WASHINGTON STATE
BAR ASSOCIATION

Financial Reports

(Unaudited)

Year to Date November 30, 2021

Prepared by
Maggie Yu, Interim Finance Director & Darshita Patel, Accountant

Submitted by
Maggie Yu, Interim Finance Director & Elizabeth Wick, Budget & Finance Manager
January 20, 2022

Washington State Bar Association Financial Summary
Compared to Fiscal Year 2021 Budget
For the Period from November 1, 2021 to November 30, 2021

Category	YTD Actual Revenues	YTD Budgeted Revenues	YTD Actual Indirect Expenses	YTD Budgeted Indirect Expenses	YTD Actual Direct Expenses	YTD Budgeted Direct Expenses	YTD Actual Total Expenses	YTD Budgeted Total Expenses	YTD Actual Net Result	YTD Budgeted Net Result
Access to Justice	-	-	25,147	26,792	150	19,566	25,297	46,358	(25,297)	(46,358)
Administration	424	860	167,335	180,063	-	3,413	167,335	183,476	(166,911)	(182,616)
Admissions/Bar Exam	349,055	408,288	146,594	150,570	6,024	9,179	152,618	159,748	196,437	248,539
Advancement FTE	-	-	55,002	57,814	-	1,067	55,002	58,880	(55,002)	(58,880)
Bar News	132,746	141,291	53,624	56,971	75,614	94,773	129,237	151,745	3,508	(10,454)
Board of Governors	-	-	28,784	29,398	25,301	37,301	54,085	66,699	(54,085)	(66,699)
Character & Fitness Board	-	-	1,696	1,751	-	7,200	1,696	8,951	(1,696)	(8,951)
Communications Strategies	113	-	94,891	108,231	9,293	18,183	104,184	126,413	(104,070)	(126,413)
Communications Strategies FTE		-	35,892	37,525	-	-	35,892	37,525	(35,892)	(37,525)
Discipline	17,835	17,646	919,074	959,236	15,978	34,653	935,052	993,890	(917,217)	(976,243)
Diversity	-	1,729	45,513	48,472	1,815	73,169	47,328	121,641	(47,328)	(119,912)
EJD FTE	-	-	33,759	30,221	-	-	33,759	30,221	(33,759)	(30,221)
Foundation	-	-	19,618	20,794	590	69	20,207	20,863	(20,207)	(20,863)
Human Resources	-	-	73,971	77,130	-	0	73,971	77,130	(73,971)	(77,130)
Law Clerk Program	732	765	18,034	19,187	-	1,333	18,034	20,520	(17,302)	(19,755)
Legislative	-	-	36,442	40,642	-	5,233	36,442	45,875	(36,442)	(45,875)
Legal Lunchbox	6,958	3,667	6,261	8,542	-	283	6,261	8,825	697	(5,158)
Licensing and Membership Records	77,956	63,894	92,767	96,599	12,424	9,092	105,191	105,691	(27,235)	(41,797)
Licensing Fees	2,719,640	2,744,247	-	-	-	-	-	-	2,719,640	2,744,247
Limited License Legal Technician	5,643	9,794	10,798	11,386	-	3,500	10,798	14,886	(5,155)	(5,092)
Limited Practice Officers	48,591	42,342	15,041	15,899	704	1,333	15,745	17,232	32,846	25,110
Mandatory CLE	213,400	145,421	116,959	133,393	8,096	7,891	125,055	141,284	88,346	4,137
Member Wellness Program	1,500	1,167	37,306	36,287	8,110	9,160	45,416	45,448	(43,916)	(44,281)
Member Services & Engagement	16,220	1,800	64,940	69,210	110	4,592	65,050	73,801	(48,830)	(72,001)
New Member Education	8,077	13,333	12,381	15,858	-	1,083	12,381	16,941	(4,304)	(3,608)
Mini CLE	-	-	13,788	18,784	-	-	13,788	18,784	(13,788)	(18,784)
Office of General Counsel	-	-	153,242	161,081	1,090	6,010	154,332	167,091	(154,332)	(167,091)
Office of the Executive Director	-	-	75,335	79,198	1,524	19,244	76,859	98,442	(76,859)	(98,442)
OGC-Disciplinary Board	-	-	26,135	27,779	13,441	22,602	39,576	50,381	(39,576)	(50,381)
Practice of Law Board	-	-	11,288	12,004	-	2,000	11,288	14,004	(11,288)	(14,004)
Practice Management Assistance	226	6,408	-	-	33	22,917	33	22,917	193	(16,508)
Professional Responsibility Program	-	-	43,567	45,912	91	931	43,658	46,843	(43,658)	(46,843)
Public Service Programs	-	130,000	23,134	24,472	-	557	23,134	25,029	(23,134)	104,971
Publication and Design Services	-	-	16,100	17,208	4,100	717	20,200	17,925	(20,200)	(17,925)
Regulatory Services FTE	-	-	80,669	84,731	-	750	80,669	85,481	(80,669)	(85,481)
Sections Administration	72,961	-	41,396	47,401	-	800	41,396	48,201	31,564	(48,201)
Service Center	-	-	100,935	108,018	1,588	1,767	102,523	109,784	(102,523)	(109,784)
Technology	-	-	290,532	304,623	-	(0)	290,532	304,623	(290,532)	(304,623)
Volunteer Engagement	-	-	14,896	15,786	-	3,695	14,896	19,481	(14,896)	(19,481)
Subtotal General Fund	**3,672,076**	**3,732,651**	**3,002,846**	**3,178,965**	**186,076**	**424,064**	**3,188,923**	**3,603,029**	**483,154**	**129,622**
Expenses using reserve funds									-	-
Total General Fund - Net Result from Operations									**483,154**	**129,622**
Percentage of Budget		**17.41%**		**16.82%**		**16.11%**				
CLE-Seminars and Products	406,897	317,498	157,053	170,838	16,253	60,968	173,306	231,805	233,591	85,692
CLE - Deskbooks	3,701	27,933	33,448	35,423	199	11,969	33,647	47,392	(29,946)	(19,459)
Total CLE	**410,599**	**345,431**	**190,501**	**206,261**	**16,452**	**72,937**	**206,953**	**279,198**	**203,645**	**66,233**
Percentage of Budget		**16.67%**		**16.81%**		**13.63%**				
Total All Sections	**121,102**	**103,140**	**-**	**-**	**104,140**	**149,909**	**104,140**	**149,909**	**16,962**	**(46,769)**
Percentage of Budget		**16.18%**				**16.66%**				
Client Protection Fund-Restricted	**81,477**	**86,595**	**24,729**	**26,328**	**(30,190)**	**20,393**	**(5,461)**	**46,721**	**86,938**	**39,874**
Percentage of Budget		**10.43%**		**16.79%**		**4.05%**				
Totals	**4,285,253**	**4,267,817**	**3,218,076**	**3,411,554**	**276,478**	**667,302**	**3,494,554**	**4,078,857**	**790,699**	**188,961**
Percentage of Budget										

Summary of Fund Balances:	**Fund Balances Sept. 30, 2021**	**2022 Budgeted YTD Fund Balances**	**Fund Balances Year to date**
Restricted Funds:			
Client Protection Fund	4,046,246	4,086,120	4,133,184
Board-Designated Funds (Non-General Fund):			
CLE Fund Balance	648,792	715,025	852,437
Section Funds	1,508,843	1,462,074	1,525,805
Board-Designated Funds (General Fund):			
Operating Reserve Fund	1,500,000	1,500,000	1,500,000
Facilities Reserve Fund	1,050,000	1,050,000	1,550,000
Unrestricted Funds (General Fund):			
Unrestricted General Fund	4,522,174	4,651,796	4,505,327
Total General Fund Balance	**7,072,174**	**7,201,796**	**7,555,327**
Net Change in Total General Fund Balance		**129,622**	**483,154**
Total Fund Balance	**13,276,054**	**13,465,015**	**14,066,753**
Net Change In Fund Balance		**188,961**	**790,698.95**

Washington State Bar Association

Statement of Activities

For the Period from November 1, 2021 to November 30, 2021

	MONTHLY BUDGET vs. ACTUAL			YEAR TO DATE BUDGET vs. ACTUAL			ANNUAL BUDGET COMPARISON		
	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
LICENSE FEES									
REVENUE:									
LICENSE FEES	1,223,535	1,339,235	115,700	2,744,247	2,719,640	(24,607)	16,579,802	13,860,162	16.40%
TOTAL REVENUE:	**1,223,535**	**1,339,235**	**115,700**	**2,744,247**	**2,719,640**	**(24,607)**	**16,579,802**	**13,860,162**	**16.40%**

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	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
ACCESS TO JUSTICE									
REVENUE:									
TOTAL REVENUE:	-	-	-	-	-	-	-	-	
DIRECT EXPENSES:									
SURVEYS	-	-	-	100	-	100	100	100	0.00%
ATJ BOARD RETREAT	167	-	167	333	-	333	2,000	2,000	0.00%
LEADERSHIP TRAINING	167	-	167	333	-	333	2,000	2,000	0.00%
ATJ BOARD EXPENSE	2,000	-	2,000	4,000	-	4,000	24,000	24,000	0.00%
STAFF TRAVEL/PARKING	-	-	-	2,700	-	2,700	2,700	2,700	0.00%
STAFF TRAINING	140	-	140	1,479	150	1,329	2,875	2,725	5.22%
STAFF MEMBERSHIP DUES	-	-	-	120	-	120	120	120	0.00%
PUBLIC DEFENSE	500	-	500	1,000	-	1,000	6,000	6,000	0.00%
RECEPTION/FORUM EXPENSE	-	-	-	9,500	-	9,500	9,500	9,500	0.00%
TOTAL DIRECT EXPENSES:	**2,973**	**-**	**2,973**	**19,566**	**150**	**19,416**	**49,295**	**49,145**	**0.30%**
INDIRECT EXPENSES:									
SALARY EXPENSE (1.30 FTE)	7,392	7,139	253	14,784	14,278	506	88,704	74,425	16.10%
BENEFITS EXPENSE	2,624	2,582	42	5,488	5,237	251	32,556	27,319	16.09%
OTHER INDIRECT EXPENSE	3,094	2,388	707	6,520	5,632	889	38,065	32,434	14.79%
TOTAL INDIRECT EXPENSES:	**13,110**	**12,108**	**1,002**	**26,792**	**25,147**	**1,645**	**159,324**	**134,178**	**15.78%**
TOTAL ALL EXPENSES:	**16,083**	**12,108**	**3,975**	**46,358**	**25,297**	**21,061**	**208,619**	**183,323**	**12.13%**
NET INCOME (LOSS):	**(16,083)**	**(12,108)**	**3,975**	**(46,358)**	**(25,297)**	**21,061**	**(208,619)**	**(183,323)**	**12.13%**

Washington State Bar Association

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For the Period from November 1, 2021 to November 30, 2021

	MONTHLY BUDGET vs. ACTUAL			YEAR TO DATE BUDGET vs. ACTUAL			ANNUAL BUDGET COMPARISON		
	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
ADMINISTRATION									
REVENUE:									
INTEREST INCOME	430	66	(364)	860	424	(436)	5,160	4,736	8.22%
					-				
TOTAL REVENUE:	**430**	**66**	**(364)**	**860**	**424**	**(436)**	**5,160**	**4,736**	**8.22%**
DIRECT EXPENSES:									
CONSULTING SERVICES	2,655	-	2,655	2,655	-	2,655	12,000	12,000	0.00%
STAFF TRAVEL/PARKING	350	-	350	700	-	700	4,200	4,200	0.00%
STAFF TRAINING	29	-	29	58	-	58	350	350	0.00%
TOTAL DIRECT EXPENSES:	**3,034**	**-**	**3,034**	**3,413**	**-**	**3,413**	**16,550**	**16,550**	**0.00%**
INDIRECT EXPENSES:									
SALARY EXPENSE (6.92 FTE)	58,543	53,370	5,173	113,719	106,739	6,980	686,355	579,616	15.55%
BENEFITS EXPENSE	15,180	15,159	21	31,635	30,742	893	187,178	156,436	16.42%
OTHER INDIRECT EXPENSE	16,472	12,658	3,814	34,708	29,853	4,855	202,623	172,770	14.73%
TOTAL INDIRECT EXPENSES:	**90,194**	**81,186**	**9,008**	**180,063**	**167,335**	**12,728**	**1,076,157**	**908,822**	**15.55%**
TOTAL ALL EXPENSES:	**93,228**	**81,186**	**12,042**	**183,476**	**167,335**	**16,141**	**1,092,707**	**925,372**	**15.31%**
NET INCOME (LOSS):	**(92,798)**	**(81,120)**	**11,678**	**(182,616)**	**(166,911)**	**15,705**	**(1,087,547)**	**(920,636)**	**15.35%**

Washington State Bar Association

Statement of Activities

For the Period from November 1, 2021 to November 30, 2021

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	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
ADMISSIONS									
REVENUE:									
BAR EXAM FEES	100,177	98,280	(1,897)	393,089	333,545	(59,544)	1,242,000	908,455	26.86%
RULE 9/LEGAL INTERN FEES	447	250	(197)	1,342	700	(642)	12,000	11,300	5.83%
SPECIAL ADMISSIONS	4,762	4,960	198	13,857	14,810	953	47,640	32,830	31.09%
TOTAL REVENUE:	**105,386**	**103,490**	**(1,896)**	**408,288**	**349,055**	**(59,233)**	**1,301,640**	**952,585**	**26.82%**
DIRECT EXPENSES:									
POSTAGE	150	-	150	300	-	300	1,800	1,800	0.00%
STAFF TRAVEL/PARKING	500	84	416	1,000	136	864	14,000	13,864	0.97%
STAFF MEMBERSHIP DUES	-	-	-	800	-	800	1,600	1,600	0.00%
SUPPLIES	83	-	83	167	-	167	1,000	1,000	0.00%
FACILITY, PARKING, FOOD	-	-	-	-	-	-	99,500	99,500	0.00%
EXAMINER FEES	-	-	-	-	-	-	36,000	36,000	0.00%
UBE EXMINATIONS	-	-	-	-	-	-	126,900	126,900	0.00%
BOARD OF BAR EXAMINERS	-	-	-	-	-	-	23,000	23,000	0.00%
BAR EXAM PROCTORS	-	-	-	-	-	-	27,000	27,000	0.00%
DISABILITY ACCOMMODATIONS	-	-	-	-	-	-	20,000	20,000	0.00%
CHARACTER & FITNESS INVESTIGATIONS	-	35	(35)	-	35	(35)	1,000	965	3.50%
LAW SCHOOL VISITS	-	-	-	-	-	-	1,450	1,450	0.00%
DEPRECIATION-SOFTWARE	1,627	2,038	(411)	3,254	4,143	(889)	19,524	15,381	21.22%
STAFF TRAINING	3,000	1,380	1,620	3,000	1,380	1,620	15,000	13,620	9.20%
ONLINE LEGAL RESEARCH	316	307	9	632	307	324	3,790	3,482	8.11%
LAW LIBRARY	13	12	2	26	23	4	158	135	14.33%
TOTAL DIRECT EXPENSES:	**5,689**	**3,856**	**1,833**	**9,179**	**6,024**	**3,154**	**391,721**	**385,697**	**1.54%**
INDIRECT EXPENSES:									
SALARY EXPENSE (6.90 FTE)	43,757	46,788	(3,031)	87,514	89,450	(1,936)	525,082	435,632	17.04%
BENEFITS EXPENSE	13,588	13,465	123	28,448	27,351	1,097	168,696	141,345	16.21%
OTHER INDIRECT EXPENSE	16,424	12,632	3,792	34,608	29,793	4,815	202,038	172,245	14.75%
TOTAL INDIRECT EXPENSES:	**73,769**	**72,886**	**884**	**150,570**	**146,594**	**3,976**	**895,816**	**749,222**	**16.36%**
TOTAL ALL EXPENSES:	**79,459**	**76,742**	**2,717**	**159,748**	**152,618**	**7,130**	**1,287,537**	**1,134,919**	**11.85%**
NET INCOME (LOSS):	**25,927**	**26,748**	**821**	**248,539**	**196,437**	**(52,102)**	**14,103**	**(182,334)**	**1392.89%**

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BAR NEWS									
REVENUE:									
ROYALTIES	167	-	(167)	333	1,247	913	2,000	753	62.34%
DISPLAY ADVERTISING	47,841	37,421	(10,420)	107,797	75,134	(32,663)	450,000	374,866	16.70%
SUBSCRIPT/SINGLE ISSUES	-	-	-	40	-	(40)	200	200	0.00%
CLASSIFIED ADVERTISING	319	50	(269)	718	157	(561)	5,000	4,843	3.14%
GEN ANNOUNCEMENTS	1,049	388	(660)	2,097	388	(1,709)	14,000	13,612	2.77%
PROF ANNOUNCEMENTS	2,426	2,191	(235)	5,305	4,478	(828)	22,500	18,022	19.90%
JOB TARGET ADVERSTISING	12,500	28,777	16,277	25,000	51,342	26,342	150,000	98,658	34.23%
TOTAL REVENUE:	**64,301**	**68,827**	**4,526**	**141,291**	**132,746**	**(8,545)**	**643,700**	**510,954**	**20.62%**
DIRECT EXPENSES:									
POSTAGE	10,558	11,931	(1,373)	21,462	23,696	(2,234)	100,000	76,304	23.70%
PRINTING, COPYING & MAILING	22,567	25,245	(2,677)	46,366	50,276	(3,910)	230,000	179,724	21.86%
DIGITAL/ONLINE DEVELOPMENT	125	-	125	250	-	250	1,500	1,500	0.00%
GRAPHICS/ARTWORK	-	-	-	-	-	-	200	200	0.00%
OUTSIDE SALES EXPENSE	11,801	865	10,936	26,500	1,730	24,770	98,000	96,270	1.77%
EDITORIAL ADVISORY COMMITTEE	42	-	42	83	-	83	500	500	0.00%
STAFF TRAINING	29	-	29	58	-	58	350	350	0.00%
STAFF MEMBERSHIP DUES	11	-	11	23	-	23	135	135	0.00%
SUBSCRIPTIONS	15	-	15	31	(89)	120	185	274	-48.02%
TOTAL DIRECT EXPENSES:	**45,148**	**38,041**	**7,108**	**94,773**	**75,614**	**19,160**	**430,870**	**355,256**	**17.55%**
INDIRECT EXPENSES:									
SALARY EXPENSE (2.76 FTE)	16,970	16,396	574	33,940	32,792	1,148	203,639	170,847	16.10%
BENEFITS EXPENSE	4,340	4,352	(13)	9,188	8,903	285	54,298	45,395	16.40%
OTHER INDIRECT EXPENSE	6,570	5,058	1,512	13,843	11,929	1,914	80,815	68,886	14.76%
TOTAL INDIRECT EXPENSES:	**27,879**	**25,806**	**2,073**	**56,971**	**53,624**	**3,348**	**338,752**	**285,128**	**15.83%**
TOTAL ALL EXPENSES:	**73,028**	**63,847**	**9,181**	**151,745**	**129,237**	**22,507**	**769,622**	**640,385**	**16.79%**
NET INCOME (LOSS):	**(8,727)**	**4,980**	**13,707**	**(10,454)**	**3,508**	**13,962**	**(125,922)**	**(129,430)**	**-2.79%**

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	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
BOARD OF GOVERNOR									
REVENUE:									
TOTAL REVENUE:	-	-	-	-	-	-	-	-	
DIRECT EXPENSES:									
BOG MEETINGS	29,988	13,845	16,143	29,988	21,857	8,131	143,000	121,143	15.28%
BOG COMMITTEES' EXPENSES	-	201	(201)	-	201	(201)	20,000	19,799	1.00%
BOG RETREAT	105	14	92	105	36	69	15,000	14,964	0.24%
BOG CONFERENCE ATTENDANCE	-	99	(99)	-	796	(796)	25,000	24,204	3.18%
BOG TRAVEL & OUTREACH	1,041	2,334	(1,293)	1,041	2,412	(1,371)	25,000	22,588	9.65%
LEADERSHIP TRAINING	3,083	-	3,083	6,167	-	6,167	37,000	37,000	0.00%
BOG ELECTIONS	-	-	-	-	-	-	26,900	26,900	0.00%
PRESIDENT'S DINNER	-	-	-	-	-	-	10,000	10,000	0.00%
TOTAL DIRECT EXPENSES:	**34,218**	**16,493**	**17,725**	**37,301**	**25,301**	**12,000**	**301,900**	**276,599**	**8.38%**
INDIRECT EXPENSES:									
SALARY EXPENSE (1.40 FTE)	8,463	9,315	(852)	16,926	17,492	(565)	101,557	84,065	17.22%
BENEFITS EXPENSE	2,596	2,574	22	5,450	5,237	213	32,303	27,066	16.21%
OTHER INDIRECT EXPENSE	3,332	2,568	765	7,022	6,055	966	40,993	34,938	14.77%
TOTAL INDIRECT EXPENSES:	**14,392**	**14,457**	**(66)**	**29,398**	**28,784**	**615**	**174,853**	**146,069**	**16.46%**
TOTAL ALL EXPENSES:	**48,609**	**30,950**	**17,659**	**66,699**	**54,085**	**12,615**	**476,753**	**422,668**	**11.34%**
NET INCOME (LOSS):	**(48,609)**	**(30,950)**	**17,659**	**(66,699)**	**(54,085)**	**12,615**	**(476,753)**	**(422,668)**	**11.34%**

Washington State Bar Association

Statement of Activities

For the Period from November 1, 2021 to November 30, 2021

	MONTHLY BUDGET vs. ACTUAL			YEAR TO DATE BUDGET vs. ACTUAL			ANNUAL BUDGET COMPARISON		
	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
CHARACTER & FITNESS BOARD									
REVENUE:									
TOTAL REVENUE:	-	-	-	-	-	-	-	-	
DIRECT EXPENSES:									
CHARACTER & FITNESS BOARD EXP	3,500	-	3,500	4,700	-	4,700	5,700	5,700	0.00%
COURT REPORTERS	1,250	-	1,250	2,500	-	2,500	15,000	15,000	0.00%
TOTAL DIRECT EXPENSES:	**4,750**	**-**	**4,750**	**7,200**	**-**	**7,200**	**20,700**	**20,700**	**0.00%**
INDIRECT EXPENSES:									
SALARY EXPENSE (0.05 FTE)	563	545	18	1,126	1,091	36	6,757	5,667	16.14%
BENEFITS EXPENSE	182	181	2	374	364	10	2,230	1,866	16.31%
OTHER INDIRECT EXPENSE	119	103	16	251	242	9	1,464	1,222	16.54%
TOTAL INDIRECT EXPENSES:	**865**	**829**	**36**	**1,751**	**1,696**	**55**	**10,451**	**8,755**	**16.23%**
TOTAL ALL EXPENSES:	**5,615**	**829**	**4,786**	**8,951**	**1,696**	**7,255**	**31,151**	**29,455**	**5.45%**
NET INCOME (LOSS):	**(5,615)**	**(829)**	**4,786**	**(8,951)**	**(1,696)**	**7,255**	**(31,151)**	**(29,455)**	**5.45%**

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	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
ADVANCEMENT FTE									
REVENUE:									
TOTAL REVENUE:	-	-	-	-	-	-	-	-	
DIRECT EXPENSES:									
STAFF CONFERENCE & TRAINING	533	-	533	1,067	-	1,067	6,400	6,400	16.67%
TOTAL DIRECT EXPENSES:	**533**	**-**	**533**	**1,067**	**-**	**1,067**	**6,400**	**6,400**	**0.00%**
INDIRECT EXPENSES:									
SALARY EXPENSE (1.90 FTE)	18,671	18,072	599	37,341	36,144	1,197	224,045	187,901	16.13%
BENEFITS EXPENSE	5,309	5,293	16	10,968	10,684	284	64,623	53,939	16.53%
OTHER INDIRECT EXPENSE	4,511	3,466	1,044	9,505	8,175	1,330	55,487	47,312	14.73%
TOTAL INDIRECT EXPENSES:	**28,491**	**26,831**	**1,660**	**57,814**	**55,002**	**2,811**	**344,155**	**289,153**	**15.98%**
TOTAL ALL EXPENSES:	**29,024**	**26,831**	**2,193**	**58,880**	**55,002**	**3,878**	**350,555**	**295,553**	**15.69%**
NET INCOME (LOSS):	**(29,024)**	**(26,831)**	**2,193**	**(58,880)**	**(55,002)**	**3,878**	**(350,555)**	**(295,553)**	**15.69%**

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	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
CONTINUING LEGAL EDUCATION (CLE)									
REVENUE:									
SEMINAR REGISTRATIONS	70,833	79,729	8,895	141,667	95,770	(45,897)	850,000	754,231	11.27%
SEMINAR-EXHIB/SPNSR/ETC	1,667	-	(1,667)	3,333	-	(3,333)	20,000	20,000	0.00%
SHIPPING & HANDLING	-	9	9	-	36	36	-	(36)	
COURSEBOOK SALES	833	45	(788)	1,667	280	(1,387)	10,000	9,720	2.80%
MP3 AND VIDEO SALES	85,415	205,911	120,496	170,831	310,812	139,981	1,024,985	714,173	30.32%
TOTAL REVENUE:	**158,749**	**285,694**	**126,945**	**317,498**	**406,897**	**89,400**	**1,904,985**	**1,498,088**	**21.36%**
DIRECT EXPENSES:									
POSTAGE - FLIERS/CATALOGS	667	-	667	1,333	-	1,333	8,000	8,000	0.00%
DISABILITY ACCOMMODATIONS	167	-	167	333	-	333	2,000	2,000	0.00%
SURVEYS	-	-	-	300	-	300	300	300	0.00%
DEPRECIATION	109	109	-	218	222	(4)	1,308	1,086	16.97%
ONLINE EXPENSES	4,167	4,055	112	8,333	8,101	233	50,000	41,899	16.20%
ACCREDITATION FEES	-	(36)	36	-	(84)	84	3,000	3,084	-2.80%
SEMINAR BROCHURES	1,667	-	1,667	3,333	-	3,333	20,000	20,000	0.00%
FACILITIES	18,865	1,600	17,265	33,958	5,200	28,758	196,200	191,000	2.65%
SPEAKERS & PROGRAM DEVELOP	4,808	50	4,758	8,654	50	8,604	50,000	49,950	0.10%
SPLITS TO SECTIONS	-	-	-	-	-	-	110,000	110,000	0.00%
HONORARIA	125	-	125	250	2,700	(2,450)	1,500	(1,200)	180.00%
CLE SEMINAR COMMITTEE	21	-	21	42	-	42	250	250	0.00%
STAFF TRAVEL/PARKING	1,442	-	1,442	2,596	-	2,596	15,000	15,000	0.00%
STAFF TRAINING	58	-	58	117	-	117	700	700	0.00%
STAFF MEMBERSHIP DUES	867	-	867	867	-	867	1,338	1,338	0.00%
COST OF SALES - COURSEBOOKS	125	4	121	250	31	219	1,500	1,469	2.09%
A/V DEVELOP COSTS (RECORDING)	167	-	167	333	-	333	2,000	2,000	0.00%
POSTAGE & DELIVERY-COURSEBOOKS	-	-	-	-	34	(34)	-	(34)	
STAFF TRAVEL/PARKING	25	-	25	50	-	50	300	300	0.00%
TOTAL DIRECT EXPENSES:	**33,279**	**5,781**	**27,497**	**60,968**	**16,253**	**44,714**	**463,396**	**447,143**	**3.51%**
INDIRECT EXPENSES:									
SALARY EXPENSE (8.42 FTE)	46,980	43,995	2,985	93,960	87,717	6,243	563,758	476,041	15.56%
BENEFITS EXPENSE	17,224	16,918	306	35,944	34,275	1,669	213,333	179,059	16.07%
OTHER INDIRECT EXPENSE	19,431	14,866	4,566	40,934	35,061	5,873	239,002	203,941	14.67%
TOTAL INDIRECT EXPENSES:	**83,636**	**75,779**	**7,857**	**170,838**	**157,053**	**13,785**	**1,016,093**	**859,040**	**15.46%**
TOTAL ALL EXPENSES:	**116,914**	**81,560**	**35,354**	**231,805**	**173,306**	**58,499**	**1,479,489**	**1,306,183**	**11.71%**
NET INCOME (LOSS):	**41,834**	**204,133**	**162,299**	**85,692**	**233,591**	**147,899**	**425,496**	**191,905**	**54.90%**

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	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
LAW CLERK PROGRAM									
REVENUE:									
LAW CLERK FEES	-	832	832	348	832	484	220,000	219,168	0.38%
LAW CLERK APPLICATION FEES	208	-	(208)	417	(100)	(517)	2,500	2,600	-4.00%
TOTAL REVENUE:	**208**	**832**	**624**	**765**	**732**	**(33)**	**222,500**	**221,768**	**0.33%**
DIRECT EXPENSES:									
SUBSCRIPTIONS	-	-	-	-	-	-	250	250	0.00%
CHARACTER & FITNESS INVESTIGATIONS	-	-	-	-	-	-	100	100	0.00%
LAW CLERK BOARD EXPENSE	583	-	583	1,167	-	1,167	7,000	7,000	0.00%
LAW CLERK OUTREACH	83	-	83	167	-	167	1,000	1,000	0.00%
TOTAL DIRECT EXPENSES:	**667**	**-**	**667**	**1,333**	**-**	**1,333**	**8,350**	**8,350**	**0.00%**
INDIRECT EXPENSES:									
SALARY EXPENSE (0.93 FTE)	5,533	5,345	188	11,066	10,690	376	66,394	55,704	16.10%
BENEFITS EXPENSE	1,656	1,644	12	3,482	3,348	134	20,614	17,266	16.24%
OTHER INDIRECT EXPENSE	2,202	1,695	507	4,639	3,997	643	27,085	23,088	14.76%
TOTAL INDIRECT EXPENSES:	**9,390**	**8,683**	**707**	**19,187**	**18,034**	**1,153**	**114,093**	**96,059**	**15.81%**
TOTAL ALL EXPENSES:	**10,057**	**8,683**	**1,374**	**20,520**	**18,034**	**2,486**	**122,443**	**104,409**	**14.73%**
NET INCOME (LOSS):	**(9,849)**	**(7,851)**	**1,997**	**(19,755)**	**(17,302)**	**2,453**	**100,057**	**117,359**	**-17.29%**

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	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
COMMUNICATION STRATEGIES									
REVENUE:									
WSBA LOGO MERCHANDISE SALES	-	113	113	-	113	113	-	(113)	
TOTAL REVENUE:	**-**	**113**	**113**	**-**	**113**	**113**	**-**	**(113)**	
DIRECT EXPENSES:									
STAFF TRAVEL/PARKING	324	198	126	648	407	241	3,888	3,481	10.47%
STAFF MEMBERSHIP DUES	81	-	81	162	-	162	972	972	0.00%
SURVEYS	-	-	-	300	-	300	300	300	0.00%
SUBSCRIPTIONS	285	274	11	569	530	39	3,416	2,886	15.52%
DIGITAL/ONLINE DEVELOPMENT	51	-	51	102	-	102	614	614	0.00%
APEX DINNER	2,083	-	2,083	4,167	5,110	(943)	25,000	19,890	20.44%
50 YEAR MEMBER TRIBUTE LUNCH	933	-	933	1,867	2,615	(749)	11,200	8,585	23.35%
BAR OUTREACH	1,333	446	888	2,667	446	2,221	16,000	15,554	2.78%
COMMUNICATIONS OUTREACH	1,250	9	1,241	2,500	9	2,491	15,000	14,991	0.06%
STAFF TRAINING	-	-	-	5,000	-	5,000	5,000	5,000	0.00%
TELEPHONE	88	88	0	176	176	0	1,056	880	16.67%
CONFERENCE CALLS	13	-	13	25	-	25	151	151	0.00%
TOTAL DIRECT EXPENSES:	**6,441**	**1,014**	**5,427**	**18,183**	**9,293**	**8,890**	**82,597**	**73,304**	**11.25%**
INDIRECT EXPENSES:									
SALARY EXPENSE (5.17 FTE)	30,633	29,715	919	61,267	52,462	8,805	367,597	315,135	14.27%
BENEFITS EXPENSE	10,040	9,918	122	21,033	20,145	888	124,727	104,582	16.15%
OTHER INDIRECT EXPENSE	12,306	9,448	2,858	25,931	22,284	3,647	151,382	129,098	14.72%
TOTAL INDIRECT EXPENSES:	**52,980**	**49,081**	**3,898**	**108,231**	**94,891**	**13,340**	**643,706**	**548,815**	**14.74%**
TOTAL ALL EXPENSES:	**59,421**	**50,095**	**9,326**	**126,413**	**104,184**	**22,230**	**726,303**	**622,119**	**14.34%**
NET INCOME (LOSS):	**(59,421)**	**(49,982)**	**9,439**	**(126,413)**	**(104,070)**	**22,343**	**(726,303)**	**(622,233)**	**14.33%**

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	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
COMMUNICATION FTE									
INDIRECT EXPENSES:									
SALARY EXPENSE (1.00 FTE)	12,860	12,457	403	25,720	24,913	807	154,319	129,406	16.14%
BENEFITS EXPENSE	3,300	3,312	(12)	6,789	6,679	110	39,675	32,996	16.83%
OTHER INDIRECT EXPENSE	2,380	1,823	557	5,016	4,299	716	29,281	24,981	14.68%
TOTAL INDIRECT EXPENSES:	**18,541**	**17,592**	**949**	**37,525**	**35,892**	**1,633**	**223,276**	**187,384**	**16.08%**
NET INCOME (LOSS):	**(18,541)**	**(17,592)**	**949**	**(37,525)**	**(35,892)**	**1,633**	**(223,276)**	**(187,384)**	**16.08%**

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	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
CLIENT PROTECTION FUND									
REVENUE:									
CPF RESTITUTION	2,500	930	(1,570)	5,000	1,605	(3,395)	30,000	28,395	5.35%
CPF MEMBER ASSESSMENTS	68,294	75,300	7,006	80,845	78,790	(2,055)	795,753	716,963	9.90%
INTEREST INCOME	375	591	216	750	1,082	332	4,500	3,418	24.04%
TOTAL REVENUE:	**71,169**	**76,821**	**5,652**	**86,595**	**81,477**	**(5,119)**	**830,253**	**748,776**	**9.81%**
DIRECT EXPENSES:									
BANK FEES - WELLS FARGO	180	149	31	360	295	65	2,160	1,865	13.64%
GIFTS TO INJURED CLIENTS	10,000	-	10,000	20,000	(30,484)	50,484	500,000	530,484	-6.10%
CPF BOARD EXPENSES	-	-	-	-	-	-	1,500	1,500	0.00%
STAFF MEMBERSHIP DUES	17	-	17	33	-	33	200	200	0.00%
TOTAL DIRECT EXPENSES:	**10,197**	**149**	**10,048**	**20,393**	**(30,190)**	**50,583**	**503,860**	**534,050**	**-5.99%**
INDIRECT EXPENSES:									
SALARY EXPENSE (1.23 FTE)	7,333	7,084	249	14,667	14,168	498	88,000	73,831	16.10%
BENEFITS EXPENSE	2,627	2,576	51	5,492	5,232	260	32,800	27,568	15.95%
OTHER INDIRECT EXPENSE	2,928	2,259	668	6,169	5,329	840	36,015	30,687	14.80%
TOTAL INDIRECT EXPENSES:	**12,888**	**11,920**	**969**	**26,328**	**24,729**	**1,599**	**156,815**	**132,086**	**15.77%**
TOTAL ALL EXPENSES:	**23,085**	**12,068**	**11,017**	**46,721**	**(5,461)**	**52,182**	**660,675**	**666,136**	**-0.83%**
NET INCOME (LOSS):	**48,084**	**64,753**	**16,669**	**39,874**	**86,938**	**47,063**	**169,578**	**82,641**	**51.27%**

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	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
DESKBOOKS									
REVENUE:									
LEXIS/NEXIS ROYALTIES	2,633	-	(2,633)	5,267	-	(5,267)	31,600	31,600	0.00%
DESKBOOK SALES	6,833	-	(6,833)	13,667	-	(13,667)	82,000	82,000	0.00%
SECTION PUBLICATION SALES	750	-	(750)	1,500	-	(1,500)	9,000	9,000	0.00%
CASEMAKER ROYALTIES	3,750	3,701	(49)	7,500	3,701	(3,799)	45,000	41,299	8.23%
TOTAL REVENUE:	**13,967**	**3,701**	**(10,265)**	**27,933**	**3,701**	**(24,232)**	**167,600**	**163,899**	**2.21%**
DIRECT EXPENSES:									
COST OF SALES - DESKBOOKS	5,333	-	5,333	10,667	-	10,667	64,000	64,000	0.00%
COST OF SALES - SECTION PUBLICATION	167	-	167	333	-	333	2,000	2,000	0.00%
SPLITS TO SECTIONS	263	-	263	525	-	525	3,150	3,150	0.00%
STAFF CONFERENCE & TRAINING	29	-	29	58	-	58	350	350	0.00%
DESKBOOK ROYALTIES	17	31	(14)	33	45	(12)	200	155	22.67%
ONLINE LEGAL RESEARCH	158	154	4	316	154	162	1,895	1,741	8.11%
STAFF MEMBERSHIP DUES	18	-	18	37	-	37	220	220	0.00%
TOTAL DIRECT EXPENSES:	**5,985**	**185**	**5,800**	**11,969**	**199**	**11,770**	**71,815**	**71,616**	**0.28%**
INDIRECT EXPENSES:									
SALARY EXPENSE (1.50 FTE)	10,663	10,309	354	21,326	20,618	708	127,954	107,336	16.11%
BENEFITS EXPENSE	3,149	3,130	19	6,574	6,351	223	38,951	32,600	16.31%
OTHER INDIRECT EXPENSE	3,570	2,747	823	7,523	6,479	1,044	43,921	37,442	14.75%
TOTAL INDIRECT EXPENSES:	**17,382**	**16,186**	**1,196**	**35,423**	**33,448**	**1,975**	**210,826**	**177,378**	**15.87%**
TOTAL ALL EXPENSES:	**23,367**	**16,371**	**6,996**	**47,392**	**33,647**	**13,745**	**282,641**	**248,994**	**11.90%**
NET INCOME (LOSS):	**(9,400)**	**(12,669)**	**(3,269)**	**(19,459)**	**(29,946)**	**(10,487)**	**(115,041)**	**(85,095)**	**26.03%**

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DISCIPLINE									
REVENUE:									
COPY FEES	-	36	36	-	36	36	-	(36)	
AUDIT REVENUE	156	-	(156)	313	-	(313)	1,877	1,877	0.00%
RECOVERY OF DISCIPLINE COSTS	7,083	3,834	(3,250)	14,167	14,504	337	85,000	70,496	17.06%
DISCIPLINE HISTORY SUMMARY	1,250	1,915	1,582	2,500	3,295	795	15,000	11,705	21.97%
PRACTICE MONITOR FEES	333	-	-	667	-	(667)	4,000	4,000	0.00%
TOTAL REVENUE:	**8,823**	**5,785**	**(1,788)**	**17,646**	**17,835**	**189**	**105,877**	**88,042**	**16.85%**
DIRECT EXPENSES:									
PUBLICATIONS PRODUCTION	21	-	21	42	-	42	250	250	0.00%
STAFF TRAVEL/PARKING	2,333	1,496	838	4,667	3,081	1,585	28,000	24,919	11.00%
STAFF MEMBERSHIP DUES	429	-	429	858	2,425	(1,567)	5,145	2,720	47.13%
TELEPHONE	213	165	48	425	330	96	2,550	2,221	12.92%
COURT REPORTERS	2,604	2,849	(245)	5,208	3,769	1,440	31,250	27,482	12.06%
OUTSIDE COUNSEL/AIC	167	-	167	333	-	333	2,000	2,000	0.00%
LITIGATION EXPENSES	2,188	902	1,285	4,375	1,379	2,996	26,250	24,871	5.25%
DISABILITY EXPENSES	750	-	750	1,500	-	1,500	9,000	9,000	0.00%
ONLINE LEGAL RESEARCH	4,600	4,456	144	9,200	4,456	4,744	55,201	50,745	8.07%
LAW LIBRARY	300	47	254	601	91	510	3,606	3,514	2.53%
TRANSLATION SERVICES	75	190	(115)	150	190	(40)	900	710	21.11%
STAFF TRAINING	3,314	-	3,314	6,628	258	6,370	48,569	48,311	0.53%
PRACTICE MONITOR EXPENSE	333	-	333	667	-	667	4,000	4,000	0.00%
TOTAL DIRECT EXPENSES:	**17,327**	**10,104**	**7,223**	**34,653**	**15,978**	**18,675**	**216,721**	**200,742**	**7.37%**
INDIRECT EXPENSES:									
SALARY EXPENSE (36.75 FTE)	299,748	293,979	5,769	603,184	593,694	9,490	3,658,487	3,064,793	16.23%
BENEFITS EXPENSE	82,062	81,303	759	172,679	166,788	5,890	1,054,328	887,540	15.82%
OTHER INDIRECT EXPENSE	86,523	67,243	19,280	183,373	158,592	24,781	1,075,119	916,527	14.75%
TOTAL INDIRECT EXPENSES:	**468,333**	**442,525**	**25,808**	**959,236**	**919,074**	**40,162**	**5,787,933**	**4,868,859**	**15.88%**
TOTAL ALL EXPENSES:	**485,660**	**452,629**	**33,031**	**993,890**	**935,052**	**58,837**	**6,004,654**	**5,069,602**	**15.57%**
NET INCOME (LOSS):	**(476,837)**	**(446,844)**	**29,993**	**(976,243)**	**(917,217)**	**59,026**	**(5,898,777)**	**(4,981,560)**	**15.55%**

Washington State Bar Association

Statement of Activities

For the Period from November 1, 2021 to November 30, 2021

	MONTHLY BUDGET vs. ACTUAL			YEAR TO DATE BUDGET vs. ACTUAL			ANNUAL BUDGET COMPARISON		
	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
DIVERSITY									
REVENUE:									
DONATIONS	-	-	-	-	-	-	135,000	135,000	0.00%
WORK STUDY GRANTS	865	-	(865)	1,729	-	(1,729)	10,374	10,374	0.00%
TOTAL REVENUE:	**865**	**-**	**(865)**	**1,729**	**-**	**(1,729)**	**145,374**	**145,374**	**0.00%**
DIRECT EXPENSES:									
STAFF TRAVEL/PARKING	-	-	-	4,000	-	4,000	4,000	4,000	0.00%
STAFF MEMBERSHIP DUES	-	-	-	640	-	640	640	640	0.00%
SURVEYS	-	-	-	50,100	-	50,100	50,100	50,100	0.00%
COMMITTEE FOR DIVERSITY	500	-	500	1,000	-	1,000	6,000	6,000	0.00%
DIVERSITY EVENTS & PROJECTS	1,500	700	800	3,000	1,253	1,747	18,000	16,747	6.96%
STAFF TRAINING	1,283	-	1,283	3,367	562	2,805	5,400	4,838	10.40%
CONSULTING SERVICES	5,531	-	5,531	11,063	-	11,063	66,375	66,375	0.00%
TOTAL DIRECT EXPENSES:	**8,815**	**700**	**8,115**	**73,169**	**1,815**	**71,354**	**150,515**	**148,700**	**1.21%**
INDIRECT EXPENSES:									
SALARY EXPENSE (2.40 FTE)	13,953	13,477	476	27,906	26,954	952	167,436	140,482	16.10%
BENEFITS EXPENSE	4,043	4,022	21	8,528	8,204	324	50,486	42,282	16.25%
OTHER INDIRECT EXPENSE	5,713	4,390	1,322	12,038	10,355	1,683	70,274	59,919	14.73%
TOTAL INDIRECT EXPENSES:	**23,709**	**21,889**	**1,820**	**48,472**	**45,513**	**2,959**	**288,197**	**242,684**	**15.79%**
TOTAL ALL EXPENSES:	**32,523**	**22,589**	**9,934**	**121,641**	**47,328**	**74,313**	**438,712**	**391,384**	**10.79%**
NET INCOME (LOSS):	**(31,659)**	**(22,589)**	**9,070**	**(119,912)**	**(47,328)**	**72,584**	**(293,338)**	**(246,010)**	**16.13%**

Washington State Bar Association

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	MONTHLY BUDGET vs. ACTUAL			YEAR TO DATE BUDGET vs. ACTUAL			ANNUAL BUDGET COMPARISON		
	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
EJD FTE									
INDIRECT EXPENSES:									
SALARY EXPENSE (1.01 FTE)	11,860	11,515	345	23,721	23,030	690	142,324	119,294	16.18%
BENEFITS EXPENSE	3,107	3,159	(51)	6,215	6,369	(154)	37,253	30,884	17.10%
OTHER INDIRECT EXPENSE	143	1,849	(1,706)	286	4,360	(4,074)	1,735	(2,625)	251.29%
TOTAL INDIRECT EXPENSES:	**15,111**	**16,523**	**(1,412)**	**30,221**	**33,759**	**(3,538)**	**181,312**	**147,552**	**18.62%**
NET INCOME (LOSS):	**(15,111)**	**(16,523)**	**(1,412)**	**(30,221)**	**(33,759)**	**(3,538)**	**(181,312)**	**(147,552)**	**18.62%**

Washington State Bar Association

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	MONTHLY BUDGET vs. ACTUAL			YEAR TO DATE BUDGET vs. ACTUAL			ANNUAL BUDGET COMPARISON		
	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
FOUNDATION									
REVENUE:									
TOTAL REVENUE:	-	-	-	-	-	-	-	-	
DIRECT EXPENSES:									
CONSULTING SERVICES	-	-	-	-	-	-	3,000	3,000	0.00%
PRINTING & COPYING	35	-	35	69	-	69	450	450	0.00%
STAFF TRAVEL/PARKING	-	-	-	-	-	-	100	100	0.00%
SUPPLIES	-	-	-	-	-	-	150	150	0.00%
BOARD OF TRUSTEES	-	-	-	-	590	(590)	1,000	410	58.97%
POSTAGE	-	-	-	-	-	-	300	300	0.00%
TOTAL DIRECT EXPENSES:	**35**	**-**	**35**	**69**	**590**	**(520)**	**5,000**	**4,410**	**11.79%**
INDIRECT EXPENSES:									
SALARY EXPENSE (1.00 FTE)	6,661	6,438	223	13,321	12,875	446	79,925	67,050	16.11%
BENEFITS EXPENSE	1,137	1,179	(42)	2,458	2,443	14	14,461	12,018	16.90%
OTHER INDIRECT EXPENSE	2,380	1,823	557	5,016	4,299	716	29,281	24,981	14.68%
TOTAL INDIRECT EXPENSES:	**10,177**	**9,439**	**738**	**20,794**	**19,618**	**1,176**	**123,667**	**104,049**	**15.86%**
TOTAL ALL EXPENSES:	**10,212**	**9,439**	**773**	**20,863**	**20,207**	**656**	**128,667**	**108,459**	**15.71%**
NET INCOME (LOSS):	**(10,212)**	**(9,439)**	**773**	**(20,863)**	**(20,207)**	**656**	**(128,667)**	**(108,459)**	**15.71%**

Washington State Bar Association

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For the Period from November 1, 2021 to November 30, 2021

	MONTHLY BUDGET vs. ACTUAL			YEAR TO DATE BUDGET vs. ACTUAL			ANNUAL BUDGET COMPARISON		
	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
HUMAN RESOURCES									
REVENUE:									
TOTAL REVENUE:	-	-	-	-	-	-	-	-	
DIRECT EXPENSES:									
STAFF TRAVEL/PARKING	83	-	83	167	-	167	1,000	1,000	0.00%
STAFF MEMBERSHIP DUES	83	-	83	167	219	(52)	1,000	781	21.90%
SUBSCRIPTIONS	292	-	292	583	-	583	3,500	3,500	0.00%
STAFF TRAINING- GENERAL	1,667	-	1,667	3,333	-	3,333	20,000	20,000	0.00%
RECRUITING AND ADVERTISING	250	-	250	500	240	260	3,000	2,760	8.00%
PAYROLL PROCESSING	4,167	-	4,167	8,333	7,520	813	50,000	42,480	15.04%
SALARY SURVEYS	250	-	250	500	-	500	3,000	3,000	0.00%
CONFERENCE CALLS	-	-	-	-	-	-	20	20	0.00%
TRANSFER TO INDIRECT EXPENSE	(6,792)	-	(6,792)	(13,583)	(7,979)	(5,604)	(81,520)	(73,541)	9.79%
TOTAL DIRECT EXPENSES:	**-**	**-**	**-**	**0**	**-**	**0**	**-**	**-**	
INDIRECT EXPENSES:									
SALARY EXPENSE (3.00 FTE)	22,948	22,334	615	45,897	44,668	1,229	275,378	230,710	16.22%
BENEFITS EXPENSE	8,241	8,107	134	17,035	16,345	690	101,354	85,009	16.13%
OTHER INDIRECT EXPENSE	6,716	5,494	1,222	14,199	12,959	1,240	82,689	69,730	15.67%
TOTAL INDIRECT EXPENSES:	**37,905**	**35,935**	**1,971**	**77,130**	**73,971**	**3,159**	**459,421**	**385,450**	**16.10%**
TOTAL ALL EXPENSES:	**37,905**	**35,935**	**1,971**	**77,130**	**73,971**	**3,159**	**459,421**	**385,450**	**16.10%**
NET INCOME (LOSS):	**(37,905)**	**(35,935)**	**1,971**	**(77,130)**	**(73,971)**	**3,159**	**(459,421)**	**(385,450)**	**16.10%**

Washington State Bar Association
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For the Period from November 1, 2021 to November 30, 2021

	MONTHLY BUDGET vs. ACTUAL			YEAR TO DATE BUDGET vs. ACTUAL			ANNUAL BUDGET COMPARISON		
	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
LEGISLATIVE									
REVENUE:									
TOTAL REVENUE:	-	-	-	-	-	-	-	-	
DIRECT EXPENSES:									
STAFF TRAVEL/PARKING	392	-	392	783	-	783	4,700	4,700	0.00%
STAFF MEMBERSHIP DUES	-	-	-	450	-	450	450	450	0.00%
SUBSCRIPTIONS	-	-	-	2,000	-	2,000	2,000	2,000	0.00%
OLYMPIA RENT	-	-	-	-	-	-	2,500	2,500	0.00%
CONTRACT LOBBYIST	-	-	-	-	-	-	10,000	10,000	0.00%
LOBBYIST CONTACT COSTS	83	-	83	167	-	167	1,000	1,000	0.00%
LEGISLATIVE COMMITTEE	1,000	-	1,000	1,500	-	1,500	2,500	2,500	0.00%
JUD RECOMMEND COMMITTEE	-	-	-	-	-	-	4,500	4,500	0.00%
BOG LEGISLATIVE COMMITTEE	-	-	-	-	-	-	300	300	0.00%
STAFF TRAINING	167	-	167	333	-	333	2,000	2,000	0.00%
TOTAL DIRECT EXPENSES:	**1,642**	**-**	**1,642**	**5,233**	**-**	**5,233**	**29,950**	**29,950**	**0.00%**
INDIRECT EXPENSES:									
SALARY EXPENSE (1.70 FTE)	11,707	10,390	1,316	23,413	20,781	2,632	140,478	119,697	14.79%
BENEFITS EXPENSE	4,194	4,126	69	8,702	8,334	368	51,730	43,396	16.11%
OTHER INDIRECT EXPENSE	4,046	3,107	940	8,527	7,327	1,200	49,777	42,450	14.72%
TOTAL INDIRECT EXPENSES:	**19,948**	**17,623**	**2,325**	**40,642**	**36,442**	**4,200**	**241,985**	**205,543**	**15.06%**
TOTAL ALL EXPENSES:	**21,589**	**17,623**	**3,966**	**45,875**	**36,442**	**9,433**	**271,935**	**235,493**	**13.40%**
NET INCOME (LOSS):	**(21,589)**	**(17,623)**	**3,966**	**(45,875)**	**(36,442)**	**9,433**	**(271,935)**	**(235,493)**	**13.40%**

Washington State Bar Association

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	MONTHLY BUDGET vs. ACTUAL			YEAR TO DATE BUDGET vs. ACTUAL			ANNUAL BUDGET COMPARISON		
	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
LICENSING & MEMBERSHIP RECORDS									
REVENUE:									
STATUS CERTIFICATE FEES	2,661	2,350	(311)	5,297	3,900	(1,397)	26,300	22,400	14.83%
INVESTIGATION FEES	1,889	2,000	111	3,684	3,500	(184)	22,400	18,900	15.63%
PRO HAC VICE	27,083	30,686	3,603	54,167	70,532	16,365	325,000	254,468	21.70%
MEMBER CONTACT INFORMATION	350	-	(350)	700	-	(700)	4,200	4,200	0.00%
PHOTO BAR CARD SALES	23	12	(11)	47	24	(23)	280	256	8.57%
TOTAL REVENUE:	**32,007**	**35,048**	**3,041**	**63,894**	**77,956**	**14,062**	**378,180**	**300,224**	**20.61%**
DIRECT EXPENSES:									
DEPRECIATION	96	-	96	192	-	192	384	384	0.00%
POSTAGE	-	3,044	(3,044)	7,000	10,178	(3,178)	17,000	6,822	59.87%
LICENSING FORMS	-	-	-	1,900	2,246	(346)	1,900	(346)	118.23%
TOTAL DIRECT EXPENSES:	**96**	**3,044**	**(2,949)**	**9,092**	**12,424**	**(3,332)**	**19,284**	**6,860**	**64.43%**
INDIRECT EXPENSES:									
SALARY EXPENSE (3.83 FTE)	29,100	28,142	958	58,200	57,707	493	360,838	303,131	15.99%
BENEFITS EXPENSE	9,255	9,162	93	19,215	18,529	686	114,188	95,660	16.23%
OTHER INDIRECT EXPENSE	9,105	7,009	2,095	19,185	16,531	2,653	111,999	95,468	14.76%
TOTAL INDIRECT EXPENSES:	**47,459**	**44,313**	**3,146**	**96,599**	**92,767**	**3,832**	**587,026**	**494,258**	**15.80%**
TOTAL ALL EXPENSES:	**47,555**	**47,358**	**197**	**105,691**	**105,191**	**500**	**606,309**	**501,118**	**17.35%**
NET INCOME (LOSS):	**(15,548)**	**(12,310)**	**3,238**	**(41,797)**	**(27,235)**	**14,562**	**(228,129)**	**(200,894)**	**11.94%**

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	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
LEGAL LUNCHBOX									
REVENUE:									
SPONSORSHIPS	666.67	-	(666.67)	1,333.34	-	(1,333.34)	8,000.00	8,000.00	0.00%
MP3 SALES	385	784	399	770	1,568	798	4,620	3,052	33.94%
DIGITAL VIDEO SALES	782	3,283	2,501	1,563	5,390	3,827	9,380	3,990	57.46%
TOTAL REVENUE:	**1,833**	**4,067**	**2,234**	**3,667**	**6,958**	**3,291**	**22,000**	**15,042**	**31.63%**
DIRECT EXPENSES:									
SPEAKERS & PROGRAM DEVELOP	125	-	125	250	-	250	1,500	1,500	16.67%
CONFERENCE CALLS	17	-	17	33	-	33	200	200	16.67%
TOTAL DIRECT EXPENSES:	**142**	**-**	**142**	**283**	**-**	**283**	**1,700**	**1,700**	**16.67%**
INDIRECT EXPENSES:									
SALARY EXPENSE (0.43 FTE)	2,362	1,441	920	4,723	2,839	1,884	28,341	25,501	10.02%
BENEFITS EXPENSE	802	790	12	1,682	1,605	76	9,968	8,363	16.10%
OTHER INDIRECT EXPENSE	1,014	770	244	2,137	1,817	320	12,474	10,657	14.56%
TOTAL INDIRECT EXPENSES:	**4,177**	**3,002**	**1,176**	**8,542**	**6,261**	**2,280**	**50,783**	**44,521**	**12.33%**
TOTAL ALL EXPENSES:	**4,319**	**3,002**	**1,317**	**8,825**	**6,261**	**2,564**	**52,483**	**46,221**	**11.93%**
NET INCOME (LOSS):	**(2,486)**	**1,065**	**3,551**	**(5,158)**	**697**	**5,855**	**(30,483)**	**(31,179)**	**-2.29%**

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	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
LIMITED LICENSE LEGAL TECHNICIAN PROGRAM									
REVENUE:									
LLLT LICENSE FEES	791	935	144	1,582	2,293	711	14,449	12,156	15.87%
LLLT LATE LICENSE FEES	-	-	-	412	-	(412)	1,412	1,412	0.00%
LLLT EXAM FEES	-	250	250	7,800	3,350	(4,450)	14,100	10,750	23.76%
TOTAL REVENUE:	**791**	**1,185**	**394**	**9,794**	**5,643**	**(4,151)**	**29,961**	**24,318**	**18.83%**
DIRECT EXPENSES:									
LLLT BOARD	3,500	-	3,500	3,500	-	3,500	21,000	21,000	0.00%
LLLT EXAM WRITING	-	-	-	-	-	-	9,000	9,000	0.00%
TOTAL DIRECT EXPENSES:	**3,500**	**-**	**3,500**	**3,500**	**-**	**3,500**	**30,000**	**30,000**	**0.00%**
INDIRECT EXPENSES:									
SALARY EXPENSE (0.48 FTE)	3,339	3,252	87	6,678	6,505	173	40,070	33,565	16.23%
BENEFITS EXPENSE	1,119	1,105	14	2,325	2,234	91	13,804	11,570	16.18%
OTHER INDIRECT EXPENSE	1,131	873	258	2,382	2,059	324	13,908	11,850	14.80%
TOTAL INDIRECT EXPENSES:	**5,589**	**5,230**	**359**	**11,386**	**10,798**	**588**	**67,783**	**56,985**	**15.93%**
TOTAL ALL EXPENSES:	**9,089**	**5,230**	**3,859**	**14,886**	**10,798**	**4,088**	**97,783**	**86,985**	**11.04%**
NET INCOME (LOSS):	**(8,298)**	**(4,045)**	**4,253**	**(5,092)**	**(5,155)**	**(63)**	**(67,822)**	**(62,667)**	**7.60%**

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	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
LIMITED PRACTICE OFFICERS									
REVENUE:									
INVESTIGATION FEES	-	-	-	-	-	-	551	551	0.00%
LPO EXAMINATION FEES	-	8,200	8,200	14,000	20,700	6,700	28,000	7,300	73.93%
LPO LICENSE FEES	12,980	13,822	842	28,175	27,891	(284)	174,077	146,187	16.02%
LPO LATE LICENSE FEES	-	-	-	-	-	-	5,100	5,100	0.00%
LPO LICENSE FEES - REINSTATES	83	-	(83)	167	-	(167)	1,000	1,000	0.00%
TOTAL REVENUE:	**13,063**	**22,022**	**8,959**	**42,342**	**48,591**	**6,249**	**208,728**	**160,138**	**23.28%**
DIRECT EXPENSES:									
FACILITY, PARKING, FOOD	-	-	-	-	-	-	9,000	9,000	0.00%
EXAM WRITING	-	-	-	-	-	-	8,400	8,400	0.00%
ONLINE LEGAL RESEARCH	-	154	(154)	-	154	(154)	1,895	1,741	8.11%
LAW LIBRARY	-	282	(282)	-	550	(550)	3,840	3,290	14.33%
LPO BOARD	-	-	-	500	-	500	3,000	3,000	0.00%
LPO OUTREACH	417	-	417	833	-	833	5,000	5,000	0.00%
PRINTING & COPYING	-	-	-	-	-	-	200	200	0.00%
TOTAL DIRECT EXPENSES:	**417**	**435**	**(19)**	**1,333**	**704**	**630**	**31,335**	**30,631**	**2.25%**
INDIRECT EXPENSES:									
SALARY EXPENSE (0.73 FTE)	4,510	4,394	116	9,020	8,788	232	54,122	45,333	16.24%
BENEFITS EXPENSE	1,554	1,532	23	3,242	3,104	138	19,232	16,129	16.14%
OTHER INDIRECT EXPENSE	1,726	1,335	391	3,636	3,149	488	21,229	18,080	14.83%
TOTAL INDIRECT EXPENSES:	**7,790**	**7,261**	**529**	**15,899**	**15,041**	**858**	**94,583**	**79,542**	**15.90%**
TOTAL ALL EXPENSES:	**8,207**	**7,696**	**510**	**17,232**	**15,745**	**1,487**	**125,917**	**110,173**	**12.50%**
NET INCOME (LOSS):	**4,857**	**14,326**	**9,470**	**25,110**	**32,846**	**7,736**	**82,811**	**49,965**	**39.66%**

Washington State Bar Association

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For the Period from November 1, 2021 to November 30, 2021

	MONTHLY BUDGET vs. ACTUAL			YEAR TO DATE BUDGET vs. ACTUAL			ANNUAL BUDGET COMPARISON		
	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
MEMBER WELLNESS PROGRAM									
REVENUE:									
DIVERSIONS	583	750	167	1,167	1,500	333	7,000	5,500	21.43%
TOTAL REVENUE:	**583**	**750**	**167**	**1,167**	**1,500**	**333**	**7,000**	**5,500**	**21.43%**
DIRECT EXPENSES:									
STAFF MEMBERSHIP DUES	42	-	42	83	-	83	500	500	0.00%
PROF LIAB INSURANCE	455	-	455	910	-	910	5,462	5,462	0.00%
WSBA CONNECTS	4,083	-	4,083	8,167	8,110	57	9,000	890	90.11%
TOTAL DIRECT EXPENSES:	**4,580**	**-**	**4,580**	**9,160**	**8,110**	**1,050**	**14,962**	**6,852**	**54.20%**
INDIRECT EXPENSES:									
SALARY EXPENSE (1.48 FTE)	10,174	10,171	3	20,348	22,835	(2,487)	122,085	99,250	18.70%
BENEFITS EXPENSE	4,118	4,028	90	8,508	8,113	395	50,630	42,517	16.02%
OTHER INDIRECT EXPENSE	3,528	2,696	832	7,431	6,358	1,073	43,389	37,031	14.65%
TOTAL INDIRECT EXPENSES:	**17,820**	**16,895**	**925**	**36,287**	**37,306**	**(1,019)**	**216,105**	**178,798**	**17.26%**
TOTAL ALL EXPENSES:	**22,400**	**16,895**	**5,505**	**45,448**	**45,416**	**31**	**231,067**	**185,651**	**19.66%**
NET INCOME (LOSS):	**(21,817)**	**(16,145)**	**5,672**	**(44,281)**	**(43,916)**	**365**	**(224,067)**	**(180,151)**	**19.60%**

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	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
MANDATORY CONTINUING LEGAL EDUCATION									
REVENUE:									
ACCREDITED PROGRAM FEES	42,765	64,000	21,235	85,530	127,900	42,370	515,000	387,100	24.83%
FORM 1 LATE FEES	18,333	28,550	10,217	36,667	51,150	14,483	220,000	168,850	23.25%
MEMBER LATE FEES	500	-	(500)	1,500	450	(1,050)	300,000	299,550	0.15%
ANNUAL ACCREDITED SPONSOR FEES	-	-	-	-	-	-	39,250	39,250	0.00%
ATTENDANCE LATE FEES	8,087	16,150	8,063	16,174	25,750	9,576	95,000	69,250	27.11%
COMITY CERTIFICATES	2,900	5,825	2,925	5,550	8,150	2,600	40,500	32,350	20.12%
TOTAL REVENUE:	**72,585**	**114,525**	**41,940**	**145,421**	**213,400**	**67,979**	**1,209,750**	**996,350**	**17.64%**
DIRECT EXPENSES:									
DEPRECIATION	1,703	1,705	(2)	7,233	7,420	(187)	24,263	16,843	30.58%
STAFF MEMBERSHIP DUES	-	500	(500)	-	500	(500)	500	-	100.00%
ONLINE LEGAL RESEARCH	-	154	(154)	-	154	(154)	1,895	1,741	8.11%
LAW LIBRARY	-	12	(12)	-	23	(23)	158	135	14.32%
MCLE BOARD	-	-	-	650	-	650	3,250	3,250	0.00%
STAFF TRAVEL/PARKING	4	-	4	8	-	8	50	50	0.00%
STAFF TRAINING	-	-	-	-	-	-	5,550	5,550	0.00%
TOTAL DIRECT EXPENSES:	**1,707**	**2,370**	**(663)**	**7,891**	**8,096**	**(204)**	**35,666**	**27,570**	**22.70%**
INDIRECT EXPENSES:									
SALARY EXPENSE (4.88 FTE)	43,914	39,877	4,037	89,748	77,669	12,079	399,930	322,261	19.42%
BENEFITS EXPENSE	9,147	8,995	152	19,193	18,277	916	113,757	95,480	16.07%
OTHER INDIRECT EXPENSE	11,604	8,909	2,695	24,451	21,012	3,439	142,744	121,732	14.72%
TOTAL INDIRECT EXPENSES:	**64,665**	**57,782**	**6,884**	**133,393**	**116,959**	**16,434**	**656,431**	**539,472**	**17.82%**
TOTAL ALL EXPENSES:	**66,372**	**60,152**	**6,221**	**141,284**	**125,055**	**16,229**	**692,097**	**567,042**	**18.07%**
NET INCOME (LOSS):	**6,213**	**54,373**	**48,160**	**4,137**	**88,346**	**84,209**	**517,653**	**429,308**	**17.07%**

Washington State Bar Association
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	MONTHLY BUDGET vs. ACTUAL			YEAR TO DATE BUDGET vs. ACTUAL			ANNUAL BUDGET COMPARISON		
	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
MINI CLE									
INDIRECT EXPENSES:									
SALARY EXPENSE (0.91 FTE)	5,283	3,177	2,106	10,565	6,353	4,212	63,389	57,036	10.02%
BENEFITS EXPENSE	1,744	1,722	22	3,655	3,499	156	21,671	18,172	16.14%
OTHER INDIRECT EXPENSE	2,166	1,669	497	4,564	3,936	628	26,646	22,710	14.77%
TOTAL INDIRECT EXPENSES:	**9,192**	**6,567**	**2,625**	**18,784**	**13,788**	**4,996**	**111,706**	**97,918**	**12.34%**
NET INCOME (LOSS):	**(9,192)**	**(6,567)**	**2,625**	**(18,784)**	**(13,788)**	**4,996**	**(111,706)**	**(97,918)**	**12.34%**

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	MONTHLY BUDGET vs. ACTUAL			YEAR TO DATE BUDGET vs. ACTUAL			ANNUAL BUDGET COMPARISON		
	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
MEMBER SERVICES & ENGAGEMENT									
REVENUE:									
ROYALTIES	900	16,220	15,320	1,800	16,220	14,420	10,800	(5,420)	150.18%
TOTAL REVENUE:	**900**	**16,220**	**15,320**	**1,800**	**16,220**	**14,420**	**10,800**	**(5,420)**	**150.18%**
DIRECT EXPENSES:									
STAFF TRAVEL/PARKING	167	18	149	167	18	149	1,000	982	1.80%
SURVEYS	-	-	-	300	-	300	300	300	0.00%
STAFF CONFERENCE & TRAINING	33	-	33	67	-	67	400	400	0.00%
SMALL TOWN AND RURAL COMMITTEE	167	-	167	333	-	333	2,000	2,000	0.00%
YLL SECTION PROGRAM	-	-	-	-	-	-	1,500	1,500	0.00%
WYLC OUTREACH EVENTS	125	-	125	250	-	250	1,500	1,500	0.00%
WYL COMMITTEE	750	-	750	750	39	711	7,500	7,461	0.52%
TRIAL ADVOCACY EXPENSES	-	-	-	750	-	750	3,500	3,500	0.00%
RECEPTION/FORUM EXPENSE	-	-	-	-	-	-	3,000	3,000	0.00%
WYLC SCHOLARSHIPS/DONATIONS/GRANT	417	-	417	833	-	833	5,000	5,000	0.00%
STAFF MEMBERSHIP DUES	71	-	71	142	-	142	850	850	0.00%
LENDING LIBRARY	500	19	481	1,000	54	946	6,000	5,946	0.89%
TOTAL DIRECT EXPENSES:	**2,229**	**37**	**2,192**	**4,592**	**110**	**4,481**	**32,550**	**32,440**	**0.34%**
INDIRECT EXPENSES:									
SALARY EXPENSE (3.46 FTE)	19,803	19,126	677	39,606	38,252	1,354	237,634	199,382	16.10%
BENEFITS EXPENSE	5,816	5,781	36	12,270	11,791	478	72,634	60,843	16.23%
OTHER INDIRECT EXPENSE	8,226	6,316	1,910	17,334	14,896	2,438	101,195	86,298	14.72%
TOTAL INDIRECT EXPENSES:	**33,846**	**31,223**	**2,623**	**69,210**	**64,940**	**4,270**	**411,463**	**346,523**	**15.78%**
TOTAL ALL EXPENSES:	**36,075**	**31,260**	**4,815**	**73,801**	**65,050**	**8,751**	**444,013**	**378,963**	**14.65%**
NET INCOME (LOSS):	**(35,175)**	**(15,040)**	**20,135**	**(72,001)**	**(48,830)**	**23,171**	**(433,213)**	**(384,383)**	**11.27%**

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	MONTHLY BUDGET vs. ACTUAL			YEAR TO DATE BUDGET vs. ACTUAL			ANNUAL BUDGET COMPARISON		
	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
NEW MEMBER EDUCATION									
REVENUE:									
NMP PRODUCT SALES	6,667	7,173	506	13,333	8,077	(5,256)	80,000	71,923	10.10%
SEMINAR REGISTRATIONS	-	-	-	-	-	-	16,500	16,500	0.00%
TRIAL ADVOCACY PROGRAM	-	-	-	-	-	-	15,000	15,000	0.00%
TOTAL REVENUE:	**6,667**	**7,173**	**506**	**13,333**	**8,077**	**(5,256)**	**111,500**	**103,423**	**7.24%**
DIRECT EXPENSES:									
TRIAL ADVOCACY EXPENSES	-	-	-	750	-	750	3,500	3,500	0.00%
SPEAKERS & PROGRAM DEVELOPMENT	167	-	167	333	-	333	2,000	2,000	0.00%
TOTAL DIRECT EXPENSES:	**167**	**-**	**167**	**1,083**	**-**	**1,083**	**5,500**	**5,500**	**0.00%**
INDIRECT EXPENSES:									
SALARY EXPENSE (0.78 FTE)	4,470	3,120	1,350	8,941	6,111	2,830	53,643	47,532	11.39%
BENEFITS EXPENSE	1,431	1,415	15	3,005	2,879	126	17,807	14,928	16.17%
OTHER INDIRECT EXPENSE	1,857	1,438	419	3,912	3,391	521	22,839	19,448	14.85%
TOTAL INDIRECT EXPENSES:	**7,757**	**5,973**	**1,785**	**15,858**	**12,381**	**3,477**	**94,289**	**81,908**	**13.13%**
TOTAL ALL EXPENSES:	**7,924**	**5,973**	**1,951**	**16,941**	**12,381**	**4,560**	**99,789**	**87,408**	**12.41%**
NET INCOME (LOSS):	**(1,257)**	**1,200**	**2,458**	**(3,608)**	**(4,304)**	**(696)**	**11,711**	**16,015**	**-36.75%**

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	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
OFFICE OF THE EXECUTIVE DIRECTOR									
REVENUE:									
TOTAL REVENUE:	-	-	-	-	-	-	-	-	
DIRECT EXPENSES:									
LEADERSHIP TRAINING	1,667	-	1,667	3,333	-	3,333	20,000	20,000	0.00%
WASHINGTON LEADERSHIP INSTITUTE	6,667	-	6,667	13,333	-	13,333	80,000	80,000	0.00%
ED TRAVEL & OUTREACH	-	458	(458)	-	601	(601)	5,000	4,399	12.02%
LAW LIBRARY	-	12	(12)	-	23	(23)	-	(23)	
STAFF TRAVEL/PARKING	167	-	167	333	-	333	2,000	2,000	0.00%
STAFF TRAINING	417	152	265	833	717	117	5,000	4,283	14.33%
STAFF MEMBERSHIP DUES	1,111	-	1,111	1,111	183	928	1,111	928	16.50%
SURVEY	-	-	-	300	-	300	300	300	0.00%
TOTAL DIRECT EXPENSES:	**10,028**	**621**	**9,406**	**19,244**	**1,524**	**17,721**	**113,411**	**111,887**	**1.34%**
INDIRECT EXPENSES:									
SALARY EXPENSE (2.00 FTE)	27,983	27,110	873	55,965	54,220	1,745	335,791	281,571	16.15%
BENEFITS EXPENSE	6,416	6,182	234	13,201	12,456	746	87,436	74,980	14.25%
OTHER INDIRECT EXPENSE	4,761	3,672	1,089	10,031	8,659	1,372	58,562	49,902	14.79%
TOTAL INDIRECT EXPENSES:	**39,160**	**36,963**	**2,196**	**79,198**	**75,335**	**3,863**	**481,789**	**406,454**	**15.64%**
TOTAL ALL EXPENSES:	**49,187**	**37,585**	**11,603**	**98,442**	**76,859**	**21,584**	**595,200**	**518,341**	**12.91%**
NET INCOME (LOSS):	**(49,187)**	**(37,585)**	**11,603**	**(98,442)**	**(76,859)**	**21,584**	**(595,200)**	**(518,341)**	**12.91%**

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	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
OFFICE OF GENERAL COUNSEL									
REVENUE:									
TOTAL REVENUE:	-	-	-	-	-	-	-	-	
DIRECT EXPENSES:									
STAFF TRAVEL/PARKING	83	28	55	167	28	139	1,000	972	2.80%
STAFF MEMBERSHIP DUES	1,500	-	1,500	1,500	-	1,500	1,500	1,500	0.00%
ONLINE LEGAL RESEARCH	947	922	26	1,895	922	973	11,369	10,447	8.11%
LAW LIBRARY	208	23	184	415	45	370	1,868	1,823	2.42%
COURT RULES COMMITTEE	-	0.10	(0.10)	-	0.10	(0.10)	-	(0.10)	
CUSTODIANSHIPS	1,000	-	1,000	2,000	-	2,000	12,000	12,000	0.00%
LITIGATION EXPENSES	17	-	17	33	-	33	200	200	0.00%
STAFF TRAINING	-	-	-	-	95	(95)	3,400	3,305	2.79%
TOTAL DIRECT EXPENSES:	**3,755**	**973**	**2,782**	**6,010**	**1,090**	**4,920**	**31,337**	**30,247**	**3.48%**
INDIRECT EXPENSES:									
SALARY EXPENSE (6.09 FTE)	50,680	49,462	1,218	101,359	98,924	2,436	608,154	509,230	16.27%
BENEFITS EXPENSE	13,883	13,684	200	29,155	28,037	1,118	178,104	150,067	15.74%
OTHER INDIRECT EXPENSE	14,506	11,143	3,363	30,566	26,281	4,286	178,443	152,163	14.73%
TOTAL INDIRECT EXPENSES:	**79,069**	**74,289**	**4,781**	**161,081**	**153,242**	**7,839**	**964,701**	**811,459**	**15.88%**
TOTAL ALL EXPENSES:	**82,824**	**75,262**	**7,562**	**167,091**	**154,332**	**12,759**	**996,039**	**841,707**	**15.49%**
NET INCOME (LOSS):	**(82,824)**	**(75,262)**	**7,562**	**(167,091)**	**(154,332)**	**12,759**	**(996,039)**	**(841,707)**	**15.49%**

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	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
OFFICE OF GENERAL COUNSEL - DISCIPLINARY BOARD									
REVENUE:									
TOTAL REVENUE:	-	-	-	-	-	-	-	-	
DIRECT EXPENSES:									
STAFF MEMBERSHIP DUES	-	-	-	-	229	(229)	100	(129)	229.17%
LAW LIBRARY	79	70	9	159	137	22	953	817	14.33%
DISCIPLINARY BOARD EXPENSES	259	-	259	518	-	518	3,108	3,108	0.00%
CHIEF HEARING OFFICER	2,750	2,500	250	5,500	5,000	500	33,000	28,000	15.15%
HEARING OFFICER EXPENSES	3,583	75	3,508	7,167	75	7,091	43,000	42,925	0.18%
HEARING OFFICER TRAINING	46	-	46	92	-	92	550	550	0.00%
OUTSIDE COUNSEL	4,583	4,000	583	9,167	8,000	1,167	55,000	47,000	14.55%
STAFF TRAINING	-	-	-	-	-	-	1,000	1,000	0.00%
TOTAL DIRECT EXPENSES:	**11,301**	**6,645**	**4,656**	**22,602**	**13,441**	**9,161**	**136,711**	**123,270**	**9.83%**
INDIRECT EXPENSES:									
SALARY EXPENSE (1.30 FTE)	8,106	7,832	274	16,212	15,665	548	97,274	81,609	16.10%
BENEFITS EXPENSE	2,394	2,367	27	5,046	4,839	208	30,240	25,402	16.00%
OTHER INDIRECT EXPENSE	3,094	2,388	707	6,520	5,632	889	38,065	32,434	14.79%
TOTAL INDIRECT EXPENSES:	**13,595**	**12,588**	**1,008**	**27,779**	**26,135**	**1,644**	**165,580**	**139,444**	**15.78%**
TOTAL ALL EXPENSES:	**24,896**	**19,233**	**5,663**	**50,381**	**39,576**	**10,805**	**302,291**	**262,714**	**13.09%**
NET INCOME (LOSS):	**(24,896)**	**(19,233)**	**5,663**	**(50,381)**	**(39,576)**	**10,805**	**(302,291)**	**(262,714)**	**13.09%**

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	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
PRACTICE OF LAW BOARD									
REVENUE:									
TOTAL REVENUE:	-	-	-	-	-	-	-	-	
DIRECT EXPENSES:									
PRACTICE OF LAW BOARD	1,000	-	1,000	2,000	-	2,000	12,000	12,000	0.00%
TOTAL DIRECT EXPENSES:	**1,000**	**-**	**1,000**	**2,000**	**-**	**2,000**	**12,000**	**12,000**	**0.00%**
INDIRECT EXPENSES:									
SALARY EXPENSE (0.48 FTE)	3,870	3,744	127	7,741	7,487	253	46,443	38,956	16.12%
BENEFITS EXPENSE	848	823	25	1,839	1,742	97	11,891	10,149	14.65%
OTHER INDIRECT EXPENSE	1,150	873	277	2,424	2,059	365	14,151	12,093	14.55%
TOTAL INDIRECT EXPENSES:	**5,869**	**5,439**	**429**	**12,004**	**11,288**	**715**	**72,486**	**61,197**	**15.57%**
TOTAL ALL EXPENSES:	**6,869**	**5,439**	**1,429**	**14,004**	**11,288**	**2,715**	**84,486**	**73,197**	**13.36%**
NET INCOME (LOSS):	**(6,869)**	**(5,439)**	**1,429**	**(14,004)**	**(11,288)**	**2,715**	**(84,486)**	**(73,197)**	**13.36%**

Washington State Bar Association

Statement of Activities

For the Period from November 1, 2021 to November 30, 2021

	MONTHLY BUDGET vs. ACTUAL			YEAR TO DATE BUDGET vs. ACTUAL			ANNUAL BUDGET COMPARISON		
	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
PRACTICE MANAGEMENT ASSISTANCE									
REVENUE:									
ROYALTIES	3,204	-	(3,204)	6,408	226	(6,183)	38,450	38,224	0.59%
TOTAL REVENUE:	**3,204**	**-**	**(3,204)**	**6,408**	**226**	**(6,183)**	**38,450**	**38,224.19**	**0.59%**
DIRECT EXPENSES:									
STAFF MEMBERSHIP DUES	21	-	21	42	-	42	250	250	0.00%
CASEMAKER/FASTCASE	11,417	-	11,417	22,833	-	22,833	137,000	137,000	0.00%
SUBSCRIPTIONS	21	17	4	42	33	9	250	217	13.23%
TOTAL DIRECT EXPENSES:	**11,458**	**17**	**11,442**	**22,917**	**33**	**22,884**	**137,500**	**137,467**	**0.02%**
INDIRECT EXPENSES:									
TOTAL INDIRECT EXPENSES:	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	
TOTAL ALL EXPENSES:	**11,458**	**17**	**11,442**	**22,917**	**33**	**22,884**	**137,500**	**137,467**	**0.02%**
NET INCOME (LOSS):	**(8,254)**	**(17)**	**8,238**	**(16,508)**	**193**	**16,701**	**(99,050)**	**(99,243)**	**-0.19%**

Washington State Bar Association

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	MONTHLY BUDGET vs. ACTUAL			YEAR TO DATE BUDGET vs. ACTUAL			ANNUAL BUDGET COMPARISON		
	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
PROFESSIONAL RESPONSIBILITY PROGRAM									
REVENUE:									
TOTAL REVENUE:	-	-	-	-	-	-	-	-	
DIRECT EXPENSES:									
STAFF TRAVEL/PARKING	292	-	292	583	-	583	3,500	3,500	0.00%
STAFF MEMBERSHIP DUES	-	-	-	214	-	214	375	375	0.00%
LAW LIBRARY	53	47	6	106	91	15	638	546	14.33%
CPE COMMITTEE	-	-	-	27	-	27	3,750	3,750	0.00%
TOTAL DIRECT EXPENSES:	**345**	**47**	**298**	**931**	**91**	**840**	**8,263**	**8,171**	**1.11%**
INDIRECT EXPENSES:									
SALARY EXPENSE (1.59 FTE)	14,153	13,694	458	28,305	27,388	917	169,829	142,441	16.13%
BENEFITS EXPENSE	4,658	4,596	61	9,619	9,275	344	57,462	48,187	16.14%
OTHER INDIRECT EXPENSE	3,791	2,927	864	7,987	6,903	1,084	46,630	39,727	14.80%
TOTAL INDIRECT EXPENSES:	**22,601**	**21,217**	**1,383**	**45,912**	**43,567**	**2,345**	**273,922**	**230,355**	**15.90%**
TOTAL ALL EXPENSES:	**22,946**	**21,264**	**1,681**	**46,843**	**43,658**	**3,185**	**282,184**	**238,526**	**15.47%**
NET INCOME (LOSS):	**(22,946)**	**(21,264)**	**1,681**	**(46,843)**	**(43,658)**	**3,185**	**(282,184)**	**(238,526)**	**15.47%**

Washington State Bar Association

Statement of Activities

For the Period from November 1, 2021 to November 30, 2021

	MONTHLY BUDGET vs. ACTUAL			YEAR TO DATE BUDGET vs. ACTUAL			ANNUAL BUDGET COMPARISON		
	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
PUBLIC SERVICE PROGRAMS									
REVENUE:									
DONATIONS & GRANTS	-	-	-	130,000	-	(130,000)	130,000	130,000	0.00%
TOTAL REVENUE:	**-**	**-**	**-**	**130,000**	**-**	**(130,000)**	**130,000**	**130,000**	**0.00%**
DIRECT EXPENSES:									
DONATIONS/SPONSORSHIPS/GRANTS	-	-	-	-	-	-	250,280	250,280	0.00%
STAFF TRAVEL/PARKING	225	-	225	450	-	450	2,700	2,700	0.00%
PRO BONO & PUBLIC SERVICE COMMITTEE	7	-	7	7	-	7	2,000	2,000	0.00%
SURVEYS	-	-	-	100	-	100	100	100	0.00%
STAFF TRAINING	-	-	-	-	-	-	1,200	1,200	0.00%
PRO BONO CERTIFICATES	-	-	-	-	-	-	2,000	2,000	0.00%
TOTAL DIRECT EXPENSES:	**232**	**-**	**232**	**557**	**-**	**557**	**258,280**	**258,280**	**0.00%**
INDIRECT EXPENSES:									
SALARY EXPENSE (1.30 FTE)	6,271	6,192	80	12,543	12,383	159	75,255	62,871	16.46%
BENEFITS EXPENSE	2,585	2,524	60	5,409	5,119	290	32,083	26,963	15.96%
OTHER INDIRECT EXPENSE	3,094	2,388	707	6,520	5,632	889	38,065	32,434	14.79%
TOTAL INDIRECT EXPENSES:	**11,950**	**11,104**	**846**	**24,472**	**23,134**	**1,337**	**145,402**	**122,268**	**15.91%**
TOTAL ALL EXPENSES:	**12,182**	**11,104**	**1,078**	**25,029**	**23,134**	**1,894**	**403,682**	**380,548**	**5.73%**
NET INCOME (LOSS):	**(12,182)**	**(11,104)**	**1,078**	**104,971**	**(23,134)**	**(128,106)**	**(273,682)**	**(250,548)**	**8.45%**

Washington State Bar Association

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	MONTHLY BUDGET vs. ACTUAL			YEAR TO DATE BUDGET vs. ACTUAL			ANNUAL BUDGET COMPARISON		
	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
PUBLICATION & DESIGN SERVICES									
REVENUE:									
TOTAL REVENUE:	-	-	-	-	-	-	-	-	
DIRECT EXPENSES:									
SUBSCRIPTIONS	17	-	17	33	-	33	200	200	0.00%
IMAGE LIBRARY	342	-	342	683	4,100	(3,417)	4,100	-	100.00%
TOTAL DIRECT EXPENSES:	**358**	**-**	**358**	**717**	**4,100**	**(3,383)**	**4,300**	**200**	**95.35%**
INDIRECT EXPENSES:									
SALARY EXPENSE (0.89 FTE)	4,845	4,678	167	9,690	9,357	334	58,142	48,785	16.09%
BENEFITS EXPENSE	1,445	1,435	10	3,054	2,928	126	18,072	15,144	16.20%
OTHER INDIRECT EXPENSE	2,118	1,618	501	4,464	3,815	649	26,060	22,245	14.64%
TOTAL INDIRECT EXPENSES:	**8,409**	**7,730**	**678**	**17,208**	**16,100**	**1,109**	**102,273**	**86,174**	**15.74%**
TOTAL ALL EXPENSES:	**8,767**	**7,730**	**1,037**	**17,925**	**20,200**	**(2,275)**	**106,573**	**86,374**	**18.95%**
NET INCOME (LOSS):	**(8,767)**	**(7,730)**	**1,037**	**(17,925)**	**(20,200)**	**(2,275)**	**(106,573)**	**(86,374)**	**18.95%**

Washington State Bar Association

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	MONTHLY BUDGET vs. ACTUAL			YEAR TO DATE BUDGET vs. ACTUAL			ANNUAL BUDGET COMPARISON		
	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
REGULATORY SERVICES FTE									
REVENUE:									
TOTAL REVENUE:	-	-	-	-	-	-	-	-	
DIRECT EXPENSES:									
STAFF CONFERENCE & TRAINING	375	-	375	750	-	750	9,000	9,000	8.33%
TOTAL DIRECT EXPENSES:	**375**	**-**	**375**	**750**	**-**	**750**	**9,000**	**9,000**	**0.00%**
INDIRECT EXPENSES:									
SALARY EXPENSE (2.78 FTE)	27,287	26,436	851	54,573	52,872	1,701	327,439	274,567	16.15%
BENEFITS EXPENSE	7,864	7,833	31	16,239	15,807	432	96,215	80,408	16.43%
OTHER INDIRECT EXPENSE	6,605	5,084	1,522	13,918	11,990	1,929	81,254	69,265	14.76%
TOTAL INDIRECT EXPENSES:	**41,756**	**39,353**	**2,403**	**84,731**	**80,669**	**4,062**	**504,908**	**424,239**	**15.98%**
TOTAL ALL EXPENSES:	**42,131**	**39,353**	**2,778**	**85,481**	**80,669**	**4,812**	**513,908**	**433,239**	**15.70%**
NET INCOME (LOSS):	**(42,131)**	**(39,353)**	**2,778**	**(85,481)**	**(80,669)**	**4,812**	**(513,908)**	**(433,239)**	**15.70%**

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	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
SERVICE CENTER									
REVENUE:									
TOTAL REVENUE:	-	-	-	-	-	-	-	-	
DIRECT EXPENSES:									
TRANSLATION SERVICES	708	529	179	1,417	1,552	(136)	8,500	6,948	18.26%
STAFF TRAINING	175	36	139	350	36	314	2,100	2,064	1.71%
TOTAL DIRECT EXPENSES:	**883**	**565**	**318**	**1,767**	**1,588**	**178**	**10,600**	**9,012**	**14.98%**
INDIRECT EXPENSES:									
SALARY EXPENSE (5.71 FTE)	28,703	27,702	1,002	57,406	55,403	2,003	344,434	289,031	16.09%
BENEFITS EXPENSE	10,460	10,274	186	21,972	20,886	1,086	130,208	109,322	16.04%
OTHER INDIRECT EXPENSE	13,591	10,450	3,142	28,639	24,646	3,994	167,194	142,548	14.74%
TOTAL INDIRECT EXPENSES:	**52,755**	**48,425**	**4,330**	**108,018**	**100,935**	**7,083**	**641,836**	**540,901**	**15.73%**
TOTAL ALL EXPENSES:	**53,638**	**48,990**	**4,648**	**109,784**	**102,523**	**7,262**	**652,436**	**549,913**	**15.71%**
NET INCOME (LOSS):	**(53,638)**	**(48,990)**	**4,648**	**(109,784)**	**(102,523)**	**7,262**	**(652,436)**	**(549,913)**	**15.71%**

Washington State Bar Association

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	MONTHLY BUDGET vs. ACTUAL			YEAR TO DATE BUDGET vs. ACTUAL			ANNUAL BUDGET COMPARISON		
	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
SECTIONS ADMINISTRATION									
REVENUE:									
REIMBURSEMENTS FROM SECTIONS	-	1,181	1,181	-	72,961	72,961	286,875	213,914	25.43%
TOTAL REVENUE:	**-**	**1,181**	**1,181**	**-**	**72,961**	**72,961**	**286,875**	**213,914**	**25.43%**
DIRECT EXPENSES:									
STAFF TRAVEL/PARKING	83	-	83	167	-	167	1,000	1,000	0.00%
SUBSCRIPTIONS	29	-	29	58	-	58	350	350	0.00%
SECTION/COMMITTEE CHAIR MTGS	-	-	-	500	-	500	1,000	1,000	0.00%
DUES STATEMENTS	-	-	-	-	-	-	5,935	5,935	0.00%
STAFF TRAINING	17	-	17	33	-	33	200	200	0.00%
STAFF MEMBERSHIP DUES	21	-	21	42	-	42	250	250	0.00%
TOTAL DIRECT EXPENSES:	**150**	**-**	**150**	**800**	**-**	**800**	**8,735**	**8,735**	**0.00%**
INDIRECT EXPENSES:									
SALARY EXPENSE (2.58 FTE)	12,458	13,054	(596)	24,916	21,190	3,726	149,495	128,304	14.17%
BENEFITS EXPENSE	4,534	4,454	81	9,544	9,064	481	56,533	47,469	16.03%
OTHER INDIRECT EXPENSE	6,141	4,724	1,417	12,940	11,142	1,798	75,545	64,403	14.75%
TOTAL INDIRECT EXPENSES:	**23,134**	**22,232**	**902**	**47,401**	**41,396**	**6,005**	**281,572**	**240,176**	**14.70%**
TOTAL ALL EXPENSES:	**23,284**	**22,232**	**1,052**	**48,201**	**41,396**	**6,805**	**290,307**	**248,911**	**14.26%**
NET INCOME (LOSS):	**(23,284)**	**(21,050)**	**2,233**	**(48,201)**	**31,564**	**79,765**	**(3,432)**	**(34,996)**	**-919.71%**

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	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
SECTIONS OPERATIONS									
REVENUE:									
SECTION DUES	36,215	1,670	(34,545)	72,430	114,127	41,697	439,178	325,051	25.99%
SEMINAR PROFIT SHARE	11,791	-	(11,791)	23,582	-	(23,582)	147,494	147,494	0.00%
INTEREST INCOME	67	-	(67)	133	-	(133)	910	910	0.00%
PUBLICATIONS REVENUE	333	-	(333)	667	-	(667)	4,000	4,000	0.00%
OTHER	3,164	2,090	(1,074)	6,328	6,975	647	46,070	39,095	15.14%
TOTAL REVENUE:	**51,570**	**3,760**	**(47,810)**	**103,140**	**121,102**	**17,962**	**637,652**	**516,550**	**18.99%**
DIRECT EXPENSES:									
DIRECT EXPENSES OF SECTION ACTIVITIES	51,002	23,104	27,899	102,005	31,179	70,826	612,229	581,050	5.09%
REIMBURSEMENT TO WSBA FOR INDIRECT I	23,952	1,181	22,771	47,904	72,961	(25,057)	287,423	214,462	25.38%
TOTAL DIRECT EXPENSES:	**74,954**	**24,285**	**50,669**	**149,909**	**104,140**	**45,769**	**899,652**	**795,512**	**11.58%**
NET INCOME (LOSS):	**(23,384)**	**(20,525)**	**2,859**	**(46,769)**	**16,962**	**63,731**	**(262,000)**	**(278,962)**	**-6.47%**

Washington State Bar Association

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	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
TECHNOLOGY									
REVENUE:									
TOTAL REVENUE:	-	-	-	-	-	-	-	-	
DIRECT EXPENSES:									
CONSULTING SERVICES	9,167	525	8,642	18,333	3,613	14,720	110,000	106,387	3.28%
STAFF TRAVEL/PARKING	-	240	(240)	-	438	(438)	2,500	2,062	17.52%
STAFF MEMBERSHIP DUES	-	-	-	-	-	-	450	450	0.00%
TELEPHONE	7,083	6,615	469	14,167	13,184	983	85,000	71,816	15.51%
COMPUTER HARDWARE	5,417	12,161	(6,745)	10,833	27,303	(16,470)	65,000	37,697	42.00%
COMPUTER SOFTWARE	17,083	73	17,010	34,167	24,825	9,341	205,000	180,175	12.11%
HARDWARE SERVICE & WARRANTIES	4,167	1,011	3,156	8,333	20,675	(12,342)	50,000	29,325	41.35%
SOFTWARE MAINTENANCE & LICENSING	30,833	15,349	15,484	61,667	44,680	16,987	370,000	325,320	12.08%
COMPUTER SUPPLIES	167	199	(32)	333	1,608	(1,275)	2,000	392	80.39%
THIRD PARTY SERVICES	3,333	(3,826)	7,159	6,667	16,612	(9,945)	40,000	23,388	41.53%
STAFF TRAINING	833	-	833	1,667	-	1,667	10,000	10,000	0.00%
TRANSFER TO INDIRECT EXPENSES	(78,083)	(32,347)	(45,737)	(156,167)	(152,938)	(3,229)	(939,950)	(787,012)	16.27%
TOTAL DIRECT EXPENSES:	-	-	-	**(0)**	-	**(0)**	-	-	
INDIRECT EXPENSES:									
SALARY EXPENSE (13.00 FTE)	102,780	96,373	6,406	205,559	197,685	7,874	1,233,346	1,035,661	16.03%
BENEFITS EXPENSE	30,487	30,303	183	63,369	61,343	2,026	376,478	315,135	16.29%
CAPITAL LABOR & OVERHEAD	(12,917)	(13,144)	227	(25,833)	(24,569)	(1,265)	(155,000)	(130,431)	15.85%
OTHER INDIRECT EXPENSE	29,103	23,775	5,328	61,528	56,073	5,455	358,319	302,246	15.65%
TOTAL INDIRECT EXPENSES:	**149,453**	**137,308**	**12,145**	**304,623**	**290,532**	**14,090**	**1,813,143**	**1,522,610**	**16.02%**
TOTAL ALL EXPENSES:	**149,453**	**137,308**	**12,145**	**304,623**	**290,532**	**14,090**	**1,813,143**	**1,522,610**	**16.02%**
NET INCOME (LOSS):	**(149,453)**	**(137,308)**	**12,145**	**(304,623)**	**(290,532)**	**14,090**	**(1,813,143)**	**(1,522,610)**	**16.02%**

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	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
VOLUNTEER ENGAGEMENT									
REVENUE:									
TOTAL REVENUE:	-	-	-	-	-	-	-	-	
DIRECT EXPENSES:									
STAFF CONFERENCE & TRAINING	333	-	333	667	-	667	4,000	4,000	0.00%
STAFF MEMBERSHIP DUES	389	-	389	389	-	389	389	389	0.00%
VOULUNTEER SUPPORT	1,000	-	1,000	2,000	-	2,000	12,000	12,000	0.00%
ABA DELEGATES	278	-	278	556	-	556	3,334	3,334	0.00%
SECTION/COMMITTTEE CHAIR MEETINGS	42	-	42	83	-	83	500	500	0.00%
TOTAL DIRECT EXPENSES:	**2,042**	**-**	**2,042**	**3,695**	**-**	**3,695**	**20,223**	**20,223**	**18.27%**
INDIRECT EXPENSES:									
SALARY EXPENSE (0.60 FTE)	4,826	4,668	158	9,652	9,336	316	57,909	48,573	16.12%
BENEFITS EXPENSE	1,507	1,493	14	3,125	3,017	108	18,580	15,563	16.24%
OTHER INDIRECT EXPENSE	1,428	1,078	350	3,009	2,543	466	17,569	15,025	14.48%
TOTAL INDIRECT EXPENSES:	**7,761**	**7,240**	**522**	**15,786**	**14,896**	**890**	**94,057**	**79,161**	**15.84%**
TOTAL ALL EXPENSES:	**9,803**	**7,240**	**2,563**	**19,481**	**14,896**	**4,585**	**114,280**	**99,384**	**13.03%**
NET INCOME (LOSS):	**(9,803)**	**(7,240)**	**2,563**	**(19,481)**	**(14,896)**	**4,585**	**(114,280)**	**(99,384)**	**13.03%**

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	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR	% USED OF ANNUAL BUDGET
INDIRECT EXPENSES:									
SALARIES INCLUDING TEMPS	1,050,157	1,012,308	37,848	2,102,548	2,019,525	83,022	12,531,752	10,512,227	16.12%
CAPITAL LABOR & OVERHEAD	(12,917)	(13,144)	227	(25,833)	(24,569)	(1,265)	(155,000)	(130,431)	15.85%
EMPLOYEE ASSISTANCE PLAN	1,200	1200	-	1,200	1,600	(400)	4,800	3,200	33.33%
EMPLOYEE SERVICE AWARDS	153	185	(32)	307	185	122	1,840	1,655	10.05%
FICA (EMPLOYER PORTION)	58,844	70,760	(11,915)	119,437	143,103	(23,666)	743,343	600,240	19.25%
L&I INSURANCE	-	-	-	-	11,679	(11,679)	49,414	37,735	23.63%
WA STATE FAMILY MEDICAL LEAVE (EMPL(	2,567	1,365	1,203	5,134	2,767	2,368	30,807	28,040	8.98%
MEDICAL (EMPLOYER PORTION)	137,120	128,208	8,912	274,240	252,402	21,838	1,657,574	1,405,172	15.23%
RETIREMENT (EMPLOYER PORTION)	104,324	99,004	5,321	209,026	198,417	10,609	1,256,547	1,058,130	15.79%
TRANSPORTATION ALLOWANCE	1,800	-	1,800	29,733	1,400	28,333	47,733	46,333	2.93%
UNEMPLOYMENT INSURANCE	1,819	2,776	(957)	4,394	6,022	(1,628)	70,000	63,978	8.60%
TOTAL SALARY & BENEFITS EXPENSE:	**1,345,068**	**1,302,661**	**42,407**	**2,720,185**	**2,612,531**	**107,654**	**16,238,811**	**13,626,280**	**16.09%**
WORKPLACE BENEFITS	3,750	2,411	1,339	7,500	3,414	4,086	45,000	41,586	7.59%
HUMAN RESOURCES POOLED EXP	6,792	-	6,792	13,583	7,979	5,604	81,520	73,541	9.79%
MEETING SUPPORT EXPENSES	765	792	(27)	1,529	882	647	10,000	9,118	8.82%
RENT	154,061	156,826	(2,765)	308,122	309,415	(1,293)	2,029,301	1,719,886	15.25%
PERSONAL PROP TAXES-WSBA	-	527	(527)	3,159	1,053	2,106	6,466	5,413	16.29%
FURNITURE, MAINT, LH IMP	1,000	772	228	2,355	772	1,583	13,419	12,647	5.75%
OFFICE SUPPLIES & EQUIPMENT	2,479	1,582	897	4,958	2,000	2,959	32,741	30,742	6.11%
FURN & OFFICE EQUIP DEPRECIATION	3,525	3,525	-	7,759	7,900	(141)	43,009	35,109	18.37%
COMPUTER HARDWARE DEPRECIATION	1,924	2,166	(242)	4,874	5,214	(340)	24,114	18,900	21.62%
COMPUTER SOFTWARE DEPRECIATION	6,742	9,048	(2,306)	13,484	18,397	(4,913)	80,904	62,507	22.74%
INSURANCE	19,859	18,627	1,233	39,719	37,253	2,465	238,839	201,586	15.60%
WORK HOME FURNITURE & EQUIP	18,000	3,512	14,488	36,000	10,522	25,478	63,000	52,478	16.70%
PROFESSIONAL FEES-AUDIT	-	6,000	(6,000)	30,000	6,000	24,000	40,000	34,000	15.00%
PROFESSIONAL FEES-LEGAL	20,833	10,471	10,363	41,667	23,201	18,465	250,000	226,799	9.28%
TELEPHONE & INTERNET	1,800	300	1,500	3,600	660	2,940	21,600	20,940	3.06%
POSTAGE - GENERAL	2,000	1,314	686	4,000	2,621	1,380	24,000	21,379	10.92%
RECORDS STORAGE	2,500	274	2,226	5,000	4,051	949	30,000	25,949	13.50%
BANK FEES	2,486	1,901	586	6,215	6,943	(728)	48,000	41,057	14.46%
PRODUCTION MAINTENANCE & SUPPLIES	1,017	4,357	(3,340)	2,033	4,329	(2,296)	16,692	12,363	25.94%
COMPUTER POOLED EXPENSES	78,192	32,347	45,845	156,383	152,938	3,445	941,250	788,312	16.25%
TOTAL OTHER INDIRECT EXPENSES:	**327,725**	**256,750**	**70,975**	**691,942**	**605,545**	**86,397**	**4,039,856**	**3,434,311**	**14.99%**
TOTAL INDIRECT EXPENSES:	**1,672,793**	**1,559,411**	**113,382**	**3,412,127**	**3,218,076**	**194,051**	**20,278,667**	**17,060,591**	**15.87%**

Washington State Bar Association

Statement of Activities

For the Period from November 1, 2021 to November 30, 2021

SUMMARY PAGE

	MONTHLY BUDGET vs. ACTUAL			YEAR TO DATE BUDGET vs. ACTUAL			ANNUAL BUDGET COMPARISON	
	FISCAL 2022 BUDGET CURRENT MONTH	CURRENT MONTH ACTUAL	MONTHLY VARIANCE	YEAR TO DATE BUDGET	YEAR TO DATE ACTUAL	YEAR TO DATE VARIANCE	FISCAL 2022 ANNUAL BUDGET	REMAINING BALANCE OF YEAR
ACCESS TO JUSTICE	(16,083)	(12,108)	3,975	(46,358)	(25,297)	21,061	(208,619)	(183,323)
ADMINISTRATION	(92,798)	(81,120)	11,678	(182,616)	(166,911)	15,705	(1,087,547)	(920,636)
ADMISSIONS/BAR EXAM	25,927	26,748	821	248,539	196,437	(52,102)	14,103	(182,334)
ADVANCEMENT FTE	(29,024)	(26,831)	2,193	(58,880)	(55,002)	3,878	(350,555)	(295,553)
BAR NEWS	(8,727)	4,980	13,707	(10,454)	3,508	13,962	(125,922)	(129,430)
BOARD OF GOVERNORS	(48,609)	(30,950)	17,659	(66,699)	(54,085)	12,615	(476,753)	(422,668)
CHARACTER & FITNESS BOARD	(5,615)	(829)	4,786	(8,951)	(1,696)	7,255	(31,151)	(29,455)
CLE - PRODUCTS	68,039	189,713	121,674	135,884	277,861	141,977	818,413	540,552
CLE - SEMINARS	(26,205)	14,420	40,625	(50,192)	(44,270)	5,922	(392,917)	(348,647)
CLIENT PROTECTION FUND	48,084	64,753	16,669	39,874	86,938	47,063	169,578	82,641
COMMUNICATIONS	(59,421)	(49,982)	9,439	(126,413)	(104,070)	22,343	(726,303)	(622,233)
COMMUNICATIONS FTE	(18,541)	(17,592)	949	(37,525)	(35,892)	1,633	(223,276)	(187,384)
DESKBOOKS	(9,400)	(12,669)	(3,269)	(19,459)	(29,946)	(10,487)	(115,041)	(85,095)
DISCIPLINE	(476,837)	(446,844)	29,993	(976,243)	(917,217)	59,026	(5,898,777)	(4,981,560)
DIVERSITY	(31,659)	(22,589)	9,070	(119,912)	(47,328)	72,584	(293,338)	(246,010)
EJD FTE	(15,111)	(16,523)	(1,412)	(30,221)	(33,759)	(3,538)	(181,312)	(147,552)
FOUNDATION	(10,212)	(9,439)	773	(20,863)	(20,207)	656	(128,667)	(108,459)
HUMAN RESOURCES	(37,905)	(35,935)	1,971	(77,130)	(73,971)	3,159	(459,421)	(385,450)
LAW CLERK PROGRAM	(9,849)	(7,851)	1,997	(19,755)	(17,302)	2,453	100,057	117,359
LEGISLATIVE	(21,589)	(17,623)	3,966	(45,875)	(36,442)	9,433	(271,935)	(235,493)
LEGAL LUNCHBOX	(2,486)	1,065	3,551	(5,158)	697	5,855	(30,483)	(31,179)
LICENSE FEES	1,223,535	1,339,235	115,700	2,744,247	2,719,640	(24,607)	16,579,802	13,860,162
LICENSING AND MEMBERSHIP	(15,548)	(12,310)	3,238	(41,797)	(27,235)	14,562	(228,129)	(200,894)
LIMITED LICENSE LEGAL TECHNICIAN	(8,298)	(4,045)	4,253	(5,092)	(5,155)	(63)	(67,822)	(62,667)
LIMITED PRACTICE OFFICERS	4,857	14,326	9,470	25,110	32,846	7,736	82,811	49,965
MANDATORY CLE ADMINISTRATION	6,213	54,373	48,160	4,137	88,346	84,209	517,653	429,308
MEMBER WELLNESS PROGRAM	(21,817)	(16,145)	5,672	(44,281)	(43,916)	365	(224,067)	(180,151)
MEMBER SERVICES & ENGAGEMENT	(35,175)	(15,040)	20,135	(72,001)	(48,830)	23,171	(433,213)	(384,383)
MINI CLE	(9,192)	(6,567)	2,625	(18,784)	(13,788)	4,996	(111,706)	(97,918)
NEW MEMBER EDUCATION	(1,257)	1,200	2,458	(3,608)	(4,304)	(696)	11,711	16,015
OFFICE OF GENERAL COUNSEL	(82,824)	(75,262)	7,562	(167,091)	(154,332)	12,759	(996,039)	(841,707)
OFFICE OF THE EXECUTIVE DIRECTOR	(49,187)	(37,585)	11,603	(98,442)	(76,859)	21,584	(595,200)	(518,341)
OGC-DISCIPLINARY BOARD	(24,896)	(19,233)	5,663	(50,381)	(39,576)	10,805	(302,291)	(262,714)
PRACTICE OF LAW BOARD	(6,869)	(5,439)	1,429	(14,004)	(11,288)	2,715	(84,486)	(73,197)
PRACTICE MANAGEMENT ASSISTANCE	(8,254)	(17)	8,238	(16,508)	193	16,701	(99,050)	(99,243)
PROFESSIONAL RESPONSIBILITY PROGRAM	(22,946)	(21,264)	1,681	(46,843)	(43,658)	3,185	(282,184)	(238,526)
PUBLIC SERVICE PROGRAMS	(12,182)	(11,104)	1,078	104,971	(23,134)	(128,106)	(273,682)	(250,548)
PUBLICATION & DESIGN SERVICES	(8,767)	(7,730)	1,037	(17,925)	(20,200)	(2,275)	(106,573)	(86,374)
REGULATORY SERVICES FTE	(42,131)	(39,353)	2,778	(85,481)	(80,669)	4,812	(513,908)	(433,239)
SECTIONS ADMINISTRATION	(23,284)	(21,050)	2,233	(48,201)	31,564	79,765	(3,432)	(34,996)
SECTIONS OPERATIONS	(23,384)	(20,525)	2,859	(46,769)	16,962	63,731	(262,000)	(278,962)
SERVICE CENTER	(53,638)	(48,990)	4,648	(109,784)	(102,523)	7,262	(652,436)	(549,913)
TECHNOLOGY	(149,453)	(137,308)	12,145	(304,623)	(290,532)	14,090	(1,813,143)	(1,522,610)
VOLUNTEER SUPPORT	(9,803)	(7,240)	2,563	(19,481)	(14,896)	4,585	(114,280)	(99,384)
INDIRECT EXPENSES	(1,672,793)	(1,559,411)	113,382	(3,412,127)	(3,218,076)	194,051	(20,278,667)	(17,060,591)
TOTAL OF ALL	**(1,825,113)**	**(1,143,689)**	**681,424**	**(3,223,166)**	**(2,427,377)**	**795,789**	**(20,150,196)**	**(17,722,818)**
NET INCOME (LOSS)	**(152,320)**	**415,722**	**568,042**	**188,961**	**790,699**	**601,738**	**128,472**	**(662,227)**

Washington State Bar Association
Analysis of Cash Investments
As of November 30, 2021

Checking & Savings Accounts

General Fund

Checking

Bank	Account			Amount
Wells Fargo	General		$	2,300,773
		Total		

Investments	Rate			Amount
Wells Fargo Money Market	0.01%		$	5,478,388
UBS Financial Money Market	0.00%		$	1,081,071
Morgan Stanley Money Market	0.01%		$	3,354,358
Merrill Lynch Money Market	0.01%		$	1,983,575
		General Fund Total	**$**	**14,198,165**

Client Protection Fund

Checking

Bank				Amount
Wells Fargo			$	307,549

Investments	Rate			Amount
Wells Fargo Money Market	0.01%		$	4,407,625
Morgan Stanley Money Market	0.00%		$	106,916
		Client Protection Fund Total	**$**	**4,822,090**
		Grand Total Cash & Investments	**$**	**19,020,255**