

Profit and Loss Statement

Q1 January - March 2025

| Revenue | Q1 2025 | |
|--------------------------|----------------|-----------------|
| Membership Dues | | |
| Membership - 2024* | \$ | 2,024.00 |
| Membership - Individual | \$ | 2,340.44 |
| Sponsorship | | |
| Total Revenue | \$ | 4,364.44 |
| Expense | | |
| Salaries and wages | | |
| Contractors | | |
| Payroll taxes | | |
| Employee benefits | | |
| Office supplies | | |
| Rent | | |
| Fees | | |
| Fees - Open Collective | \$ | 97.64 |
| Operations expense | | |
| Operations - software | \$ | 33.58 |
| Professional services | | |
| Marketing and promotion | | |
| Stipends | | |
| Programs expense | | |
| Wellbeing and engagement | | |
| Rapid response | | |
| Other programs | | |
| Meetings and travel | | |
| Misc/Reserve | | |
| Total expense | \$ | 131.22 |
| Net income Q1 | \$ | 4,233.22 |

*See note about deferred revenue.