

- C. Quorum - established
- D. Introduce New Board Member - Dove
- E. Notice of Recording: Starting in January 2022, audio-only recordings of the monthly teleconference will be posted online. We ask that you remain aware of this if you choose to speak during today's call. To protect your personal anonymity, you may participate in the guest introductions by identifying yourself using the chat function. Similarly, during guest comment periods, you may choose to submit a question via the chat function, and your first name will not be mentioned. Thank you for your cooperation.
- F. Voluntary Request Reminder: To add your service title to your Name on Zoom (e.g. Tamara P., Board Secretary; Christine B., Literature Committee Chair, etc.) for newcomers to see.
- G. Tradition 6 - *An ACA group ought never endorse, finance or lend the ACA name to any related facility or outside enterprise, lest problems of money, property and prestige divert us from our primary purpose.*
- H. Concept 6 -*On behalf of ACA as a whole, our Annual Business Conference has the principal responsibility for the maintenance of our world services, and it traditionally has the final decision respecting large matters of general policy and finance. But the Annual Business Conference also recognizes that the chief initiative and the active responsibility in most of these matters would be exercised primarily by the Trustee members of the World Service Organization when they act among themselves as the World Service Organization of Adult Children of Alcoholics.*
- I. Suggested Commitment to Service
- J. Guest Introductions

II. Minutes

TC Minutes for May 14, 2022 – link to document: [TCM_2022_05_14](#) - tabled to next meeting

III. Administrative Reports

- A. Chair Report and Executive Committee Report: Charlie H.
 - This is my last Chair report and I am stepping down on June 30. Sue V. will then be Chair. I have been a Board member for 5 years.
 - Key developments I see over past 5 years:
 - Now more than ever a global organization.
 - Business aspect has grown and the benefit of having special workers with professional skills.
 - Literature has grown with many publications that are more accessible for new people.
 - Volunteer participation has grown to over 200 people.
 - ABC delegates have grown and are representing groups from around the world.
 - AWC began during this time.
 - Moved out of “survival” mode.
 - Nominating Committee
 - Unfinished Business going forward
 - Diversity and inclusion

- Tools for groups/committees that get “derailed”
- Defining WSO’s role - shared understanding and trust
- Continue developing global publishing system - to literature around the world
- ABC - 3rd day and quarterly meetings
- Fellowship engagement
- Introduce New Executive Committee
 - Sue V. - Chair
 - Fredrik H. - Treasurer
 - Jasmina T. - Vice Chair (not present in meeting)
 - Tamara P. - Secretary (not present in meeting)
- Acknowledge four former Board Members
 - Mary Jo I.
 - Marcia J.
 - Bill D.
 - Jim B.

B. [Treasurer’s Report | ACA WSO](#): Fredrik H.

- In reviewing the Balance Sheet, we can see ACA WSO ended the month with \$919,640 in Total Assets. The previous month was \$971,214, resulting in a decrease of \$51,574. We hope this will be offset by an increase in the cost of literature.
- Our Total Cash and Cash Equivalents (Account 1000) decreased by \$26k. Inventory Assets (Account 1400) decreased due to the normal sell-through of inventory.
- WSO’s Total Liabilities & Equity was \$919,640 at the end of the period. This is a decrease of \$51,574 from the previous month. The Net Loss for the 4-month period is \$25,067.
- Note that the Equity Section includes Restricted Net Assets, which was created as a result of the International Literature Scholarship Fund. The month of April is showing a balance of \$7,324. Unrestricted Net Assets balance is \$810,193.
- Looking at the P&L we can see Total Income for the month was \$128.7k, showing a decrease of \$8.9k from the prior month. Total Income includes Shopify and Amazon Sales, and 7th Tradition Contributions. Shopify sales were \$42.7k, showing a decrease of \$5.9k from the prior month. Amazon sales were \$62.6k, showing a decrease of \$7.1k from the prior month. Contributions from 7th Tradition will be addressed below.
- The combined Cost of Goods Sold (COGS) was \$75.2k which was less than the prior month’s \$91.5k. This left WSO with a Gross Profit of \$53.5k before operating expenses.
- WSO Expenses on the P&L include payroll, overhead and operating expenses. Overall WSO Total Expenses were \$71.6k this month, which were higher than the prior month by \$8.5k. After deducting expenses from the Gross Profit, WSO was left with a Net Loss of \$18,169 for the month.
- Our Total Income of \$577.3k was \$65.5k less than the Budgeted amount of \$642.8k, or about 10% less than what we budgeted. Shopify sales were \$202.4k and 26% lower than the budget amount of \$274k. Amazon sales were \$265.2k and 22% higher than the budget amount of \$217.3k. The 7th Tradition Contributions came in at \$101.5k, and 20% lower than what was budgeted.

- Our expenses for the April period year-to-date were \$29k less than budgeted. Overall, our Actual YTD Net Loss of \$25,067 was greater than the Budgeted YTD Net Loss of \$18,709.
- WSO received \$20,399 in 7th Tradition Contributions for the month from members, groups, intergroups and regions. Contributions increased \$3k from the prior month. There were 6 contributions that were \$500 or more, totaling \$5,171.
- We received 16 contributions of \$327 for the International Literature Scholarship Fund. In the month of April funds in the amount of \$493 were sent to So Africa for their initial printing of Strengthen my Recovery books.
- See reports posted on ACA website (and in the Appendix).
- A huge thank you to those who contributed to help ACA continue to meet the growing need of the program throughout the world.
- WSO has created an electronic 7th Tradition basket using Venmo @acawso for contributions from inside the US and can still also easily accept contributions worldwide in our online shopping cart at shop.adultchildren.org.
- If you are interested in service at the world level, we would welcome you to join our committee and learn more about the finances of WSO while helping us build solid bonds with our members, groups, intergroups, and regions.

C. [WSO Office | ACA WSO](#): Bill D.

- Expecting major shipment of BRB and LPG from printer in India
- Products at Amazon Japan are now launched.
- We will soon launch e-books on Apple books.
- We need volunteers to answer the phones - please contact me if interested.

D. Guest Questions/Comments (5 minutes)

- I would appreciate hearing from Sue V., as new Chair, what you think are the relationships between WSO and the Conference, and WSO and the fellowship, based on concepts of service.
 - Sue V.- I am open to learning about all of this and can only share what I know now. I have been listening to the conversations around the WSO and the ABC Conference, and the role of ABC as the voice of the fellowship. I am excited about the third day of the ABC and the quarterly delegate meetings and how this will evolve. Also, I am excited about the ad hoc committee strategically looking at what this means for the ABC and the AWC and with the fellowship. I see it as a shared responsibility and shared leadership and deeply listening to the fellowship. In terms of World Service and fellowship - I see this as support - what support needs do we currently have and are we able to provide these. Such as the Global Members Committee was ratified by the conference. This committee has reported to the ABC and is working with the Board. I don't have all the answers and I want to listen in as to how the concepts guide us. Thank you for your question. Thank you for your confidence in me and I hope to live up to this.

- Thank you, Charlie, for your service as Chair. I learned a lot from you by your example, and you have been a role model for me. This has been a safe place for me to experience new role models and respectful, kind communication. Thank you for this.
- Request to Fredrik H. to respond to an email I sent him about a month ago - would appreciate it. Thanks for your service, Charlie, and the new members, and Sue V. I see a lot of issues coming up about shared ideas about what the Concepts and Traditions mean. I think this is extremely important. How can this be evolved without members being shut out for having different interpretations.
 - Charlie - The delay in your email response is me, not Fredrik, and I will commit to getting this to you this week. In terms of the Concepts and Traditions, I think when people talk through things long enough, they begin to understand each other better. People come with different frames of reference. I think having a shared, inclusive discussion would be the healthiest next step. The board is very committed to participating in this dialogue and not dictating it.
 - Sue V. - We love different opinions, stay curious and stay kind with one another. We need inclusive curiosity, with kindness. We are growing up as a fellowship - progress, not perfection.
 - Charlie - I am glad there is the level of interest in the Concepts.

BREAK

Board quorum established

IV. Motions read into the Record

A. Motions passed at a Board Working Session on May 12, 2022

1. **Motion:** That the ACA WSO implement a SIMPLE IRA retirement plan for its paid employees with an effective date of June 1, 2022, and that the General Manager or the Treasurer be authorized to enter into an agreement with ADP Retirement Services to set up and administer such a plan. (Fredrik H.)

Background: The laws of the State of California require that the ACA WSO implement a qualified retirement plan for its paid employees on or before June 30, 2022. The Finance Committee has reviewed the options for implementing such a plan and has examined three different types of plans that meet the legal requirements at a reasonable cost to WSO while providing reasonable benefits to employees. Based on its analysis, the Finance Committee is recommending a SIMPLE IRA plan administered by ADP, which already provides payroll services to WSO and will facilitate timely implementation and administration of the plan. See summary of the projected costs to WSO over the first five years - [W Retirement Plan Cost Summary.docx](#)

Second: Brad H.

Decision: Motion passed unanimously. Liz C. was absent.

2. **Motion:** To increase the hourly wage for the replacement Amazon / eCommerce Fulfillment Associate position in the 2022 budget (Fredrik H.)

Background: The work in Amazon and on our own ecommerce sites requires more knowledge and experience than we have been able to attract at the budgeted wage. Research done recently

with an Amazon consulting firm indicates the recommended starting wage for this position for someone who has very little experience, and the more experience, the higher the wage should be.

Second: Sue V.

Decision: Motion passed unanimously. Liz C. was absent.

B. Motion passed at a Board Working Session on May 26, 2022

Motion: To communicate to the Nominating Committee that the Board of Trustees has reviewed the Board Candidate Packet for Delinda H. (Dove) and we have no objections to her joining the Board as a full Board member. (Justine F.)

Second: Tamara P.

Decision: Motion passed unanimously.

C. Motion passed at a Board Special Session on June 2, 2022

Motion: To elect Sue V. as the WSO Board Chair starting July 1, with the understanding that we will go to a one year term for this role.

Second: Brad H.

Decision: Motion passed unanimously Sue V. was recused. Justine F. was absent


D. Motions passed via Specific Concurrence (SC)

(A Specific Concurrence is an electronic vote and is often considered time sensitive and/or has previously been discussed during Working Sessions)

1. **Motion:** To approve the funding in the amount \$1,015 plus any additional shipping for the Country of India IG from the International Literature Scholarship Fund for the purchase of BRB, LPG, YWB, SMR and LLWB. (Sue V.)

Background: To approve the funding in the amount \$1,015 plus any additional shipping for the Country of India IG from the International Literature Scholarship Fund for the purchase of BRB, LPG, YWB, SMR and LLWB. This motion has been approved by the Publishing Committee and the Business Collaboration Committee. This fund currently has approximately \$7,000.

Reference documents:  Letter to WSO for literature subsidy 2022.docx.pdf

 Principles of Subsidization Publishing 2021 07.pdf

Second: Tamara P.

Decision: Motion passed unanimously.

2. **Motion:** To establish the ad hoc Meeting and Service Safety Committee as a formal standing committee (Charlie H.)

Background: The ad hoc Meeting and Service Safety Committee (MSSC) was formed in 2021, with a mission to address safety issues related to virtual meeting environments during the coronavirus pandemic, and develop a long-term strategy and potential resources to help the ACA fellowship effectively address other chronic safety issues. On April 3, 2022, the Fellowship and Public Engagement Collaboration Committee approved to establish the MSSC as a formal standing

committee since virtual meetings within ACA will continue and therefore the committee's mission is ongoing.

Second: Liz C.

Decision: Motion passed unanimously.

3. **Motion:** To disband the Service Network Committee (Charlie H.)

Background: The Service Network Committee was formed in 2016, with a mission to identify ways to strengthen ACA's service structure. It worked to implement various elements of a comprehensive report presented to the Annual Business Conference (ABC) in 2017. In May 2022, the Committee recommended to the Board of Trustees to be disbanded, due to lack of leadership within the committee and resulting absence of continuity regarding committee mission and goals.

Second: Fredrik H.

Decision: Motion passed unanimously. Sue V. and Justine F. abstained.

V. Committee Reports:

(All reports can be found on the business website at: [ACA WSO | Adult Children of Alcoholics World Service Organization](#))

Business Operations

- A. [Distribution Center Oversight | ACA WSO](#): This committee is in a temporary pause, pending organization of the Business Operations Collaboration Committee.
- B. [Finance Committee | ACA WSO](#): Lucia S.
 - Committee meets weekly on Thursdays - all are welcome to join.
 - See report.
- C. [IT Committee | ACA WSO](#): Mary Jo
 - There was a significant number of new people - 63, 322 - who visited the website in May.
 - See report

Fellowship & Public Engagement

- D. [European Committee | ACA WSO](#): Fredrik H.
 - See report
- E. [Global Members Committee | ACA WSO](#): Marion M.
 - Committee supports 149 countries and would very much like more volunteers
 - See report

- F. [Member Services | ACA WSO](#): No report at meeting
- G. [Meeting and Service Safety Ad-Hoc Committee | ACA WSO](#): Dove H.
 - See report
- H. Public Services Committee
 - [Public Services | ACA WSO](#): No report at meeting -see link for monthly report
 - [H-and-I Committee | ACA WSO](#): No report at meeting - see link for monthly report
- I. [Representation, Equity and Accessibility Ad-Hoc Committee | ACA WSO](#): Joe H.
 - Charlie - This committee has reached the end of their two year term and the board is reviewing it in terms of next steps.
 - Joe H. - The concepts each letter represents REA are very important. We will wait to hear from the Board as to what we will do next.
 - See report

Policy & Structure

- J. [ABC AWC Committee | ACA WSO](#): Amber (ABC) and Alaska (AWC)
 - See report
- K. [ABC Proposals & Ballot Prep | ACA WSO](#): Jim R.
 - See report
- L. [Archives | ACA WSO](#): Marcia J.
 - See report
- M. [OPPM | ACA WSO](#): Vacant - no report
- N. [Nominating Committee | ACA WSO](#): Denise R.
 - See report
- O. Volunteer Resources Committee: Jim R.
 - New group on this committee and drafted purpose statement.
 - Looking at that form that new people fill out and this procedure.
 - Looking at creating breakout rooms where volunteers can go and share and ask questions, bring challenges, etc.

Content Development

- P. [Literature Committee | ACA WSO](#): Christine B.
 - The Volunteer Resources form that Jim referred to used to go to Member Services. I have contacted those who indicate interest in the Literature Committee. Most people who fill out this form ask for information about starting a meeting so this is an important role, yet not in the Literature Committee.
 - See report

Q. [Publishing Committee | ACA WSO](#): Sue V.

- New Slack channel - publishing_open_forum
- Need additional volunteers for Translation subcommittee- they meet 3rd Wed of the month, 1 pm ET
- See report

V. Guest Questions/Comments

- For the Literature committee - I understand that the safety card, formally known as addressing predatory behavior card, is in final review. Is there an update when it will be made available to all the fellowship?
 - Christine - This is coming up at our next Literature Evaluation meeting which is June 17. Thanks for asking.
- On the 12th of last month, the WeAgnostics virtual intergroup sent an email to San Francisco bay area intergroup, the ABC/AWC committee and Meeting Safety committee requesting redress for our grievance for the explicit and inflammatory post they had on their website about the WeAgnostics community. We asked in the email for some specific feedback from the intergroup. As the interim Chair for the intergroup, I am disappointed with the feedback from the committees that we contacted and the intergroup. What is the grievance process in place to help us with this redress?
 - Charlie - One question, is the questionable language still online?
 - No, the post was removed. We want to know what prompted this particular language that they used about the WeAgnostics community. Why did they think it was appropriate to be defamatory about another group within the fellowship?
 - Sue V. - Is it about the intergroup?
 - Yes, we have not received any communication from the intergroup. We requested a copy of the recording so we could know what we did that was so objectionable.
 - Sue V. - I don't think we have had this challenge before to have a process or policy since the groups are autonomous, unless it affects a group or the fellowship as a whole.
 - This did affect the group -it was defamatory.
 - Sue V. - Charlie, can we send an email to that intergroup and let them know what has been identified here and ask them to take this forward, or do they need any additional support from us, from a World Service perspective.
 - Charlie - I would like more time to think about it before committing to any action. Would you be open to me contacting you for more information?
 - Yes, I can provide you with all the emails.
 - Charlie - Send it to the Chair@acawso.org . Thank you.
- With the notification that we are not able to use the steps since we do not have the rights to them, has it been discussed to create a new set of steps in Literature Development? If so, how will we be notified?
 - Christine - Please address this question to the committee at LitDev@acawso.org This is the committee that is looking at questions such as this one. Please know that once this committee gets to this, it will be a long process with the fellowship input and participation.
 - Charlie - We, as an organization, WSO, have been told we will be exposed to legal action if we reprint the Tony A. steps. However, ACA has an open literature policy so there is no such restriction on an individual group using the material. WSO has no opinion if a group does this.

- When we put together Region II, we developed a hierarchy of things that meetings do, groups do, regions do, WSO does. Is there a way to coordinate, for instance, is there a hierarchy for literature and proposal development, workshops, town halls, service workshops, conventions? We were looking at a five year convention at WSO and then regions would do annual conferences. Is there any movement on trying to coordinate so we have a flow of materials and incoming literature development, and all of that.
 - Justine - I am the Chair of the Regions subcommittee under MSC. I would hate to limit the influx of ideas for workshops and literature to one service body. They are currently coming in from individuals sponsored by groups or sponsored by intergroups. The hope is that the Northeast US region would be a repository for workshop scripts. Yet if we assign the region to do this, does this mean the intergroups cannot do it?
 - Everygroup is autonomous, that is a given. WSO has a lot of work to do implementing the ABC proposals and serving the corporation requirements. Is there a way to use the Service structures to alleviate some of the pressure on WSO, which has ended up doing everything for everyone?
 - Charlie - I think this topic of regions holding conferences is part of the study commissioned by the last ABC in terms of the future of the annual meeting. As far as literature goes - anyone can create literature and distribute it at the local level as long as copyright is observed. I think the other topics you raised are more related to Member Services to have better coordination working together. Yet assigning roles to one level of the organization may not align with the Traditions. I like the idea of greater clarity about contributions coming from other directions.
 - Christine - At some point we are hoping to have a committee that will be involved with education, workshops and coordinating with the regions and anyone else who is doing workshops so we have an umbrella for our fellowship looking for resources. This role has not yet been filled and we are hoping to fill it.
 - Charlie - I am happy to pursue this conversation yet having a clearing house where we are working altogether may be the more fruitful approach.
- Question to Publishing - I am grateful to Lit Evaluation that they have finished their process in regards to the Bill of Rights. Having been someone who has worked on this I am so excited this has now gone to Publishing. Can you give us a timeframe for this?
 - Sue V. - We received it yesterday from Christine and it is now in our Publishing queue. We will be looking at the timing next week. I can commit to that once we figure out the timing we can post this on the open literature Slack channel. It is important to us and we will do it as quickly as we can.
- For Joe H. in REA committee, any plans for publication or flier for people to join that can be posted in the Traveler and/or ComLine. I was disappointed in some comments directed to some people at the ABC and so wanted to know if there are any plans for this.
 - We have a draft flier and draft business card, and trifold that are ready to go. I do not have permission to release them yet.
 - Charlie - to Joe, did you present these to a Collaboration Committee or the Board?
 - Joe - Not at the board level. We have developed it and presented it to an intergroup to beta test the material. It is on hold.
 - Charlie - This will need to be taken over by the next generation of REA leadership.
- Alaska - Last TC I asked that the document on how to deal with Zoom bombers be given to the Board so we can distribute it to the fellowship.
 - Charlie - We have not gotten to this, please send it to me and Sue directly as it needs to go up.
 - Dove - It did go to the Board and IT to post. MSSC no longer has at.

VI. Closing Activities

A. Announcements

- Next WSO Board Teleconference Meeting is on July 9, at 2:00pm EDT

B. Motion to Adjourn Meeting

C. Closing Serenity Prayer

Adult Children of Alcoholics World Service Organization

Balance Sheet

As of April 30, 2022

	Apr 30, 22	Mar 31, 22
ASSETS		
Current Assets		
Checking/Savings		
1000 · Cash & Cash Equivalents	441 207,35	467 211,01
Total Checking/Savings	441 207,35	467 211,01
Accounts Receivable		
1300 · Customer Receivable	2 450,00	2 695,00
Total Accounts Receivable	2 450,00	2 695,00
Other Current Assets		
1310 · Other Receivables	0,00	590,98
1320 · SHOPIFY-Shopp'g cart receivable	7 585,86	7 522,51
1330 · Interest Receivable	4,98	2,37
1350 · Prepaid Expenses	127 979,35	133 506,29
1400 · Inventory Asset	205 941,42	218 051,51
Total Other Current Assets	341 511,61	359 673,66
Total Current Assets	785 168,96	829 579,67
Fixed Assets		
1800 · Fixed Assets	150 860,29	150 860,29
1830 · ROU Assets (Leased Assets)	85 718,00	91 695,00
1860 · Accum. Depr' & Am't	-102 107,06	-100 921,23
Total Fixed Assets	134 471,23	141 634,06
TOTAL ASSETS	919 640,19	971 213,73
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
2000 · Accounts Payable	10 140,03	9 275,55
Total Accounts Payable	10 140,03	9 275,55
Credit Cards		
2011 · Bank of America-Corp Card #1794	-21,37	11 780,90
Total Credit Cards	-21,37	11 780,90
Other Current Liabilities		
2100 · Payroll Liabilities	14 870,93	31 265,55
2120 · Sales Tax Payable	4 522,98	6 251,16
2130 · Other Liabilities	3 225,00	2 996,00
2200 · Accrued Liabilities	8 733,71	7 329,94
Total Other Current Liabilities	31 352,62	47 842,65
Total Current Liabilities	41 471,28	68 899,10
Long Term Liabilities		
2300 · ROU Liability (Lease Liability)	85 718,00	91 695,00
Total Long Term Liabilities	85 718,00	91 695,00
Total Liabilities	127 189,28	160 594,10
Equity		
32000 · Unrestricted Net Assets	810 193,58	810 027,36
32100 · Restricted Net Assets	7 324,03	7 490,25
Net Income	-25 066,70	-6 897,98
Total Equity	792 450,91	810 619,63
TOTAL LIABILITIES & EQUITY	919 640,19	971 213,73

Adult Children of Alcoholics World Service Organization

Profit & Loss

April 2022

	Apr 22	Mar 22	\$ Change
Income			
4010 - Shopify Revenue	42 673,35	48 530,61	-5 857,26
4030 - Amazon Revenue	62 585,83	69 679,49	-7 093,66
4050 - Barnes & Noble Revenue	13,98	-20,97	34,95
4060 - Audible Revenue	147,00	1 952,09	-1 805,09
4070 - Royalty Contract Revenue	1 778,63	0,00	1 778,63
4080 - 7th Traditions Contributions	20 399,35	17 423,89	2 975,46
4200 - Other Revenue	1 089,50	5,83	1 083,67
Total Income	128 687,64	137 570,94	-8 883,30
Cost of Goods Sold			
5000 - Shopify-Cost of Goods Sold	31 887,29	37 617,09	-5 729,80
5050 - Amazon COGS	42 831,89	53 490,86	-10 658,97
5560 - International Printing Costs	493,46	354,74	138,72
Total COGS	75 212,64	91 462,69	-16 250,05
Gross Profit	53 475,00	46 108,25	7 366,75
Expense			
6010 - Payroll Expense	25 533,74	25 785,88	-252,14
6030 - Payroll Taxes	1 958,12	2 052,35	-94,23
6050 - Travel & Mileage Expense	7 351,50	2 969,87	4 381,63
6054 - Contractors	6 185,74	6 398,20	-212,46
6057 - Events	80,23	0,00	80,23
6070 - Program Initiatives	1 906,91	3 553,58	-1 646,67
6080 - Professional Fees	10 758,26	7 392,54	3 365,72
6090 - Technology IT Support	6 748,73	3 405,29	3 343,44
6110 - Insurance Expense	298,50	379,46	-80,96
6120 - Rent Expense	5 292,52	6 018,85	-726,33
6130 - Utilities Expense	391,74	1 049,95	-658,21
6140 - Office Expense	466,28	53,75	412,53
6150 - Dues and Subscriptions	170,78	57,70	113,08
6160 - Repairs & Maintenance	180,00	180,00	0,00
6190 - Tax Expense	265,00	34,31	230,69
6200 - Bank & Merchant Fees	3 067,85	2 639,14	428,71
6210 - Depreciation & Amortization	1 185,83	1 185,83	0,00
6500 - Bad Debt Expense	0,00	99,10	-99,10
9999 - Suspense Costs	-198,01	-90,60	-107,41
Total Expense	71 643,72	63 165,20	8 478,52
Net Income	-18 168,72	-17 056,95	-1 111,77

Adult Children of Alcoholics World Service Organization
Profit & Loss Budget vs. Actual
 January through April 2022

	<u>Jan - Apr 22</u>	<u>Budget</u>	<u>\$ Over Budget</u>
Income			
4010 · Shopify Revenue	202 406,97	273 966,61	-71 559,64
4030 · Amazon Revenue	265 153,48	217 266,53	47 886,95
4050 · Barnes & Noble Revenue	118,83	400,00	-281,17
4060 · Audible Revenue	4 226,51	11 200,00	-6 973,49
4070 · Royalty Contract Revenue	2 644,03	12 366,64	-9 722,61
4080 · 7th Traditions Contributions	101 526,97	126 433,36	-24 906,39
4150 · European Sales	70,04	66,64	3,40
4200 · Other Revenue	1 111,80	1 066,64	45,16
Total Income	577 258,63	642 766,42	-65 507,79
Cost of Goods Sold			
5000 · Shopify-Cost of Goods Sold	147 488,39	204 305,62	-56 817,23
5050 · Amazon COGS	196 014,53	169 528,28	26 486,25
5560 · International Printing Costs	1 476,45	1 266,64	209,81
Total COGS	344 979,37	375 100,54	-30 121,17
Gross Profit	232 279,26	267 665,88	-35 386,62
Expense			
6010 · Payroll Expense	96 509,79	108 697,51	-12 187,72
6030 · Payroll Taxes	8 250,38	8 936,03	-685,65
6050 · Travel & Mileage Expense	17 728,17	6 800,24	10 927,93
6054 · Contractors	23 717,78	32 851,14	-9 133,36
6057 · Events	258,48	4 000,16	-3 741,68
6070 · Program Initiatives	5 873,27	19 600,00	-13 726,73
6080 · Professional Fees	32 590,48	31 886,72	703,76
6090 · Technology IT Support	18 979,70	20 586,65	-1 606,95
6100 · License & Permits	391,00	66,72	324,28
6110 · Insurance Expense	1 234,46	1 183,36	51,10
6120 · Rent Expense	20 307,07	23 043,96	-2 736,89
6130 · Utilities Expense	2 221,21	2 146,72	74,49
6140 · Office Expense	3 887,15	6 386,72	-2 499,57
6150 · Dues and Subscriptions	421,22	713,36	-292,14
6160 · Repairs & Maintenance	2 744,85	833,36	1 911,49
6190 · Tax Expense	299,31	500,00	-200,69
6200 · Bank & Merchant Fees	15 118,62	12 766,80	2 351,82
6210 · Depreciation & Amortization	4 710,14	5 274,52	-564,38
6500 · Bad Debt Expense	99,10		
9999 · Suspense Costs	2 003,78	100,00	1 903,78
Total Expense	257 345,96	286 373,97	-29 028,01
Net Income	-25 066,70	-18 708,09	-6 358,61

[CLICK HERE TO VIEW THE 7TH TRADITION CONTRIBUTIONS FOR THIS MONTH](#)