

DRAFT BUDGET 2026

2026 Draft Budget	2019 Actuals	2020 Actuals	2021 Budget	2021 Actuals	2022 Budget	2022 Actuals	2023 Budget	2023 Actuals	2024 Budget	2024 Actuals	2025 Budget	2025 Projections as of 9/25	2026 Budget	% Revenue Growth/Decline
Income														
4200 · Membership	448,719	427,235	415,000	445,924	415,000	448,859	450,000	494,782	502,145	600,961	625,000	625,000	627,000	0.3%
4400 · Convention	1,609,812		1,295,000	1,539,960	1,605,000	1,774,003	2,055,000	2,047,050	2,025,000	2,037,046	2,026,302	2,034,125	2,042,000	0.4%
4450 · AOC Europe			150,000	263,549	175,000	309,334	325,000	487,143	475,000	729,306	1,682,124	2,310,560	2,465,000	6.7%
4500 · Conferences	1,202,382	165,501	392,000	233,990	295,000	303,685	747,500	841,258	680,750	707,888	943,950	895,000	698,350	-22.0%
4600 · Education	390,339	907,580	625,000	626,715	644,000	293,655	265,000	356,395	362,500	326,089	263,000	146,321	238,195	62.8%
4650 · Advocacy	36,950	-	-	168,500	222,000	70,000	65,000	61,500	65,000	123,500	195,000	10,000	7,500	-25.0%
4750 · Royalties	202,639	171,957	158,000	174,157	158,000	166,089	156,750	123,875	208,600	213,661	268,190	205,500	212,050	3.2%
4760 · JED Subscriptions	31,574	21,137	30,000	18,264	25,000	12,574	18,000	11,468	12,000	9,211	5,000	2,475	-	-100.0%
4850 · Store Sales	10,759	5,615	3,500	12,160	4,000	10,626	10,500	12,695	11,000	20,201	13,500	13,500	15,400	14.1%
Total Income	\$3,933,174	\$1,699,025	\$3,068,500	\$3,483,219	\$3,543,000	\$3,388,825	\$4,092,750	\$4,436,167	\$4,341,995	\$4,767,862	\$6,022,066	\$6,242,481	\$6,305,495	4.5%
Expense														
5000 · Convention	708,295	7,061	647,000	694,379	914,200	795,112	920,200	833,396	821,400	919,155	942,970	945,000	1,014,570	7.4%
5099 · AOC Europe										36,462	750,520	1,171,243	973,880	-16.9%
5100 · Conferences	497,897	111,126	229,750	58,721	238,000	153,275	573,000	548,496	471,500	409,646	593,418	528,500	419,962	-20.5%
5200 · Membership services	184,607	146,947	169,600	141,370	212,700	169,562	201,800	179,603	225,600	207,012	269,500	265,000	325,000	22.6%
6100 · Fringe Benefits	214,670	312,454	316,350	271,498	357,498	245,922	324,988	348,466	391,100	452,042	479,830	412,330	440,415	6.8%
6190 · Personnel	1,146,270	1,029,580	1,163,400	1,099,119	1,500,853	1,265,349	1,660,411	1,564,921	1,949,000	1,796,922	2,096,742	2,065,405	2,166,947	4.9%
6200 · Facilities	152,725	268,838	148,900	126,944	139,744	133,941	139,636	150,648	164,120	147,592	152,560	137,885	154,356	11.9%
6300 · Education and Training	139,297	229,093	165,000	126,729	115,500	52,696	46,000	84,167	96,000	54,154	72,500	58,500	174,700	198.6%
6500 · Board Operations	161,661	7,984	5,000	40,330	108,700	85,768	127,000	96,071	97,000	97,237	112,000	89,500	92,000	2.8%
6695 · Advocacy and Outreach	45,152	8,360	25,000	100,557	110,500	76,367	130,000	74,682	152,000	110,618	181,250	157,760	119,000	-24.6%
6700 · Administration	368,579	342,904	366,500	381,368	410,215	407,487	475,260	536,897	529,435	525,150	509,593	521,945	569,477	9.1%
Total Expense	3,619,153	2,464,347	3,236,500	3,041,015	4,107,910	3,385,479	4,598,295	4,417,347	4,897,155	4,755,990	6,160,883	6,353,068	6,450,307	1.5%
Profit/Loss	\$314,021	-\$765,322	-\$168,000	\$442,204 363%	-\$564,910	\$3,346 101%	-\$505,545	\$18,820 104%	-\$555,160	\$11,872 102%	-\$138,817	-\$110,587 20%	-\$144,812	

DRAFT BUDGET 2026

2026 Draft Budget

	2025 2025 Budget	2025 Projections as of 9/25	2026 Budget	% Revenue Growth/Decline	Notes
Income					
4200 · Membership	625,000	625,000	627,000	0.3%	
4400 · Convention	2,026,302	2,034,125	2,042,000	0.4%	
4450 · AOC Europe	1,682,124	2,310,560	2,465,000	6.7%	
4500 · Conferences	943,950	895,000	698,350	-22.0%	2 fewer conference in 2026 compared to 2025
4600 · Education	263,000	146,321	238,195	62.8%	more F2F courses/workshops
4650 · Advocacy	195,000	10,000	7,500	-25.0%	sunsetting the product showcase offering
4750 · Royalties	268,190	205,500	212,050	3.2%	
4760 · JED Subscriptions	5,000	2,475	-	-100.0%	no more subscriptions going forward - member benefit only
4850 · Store Sales	13,500	13,500	15,400	14.1%	
Total Income	\$6,022,066	\$6,242,481	\$6,305,495	4.5%	
Expense					
5000 · Convention	942,970	945,000	1,014,570	7.4%	
5099 · AOC Europe	750,520	1,171,243	973,880	-16.9%	Finland is less expensive than Rome
5100 · Conferences	593,418	528,500	419,962	-20.5%	2 fewer conferences in 2026
5200 · Membership services	269,500	265,000	325,000	22.6%	\$26K for the Chapter communication tool; JED shipping more expensive; more staff travel
6100 · Fringe Benefits	479,830	412,330	440,415	6.8%	
6190 · Personnel	2,096,742	2,065,405	2,166,947	4.9%	moved bonuses here; no additional staff members (3 consultants)
6200 · Facilities	152,560	137,885	154,356	11.9%	
6300 · Education and Training	72,500	58,500	174,700	198.6%	more F2F courses/workshops
6500 · Board Operations	112,000	89,500	92,000	2.8%	
6695 · Advocacy and Outreach	181,250	157,760	119,000	-24.6%	switching to a less expensive podcast producer
6700 · Administration	509,593	521,945	569,477	9.1%	PAC \$27,600:
Total Expense	6,160,883	6,353,068	6,450,307	1.5%	
Profit/Loss	-\$138,817	-\$110,587 20%	-\$144,812		

5 year strategic goals

- Membership Growth
- International Presence
- Membership Growth
- International
- Membership, Comms/Outreach, and Education
- Education
- Membership, international, and Diversify

	2023 Final	2024 Final	2025 budget	2025 Projections as of 9/25	2026 Budget	Notes
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Income

4200 · Membership						
4211 · Individual Member New & Renew	\$ 254,596	260,648	295,000	\$ 264,000	\$ 260,000	
4213 · Industry Partner New & Renew	\$ 240,186	321,243	305,000	\$ 335,000	\$ 340,000	
4216 · Group Member New & Renew		19,070	25,000	\$ 26,000	\$ 27,000	
Total 4200 · Membership	\$ 494,782	600,961	625,000	\$ 625,000	\$ 627,000	
4400 · Convention						
4411 · Convention Registration	\$ 318,428	327,992.50	300,000	\$ 300,000	\$ 300,000	assuming flat with govt restrictions
4412 · Convention Sponsorship	\$ 256,015	266,380.00	260,000	\$ 260,000	\$ 260,000	assuming flat
4414 · Convention Exhibits	\$ 1,416,107	1,388,666.00	1,421,302	\$ 1,421,302	\$ 1,430,000	assuming flat
4416 · Exhibitor Hospitality Rooms	\$ 56,500	54,007.00	45,000	\$ 45,000	\$ 45,000	assuming flat
4419 · Upgrade Packages Profit Share	\$ -	0.00	-	\$ 7,823	\$ 7,000	
Total 4400 · Convention Income	\$ 2,047,050	2,037,046	2,026,302	\$ 2,034,125	\$ 2,042,000	
4450 · AOC Europe						
						all AOC Europe figures converted at 1.17 USD/EUR
4425 · AOC Europe Registration			\$ 226,720	\$ 495,984	\$ 580,000	in USD
4426 · AOC Europe Sponsorship			\$ 152,055	\$ 181,459	\$ 180,000	
4427 · AOC Europe Exhibits			\$ 1,289,349	\$ 1,598,931	\$ 1,684,000	assumes sellout N/I expansion
4428 · AOC Europe Hospitality Rooms			\$ 14,000	\$ 16,965	\$ 14,000	# available rooms TBD
4429 · AOC Europe Upgrade Package				\$ 6,131	\$ 7,000	
4431 · AOC Europe Profit Share (Clarion)/Other Income	\$ 487,143	\$ 729,306		\$ 11,090		profit share amount from Clarion in 2023-2024; 2025 - profit share from housing
Total 4400 · AOC Europe Income	\$ 487,143	\$ 729,306	1,682,124	\$ 2,310,560	\$ 2,465,000	
4500 · Conferences						
4511 · Conferences Registration	\$ 505,108	378,010	554,950	\$ 488,870	\$ 366,350	4 face-to-face conferences (Mugu, Crane, CEMA, Charleston)
4512 · Conference Sponsorship	\$ 336,150	325,250	379,000	\$ 406,130	\$ 332,000	4 face-to-face conferences (Mugu, Crane, CEMA, Charleston)
4711C · International Conferences	\$ -	4,628	10,000	\$ -	-	TL EW Live (\$0); AOC Asia(\$0)
Total 4500 · Conferences	\$ 841,258	707,888	943,950	\$ 895,000	\$ 698,350	
4600 · Education & Training						
4611 · PDC Registration	\$ 207,395	193,089	133,000	\$ 89,825	\$ 157,875	on-demand courses; 2 live workshops; 2 OD Live Course; 4 Live Courses
4612 · Webinar Sponsorship	\$ 149,000	133,000	130,000	\$ 56,496	\$ 80,320	
Total 4600 · Education	\$ 356,395	326,089	263,000	\$ 146,321	\$ 238,195	
4650 · Advocacy						
4651 · Advocacy - Industry Product Showcase	\$ 61,500	63,500	60,000	\$ 10,000	\$ 7,500	industry product showcase (program sunset in 2026)
4652 · Advocacy Sponsorship		60,000	135,000	\$ -	\$ -	
Total 4650 · Advocacy	61,500	123,500	195,000	10,000	\$ 7,500	
4750 · Royalties						
4204 · AOC Spectrum Watch Newsletter			23,750	\$ 8,000	\$ 10,000	AI Newsletter
4205 · Career Center Royalties (YM)	\$ 8,552	9,898	8,000	\$ 5,000	\$ 5,000	
4218 · e-Crow Royalty	\$ 17,909	19,790	25,000	\$ 25,000	\$ 25,000	eCrow
4219 · Industry Resources Eblast		11,335	40,000	\$ 25,000	\$ 35,200	industry resource eblasts
4220 · podcast Royalty	\$ 12,585	46,734	61,200	\$ 30,000	\$ 30,000	Podcast
4222 · Retargeting		3,616	7,900	\$ 8,500	\$ 8,600	retargeting
4225 · Show Daily Royalties (Naylor)	\$ -	1,455	12,000	\$ 4,000	\$ 6,000	
7312 · JED Royalties (Naylor)	\$ 55,719	87,118	79,140	\$ 85,000	\$ 83,000	Magazine only
7345 · JED Web Ads (Change name)	\$ 29,110	33,714	11,200	\$ 10,000	\$ 4,000	JED online
xxxx · Online Resource Guide (need GL)				\$ 5,000	\$ 5,250	Defense Electronics Resource Guide
Total 4750 · JED Royalties	\$ 123,875	\$ 213,661	\$ 268,190	\$ 205,500	\$ 212,050	
4760 · JED Subscriptions						
7311 · JED Subscriptions	\$ 11,468	9,211	5,000	\$ 2,475	-	no more subscriptions going forward - member benefit
7313 · Royalties - Misc.	\$ -		-	\$ -	-	
Total 4760 · JED Subscription	\$ 11,468	9,211	5,000	\$ 2,475	-	
4850 · Sales						
7320 · Jewelry & Mementos	\$ 11,059	18,028	11,000	\$ 12,000	\$ 13,000	
7325 · History Books	\$ 1,159	1,833	1,500	\$ 1,200	\$ 2,200	
7330 · Misc. Pubs	\$ 477	340	1,000	\$ 300	\$ 200	
Total 4850 · Sales	\$ 12,695	20,201	13,500	\$ 13,500	\$ 15,400	

	2023 Final	2024 Final	2025 budget	2025 Projections as of 9/25	2026 Budget	Notes
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7600 - Other

xxx - Investment Income		-				
7600 - Other revenue		-				

Total 7600 - Other	\$	-		\$	-	
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Total Income	\$	3,949,024	\$	4,767,862	\$	6,022,066	\$	6,242,481	\$	6,305,495
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Expenses**5000 - Convention**

5011 - Temps & Volunteers	\$	6,873	2,499	\$	3,000	\$	3,000	\$	3,500	
5015 - Food & Beverage	\$	441,126	495,957	\$	460,000	\$	469,700	\$	520,000	costs continuing to rise each year plus all day coffee
5020 - Speaker Fees	\$	4,000	393	\$	10,000	\$	10,000	\$	10,000	
5025 - AV Rentals	\$	154,866	150,129	\$	155,000	\$	155,000	\$	165,000	costs are up
5035 - Opening Event	\$	2,872		\$	5,000	\$	5,000	\$	-	
5040 - Rigging	\$	25,906	27,413	\$	35,000	\$	35,000	\$	30,000	
5041 - Electrical	\$	2,453	2,373	\$	5,000	\$	5,000	\$	3,000	
5044 - Gratuities/Licenses	\$	1,031	2,147	\$	2,500	\$	2,500	\$	2,500	
5045 - Convention Supplies	\$	1,552	579	\$	2,500	\$	2,500	\$	600	
5050 - Convention Travel	\$	18,392	22,383	\$	30,000	\$	30,000	\$	30,000	essential staff
5051 - Sponsor Branded Items	\$	8,495	11,557	\$	20,000	\$	20,000	\$	18,000	
5052 - Photography	\$	6,410	9,034	\$	7,000	\$	7,500	\$	9,000	
5053 - Video Production	\$	2,500	500	\$	3,000	\$	-	\$	2,000	
5054 - Entertainment/Décor	\$	25,317	54,537	\$	40,000	\$	40,000	\$	62,000	incr in all costs (rentals, labor) when reviewing 2025 projections & planned changes
5059 - Freight Shipping Courier	\$	-		\$	1,000	\$	1,000	\$	-	
5062 - Design and printing - Onsite Program	\$	6,142	7,699	\$	6,500	\$	9,330	\$	8,000	
5063 - Convention Marketing	\$	9,343	6,214	\$	10,000	\$	2,000	\$	7,500	
5064 - Registration Service	\$	28,175	31,509	\$	35,000	\$	35,000	\$	40,000	est
5065 - General Contractor	\$	27,337	10,000	\$	27,500	\$	27,500	\$	10,000	Mgmt Fee
5068 - Crow's Nest	\$	20,000	23,220	\$	20,000	\$	20,000	\$	26,000	incr with changes made 2025
5069 - Cleaning Services	\$	2,060	2,400	\$	3,000	\$	3,000	\$	3,000	Gaylord cleaning
5070 - Chapter Donations										no chapter donations
5071 - PMBS program or speaker lounge	\$	14,910	13,626	\$	15,000	\$	15,000	\$	-	nixed lounge, add'l costs for changes in other GLs
5074 - Speaker Expenses/Gifts	\$	-	884	\$	1,500	\$	1,500	\$	1,500	speaker coins
5076 - Security Guards	\$	17,845	17,477	\$	18,000	\$	18,000	\$	18,000	using private security where I can (cheaper than Gaylord)
5078 - Convention Software	\$	5,764	18,740	\$	18,470	\$	18,470	\$	18,470	MYS software and app
5080 - Onsite Internet	\$	-	4,675	\$	2,500	\$	2,500	\$	5,000	need add'l drop for GS
5082 - Medical Services	\$	-	3,208	\$	5,500	\$	5,500	\$	3,500	bringing back private medical
5084 - Miscellaneous	\$	28		\$	1,000	\$	1,000	\$	18,000	possible HeroBox again
Total 5000 - Convention	\$	833,396	\$	919,155	\$	942,970	\$	945,000	1,014,570	

5099 - AOC Europe

all AOC Europe figures converted at 1.17 USD/EUR									
5011E - Temps & Volunteers			\$	6,000	\$	6,737	\$	18,720	higher hourly rate in Helsinki
5015E - Food & Beverage			\$	120,000	\$	297,303	\$	362,700	
5025E - AV Rentals			\$	14,000	\$	94,867	\$	70,200	
5030E - Facility Rent			\$	250,700	\$	363,983	\$	280,000	rental fee
5035E - Opening Event			\$	25,000			\$	-	
5041E - Electrical					\$	30,771	\$	2,340	not paying for shell scheme power this year
5045E - Supplies			\$	2,000	\$	114	\$	585	
5050E - Travel		17,274	\$	57,000	\$	55,931	\$	64,350	SWAG - 2025 = 10 staff air/hotel + Bob/Sophie; site visits Bob/Kathy (\$7k)
5051E - Sponsor Branded Items							\$	-	n/a - sponsor provides
5052E - Photography			\$	8,000	\$	5,762	\$	8,000	includes travel and lodging for photographer
5053E - Video Production			\$	-			\$	-	
5054E - Entertainment/Décor			\$	5,000			\$	-	
5059E - Freight Shipping Courier			\$	3,000			\$	-	
5062E - Design and printing - Onsite Program			\$	5,000	\$	6,018	\$	6,000	
5063E - AOC Europe Marketing		300	\$	5,000	\$	909	\$	4,000	

	2023 Final	2024 Final	2025 budget	2025 Projections as of 9/25	2026 Budget	Notes
5064E · Registration Service			\$ 35,000	\$ 37,798	\$ 40,000	est - LiveBuzz (in GBP)
5065E · General Contractor			\$ 135,000	\$ 174,054	\$ 30,000	CN, Reg, & signage (not paying for shell scheme this year)
5069E · Cleaning Services			\$ 6,500	\$ 14,730	\$ 14,040	includes waste fee of 2.5/nsm + pre-during-post show cleaning
5070E · Chapter Donations						\$2K donation to chapters who volunteer * 3 possible chapters - are we killing this?
xxxE · Host Chapter Donations (need GL created)					\$ 2,500	\$2K donation to Host Chapters
5074E · Speaker Expenses/Gifts			\$ 5,400	\$ 5,439	\$ 6,500	Phil Sturley fee + air/hotel
5076E · Security Guards			\$ 20,000	\$ 8,145	\$ 7,605	3 incl in contract, hire +3
5078E · Software		14,094	\$ 18,470	\$ 18,470	\$ 18,470	MYS and app
5080E · Onsite Internet			\$ 6,000	\$ 5,604	\$ -	included in contract (reg, MR costs)
5082E · Medical Services			\$ 2,500	\$ 8,637	\$ -	included in contract
5083E · International Insurance			\$ 5,950	\$ 5,950	\$ 7,000	EST based on 2025 - USD expense
5084E · Miscellaneous		4,793	\$ 15,000	\$ 30,021	\$ 30,870	CTAX (VAT) services (in Euro only) + HeroBox (or similar, in case we can do - USD)
Total 5099 · AOC Europe	\$ -	\$ 36,462	\$ 750,520	\$ 1,171,243	\$ 973,880	
5100 · Conferences						
5105 · Conference Marketing	\$ 1,772	\$ 4,112	\$ 6,500	\$ 2,500	\$ 6,500	
5115 · Conference Expenses	\$ 532,332	\$ 399,643	\$ 575,418	\$ 520,000	\$ 403,462	4 face-to-face conferences (Mugu, Crane, CEMA, Charleston)
5120 · International Conference Expenses	\$ 14,392	\$ 5,891	\$ 11,500	\$ 6,000	\$ 10,000	Bob misc travel (NATO, SG2, Conv, AOC planning mtgs)
Total 5100 · Conference	\$ 548,496	\$ 409,646	\$ 593,418	\$ 528,500	\$ 419,962	
5200 · Member services						
5205 · COGS - Jewelry & Mementos	\$ 7,633	\$ 16,320	\$ 9,500	\$ 12,000	\$ 12,000	
5211 · Membership Marketing	\$ 12,765	\$ 18,828	\$ 15,000	\$ 10,000	\$ 15,000	brochures, linkedin marketing, etc.
5212 · Tradeshows	\$ 49,936	\$ 42,213	\$ 50,000	\$ 40,000	\$ 50,000	7 external shows with booth; 4 shows walk floor/attend (11 external shows total - buffer for travel)
5220 · Chapter Support						
5220A · Chapter Awards	\$ 2,873	\$ 4,484	\$ 6,000	\$ 5,000	\$ 5,000	Chapter of the year awards
5220B · Chapter Startup	\$ 1,315	\$ 9,601	\$ 5,000	\$ 5,000	\$ 5,000	
5022D · Chapter Rebates	\$ 37,256	\$ 54,402	\$ 55,000	\$ 48,000	\$ 55,000	
5022E · Regional Director Travel	\$ 1,741	\$ 3,831	\$ 10,000	\$ 10,000	\$ 10,000	includes chapter F&B @ convention; Chapter President training session
xxx 5022xxx · Chapter Communication Tool					\$ 26,000	email tool to connect to BillHighway for Chapters to communicate to members/non-members
5223 · Dues Notices	\$ 19,377	\$ 14,332	\$ 20,000	\$ 15,000	\$ 20,000	
5226 · Awards Programs						
5226A · Awards Cost/Shipping	\$ 13,423	\$ 15,792	\$ 12,000	\$ 13,000	\$ 12,000	
5226B · Awards Committee	\$ 2,123	\$ -	\$ -	\$ 3,000	\$ 3,000	Awards breakfast or gathering at Symposium/travel for awards chairman
5232 · AOC Legacy Support						
5241 · Membership Travel	\$ 5,868	\$ 9,567	\$ 10,000	\$ 15,000	\$ 20,000	staff travel to chapters and AOC shows
5244 · Membership Postage	\$ 25,293	\$ 17,643	\$ 23,000	\$ 20,000	\$ 20,000	
5245 · International JED shipping			\$ 54,000	\$ 69,000	\$ 72,000	\$36 per year * 2000 international members w magazine
Total 5200 · Membership services	\$ 179,603	\$ 207,012	\$ 269,500	\$ 265,000	\$ 325,000	
6100 · Fringe Benefits						
6110 · Fringe Benefits-FICA/Medicare	\$ 108,950	\$ 125,539	\$ 146,550	\$ 146,550	\$ 160,675	
6115 · Fringe Benefits - SUI	\$ 2,374	\$ 4,613	\$ 4,800	\$ 7,100	\$ 5,890	federal and state unemployment taxes
6120 · Fringe Benefits-Employee Benefits	\$ 114,482	\$ 167,449	\$ 214,994	\$ 93,447	\$ -	Jan-Jun 2025
6130 · Fringe Benefits-Retirement Plan Contribution	\$ 39,002	\$ 48,694	\$ 57,486	\$ 57,486	\$ 66,350	
6145 · Fringe Benefits-Staff Welfare	\$ 6,397	\$ 6,747	\$ 5,000	\$ 5,000	\$ 5,000	staff lunches, happy hours, Christmas celebration
6146 · Fringe Benefits- Merit Increase						
6147 · Fringe Benefits - other	\$ 75,262	\$ 99,000	\$ 36,000			rolled into PEO
6148 · Other	\$ 2,000		\$ 15,000			rolled into PEO
6165 · Fringe Benefits - HAS				\$ 500	\$ 1,000	
6170 · Fringe Benefits - PEO				\$ 102,247	\$ 201,500	
Total 6100 · Fringe Benefits	\$ 348,467	\$ 452,042	\$ 479,830	\$ 412,330	\$ 440,415	
6190 · Personnel						
6191 · Staff Labor	\$ 1,388,913	\$ 1,579,012	\$ 1,883,142	\$ 1,860,405	\$ 1,988,947	*22 FTE

	2023 Final	2024 Final	2025 budget	2025 Projections as of 9/25	2026 Budget	Notes
6194 · Contract Labor	\$ 176,008	\$ 217,910	\$ 213,600	\$ 205,000	\$ 178,000	3 consultants (global, Cong Affairs, AOC Europe)
Total 6190 · Personnel	\$ 1,564,921	\$ 1,796,922	\$ 2,096,742	\$ 2,065,405	\$ 2,166,947	
6200 · Facilities						
6214 · Real Estate Taxes	\$ 26,533	\$ 23,103	\$ 24,000	\$ 23,111	\$ 24,000	
6215 · Personal Property Tax	\$ 7,209	\$ 9,790	\$ 9,000	\$ 2,125	\$ 2,500	
6219 · Condo Fees/Building Fees	\$ 88,553	\$ 89,136	\$ 89,140	\$ 85,992	\$ 88,356	\$7363 per month
6290 · Repairs and Maintenance						
6290 · Repairs and Maintenance - Other	\$ -		\$ 5,000	\$ -	\$ 7,000	Capital improvement projects - repair LVF, 5 new chairs, and hvac units
6290A · Heating & A/C Maintenance/Repair	\$ 5,387	\$ 4,076	\$ 4,000	\$ 5,237	\$ 11,000	\$715 per quarter + buffer for repairs (2026 -2 circuitboard failures and at least one complete replacement)
6290C · Alarm/Security Maintenance	\$ 2,248	\$ 1,311	\$ 1,320	\$ 1,320	\$ 1,400	Current \$112.55/mo; anticipate 3% increase to \$116/mo
Total 6290 · Repairs and Maintenance						
6220 · Utilities	\$ 9,565	\$ 9,880	\$ 9,600	\$ 9,600	\$ 9,600	ave \$800 per mo
6224 · Janitorial Services	\$ 11,154	\$ 10,296	\$ 10,500	\$ 10,500	\$ 10,500	3 times per week / \$875 mo
6297 · Miscellaneous Facility Expenses	\$ -	\$ -				
Total 6200 · Facilities	\$ 150,648	\$ 147,592	\$ 152,560	\$ 137,885	\$ 154,356	
6300 · Professional Development - Training & Education						
6305 · Education Marketing	\$ 255	\$ 689	2,500	\$ 2,000	2,500	flyers, graphic design, LinkedIn, and video production
6315 · Professional Develop. Expenses	\$ 83,911	53,465	70,000	\$ 56,500	172,200	instructor fees + 30% + travel for Lauren and Sam + course expenses
Total 6300 · Professional Development - Training & Education	\$ 84,167	\$ 54,154	\$ 72,500	\$ 58,500	\$ 174,700	
6500 · BoD Operations						
6502 · Admin - Leadership Travel	\$ 24,938	\$ 16,785	\$ 30,000	\$ 20,000	\$ 25,000	President travel
6508 · Admin - Directors	\$ 63,954	\$ 77,948	\$ 60,000	\$ 50,000	\$ 50,000	2 face to face BOD meetings at Gaylord National (no travel to AOC Europe)
6511 · Admin - Past Presidents	\$ -	\$ 1,695	\$ 2,000	\$ -	\$ 2,000	annual pp dinner
6514 · Admin - Executive Director	\$ 5,920	\$ 809	\$ 5,000	\$ 5,000	\$ 5,000	travel to BoD mtgs, chapter meetings, prof devl, misc
6523 · Committee Misc	\$ -	\$ -	\$ 15,000	\$ 14,500	\$ 10,000	Future Leaders \$5K; EW in EW \$5K
6532 · EW Expert Travel	\$ 1,259	\$ -				misc travel to give AOC briefs at conferences
6544 · Senior Advisory Board	\$ -	\$ -	\$ -	\$ -	\$ -	
Total 6500 · BoD Operations	\$ 96,071	97,237	\$ 112,000	\$ 89,500	\$ 92,000	
6695 · Advocacy and Outreach						
6699D · Podcast Marketing			\$ 2,000		\$ 4,500	graphic design, buy ads, paid promotion, merchandise, etc.
6696 · Government Affairs	\$ 155	\$ 2,791	\$ 17,250	\$ 4,475	\$ 20,000	Govt/military travel and events/activities
6698 · Industry Outreach	\$ 15,295	\$ 19,417	\$ 20,000	\$ 14,975	\$ 28,500	Industry travel and events/activities
6699 · Podcast Series	\$ 59,232	\$ 88,410	\$ 142,000	\$ 138,310	\$ 66,000	Podcast Series and podcast events
Total 6695 · Government/Industry Affairs	\$ 74,682	\$ 110,618	\$ 181,250	\$ 157,760	\$ 119,000	
6700 · Administration						
6706 · AOC Marketing	\$ 3,627	\$ 4,801	12,000	\$ 10,000	\$ 12,000	business cards; branding updates; press releases; Naylor mtgs; JED binding (\$450); name tags, etc.
6707 · Miscellaneous Staff Travel	\$ 680	\$ 6,150	1,500	\$ 1,000	\$ 7,500	misc business development/sales travel
6708 · Sponsor Brochures	\$ 3,760	\$ 5,921	5,000	\$ 5,000	\$ 5,000	graphic design & printing (will include additional pages on partner program)
6710 · Dues/ Subscriptions - Admin	\$ 1,984	\$ 3,857	4,015	\$ 4,000	\$ 4,015	ASAE for staff (\$1495); NDIA (\$80); AFCEA (\$400); IAEE (\$600); PCMA (\$360x4=1440)
6716 · Staff Development	\$ 12,997	\$ 11,688	20,000	\$ 10,000	\$ 15,000	(\$700 per staff member includes registration fees & travel)
6718 · Office Supplies	\$ 3,366	\$ 3,089	5,000	\$ 5,000	\$ 5,000	
6720 · Office Misc.	\$ -	\$ 4,183	1,000	\$ 1,300	\$ 1,000	misc expenses (job postings, etc)
6722 · Software	\$ 36,108	\$ 55,654	62,138	\$ 65,000	\$ 51,782	Tsheets(\$1.6K); adobe products (\$1300+\$420); Informz (18,330); Slayte (\$11,700); \$1000 misc; PCI Compliance (\$1900); grammerly (\$432); GoTo (\$2400); AI platform (\$4200); ChatGPT (\$340); Buffer (\$60); Vimeo (\$600); Salesforce (\$7.5K)
6726 · Website Support	\$ 386	\$ 1,657	1,700	\$ 2,000	\$ 3,000	domain fees (\$200) plus retainer (\$125/mo); \$475 MapMe
6728 · Tech Support	\$ 28,564	\$ 51,453	54,000	\$ 54,000	\$ 54,000	IT support (4500 per mo) cyber security package, backup and disaster recovery
6732 · Database (AMS/CRM)						
6732A · CRM/AMS Fees	\$ 70,208	\$ 79,726	\$ 77,240	\$ 77,240	\$ 77,240	IMPX (\$37,240) BH (\$40K)
6732B · CRM/AMS Fees Customization	\$ 37,443	\$ 2,520	-	\$ 1,600	\$ 6,200	integrations:Slayte (\$1600); Sales Force (\$3K); Live Buzz (\$1600)
6734 · AOC Security (clearance expenses)	\$ 692	\$ 386	500		\$ 600	IdenTrust token for FSO & AFSSO; fingerprint fee or travel reimbursements

	2023 Final	2024 Final	2025 budget	2025 Projections as of 9/25	2026 Budget	Notes
6735 · Professional Fees	\$ 69,375	\$ -	\$ -			McKinley in 2023
6736 · Admin - Legal Fees	\$ -	\$ -	\$ 4,500	\$ -	\$ 4,500	
6738 · Accounting Fees	\$ 60,557	\$ 67,594	\$ 73,200	\$ 95,000	\$ 96,000	Ave \$7500/mo
6738A · Accounting Technology Fees	\$ 2,820	\$ 2,599	\$ 3,300	\$ 1,500	\$ 1,440	QBO, bill.com (\$120/mo)
6738B · Audit and Filing Fees	\$ 22,795	\$ 24,280	\$ 20,000	\$ 20,200	\$ 21,000	Audit and 990 filings
6739 · PAC Admin Fees					\$ 27,600	PAC Admin fees (\$18K) + D&O Insurance (\$7,600 annually); promotional items (\$2K) - 2025 \$18K was in Contract Labor
6740 · Telephone	\$ 5,680	\$ 6,173	\$ 6,300	\$ 5,000	\$ 6,400	VoIP (\$462 per mo); Mifi (\$56 per mo)
6742 · Software/Hardware/Email	\$ 4,116	\$ 1,424	\$ 6,900	\$ 1,000	\$ 1,000	WAP's (\$600); Clover (\$300); laptops are depreciated 1510
6744 · Internet	\$ 3,654	\$ 5,419	\$ 4,400	\$ 6,000	\$ 6,000	\$500 per mo
6746 · Bank Fees	\$ 96,641	\$ 93,168	\$ 75,000	\$ 90,000	\$ 90,000	credit card, wire transfer, and bank fees
6748 · Taxes and Licenses	\$ 1,103	\$ 301	\$ 1,000	\$ 500	\$ 500	\$1K State taxes for AOC merchandise; DC and Registered Agent fees
6750 · Brokerage Fees (Schwab)	\$ 28,710	\$ 31,819	\$ 15,000	\$ 10,000	\$ 15,000	
6752 · Payroll and PEO Fees	\$ 21,096	\$ 27,597	\$ 28,000	\$ 31,205	\$ 30,600	\$2550 per mo
6756 · Copier Rent/Maint	\$ 4,099	\$ 3,554	\$ 3,200	\$ 3,000	\$ 3,400	\$282 per mo
6758 · Postage Machine - Lease	\$ 2,709	\$ 1,609	\$ 1,700	\$ 1,700	\$ 1,700	\$365 per quarter + buffer for toner and service
6760 · Commercial Insurance	\$ 15,840	\$ 17,762	\$ 16,500	\$ 15,000	\$ 15,000	
6762 · Workers Compensation	\$ 1,923	\$ 2,294	\$ 3,000	\$ 3,000	\$ 3,000	
6764 · AOC HQ Elections	\$ 3,353	\$ 2,810	\$ 3,500	\$ 2,700	\$ 4,000	
7700 · Federal and VA UBIT Taxes	\$ (7,390)		\$ -		\$ -	UBIT taxes from podcast sales
6766 · Other - Admin	\$ -	\$ 5,661	\$ -		\$ -	
Total 6700 · Administration	\$ 536,898	\$ 525,150	\$ 509,593	\$ 521,945	\$ 569,477	
Total Expenses	\$ 4,417,348	\$ 4,755,990	\$ 6,160,883	\$ 6,353,068	\$ 6,450,307	
Profit/Loss	\$ (468,324)	\$ 11,872	\$ (138,817)	\$ (110,587)	\$ (144,812)	