

**American Radio Relay League  
Proposed 2022 – 2023  
Plan**

**Detailed Income Statement  
Revised 12/30/2021**

**BOARD  
CONFIDENTIAL**

**American Radio Relay League  
Detailed Income Statement  
2022 - 2023 Plan**

	2020 Actual	2021 Plan	2021 Plan (Reforecast)	2022 Plan	2023 Plan
<b>SUMMARY</b>					
<b>REVENUES</b>					
PUBLICATIONS & PRODUCTS	\$3,662,554	\$3,381,000	\$3,276,000	\$3,518,000	\$3,340,000
ADVERTISING	1,601,483	1,642,000	1,657,000	1,720,000	1,718,000
DUES & SUBSCRIPTIONS	6,981,276	7,203,000	6,881,000	7,163,000	7,268,000
PROGRAM & SERVICE FEES	862,634	917,000	900,000	945,000	971,000
INVESTMENT INCOME	867,695	222,000	222,000	350,000	350,000
CONTRIBUTIONS & SUPPORT	1,599,112	1,149,000	1,096,000	1,148,000	1,112,000
OTHER	114,342	76,000	79,000	81,000	81,000
<b>TOTAL REVENUES</b>	<b>15,689,096</b>	<b>14,590,000</b>	<b>14,110,000</b>	<b>14,925,000</b>	<b>14,842,000</b>
<b>DIRECT COSTS</b>					
PUBLICATIONS & PRODUCTS	1,512,566	1,204,000	1,191,000	1,416,000	1,265,000
MEMBERSHIP & SUBS	1,813,023	1,703,000	1,780,000	1,830,000	1,841,000
<b>TOTAL DIRECT COSTS</b>	<b>3,325,590</b>	<b>2,906,000</b>	<b>2,971,000</b>	<b>3,246,000</b>	<b>3,106,000</b>
<b>ADMINISTRATIVE EXPENSES</b>					
HEADQUARTERS	11,791,303	12,223,000	11,471,000	12,321,000	12,522,000
BOARD OF DIRECTORS, OFFICERS & COMMITTEES	181,538	342,000	342,000	415,000	415,000
SECTION LEVEL	62,914	120,000	120,000	119,000	119,000
<b>TOTAL ADMIN EXPENSES</b>	<b>12,035,755</b>	<b>12,686,000</b>	<b>11,933,000</b>	<b>12,855,000</b>	<b>13,056,000</b>
<b>TOTAL EXPENSES</b>	<b>15,361,344</b>	<b>15,591,000</b>	<b>14,905,000</b>	<b>16,101,000</b>	<b>16,164,000</b>
<b>NET EXCESS (DEFICIT) FROM OPERATIONS</b>	<b>327,752</b>	<b>(1,001,000)</b>	<b>(795,000)</b>	<b>(1,176,000)</b>	<b>(1,322,000)</b>
<b>PAYCHECK PROTECTION PROGRAM LOAN FORGIVENESS</b>	<b>0</b>	<b>1,049,000</b>	<b>1,049,000</b>	<b>0</b>	<b>0</b>
<b>EMPLOYEE RETENTION TAX CREDIT</b>	<b>0</b>	<b>0</b>	<b>330,000</b>	<b>0</b>	<b>0</b>
<b>NET EXCESS (DEFICIT)</b>	<b>\$327,752</b>	<b>\$48,000</b>	<b>\$584,000</b>	<b>(\$1,176,000)</b>	<b>(\$1,322,000)</b>

**American Radio Relay League  
Detailed Income Statement  
2022 - 2023 Plan**

	2020 Actual	2021 Plan	2021 Plan (Reforecast)	2022 Plan	2023 Plan
<b>REVENUES:</b>					
<b>PUBLICATION AND PRODUCT SALES:</b>					
ARRL Handbook	\$410,912	\$426,000	\$420,000	\$872,000	\$575,000
Repeater Directory	115,809	122,000	112,000	122,000	120,000
Ham Radio License Manual	585,418	558,000	558,000	519,000	500,000
Training Aids	498,998	415,000	415,000	347,000	400,000
Non-ARRL Publications	128,680	60,000	90,000	96,000	100,000
Royalty Items	226,321	288,000	260,000	195,000	175,000
Other Books	782,646	750,000	698,000	650,000	750,000
RSGB	55,510	36,000	11,000	12,000	15,000
Other Pubs/Product Sales	1,545	0	0	0	0
Membership Supplies	255,940	260,000	260,000	260,000	270,000
	-----	-----	-----	-----	-----
	3,061,780	2,916,000	2,824,000	3,072,000	2,905,000
Apparel Commissions	224	1,000	1,000	1,000	1,000
e-Book Royalties	98,840	96,000	96,000	48,000	60,000
Other Products: Publishing Rights	161	0	0	0	0
	-----	-----	-----	-----	-----
	99,225	97,000	97,000	49,000	61,000
Postage/Handling Fees	531,150	414,000	401,000	437,000	415,000
Amazon Freight & Damager Disc.	(19,471)	(30,000)	(30,000)	(24,000)	(25,000)
Sales Returns and Allow.	(10,130)	(16,000)	(16,000)	(16,000)	(16,000)
	-----	-----	-----	-----	-----
<b>TOTAL PUBLICATION &amp; PRODUCT SALES</b>	<b>3,662,554</b>	<b>3,381,000</b>	<b>3,276,000</b>	<b>3,518,000</b>	<b>3,340,000</b>
 <b>ADVERTISING:</b>					
QST	1,381,630	1,413,000	1,418,000	1,414,000	1,414,000
Electronic Advertising	39,899	37,000	40,000	46,000	46,000
On the Air Advertising	8,643	19,000	19,000	18,000	16,000
Ham Ads	11,093	11,000	11,000	11,000	11,000
QEX	5,700	5,000	6,000	6,000	6,000
NCJ	14,332	14,000	15,000	11,000	11,000
WEB Banners	53,988	48,000	51,000	61,000	61,000
LoTW Banner Ads	19,110	18,000	18,000	18,000	18,000
Podcast Advertising	9,890	12,000	12,000	12,000	12,000
All Other Advertising	57,198	65,000	66,000	122,000	122,000
	-----	-----	-----	-----	-----
<b>TOTAL ADVERTISING</b>	<b>\$1,601,483</b>	<b>\$1,642,000</b>	<b>\$1,657,000</b>	<b>\$1,720,000</b>	<b>\$1,718,000</b>

**American Radio Relay League  
Detailed Income Statement  
2022 - 2023 Plan**

	2020 Actual	2021 Plan	2021 Plan (Reforecast)	2022 Plan	2023 Plan
<b>REVENUES</b>					
<b>MEMBERSHIP DUES AND SUBSCRIPTIONS:</b>					
Term Membership Dues	\$6,264,730	\$6,493,000	\$6,221,000	\$6,535,000	\$6,647,000
Life Membership Dues	508,657	508,000	470,000	471,000	472,000
QST: Dealer	2,485	10,000	10,000	5,000	5,000
QEX Subscriptions	155,566	148,000	140,000	117,000	113,000
NCJ Subscriptions	46,837	45,000	40,000	34,000	32,000
OTA Subscriptions	3,002	0	0	0	0
<b>TOTAL DUES &amp; SUBSCRIPTIONS</b>	<b>6,981,276</b>	<b>7,203,000</b>	<b>6,881,000</b>	<b>7,163,000</b>	<b>7,268,000</b>
<b>PROGRAMS &amp; SERVICE FEES:</b>					
QSL Bureau Service	14,002	19,000	19,000	17,000	16,000
DXCC Fees and Receipts	456,184	435,000	435,000	467,000	475,000
W1AW Certificate Fees	1,781	0	0	0	0
CQ Revenue	52,799	50,000	50,000	50,000	51,000
Contest Fees	6,769	8,000	8,000	13,000	13,000
Lab Fees	16	0	0	0	0
Volunteer Exam Fees	323,896	402,000	385,000	398,000	415,000
VEC Certificate Fees	3,871	0	0	0	0
IARP Fees	590	1,000	1,000	0	0
Non-Member FCC changes	2,727	2,000	2,000	2,000	2,000
<b>TOTAL FEES</b>	<b>862,634</b>	<b>917,000</b>	<b>900,000</b>	<b>945,000</b>	<b>971,000</b>
<b>INVESTMENT INCOME:</b>					
Interest/Dividend Income	322,319	222,000	222,000	350,000	350,000
Gain/(Loss) from Sale of Investments	545,376	0	0	0	0
<b>TOTAL INVESTMENT INCOME</b>	<b>\$867,695</b>	<b>\$222,000</b>	<b>\$222,000</b>	<b>\$350,000</b>	<b>\$350,000</b>

**American Radio Relay League  
Detailed Income Statement  
2022 - 2023 Plan**

	2020 Actual	2021 Plan	2021 Plan (Reforecast)	2022 Plan	2023 Plan
<b>CONTRIBUTIONS &amp; SUPPORT:</b>					
Contributions - Unrestricted	\$241,509	\$114,000	\$161,000	\$145,000	\$145,000
Contributions - Diamond Club	402,478	380,000	380,000	390,000	390,000
Contributions - Member Loyalty	130	0	0	0	0
Contributions - Restricted	954,995	655,000	555,000	613,000	577,000
	-----	-----	-----	-----	-----
<b>TOTAL CONTRIBUTIONS &amp; SUPPORT</b>	<b>1,599,112</b>	<b>1,149,000</b>	<b>1,096,000</b>	<b>1,148,000</b>	<b>1,112,000</b>
<b>OTHER REVENUES:</b>					
Royalties	937	1,000	1,000	1,000	1,000
Insurance Commission	25,527	23,000	23,000	23,000	23,000
Affinity Insurance Royalty	6,468	2,000	2,000	0	0
Misc. Other Income	81,410	50,000	53,000	57,000	57,000
	-----	-----	-----	-----	-----
<b>TOTAL OTHER REVENUES</b>	<b>\$114,342</b>	<b>\$76,000</b>	<b>\$79,000</b>	<b>\$81,000</b>	<b>\$81,000</b>

**American Radio Relay League  
Detailed Income Statement  
2022 - 2023 Plan**

	2020 Actual	2021 Plan	2021 Plan (Reforecast)	2022 Plan	2023 Plan
<b>DIRECT COSTS</b>					
<b>DIRECT COSTS OF PUBLICATIONS &amp; PRODUCTS:</b>					
ARRL Handbook	\$115,665	\$95,000	\$104,000	\$319,000	\$150,000
Repeater Directory	26,724	27,000	27,000	26,000	26,000
Ham Radio License Manual	91,858	56,000	56,000	76,000	60,000
Training Aids	114,583	53,000	53,000	46,000	52,000
Non-ARRL Publications	93,234	39,000	59,000	61,000	65,000
Royalty Items	84,766	38,000	44,000	28,000	45,000
Other Books	192,824	147,000	137,000	114,000	125,000
RSGB	31,586	23,000	8,000	7,000	7,000
Other Pubs/Product COGS	1,296	0	0	0	0
Membership Supplies	127,826	117,000	117,000	117,000	120,000
e-Book Expenses	6,626	6,000	6,000	5,000	6,000
Publications Forwarding Expense	569,402	529,000	512,000	519,000	510,000
Advertising/Promotion Expense	4,658	3,000	3,000	32,000	40,000
In-House Pub Use	51,620	47,000	41,000	48,000	41,000
Obsolete Inventory	(102)	24,000	24,000	18,000	18,000
	-----	-----	-----	-----	-----
<b>TOTAL DIRECT PUBLICATION &amp; PRODUCT SALES</b>	<b>\$1,512,566</b>	<b>\$1,204,000</b>	<b>\$1,191,000</b>	<b>\$1,416,000</b>	<b>\$1,265,000</b>

**American Radio Relay League  
Detailed Income Statement  
2022 - 2023 Plan**

	2020 Actual	2021 Plan	2021 Plan (Reforecast)	2022 Plan	2023 Plan
<b>DIRECT COSTS OF MEMBERSHIPS AND SUBSCRIPTIONS:</b>					
QST Publication Expense	\$777,740	\$701,000	\$710,000	\$720,000	\$705,000
QST Insertion Costs	8,447	0	25,000	0	0
QST Forwarding Expense	752,954	755,000	788,000	802,000	818,000
QST Electronic Production Exp.	10,976	3,000	3,000	6,000	6,000
On the Air Production Costs	69,331	67,000	67,000	101,000	105,000
On the Air Forwarding Costs	56,042	60,000	69,000	62,000	63,000
On the Air Electronic Production Costs	4,249	3,000	3,000	6,000	6,000
On the Air Promotional Costs	2,873	0	0	0	0
QEX Publication Expense	53,076	45,000	45,000	51,000	54,000
QEX Electronic Production Costs	24,995	3,000	3,000	6,000	6,000
QEX Forwarding Expense	6,000	25,000	25,000	25,000	25,000
NCJ Publication Expense	24,522	20,000	20,000	20,000	22,000
NCJ Electronic Production Costs	13,485	3,000	3,000	6,000	6,000
NCJ Forwarding Expense	6,000	15,000	15,000	14,000	14,000
Podcast Expense	2,334	2,000	5,000	11,000	11,000
<b>TOTAL DIRECT MEMBERSHIP &amp; SUBSCRIPTION COSTS</b>	<b>\$1,813,023</b>	<b>\$1,703,000</b>	<b>\$1,780,000</b>	<b>\$1,830,000</b>	<b>\$1,841,000</b>

**American Radio Relay League  
Detailed Income Statement  
2022 - 2023 Plan**

	2020 Actual	2021 Plan	2021 Plan (Reforecast)	2022 Plan	2023 Plan
<b>HEADQUARTERS OPERATIONS:</b>					
Salaries Regular	\$5,934,901	\$6,479,000	\$5,977,000	\$6,227,000	\$6,363,000
Salaries Overtime	65,612	13,000	25,000	3,000	3,000
Commissions and Bonuses	1,250	0	0	0	0
Employee Recognition /Awards	7,063	14,000	14,000	12,000	12,000
Employee Benefits	1,651,439	1,855,000	1,754,000	1,663,000	1,748,000
Employee Education/Training	1,420	0	0	0	0
Recruiting Advertising	8,301	2,000	2,000	2,000	2,000
Relocation Expense	12,313	0	0	15,000	0
Legal and Professional	309,697	286,000	289,000	311,000	276,000
Accounting/Audit Fees	50,200	46,000	46,000	46,000	46,000
Other Consultants	426,226	270,000	410,000	447,000	439,000
Education Grants	356,520	56,000	56,000	62,000	76,000
Promotional Materials	315	5,000	1,000	33,000	3,000
Donor Recognition	21,938	40,000	40,000	45,000	47,000
Office Supplies	19,816	33,000	32,000	31,000	31,000
Stationery/Printing/Forms	147,319	248,000	222,000	283,000	303,000
Exhibit Expense	16,112	42,000	3,000	68,000	60,000
Expensed Equipment/Furniture	12,243	48,000	12,000	40,000	32,000
Computer Supplies	8,289	10,000	12,000	12,000	12,000
Purchased Software Packages	2,000	0	0	0	0
Telephone	33,267	34,000	34,000	16,000	16,000
Internet/ISP/Electronic Mail	26,296	25,000	25,000	40,000	41,000
ARRL.net	37,550	39,000	39,000	38,000	43,000
Postage	389,771	436,000	432,000	450,000	450,000
Software License Agreements	210,035	221,000	241,000	226,000	239,000
Web Services	0	74,000	79,000	84,000	87,000
Software Maintenance	39,985	48,000	48,000	30,000	31,000
Cloud Storage	0	31,000	31,000	41,000	43,000
Video License Agreements	0	0	0	25,000	25,000
Maintenance of Equipment	92,822	97,000	102,000	96,000	101,000
Rent/Leased - Equipment	96,448	6,000	5,000	5,000	5,000
Rent/Leased - Warehouse	54,492	55,000	55,000	55,000	55,000
Vehicle Expenses	387	1,000	1,000	1,000	1,000



**American Radio Relay League  
Detailed Income Statement  
2022 - 2023 Plan**

	2020 Actual	2021 Plan	2021 Plan (Reforecast)	2022 Plan	2023 Plan
<b>HEADQUARTERS OPERATIONS:</b>					
Dues and Subscriptions	\$45,067	\$47,000	\$47,000	\$36,000	\$36,000
IARU Dues	38,355	38,000	19,000	38,000	38,000
Business Travel	43,752	95,000	38,000	203,000	195,000
Overseas Travel	15,914	129,000	75,000	139,000	144,000
Member Contact Travel	4,712	31,000	15,000	30,000	29,000
Program Travel	0	65,000	10,000	69,000	54,000
Utilities	122,899	131,000	131,000	125,000	129,000
Insurance	101,937	137,000	137,000	152,000	165,000
Property Taxes	138,425	145,000	145,000	138,000	143,000
Building & Ground Maintenance	130,240	139,000	139,000	146,000	141,000
Overseas QSL Service	11,364	10,000	10,000	10,000	10,000
Awards Expense	63,837	43,000	48,000	51,000	53,000
CQ Expense	15,839	15,000	15,000	15,000	15,000
W1AW Station Expense	3,834	3,000	3,000	3,000	3,000
Product Review Expense	7,388	10,000	10,000	12,000	12,000
Lab Expense	5,432	8,000	8,000	6,000	6,000
Payroll Processing	8,136	8,000	8,000	9,000	9,000
Bank Service Charges	19,649	21,000	21,000	12,000	12,000
Sales Tax Processing Fees	188	9,000	2,000	11,000	11,000
Credit Card Fees	290,968	305,000	321,000	325,000	330,000
Interest Expense	6,925	0	0	0	0
Bad Debt Expense	31,750	3,000	3,000	3,000	3,000
Other Taxes and Permits	4,917	3,000	5,000	2,000	1,000
Depreciation and Amortization	240,205	315,000	274,000	376,000	392,000
Software Impairment	409,560	0	0	0	0
Miscellaneous	136	0	0	0	0
<b>TOTAL HEADQUARTERS OPERATIONAL EXPENSES</b>	<b>\$11,791,303</b>	<b>\$12,223,000</b>	<b>\$11,471,000</b>	<b>\$12,321,000</b>	<b>\$12,522,000</b>

**American Radio Relay League  
Detailed Income Statement  
2022 - 2023 Plan**

	2020 Actual	2021 Plan	2021 Plan (Reforecast)	2022 Plan	2023 Plan
<b>BOARD of DIRECTORS, OFFICERS &amp; COMMITTEES:</b>					
Divisions	\$29,833	\$134,000	\$134,000	\$134,000	\$134,000
President and Officers	9,503	29,000	29,000	32,000	32,000
BOD Meetings	110,655	92,000	92,000	156,000	156,000
Committees	31,546	87,000	87,000	93,000	93,000
	-----	-----	-----	-----	-----
	181,538	342,000	342,000	415,000	415,000
Section Level Administrative Exp.	62,914	120,000	120,000	119,000	119,000
	-----	-----	-----	-----	-----
<b>TOTAL BOARD of DIRECTORS, OFFICERS &amp; COMMITTEES:</b>	<b>\$244,452</b>	<b>\$462,000</b>	<b>\$462,000</b>	<b>\$534,000</b>	<b>\$534,000</b>

BOARD CONFIDENTIAL