPERATING INCOME	783,471.05	81.80 %	449.46 %
NET INCOME	\$783,471.05	81.80 %	449.46 %

Profit and Loss - Workshops

January - December 2019

	Jan - Dec 2019	% of Income	Total % of Expense
INCOME			
4100 Earned Income - Admissions	628.10	0.64 %	0.41 %
4110 Earned Income - Fee For Service	97,195.98	99.22 %	63.45 %
4200 Contributed Income - Foundations	136.47	0.14 %	0.09 %
Total Income	97,960.55	100.00 %	63.95 %
GROSS PROFIT	97,960.55	100.00 %	63.95 %
EXPENSES			
6000 Salaries	95,023.04	97.00 %	62.03 %
6010 Payroll Taxes	7,385.38	7.54 %	4.82 %
6025 Worker's Compensation Insurance	269.43	0.28 %	0.18 %
6030 Benefits-Health & Dental Insurance	14,070.06	14.36 %	9.18 %
6040 Benefits-Pension Plan 401K Match	3,283.72	3.35 %	2.14 %
6115 Consultants - Technical	7,386.58	7.54 %	4.82 %
6120 Consultants - Program	67.06	0.07 %	0.04 %
6150 Legal Fees	1,220.27	1.25 %	0.80 %
6200 Rent	1,090.61	1.11 %	0.71 %
6210 Telephone - Internet Service	21.16	0.02 %	0.01 %
6300 Fees/License/Misc Taxes	876.69	0.89 %	0.57 %
6302 Dues & Subscriptions	7,235.57	7.39 %	4.72 %
6330 Equipment & Software	270.73	0.28 %	0.18 %
6335 Office/Computer Supplies	281.01	0.29 %	0.18 %
6405 Program Supplies	343.33	0.35 %	0.22 %
6515 Non-Office Rentals (Venues, Parking, Storage, etc.)	14.04	0.01 %	0.01 %
6530 Board/Advisory Committee Meetings	1,136.21	1.16 %	0.74 %
6600 Travel-Meals	299.17	0.31 %	0.20 %
6605 Travel-Ground Transportation	679.06	0.69 %	0.44 %
6610 Travel-Entertainment	34.91	0.04 %	0.02 %
6615 Business Food/Catering	16.60	0.02 %	0.01 %
6620 Travel-Airfare	244.51	0.25 %	0.16 %
6625 Travel-Hotel	761.17	0.78 %	0.50 %
6630 Meeting/Conference Registration Fees	49.22	0.05 %	0.03 %
6910 Web Hosting & Maintenance	57.50	0.06 %	0.04 %
8000 CI Fiscal Sponsorship Fee	11,077.68	11.31 %	7.23 %
Total Expenses	153,194.71	156.38 %	100.00 %
NET OPERATING INCOME	-55,234.16	-56.38 %	-36.05 %
NET INCOME	\$ -55,234.16	-56.38 %	-36.05 %

Profit and Loss - The Carpentries

January - December 2019

	Total
INCOME	
4100 Earned Income - Admissions	6,028.10
4105 Earned Income - Memberships	877,783.34
4110 Earned Income - Fee For Service	221,845.98
4200 Contributed Income - Foundations	1,656,118.47
4215 Contributed Income - Individual Donations	504.06
Total Income	2,762,279.95
GROSS PROFIT	
	2,762,279.95
EXPENSES	
6000 Salaries	772,190.44
6010 Payroll Taxes	113,527.61
6025 Worker's Compensation Insurance	3,580.00
6030 Benefits-Health & Dental Insurance	106,287.13
6040 Benefits-Pension Plan 401K Match	26,930.05
6110 Consultants-General	29,749.50
6115 Consultants - Technical	13,175.01
6120 Consultants - Program	67.06
6130 Consultants - Communications	74,211.97
6150 Legal Fees	9,290.88
6200 Rent	9,750.00
6210 Telephone - Internet Service	397.26
6300 Fees/License/Misc Taxes	4,822.40
6302 Dues & Subscriptions	26,305.12
6330 Equipment & Software	2,420.32
6335 Office/Computer Supplies	2,557.09
6340 Postage and Courier/Delivery Service	205.24
6405 Program Supplies	343.33
6515 Non-Office Rentals (Venues, Parking, Storage, etc.)	625.50
6530 Board/Advisory Committee Meetings	10,157.76
6535 Staff Development	8,700.17
6600 Travel-Meals	4,723.42
6605 Travel-Ground Transportation	4,180.19
6610 Travel-Entertainment	312.13
6615 Business Food/Catering	148.38
6620 Travel-Airfare	15,378.57
6625 Travel-Hotel	8,451.59
6630 Meeting/Conference Registration Fees	2,569.96
6905 Marketing/Advertising	896.45
6910 Web Hosting & Maintenance	159.68
7015 Other/Miscellaneous	3.99
8000 CI Fiscal Sponsorship Fee	279,187.36

	Total
Total Expenses	1,531,305.56
NET OPERATING INCOME	1,230,974.39
OTHER EXPENSES	
Exchange Gain or Loss	-44.50
Total Other Expenses	-44.50
NET OTHER INCOME	44.50
NET INCOME	\$1,231,018.89