

WASHINGTON STATE
BAR ASSOCIATION

Financial Reports

(Unaudited)

Year to Date December 31, 2024

Prepared by
Maggie Yu, Controller

Submitted by
Tiffany Lynch, Director of Finance
January 22, 2025

WASHINGTON STATE BAR ASSOCIATION

To: Board of Governors
Budget and Audit Committee

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

Re: Key Financial Benchmarks for the Preliminary Fiscal Year to Date (YTD) through December 31, 2024
As % of Completion to Annual Budget

	% of Year	Current Year % YTD	Current Year \$ Difference Favorable/(Unfavorable)	Prior Year YTD	Comments
Total Salaries & Benefits	25%	25%	\$48,810	25%	Favorable to budget mainly due to open positions and timing of payments.
Other Indirect Expenses*	25%	27%	(\$73,077)	25%	Unfavorable to budget due to timing of payments for online legal research, office downsizing expenses, audit fees, IT costs, and unanticipated software depreciation.
Total Indirect Expenses	25%	25%	(\$24,267)	25%	Unfavorable to budget resulting from other indirect expenses described above.

General Fund Revenues	25%	25%	(\$1,627)	25%	Slightly unfavorable to budget from timing of license fee payments, job target advertising and donations.
General Fund Indirect Expenses	25%	25%	(\$29,482)	25%	Unfavorable to budget as described for indirect expenses above.
General Fund Direct Expenses	25%	18%	\$228,574	12%	Favorable to budget due to timing of program activities and meetings/events.
General Fund Net	25%	-89%	\$197,465	130%	Favorable to budget for the reasons described above.

CLE Revenue	25%	36%	\$188,793	45%	Favorable to budget due to seasonally high product sales.
CLE Direct Expenses	25%	9%	\$57,168	11%	Favorable to budget due to timing of expenses for seminar activities and product sales.
CLE Indirect Expenses	25%	25%	\$5,882	26%	Favorable to budget due salary & benefit savings.
CLE Net	25%	412%	\$251,842	271%	Favorable to budget primarily due to timing of direct expenses and product sales.

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

Washington State Bar Association Financial Summary
Compared to Fiscal Year 2025 Budget
For the Period from December 1, 2024 to December 31, 2024

Category	Actual Revenues	Budgeted Revenues	Actual Indirect Expenses	Budgeted Indirect Expenses	Actual Direct Expenses	Budgeted Direct Expenses	Actual Total Expenses	Budgeted Total Expenses	Actual Net Result	Budgeted Net Result
Access to Justice	-	-	63,166	250,535	50,808	139,795	113,974	390,330	(113,974)	(390,330)
Admissions/Bar Exam	490,875	1,480,180	228,513	906,127	29,064	480,204	257,577	1,386,331	233,298	93,849
Advancement FTE	-	-	94,644	386,288	120	3,300	94,764	389,588	(94,764)	(389,588)
Bar News	160,512	589,600	79,144	326,761	93,460	387,175	172,603	713,936	(12,902)	(124,336)
Board of Governors	-	-	48,786	186,913	59,145	360,300	107,931	547,213	(107,931)	(547,213)
Character & Fitness Board	-	-	35,740	140,905	3,925	33,000	39,665	173,905	(39,665)	(173,905)
Communications Strategies	-	600	157,563	781,382	10,872	180,295	168,435	961,677	(168,435)	(961,077)
Communications Strategies FTE	-	-	63,556	249,012	-	-	63,556	249,012	(63,556)	(249,012)
Discipline	27,460	90,000	1,568,999	6,275,710	30,340	216,544	1,599,339	6,492,254	(1,571,879)	(6,402,254)
Diversity	-	135,000	92,182	371,905	754	70,900	92,936	442,805	(92,936)	(307,805)
Finance	164,859	600,000	293,848	1,154,793	725	4,920	294,573	1,159,713	(129,714)	(559,713)
Foundation	-	-	41,867	165,726	721	17,800	42,587	183,526	(42,587)	(183,526)
Human Resources	-	-	212,805	574,952	-	-	212,805	574,952	(212,805)	(574,952)
Law Clerk Program	69,467	207,200	44,973	178,661	1,605	51,031	46,579	229,692	22,888	(22,492)
Legislative	-	-	64,382	254,298	4,361	26,275	68,743	280,573	(68,743)	(280,573)
Legal Lunchbox	18,277	34,000	13,358	34,192	-	4,725	13,358	38,917	4,919	(4,917)
Licensing and Membership Records	109,950	450,200	195,608	790,226	4,501	36,032	200,109	826,258	(90,159)	(376,058)
Licensing Fees	4,170,225	17,492,616	-	-	-	-	-	-	4,170,225	17,492,616
Limited License Legal Technician	9,506	25,031	24,242	103,088	368	12,500	24,610	115,588	(15,104)	(90,557)
Limited Practice Officers	48,037	189,300	25,708	106,565	5,918	37,304	30,726	143,867	17,311	45,433
Mandatory CLE	308,700	1,233,800	173,916	653,747	37,528	151,533	211,444	805,080	97,256	428,720
Member Wellness Program	500	10,000	56,957	227,746	1,695	11,905	58,652	239,651	(58,152)	(229,651)
Member Services & Engagement	5,150	16,300	60,036	291,819	10,488	119,550	70,524	411,369	(65,374)	(395,069)
Mini CLE	-	-	30,161	119,503	-	-	30,161	119,503	(30,161)	(119,503)
New Member Education	82,119	88,000	27,007	106,868	-	1,950	27,007	108,818	55,112	(20,818)
Office of General Counsel	-	-	259,309	1,002,440	1,641	26,005	260,950	1,028,445	(260,950)	(1,028,445)
Office of the Executive Director	-	-	211,161	849,110	102,322	138,975	313,482	988,085	(313,482)	(988,085)
OGC-Disciplinary Board	-	-	50,314	198,045	25,448	128,500	75,762	326,545	(75,762)	(326,545)
Practice of Law Board	-	-	10,778	76,989	-	16,000	19,478	92,989	(19,478)	(92,989)
Practice Management Assistance	16,463	62,000	35,922	142,003	2,897	93,650	38,819	235,653	(22,357)	(173,653)
Professional Responsibility Program	-	-	52,843	208,419	1,301	6,700	54,143	215,119	(54,143)	(215,119)
Public Service Programs	-	132,400	55,932	223,674	78,495	310,700	134,427	534,374	(134,427)	(401,974)
Publication and Design Services	-	-	32,598	124,220	4,756	5,000	37,355	129,220	(37,355)	(129,220)
Regulatory Services FTE	-	-	110,170	439,881	562	9,490	110,732	449,371	(110,732)	(449,371)
Regulatory Reform	-	-	39,853	157,462	1,323	42,500	41,175	199,962	(41,175)	(199,962)
Sections Administration	94,080	275,000	70,453	296,910	-	2,400	70,453	299,310	23,627	(24,310)
Service Center	-	-	178,763	726,174	517	3,053	179,280	729,227	(179,280)	(729,227)
Volunteer Engagement	-	-	46,340	242,951	6,138	68,066	52,478	311,017	(52,478)	(311,017)
Technology	-	-	512,726	2,048,168	-	-	512,726	2,048,168	(512,726)	(2,048,168)
Subtotal General Fund	5,776,180	23,111,227	5,373,024	21,374,165	570,895	3,197,877	5,943,919	24,572,042	(167,739)	(1,460,815)
Expenses using Facilities Reserve funds	-	-	(87,809)	-	-	-	(87,809)	(87,809)	87,809	109,065
Expenses using Special Project Reserve funds	-	-	(39,853)	-	(1,323)	-	(41,175)	(199,962)	41,175	199,962
Total General Fund - Net Result from Operations	5,776,180		5,245,362		569,572		5,814,938	24,263,015	(38,755)	(1,151,788)
Percentage of Budget	25%		25%		18%		24%			
CLE-Seminars and Products	627,470	1,623,710	255,735	1,051,695	33,098	306,112	288,833	1,357,807	338,637	265,904
CLE - Deskbooks	0	131,000	70,545	276,952	-	54,950	70,545	331,902	(70,544)	(200,902)
Total CLE	627,470	1,754,710	326,280	1,328,647	33,098	361,062	359,378	1,689,709	268,092	65,001
Percentage of Budget	36%		25%		9%		21%	(7,789)	5,080	7,789
Expenses using Facilities Reserve funds	-	-	(5,080)	-	-	-	(5,080)	1,681,920	273,173	72,790
Total CLE Fund - Net Result from Operations			321,199				354,298			
Total All Sections	158,674	645,483	-	-	180,001	1,040,206	180,001	1,040,206	(21,327)	(394,722)
Client Protection Fund-Restricted	272,299	930,540	46,407	182,964	(1,779)	506,400	44,628	689,364	227,670	241,176
Expenses using Facilities Reserve funds	-	-	(781)	-	-	-	(781)	781	-	983
Total CPF Fund - Net Result from Operations			45,626				43,847	688,381	228,452	242,159
Totals	6,834,622	26,441,960	5,745,711	22,885,776	782,215	5,105,545	6,527,926	27,991,320	306,696	(1,549,360)
Totals Net of Use of Facilities Reserve Funds			(93,671)				(93,671)	27,673,521	93,671	(1,231,561)
Totals Net of Use of Special Project Reserve Funds			(39,853)		(1,323)		(41,175)		41,175	
Percentage of Budget	26%		25%		15%		23%			

Summary of Fund Balances:	Fund Balances Sept. 30, 2024	2025 Budgeted Fund Balances	Fund Balances Year to date
Restricted Funds:			
Client Protection Fund	4,759,353	5,000,528	4,987,804
Board-Designated Funds (Non-General Fund):			
CLE Fund Balance	1,344,457	1,409,459	1,617,630
Section Funds	2,123,665	1,728,943	2,102,338
Board-Designated Funds (General Fund):			
Operating Reserve Fund	2,500,000	2,500,000	2,500,000
Facilities Reserve Fund	207,286	-	113,616
Special Projects and Innovation Fund	400,000	200,038	358,825
Unrestricted Funds (General Fund):			
Unrestricted General Fund	7,019,063	5,965,497	6,980,308
Total General Fund Balance	10,126,350	8,665,535	9,952,749
Net Change in Total General Fund Balance		(1,460,815)	(167,739)
Total Fund Balance	18,353,825	16,804,465	18,660,521
Net Change In Fund Balance		(1,549,360)	306,696

**Washington State Bar Association
Analysis of Cash Investments
As of December 31, 2024**

Checking & Savings Accounts

General Fund

Checking

<u>Bank</u>	<u>Account</u>	<u>Amount</u>
Wells Fargo	General	<u>1,778,790</u>

Total

<u>Investments</u>	<u>Rate (yield)</u>	<u>Amount</u>
Wells Fargo Money Market	4.49%	5,318,874
UBS Financial Money Market	4.49%	1,165,759
CDs/Treasuries	see list	10,452,490

General Fund Total 18,715,913

Client Protection Fund

Checking

<u>Bank</u>	<u>Amount</u>
Wells Fargo	<u>168,775</u>

<u>Investments</u>	<u>Rate (yield)</u>	<u>Amount</u>
Wells Fargo Money Market	4.49%	2,790,747
CDs/Treasuries	see list	2,466,671

Client Protection Fund Total 5,426,194

Grand Total Cash & Investments 24,142,107

**Washington State Bar Association
Analysis of Cash Investments
As of December 31, 2024**

General Fund

<u>Bank</u>	<u>Yield</u>	<u>Term Months</u>	<u>Trade Date</u>	<u>Settle Date</u>	<u>Maturity Date</u>	<u>Amount</u>
Crossfirst BK CD	5.20%	9	3/26/2024	4/5/2024	1/6/2025	250,000
Valley NatL BK CD	5.15%	9	4/4/2024	4/9/2024	1/9/2025	250,000
Zions Bancorp CD	5.10%	9	4/4/2024	4/10/2024	1/10/2025	250,000
Truist Bank Charlotte CD	5.10%	9	4/9/2024	4/17/2024	1/13/2025	250,000
American COML BK CD	4.60%	12	1/4/2024	1/17/2024	1/16/2025	250,000
Live Oak Banking CD	4.70%	12	1/4/2024	1/17/2024	1/17/2025	250,000
Bank of China CD	5.10%	9	4/9/2024	4/17/2024	1/17/2025	250,000
Royal Business Bank CD	5.10%	9	4/9/2024	4/17/2024	1/17/2025	250,000
Bank of New York Mellon CD	5.10%	9	4/16/2024	4/18/2024	1/21/2025	250,000
Bank of Utah CD	4.70%	12	1/12/2024	1/26/2024	1/24/2025	250,000
Open Bank CD	4.75%	12	1/12/2024	1/26/2024	1/24/2025	250,000
Bank of Baroda CD	5.15%	9	4/16/2024	4/29/2024	1/29/2025	250,000
Preferred Bank LA CD	5.10%	9	4/26/2024	5/3/2024	2/3/2025	250,000
Israel discount BK CD	5.25%	9	5/2/2024	5/8/2024	2/10/2025	250,000
Synovus BK CD	5.20%	9	5/2/2024	5/10/2024	2/10/2025	250,000
Northeast Bank CD	4.90%	13	2/12/2024	2/14/2024	2/23/2025	250,000
Cambridge saving bank CD	5.35%	9	6/11/2024	6/20/2024	3/17/2025	240,000
Beal Bank USA CD	5.00%	12	3/12/2024	3/20/2024	3/19/2025	250,000
Beal Bank Plano TX CD	5.00%	12	3/26/2024	4/3/2024	4/2/2025	250,000
Old National BK CD	5.00%	12	3/26/2024	4/4/2024	4/4/2025	250,000
Exchange Bank CD	5.00%	12	4/16/2024	4/24/2024	4/23/2025	250,000
Northside Community Bank CD	5.00%	12	4/16/2024	4/24/2024	4/24/2025	250,000
CF Bank CD	5.05%	12	4/26/2024	5/3/2024	5/2/2025	250,000
Morgan Stanley bank CD	5.10%	12	5/2/2024	5/8/2024	5/8/2025	250,000
Meridian Bank CD	5.10%	12	5/9/2024	5/15/2024	5/15/2025	250,000
Morgan Stanley PVT Bank CD	5.15%	12	5/9/2024	5/15/2024	5/15/2025	250,000
City National Bank of FL CD	4.15%	9	10/10/2024	10/16/2024	7/16/2025	250,000
Bank of America Calif CD	4.10%	9	10/10/2024	10/17/2024	7/17/2025	250,000
Western Allance Bank CD	4.10%	9	10/10/2024	10/18/2024	7/18/2025	250,000
Cross River Bank CD	4.30%	9	11/19/2024	11/22/2024	8/22/2025	250,000
US Bank NA Cincinnati CD	4.40%	9	11/19/2024	11/26/2024	8/26/2025	250,000
BMO bank NA CD	4.30%	9	11/26/2024	11/29/2024	8/29/2025	250,000
First Bank Chicago CD	4.20%	12	11/26/2024	11/27/2024	11/26/2025	250,000
Bank of India NY CD	4.10%	11	12/17/2024	12/27/2024	12/3/2025	250,000
Federal Farm Credit Bank CD	4.25%	12	12/17/2024	12/20/2024	12/19/2025	250,243
Stearns Bank CD	4.15%	12	12/12/2024	12/23/2024	12/23/2025	250,000
<u>US T- Bill's</u>						
US Treasury Bill	4.80%	12	2/12/2024	2/13/2024	1/23/2025	239,063
US Treasury Bill	4.40%	4	11/19/2024	11/20/2024	3/18/2025	246,493
US Treasury Bill	4.60%	6	10/10/2024	10/11/2024	4/10/2025	244,781
US Treasury Bill	4.20%	4	12/17/2024	12/18/2024	4/15/2025	246,651
US Treasury Bill	4.20%	6	12/12/2024	12/13/2024	6/12/2025	244,897
US Treasury Bill	4.3%	11	11/26/2024	11/27/2024	10/30/2025	240,364
Total						10,452,490

**Washington State Bar Association
Analysis of Cash Investments
As of December 31, 2024**

Client Fund Protection Fund

<u>Bank</u>	<u>Yield</u>	<u>Term Months</u>	<u>Trade Date</u>	<u>Settle Date</u>	<u>Maturity Date</u>	<u>Amount</u>
Fifth Third Bank CD	4.70%	12	1/11/2024	1/16/2024	1/15/2025	250,000
Goldman Sachs Bank CD	5.00%	9	7/12/2024	7/23/2024	4/23/2025	250,000
FirstBank Nashville CD	5.15%	12	5/14/2024	5/17/2024	5/16/2025	250,000
Ally Bank CD	4.05%	9	10/10/2024	10/17/2024	7/17/2025	250,000
Dollar Bank CD	4.15%	12	12/12/2024	12/20/2024	12/19/2025	250,000
<u>US T- Bill's</u>						
US Treasury Bill	4.70%	6	8/27/2024	8/28/2024	2/20/2025	244,476
US Treasury Bill	4.50%	6	9/13/2024	9/16/2024	3/13/2025	244,632
US Treasury Bill	4.30%	6	10/10/2024	10/11/2024	4/10/2025	244,781
US Treasury Bill	4.35%	10	8/27/2024	8/28/2024	6/12/2025	241,640
US Treasury Bill	4.30%	10	11/26/2024	11/27/2024	10/2/2025	241,143
Total						2,466,671

Washington State Bar Association

Statement of Activities

For the Period from December 1, 2024 to December 31, 2024

25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
LICENSE FEES						
REVENUE:						
LICENSE FEES	17,492,616	1,392,677	4,170,225	13,322,391	24%	(202,929)
TOTAL REVENUE:	<u>17,492,616</u>	<u>1,392,677</u>	<u>4,170,225</u>	<u>13,322,391</u>	<u>24%</u>	<u>(202,929)</u>

Washington State Bar Association

Statement of Activities

For the Period from December 1, 2024 to December 31, 2024

25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
ADMISSIONS						
REVENUE:						
EXAM SOFTWARE REVENUE	27,500	-	-	27,500	0%	(6,875)
BAR EXAM FEES	1,378,980	46,695	473,055	905,925	34%	128,310
RULE 9/LEGAL INTERN FEES	12,500	400	1,300	11,200	10%	(1,825)
SPECIAL ADMISSIONS	61,200	2,525	16,520	44,680	27%	1,220
TOTAL REVENUE:	1,480,180	49,620	490,875	989,305	33%	120,830
DIRECT EXPENSES:						
POSTAGE	2,000	245	1,263	737	63%	(763)
STAFF TRAVEL/PARKING	24,000	46	18	23,982	0%	5,982
STAFF MEMBERSHIP DUES	495	-	245	250	49%	(121)
SUPPLIES	2,000	-	-	2,000	0%	500
FACILITY, PARKING, FOOD	100,000	-	-	100,000	0%	25,000
EXAMINER FEES	44,500	2,250	9,000	35,500	20%	2,125
UBE EXMINATIONS	118,000	-	-	118,000	0%	29,500
BOARD OF BAR EXAMINERS	42,500	-	-	42,500	0%	10,625
BAR EXAM PROCTORS	23,000	-	-	23,000	0%	5,750
DISABILITY ACCOMMODATIONS	65,000	1,975	1,975	63,025	3%	14,275
CHARACTER & FITNESS INVESTIGATIONS	1,000	700	700	300	70%	(450)
LAW SCHOOL VISITS	2,000	-	-	2,000	0%	500
SOFTWARE HOSTING	45,609	3,653	10,961	34,648	24%	442
STAFF CONFERENCE & TRAINING	10,100	-	4,902	5,198	49%	(2,377)
TOTAL DIRECT EXPENSES:	480,204	8,869	29,064	451,140	6%	90,987
INDIRECT EXPENSES:						
SALARY EXPENSE (6.65 FTE)	551,588	47,770	139,100	412,488	25%	(1,203)
BENEFITS EXPENSE	194,873	16,379	46,187	148,686	24%	2,532
OTHER INDIRECT EXPENSE	159,666	10,515	43,226	116,441	27%	(3,309)
TOTAL INDIRECT EXPENSES:	906,127	74,664	228,513	677,615	25%	(1,981)
TOTAL ALL EXPENSES:	1,386,331	83,533	257,577	1,128,755	19%	89,006
NET INCOME (LOSS):	93,849	(33,913)	233,298	(139,450)	249%	209,836

Washington State Bar Association

Statement of Activities

For the Period from December 1, 2024 to December 31, 2024

25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
ADVANCEMENT FTE						
REVENUE:	_____	_____	_____	_____	_____	_____
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:	_____	_____	_____	_____	_____	_____
STAFF CONFERENCE & TRAINING	3,300	120	120	3,180	4%	705
TOTAL DIRECT EXPENSES:	<u>3,300</u>	<u>120</u>	<u>120</u>	<u>3,180</u>	<u>4%</u>	<u>705</u>
INDIRECT EXPENSES:						
SALARY EXPENSE (1.96 FTE)	264,525	22,593	64,303	200,223	24%	1,829
BENEFITS EXPENSE	74,703	6,250	17,594	57,109	24%	1,081
OTHER INDIRECT EXPENSE	47,060	3,101	12,747	34,312	27%	(982)
TOTAL INDIRECT EXPENSES:	<u>386,288</u>	<u>31,944</u>	<u>94,644</u>	<u>291,644</u>	<u>25%</u>	<u>1,928</u>
TOTAL ALL EXPENSES:	<u>389,588</u>	<u>32,064</u>	<u>94,764</u>	<u>294,824</u>	<u>24%</u>	<u>2,633</u>
NET INCOME (LOSS):	<u>(389,588)</u>	<u>(32,064)</u>	<u>(94,764)</u>	<u>(294,824)</u>	<u>24%</u>	<u>2,633</u>

Washington State Bar Association

Statement of Activities

For the Period from December 1, 2024 to December 31, 2024

25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
ACCESS TO JUSTICE						
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
ATJ BOARD RETREAT	6,000	-	2,371	3,629	40%	(871)
LEADERSHIP TRAINING	6,000	23	1,425	4,575	24%	75
ATJ BOARD EXPENSE	58,500	47	19,158	39,342	33%	(4,533)
STAFF TRAVEL/PARKING	2,800	31	259	2,541	9%	441
STAFF CONFERENCE & TRAINING	2,495	239	1,179	1,316	47%	(556)
PUBLIC DEFENSE	4,000	-	2,279	1,721	57%	(1,279)
CONFERENCE/INSTITUTE EXPENSE	30,000	-	19,518	10,482	65%	(12,018)
RECEPTION/FORUM EXPENSE	30,000	-	4,617	25,383	15%	2,883
TOTAL DIRECT EXPENSES:	139,795	341	50,808	88,987	36%	(15,859)
INDIRECT EXPENSES:						
SALARY EXPENSE (1.68 FTE)	157,861	13,779	39,741	118,120	25%	(276)
BENEFITS EXPENSE	52,337	4,425	12,499	39,838	24%	585
OTHER INDIRECT EXPENSE	40,337	2,658	10,926	29,411	27%	(842)
TOTAL INDIRECT EXPENSES:	250,535	20,862	63,166	187,369	25%	(532)
TOTAL ALL EXPENSES:	390,330	21,202	113,974	276,356	29%	(16,391)
NET INCOME (LOSS):	(390,330)	(21,202)	(113,974)	(276,356)	29%	(16,391)

Washington State Bar Association

Statement of Activities

For the Period from December 1, 2024 to December 31, 2024

25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
BAR NEWS						
REVENUE:						
ROYALTIES	2,000	-	-	2,000	0%	(500)
DISPLAY ADVERTISING	405,000	46,106	140,525	264,475	35%	39,275
SUBSCRIPT/SINGLE ISSUES	100	-	36	64	36%	11
CLASSIFIED ADVERTISING	2,500	201	1,010	1,490	40%	385
JOB TARGET ADVERTISING	180,000	7,313	18,941	161,059	11%	(26,059)
TOTAL REVENUE:	589,600	53,620	160,512	429,088	27%	13,112
DIRECT EXPENSES:						
POSTAGE	121,000	15,077	45,194	75,806	37%	(14,944)
PRINTING, COPYING & MAILING	262,500	-	48,265	214,235	18%	17,360
DIGITAL/ONLINE DEVELOPMENT	2,000	-	-	2,000	0%	500
GRAPHICS/ARTWORK	1,000	-	-	1,000	0%	250
EDITORIAL ADVISORY COMMITTEE	300	-	-	300	0%	75
STAFF MEMBERSHIP DUES	150	-	-	150	0%	38
SUBSCRIPTIONS	225	-	-	225	0%	56
TOTAL DIRECT EXPENSES:	387,175	15,077	93,460	293,715	24%	3,334
INDIRECT EXPENSES:						
SALARY EXPENSE (2.13 FTE)	207,867	17,215	49,637	158,230	24%	2,330
BENEFITS EXPENSE	67,753	5,560	15,705	52,048	23%	1,233
OTHER INDIRECT EXPENSE	51,141	3,357	13,802	37,340	27%	(1,016)
TOTAL INDIRECT EXPENSES:	326,761	26,132	79,144	247,617	24%	2,547
TOTAL ALL EXPENSES:	713,936	41,209	172,603	541,333	24%	5,881
NET INCOME (LOSS):	(124,336)	12,410	(12,092)	(112,244)	10%	18,992

Washington State Bar Association
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25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
BOARD OF GOVERNORS						
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
BOG MEETINGS	148,000	567	13,208	134,792	9%	23,792
BOG COMMITTEES' EXPENSES **	8,500	-	40	8,460	0%	2,085
BOG RETREAT	40,000	-	37,705	2,295	94%	(27,705)
BOG CONFERENCE ATTENDANCE	39,500	-	1,396	38,104	4%	8,479
BOG TRAVEL & OUTREACH	50,000	124	6,723	43,277	13%	5,777
LEADERSHIP TRAINING	15,000	-	-	15,000	0%	3,750
BOG ELECTIONS	42,000	-	-	42,000	0%	10,500
PRESIDENT'S DINNER	10,000	-	0	10,000	0%	2,500
NEW GOVERNOR ORIENTATION **	3,500	-	-	3,500	0%	875
PRESIDENT'S PHOTO	3,300	-	-	3,300	0%	825
SUPPLIES	500	-	73	427	15%	52
TOTAL DIRECT EXPENSES:	360,300	691	59,145	301,155	16%	30,930
INDIRECT EXPENSES:						
SALARY EXPENSE (1.40 FTE)	112,836	11,278	29,816	83,021	26%	(1,607)
BENEFITS EXPENSE	40,463	3,653	9,865	30,597	24%	250
OTHER INDIRECT EXPENSE	33,614	2,215	9,105	24,509	27%	(702)
TOTAL INDIRECT EXPENSES:	186,913	17,146	48,786	138,127	26%	(2,058)
TOTAL ALL EXPENSES:	547,213	17,836	107,931	439,282	20%	28,872
NET INCOME (LOSS):	(547,213)	(17,836)	(107,931)	(439,282)	20%	28,872

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

Washington State Bar Association

Statement of Activities

For the Period from December 1, 2024 to December 31, 2024

25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
CHARACTER & FITNESS BOARD						
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
CHARACTER & FITNESS BOARD EXP	18,000	1,042	1,042	16,958	6%	3,458
COURT REPORTERS	15,000	2,883	2,883	12,117	19%	867
TOTAL DIRECT EXPENSES:	33,000	3,924.96	3,924.96	29,075	12%	4,325
INDIRECT EXPENSES:						
SALARY EXPENSE (0.75 FTE)	95,315	8,383	24,175	71,141	25%	(346)
BENEFITS EXPENSE	27,582	2,354	6,678	20,904	24%	218
OTHER INDIRECT EXPENSE	18,007	1,189	4,888	13,119	27%	(386)
TOTAL INDIRECT EXPENSES:	140,905	11,926	35,740	105,164	25%	(514)
TOTAL ALL EXPENSES:	173,905	15,851	39,665	134,239	23%	3,811
NET INCOME (LOSS):	(173,905)	(15,851)	(39,665)	(134,239)	23%	3,811

Washington State Bar Association
Statement of Activities
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25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
CONTINUING LEGAL EDUCATION (CLE)						
(CLES - CLEP)						
REVENUE:						
SEMINAR REGISTRATIONS	825,000	60,925	159,720	665,280	19%	(46,530)
SEMINAR REVENUE-OTHER	20,000	-	800	19,200	4%	(4,200)
SEMINAR SPLITS W/ CLE	(150,000)	-	-	(150,000)	0%	37,500
SHIPPING & HANDLING	210	18	63	147	30%	11
COURSEBOOK SALES	3,500	90	415	3,085	12%	(460)
MP3 AND VIDEO SALES	925,000	297,227	466,473	458,527	50%	235,223
TOTAL REVENUE:	1,623,710	358,260	627,470	996,240	39%	(13,230)
DIRECT EXPENSES:						
COURSEBOOK PRODUCTION	500	-	-	500	0%	125
DEPRECIATION	2,012	170	510	1,502	25%	(7)
ONLINE EXPENSES	54,000	4,444	13,175	40,825	24%	325
ACCREDITATION FEES	3,000	(84)	(30)	3,030	-1%	780
FACILITIES	165,000	3,400	18,570	146,430	11%	22,680
DISABILITY ACCOMMODATIONS	7,000	-	-	7,000	0%	1,750
SPEAKERS & PROGRAM DEVELOP	48,000	766	766	47,234	2%	11,234
HONORARIA	3,000	-	-	3,000	0%	750
CLE SEMINAR COMMITTEE	200	-	-	200	0%	50
STAFF TRAVEL/PARKING	15,000	-	53	14,947	0%	3,697
STAFF CONFERENCE & TRAINING	5,900	-	-	5,900	0%	1,475
STAFF MEMBERSHIP DUES	1,500	-	-	1,500	0%	375
SUPPLIES	500	-	-	500	0%	125
COST OF SALES - COURSEBOOKS	300	8	27	273	9%	48
POSTAGE & DELIVERY-COURSEBOOKS	200	6	26	174	13%	24
TOTAL DIRECT EXPENSES:	306,112	8,711	33,098	273,014	11%	43,430
INDIRECT EXPENSES:						
SALARY EXPENSE (8.00 FTE)	630,924	52,873	150,700	480,224	24%	7,031
BENEFITS EXPENSE	228,691	18,927	53,088	175,603	23%	4,085
OTHER INDIRECT EXPENSE	192,080	12,636	51,948	140,132	27%	(3,928)
TOTAL INDIRECT EXPENSES:	1,051,695	84,436	255,735	795,959	24%	7,188
TOTAL ALL EXPENSES:	1,357,807	93,147	288,833	1,068,973	21%	50,618
NET INCOME (LOSS):	265,904	265,113	338,637	(72,733)	127%	272,161

Washington State Bar Association
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25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
CLIENT PROTECTION FUND						
REVENUE:						
CPF RESTITUTION	10,000	10,749	13,967	(3,967)	140%	11,467
CPF MEMBER ASSESSMENTS	720,540	127,675	207,590	512,950	29%	27,455
INTEREST INCOME	200,000	13,557	50,741	149,259	25%	741
TOTAL REVENUE:	930,540	151,981	272,299	658,241	29%	39,664
DIRECT EXPENSES:						
BANK FEES	2,500	(299)	(1,779)	4,279	-71%	2,404
GIFTS TO INJURED CLIENTS	500,000	-	-	500,000	0%	125,000
CPF BOARD EXPENSES	2,000	-	-	2,000	0%	500
STAFF CONFERENCE & TRAINING	1,700	-	-	1,700	0%	425
STAFF MEMBERSHIP DUES	200	-	-	200	0%	50
TOTAL DIRECT EXPENSES:	506,400	(299)	(1,779)	508,179	0%	128,379
INDIRECT EXPENSES:						
SALARY EXPENSE (1.23 FTE)	115,160	10,164	29,301	85,860	25%	(511)
BENEFITS EXPENSE	38,272	3,241	9,151	29,121	24%	417
OTHER INDIRECT EXPENSE	29,532	1,935	7,955	21,577	27%	(572)
TOTAL INDIRECT EXPENSES:	182,964	15,340	46,407	136,557	25%	(666)
TOTAL ALL EXPENSES:	689,364	15,041	44,628	644,736	6%	127,713
NET INCOME (LOSS):	241,176	136,940	227,670	13,505	94%	167,377

Washington State Bar Association

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25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
COMMUNICATION STRATEGIES						
REVENUE:						
50 YEAR MEMBER TRIBUTE LUNCH	100	-	-	100	0%	(25)
WSBA LOGO MERCHANDISE SALES	500	-	-	500	0%	(125)
TOTAL REVENUE:	600	-	-	600	0%	(150)
DIRECT EXPENSES:						
STAFF TRAVEL/PARKING	5,895	197	517	5,378	9%	957
STAFF MEMBERSHIP DUES	1,800	-	-	1,800	0%	450
SUBSCRIPTIONS	4,000	123	330	3,670	8%	670
APEX DINNER	52,500	-	-	52,500	0%	13,125
BAR LEADERS SUMMIT	35,000	-	-	35,000	0%	8,750
50 YEAR MEMBER TRIBUTE LUNCH	35,000	-	-	35,000	0%	8,750
BAR OUTREACH	20,000	-	74	19,926	0%	4,926
COMMUNICATIONS OUTREACH	15,000	165	1,230	13,770	8%	2,520
STAFF CONFERENCE & TRAINING	11,100	-	8,721	2,379	79%	(5,946)
TOTAL DIRECT EXPENSES:	180,295	485	10,872	169,423	6%	34,202
INDIRECT EXPENSES:						
SALARY EXPENSE (7.05 FTE)	465,232	29,236	83,308	381,925	18%	33,001
BENEFITS EXPENSE	170,889	12,506	34,959	135,930	20%	7,763
OTHER INDIRECT EXPENSE	145,260	9,559	39,296	105,964	27%	(2,981)
TOTAL INDIRECT EXPENSES:	781,382	51,301	157,563	623,819	20%	37,782
TOTAL ALL EXPENSES:	961,677	51,785	168,435	793,242	18%	71,984
NET INCOME (LOSS):	(961,077)	(51,785)	(168,435)	(792,642)	18%	71,834

Washington State Bar Association
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25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
COMMUNICATION STRATEGIES FTE						
INDIRECT EXPENSES:						
SALARY EXPENSE (1.00 FTE)	179,737	15,909	45,865	133,872	26%	(931)
BENEFITS EXPENSE	45,265	3,931	11,173	34,092	25%	143
OTHER INDIRECT EXPENSE	24,010	1,585	6,517	17,493	27%	(515)
TOTAL INDIRECT EXPENSES:	<u>249,012</u>	<u>21,425</u>	<u>63,556</u>	<u>185,456</u>	<u>26%</u>	<u>(1,303)</u>
NET INCOME (LOSS):	<u>(249,012)</u>	<u>(21,425)</u>	<u>(63,556)</u>	<u>(185,456)</u>	<u>26%</u>	<u>(1,303)</u>

Washington State Bar Association

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25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
DESKBOOKS						
REVENUE:						
DESKBOOK SALES	30,000	-	-	30,000	0%	(7,500)
LEXIS/NEXIS ROYALTIES	75,000	-	0	75,000	0%	(18,750)
SECTION PUBLICATION SALES	1,000	-	-	1,000	0%	(250)
FASTCASE ROYALTIES	25,000	-	-	25,000	0%	(6,250)
TOTAL REVENUE:	131,000	-	0	131,000	0%	(32,750)
DIRECT EXPENSES:						
COST OF SALES - DESKBOOKS	5,000	-	-	5,000	0%	1,250
COST OF SALES - SECTION PUBLICATION	500	-	-	500	0%	125
SPLITS TO SECTIONS	300	-	-	300	0%	75
DESKBOOK ROYALTIES	300	-	-	300	0%	75
POSTAGE & DELIVER-DESKBOOKS	300	-	-	300	0%	75
OBSOLETE INVENTORY	48,250	-	-	48,250	0%	12,063
STAFF MEMBERSHIP DUES	250	-	-	250	0%	63
SUBSCRIPTIONS	50	-	-	50	0%	13
TOTAL DIRECT EXPENSES:	54,950	-	-	54,950	0%	13,738
INDIRECT EXPENSES:						
SALARY EXPENSE (1.75 FTE)	178,087	15,757	45,438	132,649	26%	(916)
BENEFITS EXPENSE	56,847	4,844	13,701	43,146	24%	510
OTHER INDIRECT EXPENSE	42,017	2,774	11,405	30,612	27%	(901)
TOTAL INDIRECT EXPENSES:	276,952	23,375	70,545	206,407	25%	(1,307)
TOTAL ALL EXPENSES:	331,902	23,375	70,545	261,357	21%	12,431
NET INCOME (LOSS):	(200,902)	(23,375)	(70,544)	(130,358)	35%	(20,319)

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25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
DISCIPLINE						
REVENUE:						
AUDIT REVENUE	1,000	-	43	958	4%	(208)
RECOVERY OF DISCIPLINE COSTS	70,000	5,280	22,587	47,413	32%	5,087
DISCIPLINE HISTORY SUMMARY	19,000	1,620	4,830	14,170	25%	80
TOTAL REVENUE:	90,000	6,900	27,460	62,540	31%	4,960
DIRECT EXPENSES:						
DEPRECIATION-SOFTWARE	24,259	-	-	24,259	0%	6,065
PUBLICATIONS PRODUCTION	350	-	-	350	0%	88
STAFF TRAVEL/PARKING	25,000	577	2,553	22,447	10%	3,697
STAFF MEMBERSHIP DUES	7,090	918	6,308	782	89%	(4,536)
TELEPHONE	4,000	181	544	3,456	14%	456
COURT REPORTERS	60,000	754	6,523	53,477	11%	8,477
OUTSIDE COUNSEL/AIC	1,000	-	-	1,000	0%	250
LITIGATION EXPENSES	40,000	2,228	5,727	34,273	14%	4,273
DISABILITY EXPENSES	5,500	2,254	3,594	1,906	65%	(2,219)
TRANSLATION SERVICES	12,000	75	620	11,380	5%	2,380
STAFF CONFERENCE & TRAINING	37,345	514	4,471	32,874	12%	4,866
TOTAL DIRECT EXPENSES:	216,544	7,501	30,340	186,204	14%	23,796
INDIRECT EXPENSES:						
SALARY EXPENSE (39.00 FTE)	4,063,643	351,418	1,010,668	3,052,975	25%	5,243
BENEFITS EXPENSE	1,275,677	108,001	304,918	970,759	24%	14,001
OTHER INDIRECT EXPENSE	936,389	61,643	253,413	682,977	27%	(19,316)
TOTAL INDIRECT EXPENSES:	6,275,710	521,061	1,568,999	4,706,711	25%	(72)
TOTAL ALL EXPENSES:	6,492,254	528,562	1,599,339	4,892,915	25%	23,724
NET INCOME (LOSS):	(6,402,254)	(521,662)	(1,571,879)	(4,830,374)	25%	28,684

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25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
DIVERSITY						
REVENUE:						
DONATIONS	135,000	-	-	135,000	0%	(33,750)
TOTAL REVENUE:	135,000	-	-	135,000	0%	(33,750)
DIRECT EXPENSES:						
STAFF TRAVEL/PARKING	3,700	-	170	3,530	5%	755
STAFF MEMBERSHIP DUES	700	-	-	700	0%	175
COMMITTEE FOR DIVERSITY	5,900	-	79	5,821	1%	1,396
DIVERSITY EVENTS & PROJECTS	43,100	-	298	42,802	1%	10,477
INTERNAL DIVERSITY OUTREACH	7,500	-	-	7,500	0%	1,875
STAFF CONFERENCE & TRAINING	3,000	162	162	2,838	5%	588
CONSULTING SERVICES	7,000	45	45	6,955	1%	1,705
TOTAL DIRECT EXPENSE:	70,900	207	754	70,146	1%	16,971
INDIRECT EXPENSES:						
SALARY EXPENSE (2.69 FTE)	227,749	19,427	56,021	171,729	25%	917
BENEFITS EXPENSE	79,569	6,632	18,718	60,851	24%	1,174
OTHER INDIRECT EXPENSE	64,587	4,243	17,444	47,143	27%	(1,297)
TOTAL INDIRECT EXPENSES:	371,905	30,302	92,182	279,723	25%	794
TOTAL ALL EXPENSES:	442,805	30,509	92,936	349,868	21%	17,765
NET INCOME (LOSS):	(307,805)	(30,509)	(92,936)	(214,868)	30%	(15,985)

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25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
ETHICS, WELLNESS, & PRACTICE (MWP-PMA-PRP) REVENUE:						
DIVERSIONS	10,000	-	500	9,500	5%	(2,000)
ROYALTIES	62,000	-	16,463	45,537	27%	963
TOTAL REVENUE:	72,000	-	16,963	55,037	24%	(1,037)
DIRECT EXPENSES:						
STAFF MEMBERSHIP DUES	1,450	-	965	485	67%	(603)
MEMBER WELLNESS COUNCIL	4,250	85	914	3,336	22%	149
LEGAL TECH TASK FORCE	5,000	-	2,750	2,250	55%	(1,500)
STAFF TRAVEL/PARKING	5,000	-	424	4,576	8%	826
STAFF CONFERENCE & TRAINING	9,100	15	222	8,878	2%	2,053
SUBSCRIPTIONS	1,455	110	331	1,124	23%	33
CPE COMMITTEE	1,000	-	286	714	29%	(36)
FASTCASE	85,000	-	-	85,000	0%	21,250
TOTAL DIRECT EXPENSES:	112,255	210	5,892	106,363	5%	22,171
INDIRECT EXPENSES:						
SALARY EXPENSE (3.51 FTE)	376,056	32,937	94,929	281,127	25%	(915)
BENEFITS EXPENSE	117,836	9,922	28,078	89,759	24%	1,382
OTHER INDIRECT EXPENSE	84,275	5,525	22,715	61,560	27%	(1,646)
TOTAL INDIRECT EXPENSES:	578,168	48,385	145,722	432,446	25%	(1,180)
TOTAL ALL EXPENSES:	690,423	48,595	151,614	538,808	22%	20,992
NET INCOME (LOSS):	(618,423)	(48,595)	(134,652)	(483,771)	22%	19,954

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25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
FINANCE						
REVENUE:						
INTEREST INCOME	600,000	68,757	164,859	435,141	27%	14,859
TOTAL REVENUE:	600,000	68,757	164,859	435,141	27%	14,859
DIRECT EXPENSES:						
STAFF TRAVEL/PARKING	3,750	18	421	3,329	11%	516
STAFF CONFERENCE & TRAINING	500	164	303	197	61%	(178)
STAFF MEMBERSHIP DUES	670	-	-	670	0%	168
TOTAL DIRECT EXPENSES:	4,920	182	725	4,195	15%	505
INDIRECT EXPENSES:						
SALARY EXPENSE (6.92 FTE)	755,465	67,417	192,584	562,881	25%	(3,718)
BENEFITS EXPENSE	233,179	20,005	56,313	176,865	24%	1,981
OTHER INDIRECT EXPENSE	166,149	10,934	44,951	121,198	27%	(3,414)
TOTAL INDIRECT EXPENSES:	1,154,793	98,356	293,848	860,944	25%	(5,150)
TOTAL ALL EXPENSES:	1,159,713	98,539	294,573	865,140	25%	(4,645)
NET INCOME (LOSS):	(559,713)	(29,782)	(129,714)	(429,999)	23%	10,214

Washington State Bar Association

Statement of Activities

For the Period from December 1, 2024 to December 31, 2024

25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
FOUNDATION						
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
CONSULTING SERVICES	3,200	-	-	3,200	0%	800
PRINTING & COPYING	1,000	-	-	1,000	0%	250
STAFF TRAVEL/PARKING	3,000	-	-	3,000	0%	750
SUPPLIES	2,000	-	-	2,000	0%	500
BOARD OF TRUSTEES	3,600	(102)	62	3,538	2%	838
EQUIPMENT/HARDWARE/SOFTWARE	2,400	220	659	1,741	27%	(59)
POSTAGE	400	-	-	400	0%	100
STAFF CONFERENCE & TRAINING	2,200	-	-	2,200	0%	550
TOTAL DIRECT EXPENSES:	17,800	117	721	17,079	4%	3,729
INDIRECT EXPENSES:						
SALARY EXPENSE (1.05 FTE)	106,460	9,334	26,908	79,552	25%	(293)
BENEFITS EXPENSE	34,056	2,882	8,154	25,902	24%	360
OTHER INDIRECT EXPENSE	25,210	1,655	6,805	18,406	27%	(502)
TOTAL INDIRECT EXPENSES:	165,726	13,871	41,867	123,859	25%	(435)
TOTAL ALL EXPENSES:	183,526	13,989	42,587	140,939	23%	3,294
NET INCOME (LOSS):	(183,526)	(13,989)	(42,587)	(140,939)	23%	3,294

Washington State Bar Association

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25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
HUMAN RESOURCES						
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
STAFF TRAVEL/PARKING	300	-	15	285	5%	60
STAFF MEMBERSHIP DUES	1,000	264	528	472	53%	(278)
SUBSCRIPTIONS	2,000	993	993	1,007	50%	(493)
STAFF TRAINING- GENERAL	36,800	(75)	-	36,800	0%	9,200
RECRUITING AND ADVERTISING	8,000	120	489	7,511	6%	1,511
PAYROLL PROCESSING	50,000	3,467	15,943	34,057	32%	(3,443)
SALARY SURVEYS	1,000	-	-	1,000	0%	250
CONSULTING SERVICES	10,000	-	-	10,000	0%	2,500
STAFF CONFERENCE & TRAINING	2,200	-	71	2,129	3%	479
TRANSFER TO INDIRECT EXPENSE	(111,300)	(4,769)	(18,040)	(93,260)	16%	(9,785)
TOTAL DIRECT EXPENSES:	-	-	-	-		-
INDIRECT EXPENSES:						
SALARY EXPENSE (4.00 FTE)	565,461	45,484	151,734	413,727	27%	(10,368)
ALLOWANCE FOR OPEN POSITIONS	(200,000)	-	-	(200,000)	0%	(50,000)
BENEFITS EXPENSE	113,451	11,863	35,097	78,354	31%	(6,734)
OTHER INDIRECT EXPENSE	96,040	6,318	25,974	70,066	27%	(1,964)
TOTAL INDIRECT EXPENSES:	574,952	63,665	212,805	362,147	37%	(69,067)
TOTAL ALL EXPENSES:	574,952	63,665	212,805	362,147	37%	(69,067)
NET INCOME (LOSS):	(574,952)	(63,665)	(212,805)	(362,147)	37%	(69,067)

Washington State Bar Association

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25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
LAW CLERK PROGRAM						
REVENUE:						
LAW CLERK FEES	204,000	55,500	67,667	136,333	33%	16,667
LAW CLERK APPLICATION FEES	3,200	300	1,800	1,400	56%	1,000
TOTAL REVENUE:	207,200	55,800	69,467	137,733	34%	17,667
DIRECT EXPENSES:						
SUBSCRIPTIONS	250	-	-	250	0%	63
DEPRECIATION	12,000	-	-	12,000	0%	3,000
CHARACTER & FITNESS INVESTIGATIONS	100	-	-	100	0%	25
LAW CLERK BOARD EXPENSE	8,000	-	1,440	6,560	18%	560
SOFTWARE HOSTING	681	55	166	515	24%	5
LAW CLERK OUTREACH	30,000	-	-	30,000	0%	7,500
TOTAL DIRECT EXPENSES:	51,031	55	1,605	49,426	3%	11,152
INDIRECT EXPENSES:						
SALARY EXPENSE (1.23 FTE)	111,508	9,241	28,261	83,247	25%	(384)
BENEFITS EXPENSE	37,621	3,094	8,757	28,864	23%	648
OTHER INDIRECT EXPENSE	29,532	1,935	7,955	21,577	27%	(572)
TOTAL INDIRECT EXPENSES:	178,661	14,271	44,973	133,688	25%	(308)
TOTAL ALL EXPENSES:	229,692	14,325	46,579	183,113	20%	10,844
NET INCOME (LOSS):	(22,492)	41,475	22,888	(45,380)	-102%	28,511

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25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
LEGISLATIVE						
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
STAFF TRAVEL/PARKING	2,500	18	18	2,482	1%	607
STAFF MEMBERSHIP DUES	200	-	-	200	0%	50
JUD RECOMMEND COMMITTEE	2,250	-	-	2,250	0%	563
SUBSCRIPTIONS	2,000	1,986	1,986	14	99%	(1,486)
TELEPHONE	575	48	144	431	25%	(0)
CONTRACT LOBBYIST	15,000	-	-	15,000	0%	3,750
LEGISLATIVE COMMITTEE	1,250	112	112	1,138	9%	201
BOG LEGISLATIVE COMMITTEE	300	-	-	300	0%	75
STAFF CONFERENCE & TRAINING	2,200	-	2,101	99	95%	(1,551)
TOTAL DIRECT EXPENSES:	26,275	2,164	4,361	21,914	17%	2,208
INDIRECT EXPENSES:						
SALARY EXPENSE (1.70 FTE)	160,438	14,096	40,648	119,790	25%	(539)
BENEFITS EXPENSE	53,043	4,497	12,712	40,331	24%	549
OTHER INDIRECT EXPENSE	40,817	2,681	11,022	29,795	27%	(818)
TOTAL INDIRECT EXPENSES:	254,298	21,274	64,382	189,916	25%	(808)
TOTAL ALL EXPENSES:	280,573	23,438	68,743	211,830	25%	1,400
NET INCOME (LOSS):	(280,573)	(23,438)	(68,743)	(211,830)	25%	1,400

Washington State Bar Association

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25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
LICENSING & MEMBERSHIP RECORDS						
REVENUE:						
STATUS CERTIFICATE FEES	27,000	2,225	8,350	18,650	31%	1,600
INVESTIGATION FEES	20,000	2,600	7,000	13,000	35%	2,000
PRO HAC VICE **	400,000	22,009	91,655	308,345	23%	(8,345)
MEMBER CONTACT INFORMATION	3,000	1,275	2,848	152	95%	2,098
PHOTO BAR CARD SALES	200	36	96	104	48%	46
TOTAL REVENUE:	450,200	28,145	109,950	340,250	24%	(2,600)
DIRECT EXPENSES:						
POSTAGE	17,652	-	89	17,563	1%	4,324
SOFTWARE HOSTING	18,380	1,472	4,412	13,968	24%	183
TOTAL DIRECT EXPENSES:	36,032	1,472	4,501	31,531	12%	4,507
INDIRECT EXPENSES:						
SALARY EXPENSE (4.83 FTE)	515,705	45,501	126,639	389,066	25%	2,288
BENEFITS EXPENSE	158,553	13,439	37,628	120,925	24%	2,010
OTHER INDIRECT EXPENSE	115,968	7,624	31,341	84,627	27%	(2,349)
TOTAL INDIRECT EXPENSES:	790,226	66,564	195,608	594,618	25%	1,949
TOTAL ALL EXPENSES:	826,258	68,036	200,109	626,149	24%	6,456
NET INCOME (LOSS):	(376,058)	(39,891)	(90,159)	(285,899)	24%	3,856

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

Washington State Bar Association

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25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
LIMITED LICENSE LEGAL TECHNICIAN PROGRAM						
REVENUE:						
SEMINAR REGISTRATIONS	7,000	-	5,600	1,400	80%	3,850
LLLT LICENSE FEES	17,731	1,304	3,906	13,825	22%	(527)
MCLE LATE FEES	300	-	-	300	0%	(75)
TOTAL REVENUE:	25,031	1,304	9,506	15,525	38%	3,248
DIRECT EXPENSES:						
LLLT BOARD	11,500	-	368	11,132	3%	2,507
LLLT EDUCATION	1,000	-	-	1,000	0%	250
TOTAL DIRECT EXPENSES:	12,500	-	368	12,132	3%	2,757
INDIRECT EXPENSES:						
SALARY EXPENSE (0.66 FTE)	66,030	4,603	15,303	50,726	23%	1,204
BENEFITS EXPENSE	21,211	1,601	4,626	16,585	22%	677
OTHER INDIRECT EXPENSE	15,847	1,049	4,313	11,534	27%	(351)
TOTAL INDIRECT EXPENSES:	103,088	7,254	24,242	78,845	24%	1,529
TOTAL ALL EXPENSES:	115,588	7,254	24,610	90,977	21%	4,287
NET INCOME (LOSS):	(90,557)	(5,949)	(15,104)	(75,453)	17%	7,535

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25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
LIMITED PRACTICE OFFICERS						
REVENUE:						
INVESTIGATION FEES	300	200	200	100	67%	125
MCLE LATE FEES	4,000	-	150	3,850	4%	(850)
LPO EXAMINATION FEES	23,000	-	8,500	14,500	37%	2,750
LPO LICENSE FEES	160,000	13,098	39,187	120,813	24%	(813)
LPO LATE LICENSE FEES	2,000	-	-	2,000	0%	(500)
TOTAL REVENUE:	189,300	13,298	48,037	141,263	25%	712
DIRECT EXPENSES:						
FACILITY, PARKING, FOOD	9,500	-	-	9,500	0%	2,375
EXAM WRITING	19,000	4,200	4,200	14,800	22%	550
LPO BOARD	4,000	-	-	4,000	0%	1,000
LPO OUTREACH	1,000	-	-	1,000	0%	250
PRINTING & COPYING	200	-	-	200	0%	50
SUPPLIES	200	-	-	200	0%	50
SOFTWARE HOSTING	3,404	273	818	2,586	24%	33
TOTAL DIRECT EXPENSES:	37,304	4,473	5,018	32,286	13%	4,308
INDIRECT EXPENSES:						
SALARY EXPENSE (0.70 FTE)	67,660	4,740	16,404	51,255	24%	511
BENEFITS EXPENSE	22,097	1,659	4,799	17,297	22%	725
OTHER INDIRECT EXPENSE	16,807	1,096	4,505	12,302	27%	(303)
TOTAL INDIRECT EXPENSES:	106,563	7,495	25,708	80,855	24%	932
TOTAL ALL EXPENSES:	143,867	11,968	30,726	113,141	21%	5,241
NET INCOME (LOSS):	45,433	1,330	17,311	28,121	38%	5,953

Washington State Bar Association

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25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
MANDATORY CONTINUING LEGAL EDUCATION						
REVENUE:						
ACTIVITY APPLICATION FEE	600,000	57,000	179,800	420,200	30%	29,800
ACTIVITY APPLICATION LATE FEE	220,000	28,150	79,700	140,300	36%	24,700
MCLE LATE FEES	225,000	1,050	2,400	222,600	1%	(53,850)
ANNUAL ACCREDITED SPONSOR FEES	39,000	250	-	39,000	0%	(9,750)
ATTENDANCE LATE FEES	120,000	15,800	32,700	87,300	27%	2,700
COMITY CERTIFICATES	29,800	8,425	14,100	15,700	47%	6,650
TOTAL REVENUE:	1,233,800	110,675	308,700	925,100	25%	250
DIRECT EXPENSES:						
DEPRECIATION	142,183	12,012	36,036	106,147	25%	(490)
STAFF MEMBERSHIP DUES	500	-	500	-	100%	(375)
MCLE BOARD	4,000	-	992	3,008	25%	8
STAFF TRAVEL/PARKING	50	-	-	50	0%	13
STAFF CONFERENCE & TRAINING	4,600	-	-	4,600	0%	1,150
TOTAL DIRECT EXPENSES:	151,333	12,012	37,528	113,805	25%	305
INDIRECT EXPENSES:						
SALARY EXPENSE (4.78 FTE)	402,008	38,537	109,688	292,320	27%	(9,186)
BENEFITS EXPENSE	136,972	11,825	33,174	103,797	24%	1,069
OTHER INDIRECT EXPENSE	114,768	7,554	31,054	83,714	27%	(2,362)
TOTAL INDIRECT EXPENSES:	653,747	57,915	173,916	479,832	27%	(10,479)
TOTAL ALL EXPENSES:	805,080	69,927	211,444	593,637	26%	(10,174)
NET INCOME (LOSS):	428,720	40,748	97,256	331,463	23%	(9,924)

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25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
MEMBER SERVICES & ENGAGEMENT						
TEAM						
(LLB-MINI-MSE-NME)						
REVENUE:						
ROYALTIES	10,800	1,200	5,150	5,650	48%	2,450
NMP PRODUCT SALES	60,000	45,765	82,119	(22,119)	137%	67,119
DIGITAL VIDEO SALES	25,000	13,083	18,277	6,723	73%	12,027
SPONSORSHIPS	11,500	-	-	11,500	0%	(2,875)
SEMINAR REGISTRATIONS	16,000	-	-	16,000	0%	(4,000)
TRIAL ADVOCACY PROGRAM	15,000	-	-	15,000	0%	(3,750)
TOTAL REVENUE:	138,300	60,048	105,546	32,754	76%	70,971
DIRECT EXPENSES:						
STAFF TRAVEL/PARKING	3,500	-	36	3,464	1%	839
STAFF CONFERENCE & TRAINING	2,200	-	-	2,200	0%	550
SMALL TOWN AND RURAL COMMITTEE	7,500	-	-	7,500	0%	1,875
PRINTING & COPYING	1,600	-	-	1,600	0%	400
NEW LAWYER OUTREACH	1,000	-	-	1,000	0%	250
DISABILITY ACCOMMODATIONS	2,000	-	-	2,000	0%	500
HONORARIUM	1,500	-	-	1,500	0%	375
YLL SECTION PROGRAM	1,300	30	280	1,020	22%	45
SMALL TOWN AND RURAL COMMITTEE OUTREACH AND ACTIVITIES	65,000	-	-	65,000	0%	16,250
ON24 OVERAGE CHARGE	4,500	-	-	4,500	0%	1,125
MEMBER ENGAGEMENT COUNCIL	500	-	-	500	0%	125
WYLC CLE COMPS	1,000	-	-	1,000	0%	250
WYLC OUTREACH EVENTS	5,000	-	-	5,000	0%	1,250
SPEAKERS & PROGRAM DEVELOP	100	-	-	100	0%	25
WYL COMMITTEE	15,000	-	703	14,297	5%	3,047
TRIAL ADVOCACY EXPENSES	1,700	-	-	1,700	0%	425
LAW LIBRARY DESKBOOK ACCESS	10,000	9,311	9,311	689	93%	(6,811)
LAW SCHOOL OUTREACH	500	-	-	500	0%	125
RECEPTION/FORUM EXPENSE	1,000	-	100	900	10%	150
INSURANCE REBATE	(3,375)	-	-	(3,375)	0%	(844)
STAFF MEMBERSHIP DUES	450	-	-	450	0%	113
LENDING LIBRARY	4,000	10	58	3,942	1%	942
NMP SPEAKERS & PROGRAM DEVELOPMENT	250	-	-	250	0%	63
TOTAL DIRECT EXPENSES:	126,225	9,351	10,488	115,737	8%	21,068
INDIRECT EXPENSES:						
SALARY EXPENSE (4.64 FTE)	333,094	25,252	72,177	260,916	22%	11,096
BENEFITS EXPENSE	126,899	10,055	28,289	98,609	22%	3,435
OTHER INDIRECT EXPENSE	111,406	7,321	30,095	81,311	27%	(2,244)
INSURANCE REBATE	(19,016)	-	-	(19,016)	0%	(4,754)
TOTAL INDIRECT EXPENSES:	552,383	42,627	130,562	421,821	24%	7,534
TOTAL ALL EXPENSES:	678,608	51,978	141,050	537,558	21%	28,602
NET INCOME (LOSS):	(540,308)	8,070	(35,504)	(504,803)	7%	99,573

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25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
OFFICE OF THE EXECUTIVE DIRECTOR						
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
LEADERSHIP TRAINING	20,000	-	-	20,000	0%	5,000
WASHINGTON LEADERSHIP INSTITUTE	100,000	-	100,000	-	100%	(75,000)
ED TRAVEL & OUTREACH	6,000	90	396	5,604	7%	1,104
STAFF TRAVEL/PARKING	2,000	197	535	1,465	27%	(35)
STAFF CONFERENCE & TRAINING	8,800	-	1,145	7,655	13%	1,055
STAFF MEMBERSHIP DUES	2,175	-	245	1,930	11%	299
TOTAL DIRECT EXPENSES:	138,975	287	102,322	36,653	74%	(67,578)
INDIRECT EXPENSES:						
SALARY EXPENSE (3.90 FTE)	602,222	52,944	147,591	454,631	25%	2,965
BENEFITS EXPENSE	153,250	13,778	38,267	114,982	25%	45
OTHER INDIRECT EXPENSE	93,639	6,155	25,303	68,336	27%	(1,893)
TOTAL INDIRECT EXPENSES:	849,110	72,877	211,161	637,950	25%	1,117
TOTAL ALL EXPENSES:	988,085	73,163	313,482	674,603	32%	(66,461)
NET INCOME (LOSS):	(988,085)	(73,163)	(313,482)	(674,603)	32%	(66,461)

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25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
OFFICE OF GENERAL COUNSEL						
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
STAFF TRAVEL/PARKING	3,500	-	-	3,500	0%	875
STAFF MEMBERSHIP DUES	2,090	-	1,625	465	78%	(1,103)
COURT RULES COMMITTEE	1,000	-	-	1,000	0%	250
CUSTODIANSHIPS	5,000	-	-	5,000	0%	1,250
WILLS	2,000	-	-	2,000	0%	500
LITIGATION EXPENSES	200	-	16	184	8%	34
DISABILITY ACCOMMODATIONS	6,000	-	-	6,000	0%	1,500
STAFF CONFERENCE & TRAINING	6,215	-	-	6,215	0%	1,554
TOTAL DIRECT EXPENSES:	26,005	-	1,641	24,364	6%	4,860
INDIRECT EXPENSES:						
SALARY EXPENSE (5.92 FTE) **	658,437	59,106	171,943	486,494	26%	(7,334)
BENEFITS EXPENSE	201,864	17,261	48,933	152,931	24%	1,533
OTHER INDIRECT EXPENSE	142,139	9,349	38,434	103,705	27%	(2,899)
TOTAL INDIRECT EXPENSES:	1,002,440	85,717	259,309	743,130	26%	(8,699)
TOTAL ALL EXPENSES:	1,028,445	85,717	260,950	767,494	25%	(3,839)
NET INCOME (LOSS):	(1,028,445)	(85,717)	(260,950)	(767,494)	25%	(3,839)

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

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25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
OFFICE OF GENERAL COUNSEL - DISCIPLINARY BOARD						
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSE:						
STAFF MEMBERSHIP DUES	100	-	-	100	0%	25
DISCIPLINARY BOARD EXPENSES	5,000	-	-	5,000	0%	1,250
CHIEF HEARING OFFICER	40,000	3,333	9,999	30,001	25%	1
COURT REPORTERS	25,000	(2,633)	2,849	22,151	11%	3,401
HEARING OFFICER EXPENSES	4,000	-	-	4,000	0%	1,000
HEARING OFFICER TRAINING	1,000	-	-	1,000	0%	250
APPOINTED COUNSEL	50,400	4,200	12,600	37,800	25%	-
DISCIPLINARY SELECTION PANEL	1,000	-	-	1,000	0%	250
STAFF CONFERENCE & TRAINING	2,000	-	-	2,000	0%	500
TOTAL DIRECT EXPENSES:	128,500	4,900	25,448	103,052	20%	6,677
INDIRECT EXPENSES:						
SALARY EXPENSE (1.30 FTE)	125,704	11,096	31,989	93,715	25%	(563)
BENEFITS EXPENSE	41,128	3,502	9,890	31,238	24%	392
OTHER INDIRECT EXPENSE	31,213	2,052	8,434	22,779	27%	(631)
TOTAL INDIRECT EXPENSES:	198,045	16,650	50,314	147,731	25%	(803)
TOTAL ALL EXPENSES:	326,545	21,550	75,762	250,783	23%	5,874
NET INCOME (LOSS):	(326,545)	(21,550)	(75,762)	(250,783)	23%	5,874

Washington State Bar Association

Statement of Activities

For the Period from December 1, 2024 to December 31, 2024

25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
PRACTICE OF LAW BOARD						
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
PRACTICE OF LAW BOARD	16,000	-	-	16,000	0%	4,000
TOTAL DIRECT EXPENSES:	16,000	-	-	16,000	0%	4,000
INDIRECT EXPENSES:						
SALARY EXPENSE (0.55 FTE)	47,386	4,167	12,014	35,372	25%	(167)
BENEFITS EXPENSE	16,398	1,390	3,917	12,480	24%	182
OTHER INDIRECT EXPENSE	13,205	863	3,546	9,659	27%	(245)
TOTAL INDIRECT EXPENSES:	76,989	6,420	19,478	57,512	25%	(230)
TOTAL ALL EXPENSES:	92,989	6,420	19,478	73,512	21%	3,770
NET INCOME (LOSS):	(92,989)	(6,420)	(19,478)	(73,512)	21%	3,770

Washington State Bar Association

Statement of Activities

For the Period from December 1, 2024 to December 31, 2024

25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
PUBLIC SERVICE PROGRAMS						
REVENUE:						
DONATIONS & GRANTS	132,400	-	-	132,400	0%	(33,100)
TOTAL REVENUE:	132,400	-	-	132,400	0%	(33,100)
DIRECT EXPENSES:						
DONATIONS/SPONSORSHIPS/GRANTS	300,000	32,975	78,441	221,559	26%	(3,441)
STAFF TRAVEL/PARKING	2,000	18	54	1,946	3%	446
PRO BONO & PUBLIC SERVICE COMMITTEE	2,500	-	-	2,500	0%	625
STAFF CONFERENCE & TRAINING	2,200	-	-	2,200	0%	550
PRO BONO CERTIFICATES	4,000	-	-	4,000	0%	1,000
TOTAL DIRECT EXPENSES:	310,700	32,993	78,495	232,205	25%	(820)
INDIRECT EXPENSES:						
SALARY EXPENSE (1.62 FTE)	136,915	11,812	34,061	102,854	25%	168
BENEFITS EXPENSE	47,862	4,015	11,328	36,534	24%	637
OTHER INDIRECT EXPENSE	38,896	2,565	10,543	28,353	27%	(819)
TOTAL INDIRECT EXPENSES:	223,674	18,391	55,932	167,742	25%	(13)
TOTAL ALL EXPENSES:	534,374	51,384	134,427	399,947	25%	(833)
NET INCOME (LOSS):	(401,974)	(51,384)	(134,427)	(267,547)	33%	(33,933)

Washington State Bar Association

Statement of Activities

For the Period from December 1, 2024 to December 31, 2024

25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
PUBLICATION & DESIGN SERVICES						
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
SUBSCRIPTIONS	200	-	-	200	0%	50
IMAGE LIBRARY	4,800	-	4,756	44	99%	(3,556)
TOTAL DIRECT EXPENSES:	5,000	-	4,756	244	95%	(3,506)
INDIRECT EXPENSES:						
SALARY EXPENSE (0.89 FTE)	76,345	7,064	20,364	55,981	27%	(1,277)
BENEFITS EXPENSE	26,506	2,300	6,484	20,022	24%	142
OTHER INDIRECT EXPENSE	21,369	1,399	5,751	15,618	27%	(408)
TOTAL INDIRECT EXPENSES:	124,220	10,762	32,598	91,621	26%	(1,544)
TOTAL ALL EXPENSES:	129,220	10,762	37,355	91,865	29%	(5,050)
NET INCOME (LOSS):	(129,220)	(10,762)	(37,355)	(91,865)	29%	(5,050)

Washington State Bar Association

Statement of Activities

For the Period from December 1, 2024 to December 31, 2024

25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REGULATORY SERVICES FTE						
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
STAFF MEMBERSHIP DUES	490	-	490	-	100%	(368)
STAFF CONFERENCE & TRAINING	8,400	-	-	8,400	0%	2,100
STAFF TRAVEL/PARKING	600	18	72	528	12%	78
TOTAL DIRECT EXPENSES:	9,490	18	562	8,928	6%	2,178
INDIRECT EXPENSES:						
SALARY EXPENSE (2.25 FTE)	300,943	25,760	75,181	225,762	25%	54
BENEFITS EXPENSE	84,916	7,157	20,325	64,591	24%	904
OTHER INDIRECT EXPENSE	54,022	3,567	14,664	39,358	27%	(1,159)
TOTAL INDIRECT EXPENSES:	439,881	36,484	110,170	329,711	25%	(200)
TOTAL ALL EXPENSES:	449,371	36,502	110,732	338,639	25%	1,978
NET INCOME (LOSS):	(449,371)	(36,502)	(110,732)	(338,639)	25%	1,610

Washington State Bar Association

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25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
REGULATORY REFORM						
REVENUE:						
TOTAL REVENUE:	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>		<u>-</u>
DIRECT EXPENSES:						
CONSULTING SERVICES	42,500	-	1,323	41,177	3%	9,302
TOTAL DIRECT EXPENSES:	<u>42,500</u>	<u>-</u>	<u>1,323</u>	<u>41,177</u>	<u>3%</u>	<u>-</u>
INDIRECT EXPENSES:						
SALARY EXPENSE (0.75 FTE)	109,615	9,605	27,692	81,923	25%	(288)
BENEFITS EXPENSE	29,839	2,564	7,272	22,567	24%	187
OTHER INDIRECT EXPENSE	18,007	1,189	4,888	13,119	27%	(386)
TOTAL INDIRECT EXPENSES:	<u>157,462</u>	<u>13,358</u>	<u>39,853</u>	<u>117,609</u>	<u>25%</u>	<u>(487)</u>
TOTAL ALL EXPENSES:	<u>199,962</u>	<u>13,358</u>	<u>41,175</u>	<u>158,787</u>	<u>21%</u>	<u>(487)</u>
NET INCOME (LOSS):	<u>(199,962)</u>	<u>(13,358)</u>	<u>(41,175)</u>	<u>(158,787)</u>	<u>21%</u>	<u>8,815</u>

Washington State Bar Association

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For the Period from December 1, 2024 to December 31, 2024

25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
SERVICE CENTER						
REVENUE:						
	_____	_____	_____	_____	_____	_____
TOTAL REVENUE:	-	-	-	-	-	-
DIRECT EXPENSES:						
	_____	_____	_____	_____	_____	_____
STAFF TRAVEL/PARKING	2,376	197	517	1,859	22%	77
STAFF CONFERENCE & TRAINING	677	-	-	677	0%	169
TOTAL DIRECT EXPENSES:	3,053	197	517	2,536	17%	246
INDIRECT EXPENSES:						
SALARY EXPENSE (5.78 FTE)	427,125	33,786	103,590	323,535	24%	3,191
BENEFITS EXPENSE	160,271	12,969	37,506	122,766	23%	2,562
OTHER INDIRECT EXPENSE	138,778	9,162	37,667	101,111	27%	(2,973)
TOTAL INDIRECT EXPENSES:	726,174	55,918	178,763	547,411	25%	2,781
TOTAL ALL EXPENSES:	729,227	56,115	179,280	549,947	25%	3,027
NET INCOME (LOSS):	(729,227)	(56,115)	(179,280)	(549,947)	25%	3,027

Washington State Bar Association

Statement of Activities

For the Period from December 1, 2024 to December 31, 2024

25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
SECTIONS ADMINISTRATION						
REVENUE:						
REIMBURSEMENTS FROM SECTIONS	275,000	-	94,080	180,920	34%	25,330
TOTAL REVENUE:	275,000	-	94,080	180,920	34%	25,330
DIRECT EXPENSES:						
STAFF TRAVEL/PARKING	1,500	-	-	1,500	0%	375
SECTION/COMMITTEE CHAIR MTGS	700	-	-	700	0%	175
STAFF MEMBERSHIP DUES	200	-	-	200	0%	50
TOTAL DIRECT EXPENSES:	2,400	-	-	2,400	0%	600
INDIRECT EXPENSES:						
SALARY EXPENSE (2.53 FTE)	169,092	13,480	38,553	130,538	23%	3,720
BENEFITS EXPENSE	67,073	5,476	15,319	51,754	23%	1,449
OTHER INDIRECT EXPENSE	60,745	4,033	16,581	44,164	27%	(1,395)
TOTAL INDIRECT EXPENSES:	296,910	22,989	70,453	226,456	24%	3,774
TOTAL ALL EXPENSES:	299,310	22,989	70,453	228,856	24%	4,374
NET INCOME (LOSS):	(24,310)	(22,989)	23,627	(47,937)	-97%	29,704

Washington State Bar Association

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25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
SECTIONS OPERATIONS						
REVENUE:						
SECTION DUES	438,280	-	145,514	292,767	33%	35,944
SEMINAR PROFIT SHARE	159,700	-	-	159,700	0%	(39,925)
INTEREST INCOME	2,050	-	-	2,050	0%	(513)
PUBLICATIONS REVENUE	1,250	-	-	1,250	0%	(313)
OTHER	44,203	5,245	13,160	31,043	30%	2,109
TOTAL REVENUE:	645,483	5,245	158,674	486,810	25%	(2,697)
DIRECT EXPENSES:						
DIRECT EXPENSES OF SECTION ACTIVITIES	759,773	14,697	85,920	673,853	11%	104,023
REIMBURSEMENT TO WSBA FOR INDIRECT EXPENSES	280,433	-	94,080	186,352	34%	(23,972)
TOTAL DIRECT EXPENSES:	1,040,206	14,697	180,001	860,205	17%	80,051
NET INCOME (LOSS):	(394,722)	(9,452)	(21,327)	(373,395)	5%	77,354

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25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
TECHNOLOGY						
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
CONSULTING SERVICES	115,000	8,315	46,500	68,500	40%	(17,750)
STAFF TRAVEL/PARKING	1,000	18	54	946	5%	196
STAFF MEMBERSHIP DUES	300	-	-	300	0%	75
TELEPHONE	90,000	6,701	22,582	67,418	25%	(82)
COMPUTER HARDWARE	66,200	2,242	15,265	50,935	23%	1,285
COMPUTER SOFTWARE	530,000	1,971	198,781	331,219	38%	(66,281)
HARDWARE SERVICE & WARRANTIES	50,000	-	21,699	28,301	43%	(9,199)
SOFTWARE MAINTENANCE & LICENSING	380,000	1,719	111,270	268,730	29%	(16,270)
THIRD PARTY SERVICES	65,000	521	1,012	63,988	2%	15,238
CLOUD INFRASTRUCTURE	130,000	3,969	8,025	121,975	6%	24,475
STAFF CONFERENCE & TRAINING	6,000	-	-	6,000	0%	1,500
TRANSFER TO INDIRECT EXPENSES	(1,433,500)	(25,456)	(425,189)	(1,008,311)	30%	66,814
TOTAL DIRECT EXPENSES:	-	-	-	-		-
INDIRECT EXPENSES:						
SALARY EXPENSE (12.00 FTE)	1,414,575	122,007	362,291	1,052,285	26%	(8,647)
BENEFITS EXPENSE	420,473	33,321	94,301	326,172	22%	10,817
CAPITAL LABOR & OVERHEAD	(75,000)	(9,215)	(21,979)	(53,021)	29%	(3,229)
OTHER INDIRECT EXPENSE	288,120	19,001	78,113	210,007	27%	(6,083)
TOTAL INDIRECT EXPENSES:	2,048,168	165,114	512,726	1,535,442	25%	(7,142)
TOTAL ALL EXPENSES:	2,048,168	165,114	512,726	1,535,442	25%	(7,142)
NET INCOME (LOSS):	(2,048,168)	(165,114)	(512,726)	(1,535,442)	25%	(684)

Washington State Bar Association

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25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
VOLUNTEER ENGAGEMENT						
REVENUE:						
TOTAL REVENUE:	-	-	-	-		-
DIRECT EXPENSES:						
POSTAGE	600	-	468	132	78%	(318)
STAFF MEMBERSHIP DUES	450	-	75	375	17%	38
STAFF CONFERENCE & TRAINING	5,200	-	135	5,065	3%	1,165
SUBSCRIPTIONS	816	-	358	458	44%	(154)
REGULATORY SCHOOL	45,000	-	5,102	39,898	11%	6,148
ABA DELEGATES	16,000	-	-	16,000	0%	4,000
TOTAL DIRECT EXPENSES:	68,066	-	6,138	61,928	9%	10,878
INDIRECT EXPENSES:						
SALARY EXPENSE (1.70 FTE)	150,680	12,807	25,091	125,588	17%	12,578
BENEFITS EXPENSE	51,454	4,294	10,131	41,324	20%	2,733
OTHER INDIRECT EXPENSE	40,817	2,704	11,118	29,699	27%	(914)
TOTAL INDIRECT EXPENSES:	242,951	19,806	46,340	196,611	19%	14,397
TOTAL ALL EXPENSES:	311,017	19,806	52,478	258,539	17%	14,397
NET INCOME (LOSS):	(311,017)	(19,806)	(52,478)	(258,539)	17%	25,276

Washington State Bar Association
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25% OF YEAR COMPLETE

	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE	% USED OF BUDGET	YEAR TO DATE VARIANCE FAVORABLE/(UNFAVORABLE)
INDIRECT EXPENSES:						
SALARIES	14,691,362	1,236,778	3,548,153	11,143,209	24%	124,687
TEMPORARY SALARIES	238,085	39,802	145,553	92,533	61%	(86,031)
CAPITAL LABOR & OVERHEAD	(75,000)	(9,215)	(21,979)	(53,021)	29%	3,229
ALLOWANCE FOR OPEN POSITIONS	(200,000)	-	-	(200,000)	0%	(50,000)
INSURANCE REBATE	(19,016)	-	-	(19,016)	0%	(4,754)
EMPLOYEE ASSISTANCE PLAN	4,800	-	-	4,800	0%	1,200
EMPLOYEE SERVICE AWARDS	2,610	80	750	1,860	29%	(98)
FICA (EMPLOYER PORTION)	1,110,604	85,396	258,507	852,097	23%	19,144
L&I INSURANCE	72,277	14,945	14,945	57,333	21%	3,125
WA STATE FAMILY MEDICAL LEAVE (EMPLO	33,182	2,365	7,190	25,991	22%	1,105
MEDICAL (EMPLOYER PORTION)	2,057,482	162,887	488,046	1,569,436	24%	26,325
RETIREMENT (EMPLOYER PORTION)	1,322,122	105,714	315,126	1,006,995	24%	15,404
TRANSPORTATION ALLOWANCE	34,000	22,234	22,820	11,180	67%	(14,320)
UNEMPLOYMENT INSURANCE	71,794	1,952	8,155	63,639	11%	9,794
TOTAL SALARY & BENEFITS EXPENSE:	19,344,303	1,662,936	4,787,265	14,557,037	25%	48,810
WORKPLACE BENEFITS	56,400	1,428	4,731	51,669	8%	9,369
HUMAN RESOURCES POOLED EXP	111,300	4,769	18,040	93,260	16%	9,785
MEETING SUPPORT EXPENSES	9,950	260	2,230	7,720	22%	258
RENT	900,000	79,637	225,847	674,153	25%	(847)
MOVE / DOWNSIZE EXPENSES	-	15,194	15,194	(15,194)		(15,194)
PERSONAL PROP TAXES-WSBA	8,400	541	1,623	6,777	19%	477
FURNITURE, MAINT, LH IMP	75,617	14,242	28,199	47,418	37%	(9,295)
OFFICE SUPPLIES & EQUIPMENT	22,164	769	4,114	18,050	19%	1,427
FURN & OFFICE EQUIP DEPRECIATION	112,375	9,606	28,209	84,166	25%	(115)
COMPUTER HARDWARE DEPRECIATION	42,000	2,955	9,102	32,898	22%	1,398
COMPUTER SOFTWARE DEPRECIATION	18,067	3,717	13,938	4,129	77%	(9,421)
INSURANCE	288,200	21,710	65,130	223,070	23%	6,920
WORK HOME FURNITURE & EQUIP	14,000	-	1,030	12,970	7%	2,470
PROFESSIONAL FEES-AUDIT	41,000	24,600	34,500	6,500	84%	(24,250)
PROFESSIONAL FEES-LEGAL	200,000	3,787	21,046	178,954	11%	28,954
ONLINE LEGAL RESEARCH	77,900	11,155	26,812	51,088	34%	(7,337)
ACCOMODATIONS FUND	6,500	-	-	6,500	0%	1,625
TRANSLATION SERVICES	12,000	494	1,651	10,349	14%	1,349
TELEPHONE & INTERNET	33,600	2,580	8,120	25,480	24%	280
POSTAGE - GENERAL	15,500	676	1,583	13,917	10%	2,292
RECORDS STORAGE	10,000	3,544	12,105	(2,105)	121%	(9,605)
BANK FEES	40,000	2,284	6,025	33,975	15%	3,975
PRODUCTION MAINTENANCE & SUPPLIES	13,000	3,739	4,028	8,972	31%	(778)
COMPUTER POOLED EXPENSES	1,433,500	25,456	425,189	1,008,311	30%	(66,814)
TOTAL OTHER INDIRECT EXPENSES:	3,541,473	233,141	958,445	2,583,028	27%	(73,077)
TOTAL INDIRECT EXPENSES:	22,885,776	1,896,078	5,745,711	17,140,065	25%	(24,267)

Washington State Bar Association

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25% OF YEAR COMPLETE

SUMMARY PAGE	FISCAL 2025 BUDGET	CURRENT MONTH	YEAR TO DATE	REMAINING BALANCE
ACCESS TO JUSTICE	(390,330)	(21,202)	(113,974)	(276,356)
ADMISSIONS/BAR EXAM	93,849	(33,913)	233,298	(139,450)
ADVANCEMENT FTE	(389,588)	(32,064)	(94,764)	(294,824)
BAR NEWS	(124,336)	12,410	(12,092)	(112,244)
BOARD OF GOVERNORS	(547,213)	(17,836)	(107,931)	(439,282)
CLE - PRODUCTS	699,820	279,070	412,525	287,296
CLE - SEMINARS	(433,917)	(13,958)	(73,888)	(360,029)
CLIENT PROTECTION FUND	241,176	136,940	227,670	13,505
CHARACTER & FITNESS BOARD	(173,905)	(15,851)	(39,665)	(134,239)
COMMUNICATIONS	(961,077)	(51,785)	(168,435)	(792,642)
COMMUNICATIONS FTE	(249,012)	(21,425)	(63,556)	(185,456)
DESKBOOKS	(200,902)	(23,375)	(70,544)	(130,358)
DISCIPLINE	(6,402,254)	(521,662)	(1,571,879)	(4,830,374)
DIVERSITY	(307,805)	(30,509)	(92,936)	(214,868)
FINANCE	(559,713)	(29,782)	(129,714)	(429,999)
FOUNDATION	(183,526)	(13,989)	(42,587)	(140,939)
HUMAN RESOURCES	(574,952)	(63,665)	(212,805)	(362,147)
LAW CLERK PROGRAM	(22,492)	41,475	22,888	(45,380)
LEGISLATIVE	(280,573)	(23,438)	(68,743)	(211,830)
LEGAL LUNCHBOX	(4,917)	8,725	4,919	(9,836)
LICENSE FEES	17,492,616	1,392,677	4,170,225	13,322,391
LICENSING AND MEMBERSHIP	(376,058)	(39,891)	(90,159)	(285,899)
LIMITED LICENSE LEGAL TECHNICIAN	(90,557)	(5,949)	(15,104)	(75,453)
LIMITED PRACTICE OFFICERS	45,433	1,330	17,311	28,121
MANDATORY CLE ADMINISTRATION	428,720	40,748	97,256	331,463
MEMBER WELLNESS PROGRAM	(229,651)	(19,063)	(58,152)	(171,499)
MINI CLE	(119,503)	(9,872)	(30,161)	(89,342)
MEMBER SERVICES & ENGAGEMENT	(395,069)	(27,786)	(65,374)	(329,694)
NEW MEMBER EDUCATION	(20,818)	37,002	55,112	(75,931)
OFFICE OF GENERAL COUNSEL	(1,028,445)	(85,717)	(260,950)	(767,494)
OFFICE OF THE EXECUTIVE DIRECTOR	(988,085)	(73,163)	(313,482)	(674,603)
OGC-DISCIPLINARY BOARD	(326,545)	(21,550)	(75,762)	(250,783)
PRACTICE OF LAW BOARD	(92,989)	(6,420)	(19,478)	(73,512)
PRACTICE MANAGEMENT ASSISTANCE	(173,653)	(11,870)	(22,357)	(151,296)
PROFESSIONAL RESPONSIBILITY PROGRAM	(215,119)	(17,661)	(54,143)	(160,976)
PUBLIC SERVICE PROGRAMS	(401,974)	(51,384)	(134,427)	(267,547)
PUBLICATION & DESIGN SERVICES	(129,220)	(10,762)	(37,355)	(91,865)
REGULATORY SERVICES FTE	(449,371)	(36,502)	(110,732)	(338,639)
REGULATORY REFORM	(199,962)	(13,358)	(41,175)	(158,787)
SECTIONS ADMINISTRATION	(24,310)	(22,989)	23,627	(47,937)
SECTIONS OPERATIONS	(394,722)	(9,452)	(21,327)	(373,395)
SERVICE CENTER	(729,227)	(56,115)	(179,280)	(549,947)
TECHNOLOGY	(2,048,168)	(165,114)	(512,726)	(1,535,442)
VOLUNTEER EDUCATION	(311,017)	(19,806)	(52,478)	(258,539)
INDIRECT EXPENSES	22,885,776	1,896,078	5,745,711	17,140,065
TOTAL OF ALL	(21,336,416)	(2,227,576)	(6,052,407)	(15,284,008)
NET INCOME (LOSS)	(1,549,360)	331,498	306,696	(1,856,056)