

INCOME	2017 budget	2018 (+3%)	2019 (+3%)	2020 (+3%)
Membership contributions	2 194 460,00	2 260 293,80	2 328 102,61	2 397 945,69
Publications	13 700,00	8 100,00	7 400,00	7 400,00
Seminars & Workshops	61 500,00	72 000,00	72 000,00	72 000,00
Miscellaneous	18 000,00	33 000,00	16 500,00	16 500,00
World Wide Academy	80 000,00	80 000,00	80 000,00	80 000,00
<b>Total Income:</b>	<b>2 367 660,00</b>	<b>2 453 393,80</b>	<b>2 504 002,61</b>	<b>2 573 845,69</b>

EXPENDITURE	2017 budget	2018 (+2%)	2019 (+2%)	2020 (+2%)
<b>PERSONNEL COSTS</b>				
Salaries & consultant fees	880 000,00	897 600,00	915 552,00	933 863,04
Taxes & social security charges	428 400,00	436 968,00	445 707,36	454 621,51
Staff saving scheme	29 000,00	29 000,00	29 000,00	33 000,00
Other costs (training...)	12 700,00	10 814,00	11 030,28	11 250,89
<b>Total</b>	<b>1 350 100,00</b>	<b>1 374 382,00</b>	<b>1 401 289,64</b>	<b>1 432 735,43</b>
<b>OPERATING COSTS</b>				
Running expenses	258 150,00	263 313,00	296 761,26	302 696,49
Contingencies (legal advice, experts...)	30 000,00	30 000,00	30 000,00	30 000,00
Rental cost for corporate flats	110 000,00	112 200,00	114 444,00	116 732,88
Car expenses	15 500,00	15 810,00	16 126,20	16 448,72
Building costs	89 000,00	59 980,00	55 979,60	57 099,19
Workshops & meetings	96 000,00	125 900,00	119 838,00	122 852,76
Publications	39 000,00	35 020,00	21 040,40	11 061,21
Conference/Symposium	45 000,00	50 000,00	0,00	10 000,00
Travel costs - Missions	160 000,00	180 000,00	183 600,00	187 272,00
<b>Total</b>	<b>842 650,00</b>	<b>872 223,00</b>	<b>837 789,46</b>	<b>854 163,25</b>
<b>INVESTMENT COSTS</b>				
IT equipment & software	28 000,00	18 240,00	18 787,20	19 350,82
Furniture & other equipment	110 000,00	45 000,00	7 000,00	7 210,00
<b>Total</b>	<b>138 000,00</b>	<b>63 240,00</b>	<b>25 787,20</b>	<b>26 560,82</b>
<b>Total Expenses</b>	<b>2 330 750,00</b>	<b>2 309 845,00</b>	<b>2 264 866,30</b>	<b>2 313 459,50</b>
<b>Income against expenditure</b>	<b>36 910,00</b>	<b>143 548,80</b>	<b>239 136,31</b>	<b>260 386,19</b>