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Juanita Hunter, RN & NYSNA Papers  
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1988

### Finance Committee; Series II; File 45

Juanita Hunter

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NEW YORK STATE NURSES ASSOCIATION  
ANALYSIS REPORT SUMMARY  
PERIOD ENDING 12-31-88

INCOME	BUDGET	PLAN	ACTUAL
<b>DUES &amp; DUES RELATED:</b>			
ADVANCE PAY (ALL)	1793375	687461	597134
PRD	4490000	1721167	1830671
REDUCED PAY (ALL)	151400	58037	54635
OTHER RELATED	371875	142550	136075
<b>SUB TOTAL:</b>	<b>6806650</b>	<b>2609215</b>	<b>2618515</b>

*3 60,000 used by HHC*

**OTHER INCOME**

INVESTMENTS	40000	16667	9633
ADMINISTRATIVE FEES	242875	101198	101250
MISC INCOME	37500	15625	19569
OTHER	46525	19386	18285
GRANT INCOME	0	0	0
CONVENTION	133450	133450	98561
<b>SUB TOTAL:</b>	<b>500350</b>	<b>286326</b>	<b>247298</b>

**TOTAL ESTIMATED INCOME: 7307000 2895541 2865813**

NEW YORK STATE NURSES ASSOCIATION  
ANALYSIS REPORT SUMMARY  
PERIOD ENDING 12-31-88

GENERAL EXPENSES:	BUDGET	PLAN	ACTUAL
ADMINISTRATION	1123720	463789	427333
DATA PROCESSING	167340	68516	63610
SPECIAL SERVICES	214500	89375	77792
CORPORATE COMMITTEE & MATTERS	72475	46632	42555
LIAISON ACTIVITY/COMMITTEE	11695	6196	4669
<b>SUB TOTAL:</b>	<b>1589730</b>	<b>674508</b>	<b>615959</b>

**CONSTITUENT ACTIVITIES:**

ANA DUES ASSESSMENT	1575750	656563	598897
ANA HOUSE OF DELEGATES	39550	4450	50
ANA CONSTITUENT FORUM	2000	833	0
ESREC	1035	431	0
NYSNA ADVISORY COUNCIL	8000	3300	3129
INC	7000	2917	0
<b>SUB TOTAL:</b>	<b>1633335</b>	<b>668494</b>	<b>602076</b>



NEW YORK STATE NURSES ASSOCIATION  
ANALYSIS REPORT SUMMARY  
PERIOD ENDING 12-31-88

PROGRAM EXPENSES:

	BUDGET	PLAN	ACTUAL
COMMUNICATIONS & PUBLICATIONS	327240	149342	149032
MEMBERSHIP	282100	110523	106867
PLANNING	155900	61702	53635
LEGISLATION	214030	93726	102571
NURSING EDUCATION	264940	109618	113495
NURSING PRACTICE	487640	193251	183027
ECONOMIC & GENERAL WELFARE	1810267	724007	675577
ORGANIZATION SERVICES	139840	57505	47169
CONVENTION	104030	104030	111860
SUB TOTAL:	3785987	1603704	1543233

GRAND TOTAL INCOME:  
GRAND TOTAL EXPENSES:

7307000 2895541 2865813  
7009052 2946706 2761268

CONTRIBUTION TO MEMBER'S EQUITY:

297948 -51165 104545

N.Y.S.N.A.

NO. 01

NEW YORK STATE NURSES ASSOCIATION

DATE 1/13/89 TIME 11.43.21 PAGE 1 GLR010  
FROM PERIOD 01 TO PERIOD 05

ANALYSIS REPORT  
DECEMBER 1988

	BUDGET	PLAN	ACTUAL	VAR %
<b>ESTIMATED INCOME</b>				
DUES AND DUES-RELATED INCOME				
ADVANCE PAID FULL	1,083,750.00	415,437.53	373,655.74	- 10.1
ADVANCE PAID INSTALL	709,625.00	272,022.87	223,438.45	- 17.9
ADVANCE MONTHLY INSTALL	.00	.00	40.43	****
PRD	4,490,000.00	1,721,166.66	1,830,671.17	- 6.4
RMDG A FULL	85,000.00	32,583.37	27,962.75	- 14.2
RMDG A INSTALL	42,500.00	16,291.65	12,663.13	- 22.3
RMDG B FULL	21,250.00	8,145.79	13,268.19	- 62.9
RMDG B INSTALL	2,650.00	1,015.85	740.57	- 27.1
AGENCY SHOP AND NON-MEMBER SER FEE	371,875.00	142,552.13	136,075.02	- 4.5
SUB-TOTAL	6,806,650.00	2,609,215.85	2,618,515.45	.4
OTHER INCOME				
PAMPHLETS AND REPRINTS	2,275.00	947.94	1,824.20	- 92.4
INVESTMENTS	40,000.00	16,666.69	9,632.81	- 42.2
SUBSCRIPTIONS	2,200.00	916.69	1,354.50	- 47.8
ADVERTISING	13,750.00	5,729.19	4,161.44	- 27.4
GRANT INCOME	.00	.00	.00	****
CONTRIBUTIONS AND HONORARIA	1,000.00	416.65	300.00	- 28.0
ADMINISTRATION FEE	242,875.00	101,197.94	101,250.00	.1
WORKSHOPS, CONFERENCES	7,500.00	3,125.00	15.00	- 99.5
CONTINUING ED REVIEW & APPROV FEE	19,800.00	8,250.00	10,630.00	- 28.8
MISC INCOME	37,500.00	15,625.00	19,568.78	- 25.2
SUB-TOTAL	366,900.00	152,875.10	148,736.73	- 2.7
TOTAL ESTIMATED INCOME	7,173,550.00	2,762,090.95	2,767,252.18	.2

ANALYSIS REPORT  
DECEMBER 1988

	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
<b>GENERAL</b>				
RENT-GUILDERLAND, NYC, BUFFALO OFFICE	248,800.00	103,666.69	101,965.00	1.6
OCCUPANCY				
GUILDERLAND OFFICE	46,500.00	20,075.07	18,193.82	9.4
NEW YORK CITY OFFICE	13,020.00	5,425.00	4,635.92	14.5
BUFFALO OFFICE	2,000.00	833.31	701.68	15.8
EQUIPMENT SERVICE	44,700.00	18,625.00	20,307.01	9.0
DEPRECIATION	60,000.00	25,000.00	25,000.00	
SALARIES	297,000.00	114,230.77	107,073.56	6.3
EMPLOYEE BENEFITS	57,900.00	24,125.00	23,614.17	2.1
INSURANCE	60,000.00	30,000.00	20,748.53	30.8
TAXES	239,000.00	91,923.08	78,278.18	14.8
TEMPORARY PERSONNEL	2,500.00	2,500.00	2,482.76	.7
STAFF TRAVEL	15,400.00	6,416.69	7,726.88	20.4
SUPPLIES	8,700.00	3,625.00	2,024.95	44.1
POSTAGE	4,500.00	1,875.00	2,072.57	10.5
TELEPHONE AND TELEGRAPH	7,700.00	3,208.35	3,013.60	6.1
STAFF DEVELOPMENT	6,000.00	3,810.00	2,073.25	45.6
RECRUITMENT	5,000.00	5,000.00	4,444.00	11.1
BUSINESS COURTESY	2,000.00	1,500.00	1,361.20	9.3
CHARGE CARD FEES	3,000.00	1,950.00	1,615.70	17.1
TOTAL	1,123,720.00	463,788.96	427,332.78	7.9
<b>DATA PROCESSING DEPARTMENT</b>				
SALARIES	91,800.00	35,707.68	34,252.24	4.1
EMPLOYEE BENEFITS	15,440.00	6,433.31	6,064.75	5.7
POSTAGE	4,500.00	1,875.00	1,996.57	6.5
SUPPLIES	14,500.00	6,041.69	5,404.73	10.5
COMPUTER MAINTENANCE	40,000.00	17,999.99	15,461.53	14.1
TELEPHONE	1,100.00	458.35	430.51	6.1
TOTAL	167,340.00	68,516.02	63,610.33	7.2
<b>SPECIAL SERVICES</b>				
LEGAL SERVICES	195,000.00	81,250.00	74,721.39	8.0
ACCOUNTING SERVICES	7,000.00	2,916.65	2,025.00	30.6
GRANT EXPENSE	.00	.00	.00	****
MISC SERVICES	12,500.00	5,208.31	1,045.95	79.9
TOTAL	214,500.00	89,374.96	77,792.34	13.0
<b>CORPORATE COMMITTEES AND MATTERS</b>				
BOARD OF DIRECTORS	18,750.00	7,812.50	4,981.61	36.2
PRESIDENT'S EXPENSE	12,250.00	5,104.19	6,919.33	35.6
EXECUTIVE COMMITTEE	500.00	270.00	132.20	51.0
COMMITTEES OF THE BOARD	1,000.00	416.69	226.72	45.6
FINANCE COMMITTEE	2,000.00	833.31	618.65	25.8
ELECTIONS	27,000.00	27,000.00	26,939.99	.2
NOMINATING COMMITTEE	1,750.00	729.15	.00	100.0
BYLAWS COMMITTEE	1,750.00	729.19	365.30	49.9

ANALYSIS REPORT  
DECEMBER 1988

	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
<b>COUNCIL ON HUMAN RIGHTS</b>				
AWARDS COMMITTEE	3,000.00	1,500.00	1,482.25	1.2
CONSUMER ADVISORY COUNCIL	875.00	437.50	170.00	61.1
TOTAL	3,600.00	1,800.00	719.35	60.0
<b>LIAISON COMMITTEES/ACTIVITY</b>				
RETIREE NURSES GROUP	72,475.00	46,632.53	42,555.40	8.7
MEMBERSHIP/LIAISON ACTIVITIES				
NYS-NPA	1,500.00	625.00	.00	100.0
TOTAL	7,195.00	4,321.08	3,418.79	20.9
TOTAL	3,000.00	1,250.00	1,250.00	
TOTAL	11,695.00	6,196.08	4,668.79	24.6
<b>TOTAL GENERAL EXPENSES</b>	1,589,730.00	674,508.55	615,959.64	8.7

ANALYSIS REPORT  
DECEMBER 1988

PART II - CONSTITUENT ACTIVITIES  
CONSTITUENT ACTIVITIES  
ANA DUES ASSESSMENT  
ANA HOUSE OF DELEGATES  
ANA CONSTITUENT FORUM  
ESREC  
NYSNA ADVISORY COUNCIL  
ICM  
TOTAL  
TOTAL CONSTITUENT ACTIVITIES

BUDGET	PLAN	ACTUAL	VAR %
1,575,750.00	656,562.50	598,897.19	8.8
39,550.00	4,450.00	50.00	98.9
2,000.00	833.35	.00	100.0
1,035.00	431.25	.00	100.0
8,000.00	3,300.00	3,128.71	5.2
7,000.00	2,916.65	.00	100.0
1,633,335.00	668,493.75	602,075.90	9.9
	668,493.75	602,075.90	9.9

*22% dues  
ans*

*55  
250*

5

ANALYSIS REPORT  
DECEMBER 1988

PART III - PROGRAM

COMMUNICATIONS AND PUBLICATIONS

BUDGET	PLAN	ACTUAL	VAR %
104,500.00	42,192.32	41,817.10	.9
15,440.00	6,433.31	6,064.75	5.7
15,400.00	6,416.69	7,726.88	20.4
57,000.00	23,750.00	25,289.75	6.5
6,600.00	2,750.00	2,583.10	6.1
8,700.00	3,625.00	3,177.15	12.4
35,000.00	14,583.31	16,731.61	14.7
32,000.00	16,833.35	20,094.20	19.4
15,000.00	7,500.00	5,206.74	30.6
7,100.00	6,600.00	6,582.97	.3
3,000.00	1,250.00	28.50	97.7
12,500.00	5,208.31	1,717.13	67.0
15,000.00	12,200.00	12,011.95	1.5
327,240.00	149,342.29	149,031.83	.2

MEMBERSHIP PROMOT, RECRUITMENT RETENTION

BUDGET	PLAN	ACTUAL	VAR %
219,000.00	84,230.77	80,648.76	4.3
15,440.00	6,433.31	6,064.75	5.7
6,160.00	2,566.69	3,090.75	20.4
24,000.00	10,000.00	10,648.35	6.5
8,800.00	3,666.65	3,444.11	6.1
8,700.00	3,625.00	2,970.23	18.1
282,100.00	110,522.42	106,866.93	3.3

PLANNING AND RESEARCH

BUDGET	PLAN	ACTUAL	VAR %
101,600.00	39,076.91	35,037.08	10.3
15,440.00	6,433.31	6,064.75	5.7
6,160.00	2,566.69	3,090.75	20.4
3,000.00	1,250.00	1,331.04	6.5
3,300.00	1,375.00	1,291.54	6.1
2,900.00	1,208.31	1,001.10	17.1
19,000.00	7,916.65	4,956.36	37.4
4,500.00	1,875.00	862.47	54.0
155,900.00	61,701.87	53,635.09	13.1

LEGISLATIVE PROGRAM.

BUDGET	PLAN	ACTUAL	VAR %
114,500.00	44,038.45	50,850.17	15.5
11,580.00	4,825.00	4,548.57	5.7
30,800.00	12,833.31	15,463.79	20.3
7,500.00	3,125.00	3,327.62	6.5
17,600.00	7,933.35	6,888.24	6.1
13,050.00	5,437.50	4,422.23	18.7

*overlap salaries  
12 mos. leg. staff*

ANALYSIS REPORT  
DECEMBER 1988

	BUDGET	PLAN	ACTUAL	VAR %
COUNCIL ON LEGISLATION	5,000.00	3,000.00	2,850.41	5.0
WORKSHOPS, CONFERENCES	12,000.00	12,000.00	13,271.88	10.6
LEGISLATIVE TRACKING SERVICES	2,000.00	1,133.33	948.12	16.3
TOTAL	214,030.00	93,725.94	102,571.03	9.4
<i>9500 less Prescription</i>				
NURSING EDUCATION PROGRAM				
SALARIES	140,500.00	54,038.45	68,691.33	27.1
EMPLOYEE BENEFITS	15,440.00	6,433.31	6,064.75	5.7
STAFF TRAVEL	30,800.00	12,833.31	15,453.79	20.4
POSTAGE	7,500.00	3,125.00	3,327.62	6.5
TELEPHONE AND TELEGRAPH	8,800.00	3,666.65	3,444.11	6.1
SUPPLIES	13,050.00	5,437.50	4,731.38	13.0
COUNCIL ON NURSING EDUCATION	4,375.00	2,187.52	2,015.87	7.8
COUNCIL ON CONTINUING ED	4,375.00	2,187.49	790.20	63.9
REGIONAL REVIEW TEAMS	5,000.00	2,083.31	1,174.01	43.6
STATEWIDE PLANNING COMM	4,500.00	2,250.00	1,477.99	34.3
FUNCTIONAL UNITS	2,500.00	1,041.69	359.00	65.5
RECRUITMENT INTO NURSING	23,600.00	9,833.31	1,721.98	82.5
ANA ACCREDITATION	4,500.00	4,500.00	4,243.24	5.7
TOTAL	264,940.00	109,617.54	113,495.27	3.5
<i>overhead of salaries</i>				
NURSING PRACTICE AND SERVICES PROGRAM				
SALARIES	365,000.00	140,384.62	132,774.04	5.4
EMPLOYEE BENEFITS	15,440.00	6,433.31	5,919.70	8.0
STAFF TRAVEL	46,200.00	19,250.00	23,180.66	20.4
POSTAGE	7,500.00	3,125.00	3,327.62	6.5
TELEPHONE AND TELEGRAPH	16,500.00	6,875.00	6,457.73	6.1
SUPPLIES	14,500.00	6,041.69	4,873.15	19.3
COUNCIL ON NURSING PRACTICE	3,500.00	1,749.98	1,631.46	6.8
COUNCIL ON ETHICAL PRACTICE	3,000.00	1,500.00	1,273.52	15.1
TASK FORCE ON SUBSTANCE ABUSE	2,500.00	1,041.69	36.38	96.5
CLINICAL PRACTICE UNITS	9,000.00	3,750.00	503.17	86.6
FUNCTIONAL UNITS	4,500.00	3,100.00	3,049.78	1.6
TOTAL	487,640.00	193,251.29	183,027.21	5.3
<i>Committee on Impaired Pracs</i>				
ECONOMIC AND GENERAL WELFARE PROGRAM				
SALARIES	1,180,000.00	453,846.15	411,909.63	9.2
EMPLOYEE BENEFITS	212,300.00	88,458.31	83,890.32	5.2
STAFF TRAVEL	123,200.00	51,333.31	61,815.12	20.4
POSTAGE	25,500.00	10,625.00	11,313.88	6.5
DELEGATE ASSEMBLY	20,500.00	8,541.69	4,047.75	52.6
TELEPHONE AND TELEGRAPH	33,000.00	13,750.00	12,915.51	6.1
SUPPLIES	31,900.00	13,291.69	13,517.48	1.7
HEARINGS, TRANSCRIPTS	48,000.00	20,000.00	18,500.40	7.5
CMP MEETINGS	4,000.00	1,666.69	285.32	82.9
SUPPLEMENTAL SERVICES	31,500.00	18,375.00	13,294.17	27.7
WELFARE EXPENSES	100,367.00	44,119.56	44,087.26	.1
TOTAL	1,810,267.00	724,007.40	675,576.84	6.7
<i>addit. supplies for decent efforts</i>				

ANALYSIS REPORT  
DECEMBER 1988

	BUDGET	PLAN	ACTUAL	VAR %
ORGANIZATION SERVICES				
SALARIES	79,640.00	30,630.77	24,445.68	20.2
EMPLOYEE BENEFITS	11,580.00	4,825.00	3,973.29	17.7
STAFF TRAVEL	12,320.00	5,133.31	6,181.51	20.4
POSTAGE	4,500.00	1,875.00	1,996.57	6.5
TELEPHONE AND TELEGRAPH	3,300.00	1,375.00	1,291.54	6.1
SUPPLIES	7,250.00	3,020.81	2,453.12	18.8
MEMBERSHIP RECRUITMENT	12,500.00	7,000.00	6,428.27	8.2
WORKSHOPS, CONFERENCES	8,750.00	3,645.81	398.50	89.1
TOTAL	139,840.00	57,505.70	47,168.48	18.0
TOTAL PROGRAM	3,681,957.00	1,499,674.45	1,431,372.70	4.6
TOTAL INCOME	7,173,550.00	2,762,090.95	2,767,252.18	.2
TOTAL EXPENSE	6,905,022.00	2,842,676.75	2,649,408.24	6.8
TOTAL INCOME(EXPENSE)	268,528.00	80,585.80	117,843.94	246.2



#45  
Finance  
Committee

AGENDA #10

NEW YORK STATE NURSES ASSOCIATION  
ANALYSIS REPORT SUMMARY  
PERIOD ENDING 12-31-88

INCOME	BUDGET	PLAN	ACTUAL
<b>DUES &amp; DUES RELATED:</b>			
ADVANCE PAY (ALL)	1793375	687461	597134
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REDUCED PAY (ALL)	151400	58037	54635
OTHER RELATED	371875	142550	136075
<b>SUB TOTAL:</b>	<b>6806650</b>	<b>2609215</b>	<b>2618515</b>
<b>OTHER INCOME</b>			
INVESTMENTS	40000	16667	9633
ADMINISTRATIVE FEES	242875	101198	101250
MISC INCOME	37500	15625	19569
OTHER	46525	19386	18285
GRANT INCOME	0	0	0
CONVENTION	133450	133450	98561
<b>SUB TOTAL:</b>	<b>500350</b>	<b>286326</b>	<b>247298</b>
<b>TOTAL ESTIMATED INCOME:</b>	<b>7307000</b>	<b>2895541</b>	<b>2865813</b>

*3 a.c. was moved by HHC*

NEW YORK STATE NURSES ASSOCIATION  
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PERIOD ENDING 12-31-88

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LIAISON ACTIVITY/COMMITTEE	11695	6196	4669
<b>SUB TOTAL:</b>	<b>1589730</b>	<b>674508</b>	<b>615959</b>
<b>CONSTITUENT ACTIVITIES:</b>			
ANA DUES ASSESSMENT	1575750	656563	598897
ANA HOUSE OF DELEGATES	39550	4450	50
ANA CONSTITUENT FORUM	2000	833	0
ESREC	1035	431	0
NYSNA ADVISORY COUNCIL	8000	3300	3129
INC	7000	2917	0
<b>SUB TOTAL:</b>	<b>1633335</b>	<b>668494</b>	<b>602076</b>

NEW YORK STATE NURSES ASSOCIATION  
ANALYSIS REPORT SUMMARY  
PERIOD ENDING 12-31-88

PROGRAM EXPENSES:

	BUDGET	PLAN	ACTUAL
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MEMBERSHIP	282100	110523	106867
PLANNING	155900	61702	53635
LEGISLATION	214030	93726	102571
NURSING EDUCATION	264940	109618	113495
NURSING PRACTICE	487640	193251	183027
ECONOMIC & GENERAL WELFARE	1810267	724007	675577
ORGANIZATION SERVICES	139840	57505	47169
CONVENTION	104030	104030	111860
SUB TOTAL:	3785987	1603704	1543233

GRAND TOTAL INCOME: 7307000 2895541 2865813  
GRAND TOTAL EXPENSES: 7009052 2946706 2761268

CONTRIBUTION TO MEMBER'S EQUITY: 297948 -51165 104545

#45  
Finance  
Committee

N.Y.S.N.A.

NO. 01

NEW YORK STATE NURSES ASSOCIATION

DATE 1/13/89 TIME 11.43.21 PAGE 1 0  
FROM PERIOD 01 TO PERIOD 05

ANALYSIS REPORT  
DECEMBER 1988

	BUDGET	PLAN	ACTUAL	VAR %
<b>ESTIMATED INCOME</b>				
DUES AND DUES-RELATED INCOME				
ADVANCE PAID FULL	1,083,750.00	415,437.53	373,655.74	- 10.1
ADVANCE PAID INSTALL	709,625.00	272,022.87	223,438.45	- 17.9
ADVANCE MONTHLY INSTALL			40.43	****
PRD	4,490,000.00	1,721,166.66	1,830,671.17	6.4
RMDG A FULL	85,000.00	32,583.37	27,962.75	- 14.2
RMDG A INSTALL	42,500.00	16,291.65	12,663.13	- 22.3
RMDG B FULL	21,250.00	8,145.79	13,268.19	62.9
RMDG B INSTALL	2,650.00	1,015.85	740.57	- 27.1
AGENCY SHOP AND NON-MEMBER SER FEE	371,875.00	142,552.13	136,075.02	- 4.5
SUB-TOTAL	6,806,650.00	2,609,215.85	2,618,515.45	.4
<b>OTHER INCOME</b>				
PAMPHLETS AND REPRINTS	2,275.00	947.94	1,824.20	92.4
INVESTMENTS	40,000.00	16,666.69	9,632.81	- 42.2
SUBSCRIPTIONS	2,200.00	916.69	1,354.50	47.8
ADVERTISING	13,750.00	5,729.19	4,161.44	- 27.4
GRANT INCOME				****
CONTRIBUTIONS AND HONORARIA	1,000.00	416.65	300.00	- 28.0
ADMINISTRATION FEE	242,875.00	101,197.94	101,250.00	.1
WORKSHOPS, CONFERENCES	7,500.00	3,125.00	15.00	- 99.3
CONTINUING ED REVIEW & APPROV FEE	19,800.00	8,250.00	10,630.00	28.8
MISC INCOME	37,500.00	15,625.00	19,568.78	25.2
SUB-TOTAL	366,900.00	152,875.10	148,736.73	- 2.7
TOTAL ESTIMATED INCOME	7,173,550.00	2,762,090.95	2,767,252.18	.2

ANALYSIS REPORT  
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	.....BUDGET.....	.....PLAN.....	.....ACTUAL.....	-VAR %-
<b>GENERAL</b>				
RENT-GUILDERLAND, NYC, BUFFALO OFFICE	248,800.00	103,666.69	101,965.00	1.6
OCCUPANCY				
GUILDERLAND OFFICE	46,500.00	20,075.07	18,193.82	9.4
NEW YORK CITY OFFICE	13,020.00	5,425.00	4,635.92	14.5
BUFFALO OFFICE	2,000.00	833.31	701.68	15.8
EQUIPMENT SERVICE	44,700.00	18,625.00	20,307.01	9.0
DEPRECIATION	60,000.00	25,000.00	25,000.00	
SALARIES	297,000.00	114,230.77	107,073.56	6.3
EMPLOYEE BENEFITS	57,900.00	24,125.00	23,614.17	2.1
INSURANCE	60,000.00	30,000.00	20,748.53	30.8
TAXES	239,000.00	91,923.08	78,278.18	14.8
TEMPORARY PERSONNEL	2,500.00	2,500.00	2,482.76	.7
STAFF TRAVEL	15,400.00	6,416.69	7,726.88	20.4
SUPPLIES	8,700.00	3,625.00	2,024.95	44.1
POSTAGE	4,500.00	1,875.00	2,072.57	10.5
TELEPHONE AND TELEGRAPH	7,700.00	3,208.35	3,013.60	6.1
STAFF DEVELOPMENT	6,000.00	3,810.00	2,073.25	45.6
RECRUITMENT	5,000.00	5,000.00	4,444.00	11.1
BUSINESS COURTESY	2,000.00	1,500.00	1,361.20	9.3
CHARGE CARD FEES	3,000.00	1,950.00	1,615.70	17.1
TOTAL	1,123,720.00	463,788.96	427,332.78	7.9
<b>DATA PROCESSING DEPARTMENT</b>				
SALARIES	91,800.00	33,707.68	34,252.24	4.1
EMPLOYEE BENEFITS	15,440.00	6,433.31	6,064.75	5.7
POSTAGE	4,500.00	1,875.00	1,996.57	6.5
SUPPLIES	14,500.00	6,041.69	5,404.73	10.5
COMPUTER MAINTENANCE	40,000.00	17,999.99	15,461.53	14.1
TELEPHONE	1,100.00	458.35	430.51	6.1
TOTAL	167,340.00	68,516.02	63,610.33	7.2
<b>SPECIAL SERVICES</b>				
LEGAL SERVICES	195,000.00	81,250.00	74,721.39	8.0
ACCOUNTING SERVICES	7,000.00	2,916.65	2,025.00	30.6
GRANT EXPENSE	.00	.00	.00	****
MISC SERVICES	12,500.00	5,208.31	1,045.95	79.9
TOTAL	214,500.00	89,374.96	77,792.34	13.0
<b>CORPORATE COMMITTEES AND MATTERS</b>				
BOARD OF DIRECTORS	18,750.00	7,812.50	4,981.61	36.2
PRESIDENT'S EXPENSE	12,250.00	5,104.19	6,919.33	35.6
EXECUTIVE COMMITTEE	500.00	270.00	132.20	51.0
COMMITTEES OF THE BOARD	1,000.00	416.69	226.72	45.6
FINANCE COMMITTEE	2,000.00	833.31	618.65	25.8
ELECTIONS	27,000.00	27,000.00	26,939.99	.2
NOMINATING COMMITTEE	1,750.00	729.15	.00	100.0
BYLAWS COMMITTEE	1,750.00	729.19	365.30	49.9

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	.....BUDGET.....	.....PLAN.....	.....ACTUAL.....	-VAR %-
<b>COUNCIL ON HUMAN RIGHTS</b>				
AWARDS COMMITTEE	3,000.00	1,500.00	1,482.25	1.2
CONSUMER ADVISORY COUNCIL	875.00	437.50	170.00	61.1
TOTAL	3,800.00	1,800.00	719.35	60.0
<b>LIAISON COMMITTEES/ACTIVITY</b>				
RETIRED NURSES GROUP	72,475.00	46,632.53	42,555.40	8.7
MEMBERSHIP/LIAISON ACTIVITIES				
NYS-NPA	1,500.00	625.00	.00	100.0
TOTAL	7,195.00	4,321.08	3,418.79	20.9
TOTAL	3,000.00	1,250.00	1,250.00	
TOTAL	11,695.00	6,196.08	4,668.79	24.6
<b>TOTAL GENERAL EXPENSES</b>	1,589,730.00	674,308.55	615,959.64	8.7

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PART II - CONSTITUENT ACTIVITIES  
CONSTITUENT ACTIVITIES

ANA DUES ASSESSMENT  
ANA HOUSE OF DELEGATES  
ANA CONSTITUENT FORUM  
ESREC  
NYSNA ADVISORY COUNCIL  
ICN  
TOTAL

BUDGET	PLAN	ACTUAL	VAR %
1,575,750.00	656,562.50	598,897.19	8.8
39,350.00	4,450.00	50.00	98.9
2,000.00	833.35	.00	100.0
1,035.00	431.25	.00	100.0
8,000.00	3,300.00	3,128.71	5.2
7,000.00	2,916.65	2,916.65	100.0
1,633,335.00	668,493.75	602,075.90	9.9

TOTAL CONSTITUENT ACTIVITIES

22% dues  
ann

55  
250

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PART III - PROGRAM

COMMUNICATIONS AND PUBLICATIONS

SALARIES  
EMPLOYEE BENEFITS  
STAFF TRAVEL  
POSTAGE  
TELEPHONE AND TELEGRAPH  
SUPPLIES  
PUBLICATIONS  
JOURNAL  
REPORT  
E&G BULLETIN  
SPECIAL PUBLICATIONS  
EDITORIAL BOARD  
ADVERTISING, SPECIAL MATERIALS  
SPECIAL PROJECTS  
TOTAL

BUDGET	PLAN	ACTUAL	VAR %
104,500.00	42,192.32	41,817.10	.9
13,440.00	6,433.31	6,064.75	5.7
15,400.00	6,416.69	7,726.88	- 20.4
57,000.00	23,750.00	25,289.75	- 6.5
6,800.00	2,750.00	2,585.10	6.1
8,700.00	3,625.00	3,177.15	12.4
35,000.00	14,583.31	16,731.61	- 14.7
32,000.00	16,833.35	20,094.20	- 19.4
15,000.00	7,500.00	5,206.74	30.6
7,100.00	6,600.00	6,582.97	.3
3,000.00	1,250.00	28.50	97.7
12,500.00	5,208.31	1,717.13	67.0
15,000.00	12,200.00	12,011.95	1.5
327,240.00	149,342.29	149,031.83	.2

MEMBERSHIP PROMOT, RECRUITMENT RETENTION

SALARIES  
EMPLOYEE BENEFITS  
STAFF TRAVEL  
POSTAGE  
TELEPHONE AND TELEGRAPH  
SUPPLIES  
TOTAL

BUDGET	PLAN	ACTUAL	VAR %
219,000.00	84,230.77	80,648.76	4.3
13,440.00	6,433.31	6,064.75	5.7
6,160.00	2,566.69	3,090.75	- 20.4
24,000.00	10,000.00	10,648.35	- 6.5
8,800.00	3,666.65	3,444.11	6.1
8,700.00	3,625.00	2,970.23	18.1
282,100.00	110,522.42	106,866.95	3.3

PLANNING AND RESEARCH

SALARIES  
EMPLOYEE BENEFITS  
STAFF TRAVEL  
POSTAGE  
TELEPHONE AND TELEGRAPH  
SUPPLIES  
LIBRARY OPERAT., REFERENCE & HOLDINGS  
COUNCIL ON NURSING RESEARCH  
TOTAL

BUDGET	PLAN	ACTUAL	VAR %
101,600.00	39,076.91	35,037.08	10.3
13,440.00	6,433.31	6,064.75	5.7
6,160.00	2,566.69	3,090.75	- 20.4
3,000.00	1,250.00	1,331.04	- 6.5
3,300.00	1,375.00	1,291.54	6.1
2,900.00	1,208.31	1,001.10	17.1
19,000.00	7,916.65	4,956.36	37.4
4,500.00	1,875.00	862.47	54.0
155,900.00	61,701.87	53,635.09	13.1

LEGISLATIVE PROGRAM.

SALARIES  
EMPLOYEE BENEFITS  
STAFF TRAVEL  
POSTAGE  
TELEPHONE AND TELEGRAPH  
SUPPLIES

BUDGET	PLAN	ACTUAL	VAR %
114,500.00	44,038.45	50,850.17	- 15.5
11,880.00	4,825.00	4,548.57	5.7
30,800.00	12,833.31	15,463.79	- 20.5
7,500.00	3,125.00	3,327.62	- 6.5
17,900.00	7,333.35	6,888.24	6.1
13,050.00	5,437.50	4,422.23	18.7

overlap salaries  
12 mos. leg. staff



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	BUDGET	PLAN	ACTUAL	VAR %
COUNCIL ON LEGISLATION	5,000.00	3,000.00	2,850.41	5.0
WORKSHOPS, CONFERENCES	12,000.00	12,000.00	13,271.88	- 10.6
LEGISLATIVE TRACKING SERVICES	2,000.00	1,133.33	948.12	16.3
TOTAL	214,030.00	93,725.94	102,571.03	- 9.4
<b>NURSING EDUCATION PROGRAM</b>				
SALARIES	140,500.00	54,038.45	68,691.33	- 27.1
EMPLOYEE BENEFITS	15,440.00	6,433.31	6,064.75	5.7
STAFF TRAVEL	30,800.00	12,833.31	15,453.79	- 20.4
POSTAGE	7,500.00	3,125.00	3,327.62	- 6.5
TELEPHONE AND TELEGRAPH	8,800.00	3,666.65	3,444.11	6.1
SUPPLIES	13,050.00	5,437.50	4,731.38	13.0
COUNCIL ON NURSING EDUCATION	4,375.00	2,187.52	2,015.87	7.8
COUNCIL ON CONTINUING ED	4,375.00	2,187.49	790.20	63.9
REGIONAL REVIEW TEAMS	5,000.00	2,083.31	1,174.01	43.6
STATEWIDE PLANNING COMM	4,500.00	2,250.00	1,477.99	34.3
FUNCTIONAL UNITS	2,500.00	1,041.69	359.00	65.5
RECRUITMENT INTO NURSING	23,600.00	9,833.31	1,721.98	82.5
ANA ACCREDITATION	4,500.00	4,500.00	4,243.24	5.7
TOTAL	264,940.00	109,617.54	113,495.27	- 3.5
<b>NURSING PRACTICE AND SERVICES PROGRAM</b>				
SALARIES	365,000.00	140,384.62	132,774.04	5.4
EMPLOYEE BENEFITS	15,440.00	6,433.31	5,919.70	8.0
STAFF TRAVEL	46,200.00	19,250.00	23,180.66	- 20.4
POSTAGE	7,500.00	3,125.00	3,327.62	- 6.5
TELEPHONE AND TELEGRAPH	16,500.00	6,875.00	6,457.73	6.1
SUPPLIES	14,500.00	6,041.69	4,873.15	19.3
COUNCIL ON NURSING PRACTICE	3,500.00	1,749.98	1,631.46	6.8
COUNCIL ON ETHICAL PRACTICE	3,000.00	1,500.00	1,273.52	15.1
TASK FORCE ON SUBSTANCE ABUSE	2,500.00	1,041.69	36.38	96.5
CLINICAL PRACTICE UNITS	9,000.00	3,750.00	503.17	86.6
FUNCTIONAL UNITS	4,500.00	3,100.00	3,049.78	1.6
TOTAL	487,640.00	193,251.29	183,027.21	5.3
<b>ECONOMIC AND GENERAL WELFARE PROGRAM</b>				
SALARIES	1,180,000.00	453,846.15	411,909.63	9.2
EMPLOYEE BENEFITS	212,300.00	88,458.31	83,890.32	5.2
STAFF TRAVEL	123,200.00	51,333.31	61,815.12	- 20.4
POSTAGE	25,500.00	10,625.00	11,313.88	- 6.5
DELEGATE ASSEMBLY	20,500.00	8,541.69	4,047.75	52.6
TELEPHONE AND TELEGRAPH	33,000.00	13,750.00	12,915.51	6.1
SUPPLIES	31,900.00	13,291.69	13,517.48	- 1.7
HEARINGS, TRANSCRIPTS	48,000.00	20,000.00	18,500.40	7.5
CNP MEETINGS	4,000.00	1,666.69	285.32	82.9
SUPPLEMENTAL SERVICES	31,500.00	18,375.00	13,294.17	27.7
WELFARE EXPENSES	100,367.00	44,119.56	44,087.26	.1
TOTAL	1,810,267.00	724,007.40	675,576.84	6.7

9500 by Reception

overhead of salaries

Committee on Impaired by Nurse

credit. Supplies for decont. efforts

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ANALYSIS REPORT  
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	BUDGET	PLAN	ACTUAL	VAR %
<b>ORGANIZATION SERVICES</b>				
SALARIES	79,640.00	30,630.77	24,445.68	20.2
EMPLOYEE BENEFITS	11,580.00	4,825.00	3,973.29	17.7
STAFF TRAVEL	12,320.00	5,133.31	6,181.51	- 20.4
POSTAGE	4,500.00	1,875.00	1,996.57	- 6.5
TELEPHONE AND TELEGRAPH	3,300.00	1,375.00	1,291.54	6.1
SUPPLIES	7,250.00	3,020.81	2,453.12	18.8
MEMBERSHIP RECRUITMENT	12,500.00	7,000.00	6,428.27	8.2
WORKSHOPS, CONFERENCES	8,750.00	3,645.81	398.50	89.1
TOTAL	139,840.00	57,505.70	47,168.48	18.0
TOTAL PROGRAM	3,681,957.00	1,499,674.45	1,431,372.70	4.6
TOTAL INCOME	7,173,550.00	2,762,090.95	2,767,252.18	.2
TOTAL EXPENSE	6,905,022.00	2,842,676.75	2,649,408.24	6.8
TOTAL INCOME(EXPENSE)	268,528.00	80,585.80	117,843.94	246.2

ANALYSIS REPORT  
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	BUDGET	PLAN	ACTUAL	VAR %
<b>CONVENTION INCOME</b>				
REGISTRATION	77,250.00	77,250.00	61,147.08	- 20.8
EXHIBIT SPACE	35,000.00	35,000.00	26,295.00	- 24.9
SPONSORS	7,500.00	7,500.00	2,376.56	- 68.3
PROGRAM ADVERTISING	12,000.00	12,000.00	8,742.36	- 27.1
TOTAL	133,450.00	133,450.00	98,561.00	- 26.1
<b>EXPENSES</b>				
EXHIBIT DECORATION	6,500.00	6,500.00	6,476.48	.4
MISC. EXPENSES	3,500.00	3,500.00	3,432.56	1.9
AWARDS BANQUET/RECEPTION	3,000.00	3,000.00	2,991.10	.3
INSURANCE	600.00	600.00	595.00	.8
REFRESHMENT BREAK	2,500.00	2,500.00	2,496.25	.2
GIFTS FOR UNIT REPS	1,200.00	1,200.00	1,161.09	3.2
SPECIAL SERVICES	5,500.00	5,500.00	5,439.14	1.1
WELCOME RECEPTION	500.00	500.00	498.34	.3
SPEAKERS' TRAVEL	9,000.00	9,000.00	9,661.42	- 7.3
SUPPLIES	21,750.00	21,750.00	30,240.75	- 39.0
PROMOTION	3,500.00	3,500.00	3,485.72	.4
TELEPHONE	3,300.00	3,300.00	3,163.54	4.1
POSTAGE	4,620.00	4,620.00	4,619.05	.3
ORGANIZATIONAL UNITS' TRAVEL	8,000.00	8,000.00	7,996.83	.3
BOARD AND STAFF TRAVEL	21,560.00	21,560.00	20,632.91	4.3
PROGRAM	9,000.00	9,000.00	8,970.10	.3
TOTAL	104,030.00	104,030.00	111,860.28	- 7.5
<b>TOTAL INCOME</b>	133,450.00	133,450.00	98,561.00	- 26.1
<b>TOTAL EXPENSE</b>	104,030.00	104,030.00	111,860.28	- 7.5
<b>TOTAL INCOME(EXPENSE)</b>	29,420.00	29,420.00	13,299.28	-145.2

*Income decrease in Dec due to refunds*

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	BUDGET	PLAN	ACTUAL	VAR %
<b>GRAND TOTAL INCOME</b>	7,307,000.00	2,895,540.95	2,865,813.18	- 1.0
<b>GRAND TOTAL EXPENSE</b>	7,009,052.00	2,946,706.75	2,761,268.52	6.3
<b>GRAND TOTAL INCOME(EXPENSE)</b>	297,948.00	51,165.80	104,544.66	304.3

BALANCE SHEET  
DECEMBER 1988

	CURRENT	LAST YEAR	VAR-%
<b>CURRENT ASSETS</b>			
CASH IN BANK	71,276.04	1,122,549.95	93.65-
PETTY CASH	845.00	845.00	
SECURITY DEPOSITS	24,406.72	20,740.00	17.68
CASH & CASH EQUIVALENTS	96,527.76	1,144,134.95	91.56-
DIVIDENDS RECEIVABLE	10,805.00	4,000.00	170.13
ACCOUNTS RECEIVABLE	872,031.67	58,375.77	446.82
ACCOUNTS RECEIVABLE FOUNDATION	287,016.59	322,575.38	11.02-
TOTAL ACCOUNTS RECEIVABLE	1,170,013.76	382,951.15	205.53
PREPAID EXPENSE	53,561.65	45,302.17	18.23
INVESTMENTS	.00	.00	
<b>TOTAL CURRENT ASSETS</b>	<b>1,320,103.17</b>	<b>1,572,388.27</b>	<b>16.04-</b>
<b>FIXED ASSETS</b>			
FURNITURE & EQUIPMENT	817,217.40	895,807.90	8.77-
ACCUMULATED DEPRECIATION	368,087.54CR	392,914.72CR	6.32-
FURNITURE & EQUIPMENT LESS A/C	449,129.86	502,893.18	10.69-
LAND & BUILDING	240,445.72	240,445.72	
<b>TOTAL FIXED ASSETS</b>	<b>689,575.58</b>	<b>743,338.90</b>	<b>7.23-</b>
<b>TOTAL ASSETS</b>	<b>2,009,678.75</b>	<b>2,315,727.17</b>	<b>13.22-</b>
<b>CURRENT LIABILITIES</b>			
TRADE ACCOUNTS PAYABLE	366,262.38	18,454.12	884.72
OTHER ACCOUNTS PAYABLE	42,218.06	182,662.46	76.89-
DUES & COLLECTIONS PAYABLE	15,300.03	159,217.90	90.39-
PAYROLL TAXES PAYABLE	8.76DR	.00	100.00
SALARY & WITHHOLDINGS	177,536.18	114,095.64	55.60
CURRENT NOTES PAYABLE	.00	.00	
UNEARNED INCOME	516,790.97	514,528.43	.44
DEFERRED CONVENTION INCOME	.00	.00	
<b>TOTAL CURRENT LIABILITIES</b>	<b>1,118,098.86</b>	<b>988,958.55</b>	<b>13.06</b>
<b>NONCURRENT LIABILITIES</b>			
TOTAL NONCURRENT LIABILITIES	.00	.00	
<b>TOTAL LIABILITIES</b>	<b>1,118,098.86</b>	<b>988,958.55</b>	<b>13.06</b>
<b>MEMBER'S EQUITY</b>			
RETAINED EARNINGS PRIOR YEARS	787,035.23	1,309,852.34	39.91-
CURRENT RETAINED EARNINGS	104,544.66	16,916.28	518.01
<b>MEMBER'S EQUITY</b>	<b>891,579.89</b>	<b>1,326,768.62</b>	<b>32.80-</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>2,009,678.75</b>	<b>2,315,727.17</b>	<b>13.22-</b>

*1/27 \$ 190,000 in bank*

*Unearned Income  
received but not earned*

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	BUDGET	PLAN	ACTUAL	VAR %
SALARY	2,693,540.00	1,038,376.89	987,499.59	4.9
EMPLOYEE BENEFITS	386,000.00	160,833.17	152,269.80	5.3
STAFF TRAVEL	308,000.00	140,910.00	164,363.04	16.6
SUPPLIES	145,000.00	73,104.19	74,816.27	2.3
POSTAGE	150,120.00	65,245.00	69,250.64	6.1
TELEPHONE	110,000.00	47,758.35	44,923.53	5.9
<b>TOTAL INCOME</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>****</b>
<b>TOTAL EXPENSE</b>	<b>3,792,660.00</b>	<b>1,526,227.60</b>	<b>1,493,122.87</b>	<b>2.2</b>
<b>TOTAL INCOME(EXPENSE)</b>	<b>3,792,660.00-</b>	<b>1,526,227.60-</b>	<b>1,493,122.87-</b>	<b>2.2</b>

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Committee

AGENDA #15

PRELIMINARY

NEW YORK STATE NURSES ASSOCIATION  
ANALYSIS REPORT SUMMARY  
PERIOD ENDING 7-31-88

INCOME	BUDGET	PLAN	ACTUAL
<b>DUES &amp; DUES RELATED:</b>			
ADVANCE PAY (ALL)	1482250	1482250	1363305
PRD	3400250	3400250	3437780
REDUCED PAY (ALL)	168878	168878	149636
OTHER RELATED	608860	608860	593890
<b>SUB TOTAL:</b>	<b>5660238</b>	<b>5660238</b>	<b>5544611</b>
<b>OTHER INCOME</b>			
INVESTMENTS	60000	60000	73636
ADMINISTRATIVE FEES	250000	250000	244837
MISC INCOME	35700	35700	51050
OTHER	43600	43600	53450
GRANT INCOME	0	0	31631
CONVENTION	123350	123350	159668
<b>SUB TOTAL:</b>	<b>512650</b>	<b>512650</b>	<b>614272</b>
<b>TOTAL ESTIMATED INCOME:</b>	<b>6172888</b>	<b>6172888</b>	<b>6158883</b>

PRELIMINARY

NEW YORK STATE NURSES ASSOCIATION  
ANALYSIS REPORT SUMMARY  
PERIOD ENDING 7-31-88

GENERAL EXPENSES:	BUDGET	PLAN	ACTUAL
ADMINISTRATION	1126961	1126961	1104537
DATA PROCESSING	171353	171353	164500
SPECIAL SERVICES	211000	211000	226623
CORPORATE COMMITTEE & MATTERS	72375	72375	70765
LIAISON ACTIVITY/COMMITTEE	15320	15320	9870
<b>SUB TOTAL:</b>	<b>1597009</b>	<b>1597009</b>	<b>1576295</b>
<b>CONSTITUENT ACTIVITIES:</b>			
ANA DUES ASSESSMENT	1586133	1453955	1534624
ANA HOUSE OF DELEGATES	32700	32700	30028
ANA CONSTITUENT FORUM	2000	1833	2000
ESREC	1000	917	1000
NYSNA ADVISORY COUNCIL	8000	8000	5925
<b>SUB TOTAL:</b>	<b>1629833</b>	<b>1497405</b>	<b>1573577</b>



NEW YORK STATE NURSES ASSOCIATION  
ANALYSIS REPORT SUMMARY  
PERIOD ENDING 7-31-88

PROGRAM EXPENSES:

	BUDGET	PLAN	ACTUAL
COMMUNICATIONS & PUBLICATIONS	369482	369482	390315
MEMBERSHIP	299915	299915	311389
PLANNING	149142	149142	139848
LEGISLATION	204595	204595	199316
NURSING EDUCATION	232685	232685	230878
NURSING PRACTICE	500035	500035	499905
ECONOMIC & GENERAL WELFARE	1671010	1671010	1531643
ORGANIZATION SERVICES	87080	87080	86117
CONVENTION	113450	113450	142417
SUB TOTAL:	3627394	3627394	3531828

GRAND TOTAL INCOME:	6172888	6172888	6158883
GRAND TOTAL EXPENSES:	6854236	6721808	6681700
CONTRIBUTION TO MEMBER'S EQUITY:	-681348	-548920	-522817

PRELIMINARY

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PRELIMINARY

N.Y.S.N.A. NO. 01

NEW YORK STATE NURSES ASSOCIATION

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FROM PERIOD 01 TO PERIOD 12

ANALYSIS REPORT  
July 1988

	BUDGET	PLAN	ACTUAL	VAR %
<b>ESTIMATED INCOME</b>				
<b>DUES AND DUES-RELATED INCOME</b>				
ADVANCE PAID FULL	887,250.00	887,250.00	838,220.51	- 5.5
ADVANCE PAID INSTALL	595,000.00	595,000.00	525,084.54	- 11.8
PRD	3,400,250.00	3,400,250.00	3,437,780.17	1.1
RNDG A FULL	92,750.00	92,750.00	80,459.43	- 13.3
RNDG A INSTALL	43,750.00	43,750.00	36,041.82	- 17.6
RNDG B FULL	30,188.00	30,188.00	31,236.23	3.5
RNDG B INSTALL	2,190.00	2,190.00	1,898.86	- 13.3
AGENCY SHOP AND NON-MEMBER SER FEE	332,500.00	332,500.00	365,068.94	9.8
SERVICE CHARGE PRD AND INSTALL	276,360.00	276,360.00	228,820.24	- 17.2
SUB-TOTAL	5,660,238.00	5,660,238.00	5,544,610.74	- 2.0
<b>OTHER INCOME</b>				
PAMPHLETS AND REPRINTS	2,500.00	2,500.00	2,384.05	- 4.6
INVESTMENTS	60,000.00	60,000.00	73,635.91	22.7
SUBSCRIPTIONS	2,000.00	2,000.00	1,513.50	- 24.3
ADVERTISING	12,500.00	12,500.00	12,898.75	3.2
GRANT INCOME	.00	.00	31,631.00	****
CONTRIBUTIONS AND HONORARIA	1,000.00	1,000.00	917.00	- 8.3
ADMINISTRATION FEE	250,000.00	250,000.00	244,836.51	- 2.1
WORKSHOPS, CONFERENCES	7,600.00	7,600.00	13,560.00	78.4
CONTINUING ED REVIEW & APPROV FEE	18,000.00	18,000.00	22,178.00	23.2
MISC INCOME	35,700.00	35,700.00	51,050.19	43.0
SUB-TOTAL	389,300.00	389,300.00	454,604.91	16.8
<b>TOTAL ESTIMATED INCOME</b>	<b>6,049,538.00</b>	<b>6,049,538.00</b>	<b>5,999,215.65</b>	<b>.8</b>

PRELIMINARY

N.Y.S.N.A.

NO. 01

NEW YORK STATE NURSES ASSOCIATION

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FROM PERIOD 01 TO PERIOD 12

ANALYSIS REPORT  
July 1988

	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
<b>GENERAL</b>				
RENT-GUILDERLAND, NYC, BUFFALO OFFICE	244,596.00	244,596.00	244,458.60	.1
OCCUPANCY				
GUILDERLAND OFFICE	49,500.00	49,500.00	45,835.63	7.4
NEW YORK CITY OFFICE	15,120.00	15,120.00	12,250.21	19.0
BUFFALO OFFICE	2,000.00	2,000.00	1,444.48	27.8
EQUIPMENT SERVICE	41,500.00	41,500.00	42,935.48	- 3.5
EQUIPMENT PURCHASE	35,700.00	35,700.00	76,907.19	-115.4
SALARIES	314,275.00	314,275.00	290,727.87	7.5
EMPLOYEE BENEFITS	83,455.00	83,455.00	73,941.53	11.4
INSURANCE	69,500.00	69,500.00	56,438.60	18.8
TAXES	222,015.00	222,015.00	199,668.29	10.1
TEMPORARY PERSONNEL	5,000.00	5,000.00	5,232.91	- 4.7
STAFF TRAVEL	11,200.00	11,200.00	12,957.21	- 15.7
SUPPLIES	7,800.00	7,800.00	8,741.09	- 12.1
POSTAGE	4,200.00	4,200.00	4,213.74	- .3
TELEPHONE AND TELEGRAPH	7,700.00	7,700.00	7,682.51	.2
STAFF DEVELOPMENT	6,000.00	6,000.00	4,380.92	27.0
RECRUITMENT	3,000.00	3,000.00	11,128.65	-271.0
BUSINESS COURTESY	2,000.00	2,000.00	2,518.18	- 25.9
CHARGE CARD FEES	2,400.00	2,400.00	3,074.76	- 28.1
TOTAL	1,126,961.00	1,126,961.00	1,104,537.85	2.0
<b>DATA PROCESSING DEPARTMENT</b>				
SALARIES	91,091.00	91,091.00	90,423.82	.7
EMPLOYEE BENEFITS	21,962.00	21,962.00	18,576.25	15.4
POSTAGE	4,200.00	4,200.00	4,323.64	- 2.9
SUPPLIES	13,000.00	13,000.00	15,168.27	- 16.7
COMPUTER MAINTENANCE	40,000.00	40,000.00	34,906.27	12.7
TELEPHONE	1,100.00	1,100.00	1,101.78	- .2
TOTAL	171,353.00	171,353.00	164,560.03	4.0
<b>SPECIAL SERVICES</b>				
LEGAL SERVICES	195,000.00	195,000.00	179,864.86	7.8
ACCOUNTING SERVICES	7,000.00	7,000.00	6,964.98	.5
GRANT EXPENSE	.00	.00	29,742.13	****
MISC SERVICES	9,000.00	9,000.00	10,051.14	- 11.7
TOTAL	211,000.00	211,000.00	226,623.11	- 7.4
<b>CORPORATE COMMITTEES AND MATTERS</b>				
BOARD OF DIRECTORS	20,000.00	20,000.00	32,797.55	- 64.0
EXECUTIVE COMMITTEE	500.00	500.00	509.01	- 1.8
COMMITTEES OF THE BOARD	1,000.00	1,000.00	13.59	98.6
FINANCE COMMITTEE	2,000.00	2,000.00	1,828.31	8.6
ELECTIONS	39,500.00	39,500.00	27,864.91	29.5
NOMINATING COMMITTEE	1,750.00	1,750.00	1,772.20	- 1.3
BYLAWS COMMITTEE	1,750.00	1,750.00	853.68	51.2
COUNCIL ON HUMAN RIGHTS	3,000.00	3,000.00	2,445.60	18.5

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N.Y.S.N.A.

NO. 01

NEW YORK STATE NURSES ASSOCIATION

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FROM PERIOD 01 TO PERIOD 12

ANALYSIS REPORT  
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	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
<b>AWARDS COMMITTEE</b>	875.00	875.00	799.67	8.6
<b>CONSUMER ADVISORY COUNCIL</b>	2,000.00	2,000.00	1,880.43	6.0
TOTAL	72,375.00	72,375.00	70,764.95	2.2
<b>LIAISON COMMITTEES/ACTIVITY</b>				
RETIRED NURSES GROUP	1,500.00	1,500.00	16.01	98.9
MEMBERSHIP/LIAISON ACTIVITIES	8,820.00	8,820.00	4,853.89	45.0
NYS-NPA	5,000.00	5,000.00	5,000.00	
TOTAL	15,320.00	15,320.00	9,869.90	35.6
<b>TOTAL GENERAL EXPENSES</b>	1,597,009.00	1,597,009.00	1,576,295.84	1.3

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ANALYSIS REPORT  
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	BUDGET	PLAN	ACTUAL	VAR %
<b>PART II - CONSTITUENT ACTIVITIES</b>				
<b>CONSTITUENT ACTIVITIES</b>				
ANA DUES ASSESSMENT	1,586,133.00	1,586,133.00	1,534,623.55	3.2
ANA HOUSE OF DELEGATES	32,700.00	32,700.00	30,028.66	8.2
ANA CONSTITUENT FORUM	2,000.00	2,000.00	2,000.00	
ESREC	1,000.00	1,000.00	1,000.00	
NYSNA ADVISORY COUNCIL	8,000.00	8,000.00	5,924.60	25.9
TOTAL	1,629,833.00	1,629,833.00	1,573,576.81	3.5
<b>TOTAL CONSTITUENT ACTIVITIES</b>	<b>1,629,833.00</b>	<b>1,629,833.00</b>	<b>1,573,576.81</b>	<b>3.5</b>

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ANALYSIS REPORT  
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	BUDGET	PLAN	ACTUAL	VAR %
<b>PART III - PROGRAM</b>				
<b>COMMUNICATIONS AND PUBLICATIONS</b>				
SALARIES	115,412.00	115,412.00	109,165.11	5.4
EMPLOYEE BENEFITS	17,570.00	17,570.00	15,025.20	14.5
STAFF TRAVEL	16,800.00	16,800.00	19,171.70	- 14.1
POSTAGE	53,200.00	53,200.00	54,766.51	- 2.9
TELEPHONE AND TELEGRAPH	6,600.00	6,600.00	6,610.73	- .2
SUPPLIES	7,800.00	7,800.00	8,962.99	- 14.9
<b>PUBLICATIONS</b>				
JOURNAL	30,000.00	30,000.00	42,629.23	- 42.1
REPORT	41,500.00	41,500.00	50,350.93	- 21.3
LEGISLATIVE BULLETIN	12,000.00	12,000.00	5,615.55	53.2
E&GW BULLETINS	15,000.00	15,000.00	27,239.93	- 81.6
SPECIAL PUBLICATIONS	11,600.00	11,600.00	10,429.89	10.1
EDITORIAL BOARD	2,000.00	2,000.00	.00	100.0
ADVERTISING, SPECIAL MATERIALS	15,000.00	15,000.00	15,004.02	
SPECIAL PROJECTS	25,000.00	25,000.00	25,343.06	- 1.4
TOTAL	369,482.00	369,482.00	390,314.85	- 5.6
<b>MEMBERSHIP PROMOT, RECRUITMENT RETENTION</b>				
SALARIES	200,953.00	200,953.00	203,284.64	- 1.2
EMPLOYEE BENEFITS	21,962.00	21,962.00	18,576.25	15.4
STAFF TRAVEL	28,000.00	28,000.00	32,026.35	- 14.4
POSTAGE	22,400.00	22,400.00	23,059.50	- 2.9
TELEPHONE AND TELEGRAPH	8,800.00	8,800.00	8,814.29	- .2
SUPPLIES	7,800.00	7,800.00	8,849.02	- 13.4
MEMBERSHIP RECRUITMENT ACTIVITIES	10,000.00	10,000.00	16,779.39	- 67.8
TOTAL	299,915.00	299,915.00	311,389.44	- 3.8
<b>PLANNING AND RESEARCH</b>				
SALARIES	99,150.00	99,150.00	96,067.73	3.1
EMPLOYEE BENEFITS	4,392.00	4,392.00	3,495.69	20.4
STAFF TRAVEL	5,600.00	5,600.00	6,389.87	- 14.1
POSTAGE	2,800.00	2,800.00	2,882.42	- 2.9
TELEPHONE AND TELEGRAPH	3,300.00	3,300.00	3,305.35	- .2
SUPPLIES	3,900.00	3,900.00	4,387.00	- 12.5
LIBRARY OPERAT., REFERENCE & HOLDINGS	19,000.00	19,000.00	17,090.76	10.0
COUNCIL ON NURSING RESEARCH	3,500.00	3,500.00	2,329.49	33.4
ORAL HISTORY PROJECT	5,000.00	5,000.00	666.86	86.7
RECRUITMENT INTO NURSING	2,500.00	2,500.00	3,232.61	- 29.3
TOTAL	149,142.00	149,142.00	139,847.78	6.2
<b>LEGISLATIVE PROGRAM</b>				
SALARIES	98,425.00	98,425.00	97,074.86	1.4
EMPLOYEE BENEFITS	17,570.00	17,570.00	15,025.20	14.5

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ANALYSIS REPORT  
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	BUDGET	PLAN	ACTUAL	VAR %
<b>STAFF TRAVEL</b>	28,000.00	28,000.00	32,049.51	- 14.5
POSTAGE	7,000.00	7,000.00	7,206.08	- 2.9
TELEPHONE AND TELEGRAPH	17,600.00	17,600.00	17,628.61	- .2
SUPPLIES	13,000.00	13,000.00	14,623.41	- 12.5
COUNCIL ON LEGISLATION	5,000.00	5,000.00	4,475.82	10.5
WORKSHOPS, CONFERENCES	15,000.00	15,000.00	7,932.33	47.1
LEGISLATIVE TRACKING SERVICES	3,000.00	3,000.00	3,299.95	- 10.0
<b>TOTAL</b>	<b>204,595.00</b>	<b>204,595.00</b>	<b>199,315.77</b>	<b>2.6</b>
<b>NURSING EDUCATION PROGRAM</b>				
SALARIES	132,423.00	132,423.00	128,912.50	2.7
EMPLOYEE BENEFITS	21,962.00	21,962.00	18,576.25	15.4
STAFF TRAVEL	28,000.00	28,000.00	32,049.51	- 14.5
POSTAGE	7,000.00	7,000.00	7,206.08	- 2.9
TELEPHONE AND TELEGRAPH	8,800.00	8,800.00	8,814.29	- .2
SUPPLIES	13,000.00	13,000.00	14,623.41	- 12.5
COUNCIL ON NURSING EDUCATION	3,500.00	3,500.00	2,568.88	26.6
COUNCIL ON CONTINUING ED	3,500.00	3,500.00	2,586.48	26.1
REGIONAL REVIEW TEAMS	2,500.00	2,500.00	1,634.62	34.6
STATEWIDE PLANNING COMM	2,000.00	2,000.00	590.56	70.5
FUNCTIONAL UNITS	2,500.00	2,500.00	1,909.31	23.6
WORKSHOPS, CONFERENCES	7,500.00	7,500.00	11,406.64	- 52.1
<b>TOTAL</b>	<b>232,685.00</b>	<b>232,685.00</b>	<b>230,878.53</b>	<b>.8</b>
<b>NURSING PRACTICE AND SERVICES PROGRAM</b>				
SALARIES	371,848.00	371,848.00	377,792.89	- 1.6
EMPLOYEE BENEFITS	21,962.00	21,962.00	17,181.92	21.8
STAFF TRAVEL	42,000.00	42,000.00	48,099.28	- 14.5
POSTAGE	7,000.00	7,000.00	7,206.08	- 2.9
TELEPHONE AND TELEGRAPH	16,500.00	16,500.00	16,526.83	- .2
SUPPLIES	15,600.00	15,600.00	17,548.03	- 12.5
COUNCIL ON NURSING PRACTICE	3,500.00	3,500.00	3,241.40	7.4
COUNCIL ON ETHICAL PRACTICE	3,500.00	3,500.00	1,266.09	63.8
TASK FORCE ON SUBSTANCE ABUSE	2,625.00	2,625.00	272.20	89.6
CLINICAL PRACTICE UNITS	9,000.00	9,000.00	7,042.84	21.7
FUNCTIONAL UNITS	4,500.00	4,500.00	2,483.95	44.8
WORKSHOPS, CONFERENCES	2,000.00	2,000.00	1,243.65	37.8
<b>TOTAL</b>	<b>500,035.00</b>	<b>500,035.00</b>	<b>499,905.16</b>	
<b>ECONOMIC AND GENERAL WELFARE PROGRAM</b>				
SALARIES	1,034,739.00	1,034,739.00	972,062.44	6.1
EMPLOYEE BENEFITS	219,621.00	219,621.00	179,868.85	18.1
STAFF TRAVEL	112,000.00	112,000.00	128,263.10	- 14.5
POSTAGE	23,800.00	23,800.00	24,500.71	- 2.9
DELEGATE ASSEMBLY	13,000.00	13,000.00	6,681.47	48.6
TELEPHONE AND TELEGRAPH	33,000.00	33,000.00	33,053.85	- .2
SUPPLIES	28,600.00	28,600.00	32,171.44	- 12.5
HEARINGS, TRANSCRIPTS	50,000.00	50,000.00	51,112.51	- 2.2

Finance Committee #15

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ANALYSIS REPORT  
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	BUDGET	PLAN	ACTUAL	VAR %
<b>WORKSHOPS, CONFERENCES</b>	6,000.00	6,000.00	594.82	90.1
SUPPLEMENTAL SERVICES	32,500.00	32,500.00	22,201.19	31.7
WELFARE EXPENSES	117,750.00	117,750.00	81,132.90	31.1
<b>TOTAL</b>	<b>1,671,010.00</b>	<b>1,671,010.00</b>	<b>1,531,643.28</b>	<b>8.3</b>
<b>ORGANIZATION SERVICES</b>				
SALARIES	55,895.00	55,895.00	56,536.88	- 1.1
EMPLOYEE BENEFITS	8,785.00	8,785.00	5,054.31	42.5
STAFF TRAVEL	8,400.00	8,400.00	9,584.83	- 14.1
POSTAGE	4,200.00	4,200.00	4,323.64	- 2.9
TELEPHONE AND TELEGRAPH	3,300.00	3,300.00	3,305.35	- .2
SUPPLIES	6,500.00	6,500.00	7,311.69	- 12.5
<b>TOTAL</b>	<b>87,080.00</b>	<b>87,080.00</b>	<b>86,116.70</b>	<b>1.1</b>
<b>TOTAL PROGRAM</b>	<b>3,513,944.00</b>	<b>3,513,944.00</b>	<b>3,389,411.51</b>	<b>3.5</b>
<b>TOTAL INCOME</b>	<b>6,049,538.00</b>	<b>6,049,538.00</b>	<b>5,999,215.65</b>	<b>.8</b>
<b>TOTAL EXPENSE</b>	<b>6,740,786.00</b>	<b>6,740,786.00</b>	<b>6,539,284.16</b>	<b>3.0</b>
<b>TOTAL INCOME(EXPENSE)</b>	<b>691,248.00</b>	<b>691,248.00</b>	<b>540,068.51</b>	<b>21.9</b>



ANALYSIS REPORT  
July 1988

	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
<b>CONVENTION INCOME</b>				
REGISTRATION	63,750.00	63,750.00	84,040.00	31.8
EXHIBIT SPACE	26,600.00	26,600.00	36,182.50	36.0
AWARDS BANQUET	13,500.00	13,500.00	12,960.00	- 4.0
SPONSORS	5,000.00	5,000.00	4,650.00	- 7.0
SPECIAL EVENTS	5,500.00	5,500.00	7,428.90	35.1
CE FOOD FUNCTION	1,000.00	1,000.00	3,458.00	245.8
PROGRAM ADVERTISING	8,000.00	8,000.00	10,948.75	36.9
TOTAL	123,350.00	123,350.00	159,668.15	29.4
<b>EXPENSES</b>				
EXHIBIT DECORATION	5,900.00	5,900.00	12,302.96	-108.5
KEY NOTE ADDRESS/RECEPTION	5,000.00	5,000.00	6,242.50	- 24.9
AWARDS BANQUET/RECEPTION	9,650.00	9,650.00	13,834.36	- 43.4
INSURANCE	600.00	600.00	573.00	4.5
CE FOOD FUNCTION	1,000.00	1,000.00	1,514.94	- 51.5
SPECIAL EVENTS	10,500.00	10,500.00	14,094.35	- 34.2
SPECIAL SERVICES	5,700.00	5,700.00	4,748.22	16.7
RECEPTION FOR UNIT REPS	600.00	600.00	979.82	- 63.3
SPEAKERS' TRAVEL	6,000.00	6,000.00	6,517.78	- 8.6
SUPPLIES	20,000.00	20,000.00	33,133.25	- 65.7
PROMOTION	8,000.00	8,000.00	8,411.88	- 5.1
TELEPHONE	3,300.00	3,300.00	3,928.72	- 19.1
POSTAGE	4,200.00	4,200.00	4,106.36	2.2
ORGANIZATIONAL UNITS' TRAVEL	6,000.00	6,000.00	4,359.15	27.3
BOARD AND STAFF TRAVEL	22,000.00	22,000.00	16,250.42	26.1
PROGRAM	5,000.00	5,000.00	11,419.04	-128.4
TOTAL	113,450.00	113,450.00	142,416.75	- 25.5
<b>TOTAL INCOME</b>	123,350.00	123,350.00	159,668.15	29.4
<b>TOTAL EXPENSE</b>	113,450.00	113,450.00	142,416.75	- 25.5
<b>TOTAL INCOME(EXPENSE)</b>	9,900.00	9,900.00	17,251.40	74.3

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ANALYSIS REPORT  
July 1988

	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
<b>GRAND TOTAL INCOME</b>	6,172,888.00	6,172,888.00	6,158,883.80	.2
<b>GRAND TOTAL EXPENSE</b>	6,854,236.00	6,854,236.00	6,681,700.91	2.5
<b>GRAND TOTAL INCOME(EXPENSE)</b>	681,348.00	681,348.00	522,817.11	23.3

NEW YORK STATE NURSES ASSOCIATION  
BALANCE SHEET  
BALANCE SHEET  
JULY 1988

PRELIMINARY

	CURRENT	LAST YEAR	VAR-%
<b>CURRENT ASSETS</b>			
CASH IN BANK	587,540.93	1,066,625.66	44.92-
PETTY CASH	845.00	845.00	
SECURITY DEPOSITS	24,406.72	20,740.00	17.68
CASH & CASH EQUIVALENTS	612,792.65	1,088,210.66	43.69-
DIVIDENDS RECEIVABLE	11,475.00	.00	100.00
ACCOUNTS RECEIVABLE	211,944.51	154,904.47	36.82
ACCOUNTS RECEIVABLE FOUNDATION	294,244.86	333,452.91	11.76-
TOTAL ACCOUNTS RECEIVABLE	517,664.37	488,357.38	6.00
PREPAID EXPENSE	72,825.59	49,611.91	46.79
INVESTMENTS	.00	.00	
<b>TOTAL CURRENT ASSETS</b>	<b>1,203,282.61</b>	<b>1,626,179.95</b>	<b>26.01-</b>
<b>FIXED ASSETS</b>			
FURNITURE & EQUIPMENT	812,413.46	895,807.90	9.31-
ACCUMULATED DEPRECIATION	343,087.54CR	392,914.72CR	12.68-
FURNITURE & EQUIPMENT LESS A/C	469,325.92	502,893.18	6.67-
LAND & BUILDING	240,445.72	240,445.72	
<b>TOTAL FIXED ASSETS</b>	<b>709,771.64</b>	<b>743,338.90</b>	<b>4.52-</b>
<b>TOTAL ASSETS</b>	<b>1,913,054.25</b>	<b>2,369,518.85</b>	<b>19.26-</b>
<b>CURRENT LIABILITIES</b>			
TRADE ACCOUNTS PAYABLE	143,939.26	30,130.34	377.72
OTHER ACCOUNTS PAYABLE	11,544.70	86,521.70	86.66-
DUES & COLLECTIONS PAYABLE	127,505.74	197,740.51	35.52-
PAYROLL TAXES PAYABLE	40,712.29	31,122.36	30.81
SALARY & WITHHOLDINGS	256,047.22	174,345.60	46.86
CURRENT NOTES PAYABLE	.00	.00	
UNEARNED INCOME	530,889.20	539,806.00	
DEFERRED CONVENTION INCOME	15,380.61	.00	1.65-
<b>TOTAL CURRENT LIABILITIES</b>	<b>1,126,019.02</b>	<b>1,059,666.51</b>	<b>100.00</b>
<b>NONCURRENT LIABILITIES</b>			
TOTAL NONCURRENT LIABILITIES	.00	.00	6.26
<b>MEMBER'S EQUITY</b>			
RETAINED EARNINGS PRIOR YEARS	1,309,852.34	1,309,852.34	6.26
CURRENT RETAINED EARNINGS	522,817.11DR	1,309,852.34	
MEMBER'S EQUITY	787,035.23	.00	100.00
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>1,913,054.25</b>	<b>2,369,518.85</b>	<b>19.26-</b>

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NEW YORK STATE NURSES ASSOCIATION  
STATEMENT OF ALLOCATED EXPENSES  
JULY 31, 1988

PRELIMINARY

	Salaries	Benefits	Travel	Postage	Telephone	Supplies
General	290727	73941	12957	4213	7682	8741
Data Processing	90423	18576		4323	1101	15168
Communication	109165	15025	19171	54766	6610	8962
Membership	203284	18576	32026	23059	8814	8849
Planning	96067	3495	6389	2882	3305	4387
Legislative	97074	15025	32049	7206	17628	14623
Nursing Ed	128912	18576	32049	7206	8814	14623
Nursing Practice	377792	17181	48099	7206	16526	17548
ENGN	972062	179868	128263	24500	33053	32171
Organization Service	58536	5054	9584	4323	3305	7311
Convention			16250	4106	3928	33133
<b>Total:</b>	<b>2422042</b>	<b>365317</b>	<b>336837</b>	<b>143790</b>	<b>110766</b>	<b>165516</b>
	BUDGET	PLAN	ACTUAL			
Salaries	2514211	2514211	2422042	92169	0.04	
Benefits	439241	439241	365317	73924	0.17	
Travel	306200	306200	336837	-30637	-0.10	
Postage	140000	140000	143790	-3790	-0.03	
Telephone	110000	110000	110766	-766	-0.01	
Supplies	137000	137000	165516	-28516	-0.21	
<b>Total:</b>	<b>3646652</b>	<b>3646652</b>	<b>3544268</b>	<b>102384</b>		

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AGENDA #5  
REVISED 7/11

NEW YORK STATE NURSES ASSOCIATION  
BUDGET FORECAST @30,000 MEMBERS  
AUGUST 1, 1988 - JULY 31, 1989

ESTIMATED INCOME				
DUES/DUES RELATED INCOME:				
	88	1989		
		\$50	\$75	\$100
DUES INCREASE				
ADVANCE PAY FULL	887250	1055700	1083750	1147500
ADVANCE PAY INSTALL	595000	705250	709625	750000
ADVANCE PAY MONTHLY	0	0	0	0
PRD	3400250	4380000	4490000	4740000
RMDG (A) FULL	92750	82800	85000	90000
RMDG (A) INSTALL	43750	41400	42500	45000
RMDG (B) FULL	30188	20700	21250	22500
RMDG (B) INSTALL	2190	2587	2650	2810
AGENCY SHOP & NONMEMBER				
SERVICE FEE	332500	362250	371875	393750
SERVICE CHARGE PRD&INSTALL	276360	0	0	0
<b>SUBTOTAL:</b>	<b>5660238</b>	<b>6650687</b>	<b>6806650</b>	<b>7191560</b>

*unable to predict dues deducted from Ch. acct.*

*Reflected in other areas*

OTHER INCOME:

CONVENTION	123350	133450		
PAMPHLETS & REPRINTS	2500	2275		
INVESTMENTS	60000	40000	<i>+ due to + Reserve</i>	
SUBSCRIPTIONS	2000	2200		
ADVERTISING	12500	13750		
CONTRIBUTIONS-HONORARIA	1000	1000	<i>+ HHC names</i>	
ADMIN FEES	250000	242875		
WORKSHOPS, CONFERENCES	7600	7500		
CONTINUING ED REVIEW & APPROVAL FEE	18000	19800		
MISC. INCOME	35700	37500		
<b>SUBTOTAL:</b>	<b>512650</b>	<b>500350</b>		

<b>TOTAL INCOME:</b>	<b>6172888</b>	<b>7151037</b>	<b>7307000</b>	<b>7691910</b>
		<i>calculated per 7 month - effective</i>		

*\$7.6m \$8.4m \$9.2m per yr.*

NEW YORK STATE NURSES ASSOCIATION  
BUDGET - FY89

PART I - GENERAL:	Budget	
	88	89
GENERAL:		
RENT (GUILDERLAND, NYC, & BUFFALO OFFICE)	244596	248800
OCCUPANCY:		
GUILDERLAND	49500	46500
NEW YORK CITY OFFICE	15120	13020
BUFFALO OFFICE	2000	2000
EQUIPMENT SERVICE	41500	44700
DEPRECIATION (EQUIPMENT PURCHASE)	35700	60000
SALARIES	314275	297000
EMPLOYEE BENEFITS	83455	57900
INSURANCE	69500	60000
TAXES	222015	239000
TEMPORARY PERSONNEL	5000	2500
STAFF TRAVEL	11200	15400
SUPPLIES	7800	8700
POSTAGE	4200	4500
TELEPHONE/TELEGRAPH	7700	7700
STAFF DEVELOPMENT	6000	6000
RECRUITMENT	3000	5000
BUSINESS COURTESY	2000	2000
CHARGE CARD FEES	2400	3000
<b>TOTAL:</b>	<b>1126961</b>	<b>1123720</b>

*reflects reallocation of salaries base of senior people pension - fully funded - next yr.*



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NEW YORK STATE NURSES ASSOCIATION  
BUDGET - FY89

DATA PROCESSING:

	88	89
SALARIES	91091	91800
EMPLOYEE BENEFITS	21962	15440
POSTAGE	4200	4500
SUPPLIES	13000	14500
COMPUTER MAINTENANCE	40000	40000
TELEPHONE	1100	1100
<b>TOTAL:</b>	<b>171353</b>	<b>167340</b>

SPECIAL SERVICES:

LEGAL SERVICES	195000	195000
ACCOUNTING SERVICES	7000	7000
MISC. SERVICES	9000	12500
<b>TOTAL:</b>	<b>211000</b>	<b>214500</b>

CORPORATE COMMITTEES & MATTERS:

BOARD OF DIRECTORS	20000	18750
PRESIDENT'S EXPENSE	0	12250
EXECUTIVE COMMITTEE	500	500
COMMITTEES OF BOARD	1000	1000
FINANCE COMMITTEE	2000	2000
ELECTIONS	39500	27000
NOMINATING COMMITTEE	1750	1750
BYLAWS COMMITTEE	1750	1750
COUNCIL ON HUMAN RIGHTS	3000	3000
AWARDS COMMITTEE	875	875
CONSUMER ADVISORY COUNCIL	2000	3600
<b>TOTAL:</b>	<b>72375</b>	<b>72475</b>

LIAISON COMMITTEES/ACTIVITY:

RETIRED NURSE GROUP	1500	1500
MEMBERSHIP FEES/LIAISON ACTIVITIES	8820	7195
NYS-NPA	5000	3000
<b>TOTAL:</b>	<b>15320</b>	<b>11695</b>

*have been very inactive  
cannot contribute to political  
campaign*

TOTAL GENERAL: 1597009 1589730

*Agency & hop decision by Supreme Court  
anyone who objects to use of money for  
political purposes can have money reimbursed*

*money subject to rebate must be put into  
savings*

NEW YORK STATE NURSES ASSOCIATION  
BUDGET - FY89

PART II

CONSTITUENT ACTIVITIES:	88	1989	1989	1989
DUES INCREASE		\$50	\$75	\$100
ANA DUES ASSESSMENT	1586133	1575750	1575750	1575750
ANA HOUSE OF DELEGATES	32700	39550		
ANA CONSTITUENT FORUM	2000	2000		
ESREC	1000	1035		
NYSNA ADVISORY COUNCIL	8000	8000		
ICN	0	7000		
<b>TOTAL CONSTITUENT ACTIVITY:</b>	<b>1629833</b>	<b>1633335</b>	<b>1633335</b>	<b>1633335</b>

*dependent upon board authorization*

PART III - PROGRAM:

COMMUNICATIONS & PUBLICATIONS:

SALARIES	115412	104500
EMPLOYEE BENEFITS	17570	15440
STAFF TRAVEL	16800	15400
POSTAGE	53200	57000
TELEPHONE/TELEGRAPH	6600	6600
SUPPLIES	7800	8700
PUBLICATIONS		
JOURNAL	30000	35000
REPORT	41500	32000
LEG BULLETIN	12000	0
EGW BULLETIN	15000	15000
SPECIAL PUBLICATIONS	11600	7100
EDITORIAL BOARD	2000	3000
ADVERTISING, SPEC. MATERIAL	15000	12500
SPECIAL PROJECTS	25000	15000
<b>TOTAL COMM &amp; PUB:</b>	<b>369482</b>	<b>327240</b>

*will be discontinued & included  
in Report*

*16 people - 2 meetings  
- met 2x - develop tool for evaluation  
criteria*

*nurses rights - Handbooks - 1989 ed  
Graduate Education*

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NEW YORK STATE NURSES ASSOCIATION  
BUDGET - FY89

MEMBERSHIP SERVICES:

	88	89
SALARIES	200953	219000
EMPLOYEE BENEFITS	21962	15440
STAFF TRAVEL	28000	6160
POSTAGE	22400	24000
TELEPHONE/TELEGRAPH	8800	8800
SUPPLIES	7800	8700
MEMBERSHIP RECRUITMENT ACTIVITY	10000	0
<hr/>		
TOTAL MEMBERSHIP:	299915	282100

PLANNING & RESEARCH:

SALARIES	99150	101600
EMPLOYEE BENEFITS	4392	15440
STAFF TRAVEL	5600	6160
POSTAGE	2800	3000
TELEPHONE/TELEGRAPH	3300	3300
SUPPLIES	3900	2900
LIBRARY OPERATIONS/HOLDINGS	19000	19000
COUNCIL ON NURSING RESEARCH	3500	4500
ORAL HISTORY	5000	0
RECRUITMENT INTO NURSING	2500	0
<hr/>		
TOTAL PLAN & RESEARCH:	149142	155900

*- folded into Council on Nsg. Research*  
*moved to Nsg. Education*

LEGISLATIVE PROGRAM:

SALARIES	98425	114500
EMPLOYEE BENEFITS	17570	11580
STAFF TRAVEL	28000	30800
POSTAGE	7000	7500
TELEPHONE/TELEGRAPH	17600	17600
SUPPLIES	13000	13050
COUNCIL ON LEG	5000	5000
WORKSHOPS, CONFERENCES	15000	12000
LEG TRACKING SVCE	3000	2000
<hr/>		
TOTAL LEGISLATIVE:	204595	214030

*- reflects re-allocation*

NEW YORK STATE NURSES ASSOCIATION  
BUDGET - FY89

NURSING EDUCATION:

	88	89
SALARIES	132423	140500
EMPLOYEE BENEFITS	21962	15440
STAFF TRAVEL	28000	30800
POSTAGE	7000	7500
TELEPHONE/TELEGRAPH	8800	8800
SUPPLIES	13000	13050
COUNCIL ON NURSING ED.	3500	4375
COUNCIL ON CONTINUING ED.	3500	4375
REGIONAL REVIEW TEAMS	2500	5000
STATEWIDE PLANNING COMM	2000	4500
FUNCTIONAL UNITS	2500	2500
WORKSHOP, CONFERENCES	7500	0
RECRUITMENT INTO NURSING	0	23600
ANA ACCREDITATION	0	4500
<hr/>		
TOTAL NURSING ED:	232685	264940

*addit  
only for  
educat.*

NURSING PRACTICE & SERVICE:

SALARIES	371848	365000
EMPLOYEE BENEFITS	21962	15440
STAFF TRAVEL	42000	46200
POSTAGE	7000	7500
TELEPHONE/TELEGRAPH	16500	16500
SUPPLIES	15600	14500
COUNCIL ON NURSING PRACTICE	3500	3500
COUNCIL ON ETHICAL PRACTICE	3500	3000
COMM. ON IMPAIRED NURSING PRACTICE	2625	2500
CLINICAL PRACTICE UNIT	9000	9000
FUNCTIONAL UNITS	4500	4500
WORKSHOPS, CONFERENCES	2000	0
<hr/>		
TOTAL NURSE PRACTICE & SERVICE:	500035	487640

*portion of Exb - allocation*

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NEW YORK STATE NURSES ASSOCIATION  
BUDGET - FY89

ECONOMIC GENERAL WELFARE:

	88	89
SALARIES	1034739	1180000 →
EMPLOYEE BENEFITS	219621	212300
STAFF TRAVEL	112000	123200
POSTAGE	23800	25500
TELEPHONE/TELEGRAPH	33000	33000
SUPPLIES	28600	31900
DELEGATE ASSEMBLY	13000	20500 ←
HEARINGS, TRANSCRIPTS	50000	48000
SUPPLEMENTAL SERVICES	32500	31500
CNP MEETINGS	6000	4000
WELFARE EXPENSES	117750	100367
-----		
TOTAL EGW:	1671010	1810267

ORGANIZATION SERVICES:

SALARIES	55895	79640
EMPLOYEE BENEFITS	8785	11580
STAFF TRAVEL	8400	12320
POSTAGE	4200	4500
TELEPHONE/TELEGRAPH	3300	3300
SUPPLIES	6500	7250
MEMBER RECRUITMENT ACTIVITY	0	12500
WORKSHOPS, CONFERENCES	0	8750
-----		
TOTAL ORG. SVCS:	87080	139840

TOTAL PROGRAM: 3513944 3681957

CONVENTION EXPENSE: 113450 104030

	88	'89	'89	'89
TOTAL ESTIMATED INCOME:	6172888	7151037	7307000	7691910
TOTAL ESTIMATED EXPENSE:	6854236	7009052	7009052	7009052
-----				
TOTAL INCOME(EXPENSE):	-681348	141985	297948	682858

89 = 8.4 million

BUDGET: NYSNA-CONVENTION  
1988

	BUDGET
INCOME:	
REGISTRATION	77250
EXHIBIT SPACE	35000
SPONSORS	7500
TOURS	1700
PROGRAM ADVERTISING	12000
-----	
TOTAL INCOME:	133450
EXPENSES:	
EXHIBIT DECORATION	6500
WELCOME RECEPTION	500
REFRESHMENT BREAK	2500
AWARDS BANQUET/RECEPTION	3000
INSURANCE	600
SPECIAL SERVICES	5500
GIFTS FOR UNIT REPS	1200
SPEAKER TRAVEL & HONORARIA	9000
SUPPLIES	21750
PROMOTION	3500
TELEPHONE	3300
POSTAGE	4620
ORGANIZATION UNIT TRAVEL	8000
BOARD/STAFF TRAVEL	21560
PROGRAM EXPENSES	9000
MISC. EXPENSES	3500
-----	
TOTAL EXPENSE:	104030
NET INCOME(EXPENSE):	29420



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N.Y.S.N.A BUDGET FY'89  
GENERAL CONSOLIDATED EXPENSES

	BUDGET	
	88	89
SALARIES	2514211	2693540
EMPLOYEE BENEFITS	439241	386000
STAFF TRAVEL	280000	308000
SUPPLIES	130000	145000
POSTAGE	140000	150000
TELEPHONE/TELEGRAPH	110000	110000
-----		
TOTAL:	3613452	3792540
EQUIPMENT AQUISITIONS:	35700	10400
ADMINISTRATIVE FEE:		
INCOME	250000	242875
EXPENSE	110000	100367
-----		
EXCESS INCOME (EXPENSE):	140000	142508

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NEW YORK STATE NURSES ASSOCIATION  
ANALYSIS REPORT SUMMARY  
PERIOD ENDING 6-30-88

INCOME	BUDGET	PLAN	ACTUAL
<b>DUES &amp; DUES RELATED:</b>			
ADVANCE PAY (ALL)	1482250	1358730	1274441
PRD	3400250	3116896	3190888
REDUCED PAY (ALL)	168878	154804	138198
OTHER RELATED	608860	535091	568686
<b>SUB TOTAL:</b>	<b>5660238</b>	<b>5165521</b>	<b>5172213</b>
<b>OTHER INCOME</b>			
INVESTMENTS	60000	55000	55097
ADMINISTRATIVE FEES	250000	222300	224837
MISC INCOME	35700	32725	46220
OTHER	43600	39967	49940
CONVENTION	123350	123350	159668
<b>SUB TOTAL:</b>	<b>512650</b>	<b>473342</b>	<b>535762</b>
<b>TOTAL ESTIMATED INCOME:</b>	<b>6172888</b>	<b>5638863</b>	<b>5707975</b>

NEW YORK STATE NURSES ASSOCIATION  
ANALYSIS REPORT SUMMARY  
PERIOD ENDING 6-30-88

GENERAL EXPENSES:	BUDGET	PLAN	ACTUAL
ADMINISTRATION	1126961	1032013	942317
DATA PROCESSING	171353	158401	147435
SPECIAL SERVICES	211000	193667	179024
CORPORATE COMMITTEE & MATTERS	72375	69781	67965
LIAISON ACTIVITY/COMMITTEE	15320	14043	9463
<b>SUB TOTAL:</b>	<b>1597009</b>	<b>1467905</b>	<b>1346204</b>
<b>CONSTITUENT ACTIVITIES:</b>			
ANA DUES ASSESSMENT	1586133	1453955	1439438
ANA HOUSE OF DELEGATES	32700	32700	14773
ANA CONSTITUENT FORUM	2000	1833	1735
ESREC	1000	917	971
NYSNA ADVISORY COUNCIL	8000	8000	5848
<b>SUB TOTAL:</b>	<b>1629833</b>	<b>1497405</b>	<b>1462765</b>



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NEW YORK STATE NURSES ASSOCIATION  
ANALYSIS REPORT SUMMARY  
PERIOD ENDING 6-30-88

PROGRAM EXPENSES:

	BUDGET	PLAN	ACTUAL
COMMUNICATIONS & PUBLICATIONS	369482	348799	332081
MEMBERSHIP	299915	273295	264493
PLANNING	149142	134694	117165
LEGISLATION	204595	189272	175262
NURSING EDUCATION	232685	214589	205367
NURSING PRACTICE	500035	453244	435302
ECONOMIC & GENERAL WELFARE	1671010	1528613	1319667
ORGANIZATION SERVICES	87080	80005	74558
CONVENTION	113450	113450	142417
SUB TOTAL:	3627394	3335961	3066312
GRAND TOTAL INCOME:	6172888	5638863	5707975
GRAND TOTAL EXPENSES:	6854236	6301271	5875281
CONTRIBUTION TO MEMBER'S EQUITY:	-681348	-662408	-167306

NEW YORK STATE NURSES ASSOCIATION  
STATEMENT OF ALLOCATED EXPENSES  
June 1988

	Salaries	Benefits	Travel	Postage	Telephone	Supplies
General	251287	71300	11053	3210	6543	7062
Data Processing	79756	19082		3320	939	12303
Communication	97480	15434	16662	42052	5634	7222
Membership	176507	19082	27819	17706	7512	7170
Planning	85352	3592	5554	2213	2817	3548
Legislative	85135	15435	27869	5533	15024	11826
Nursing Ed	114616	19082	27869	5533	7512	11826
Nursing Practice	326493	17817	41829	5533	14085	14191
EOGW	807846	184745	111542	18812	28171	26016
Organization Service	48654	5525	8331	3320	2817	5913
Convention			16250	4106	3928	33133
Total:	2073126	371094	294778	111338	94982	140210

	BUDGET	PLAN	ACTUAL		
Salaries	2514211	2304693	2073126	231567	0.10
Benefits	439241	402638	371094	31544	0.08
Travel	306200	296778	294778	2000	0.01
Postage	140000	128683	111338	17345	0.13
Telephone	110000	100833	94982	5851	0.06
Supplies	137000	127250	140210	-12950	-0.10
Total:	3646652	3360876	3085528	275348	

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N.Y.S.N.A. NO. 01

NEW YORK STATE NURSES ASSOCIATION  
BALANCE SHEET

DATE 7/05/88 TIME 12.07.34

BALANCE SHEET  
JUNE 1988

	CURRENT	LAST YEAR	VAR-%
<b>CURRENT ASSETS</b>			
CASH IN BANK	598,564.18	1,417,079.57	57.76
PETTY CASH	845.00	845.00	
SECURITY DEPOSITS	22,119.16	20,740.00	6.65
CASH & CASH EQUIVALENTS	621,528.34	1,438,664.57	56.80
DIVIDENDS RECEIVABLE	12,010.00	.00	100.00
ACCOUNTS RECEIVABLE	239,899.90	57,891.06	314.40
ACCOUNTS RECEIVABLE FOUNDATION	303,167.96	332,775.90	8.90
TOTAL ACCOUNTS RECEIVABLE	555,077.86	390,666.96	42.08
PREPAID EXPENSE	125,913.36	57,775.03	117.94
INVESTMENTS	.00	.00	
<b>TOTAL CURRENT ASSETS</b>	<b>1,302,519.56</b>	<b>1,887,106.56</b>	<b>30.98</b>
<b>FIXED ASSETS</b>			
FURNITURE & EQUIPMENT	902,748.68	792,394.38	13.93
ACCUMULATED DEPRECIATION	392,914.72CR	318,938.14CR	23.19
FURNITURE & EQUIPMENT LESS A/C	509,833.96	473,456.24	7.68
LAND & BUILDING	240,445.72	240,445.72	
<b>TOTAL FIXED ASSETS</b>	<b>750,279.68</b>	<b>713,901.96</b>	<b>5.10</b>
<b>TOTAL ASSETS</b>	<b>2,052,799.24</b>	<b>2,601,008.52</b>	<b>21.08</b>
<b>CURRENT LIABILITIES</b>			
TRADE ACCOUNTS PAYABLE	29,528.35	124,787.40	76.34
OTHER ACCOUNTS PAYABLE	172,156.58	198,903.41	13.45
DUES & COLLECTIONS PAYABLE	45,956.28	219,787.75	79.09
PAYROLL TAXES PAYABLE	1,060.60	428.70DR	347.40
SALARY & WITHHOLDINGS	126,770.18	130.80	819.10
CURRENT NOTES PAYABLE	.00	.00	
UNEARNED INCOME	525,567.22	529,812.35	.80
DEFERRED CONVENTION INCOME	9,214.36	3,590.40	156.64
<b>TOTAL CURRENT LIABILITIES</b>	<b>910,253.57</b>	<b>1,076,583.41</b>	<b>15.45</b>
<b>NONCURRENT LIABILITIES</b>			
<b>TOTAL NONCURRENT LIABILITIES</b>	<b>.00</b>	<b>.00</b>	
<b>TOTAL LIABILITIES</b>	<b>910,253.57</b>	<b>1,076,583.41</b>	<b>15.45</b>
<b>MEMBER'S EQUITY</b>			
RETAINED EARNINGS PRIOR YEARS	1,309,852.34	1,324,937.92	1.14
CURRENT RETAINED EARNINGS	167,306.67DR	199,487.19	183.87
<b>MEMBER'S EQUITY</b>	<b>1,142,545.67</b>	<b>1,524,425.11</b>	<b>25.05</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>2,052,799.24</b>	<b>2,601,008.52</b>	<b>21.08</b>



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	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR X-
<b>ESTIMATED INCOME</b>				
<b>DUES AND DUES-RELATED INCOME</b>				
ADVANCE PAID FULL	887,250.00	813,312.50	791,276.06	- 2.7
ADVANCE PAID INSTALL	595,000.00	545,416.67	483,164.91	- 11.4
PRD	3,400,250.00	3,116,895.83	3,190,888.19	- 2.4
RNDG A FULL	92,750.00	85,020.83	74,486.70	- 12.4
RNDG A INSTALL	43,750.00	40,104.17	33,336.87	- 16.9
RNDG B FULL	30,188.00	27,672.33	28,637.50	- 3.5
RNDG B INSTALL	2,190.00	2,007.50	1,736.64	- 13.5
AGENCY SHOP AND NON-MEMBER SER FEE	332,500.00	304,791.67	351,562.85	15.3
SERVICE CHARGE PRD AND INSTALL	276,360.00	230,300.00	217,122.84	- 5.7
SUB-TOTAL	5,660,238.00	5,165,521.50	5,172,212.56	.1
<b>OTHER INCOME</b>				
PAMPHLETS AND REPRINTS	2,500.00	2,291.67	2,029.53	- 11.4
INVESTMENTS	60,000.00	55,000.00	55,097.08	.2
SUBSCRIPTIONS	2,000.00	1,833.33	1,474.00	- 19.6
ADVERTISING	12,500.00	11,458.33	12,113.50	- 5.7
CONTRIBUTIONS AND HONORARIA	1,000.00	916.67	767.00	- 16.3
ADMINISTRATION FEE	250,000.00	222,300.51	224,836.51	1.1
WORKSHOPS, CONFERENCES	7,600.00	6,966.67	13,560.00	94.6
CONTINUING ED REVIEW & APPROV FEE	18,000.00	16,500.00	19,996.00	21.2
MISC INCOME	35,700.00	32,725.00	46,220.30	41.2
SUB-TOTAL	389,300.00	349,992.18	376,093.94	7.5
<b>TOTAL ESTIMATED INCOME</b>	<b>6,049,538.00</b>	<b>5,515,513.68</b>	<b>5,548,306.50</b>	<b>.6</b>

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	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR X-
<b>GENERAL</b>				
RENT-GUILDERLAND, NYC, BUFFALO OFFICE	244,596.00	224,213.00	221,455.60	1.2
<b>OCCUPANCY</b>				
GUILDERLAND OFFICE	49,500.00	45,375.00	39,981.66	11.9
NEW YORK CITY OFFICE	15,120.00	13,860.00	8,303.55	40.1
BUFFALO OFFICE	2,000.00	1,833.33	1,281.19	30.1
EQUIPMENT SERVICE	41,500.00	41,500.00	40,140.71	3.3
EQUIPMENT PURCHASE	35,700.00	35,700.00	35,429.15	.8
SALARIES	314,275.00	278,012.50	251,287.10	9.6
EMPLOYEE BENEFITS	83,455.00	83,455.00	71,300.48	14.6
INSURANCE	69,500.00	63,808.33	48,141.03	24.6
TAXES	222,015.00	196,397.88	174,361.90	11.2
TEMPORARY PERSONNEL	5,000.00	5,000.00	4,701.61	6.0
STAFF TRAVEL	11,200.00	11,200.00	11,052.84	1.3
SUPPLIES	7,800.00	7,800.00	7,062.40	9.5
POSTAGE	4,200.00	3,850.00	3,209.93	16.6
TELEPHONE AND TELEGRAPH	7,700.00	7,058.33	6,543.18	7.3
STAFF DEVELOPMENT	6,000.00	6,000.00	3,937.92	34.4
RECRUITMENT	3,000.00	2,750.00	8,975.95	-226.4
BUSINESS COURTESY	2,000.00	2,000.00	2,162.85	- 8.1
CHARGE CARD FEES	2,400.00	2,200.00	2,988.40	- 35.8
TOTAL	1,126,961.00	1,032,013.37	942,317.45	8.7
<b>DATA PROCESSING DEPARTMENT</b>				
SALARIES	91,091.00	80,580.50	79,756.01	1.0
EMPLOYEE BENEFITS	21,962.00	21,962.00	19,081.86	13.1
POSTAGE	4,200.00	3,850.00	3,319.83	13.8
SUPPLIES	13,000.00	13,000.00	12,303.52	5.4
COMPUTER MAINTENANCE	40,000.00	38,000.01	32,034.65	15.7
TELEPHONE	1,100.00	1,008.33	939.02	6.9
TOTAL	171,353.00	158,400.84	147,434.89	6.9
<b>SPECIAL SERVICES</b>				
LEGAL SERVICES	195,000.00	178,750.00	164,400.52	8.0
ACCOUNTING SERVICES	7,000.00	6,416.67	6,274.98	2.2
MISC SERVICES	9,000.00	8,500.00	8,348.28	1.8
TOTAL	211,000.00	193,666.67	179,023.78	7.6
<b>CORPORATE COMMITTEES AND MATTERS</b>				
BOARD OF DIRECTORS	20,000.00	18,333.33	31,265.29	- 70.5
EXECUTIVE COMMITTEE	500.00	458.33	281.76	38.5
COMMITTEES OF THE BOARD	1,000.00	916.67	13.59	98.5
FINANCE COMMITTEE	2,000.00	1,833.33	1,654.90	9.7
ELECTIONS	39,500.00	39,500.00	27,864.91	29.5
NOMINATING COMMITTEE	1,750.00	1,750.00	1,772.20	- 1.3
BYLAWS COMMITTEE	1,750.00	1,604.17	853.68	46.8
COUNCIL ON HUMAN RIGHTS	3,000.00	2,750.00	1,992.03	27.6
AWARDS COMMITTEE	875.00	802.08	386.69	51.8

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	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
CONSUMER ADVISORY COUNCIL	2,000.00	1,833.33	1,880.43	2.6
TOTAL	72,375.00	69,781.24	67,965.48	2.6
LIAISON COMMITTEES/ACTIVITY	1,500.00	1,375.00	16.01	98.8
RETIRED NURSES GROUP	8,820.00	8,085.00	4,863.22	39.8
MEMBERSHIP/LIAISON ACTIVITIES	5,000.00	4,583.33	4,583.33	
NYS-NPA	15,320.00	14,043.33	9,462.56	32.6
TOTAL				
TOTAL GENERAL EXPENSES	1,597,009.00	1,467,905.45	1,346,204.16	8.3

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	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
PART II - CONSTITUENT ACTIVITIES				
CONSTITUENT ACTIVITIES				
ANA DUES ASSESSMENT	1,586,133.00	1,453,955.25	1,439,437.84	1.0
ANA HOUSE OF DELEGATES	32,700.00	32,700.00	14,772.93	54.8
ANA CONSTITUENT FORUM	2,000.00	1,833.33	1,735.00	5.4
ESREC	1,000.00	916.67	971.32	6.0
NYSNA ADVISORY COUNCIL	8,000.00	8,000.00	5,847.77	26.9
TOTAL	1,629,833.00	1,497,405.25	1,462,764.86	2.3
TOTAL CONSTITUENT ACTIVITIES	1,629,833.00	1,497,405.25	1,462,764.86	2.3

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-----BUDGET-----      -----PLAN-----      -----ACTUAL-----      -VAR %-

PART III - PROGRAM

COMMUNICATIONS AND PUBLICATIONS

SALARIES	115,412.00	102,095.24	97,479.64	4.5
EMPLOYEE BENEFITS	17,570.00	17,570.00	15,434.50	12.2
STAFF TRAVEL	16,800.00	16,800.00	16,661.61	.8
POSTAGE	53,200.00	48,766.67	42,051.61	13.8
TELEPHONE AND TELEGRAPH	6,600.00	6,050.00	5,634.16	6.9
SUPPLIES	7,800.00	7,800.00	7,221.96	7.4
PUBLICATIONS				
JOURNAL	30,000.00	30,000.00	33,290.19	- 11.0
REPORT	41,500.00	41,500.00	41,843.03	.8
LEGISLATIVE BULLETIN	12,000.00	12,000.00	5,615.55	53.2
E&G BULLETINS	15,000.00	13,750.00	23,739.58	- 72.7
SPECIAL PUBLICATIONS	11,600.00	10,633.33	7,659.66	28.0
EDITORIAL BOARD	2,000.00	1,833.33	.00	100.0
ADVERTISING, SPECIAL MATERIALS	15,000.00	15,000.00	13,886.62	7.4
SPECIAL PROJECTS	25,000.00	25,000.00	21,563.06	13.7
TOTAL	369,482.00	348,798.57	332,081.17	4.8

MEMBERSHIP PROMOT, RECRUITMENT RETENTION

SALARIES	200,953.00	177,766.12	176,507.22	.7
EMPLOYEE BENEFITS	21,962.00	21,962.00	19,081.86	13.1
STAFF TRAVEL	28,000.00	28,000.00	27,819.35	.6
POSTAGE	22,400.00	20,533.33	17,705.85	13.8
TELEPHONE AND TELEGRAPH	8,800.00	8,066.67	7,512.20	6.9
SUPPLIES	7,800.00	7,800.00	7,170.33	8.1
MEMBERSHIP RECRUITMENT ACTIVITIES	10,000.00	9,166.67	8,695.97	5.1
TOTAL	299,915.00	273,294.79	264,492.78	3.2

PLANNING AND RESEARCH

SALARIES	99,150.00	87,710.00	85,351.78	2.7
EMPLOYEE BENEFITS	4,392.00	4,392.00	3,591.99	18.2
STAFF TRAVEL	5,600.00	5,600.00	5,553.84	.8
POSTAGE	2,800.00	2,566.67	2,213.21	13.8
TELEPHONE AND TELEGRAPH	3,300.00	3,025.00	2,817.07	6.9
SUPPLIES	3,900.00	3,900.00	3,547.66	9.0
LIBRARY OPERAT., REFERENCE & HOLDINGS	19,000.00	17,416.67	12,580.67	27.8
COUNCIL ON NURSING RESEARCH	3,500.00	3,208.33	1,077.03	66.4
ORAL HISTORY PROJECT	5,000.00	4,583.33	.00	100.0
RECRUITMENT INTO NURSING	2,500.00	2,291.67	431.89	81.2
TOTAL	149,142.00	134,693.67	117,165.14	13.0

LEGISLATIVE PROGRAM

SALARIES	98,425.00	87,068.26	85,135.04	2.2
EMPLOYEE BENEFITS	17,570.00	17,570.00	15,434.50	12.2

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-----BUDGET-----      -----PLAN-----      -----ACTUAL-----      -VAR %-

STAFF TRAVEL	28,000.00	28,000.00	27,869.35	.5
POSTAGE	7,000.00	6,416.67	5,533.06	13.8
TELEPHONE AND TELEGRAPH	17,600.00	16,133.33	15,024.43	6.9
SUPPLIES	13,000.00	13,000.00	11,825.59	9.0
COUNCIL ON LEGISLATION	5,000.00	4,583.33	4,499.15	1.8
WORKSHOPS, CONFERENCES	15,000.00	13,750.00	7,932.33	42.3
LEGISLATIVE TRACKING SERVICES	3,000.00	2,750.00	2,008.51	27.0
TOTAL	204,595.00	189,271.59	175,261.96	7.4

NURSING EDUCATION PROGRAM

SALARIES	132,423.00	117,143.43	114,615.60	2.2
EMPLOYEE BENEFITS	21,962.00	21,962.00	19,081.86	13.1
STAFF TRAVEL	28,000.00	28,000.00	27,869.35	.5
POSTAGE	7,000.00	6,416.67	5,533.06	13.8
TELEPHONE AND TELEGRAPH	8,800.00	8,066.67	7,512.20	6.9
SUPPLIES	13,000.00	13,000.00	11,825.59	9.0
COUNCIL ON NURSING EDUCATION	3,500.00	3,208.33	2,565.38	20.0
COUNCIL ON CONTINUING ED	3,500.00	3,500.00	1,784.79	49.0
REGIONAL REVIEW TEAMS	2,500.00	2,291.67	1,527.52	33.3
STATEWIDE PLANNING COMM	2,000.00	1,833.33	446.71	75.6
FUNCTIONAL UNITS	2,500.00	2,291.67	1,909.31	16.7
WORKSHOPS, CONFERENCES	7,500.00	6,875.00	10,695.58	- 55.6
TOTAL	232,685.00	214,588.77	205,366.95	4.3

NURSING PRACTICE AND SERVICES PROGRAM

SALARIES	371,848.00	328,942.45	326,493.30	.7
EMPLOYEE BENEFITS	21,962.00	21,962.00	17,816.54	18.9
STAFF TRAVEL	42,000.00	42,000.00	41,829.04	.4
POSTAGE	7,000.00	6,416.67	5,533.06	13.8
TELEPHONE AND TELEGRAPH	16,500.00	15,125.00	14,085.41	6.9
SUPPLIES	15,600.00	15,600.00	14,190.65	9.0
COUNCIL ON NURSING PRACTICE	3,500.00	3,208.33	3,204.90	.1
COUNCIL ON ETHICAL PRACTICE	3,500.00	3,208.33	1,266.09	60.5
TASK FORCE ON SUBSTANCE ABUSE	2,625.00	2,406.25	272.20	88.7
CLINICAL PRACTICE UNITS	9,000.00	8,250.00	6,974.09	15.5
FUNCTIONAL UNITS	4,500.00	4,125.00	2,483.95	39.8
WORKSHOPS, CONFERENCES	2,000.00	2,000.00	1,152.69	42.4
TOTAL	500,035.00	453,244.03	435,301.92	4.0

ECONOMIC AND GENERAL WELFARE PROGRAM

SALARIES	1,034,739.00	915,346.05	807,846.30	11.7
EMPLOYEE BENEFITS	219,621.00	219,621.00	184,744.84	15.9
STAFF TRAVEL	112,000.00	112,000.00	111,542.47	.4
POSTAGE	23,800.00	21,816.67	18,812.46	13.8
DELEGATE ASSEMBLY	13,000.00	11,916.67	5,015.49	57.9
TELEPHONE AND TELEGRAPH	33,000.00	30,250.00	28,171.01	6.9
SUPPLIES	28,600.00	28,600.00	26,016.27	9.0
HEARINGS, TRANSCRIPTS	50,000.00	45,833.33	47,569.45	3.8



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	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
WORKSHOPS, CONFERENCES	6,000.00	5,500.00	104.44	98.1
SUPPLEMENTAL SERVICES	32,500.00	29,791.67	14,151.01	52.5
WELFARE EXPENSES	117,750.00	107,937.50	75,693.09	29.9
TOTAL	1,671,010.00	1,528,612.89	1,319,666.83	13.7
ORGANIZATION SERVICES				
SALARIES	55,895.00	49,445.57	48,653.67	1.6
EMPLOYEE BENEFITS	8,785.00	8,785.00	5,524.67	37.1
STAFF TRAVEL	8,400.00	8,400.00	8,330.78	.8
POSTAGE	4,200.00	3,850.00	3,319.83	13.8
TELEPHONE AND TELEGRAPH	3,300.00	3,025.00	2,817.07	6.9
SUPPLIES	6,500.00	6,500.00	5,912.78	9.0
TOTAL	87,080.00	80,005.57	74,558.80	6.8
TOTAL PROGRAM	3,513,944.00	3,222,509.88	2,923,895.55	9.3
TOTAL INCOME	6,049,538.00	5,515,513.68	5,548,306.50	.6
TOTAL EXPENSE	6,740,786.00	6,187,820.58	5,732,864.57	7.4
TOTAL INCOME(EXPENSE)	691,248.00	672,306.90	184,558.07	72.5

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	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
CONVENTION INCOME				
REGISTRATION	63,750.00	63,750.00	84,040.00	31.8
EXHIBIT SPACE	26,600.00	26,600.00	36,182.50	36.0
AWARDS BANQUET	13,500.00	13,500.00	12,960.00	- 4.0
SPONSORS	5,000.00	5,000.00	4,650.00	- 7.0
SPECIAL EVENTS	5,500.00	5,500.00	7,428.90	35.1
CE FOOD FUNCTION	1,000.00	1,000.00	3,458.00	245.8
PROGRAM ADVERTISING	8,000.00	8,000.00	10,948.75	36.9
TOTAL	123,350.00	123,350.00	159,668.15	29.4
EXPENSES				
EXHIBIT DECORATION	5,900.00	5,900.00	12,302.96	-108.5
KEY NOTE ADDRESS/RECEPTION	5,000.00	5,000.00	6,242.50	- 24.9
AWARDS BANQUET/RECEPTION	9,650.00	9,650.00	13,834.36	- 43.4
INSURANCE	1,600.00	600.00	573.00	4.5
CE FOOD FUNCTION	1,000.00	1,000.00	1,514.94	- 51.5
SPECIAL EVENTS	10,500.00	10,500.00	14,094.35	- 34.2
SPECIAL SERVICES	5,700.00	5,700.00	4,748.22	16.7
RECEPTION FOR UNIT REPS	600.00	600.00	979.82	- 63.3
SPEAKERS' TRAVEL	6,000.00	6,000.00	6,517.78	- 8.6
SUPPLIES	20,000.00	20,000.00	33,133.25	- 65.7
PROMOTION	8,000.00	8,000.00	8,411.88	- 5.1
TELEPHONE	3,300.00	3,300.00	3,928.72	- 19.1
POSTAGE	4,200.00	4,200.00	4,106.36	2.2
ORGANIZATIONAL UNITS' TRAVEL	6,000.00	6,000.00	4,359.15	27.3
BOARD AND STAFF TRAVEL	22,000.00	22,000.00	16,250.42	26.1
PROGRAM	5,000.00	5,000.00	11,419.04	-128.4
TOTAL	113,450.00	113,450.00	142,416.75	- 25.5
TOTAL INCOME	123,350.00	123,350.00	159,668.15	29.4
TOTAL EXPENSE	113,450.00	113,450.00	142,416.75	- 25.5
TOTAL INCOME(EXPENSE)	9,900.00	9,900.00	17,251.40	74.3

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	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
GRAND TOTAL INCOME	6,172,888.00	5,638,863.68	5,707,974.65	1.2
GRAND TOTAL EXPENSE	6,854,236.00	6,301,270.58	5,875,281.32	6.8
GRAND TOTAL INCOME (EXPENSE)	681,348.00-	662,406.90-	167,306.67-	74.7

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AGENDA #14  
FINAL REPORT

NEW YORK STATE NURSES ASSOCIATION  
ANALYSIS REPORT SUMMARY  
PERIOD ENDING 4-30-88

INCOME	BUDGET	PLAN	ACTUAL
<b>DUES &amp; DUES RELATED:</b>			
ADVANCE PAY (ALL)	1482250	1111688	1038512
PRD	3400250	2550187	2619953
REDUCED PAY (ALL)	168878	126658	114848
OTHER RELATED	608860	433615	473007
<b>SUB TOTAL:</b>	<b>5660238</b>	<b>4222148</b>	<b>4246320</b>
<b>OTHER INCOME</b>			
INVESTMENTS	60000	45000	55165
ADMINISTRATIVE FEES	250000	182301	182299
MISC INCOME	35700	26775	39125
OTHER	43600	32700	30566
CONVENTION	123350	123350	159668
<b>SUB TOTAL:</b>	<b>512650</b>	<b>410126</b>	<b>466823</b>
<b>TOTAL ESTIMATED INCOME:</b>	<b>6172888</b>	<b>4632274</b>	<b>4713143</b>

NEW YORK STATE NURSES ASSOCIATION  
ANALYSIS REPORT SUMMARY  
PERIOD ENDING 4-30-88

GENERAL EXPENSES:	BUDGET	PLAN	ACTUAL
ADMINISTRATION	1126961	857913	769958
DATA PROCESSING	171353	129927	121938
SPECIAL SERVICES	211000	158250	144643
CORPORATE COMMITTEE & MATTERS	72375	64156	56222
LIAISON ACTIVITY/COMMITTEE	15320	11490	7178
<b>SUB TOTAL:</b>	<b>1597009</b>	<b>1221736</b>	<b>1099939</b>
<b>CONSTITUENT ACTIVITIES:</b>			
ANA DUES ASSESSMENT	1586133	1189600	1190107
ANA HOUSE OF DELEGATES	32700	18150	10925
ANA CONSTITUENT FORUM	2000	1500	0
ESREC	1000	750	29
NYSNA ADVISORY COUNCIL	8000	6000	5888
<b>SUB TOTAL:</b>	<b>1629833</b>	<b>1216000</b>	<b>1206949</b>



NEW YORK STATE NURSES ASSOCIATION  
 ANALYSIS REPORT SUMMARY  
 PERIOD ENDING 4-30-88

	BUDGET	PLAN	ACTUAL
PROGRAM EXPENSES:			
COMMUNICATIONS & PUBLICATIONS	369482	298215	269224
MEMBERSHIP	299915	223602	219747
PLANNING	149142	110466	95835
LEGISLATION	204595	153718	142324
NURSING EDUCATION	232685	174789	154505
NURSING PRACTICE	500035	371405	343798
ECONOMIC & GENERAL WELFARE	1671010	1254660	1068651
ORGANIZATION SERVICES	87080	65167	60017
CONVENTION	113450	113450	142417
SUB TOTAL:	3627394	2765472	2496518
GRAND TOTAL INCOME:	6172888	4632274	4713143
GRAND TOTAL EXPENSES:	6854236	5203208	4803406
CONTRIBUTION TO MEMBER'S EQUITY:	-681348	-570934	-90263

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FROM PERIOD 01 TO PERIOD 09

	BUDGET	PLAN	ACTUAL	VAR %
<b>ESTIMATED INCOME</b>				
DUES AND DUES-RELATED INCOME				
ADVANCE PAID FULL	887,250.00	665,437.50	644,188.85	3.2
ADVANCE PAID INSTALL	595,000.00	446,250.01	394,322.92	11.6
PRD	3,400,250.00	2,550,187.49	2,619,953.38	2.7
RMDG A FULL	92,750.00	69,562.49	62,290.46	10.5
RMDG A INSTALL	43,750.00	32,812.51	27,738.11	15.5
RMDG B FULL	30,188.00	22,640.99	23,377.50	3.3
RMDG B INSTALL	2,190.00	1,642.50	1,442.13	12.2
AGENCY SHOP AND NON-MEMBER SER FEE	332,500.00	249,375.01	289,329.66	16.0
SERVICE CHARGE PRD AND INSTALL	276,360.00	184,240.00	183,677.43	.3
SUB-TOTAL	5,660,238.00	4,222,148.50	4,246,320.46	.6
OTHER INCOME				
PAMPHLETS AND REPRINTS	2,500.00	1,875.01	1,699.25	9.4
INVESTMENTS	60,000.00	45,000.00	55,165.15	22.6
SUBSCRIPTIONS	2,000.00	1,499.99	1,431.00	4.6
ADVERTISING	12,500.00	9,374.99	9,272.53	1.1
CONTRIBUTIONS AND HONORARIA	1,000.00	750.01	662.00	11.7
ADMINISTRATION FEE	250,000.00	182,300.51	182,298.51	
WORKSHOPS, CONFERENCES	7,600.00	5,700.01	5,220.00	96.1
CONTINUING ED REVIEW & APPROV FEE	18,000.00	13,500.00	17,251.00	28.0
MISC INCOME	35,700.00	26,775.00	39,125.04	46.1
SUB-TOTAL	389,300.00	286,775.52	307,154.48	7.1
TOTAL ESTIMATED INCOME	6,049,538.00	4,508,924.02	4,553,474.94	1.0

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	BUDGET	PLAN	ACTUAL	VAR %
<b>GENERAL</b>				
RENT-GUILDERLAND, NYC, BUFFALO OFFICE OCCUPANCY	244,596.00	183,447.00	181,025.40	1.3
GUILDERLAND OFFICE	49,500.00	37,125.00	32,278.87	13.1
NEW YORK CITY OFFICE	15,120.00	11,340.00	6,748.41	40.5
BUFFALO OFFICE	2,000.00	1,499.99	1,085.27	27.6
EQUIPMENT SERVICE	41,500.00	36,712.50	33,298.99	9.3
EQUIPMENT PURCHASE	35,700.00	35,700.00	32,347.92	9.4
SALARIES	314,275.00	229,662.50	207,829.59	9.5
EMPLOYEE BENEFITS	83,455.00	69,545.84	61,298.01	11.9
INSURANCE	69,500.00	52,224.99	35,211.26	32.6
TAXES	222,015.00	162,241.72	138,762.40	14.5
TEMPORARY PERSONNEL	5,000.00	4,416.65	2,614.73	40.8
STAFF TRAVEL	11,200.00	8,600.01	8,577.76	.3
SUPPLIES	7,800.00	5,850.00	5,454.08	6.8
POSTAGE	4,200.00	3,150.00	2,575.31	18.2
TELEPHONE AND TELEGRAPH	7,700.00	5,774.99	5,682.45	1.6
STAFF DEVELOPMENT	6,000.00	4,905.00	3,897.92	20.5
RECRUITMENT	3,000.00	2,250.00	7,037.85	-212.8
BUSINESS COURTESY	2,000.00	1,666.66	1,542.86	7.4
CHARGE CARD FEES	2,400.00	1,800.00	2,688.71	-49.4
TOTAL	1,126,961.00	857,912.85	769,957.79	10.3
<b>DATA PROCESSING DEPARTMENT</b>				
SALARIES	91,091.00	66,566.50	66,059.18	.8
EMPLOYEE BENEFITS	21,962.00	18,301.66	16,151.38	11.7
POSTAGE	4,200.00	3,150.00	2,685.21	14.8
SUPPLIES	13,000.00	9,750.01	9,622.98	1.3
COMPUTER MAINTENANCE	40,000.00	31,333.35	26,602.99	15.1
TELEPHONE	1,100.00	824.99	816.06	1.1
TOTAL	171,353.00	129,926.51	121,937.80	6.1
<b>SPECIAL SERVICES</b>				
LEGAL SERVICES	195,000.00	146,250.00	135,137.22	7.6
ACCOUNTING SERVICES	7,000.00	5,250.01	4,924.98	6.2
MISC SERVICES	9,000.00	6,750.00	4,580.76	32.1
TOTAL	211,000.00	158,250.01	144,642.96	8.6
<b>CORPORATE COMMITTEES AND MATTERS</b>				
BOARD OF DIRECTORS	20,000.00	14,999.99	22,937.20	- 52.9
EXECUTIVE COMMITTEE	500.00	374.99	281.76	24.9
COMMITTEES OF THE BOARD	1,000.00	750.01	.00	100.0
FINANCE COMMITTEE	2,000.00	1,499.99	1,123.02	25.1
ELECTIONS	39,500.00	39,500.00	27,864.91	29.5
NOMINATING COMMITTEE	1,750.00	1,312.51	1,053.66	19.7
BYLAWS COMMITTEE	1,750.00	1,312.51	853.68	35.0
COUNCIL ON HUMAN RIGHTS	3,000.00	2,250.00	1,553.78	30.9
AWARDS COMMITTEE	875.00	656.24	60.94	90.7

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	BUDGET	PLAN	ACTUAL	VAR %
<b>CONSUMER ADVISORY COUNCIL</b>				
TOTAL	2,000.00	1,499.99	493.03	67.1
<b>LIAISON COMMITTEES/ACTIVITY</b>				
RETIRED NURSES GROUP	72,375.00	64,156.23	56,221.98	12.4
MEMBERSHIP/LIAISON ACTIVITIES	1,500.00	1,125.00	16.01	98.6
NYS-NPA	8,820.00	6,615.00	3,412.15	48.4
TOTAL	5,000.00	3,749.99	3,749.99	
TOTAL GENERAL EXPENSES	15,320.00	11,489.99	7,178.15	37.5
TOTAL GENERAL EXPENSES	1,597,009.00	1,221,735.59	1,099,938.68	10.0

ANALYSIS REPORT  
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	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
<b>PART II - CONSTITUENT ACTIVITIES</b>				
CONSTITUENT ACTIVITIES				
ANA DUES ASSESSMENT	1,586,133.00	1,189,599.75	1,190,107.09	
ANA HOUSE OF DELEGATES	32,700.00	18,150.00	10,924.77	39.8
ANA CONSTITUENT FORUM	2,000.00	1,499.99	.00	100.0
ESREC	1,000.00	750.01	28.77	96.2
NYSNA ADVISORY COUNCIL	8,000.00	6,000.00	5,888.66	1.9
TOTAL	1,629,833.00	1,215,999.75	1,206,949.29	.7
<b>TOTAL CONSTITUENT ACTIVITIES</b>	<b>1,629,833.00</b>	<b>1,215,999.75</b>	<b>1,206,949.29</b>	<b>.7</b>

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	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
<b>PART III - PROGRAM</b>				
<b>COMMUNICATIONS AND PUBLICATIONS</b>				
SALARIES	115,412.00	84,339.56	79,367.41	5.9
EMPLOYEE BENEFITS	17,570.00	14,641.66	13,061.60	10.8
STAFF TRAVEL	16,800.00	13,000.00	12,949.00	.4
POSTAGE	53,200.00	39,900.01	34,013.04	14.8
TELEPHONE AND TELEGRAPH	6,600.00	4,950.00	4,896.39	1.1
SUPPLIES	7,800.00	5,850.00	5,613.64	4.0
PUBLICATIONS				
JOURNAL	30,000.00	27,500.00	30,053.99	- 9.3
REPORT	41,500.00	34,583.33	38,159.46	- 10.3
LEGISLATIVE BULLETIN	12,000.00	12,000.00	4,866.55	59.4
E&GW BULLETINS	15,000.00	11,250.00	13,601.54	- 20.9
SPECIAL PUBLICATIONS	11,600.00	8,699.99	672.56	92.3
EDITORIAL BOARD	2,000.00	1,499.99	.00	100.0
ADVERTISING, SPECIAL MATERIALS	15,000.00	15,000.00	12,688.62	15.4
SPECIAL PROJECTS	25,000.00	25,000.00	19,280.48	22.9
TOTAL	369,482.00	298,214.54	269,224.28	9.7
<b>MEMBERSHIP PROMOT, RECRUITMENT RETENTION</b>				
SALARIES	200,953.00	146,850.28	146,808.66	
EMPLOYEE BENEFITS	21,962.00	18,301.66	14,151.38	11.7
STAFF TRAVEL	28,000.00	21,700.01	21,631.67	.3
POSTAGE	22,400.00	16,799.99	14,321.20	14.8
TELEPHONE AND TELEGRAPH	8,800.00	6,600.01	6,528.51	1.1
SUPPLIES	7,800.00	5,850.00	5,562.01	4.9
MEMBERSHIP RECRUITMENT ACTIVITIES	10,000.00	7,500.01	8,743.22	- 16.6
TOTAL	299,915.00	223,601.96	219,746.65	1.7
<b>PLANNING AND RESEARCH</b>				
SALARIES	99,150.00	72,456.00	70,373.39	2.9
EMPLOYEE BENEFITS	4,392.00	3,660.00	3,033.80	17.1
STAFF TRAVEL	5,600.00	4,349.99	4,316.31	.8
POSTAGE	2,800.00	2,100.01	1,790.13	14.8
TELEPHONE AND TELEGRAPH	3,300.00	2,175.00	2,448.19	1.1
SUPPLIES	3,900.00	2,925.00	2,743.50	6.2
LIBRARY OPERAT., REFERENCE & HOLDINGS	19,000.00	14,250.01	9,924.11	30.4
COUNCIL ON NURSING RESEARCH	3,500.00	2,624.99	773.28	70.5
ORAL HISTORY PROJECT	5,000.00	3,749.99	.00	100.0
RECRUITMENT INTO NURSING	2,500.00	1,875.01	431.89	77.0
TOTAL	149,142.00	110,466.00	95,834.60	13.2
<b>LEGISLATIVE PROGRAM</b>				
SALARIES	98,425.00	71,925.94	69,085.43	3.9
EMPLOYEE BENEFITS	17,570.00	14,641.66	13,061.60	10.8



ANALYSIS REPORT  
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	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR X-
STAFF TRAVEL	28,000.00	21,700.01	21,681.67	.1
POSTAGE	7,000.00	5,250.01	4,475.36	14.8
TELEPHONE AND TELEGRAPH	17,600.00	13,199.99	13,057.06	1.1
SUPPLIES	13,000.00	9,750.01	9,145.05	6.2
COUNCIL ON LEGISLATION	5,000.00	3,749.99	3,153.37	15.9
WORKSHOPS, CONFERENCES	15,000.00	11,250.00	7,411.96	34.1
LEGISLATIVE TRACKING SERVICES	3,000.00	2,250.00	1,252.70	44.3
TOTAL	204,595.00	153,717.61	142,324.20	7.4
<b>NURSING EDUCATION PROGRAM</b>				
SALARIES	132,423.00	96,770.67	93,440.44	3.4
EMPLOYEE BENEFITS	21,962.00	18,301.66	16,151.38	11.7
STAFF TRAVEL	28,000.00	21,700.01	21,681.67	.1
POSTAGE	7,000.00	5,250.01	4,475.36	14.8
TELEPHONE AND TELEGRAPH	8,800.00	6,600.01	6,528.51	1.1
SUPPLIES	13,000.00	9,750.01	9,145.05	6.2
COUNCIL ON NURSING EDUCATION	3,500.00	2,624.99	2,280.63	13.1
COUNCIL ON CONTINUING ED	3,500.00	2,916.67	1,606.57	44.9
REGIONAL REVIEW TEAMS	2,500.00	1,875.01	1,358.58	27.5
STATEWIDE PLANNING COMM	2,000.00	1,499.99	275.70	81.6
FUNCTIONAL UNITS	2,500.00	1,875.01	1,635.88	12.8
WORKSHOPS, CONFERENCES	7,500.00	5,625.00	4,074.56	172.4
TOTAL	232,685.00	174,789.04	154,505.21	11.6
<b>NURSING PRACTICE AND SERVICES PROGRAM</b>				
SALARIES	371,848.00	271,735.05	259,307.76	4.6
EMPLOYEE BENEFITS	21,962.00	18,301.66	15,144.08	17.3
STAFF TRAVEL	42,000.00	32,700.00	32,547.51	.5
POSTAGE	7,000.00	5,250.01	4,475.36	14.8
TELEPHONE AND TELEGRAPH	16,500.00	12,375.00	12,240.99	1.1
SUPPLIES	15,600.00	11,700.00	10,974.01	6.2
COUNCIL ON NURSING PRACTICE	3,500.00	2,624.99	2,116.04	19.4
COUNCIL ON ETHICAL PRACTICE	3,500.00	2,624.99	847.83	67.7
TASK FORCE ON SUBSTANCE ABUSE	2,625.00	1,968.75	272.20	86.2
CLINICAL PRACTICE UNITS	9,000.00	6,750.00	2,865.51	57.5
FUNCTIONAL UNITS	4,500.00	3,375.00	1,853.76	45.1
WORKSHOPS, CONFERENCES	2,000.00	2,000.00	1,152.69	42.4
TOTAL	500,035.00	371,405.45	343,797.74	7.4
<b>ECONOMIC AND GENERAL WELFARE PROGRAM</b>				
SALARIES	1,034,739.00	756,155.45	650,627.20	14.0
EMPLOYEE BENEFITS	219,621.00	183,017.50	156,487.75	14.5
STAFF TRAVEL	112,000.00	87,000.01	86,791.73	.2
POSTAGE	23,800.00	17,850.01	15,216.26	14.8
DELEGATE ASSEMBLY	13,000.00	9,750.01	1,958.11	79.9
TELEPHONE AND TELEGRAPH	33,000.00	24,750.00	24,482.17	1.1
SUPPLIES	28,600.00	21,450.01	20,119.10	6.2
HEARINGS, TRANSCRIPTS	50,000.00	37,499.99	40,268.18	7.4

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	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR X-
WORKSHOPS, CONFERENCES	6,000.00	4,500.00	184.44	95.9
SUPPLEMENTAL SERVICES	32,500.00	24,375.01	9,744.51	60.0
WELFARE EXPENSES	117,750.00	88,312.50	62,771.69	28.9
TOTAL	1,671,010.00	1,254,660.49	1,068,651.14	14.8
<b>ORGANIZATION SERVICES</b>				
SALARIES	55,895.00	40,846.33	38,966.76	4.6
EMPLOYEE BENEFITS	8,785.00	7,320.84	4,869.94	33.5
STAFF TRAVEL	8,400.00	6,500.00	6,474.48	.4
POSTAGE	4,200.00	3,150.00	2,685.21	14.8
TELEPHONE AND TELEGRAPH	3,300.00	2,475.00	2,448.19	1.1
SUPPLIES	6,500.00	4,874.99	4,572.52	6.2
TOTAL	87,080.00	65,167.16	60,017.10	7.9
<b>TOTAL PROGRAM</b>	<b>3,513,944.00</b>	<b>2,652,022.25</b>	<b>2,354,100.92</b>	<b>11.2</b>
<b>TOTAL INCOME</b>	<b>6,049,538.00</b>	<b>4,508,924.02</b>	<b>4,553,474.94</b>	<b>1.0</b>
<b>TOTAL EXPENSE</b>	<b>6,740,786.00</b>	<b>5,089,757.59</b>	<b>4,660,988.89</b>	<b>8.4</b>
<b>TOTAL INCOME(EXPENSE)</b>	<b>691,248.00</b>	<b>580,833.57</b>	<b>107,513.95</b>	<b>81.5</b>

ANALYSIS REPORT  
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	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
<b>CONVENTION INCOME</b>				
REGISTRATION	63,750.00	63,750.00	84,040.00	31.8
EXHIBIT SPACE	26,600.00	26,600.00	36,182.50	36.0
AWARDS BANQUET	13,500.00	13,500.00	12,960.00	- 4.0
SPONSORS	5,000.00	5,000.00	4,650.00	- 7.0
SPECIAL EVENTS	5,500.00	5,500.00	7,428.90	35.1
CE FOOD FUNCTION	1,000.00	1,000.00	3,458.00	245.8
PROGRAM ADVERTISING	8,000.00	8,000.00	10,948.75	36.9
<b>TOTAL</b>	<b>123,350.00</b>	<b>123,350.00</b>	<b>159,668.15</b>	<b>29.4</b>
<b>EXPENSES</b>				
EXHIBIT DECORATION	5,900.00	5,900.00	12,302.96	-108.5
KEY NOTE ADDRESS/RECEPTION	5,000.00	5,000.00	6,242.50	- 24.9
AWARDS BANQUET/RECEPTION	9,650.00	9,650.00	13,834.36	- 43.4
INSURANCE	600.00	600.00	573.00	4.5
CE FOOD FUNCTION	1,000.00	1,000.00	1,514.94	- 51.5
SPECIAL EVENTS	10,500.00	10,500.00	14,094.35	- 34.2
SPECIAL SERVICES	5,700.00	5,700.00	4,748.22	16.7
RECEPTION FOR UNIT REPS	600.00	600.00	979.82	- 63.3
SPEAKERS' TRAVEL	6,000.00	6,000.00	6,517.78	- 8.6
SUPPLIES	20,000.00	20,000.00	33,133.25	- 65.7
PHOTOGRAPHY	8,000.00	8,000.00	8,411.88	- 5.1
TELEPHONE	3,300.00	3,300.00	3,928.72	- 19.1
POSTAGE	4,200.00	4,200.00	4,106.36	2.2
ORGANIZATIONAL UNITS' TRAVEL	6,000.00	6,000.00	4,359.15	27.3
BOARD AND STAFF TRAVEL	22,000.00	22,000.00	16,250.42	26.1
PROGRAM	5,000.00	5,000.00	11,419.04	-128.4
<b>TOTAL</b>	<b>113,450.00</b>	<b>113,450.00</b>	<b>142,416.75</b>	<b>- 25.5</b>
<b>TOTAL INCOME</b>	<b>123,350.00</b>	<b>123,350.00</b>	<b>159,668.15</b>	<b>29.4</b>
<b>TOTAL EXPENSE</b>	<b>113,450.00</b>	<b>113,450.00</b>	<b>142,416.75</b>	<b>- 25.5</b>
<b>TOTAL INCOME(EXPENSE)</b>	<b>9,900.00</b>	<b>9,900.00</b>	<b>17,251.40</b>	<b>74.3</b>

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	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
<b>GRAND TOTAL INCOME</b>	<b>6,172,888.00</b>	<b>4,632,274.02</b>	<b>4,713,143.09</b>	<b>1.7</b>
<b>GRAND TOTAL EXPENSE</b>	<b>6,854,236.00</b>	<b>5,203,207.59</b>	<b>4,803,405.64</b>	<b>7.7</b>
<b>GRAND TOTAL INCOME(EXPENSE)</b>	<b>681,348.00</b>	<b>570,933.57</b>	<b>90,262.55</b>	<b>84.2</b>

BALANCE SHEET  
APRIL 1988

	C U R R E N T		L A S T Y E A R		VAR-X
<b>CURRENT ASSETS</b>					
CASH IN BANK	761,301.78		1,411,034.19		46.05-
PETTY CASH	845.00		845.00		
SECURITY DEPOSITS	22,119.16		20,740.00		6.65
CASH & CASH EQUIVALENTS		784,265.94		1,432,619.19	45.26-
DIVIDENDS RECEIVABLE	.00		.00		
ACCOUNTS RECEIVABLE	219,314.23		20,508.52		969.38
ACCOUNTS RECEIVABLE FOUNDATION	304,334.85		320,192.82		4.95-
TOTAL ACCOUNTS RECEIVABLE		523,649.08		340,701.34	53.70
PREPAID EXPENSE		67,650.15		58,908.13	14.84
INVESTMENTS		.00		.00	
TOTAL CURRENT ASSETS		1,375,565.17		1,832,228.66	24.92-
<b>FIXED ASSETS</b>					
FURNITURE & EQUIPMENT	901,673.76		792,394.38		13.79
ACCUMULATED DEPRECIATION	392,914.72CR		318,938.14CR		23.19
FURNITURE & EQUIPMENT LESS A/C		508,759.04		473,456.24	7.46
LAND & BUILDING		240,445.72		240,445.72	
TOTAL FIXED ASSETS		749,204.76		713,901.96	4.95
TOTAL ASSETS		2,124,769.93		2,546,130.62	16.55-
<b>CURRENT LIABILITIES</b>					
TRADE ACCOUNTS PAYABLE	29,288.91		256,624.11		88.59-
OTHER ACCOUNTS PAYABLE	183,924.46		188,836.75		2.60-
DUES & COLLECTIONS PAYABLE	35,910.29		7,530.00		376.90
PAYROLL TAXES PAYABLE	318.48		.00		100.00
SALARY & WITHHOLDINGS	126,846.14		609.50		711.51
CURRENT NOTES PAYABLE	.00		.00		
UNEARNED INCOME	526,612.50		526,292.66		.06
DEFERRED CONVENTION INCOME	2,279.36		3,113.50		26.79-
TOTAL CURRENT LIABILITIES		905,180.14		983,006.52	7.92-
<b>NONCURRENT LIABILITIES</b>					
TOTAL NONCURRENT LIABILITIES		.00		.00	
TOTAL LIABILITIES		905,180.14		983,006.52	7.92-
<b>MEMBER'S EQUITY</b>					
RETAINED EARNINGS PRIOR YEARS	1,309,852.34		1,324,937.92		1.14-
CURRENT RETAINED EARNINGS	90,262.55DR		238,186.18		137.90-
MEMBER'S EQUITY		1,219,589.79		1,563,124.10	21.98-
TOTAL LIABILITIES & EQUITY		2,124,769.93		2,546,130.62	16.55-

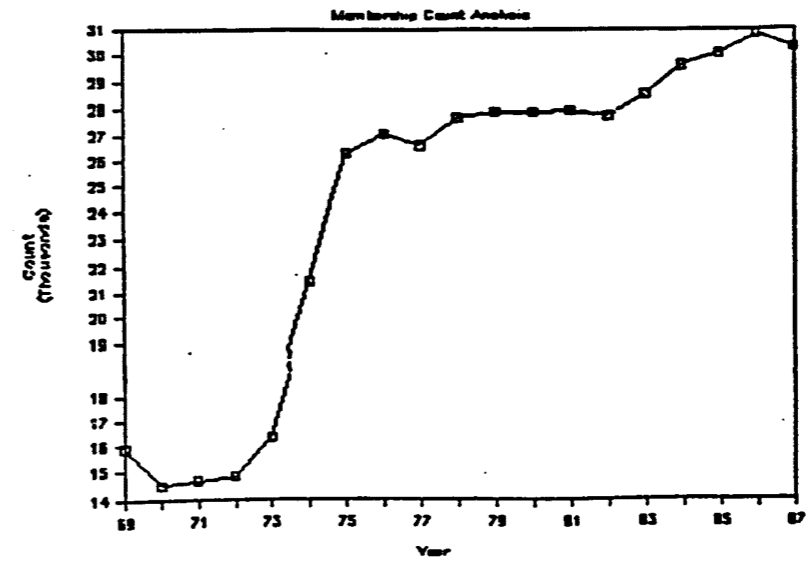
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NEW YORK STATE NURSES ASSOCIATION  
STATEMENT OF ALLOCATED EXPENSES  
April 1988

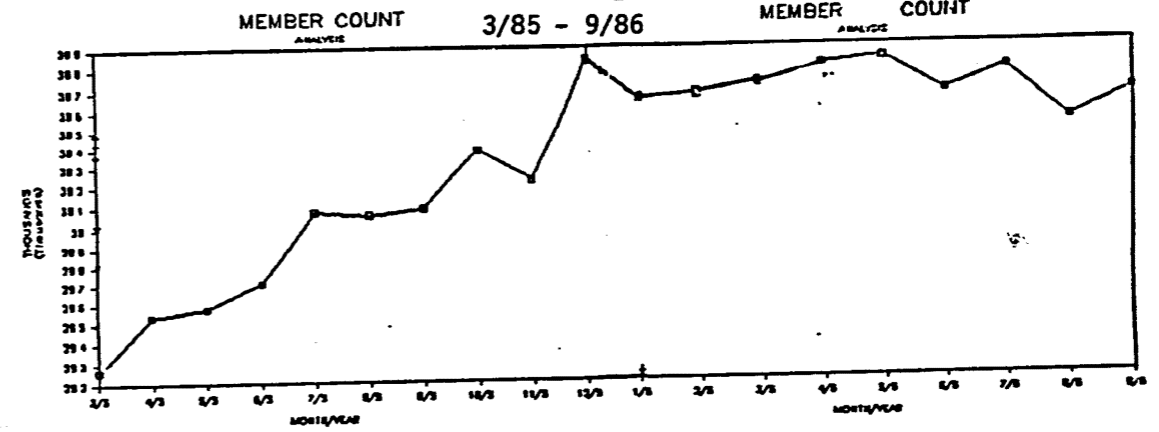
	Salaries	Benefits	Travel	Postage	Telephone	Supplies
General	207830	61298	8578	2575	5682	5454
Data Processing	60059	16151		2685	816	9623
Communication	79367	13062	12949	34013	4896	5614
Membership	146809	16151	21632	14321	6528	5562
Planning	70373	3034	4316	1790	2448	2744
Legislative	69085	13062	21682	4475	13057	9145
Nursing Ed	93440	16151	21682	4475	6529	9145
Nursing Practice	259308	15144	32548	4475	12241	10974
E&GW	650627	156488	86792	15216	24482	20119
Organization Service	38967	4870	6474	2685	2448	4573
Convention			16250	4106	3928	33133
<b>Total:</b>	<b>1681865</b>	<b>315411</b>	<b>232903</b>	<b>90816</b>	<b>83055</b>	<b>116086</b>
	BUDGET	PLAN	ACTUAL			
Salaries	2514211	1089688	1681865	203793	0.11	
Benefits	439241	329431	315411	14020	0.04	
Travel	306200	233478	232903	875	0.00	
Postage	140000	106050	90816	15234	0.14	
Telephone	110000	82500	83055	-655	-0.01	
Supplies	137000	107750	116086	-8336	-0.08	
<b>Total:</b>	<b>3646652</b>	<b>2744867</b>	<b>2520136</b>	<b>224731</b>		



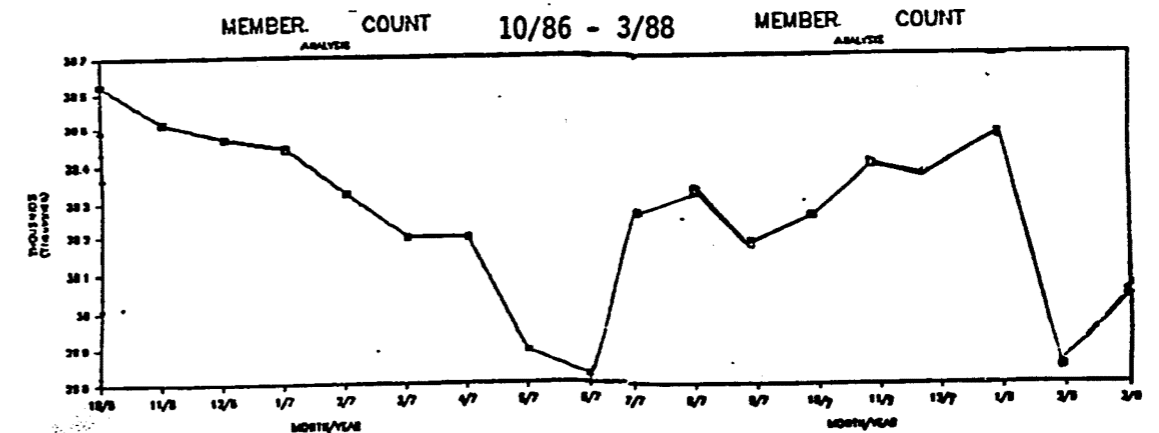
Annual



Monthly



Monthly



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	BUDGET	PLAN	ACTUAL	VAR %
<b>ESTIMATED INCOME</b>				
<b>DUES AND DUES-RELATED INCOME</b>				
ADVANCE PAID FULL	887,250.00	443,625.00	423,140.44	- 4.6
ADVANCE PAID INSTALL	595,000.00	297,499.99	254,390.12	- 14.3
PRD	3,400,250.00	1,700,125.01	1,594,020.34	- 6.2
RMDG A FULL	92,750.00	46,375.01	42,574.53	- 8.2
RMDG A INSTALL	43,750.00	21,874.99	18,678.97	- 14.6
RMDG B FULL	30,188.00	15,094.01	15,422.11	2.2
RMDG B INSTALL	2,190.00	1,095.00	961.49	- 12.2
AGENCY SHOP AND NON-MEMBER SER FEE	332,500.00	166,249.99	186,945.26	12.4
SERVICE CHARGE PRD AND INSTALL	276,360.00	138,180.00	112,306.57	- 18.7
SUB-TOTAL	5,660,238.00	2,830,119.00	2,648,439.83	- 6.4
<b>OTHER INCOME</b>				
PAMPHLETS AND REPRINTS	2,500.00	1,249.99	812.50	- 35.0
INVESTMENTS	60,000.00	30,000.00	32,098.64	7.0
SUBSCRIPTIONS	2,000.00	999.98	1,291.00	29.1
ADVERTISING	12,500.00	6,250.01	7,002.28	12.0
CONTRIBUTIONS AND HONORARIA	1,000.00	499.99	500.00	
ADMINISTRATION FEE	250,000.00	122,300.51	122,300.51	
WORKSHOPS, CONFERENCES	7,600.00	3,799.99	.00	-100.0
CONTINUING ED REVIEW & APPROV FEE	18,000.00	9,000.00	8,856.00	- 1.6
MISC INCOME	35,700.00	17,850.00	18,798.35	5.3
SUB-TOTAL	389,300.00	191,950.47	191,659.28	- .2
<b>TOTAL ESTIMATED INCOME</b>	<b>6,049,538.00</b>	<b>3,022,069.47</b>	<b>2,840,099.11</b>	<b>- 6.0</b>

AGENDA #16

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by 2/20/88

	BUDGET	PLAN	ACTUAL	VAR %
<b>GENERAL</b>				
RENT-GUILDERLAND, NYC, BUFFALO OFFICE	244,596.00	122,298.00	120,380.10	1.6
OCCUPANCY				
GUILDERLAND OFFICE	49,500.00	24,750.03	19,088.60	22.9
NEW YORK CITY OFFICE	15,120.00	7,560.00	4,440.46	41.3
BUFFALO OFFICE	2,000.00	999.98	692.24	30.8
EQUIPMENT SERVICE	41,500.00	21,550.00	23,492.52	9.0
EQUIPMENT PURCHASE	35,700.00	32,725.00	30,989.26	5.3
SALARIES	314,275.00	145,050.00	130,354.34	10.1
EMPLOYEE BENEFITS	83,455.00	48,682.10	42,589.84	12.5
INSURANCE	69,500.00	34,850.01	26,146.10	25.0
TAXES	222,015.00	102,468.44	81,481.08	20.5
TEMPORARY PERSONNEL	5,000.00	3,166.67	1,905.23	39.8
STAFF TRAVEL	11,200.00	5,599.99	5,482.18	2.1
SUPPLIES	7,800.00	3,900.00	2,789.32	28.5
POSTAGE	4,200.00	2,100.00	2,033.56	3.2
TELEPHONE AND TELEGRAPH	7,700.00	3,850.01	3,199.54	16.9
STAFF DEVELOPMENT	6,000.00	3,810.00	2,567.92	32.6
RECRUITMENT	3,000.00	1,500.00	4,360.30	-190.7
BUSINESS COURTESY	2,000.00	1,000.01	696.68	30.3
CHARGE CARD FEES	2,400.00	1,200.00	1,303.55	- 8.6
TOTAL	1,126,961.00	567,060.24	503,992.82	11.1
<b>DATA PROCESSING DEPARTMENT</b>				
SALARIES	91,091.00	42,042.00	40,953.68	2.6
EMPLOYEE BENEFITS	21,962.00	11,811.15	11,191.61	12.6
POSTAGE	4,200.00	2,100.00	2,033.56	3.2
SUPPLIES	13,000.00	6,499.99	5,065.50	22.1
COMPUTER MAINTENANCE	40,000.00	21,333.33	20,089.16	5.8
TELEPHONE	1,100.00	550.01	461.35	16.1
TOTAL	171,353.00	85,336.48	79,794.86	6.5
<b>SPECIAL SERVICES</b>				
LEGAL SERVICES	195,000.00	97,500.00	89,716.39	8.0
ACCOUNTING SERVICES	7,000.00	3,499.99	2,899.98	17.1
MISC SERVICES	9,000.00	4,500.00	1,022.26	77.3
TOTAL	211,000.00	105,499.99	93,638.63	11.2
<b>CORPORATE COMMITTEES AND MATTERS</b>				
BOARD OF DIRECTORS	20,000.00	10,000.01	11,901.20	- 19.0
EXECUTIVE COMMITTEE	500.00	249.98	250.26	.1
COMMITTEES OF THE BOARD	1,000.00	500.02	.00	100.0
FINANCE COMMITTEE	2,000.00	999.98	244.29	75.6
ELECTIONS	39,500.00	39,500.00	32,776.42	17.0
NOMINATING COMMITTEE	1,750.00	874.99	86.75	90.1
BYLAWS COMMITTEE	1,750.00	875.02	449.42	48.6
COUNCIL ON HUMAN RIGHTS	3,000.00	1,500.00	1,187.75	20.8
AWARDS COMMITTEE	875.00	437.48	60.94	86.1



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	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
CONSUMER ADVISORY COUNCIL	2,000.00	1,000.01	180.66	81.9
TOTAL	72,375.00	55,937.49	47,137.69	15.7
LIAISON COMMITTEES/ACTIVITY				
RETIREED NURSES GROUP	1,500.00	750.00	59.42	92.1
MEMBERSHIP/LIAISON ACTIVITIES	8,820.00	4,410.00	1,195.66	72.9
NYS-NPA	5,000.00	2,500.01	.00	100.0
TOTAL	15,320.00	7,660.01	1,255.08	83.6
TOTAL GENERAL EXPENSES	1,597,009.00	821,494.21	725,819.08	11.6

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	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
PART II - CONSTITUENT ACTIVITIES				
CONCTITUENT ACTIVITIES				
ANA DUES ASSESSMENT	1,586,133.00	793,066.50	782,894.33	1.3
ANA HOUSE OF DELEGATES	32,700.00	3,400.00	2,156.35	36.6
ANA CONSTITUENT FORUM	2,000.00	1,000.01	.00	100.0
ESREC	1,000.00	500.02	.00	100.0
NYSNA ADVISORY COUNCIL	8,000.00	4,000.00	3,523.95	11.9
TOTAL	1,629,833.00	801,966.53	788,574.63	1.7
TOTAL CONSTITUENT ACTIVITIES	1,629,833.00	801,966.53	788,574.63	1.7



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-----BUDGET-----      -----PLAN-----      -----ACTUAL-----      -VAR %-

PART III - PROGRAM

COMMUNICATIONS AND PUBLICATIONS

SALARIES	115,412.00	53,267.12	50,339.25	5.5
EMPLOYEE BENEFITS	17,570.00	10,249.18	9,046.54	11.7
STAFF TRAVEL	16,800.00	8,400.00	7,874.81	6.3
POSTAGE	53,200.00	26,599.99	25,758.94	3.2
TELEPHONE AND TELEGRAPH	6,600.00	3,300.00	2,768.18	16.1
SUPPLIES	7,800.00	3,900.00	2,789.32	28.5
PUBLICATIONS				
JOURNAL	30,000.00	20,000.00	19,453.58	2.7
REPORT	41,500.00	20,750.01	10,232.44	50.7
LEGISLATIVE BULLETIN	12,000.00	8,000.00	4,144.30	48.2
ERGM BULLETINS	15,000.00	7,500.00	3,044.47	59.4
SPECIAL PUBLICATIONS	11,600.00	5,800.01	306.02	94.7
EDITORIAL BOARD	2,000.00	1,000.01	.00	100.0
ADVERTISING, SPECIAL MATERIALS	15,000.00	7,500.00	2,540.44	66.1
SPECIAL PROJECTS	25,000.00	12,499.99	.00	100.0
TOTAL	369,482.00	188,766.31	138,298.29	26.7

MEMBERSHIP PROMOT, RECRUITMENT RETENTION

SALARIES	200,953.00	92,747.56	92,569.69	.2
EMPLOYEE BENEFITS	21,962.00	12,811.18	11,191.61	12.6
STAFF TRAVEL	28,000.00	13,999.99	13,124.70	6.3
POSTAGE	22,400.00	11,200.01	10,845.78	3.2
TELEPHONE AND TELEGRAPH	8,800.00	4,399.99	3,690.91	16.1
SUPPLIES	7,800.00	3,900.00	2,789.32	28.5
MEMBERSHIP RECRUITMENT ACTIVITIES	10,000.00	5,000.02	457.20	90.9
TOTAL	299,915.00	144,058.75	134,669.21	6.5

PLANNING AND RESEARCH

SALARIES	99,150.00	45,762.00	44,058.56	3.7
EMPLOYEE BENEFITS	4,392.00	2,562.00	2,089.08	18.5
STAFF TRAVEL	5,600.00	2,800.01	2,624.92	6.3
POSTAGE	2,800.00	1,399.99	1,355.71	3.2
TELEPHONE AND TELEGRAPH	3,300.00	1,650.00	1,384.08	16.1
SUPPLIES	3,900.00	1,950.00	1,394.65	28.5
LIBRARY OPERAT., REFERENCE & HOLDINGS	19,000.00	9,499.99	6,939.20	27.0
COUNCIL ON NURSING RESEARCH	3,500.00	1,749.98	262.25	85.0
ORAL HISTORY PROJECT	5,000.00	2,500.01	.00	100.0
RECRUITMENT INTO NURSING	2,500.00	1,249.99	422.11	66.2
TOTAL	149,142.00	71,123.97	60,530.56	14.9

LEGISLATIVE PROGRAM

SALARIES	98,425.00	45,426.88	40,609.71	10.6
EMPLOYEE BENEFITS	17,570.00	10,249.18	9,046.54	11.7

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-----BUDGET-----      -----PLAN-----      -----ACTUAL-----      -VAR %-

STAFF TRAVEL	28,000.00	13,999.99	13,124.70	6.3
POSTAGE	7,000.00	3,499.99	3,389.29	3.2
TELEPHONE AND TELEGRAPH	17,600.00	8,800.01	7,381.84	16.1
SUPPLIES	13,000.00	6,499.99	4,648.88	28.5
COUNCIL ON LEGISLATION	5,000.00	2,499.98	2,150.93	14.0
WORKSHOPS, CONFERENCES	15,000.00	7,500.00	455.71	93.9
LEGISLATIVE TRACKING SERVICES	3,000.00	1,500.00	293.94	80.4
TOTAL	204,595.00	99,976.02	81,101.54	18.9

NURSING EDUCATION PROGRAM

SALARIES	132,423.00	61,118.34	58,607.17	4.1
EMPLOYEE BENEFITS	21,962.00	12,811.18	11,191.61	12.6
STAFF TRAVEL	28,000.00	13,999.99	13,124.70	6.3
POSTAGE	7,000.00	3,499.99	3,389.29	3.2
TELEPHONE AND TELEGRAPH	8,800.00	4,399.99	3,690.91	16.1
SUPPLIES	13,000.00	6,499.99	4,648.88	28.5
COUNCIL ON NURSING EDUCATION	3,500.00	1,749.98	1,152.97	34.1
COUNCIL ON CONTINUING ED	3,500.00	1,750.01	1,043.67	40.4
REGIONAL REVIEW TEAMS	2,500.00	1,249.99	836.32	33.1
STATEWIDE PLANNING COMM	2,000.00	999.98	.00	100.0
FUNCTIONAL UNITS	2,500.00	1,250.02	896.75	28.3
WORKSHOPS, CONFERENCES	7,500.00	3,750.00	400.00	89.3
TOTAL	232,685.00	113,079.46	98,982.27	12.5

NURSING PRACTICE AND SERVICES PROGRAM

SALARIES	371,848.00	171,622.10	152,734.20	11.0
EMPLOYEE BENEFITS	21,962.00	12,811.18	10,577.41	17.4
STAFF TRAVEL	42,000.00	21,000.00	19,687.06	6.3
POSTAGE	7,000.00	3,499.99	3,389.29	3.2
TELEPHONE AND TELEGRAPH	16,500.00	8,250.00	6,920.47	16.1
SUPPLIES	15,600.00	7,800.00	5,578.61	28.5
COUNCIL ON NURSING PRACTICE	3,500.00	1,749.98	1,230.70	29.7
COUNCIL ON ETHICAL PRACTICE	3,500.00	1,749.98	474.33	72.9
TASK FORCE ON SUBSTANCE ABUSE	2,625.00	1,312.50	27.40	97.9
CLINICAL PRACTICE UNITS	9,000.00	4,500.00	1,590.31	64.7
FUNCTIONAL UNITS	4,500.00	2,250.00	1,247.50	44.6
WORKSHOPS, CONFERENCES	2,000.00	1,000.00	1,243.20	24.3
TOTAL	500,035.00	237,545.73	204,700.48	13.8

ECONOMIC AND GENERAL WELFARE PROGRAM

SALARIES	1,034,739.00	477,571.90	409,503.99	14.3
EMPLOYEE BENEFITS	219,621.00	128,112.25	108,661.42	15.2
STAFF TRAVEL	112,000.00	55,999.99	53,388.89	4.7
POSTAGE	23,800.00	11,899.99	11,523.63	3.2
DELEGATE ASSEMBLY	13,000.00	6,500.02	.00	100.0
TELEPHONE AND TELEGRAPH	33,000.00	16,500.00	13,841.15	16.1
SUPPLIES	28,600.00	14,299.99	10,227.53	28.5
HEARINGS, TRANSCRIPTS	50,000.00	24,999.98	24,142.31	3.4

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	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
WORKSHOPS, CONFERENCES	6,000.00	3,000.00	184.44	93.9
SUPPLEMENTAL SERVICES	32,500.00	16,249.99	8,951.63	44.9
WELFARE EXPENSES	117,750.00	58,875.00	43,410.83	26.3
TOTAL	1,671,010.00	814,009.11	683,835.82	16.0
ORGANIZATION SERVICES				
SALARIES	55,895.00	25,797.66	23,070.18	10.6
EMPLOYEE BENEFITS	8,785.00	5,124.57	3,659.54	28.6
STAFF TRAVEL	8,400.00	4,200.00	3,937.39	6.3
POSTAGE	4,200.00	2,100.00	2,033.56	3.2
TELEPHONE AND TELEGRAPH	3,300.00	1,650.00	1,384.08	16.1
SUPPLIES	6,500.00	3,250.01	2,324.43	28.5
TOTAL	87,080.00	42,122.24	36,409.18	13.6
TOTAL PROGRAM	3,513,944.00	1,710,681.59	1,438,527.35	15.9
TOTAL INCOME	6,049,538.00	3,022,069.47	2,840,099.11	6.0
TOTAL EXPENSE	6,740,786.00	3,334,142.33	2,952,921.06	11.4
TOTAL INCOME(EXPENSE)	691,248.00	312,072.86	112,821.95	63.8

*Consultation  
actuary -  
revenue on  
corp. audit*

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	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
CONVENTION INCOME				
REGISTRATION	63,750.00	63,750.00	84,040.00	31.8
EXHIBIT SPACE	26,600.00	26,600.00	36,182.50	36.0
AWARDS BANQUET	13,500.00	13,500.00	12,960.00	4.0
SPONSORS	5,000.00	5,000.00	4,650.00	7.0
SPECIAL EVENTS	5,500.00	5,500.00	7,428.90	35.1
CE FOOD FUNCTION	1,000.00	1,000.00	3,458.00	245.8
PROGRAM ADVERTISING	8,000.00	8,000.00	10,948.75	36.9
TOTAL	123,350.00	123,350.00	159,668.15	29.4
EXPENSES				
EXHIBIT DECORATION	5,900.00	5,900.00	12,302.96	-108.5
KEY NOTE ADDRESS/RECEPTION	5,000.00	5,000.00	6,242.50	-24.9
AWARDS BANQUET/RECEPTION	9,650.00	9,650.00	13,834.36	-43.4
INSURANCE	600.00	600.00	573.00	4.5
CE FOOD FUNCTION	1,000.00	1,000.00	1,514.94	-51.5
SPECIAL EVENTS	10,500.00	10,500.00	14,094.35	-34.2
SPECIAL SERVICES	5,700.00	5,700.00	4,748.22	16.7
RECEPTION FOR UNIT REPS	600.00	600.00	979.82	-63.3
SPEAKERS' TRAVEL	6,000.00	6,000.00	6,517.78	-8.6
SUPPLIES	20,000.00	20,000.00	33,133.25	-65.7
PROMOTION	8,000.00	8,000.00	8,411.88	-5.1
TELEPHONE	3,300.00	3,300.00	3,928.72	-19.1
POSTAGE	4,200.00	4,200.00	4,106.36	2.2
ORGANIZATIONAL UNITS' TRAVEL	6,000.00	6,000.00	4,359.15	27.3
BOARD AND STAFF TRAVEL	22,000.00	22,000.00	16,250.42	26.1
PROGRAM	5,000.00	5,000.00	11,419.04	-128.4
TOTAL	113,450.00	113,450.00	142,416.75	-25.5
TOTAL INCOME	123,350.00	123,350.00	159,668.15	29.4
TOTAL EXPENSE	113,450.00	113,450.00	142,416.75	-25.5
TOTAL INCOME(EXPENSE)	9,900.00	9,900.00	17,251.40	74.3

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	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
GRAND TOTAL INCOME	6,172,888.00	3,145,419.47	2,999,767.26	4.6
GRAND TOTAL EXPENSE	6,854,236.00	3,447,592.33	3,095,337.81	10.2
GRAND TOTAL INCOME(EXPENSE)	681,348.00	302,172.86	95,570.55	68.4

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BALANCE SHEET  
JANUARY 1988

	-----CURRENT-----	-----LAST YEAR-----	VAR-X
<b>CURRENT ASSETS</b>			
CASH IN BANK	1,036,522.16 <i>95% funds inherited</i>	1,337,959.07	22.53-
PETTY CASH	845.00	845.00	
SECURITY DEPOSITS	22,119.16	24,990.00	11.49-
CASH & CASH EQUIVALENTS	1,059,486.32	1,363,794.07	22.31-
DIVIDENDS RECEIVABLE	.00	.00	
ACCOUNTS RECEIVABLE	113,029.55	5,789.79	852.22
ACCOUNTS RECEIVABLE FOUNDATION	313,077.56	318,838.31	1.81-
TOTAL ACCOUNTS RECEIVABLE	426,107.11	324,628.10	31.26
PREPAID EXPENSE	52,438.06	29,488.81	77.84
INVESTMENTS	.00	.00	
TOTAL CURRENT ASSETS	1,538,031.49	1,717,908.98	10.47-
<b>FIXED ASSETS</b>			
FURNITURE & EQUIPMENT	895,807.90	792,394.38	13.05
ACCUMULATED DEPRECIATION	392,914.72CR	318,938.14CR	23.19
FURNITURE & EQUIPMENT LESS A/C	502,893.18	473,456.24	6.22
LAND & BUILDING	240,445.72	240,445.72	
TOTAL FIXED ASSETS	743,338.90	713,901.96	4.12
TOTAL ASSETS	2,281,370.39	2,431,810.94	6.19-
<b>CURRENT LIABILITIES</b>			
TRADE ACCOUNTS PAYABLE	321,099.05	203,415.37	57.85
OTHER ACCOUNTS PAYABLE	70,082.90	192,236.76	63.54-
DUES & COLLECTIONS PAYABLE	31,191.02	1,904.01	538.18
PAYROLL TAXES PAYABLE	113,471.74DR	1,141.47	141.33-
SALARY & WITHHOLDINGS	113,175.94	289.19	35.50
CURRENT NOTES PAYABLE	.00	.00	
UNEARNED INCOME	530,951.43	547,706.90	3.06-
DEFERRED CONVENTION INCOME	1,060.00	794.50	33.42
TOTAL CURRENT LIABILITIES	1,067,088.60	947,488.20	12.62
<b>NONCURRENT LIABILITIES</b>			
TOTAL NONCURRENT LIABILITIES	.00	.00	
TOTAL LIABILITIES	1,067,088.60	947,488.20	12.62
<b>MEMBER'S EQUITY</b>			
RETAINED EARNINGS PRIOR YEARS	1,309,852.34	1,324,937.92	1.14-
CURRENT RETAINED EARNINGS	95,570.55DR	159,384.82	159.96-
MEMBER'S EQUITY	1,214,281.79	1,484,322.74	18.19-
TOTAL LIABILITIES & EQUITY	2,281,370.39	2,431,810.94	6.19-



NEW YORK STATE NURSES ASSOCIATION  
STATEMENT OF ALLOCATED EXPENSES  
January 1988

	Salaries	Benefits	Travel	Postage	Telephone	Supplies
General	130354	42590	5482	2034	3200	2789
Data Processing	40954	11192		2034	461	5066
Communication	50339	9045	7875	25759	2768	2789
Membership	92570	11192	13125	10846	3691	2789
Planning	44059	2089	2625	1356	1384	1395
Legislative	40610	9047	13125	3389	7382	4649
Nursing Ed	58607	11192	13125	3389	3691	4649
Nursing Practice	152734	10577	19687	3389	6920	5579
E&GW	409504	108661	53389	11524	13841	10228
Organization Service	23070	3660	3940	2034	1384	2324
Convention			16250	4106	3928	33133
<b>Total:</b>	<b>1042801</b>	<b>219245</b>	<b>148623</b>	<b>69860</b>	<b>48650</b>	<b>75390</b>

	BUDGET	PLAN	ACTUAL	
Salaries	2514211	1257106	1042001	214305
Benefits	439241	219621	219245	376
Travel	306200	153100	148623	4477
Postage	140000	72100	69860	2240
Telephone	110000	55000	48650	6350
Supplies	137000	78500	75390	3110
<b>Total:</b>	<b>3646652</b>	<b>1835426</b>	<b>1604569</b>	<b>230857</b>

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NEW YORK STATE NURSES ASSOCIATION  
ANALYSIS REPORT SUMMARY  
PERIOD ENDING 1-31-88

	BUDGET	PLAN	ACTUAL
<b>INCOME</b>			
<b>DUES &amp; DUES RELATED:</b>			
ADVANCE PAY (ALL)	1482250	741125	677530
PRD	3400250	1700125	1594020
REDUCED PAY (ALL)	168878	84439	77637
OTHER RELATED	608860	304430	299252
<b>SUB TOTAL:</b>	<b>5660238</b>	<b>2830119</b>	<b>2648439</b>
<b>OTHER INCOME</b>			
INVESTMENTS	60000	30000	32099
ADMINISTRATIVE FEES	250000	122300	122301
MISC INCOME	35700	17850	18798
OTHER	43600	21800	18462
CONVENTION	123350	123350	159668
<b>SUB TOTAL:</b>	<b>512650</b>	<b>315300</b>	<b>351328</b>
<b>TOTAL ESTIMATED INCOME:</b>	<b>6172888</b>	<b>3145419</b>	<b>2999767</b>

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NEW YORK STATE NURSES ASSOCIATION  
ANALYSIS REPORT SUMMARY  
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GENERAL EXPENSES:	BUDGET	PLAN	ACTUAL
ADMINISTRATION	1126961	567060	503993
DATA PROCESSING	171353	85336	79795
SPECIAL SERVICES	211000	105500	93639
CORPORATE COMMITTEE & MATTERS	72375	55937	47138
LIAISON ACTIVITY/COMMITTEE	15320	7660	1255
<b>SUB TOTAL:</b>	<b>1597009</b>	<b>821493</b>	<b>725820</b>

CONSTITUENT ACTIVITIES:

ANA DUES ASSESSMENT	1586133	793066	782894
ANA HOUSE OF DELEGATES	32700	3400	2156
ANA CONSTITUENT FORUM	2000	1000	0
ESREC	1000	500	0
NYSNA ADVISORY COUNCIL	8000	4000	3524
<b>SUB TOTAL:</b>	<b>1629833</b>	<b>801966</b>	<b>788574</b>

NEW YORK STATE NURSES ASSOCIATION  
ANALYSIS REPORT SUMMARY  
PERIOD ENDING 1-31-88

PROGRAM EXPENSES:

	BUDGET	PLAN	ACTUAL
COMMUNICATIONS & PUBLICATIONS	369482	188766	138298
MEMBERSHIP	299915	144059	134669
PLANNING	149142	71124	60531
LEGISLATION	204595	99976	81102
NURSING EDUCATION	232685	113080	98982
NURSING PRACTICE	500035	237546	204700
ECONOMIC & GENERAL WELFARE	1671010	814009	683836
ORGANIZATION SERVICES	87080	42122	36409
CONVENTION	113450	113450	142417
<b>SUB TOTAL:</b>	<b>3627394</b>	<b>1824132</b>	<b>1580944</b>

GRAND TOTAL INCOME:	6172888	3145419	2999767
GRAND TOTAL EXPENSES:	6854236	3447591	3095338

CONTRIBUTION TO MEMBER'S EQUITY:	-681348	-302172	-95571
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ANALYSIS REPORT  
January 1988

	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
<b>ESTIMATED INCOME</b>				
<b>DUES AND DUES-RELATED INCOME</b>				
ADVANCE PAID FULL	887,250.00	443,625.00	423,140.44	- 4.6
ADVANCE PAID INSTALL	595,000.00	297,499.99	254,390.12	- 14.5
PRD	3,400,250.00	1,700,125.01	1,594,020.34	- 6.2
RMDG A FULL	92,750.00	46,375.01	42,574.53	- 8.2
RMDG A INSTALL	43,750.00	21,874.99	18,678.97	- 14.6
RMDG B FULL	30,188.00	15,094.01	15,422.11	2.2
RMDG B INSTALL	2,190.00	1,095.00	961.49	- 12.2
AGENCY SHOP AND NON-MEMBER SER FEE	332,500.00	166,249.99	186,945.26	12.4
SERVICE CHARGE PRD AND INSTALL	276,360.00	138,180.00	112,306.57	- 18.7
SUB-TOTAL	5,660,238.00	2,830,119.00	2,648,439.83	- 6.4
<b>OTHER INCOME</b>				
PAMPHLETS AND REPRINTS	2,500.00	1,249.99	812.50	- 35.0
INVESTMENTS	60,000.00	30,000.00	32,098.64	7.0
SUBSCRIPTIONS	2,000.00	999.98	1,291.00	29.1
ADVERTISING	12,500.00	6,250.01	7,002.28	12.0
CONTRIBUTIONS AND HONORARIA	1,000.00	499.99	500.00	
ADMINISTRATION FEE	250,000.00	122,300.51	122,300.51	
WORKSHOPS, CONFERENCES	7,600.00	3,799.99	.00	:100.0
CONTINUING ED REVIEW & APPROV FEE	18,000.00	9,000.00	8,856.00	- 1.6
MISC INCOME	35,700.00	17,850.00	18,798.35	5.3
SUB-TOTAL	389,300.00	191,950.47	191,659.28	- .2
<b>TOTAL ESTIMATED INCOME</b>	<b>6,049,538.00</b>	<b>3,022,069.47</b>	<b>2,840,099.11</b>	<b>- 6.0</b>

AGENDA #16

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	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
<b>GENERAL</b>				
RENT-GUILDERLAND, NYC, BUFFALO OFFICE	244,596.00	122,298.00	120,380.10	1.6
OCCUPANCY				
GUILDERLAND OFFICE	49,500.00	24,750.03	19,088.60	22.9
NEW YORK CITY OFFICE	15,120.00	7,560.00	4,440.46	41.3
BUFFALO OFFICE	2,000.00	999.98	692.24	30.8
EQUIPMENT SERVICE	41,500.00	21,550.00	23,492.52	- 9.0
EQUIPMENT PURCHASE	35,700.00	32,725.00	30,989.26	5.3
SALARIES	314,275.00	145,050.00	130,354.34	10.1
EMPLOYEE BENEFITS	83,455.00	48,682.10	42,589.84	12.5
INSURANCE	69,500.00	34,850.01	26,146.10	25.0
TAXES	222,015.00	102,468.44	81,481.08	20.5
TEMPORARY PERSONNEL	5,000.00	3,166.67	1,905.23	39.8
STAFF TRAVEL	11,200.00	5,599.99	5,482.18	2.1
SUPPLIES	7,800.00	3,900.00	2,789.32	28.5
POSTAGE	4,200.00	2,100.00	2,033.56	3.2
TELEPHONE AND TELEGRAPH	7,700.00	3,850.01	3,199.54	16.9
STAFF DEVELOPMENT	6,000.00	3,810.00	2,567.92	32.6
RECRUITMENT	3,000.00	1,500.00	4,360.30	-190.7
BUSINESS COURTESY	2,000.00	1,000.01	696.68	30.3
CHARGE CARD FEES	2,400.00	1,200.00	1,303.55	- 8.6
TOTAL	1,126,961.00	567,060.24	503,992.82	11.1
<b>DATA PROCESSING DEPARTMENT</b>				
SALARIES	91,091.00	42,042.00	40,953.68	2.6
EMPLOYEE BENEFITS	21,962.00	12,811.15	11,191.61	12.6
POSTAGE	4,200.00	2,100.00	2,033.56	3.2
SUPPLIES	13,000.00	6,499.99	5,065.50	22.1
COMPUTER MAINTENANCE	40,000.00	21,333.33	20,089.16	5.8
TELEPHONE	1,100.00	550.01	461.35	16.1
TOTAL	171,353.00	85,336.48	79,794.86	6.5
<b>SPECIAL SERVICES</b>				
LEGAL SERVICES	195,000.00	97,500.00	89,716.39	8.0
ACCOUNTING SERVICES	7,000.00	3,499.99	2,899.98	17.1
MISC SERVICES	9,000.00	4,500.00	1,022.26	77.3
TOTAL	211,000.00	105,499.99	93,638.63	11.2
<b>CORPORATE COMMITTEES AND MATTERS</b>				
BOARD OF DIRECTORS	20,000.00	10,000.01	11,901.20	- 19.0
EXECUTIVE COMMITTEE	500.00	249.98	250.26	.1
COMMITTEES OF THE BOARD	1,000.00	500.02	.00	100.0
FINANCE COMMITTEE	2,000.00	999.98	244.29	75.6
ELECTIONS	39,500.00	39,500.00	32,776.42	17.0
NOMINATING COMMITTEE	1,750.00	874.99	86.75	90.1
BYLAWS COMMITTEE	1,750.00	875.02	449.42	48.6
COUNCIL ON HUMAN RIGHTS	3,000.00	1,500.00	1,187.75	20.8
AWARDS COMMITTEE	875.00	437.48	60.94	86.1



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	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
CONSUMER ADVISORY COUNCIL	2,000.00	1,000.01	180.66	81.9
TOTAL	72,375.00	55,937.49	47,137.69	15.7
LIAISON COMMITTEES/ACTIVITY				
RETIRED NURSES GROUP	1,500.00	750.00	59.42	92.1
MEMBERSHIP/LIAISON ACTIVITIES	8,820.00	4,410.00	1,195.66	72.9
NYS-NPA	5,000.00	2,500.01	.00	100.0
TOTAL	15,320.00	7,660.01	1,255.08	83.6
TOTAL GENERAL EXPENSES	1,597,009.00	821,494.21	725,819.08	11.6

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	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
PART II - CONSTITUENT ACTIVITIES				
CONSTITUENT ACTIVITIES				
ANA DUES ASSESSMENT	1,586,133.00	793,066.50	782,894.33	1.3
ANA HOUSE OF DELEGATES	32,700.00	3,400.00	2,156.35	36.6
ANA CONSTITUENT FORUM	2,000.00	1,000.01	.00	100.0
ESREC	1,000.00	500.02	.00	100.0
NYSNA ADVISORY COUNCIL	8,000.00	4,000.00	3,523.95	11.9
TOTAL	1,629,833.00	801,966.53	788,574.63	1.7
TOTAL CONSTITUENT ACTIVITIES	1,629,833.00	801,966.53	788,574.63	1.7

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-----BUDGET-----      -----PLAN-----      -----ACTUAL-----      -VAR %-

PART III - PROGRAM

COMMUNICATIONS AND PUBLICATIONS

SALARIES	115,412.00	53,267.12	50,339.25	5.5
EMPLOYEE BENEFITS	17,570.00	10,249.18	9,046.54	11.7
STAFF TRAVEL	16,800.00	8,400.00	7,874.81	6.3
POSTAGE	53,200.00	26,599.99	25,758.94	3.2
TELEPHONE AND TELEGRAPH	6,600.00	3,300.00	2,768.18	16.1
SUPPLIES	7,800.00	3,900.00	2,789.32	28.5
PUBLICATIONS				
JOURNAL	30,000.00	20,000.00	19,453.58	2.7
REPORT	41,500.00	20,750.01	10,232.44	50.7
LEGISLATIVE BULLETIN	12,000.00	8,000.00	4,144.30	48.2
E&GW BULLETINS	15,000.00	7,500.00	3,044.47	59.4
SPECIAL PUBLICATIONS	11,600.00	5,800.01	306.02	94.7
EDITORIAL BOARD	2,000.00	1,000.01	.00	100.0
ADVERTISING, SPECIAL MATERIALS	15,000.00	7,500.00	2,540.44	66.1
SPECIAL PROJECTS	25,000.00	12,499.99	.00	100.0
TOTAL	369,482.00	188,766.31	138,298.29	26.7

MEMBERSHIP PROMOT, RECRUITMENT RETENTION

SALARIES	200,953.00	92,747.56	92,569.69	.2
EMPLOYEE BENEFITS	21,962.00	12,811.18	11,191.61	12.6
STAFF TRAVEL	28,000.00	13,999.99	13,124.70	6.3
POSTAGE	22,400.00	11,200.01	10,845.78	3.2
TELEPHONE AND TELEGRAPH	8,800.00	4,399.99	3,690.91	16.1
SUPPLIES	7,800.00	3,900.00	2,789.32	28.5
MEMBERSHIP RECRUITMENT ACTIVITIES	10,000.00	5,000.02	457.20	90.9
TOTAL	299,915.00	144,058.75	134,669.21	6.5

PLANNING AND RESEARCH

SALARIES	99,150.00	45,762.00	44,058.56	3.7
EMPLOYEE BENEFITS	4,392.00	2,562.00	2,089.08	18.5
STAFF TRAVEL	5,600.00	2,800.01	2,624.92	6.3
POSTAGE	2,800.00	1,399.99	1,355.71	3.2
TELEPHONE AND TELEGRAPH	3,300.00	1,650.00	1,384.08	16.1
SUPPLIES	3,900.00	1,950.00	1,394.65	28.5
LIBRARY OPERAT., REFERENCE & HOLDINGS	19,000.00	9,499.99	6,939.20	27.0
COUNCIL ON NURSING RESEARCH	3,500.00	1,749.98	262.25	85.0
ORAL HISTORY PROJECT	5,000.00	2,500.01	.00	100.0
RECRUITMENT INTO NURSING	2,500.00	1,249.99	422.11	66.2
TOTAL	149,142.00	71,123.97	60,530.56	14.9

LEGISLATIVE PROGRAM

SALARIES	98,425.00	45,426.88	40,609.71	10.6
EMPLOYEE BENEFITS	17,570.00	10,249.18	9,046.54	11.7

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-----BUDGET-----      -----PLAN-----      -----ACTUAL-----      -VAR %-

STAFF TRAVEL	28,000.00	13,999.99	13,124.70	6.3
POSTAGE	7,000.00	3,499.99	3,389.29	3.2
TELEPHONE AND TELEGRAPH	17,600.00	8,800.01	7,381.84	16.1
SUPPLIES	13,000.00	6,499.99	4,648.88	28.5
COUNCIL ON LEGISLATION	5,000.00	2,499.98	2,150.93	14.0
WORKSHOPS, CONFERENCES	15,000.00	7,500.00	455.71	93.9
LEGISLATIVE TRACKING SERVICES	3,000.00	1,500.00	293.94	80.4
TOTAL	204,595.00	99,976.02	81,101.54	18.9

NURSING EDUCATION PROGRAM

SALARIES	132,423.00	61,118.34	58,607.17	4.1
EMPLOYEE BENEFITS	21,962.00	12,811.18	11,191.61	12.6
STAFF TRAVEL	28,000.00	13,999.99	13,124.70	6.3
POSTAGE	7,000.00	3,499.99	3,389.29	3.2
TELEPHONE AND TELEGRAPH	8,800.00	4,399.99	3,690.91	16.1
SUPPLIES	13,000.00	6,499.99	4,648.88	28.5
COUNCIL ON NURSING EDUCATION	3,500.00	1,749.98	1,152.97	34.1
COUNCIL ON CONTINUING ED	3,500.00	1,750.01	1,043.67	40.4
REGIONAL REVIEW TEAMS	2,500.00	1,249.99	836.32	33.1
STATEWIDE PLANNING COMM	2,000.00	999.98	.00	100.0
FUNCTIONAL UNITS	2,500.00	1,250.02	896.75	28.3
WORKSHOPS, CONFERENCES	7,500.00	3,750.00	400.00	89.3
TOTAL	232,685.00	113,079.46	98,982.27	12.5

NURSING PRACTICE AND SERVICES PROGRAM

SALARIES	371,848.00	171,622.10	152,734.20	11.0
EMPLOYEE BENEFITS	21,962.00	12,811.18	10,577.41	17.4
STAFF TRAVEL	42,000.00	21,000.00	19,687.06	6.3
POSTAGE	7,000.00	3,499.99	3,389.29	3.2
TELEPHONE AND TELEGRAPH	16,500.00	8,250.00	6,920.47	16.1
SUPPLIES	15,600.00	7,800.00	5,578.61	28.5
COUNCIL ON NURSING PRACTICE	3,500.00	1,749.98	1,230.70	29.7
COUNCIL ON ETHICAL PRACTICE	3,500.00	1,749.98	474.33	72.9
TASK FORCE ON SUBSTANCE ABUSE	2,625.00	1,312.50	27.40	97.9
CLINICAL PRACTICE UNITS	9,000.00	4,500.00	1,590.31	64.7
FUNCTIONAL UNITS	4,500.00	2,250.00	1,247.50	44.6
WORKSHOPS, CONFERENCES	2,000.00	1,000.00	1,243.20	24.3
TOTAL	7,035.00	237,545.73	204,700.48	13.8

ECONOMIC AND GENERAL WELFARE PROGRAM

SALARIES	1,034,739.00	477,571.90	409,503.99	14.3
EMPLOYEE BENEFITS	219,621.00	128,112.25	108,661.42	15.2
STAFF TRAVEL	112,000.00	55,999.99	53,388.89	4.7
POSTAGE	23,800.00	11,899.99	11,523.63	3.2
DELEGATE ASSEMBLY	13,000.00	6,500.02	.00	100.0
TELEPHONE AND TELEGRAPH	33,000.00	16,500.00	13,841.15	16.1
SUPPLIES	28,600.00	14,299.99	10,227.53	28.5
HEARINGS, TRANSCRIPTS	50,000.00	24,999.98	24,142.31	3.4

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	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
WORKSHOPS, CONFERENCES	6,000.00	3,000.00	184.44	93.9
SUPPLEMENTAL SERVICES	32,500.00	16,249.99	8,951.63	44.9
WELFARE EXPENSES	117,750.00	58,875.00	43,410.83	26.3
TOTAL	1,671,010.00	814,009.11	683,835.82	16.0
ORGANIZATION SERVICES				
SALARIES	55,895.00	25,797.66	23,070.18	10.6
EMPLOYEE BENEFITS	8,785.00	5,124.57	3,659.54	28.6
STAFF TRAVEL	8,400.00	4,200.00	3,937.39	6.3
POSTAGE	4,200.00	2,100.00	2,033.56	3.2
TELEPHONE AND TELEGRAPH	3,300.00	1,650.00	1,384.08	16.1
SUPPLIES	6,500.00	3,250.01	2,324.43	28.5
TOTAL	87,080.00	42,122.24	36,409.18	13.6
TOTAL PROGRAM	3,513,944.00	1,710,681.59	1,438,527.35	15.9
TOTAL INCOME	6,049,538.00	3,022,069.47	2,840,099.11	6.0
TOTAL EXPENSE	6,740,786.00	3,334,142.33	2,952,921.06	11.4
TOTAL INCOME(EXPENSE)	691,248.00-	312,072.86-	112,821.95-	63.8

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	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
CONVENTION INCOME				
REGISTRATION	63,750.00	63,750.00	84,040.00	31.8
EXHIBIT SPACE	26,600.00	26,600.00	36,182.50	36.0
AWARDS BANQUET	13,500.00	13,500.00	12,960.00	- 4.0
SPONSORS	5,000.00	5,000.00	4,650.00	- 7.0
SPECIAL EVENTS	5,500.00	5,500.00	7,428.90	35.1
CE FOOD FUNCTION	1,000.00	1,000.00	3,458.00	245.8
PROGRAM ADVERTISING	3,000.00	8,000.00	10,948.75	36.9
TOTAL	123,350.00	123,350.00	159,668.15	29.4
EXPENSES				
EXHIBIT DECORATION	5,900.00	5,900.00	12,302.96	-108.5
KEY NOTE ADDRESS/RECEPTION	5,000.00	5,000.00	6,242.50	- 24.9
AWARDS BANQUET/RECEPTION	9,650.00	9,650.00	13,834.36	- 43.4
INSURANCE	600.00	600.00	573.00	4.5
CE FOOD FUNCTION	1,000.00	1,000.00	1,514.94	- 51.5
SPECIAL EVENTS	10,500.00	10,500.00	14,094.35	- 34.2
SPECIAL SERVICES	5,700.00	5,700.00	4,748.22	16.7
RECEPTION FOR UNIT REPS	600.00	600.00	979.82	- 63.3
SPEAKERS' TRAVEL	6,000.00	6,000.00	6,517.78	- 8.6
SUPPLIES	20,000.00	20,000.00	33,133.25	- 65.7
PROMOTION	8,000.00	8,000.00	8,411.88	- 5.1
TELEPHONE	3,300.00	3,300.00	3,928.72	- 19.1
POSTAGE	4,200.00	4,200.00	4,106.36	2.2
ORGANIZATIONAL UNITS' TRAVEL	6,000.00	6,000.00	4,359.15	27.3
BOARD AND STAFF TRAVEL	22,000.00	22,000.00	16,250.42	26.1
PROGRAM	5,000.00	5,000.00	11,419.04	-128.4
TOTAL	113,450.00	113,450.00	142,416.75	- 25.5
TOTAL INCOME	123,350.00	123,350.00	159,668.15	29.4
TOTAL EXPENSE	113,450.00	113,450.00	142,416.75	- 25.5
TOTAL INCOME(EXPENSE)	9,900.00	9,900.00	17,251.40	74.3



ANALYSIS REPORT  
January 1988

	.....BUDGET.....	.....PLAN.....	.....ACTUAL.....	VAR %
GRAND TOTAL INCOME	6,172,888.00	3,145,419.47	2,999,767.26	4.6
GRAND TOTAL EXPENSE	6,854,236.00	3,447,592.33	3,095,337.81	10.2
GRAND TOTAL INCOME(EXPENSE)	681,348.00	302,172.86	95,570.55	68.4

BALANCE SHEET  
JANUARY 1988

	.....CURRENT.....	.....LAST YEAR.....	VAR-%
<b>CURRENT ASSETS</b>			
CASH IN BANK	1,036,522.16	1,337,959.07	22.53-
PETTY CASH	845.00	845.00	
SECURITY DEPOSITS	22,119.16	24,990.00	11.49-
CASH & CASH EQUIVALENTS	1,059,486.32	1,363,794.07	22.31-
DIVIDENDS RECEIVABLE	.00	.00	
ACCOUNTS RECEIVABLE	113,029.55	5,769.79	852.22
ACCOUNTS RECEIVABLE FOUNDATION	313,077.56	318,838.31	1.81-
TOTAL ACCOUNTS RECEIVABLE	426,107.11	324,628.10	31.26
PREPAID EXPENSE	52,438.06	29,486.81	77.84
INVESTMENTS	.00	.00	
TOTAL CURRENT ASSETS	1,538,031.49	1,717,908.98	10.47-
<b>FIXED ASSETS</b>			
FURNITURE & EQUIPMENT	895,807.90	792,394.38	13.05
ACCUMULATED DEPRECIATION	392,914.72CR	318,938.14CR	23.19
FURNITURE & EQUIPMENT LESS A/C	502,893.18	473,456.24	6.22
LAND & BUILDING	240,445.72	240,445.72	
TOTAL FIXED ASSETS	743,338.90	713,901.96	4.12
TOTAL ASSETS	2,281,370.39	2,431,810.94	6.19-
<b>CURRENT LIABILITIES</b>			
TRADE ACCOUNTS PAYABLE	321,099.05	203,415.37	57.85
OTHER ACCOUNTS PAYABLE	70,082.90	192,236.76	63.54-
DUES & COLLECTIONS PAYABLE	31,191.02	1,904.01	538.18
PAYROLL TAXES PAYABLE	471.74DR	1,141.47	141.33-
SALARY & WITHHOLDINGS	113,175.94	289.19	35.50
CURRENT NOTES PAYABLE	.00	.00	
UNEARNED INCOME	530,951.43	547,706.90	3.06-
DEFERRED CONVENTION INCOME	1,060.00	794.50	33.42
TOTAL CURRENT LIABILITIES	1,067,088.60	947,488.20	12.62
<b>NONCURRENT LIABILITIES</b>			
TOTAL NONCURRENT LIABILITIES	.00	.00	
TOTAL LIABILITIES	1,067,088.60	947,488.20	12.62
<b>MEMBER'S EQUITY</b>			
RETAINED EARNINGS PRIOR YEARS	1,309,852.34	1,324,937.92	1.14-
CURRENT RETAINED EARNINGS	95,570.55DR	159,384.82	159.96-
MEMBER'S EQUITY	1,214,281.79	1,484,322.74	18.19-
TOTAL LIABILITIES & EQUITY	2,281,370.39	2,431,810.94	6.19-

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NEW YORK STATE NURSES ASSOCIATION  
STATEMENT OF ALLOCATED EXPENSES  
January 1988

	Salaries	Benefits	Travel	Postage	Telephone	Supplies
General	130354	42590	5482	2034	3200	2789
Data Processing	40954	11192		2034	461	5066
Communication	50339	9045	7875	25759	2768	2789
Memberships	92570	11192	13125	10846	3691	2789
Planning	44089	2089	2625	1356	1384	1395
Legislative	40610	9047	13125	3389	7392	4649
Nursing Ed	58607	11192	13125	3389	3691	4649
Nursing Practice	152734	10577	19687	3389	6920	5579
E&GM	409504	108661	53389	11524	13841	10228
Organization Service	23070	3660	3940	2034	1384	2324
Convention			16250	4106	3928	33133
Total:	1042801	219245	148623	69860	48650	75390
	BUDGET	PLAN	ACTUAL			
Salaries	2514211	1257106	1042801	214305		
Benefits	439241	219621	219245	376		
Travel	306200	153100	148623	4477		
Postage	140000	72100	69860	2240		
Telephone	110000	55000	48650	6350		
Supplies	137000	76500	75390	3110		
Total:	3646652	1835426	1604569	230857		

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NEW YORK STATE NURSES ASSOCIATION  
ANALYSIS REPORT SUMMARY  
PERIOD ENDING 1-31-88

INCOME	BUDGET	PLAN	ACTUAL
DUES & DUES RELATED:			
ADVANCE PAY (ALL)	1482250	741125	677530
PRD	3400250	1700125	1594020
REDUCED PAY (ALL)	168878	84439	77637
OTHER RELATED	608860	304430	299252
SUB TOTAL:	5660238	2830119	2648439
OTHER INCOME			
INVESTMENTS	60000	30000	32099
ADMINISTRATIVE FEES	250000	122300	122301
MISC INCOME	35700	17850	18798
OTHER	43600	21800	18462
CONVENTION	123350	123350	159668
SUB TOTAL:	512650	315300	351328
TOTAL ESTIMATED INCOME:	6172888	3145419	2999767

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NEW YORK STATE NURSES ASSOCIATION  
ANALYSIS REPORT SUMMARY  
PERIOD ENDING 1-31-88

GENERAL EXPENSES:	BUDGET	PLAN	ACTUAL
ADMINISTRATION	1126961	567060	503993
DATA PROCESSING	171353	85336	79795
SPECIAL SERVICES	211000	105500	93639
CORPORATE COMMITTEE & MATTERS	72375	55937	47138
LIAISON ACTIVITY/COMMITTEE	15320	7660	1255
<b>SUB TOTAL:</b>	<b>1597009</b>	<b>821493</b>	<b>725820</b>

CONSTITUENT ACTIVITIES:

ANA DUES ASSESSMENT	1586133	793066	782894
ANA HOUSE OF DELEGATES	32700	3400	2156
ANA CONSTITUENT FORUM	2000	1000	0
ESREC	1000	500	0
NYSNA ADVISORY COUNCIL	8000	4000	3524
<b>SUB TOTAL:</b>	<b>1629833</b>	<b>801966</b>	<b>788574</b>

NEW YORK STATE NURSES ASSOCIATION  
ANALYSIS REPORT SUMMARY  
PERIOD ENDING 1-31-88

PROGRAM EXPENSES:

	BUDGET	PLAN	ACTUAL
COMMUNICATIONS & PUBLICATIONS	369482	188766	138298
MEMBERSHIP	299915	144059	134669
PLANNING	149142	71124	60531
LEGISLATION	204595	99976	81102
NURSING EDUCATION	232685	113080	98982
NURSING PRACTICE	500035	237546	204700
ECONOMIC & GENERAL WELFARE	1671010	814009	683836
ORGANIZATION SERVICES	87080	42122	36409
CONVENTION	113450	113450	142417
<b>SUB TOTAL:</b>	<b>3627394</b>	<b>1824132</b>	<b>1580944</b>

GRAND TOTAL INCOME:	6172888	3145419	2999767
GRAND TOTAL EXPENSES:	6854236	3447591	3095338
CONTRIBUTION TO MEMBER'S EQUITY:	-681348	-302172	-95571



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QUESTIONS AND ANSWERS  
FOR  
REPORT OF THE FINANCE COMMITTEE

Nettie Birnbach:

The following notes are for your possible use in responding to questions during the discussion of the report of the Finance Committee.

**INCOME**

Projected income is \$7,307,000. This projection is based on adoption of the \$75 dues increase, effective January 1. The full effect of the dues increase will not be felt immediately since the increase will become due only as membership renewal is made.

Income for FY 1987-1988 was \$6,172,882.

Sources of income: (See Budget)

Member dues: \$6,806,650

All other: 500,350

**EFFECT OF WITHDRAWAL FROM ANA**

The Finance Committee and Board of Directors do not consider withdrawal from ANA membership a financial issue. However, the information regarding the financial effects of a decision to withdraw is as follows:

ANA dues assessment paid in FY 1987-88: \$1,573,577

ANA dues assessment projected for FY 1988-1989: \$1,633,335

The projected assessment amount is based on approval of the \$75 dues increase. If there is no dues increase, the projected amount of the assessment would be \$1,570,000 (est).

If the decision of the Voting Body is to withdraw from ANA, no further dues assessments would be paid to ANA. Although this would reduce the amount of dues increase required, the Finance Committee believes it would still be necessary to increase the dues of the Association (by a smaller amount) in the near future.

**MEMBERSHIP**

The proposed budget anticipates a membership of 30,000. This is slightly lower than last year's projected 30,200. The lower projection is based on our belief that there will be fewer new graduates entering nursing practice in the next year. Since

new graduates typically enter practice in acute care hospitals, many of which are in NYSNA represented facilities, it is reasonable to anticipate a decline in membership from this group.

It is not possible to anticipate the number of members that may be lost because of a dues increase. However, the Association's experience in the past suggests that this number will not be significant. A large majority of our members are under contract with the Association as their representative. Also, the commitment and loyalty of NYSNA members has always been evident in their willingness to support the work of the Association.

**PROGRAM/DEPARTMENT EXPENSES**

The report of the Finance Committee which is in the supplement to the Book of Reports contains a comparison of year-end actual expenditures in 1987-1988 and 1986-1987 fiscal years. The amounts budgeted for fiscal year 1988-1989 are not given in the report. Please refer to your approved budget for details in the event that you are questioned about budgeted amounts. The aggregate budget amounts for the programs and departments are included in these notes for your ease of reference.

Legislative Program

FY 1978-1988 Actual expenses: \$200,781  
FY 1978-1989 Proposed budget: \$214,030

The proposed budget of the Legislative program includes the extension of our two staff lobbyists to year-round contracts. (They were previously on 10 month contracts.) In addition, an 800 telephone line has been installed for Leg-Line.

Nursing Education Program

FY 1987-1988 Actual expenses: \$232,688  
FY 1988-1989 Proposed budget: 264,940

The proposed budget of the Nursing Education program includes expenses for the Association's ANA accreditation of our Continuing Education review and approval process. In addition, \$23,600 are budgeted for activities related to recruitment into nursing projects, including an exhibit at the NY State Fair, a special recruitment brochure, and participation in the Guidance Counselors' convention.

Nursing Practice and Services

FY 1987-1988 Actual expenses: \$501,714  
FY 1988-1989 Proposed budget: 487,640

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The proposed budget of the Nursing Practice and Services program reflects reallocation of some staff salaries to other programs and services. Two additional organizational units (Ambulatory Care, Nurse Entrepreneurs) have been added.

#### Economic and General Welfare

FY 1987-1988 Actual expenses: 1,467,958  
FY 1988-1989 Proposed budget: 1,810,267

The proposed budget of the Economic and General Welfare Program reflects additional staff positions and improved salaries as well as \$48,000 in expenses of the Delegate Assembly. Additional resources have been required to support and sustain the Association's efforts in this program, particularly as related to continued attacks on the Association's status as a labor organization and attacks by labor unions seeking to decertify NYSNA and gain a power base in nursing.

#### Communications, Publications, and Public Relations

FY 1987-1988 Actual expenses: \$391,198  
FY 1988-1989 Proposed budget: 327,240

The proposed budget of the Communications Department reflects the successful use of the Association's investment in Desktop publishing (computer). In addition to improvements in the quality of our publications, in-house production of our publications will enable us to increase the frequency of the publication of Report (to ten issues/year) at less cost than in prior years.

The increase in actual costs in 1987-1988 over the previous year reflected the introduction of these improvements prior to the acquisition of Desktop publishing.

Additionally, funds have been budgeted for the development of a videotape for use in recruitment into nursing activities.

#### Planning and Research

FY 1987-1988 Actual expenses: \$140,192  
FY 1988-1989 Proposed budget: 155,900

The proposed budget for Planning and Research includes continuing support for acquisitions of the Library, and completion of the oral history project. In the past year, planning and research funds were used to support the Arden House project re recruitment and retention in nursing. That budget line has now been moved to the Nursing Education program.

#### Organization Services

FY 1987-1988 Actual expenses: \$86,850  
FY 1988-1989 Proposed budget: 139,840

The increased proposed budget for Organization Services includes two budget lines which had previously been assigned to other programs and departments: Workshops and Conferences, and Membership Recruitment. An additional staff person has been added to handle the Association's grant-supported activities re AIDS education. (These expenses are offset by income from the grant contract.)

#### Membership Promotion

FY 1987-1988 Actual expenses: \$313,198  
FY 1988-1989 Proposed budget: 282,100

The decreased proposed budget for Membership Promotion relates to the reassignment of membership recruitment activities to the Organization Services department. The increase in expenses from 1987 to 1988 reflects reassignment of membership processing clerks from the Data Processing department to the Membership department.

#### Expenses by "natural" categories

Salaries: 1987-1988 Actual expenses: \$2,422,042  
1988-1989 Proposed budget: 2,693,540

Employee benefits:  
1987-1988 Actual expenses: 365,317  
1988-1989 Proposed budget: 386,000

Staff Travel:  
1987-1988 Actual expenses: 336,837  
1988-1989 Proposed budget: 308,000

Supplies:  
1987-1988 Actual expenses: 165,516  
1988-1989 Proposed budget: 145,000

Postage:  
1987-1988 Actual expenses: 143,790  
1988-1989 Proposed budget: 150,000

Telephone:  
1987-1988 Actual expenses: 110,766  
1988-1989 Proposed budget: 110,000



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THE NEW YORK STATE NURSES ASSOCIATION

AGENDA #15(a)

Report of the Board of Directors  
to  
The 1988 Voting Body

October 16-19, 1988

DRAFT

DRAFT

PROPOSED DUES INCREASE

The NYSNA Board of Directors proposes to the 1988 NYSNA Voting Body that annual dues be raised to \$250, effective January 1, 1989. In addition, the Board proposes that any increase in the dues assessment of the American Nurses Association which may be adopted by the House of Delegates in June, 1989, be added to the NYSNA dues in January 1990.

NYSNA members will vote on these two proposals during the Annual Meeting, following the presentation of financial reports to the Voting Body. Members will vote by using voting machines following the close of the Voting Body session at which the resolutions are introduced. To facilitate members' consideration of these proposals prior to the Voting Body meeting, the Board of Directors wishes to share certain information used in reaching its decision to request the increase. Additional data will be provided at the Annual Meeting October 16 - 19, 1988. A special open forum on finance has been scheduled prior to the voting body consideration of the two dues proposals: Monday, October 17, 6:00-7:00 p.m.

RESOLVED: that NYSNA dues be increased to \$250, effective January 1, 1989.

RESOLVED: that NYSNA dues be increased by an amount equivalent to any increase in the assessment rate which the ANA House of Delegates may adopt in June, 1989, such increase to become effective with the effective date of the ANA increase. ↓

[copy \$55]

Although it is known that the Board of Directors of ANA will propose an increase in the assessment rate (currently \$55/member), the notice of the exact amount to be asked will not be known until January, 1989. It is expected that any ANA increase, if adopted by the 1989 House of Delegates, would not become effective until January, 1990.

I. Dues History

The last dues increase was adopted by the NYSNA Voting Body in October, 1983 and became effective in January, 1984. At that time ANA had adopted the federation structure and established a dues assessment of each SNA based on \$55 per SNA member. NYSNA began payments to ANA which included all those NYSNA "direct" members, approximately 16,600, for whom no dues payments to ANA had previously been made.

Therefore, although NYSNA dues were increased from \$100 to \$175 at that time, the ANA share of \$55 per member was then deducted from the \$175 leaving an actual increase to NYSNA of only \$20 per member. This \$20 per member has carried the Association through five years.

During this same period of time inflation of at least 5% per year has reduced the real value of the members' dues by more than 25%.

II. Dues Revenue and Association Membership

The Association is dependent on member dues as the largest single component of its income, 93%. On September 30, 1983, NYSNA membership was reported as 28,958 of which 16,600 were NYSNA direct members not being charged an ANA assessment. Less than \$400,000, or approximately 11%, of NYSNA's dues income were paid to ANA at that time (see Exhibit B).

As of August 31, 1988 NYSNA membership was 29,715, an increase of 757 members. Although the Association has undertaken a variety of membership recruitment programs, these efforts have only maintained our current membership level.

NYSNA now pays 31.4% of all dues revenue to ANA (\$55 of \$175), or approximately \$1,600,000 annually (see Exhibit B).

III. Expenses

During the five years since the last dues increase major increases in the costs of the Association's basic operations have been absorbed:

- A. Rent: The expiration of the Association's lease on our New York City office and our subsequent relocation resulted in a 44% increase in rent. Similarly, the Association's lease on our headquarters building in Guilderland was adjusted to conform to current market rates. This adjustment results in a 61% increase in rent.
- B. Taxes: Although the Association is exempt from income tax, it is required to pay all Federal payroll taxes and tax on unrelated business income. Since 1983, our tax bill has increased by 24%.



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During this same period, administrative (general) expenses have increased by approximately 40%.

1983	\$1,101,864
1984	1,380,427
1985	1,434,258
1986	1,601,174
1987	1,740,354
1988	1,576,295

In reviewing our distribution of total expenses as they relate to program activity for the fiscal year ending July 31, 1988, our total expenses of \$6,681,700 have been used as follows:

Program Expenses	\$3,531,827	(53%)
Constituent Expenses	1,573,573	(23.5%)
General Expenses	1,576,295	(23.5%)

#### IV. Financial Reserves

The financial stability of the Association is a product of having sufficient income to address current operating requirements as well as sufficient cash reserves to serve both as a source of interest income and as a financial cushion for unexpected needs.

During the past five years, NYSNA has closely monitored fluctuations in expenses and trends in income. The effect of this conservative management is demonstrated by the comparative decrease in cash reserves during the last three years (see table entitled "Cash Reserves", page 4, and Exhibit D). This decrease is due to many factors including (but not limited to):

- A. Fluctuations in total membership and turnover in membership have caused small but consistent decreases in annual income;
- B. Increases in expenses required to support the Association's complex issues;
- C. Increase in ANA dues assessment as it relates to the federation model conversion;
- D. Commitment not to raise membership costs (dues) until fiscal stability warrants. We have currently experienced five years without a dues increase. This is the longest period without a dues increase in over 18 years (see Exhibit C);
- E. The funding of this year's deficit budget as presented to the voting body during Convention '87 planned for the reduction in cash reserves to our current level (see Exhibit D).

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#### VI. Impact on Members

An increase of \$75 in annual dues amounts to \$1.44 per week. Although it is understood and appreciated that this is a significant increase, the average compensation paid to nurses has, since 1983, also increased substantially, largely as a result of the strong market pressure of the nursing shortage. Negotiated increases in salaries over the past two years have often exceeded 10 - 15%. (In an effort to assist nurses who do not have access to payroll deduction of their membership dues, NYSNA will make available an electronic dues payment option (monthly debit of a bank account or major credit card).)

*Graph to illustrate impact*  
*an additional \$*

*L. L. L.*

MLO/k  
9/13/88

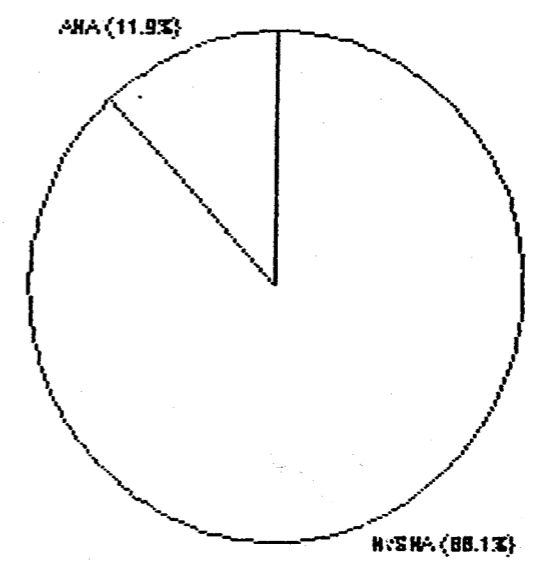
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EXHIBIT

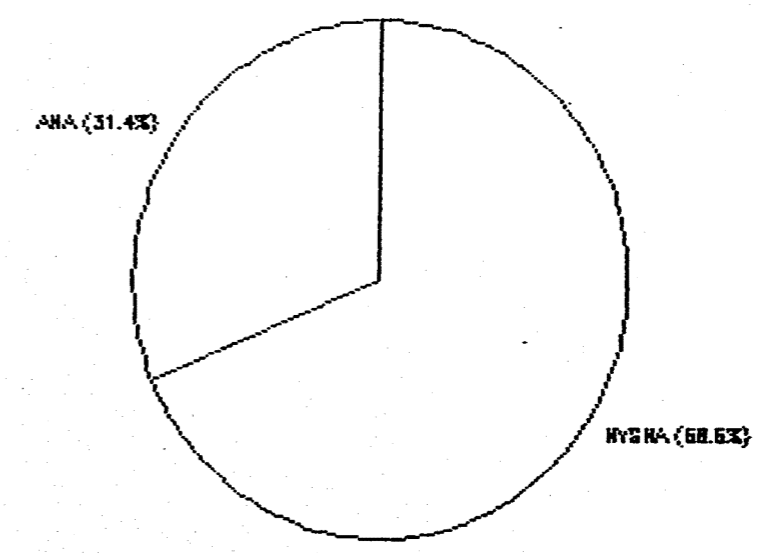
EXHIBIT B

	<u>1983</u>	<u>1988</u>
Dues Income	\$2,739,311	\$5,011,393
Other Income	<u>392,059</u>	<u>1,013,585</u>
Total Revenue	\$3,131,370	\$6,024,978
Revenue Allocation:		
NYSNA	\$2,758,370	\$4,451,401
ANA	<u>373,000</u>	<u>1,573,577</u>
	\$3,131,370	\$6,024,978

DUES REVENUE 1983  
RELATED TO ANA DUES ASSESSMENT



DUES REVENUE 1988  
RELATED TO ANA DUES ASSESSMENT



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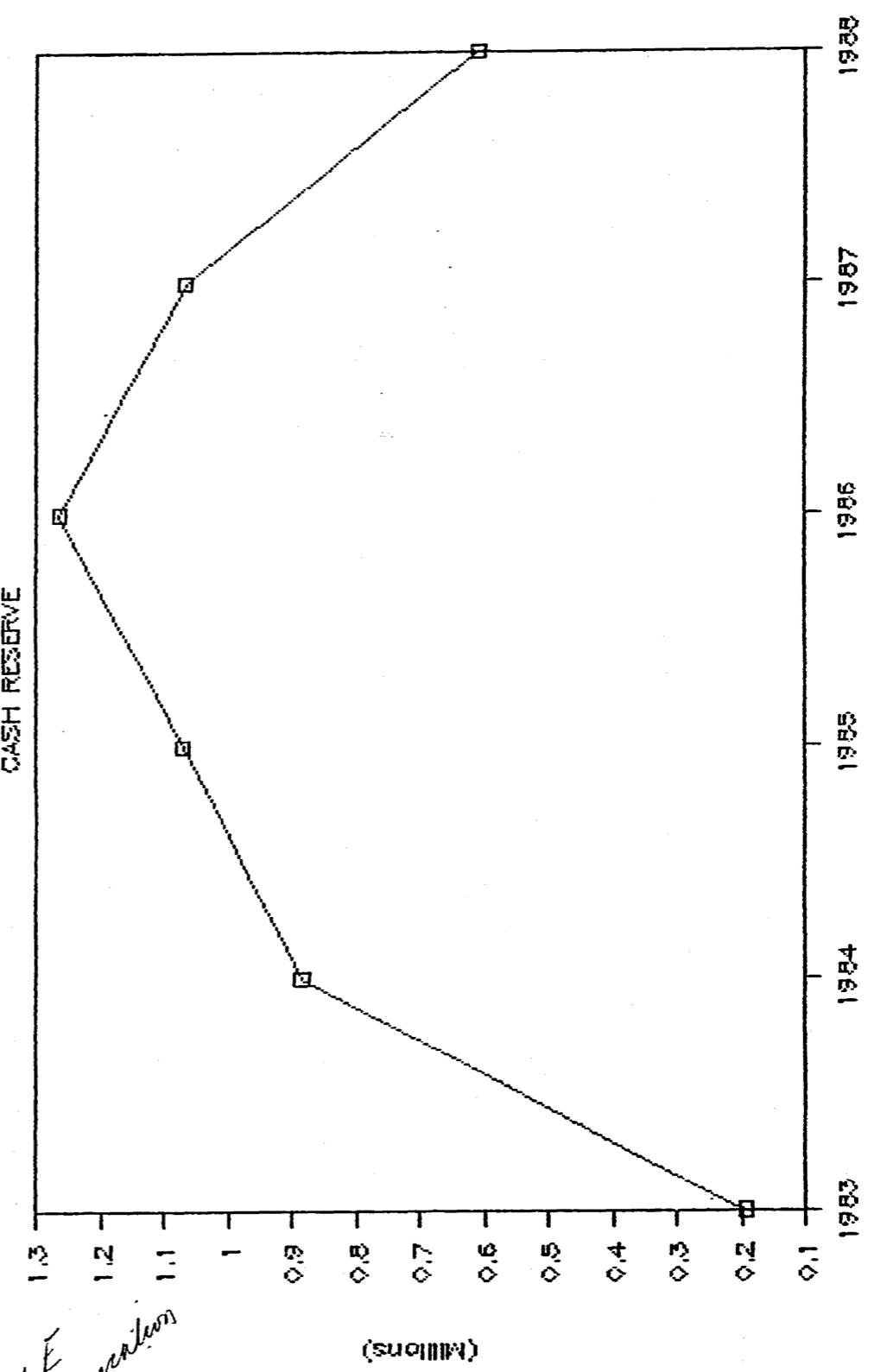
EXHIBIT C

EXHIBIT D

NEW YORK STATE NURSES ASSOCIATION  
DUES RATE INCREASES OVER 22-YEAR PERIOD  
1966 - 1988

YEAR	CURRENT DUES AMT.	PROPOSED INCREASE	ACTUAL INCREASE	NEW DUES AMOUNT
1988	\$175.00	\$75.00	\$75.00	\$250.00
1983	\$100 + 55 (ANA)	\$75.00	\$20 NYSNA \$55 ANA	\$175.00
1981	\$ 85.00	\$15.00	\$15.00	\$100.00
1978	\$ 50.00	\$50.00	\$35.00	\$ 85.00
1975	\$ 35	\$15.00	\$15.00	\$ 50.00
1970	\$ 30.00	\$ 5.00	\$ 5.00	\$ 35.00
1966	\$ 13.00	\$17.00	\$17.00	\$ 30.00

N.Y.S.N.A.  
CASH RESERVE



Add E  
Committee



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Finance  
Committee

AGENDA #5

MEMO: Finance Committee  
Board of Directors

FROM: Martha L. Orr  
Executive Director

DATE: July 11, 1988

RE: Additional Budget Proposals

To assist you in evaluating the proposed budget and to consider the impact of proposed programmatic activities, I have prepared the following list of suggested additions to the budget. None of these items are presently incorporated into the draft budget.

1. Arden House Consortium recommendations and fall meeting.

The final report of the Consortium will be presented to the Board at this meeting. Numerous strategies were recommended, some of which could be absorbed into the present proposed budget. Other strategies, if prioritized and adopted by the Board, would require substantial additional funding. Until this action is taken, realistic budget estimates cannot be provided.

The proposed budget contains \$23,600 for activities already suggested for "recruitment into nursing": Recruitment poster and brochures (\$10,000); brochure describing the diversity of nursing careers (\$10,000); participation in the New York State Fair and Guidance Counselor's convention (\$3650).

Another activity suggested in the Arden House Consortium report is the development of a television PSA; this would cost approximately \$50,000.

2. ICN participation of speaker if abstract is accepted.

The proposed budget contains \$7000 to partially cover the anticipated expenses of the President and Executive Director to attend the ICN meeting in Korea. An abstract has been presented by NYSNA for consideration of an ICN presentation. If accepted for presentation, additional funds would be needed. Corporate sponsorship could be sought, but acceptance of obligation to present could not be contingent on such funding.

3. ~~Summit~~ meeting to develop consensus on "Entry into Practice" legislation.

A meeting of representatives of all major nursing leadership groups, similar to the Arden House invitational meeting, to explore strategies for reaching consensus on the approach to achieving "Entry into Practice" legislation has been proposed by

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the Council on Legislation. Assuming the funded participation of approximately 80 persons at a one day meeting in Albany (including an overnight stay), the approximate cost would be \$8500 - \$10,000. *press date Aug 23*

4. Consensus building activities related to the Commission on Organizational Assessment and Renewal. *\$8000*

The Board of Directors will need to plan appropriate activities in relationship to statewide consideration of the COAR report. It has been suggested, for example, that the Board hold a two-day "retreat" to work through its response. Additional activities, such as a repeat of statewide open forums, will probably be indicated. The estimated cost of a Board "retreat" is \$4000. The cost of statewide forums, if organized within the context of District meetings, is totally dependent on the availability and location of Board members. If organized outside of District meetings, an uncertain additional cost for rental of meeting space would be required. Using an assumption of the average cost of Board travel (\$200/person/day), a conservative estimate of the cost (with no room rental) would be \$4000.

5. Expansion of legislative program activities, including outreach to other nursing organizations and improved grass-roots outreach. *\$28,000*

It has been suggested that a state level "NOLF" be formed by NYSNA. Efforts are underway to identify state constituents of all national nursing organizations. If such an objective is adopted by the Board, consideration would need to be given to the most appropriate level of funding.

It has also been suggested that provision be made for improving the level of district legislative committee participation in the leg program. If, for example, District legislative chairs were funded to attend two additional meetings in Albany, the cost would be approximately \$8000.

Another suggested strategy is to employ an additional staff person for this purpose for the duration of the legislative session. Estimated salary and benefits for such a person would be approximately \$20,000. *6-9m*

6. Improvement of various public relations activities.

A request for consideration of a major public relations media package was received (\$40,000) in relation to support of major contract negotiations due this fall. Generic materials useful in improving nurses' salaries throughout the state are needed as well.



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Page 3

Consideration of special public relations efforts to respond to the AMA RCT proposal may be forthcoming from the Board as well.

7. Initiatives related to strategic planning.

\$10,000

5X The initial phase of a strategic planning process utilizing an external consultant will cost approximately \$5000 - \$10,000.

8. Improvement of NYSNA volunteers' per diem and/or travel allowance.

?

A suggestion that the \$30/day meal allowance be improved was received. In addition, dissatisfaction with the current Albany hotel (The Ramada) prompted consideration of alternative accommodations. An increase in the average travel reimbursement formula (\$175/member/day) would be needed to accommodate either of these improvements.

9. Additional staff positions.

Three additional professional staff positions are recommended. The total cost of salaries and benefits for these positions would be approximately \$100,000.

\$207,400

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REVISED AGEND

MEMO: FINANCE COMMITTEE

FROM: Martha L. Orr  
Executive Director

July 12, 1988

ADDITIONAL EXPLANATORY COMMENTS ON PROPOSED BUDGET  
AND  
PROPOSED DUES INCREASE

1. The last NYSNA dues increase was voted on by the Voting Body in October, 1983, and implemented January, 1984. At that time, the Federation had been adopted and NYSNA was required to pay \$55/member to ANA, including all those NYSNA direct members for whom no payment to ANA had previously been made. Therefore, although the dues increase was \$75, the actual amount of the increase retained by the Association was (\$20/member). This \$20 increase has carried the Association for four years.
2. During this same period of time, inflation of at least 5%/year has reduced the real value of the member's dues by 20%.
3. Also during this time (1984-1988), there have been substantial increases in the postal rate, and the cost of paper supplies, both of which heavily impact on the Association.
4. ANA currently receives 31.4% of the Association's dues income. The formula calculation of ANA's share of NYSNA dues revenue is \$55 divided by \$175. If dues are increased, for example, by \$50, ANA's share will be \$55 divided by \$225, or 24.4%. To illustrate this relationship more clearly:  
  
1983: NYSNA received approximately \$3,144,000 in dues income. Of this total, only \$373,000 (11.86%) was paid to ANA.  
  
1988: NYSNA will receive approximately \$5,051,378 in dues income; of this total, 31.4%, \$1,586,132, will be paid to ANA.
5. There has been essentially no growth of membership over this period of time. Although we have undertaken a variety of membership recruitment programs, the effect of these efforts has apparently been only to replenish members who have left. We have one new bargaining unit which will probably go to contract in the near future. Two other potential units are tied up in litigation. Therefore, no increase in membership is anticipated.

Similarly, [since 89% of our members are under contract with us, it seems reasonable to project that there will be no substantial loss of membership subsequent to a dues increase.]

6. During the period since the last dues increase, major cost increases in the following areas have been absorbed:
  - a. Rent: The expiration of the Association's lease on our New York city office and our subsequent relocation resulted in a 44% increase in rent. Similarly, the Foundation adjusted the Association's rent on our Headquarters building to conform to a market rate - a 61% increase.
  - b. Taxes: Although the Association is exempt from income tax, we are required to pay all Federal payroll taxes and tax on unrelated business income. Since 1986, our tax bill has increased from \$176,000 to \$239,000, an increase of 35%. The largest portion of this relates to the increase in FICA rates.
  - c. Board of Directors: The volume and intensity of work required of the Board of Directors over the past 4 years has increased substantially, partially as a result of the complex and major issues before the Association. For this reason, expenditures for support of the Board of Directors have increased by 130%.
  - d. Legal services: The Association retains a law firm for both our corporate and labor relations requirements. Because of the complex issues and litigation that have flowed from the Northshore decision, our legal services requirements, and consequently, their fees, have been increased by 25%.
  - e. Data processing/office automation: In the past four years greatly needed improvements in our data processing operations and the addition of word processing and desktop publishing have required an investment of approximately \$100,000.
  - f. Program funding has been steadily increased each year:

1983:	\$1,833,755
1984:	2,047,113
1985:	2,364,563
1986:	2,547,936
1987:	2,621,570
1988:	3,000,000 (estimated)

This amounts to a total increase of 63.6%.



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During this same period, administrative (general) expenses have increased by 33.2%.

1983: \$1,126,019  
1984: 1,895,371  
1985: 1,599,333  
1986: 1,730,285  
1987: 1,730,285  
1988: 1,500,000 (estimated)

Looking at this distribution of our income in a slightly different way, 71.2% of our income (after deduction of ANA assessment) supports our programs. General expenses and administration consume 32.75.

Applying this same concept to the distribution of total income (as of June 30, 1988), our current total income of \$5,548,306.50 has been spent as follows:

General expenses: \$1,346,204 (24.3%)

Program expenses: 2,923,895 (53%)

Constituent expenses: 1,462,764 (26.4%)

The total exceeds 100% because of our deficit spending.

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THE NEW YORK STATE NURSES ASSOCIATION

EXPLANATION OF FY 1989 BUDGET

I. ESTIMATED INCOME

A. Membership Projections and Dues

- 1) The membership projection for fiscal year 1988 was 30,200. Membership as of April 10, 1988 was 29,896. With this in mind, the membership income was based on a reduced membership of 30,000.

Specific membership categories are:

	<u>Last Year</u>	<u>Projected '89</u>
Advance Full	5,070	5,100
Advance Install	3,400	3,250
Advance Monthly	0	0
Payroll Deduction	19,430	20,000
Reduced "A" Full	1,060	800
Reduced "A" Install	500	400
Reduced "B" Full	690	400
Reduced "B" Install	50	50
	<hr/>	<hr/>
	30,200	30,000

- 2) Dues: Current NYSNA dues are \$175.00 annually with a 50 or 75 percent reduction for eligible members. Income for FY '89 is calculated based on three proposed dues increases (\$50, \$75, and \$100).
- 3) Advance Pay Monthly: This is a new income line which represents our new ability to accept monthly electronic dues transfer from members' checking accounts. Additional income is not anticipated. This benefit may effect the Advance Full and Install lines, as well as support retention.

B. Dues Related Income

- 1) Agency Shop: As of April 30, 1988, the data file recorded 1,697 individuals paying Agency Shop fees. This is a reduction of approximately 250 from last year. Income has been adjusted to reflect this change and the increase in Agency Shop and non-member service fee as related to the proposed dues increase.
- 2) Service Charge: Current annual Service Charges for members enrolled through the installment method are \$6.00; for members and agency shop enrolled through payroll deduction, \$12.00; for members electing monthly electronic transfer dues method, \$12.00. All service charges are reported on the related budget line.

C. Other Income

- 1) Convention: projected registration is 920.
- 2) Pamphlets and Reprints: projection is consistent with FY 1988 experience.
- 3) Investment: projections are based on current market conditions. This estimate has been reduced to compensate for our current and projected levels of reserve.
- 4) Subscriptions: projection based on FY 1988 experience.
- 5) Advertising: projection based on FY 1988 experience.
- 6) Contributions and Honoraria: projection based on anticipated income.
- 7) Administrative Fee: income is based on actual and projected membership reported to the Welfare Plan for Registered Professional Nurses employed by the Health and Hospitals Corporation, City of New York.
- 8) Workshops & Conferences: projections are based on plans for four (4) workshops.
- 9) Continuing Education Review and Approval Fee: number of applications projected is based on current favorable experience.
- 10) Miscellaneous Income: this category represents income earned from sale of mailing labels, promotions, administrative services and other related business activities.

II. ESTIMATED EXPENSES

A. Allocated Expenses: Seven allocated expense categories appear in Programs and departments. These items and their explanations are:

- 1) Salaries: includes salaries of program and secretarial staff involved in that particular program or department and a portion of Executive Director's, Deputy Director's and Director of Financial Affairs salaries.
- 2) Employee Benefits: this category represents the costs of employee benefit charges to each Program or Department. Includes Blue Cross, Blue Shield, Major Medical, Life Insurance, Optical Benefit, Retirement Plan and Tuition Refund. Decrease represents a one-time reduction in Retirement Plan expenses.
- 3) Staff Travel: reflects costs for reasonable, necessary and actual business expenses incurred by staff in implementing program responsibilities. Represents a 10% increase based on FY 1988 actual expenses and FY 1989 projected costs.
- 4) Supplies: reflects prorated portion of total postage budget allocated to the particular program. Represents an 11% increase based on FY 1988 actual expenses and FY 1989 projected costs.



- 5) Postage: reflects prorated portion of total postage allocated to the particular program. A 7% increase is reflected to cover an increase in postal rates this year.
- 6) Telephone and Telegraph: reflects prorated portion of total telephone budget allocated to the particular program.
- 7) Councils and Committees: projections based on FY 1988 experience and per diem expense of \$175 a member per meeting.

**B. Administration**

1) General:

a) Office Rent:	Guilderland	157,800
	New York City	76,000
	Buffalo	15,000

This reflects an increase in New York City office rent for this fiscal year.

b) Office Maintenance Services

1. Guilderland: projection includes heat, electricity, water, housekeeping, snow and rubbish removal. Decrease represents a decrease in overall utility usage.
2. NYC Cleaning and Electricity: projected decrease is consistent with first year lease experience.
3. Buffalo Cleaning and Electricity: projection consistent with current contracts.
4. Equipment Service Contracts: projection for equipment such as typewriters, postage meters, usage charge on Xerox 9400, etc.

c) Equipment (Depreciation): This line has been modified to represent actual depreciation expenses. Acquisitions have been moved to the Consolidated Expense Statement.

d) Insurance: This item represents all Association insurance policies including Board, Committee and Staff Business Travel; errors and omissions; Directors' liability, automobile insurance, Workers Compensation and General Liability. The decrease is due to both favorable experience and completion of re-negotiations of all commercial line policies.

e) Taxes: includes mandatory items such as FICA, State Unemployment, Federal Unemployment, Disability, and tax on non-related business income. Increased costs are largely due to the FICA increase this year.

- f) Temporary Personnel: provides for illness, vacation relief and peak period coverage.
  - g) Staff Development: funding for staff continuing education and/or training reflects no change.
  - h) Recruitment: fees for employment agencies and employment advertising costs are increased to reflect experience levels of FY 1988.
  - i) Business Courtesy: provides for Association courtesies such as flowers upon illness or bereavement, contributions in memoriam, occasional entertainment of guests and related business courtesies.
  - j) Charge Card Fees: service fee charged by bank when members use Mastercard or Visa to pay Advanced Pay Full or Advanced Pay Install dues. Projection reflects current expense and anticipated use.
- 2) Data Processing Department
- Computer Maintenance: projection based on costs of maintenance for all computer and computer related equipment.
- 3) Special Services
- a) Legal Services: represents a 5% cost of living increase in retainer in addition to related expenses of legal counsel.
  - b) Accounting Services: this represents cost for the annual audit and other support functions performed by a certified public accounting firm.
  - c) Miscellaneous Services: this category includes payroll processing and parliamentary services and fees for electronic funds transfers.
- 4) Corporate Committees and Matters
- a) Board of Directors: based on FY 1988 experience excluding a prorated portion of the President's expenses.
  - b) President's Expense: based on FY 1988 experience including President's stipend and travel expenses.
  - c) Executive Committee: projection reflects a projection of anticipated expense.
  - d) Finance Committee: projection based on anticipated costs.
  - e) Election: projections are based on quoted retainer of Certified Public Accounting firm and anticipated printing and postage costs.



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- f) Nominating Committee, By-Laws Committee, Council on Human Rights, Awards Committee and Consumer Advisory Committee and Advisory Committee are based on a per diem of \$175 multiplied by the number of unit members multiplied by the number of meetings. There is no anticipated charge in per diem expenses this year.
- g) Consumer Advisory Council: reflects increase in number of members and activity.
- 5) Liaison Committee: anticipated costs are consistent with FY 1988 experience. A reduction in the contribution to NYS-NPA is reflected in this budget.

**B. Constituent Activities**

- 1) Projection for all categories other than ANA dues assessment, assumes the standard per capita expense and additional expenses based on past experience and anticipated 1989 requirements. NYSNA ANA Dues Assessment figure based on formula adopted by 1985 ANA House of Delegates. Projection for ANA House of Delegates meeting in 1989 assumes a per capita expense of \$350/delegate and \$12,600 for additional expenses, including delegate orientation and caucuses.
- 2) ICN: represents partial expenses of President and Executive Director.

**C. Program**

- 1) Communications & Publications
  - a) Publications
    - 1. Journal: increase in Journal costs represents the upgrade in the quality of this publication, which will be published four times in FY 1989.
    - 2. Report: this publication will include all legislative bulletins this year. The decrease in expense was possible because of a switch to the new Webb publishing process. We anticipate an increase in issues from eight to ten annually.
    - 3. Legislative Bulletin: this line item is eliminated and will be incorporated into Report.
    - 4. E&GW Bulletin: no change anticipated.
  - b) Special Publications: will include new educational and practice pamphlets.
  - c) Advertising and Special Materials: includes Nurses Week material and the support of various activities.
  - d) Special Projects: item budget for new recruitment video.

2) Membership Services

Elimination of Membership Recruitment Activity in this category. It is presented later in Organization Services.

3) Planning and Research

- a) Library Operations, References and Holdings: projection permits acquisition and treatment of various holdings.
- b) Recruitment Into Nursing: this line item has been moved to Nursing Education.

4) Legislative Program

- a) Workshops, Conferences: includes both Legislative Workshop and Reception.
- b) Legislative Tracking Services: includes subscription fee and user charges for on-line computer tracking system.

5) Nursing Education Program

- a) Council on Nursing Education & Council on Continuing Education & Regional Review Teams: cost is estimated for five members attending five meetings.
- b) Statewide Planning: costs estimated for five members attending two meetings.
- c) Functional Units: no change anticipated
- d) Workshops and Conferences: this line item has been moved to Organization Services.
- e) Recruitment Into Nursing: costs include expenses for New York State Fair, recruitment poster and brochure and participation at the Guidance Counselor Convention.
- f) ANA Accreditation: includes application fee, site visit and expenses.

6) Nursing Practice and Services

- a) Council on Nursing Practice: includes expenses for five members attending four meetings.
- b) Council on Ethical Practice & Committee on Impaired Nursing Practice: four meetings of five members with at least one meeting in New York City.
- c) CPU's: no change anticipated
- d) Functional Units: no change anticipated
- e) Workshops & Conferences: moved to Organization Services

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7) Economic & General Welfare

- a) Salaries: increases largely due to reallocation of salary costs.
- b) Delegate Assembly: includes expenses for twenty-five members to meet four times.
- c) Supplemental Services: includes fees for actuarial services, hospital audits, CNP meetings and marketing campaign for contract negotiations.
- d) Hearing & Transcripts: includes expenses for arbitrator, transcripts and volunteers.

8) Organization Services

- a) Membership Recruitment: this line item relocated from Membership Services. It includes such items as special projects to increase membership, new promotional materials and special mailings.
- b) Workshops & Conferences: this line item relocated from Nursing Education & Nursing Practice. It includes two C.E. programs and three workshops.

CONVENTION

A. Income

Registration: projection based on total registration of (920).

Exhibit Space: projected 100 exhibitors.

Sponsors: contributions from vendors.

B. Expense

Exhibit Decoration: projection based on 100 booths.

Gifts for Unit Representatives: projection based on 60 gifts @ \$20 each.



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AGENDA #5  
REVISED 7/11

NEW YORK STATE NURSES ASSOCIATION  
BUDGET FORECAST @30,000 MEMBERS  
AUGUST 1, 1988 - JULY 31, 1989

ESTIMATED INCOME  
DUES/DUES RELATED INCOME:

	88	1989		
		\$50	\$75	\$100
DUES INCREASE				
ADVANCE PAY FULL	887250	1055700	1083750	1147500
ADVANCE PAY INSTALL	595000	705250	709625	750000
ADVANCE PAY MONTHLY	0	0	0	0
PRD	3400250	4380000	4490000	4740000
RMDG (A) FULL	92750	82800	85000	90000
RMDG (A) INSTALL	43750	41400	42500	45000
RMDG (B) FULL	30188	20700	21250	22500
RMDG (B) INSTALL	2190	2587	2650	2810
AGENCY SHOP & NONMEMBER				
SERVICE FEE	332500	362250	371875	393750
SERVICE CHARGE PRD&INSTALL	276360	0	0	0
				<i>includ. in PRD</i>
<b>SUBTOTAL:</b>	<b>5660238</b>	<b>6650687</b>	<b>6806650</b>	<b>7191560</b>

OTHER INCOME:

CONVENTION	123350	133450		
PAMPHLETS & REPRINTS	2500	2275		
INVESTMENTS	60000	40000		
SUBSCRIPTIONS	2000	2200		
ADVERTISING	12500	13750		
CONTRIBUTIONS-HONORARIA	1000	1000		
ADMIN FEES	250000	242875	<i>-4 HHC</i>	
WORKSHOPS, CONFERENCES	7600	7500		
CONTINUING ED REVIEW & APPROVAL FEE	18000	19800		
MISC. INCOME	35700	37500	<i>from Mac Lines</i>	
<b>SUBTOTAL:</b>	<b>512650</b>	<b>500350</b>		

TOTAL INCOME: 6172888 7151037 7307000 7691910  
*4 mo period*

NEW YORK STATE NURSES ASSOCIATION  
BUDGET - FY89

PART I - GENERAL:

GENERAL:	88	89
RENT (GUILDERLAND, NYC, & BUFFALO OFFICE)	244596	248800
OCCUPANCY:		
GUILDERLAND	49500	46500
NEW YORK CITY OFFICE	15120	13020
BUFFALO OFFICE	2000	2000
EQUIPMENT SERVICE	41500	44700
DEPRECIATION (EQUIPMENT PURCHASE)	35700	60000
SALARIES	314275	297000
EMPLOYEE BENEFITS	83455	57900
INSURANCE	69500	60000
TAXES	222015	239000
TEMPORARY PERSONNEL	5000	2500
STAFF TRAVEL	11200	15400
SUPPLIES	7800	8700
POSTAGE	4200	4500
TELEPHONE/TELEGRAPH	7700	7700
STAFF DEVELOPMENT	6000	6000
RECRUITMENT	3000	5000
BUSINESS COURTESY	2000	2000
CHARGE CARD FEES	2400	3000
<b>TOTAL:</b>	<b>1126961</b>	<b>1123720</b>



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NEW YORK STATE NURSES ASSOCIATION  
BUDGET - FY89

DATA PROCESSING:

	88	89
SALARIES	91091	91800
EMPLOYEE BENEFITS	21962	15440 <i>reflects pension</i>
POSTAGE	4200	4500
SUPPLIES	13000	14500
COMPUTER MAINTENANCE	40000	40000
TELEPHONE	1100	1100
<b>TOTAL:</b>	<b>171353</b>	<b>167340</b>

SPECIAL SERVICES:

LEGAL SERVICES	195000	195000
ACCOUNTING SERVICES	7000	7000
MISC. SERVICES	9000	12500 <i>electronic dues process</i>
<b>TOTAL:</b>	<b>211000</b>	<b>214500</b>

CORPORATE COMMITTEE&MATTERS:

BOARD OF DIRECTORS	20000	18750
PRESIDENT'S EXPENSE	0	12250
EXECUTIVE COMMITTEE	500	500
COMMITTEES OF BOARD	1000	1000
FINANCE COMMITTEE	2000	2000
ELECTIONS	39500	27000
NOMINATING COMMITTEE	1750	1750
BYLAWS COMMITTEE	1750	1750
COUNCIL ON HUMAN RIGHTS	3000	3000
AWARDS COMMITTEE	875	875
CONSUMER ADVISORY COUNCIL	2000	3600
<b>TOTAL:</b>	<b>72375</b>	<b>72475</b>

LIAISON COMMITTEES/ACTIVITY:

RETIRED NURSE GROUP	1500	1500
MEMBERSHIP FEES/LIAISON ACTIVITIES	8820	7195
NYS-NPA	5000	3000
<b>TOTAL:</b>	<b>15320</b>	<b>11695</b>

**TOTAL GENERAL:** 1597009 1589730

NEW YORK STATE NURSES ASSOCIATION  
BUDGET - FY89

PARTII

	88	1989	1989	
CONSTITUENT ACTIVITIES:				
DUES INCREASE		\$50	\$75	\$100
ANA DUES ASSESSMENT	1586133	1575750	1575750	1575750 <i>increase included</i>
ANA HOUSE OF DELEGATES	32700	39550		
ANA CONSTITUENT FORUM	2000	2000		
ESREC	1000	1035		
NYSNA ADVISORY COUNCIL	8000	8000		
ICN	0	7000		
<b>TOTAL CONSTITUENT ACTIVITY:</b>	<b>1629833</b>	<b>1633335</b>	<b>1633335</b>	<b>1633335</b>

PARTIII - PROGRAM:

COMMUNICATIONS & PUBLICATIONS:

SALARIES	115412	104500
EMPLOYEE BENEFITS	17570	15440
STAFF TRAVEL	16800	15400
POSTAGE	53200	57000
TELEPHONE/TELEGRAPH	6600	6600
SUPPLIES	7800	8700
PUBLICATIONS		
JOURNAL	30000	35000
REPORT	41500	32000
LEG BULLETIN	12000	0
EGW BULLETIN	15000	15000
SPECIAL PUBLICATIONS	11600	7100
EDITORIAL BOARD	2000	3000
ADVERTISING, SPEC. MATERIAL	15000	12500
SPECIAL PROJECTS	25000	15000
<b>TOTAL COMM &amp; PUB:</b>	<b>369482</b>	<b>327240</b>

*ANA dues based on membership rather than dues*

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NEW YORK STATE NURSES ASSOCIATION  
BUDGET - FY89

MEMBERSHIP SERVICES:		
	88	89
SALARIES	200953	219000
EMPLOYEE BENEFITS	21962	15440
STAFF TRAVEL	28000	6160
POSTAGE	22400	24000
TELEPHONE/TELEGRAPH	8800	8800
SUPPLIES	7800	8700
MEMBERSHIP RECRUITMENT ACTIVITY	10000	0
-----		
TOTAL MEMBERSHIP:	299915	282100

PLANNING & RESEARCH:		
SALARIES	99150	101600
EMPLOYEE BENEFITS	4392	15440
STAFF TRAVEL	5600	6160
POSTAGE	2800	3000
TELEPHONE/TELEGRAPH	3300	3300
SUPPLIES	3900	2900
LIBRARY OPERATIONS/HOLDINGS	19000	19000
COUNCIL ON NURSING RESEARCH	3500	4500
ORAL HISTORY	5000	0
RECRUITMENT INTO NURSING	2500	0
-----		
TOTAL PLAN & RESEARCH:	149142	155900

LEGISLATIVE PROGRAM:		
SALARIES	98425	114500
EMPLOYEE BENEFITS	17570	11580
STAFF TRAVEL	28000	30800
POSTAGE	7000	7500
TELEPHONE/TELEGRAPH	17600	17600
SUPPLIES	13000	13050
COUNCIL ON LEG	5000	5000
WORKSHOPS, CONFERENCES	15000	12000
LEG TRACKING SVCE	3000	2000
-----		
TOTAL LEGISLATIVE:	204595	214030

NEW YORK STATE NURSES ASSOCIATION  
BUDGET - FY89

NURSING EDUCATION:		
	88	89
SALARIES	132423	140500
EMPLOYEE BENEFITS	21962	15440
STAFF TRAVEL	28000	30800
POSTAGE	7000	7500
TELEPHONE/TELEGRAPH	8800	8800
SUPPLIES	13000	13050
COUNCIL ON NURSING ED.	3500	4375
COUNCIL ON CONTINUING ED.	3500	4375
REGIONAL REVIEW TEAMS	2500	5000
STATEWIDE PLANNING COMM	2000	4500
FUNCTIONAL UNITS	2500	2500
WORKSHOP, CONFERENCES	7500	0
RECRUITMENT INTO NURSING	0	23600
ANA ACCREDITATION	0	4500
-----		
TOTAL NURSING ED:	232685	264940

*Reaccreditation by ANA*

NURSING PRACTICE & SERVICE:		
SALARIES	371848	365000
EMPLOYEE BENEFITS	21962	15440
STAFF TRAVEL	42000	46200
POSTAGE	7000	7500
TELEPHONE/TELEGRAPH	16500	16500
SUPPLIES	15600	14500
COUNCIL ON NURSING PRACTICE	3500	3500
COUNCIL ON ETHICAL PRACTICE	3500	3000
COMM.ON IMPAIRED NURSING PRACTICE	2625	2500
CLINICAL PRACTICE UNIT	9000	9000
FUNCTIONAL UNITS	4500	4500
WORKSHOPS, CONFERENCES	2000	0
-----		
TOTAL NURSE PRACTICE & SERVICE:	500035	487640

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NEW YORK STATE NURSES ASSOCIATION  
BUDGET - FY89

ECONOMIC GENERAL WELFARE:

	88	89
SALARIES	1034739	1180000
EMPLOYEE BENEFITS	219621	212300
STAFF TRAVEL	112000	123200
POSTAGE	23800	25500
TELEPHONE/TELEGRAPH	33000	33000
SUPPLIES	28600	31900
DELEGATE ASSEMBLY	13000	20500
HEARINGS, TRANSCRIPTS	50000	48000
SUPPLEMENTAL SERVICES	32500	31500
CNP MEETINGS	6000	4000
WELFARE EXPENSES	117750	100367
<b>TOTAL EGW:</b>	<b>1671010</b>	<b>1810267</b>

ORGANIZATION SERVICES:

SALARIES	55895	79640
EMPLOYEE BENEFITS	8785	11580
STAFF TRAVEL	8400	12320
POSTAGE	4200	4500
TELEPHONE/TELEGRAPH	3300	3300
SUPPLIES	6500	7250
MEMBER RECRUITMENT ACTIVITY	0	12500
WORKSHOPS, CONFERENCES	0	8750
<b>TOTAL ORG. SVCS:</b>	<b>87080</b>	<b>139840</b>

TOTAL PROGRAM: 3513944 3681957

CONVENTION EXPENSE: 113450 104030

	88	89	90	91
TOTAL ESTIMATED INCOME:	6172888	7151037	7307000	7691910
TOTAL ESTIMATED EXPENSE:	6854236	7009052	7009052	7009052
<b>TOTAL INCOME (EXPENSE):</b>	<b>-681348</b>	<b>141985</b>	<b>297948</b>	<b>682858</b>

\$-159,000  
7 actual

BUDGET: NYSNA-CONVENTION  
1988

	BUDGET
<b>INCOME:</b>	
REGISTRATION	77250
EXHIBIT SPACE	35000
SPONSORS	7500
TOURS	1700
PROGRAM ADVERTISING	12000
<b>TOTAL INCOME:</b>	<b>133450</b>
<b>EXPENSES:</b>	
EXHIBIT DECORATION	6500
WELCOME RECEPTION	500
REFRESHMENT BREAK	2500
AWARDS BANQUET/RECEPTION	3000
INSURANCE	600
SPECIAL SERVICES	5500
GIFTS FOR UNIT REPS	1200
SPEAKER TRAVEL & HONORARIA	9000
SUPPLIES	21750
PROMOTION	3500
TELEPHONE	3300
POSTAGE	4620
ORGANIZATION UNIT TRAVEL	8000
BOARD/STAFF TRAVEL	21560
PROGRAM EXPENSES	9000
MISC. EXPENSES	3500
<b>TOTAL EXPENSE:</b>	<b>104030</b>
<b>NET INCOME (EXPENSE):</b>	<b>29420</b>



#45  
Finance  
Committee

N.Y.S.N.A BUDGET FY'89  
GENERAL CONSOLIDATED EXPENSES

	BUDGET	
	88	89
SALARIES	2514211	2693540
EMPLOYEE BENEFITS	439241	386000
STAFF TRAVEL	280000	308000
SUPPLIES	130000	145000
POSTAGE	140000	150000
TELEPHONE/TELEGRAPH	110000	110000
-----		
TOTAL:	3613452	3792540
EQUIPMENT AQUISITIONS:	35700	10400
ADMINISTRATIVE FEE:		
INCOME	250000	242875
EXPENSE	110000	100367
-----		
EXCESS INCOME(EXPENSE):	140000	142508

NOTES ON DUES OF OTHER ORGANIZATIONS (SNAs, professional and labor organizations)

SNA dues amounts are inclusive of ANA's portion.

ORGANIZATION DUES AMOUNT AND NOTES

Massachusetts SNA

\$250.50  
"assessments" are imposed variously

California SNA

\$225  
Dues are adjusted every two years based on a percentage determined by average statewide wage increases

Illinois SNA

\$185

Minnesota SNA

\$210  
Members may pay \$5.00/year for donation to PAC, foundation, strike fund.

DCNA

\$229  
\$310 for members represented for collective bargaining purposes (and non members who pay agency shop fee). Has "pass-through" provision.

Pennsylvania SNA

\$260

Hawaii SNA

\$251.04  
\$236.04 for members represented for collective bargaining purposes. The one dollar extra per month is donated to strike fund.

Michigan SNA

\$210

\$282.07  
Has "pass-through" provision. Automatic escalator clause based on beginning staff nurse salary

Oregon SNA

approximately \$175, including district membership which is mandatory.

Has pass-through provision.

Reduced dues category (50%) for nurses earning under \$11,000/year (proof required in form of previous year's W-2).

Individual who can show evidence of membership in another SNA may belong for \$55 (advance pay only).

New Jersey SNA

#45  
Finance  
Committee

NEW YORK STATE NURSES ASSOCIATION  
TEN YEAR FINANCIAL ANALYSIS

	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988
CURRENT ASSETS:	112651	194999	292030	302661	589569	1385390	1791853	1785861	1067471	875502
TOTAL ASSETS:	516078	837800	674114	1030451	1257815	2007418	2516775	2539363	2369517	1903925
CURRENT LIABILITIES:	778238	551356	601662	735261	849207	1185251	1204162	1306924	1059666	1116890
TOTAL LIABILITIES:	875064	566402	601662	1008155	1037653	1224288	1207339	1306924	1059666	1116890
EQUITY:	-358986	27398	72452	22296	220162	783130	1309376	1212639	1309851	787035
INCOME:	1930323	2599407	2587987	2741960	3144642	4414190	5821756	5816364	6159365	6024978
EXPENSE:	1894978	2213105	2543644	2792856	2947538	3851222	5295510	5729786	6062153	6547794
NET INCOME:	35545	386304	44343	-50896	197104	562968	526246	86578	97212	-522816

FIXED ASSETS: \*\*\* 381842 375716 358800 704782 649510 614730 717522 713902 743339 709326

\*\*\* INCLUDES LAND AT 240,446

CURRENT RATIO:	0.144751	0.353671	0.403372	0.411637	0.694258	1.169026	1.488049	1.366461	1.007365	0.783874
DEBT RATIO:	1.695604	0.953859	0.892522	0.978362	0.824964	0.609881	0.479740	0.514666	0.447207	0.586624
OPERATING LEVERAGE:	0.739892	0.632731	0.532254	0.683954	0.516379	0.306239	0.285095	0.291134	0.313709	0.372559

EXPLANATIONS:

CURRENT RATIO: MEASURES ABILITY TO MEET CURRENT DEBT. THIS IS SOMETIMES USED AS A SURPROGATE FOR CASH BUDGETING. THE HIGHER THE NUMBER THE BETTER. FORMULA: TOTAL CURRENT ASSETS/TOTAL CURRENT LIAB.

DEBT RATIO: COMPARES WHAT WE OWE TO WHAT WE OWN. THE LOWER THIS RATIO, THE BETTER WE OFF WE ARE. IT SHOWS TOTAL RESOURCES AVAILABLE TO US. FORMULA: TOTAL DEBT/TOTAL ASSETS.

OPER. LEVERAGE: SHOWS THE PROPORTION OF TOTAL RESOURCES INVESTED IN FIXED FACTORS. THE HIGHER THIS RATIO IS THE HIGHER OUR INCOME MUST BE TO COVER COSTS. THE LOWER THIS NUMBER IS THE BETTER. FORMULA: TOTAL FIXED ASSETS/TOTAL ASSETS.



NEW YORK STATE NURSES ASSOCIATION  
NINE YEAR FINANCIAL ANALYSIS

	1979	1980	1981	1982	1983	1984	1985	1986	1987	PROJECTED 1988
CURRENT ASSETS:	112651	194999	292030	302661	589569	1385590	1791853	1785861	1067471	1302519
TOTAL ASSETS:	516078	593800	674114	1030451	1257815	2007418	2516775	2539363	2369517	2052799
CURRENT LIABILITIES:	778238	551356	601662	735261	849207	1185251	1204162	1306924	1059666	910253
TOTAL LIABILITIES:	875064	566402	601662	1008155	1037653	1224288	1207399	1306924	1059666	910253
EQUITY:	-358986	27398	72452	22296	220162	783130	1309376	1212639	1309851	1142545
INCOME:	1930323	2599487	2587987	2741960	3144642	4414190	5821756	5816364	6159365	6200000
EXPENSE:	1894978	2213103	2543644	2792856	2947538	3851222	5295510	5729786	6062153	6400000
NET INCOME:	35345	386384	44343	-50896	197104	562968	526246	86578	97212	-200000
FIXED ASSETS:	***	381842	375716	358800	704782	649510	614730	717522	713902	743339

\*\*\* INCLUDES LAND AT 240,446

	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988
CURRENT RATIO:	0.144751	0.353671	0.485372	0.411637	0.694258	1.169026	1.488049	1.366461	1.007365	1.430941
DEBT RATIO:	1.695604	0.953859	0.892522	0.978362	0.824964	0.609881	0.479740	0.514666	0.447207	0.443420
OPERATING LEVERAGE:	0.739892	0.632731	0.532254	0.683954	0.516379	0.306229	0.285095	0.281134	0.313709	0.379969

EXPLANATIONS:

CURRENT RATIO: MEASURES ABILITY TO MEET CURRENT DEBT. THIS IS SOMETIMES USED AS A SURROGATE FOR CASH BUDGETING. THE HIGHER THE NUMBER THE BETTER. FORMULA: TOTAL CURRENT ASSETS/TOTAL CURRENT LIAB.

DEBT RATIO: COMPARES WHAT WE OWE TO WHAT WE OWN. THE LOWER THIS RATIO, THE BETTER WE OFF WE ARE. IT SHOWS TOTAL RESOURCES AVAILABLE TO US. FORMULA: TOTAL DEBT/TOTAL ASSETS.

OPER. LEVERAGE: SHOWS THE PROPORTION OF TOTAL RESOURCES INVESTED IN FIXED FACTORS. THE HIGHER THIS RATIO IS THE HIGHER OUR INCOME MUST BE TO COVER COSTS. THE LOWER THIS NUMBER IS THE BETTER. FORMULA: TOTAL FIXED ASSETS/TOTAL ASSETS.

*Comparison of assets to liabilities*

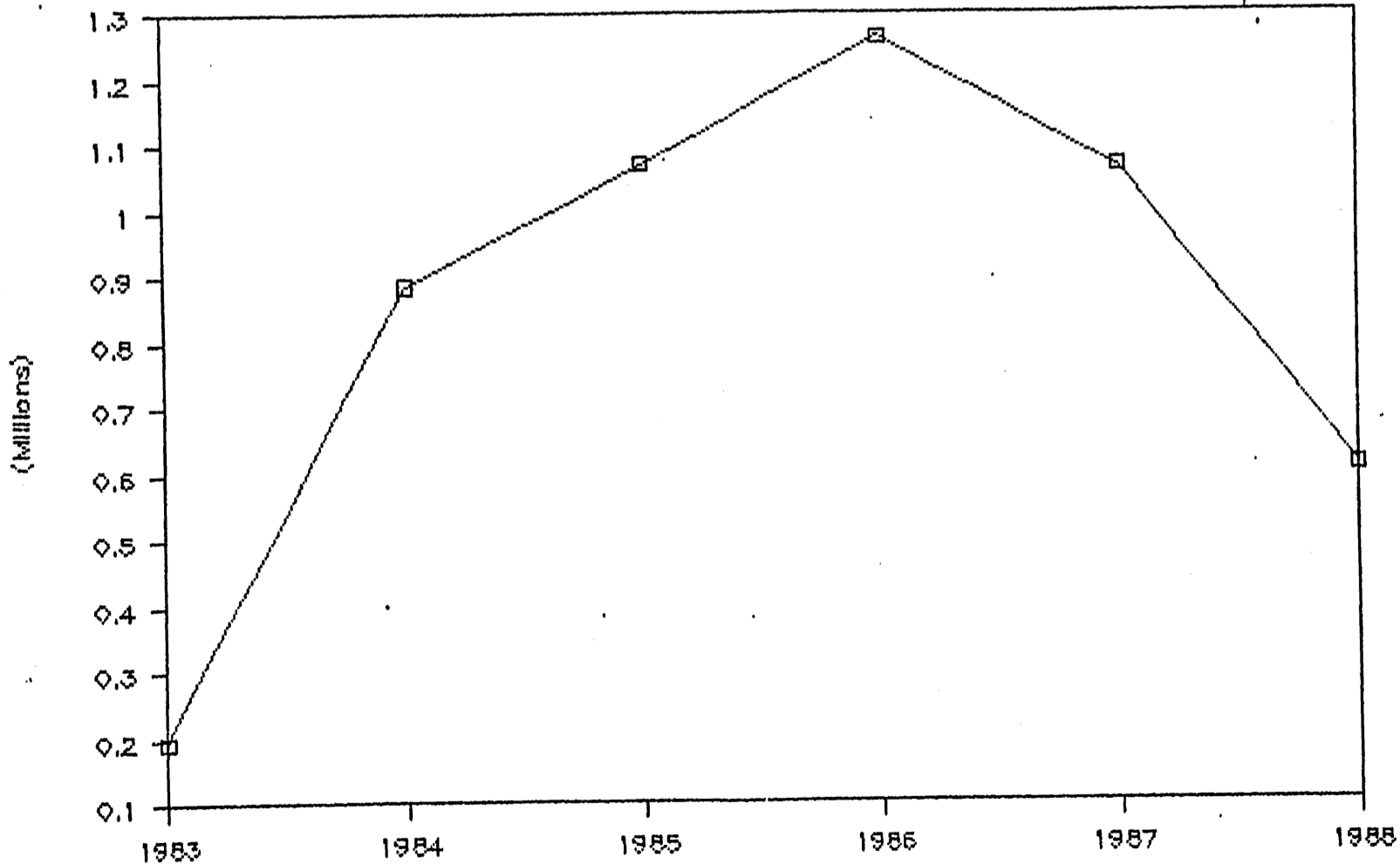
*General cash reserve  
5 million needed for NYSNA*

*what  
you  
owe to  
what  
you  
own*

REVISED AGENDA

Finance #15  
Committee

N.Y.S.N.A.  
CASH RESERVE



1988 FIGURE PROJECTED



#45  
Finance  
Committee

MEMO: FINANCE COMMITTEE

FROM: Martha L. Orr  
Executive Director

July 12, 1988

ADDITIONAL EXPLANATORY COMMENTS ON PROPOSED BUDGET  
AND  
PROPOSED DUES INCREASE

1. The last NYSNA dues increase was voted on by the Voting Body in October, 1983, and implemented January, 1984. At that time, the Federation had been adopted and NYSNA was required to pay \$55/member to ANA, including all those NYSNA direct members for whom no payment to ANA had previously been made. Therefore, although the dues increase was \$75, the actual amount of the increase retained by the Association was \$20/member. This \$20 increase has carried the Association for four years.

2. During this same period of time, inflation of at least 5%/year has reduced the real value of the member's dues by 20%.

3. Also during this time (1984-1988), there have been substantial increases in the postal rate, and the cost of paper supplies, both of which heavily impact on the Association.

4. ANA currently receives 31.4% of the Association's dues income. The formula calculation of ANA's share of NYSNA dues revenue is \$55 divided by \$175. If dues are increased, for example, by \$50, ANA's share will be \$55 divided by \$225, or 24.4%. To illustrate this relationship more clearly:

1983: NYSNA received approximately \$3,144,000 in dues income. Of this total, only \$373,000 (11.86%) was paid to ANA.

1988: NYSNA will receive approximately \$5,051,378 in dues income; of this total, 31.4%, \$1,586,132, will be paid to ANA.

5. There has been essentially no growth of membership over this period of time. Although we have undertaken a variety of membership recruitment programs, the effect of these efforts has apparently been only to replenish members who have left. We have one new bargaining unit which will probably go to contract in the near future. Two other potential units are tied up in litigation. Therefore, no increase in membership is anticipated.

During this same period, administrative (general) expenses have increased by 33.2%.

1983: \$1,126,019  
1984: 1,895,371  
1985: 1,599,333  
1986: 1,730,285  
1987: 1,730,285  
1988: 1,500,000 (estimated)

Looking at this distribution of our income in a slightly different way, 71.2% of our income (after deduction of ANA assessment) supports our programs. General expenses and administration consume 32.75.

Applying this same concept to the distribution of total income (as of June 30, 1988), our current total income of \$5,548,306.50 has been spent as follows:

General expenses: \$1,346,204 (24.3%)  
Program expenses: 2,923,895 (53%)  
Constituent expenses: 1,462,764 (26.4%)

The total exceeds 100% because of our deficit spending.

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Finance  
Committee

NOTES ON DUES OF OTHER ORGANIZATIONS (SNAs, professional and labor organizations)

SNA dues amounts are exclusive of ANA's portion. (55)

ORGANIZATION	DUES AMOUNT AND NOTES
Massachusetts SNA	\$195.50 + 55 "assessments" are imposed variously
California SNA	\$170 + 55 Dues are adjusted every two years based on a percentage determined by average statewide wage increases
Illinois SNA	\$130 + 55
Minnesota SNA	\$155 Members may pay \$5.00/year for donation to PAC, foundation, strike fund.
DCNA	\$174 + 55 \$255 for members represented for collective bargaining purposes (and non members who pay agency shop fee). Has "pass-through" provision.
Pennsylvania SNA	\$205 + 55 = 260
Hawaii SNA	\$196.04 \$181.04 for members represented for collective bargaining purposes. The one dollar extra per month is donated to strike fund.
Michigan SNA	\$155 + 55 = 210
Oregon SNA	\$227.07 Has "pass-through" provision. Automatic escalator clause based on beginning staff nurse salary
New Jersey SNA	approximately \$120, including district membership which is mandatory. Has pass-through provision. Reduced dues category (50%) for nurses earning under \$11,000/year (proof required in form of previous year's W-2). Individual who can show evidence of membership in another SNA may belong for \$55 (advance pay only).

NYSNA  
\$120 + 55 = 175

Board of directors can increase dues based on inflation. In practice: Attempt is made to bring increase to membership if there is time. Increases have been implemented both by bringing to membership and by means of the board's right under this provision.

AMA	\$375
MSSNY	\$275; will be \$325 in 1989
Albany County	\$210 (must belong to state to belong to county)
American Bar Assn	exempt if practicing for one year or less 1-4: \$25 4-6: \$45 6-10: \$90 10 and longer: \$180
State Bar	similar dues structure to ABA In some states membership in state Bar is mandatory. It is not in New York.
County Bars	fixed - range from \$50 to \$100
CSEA	\$185
PEF	\$245
UFT	one percent of annual compensation; not less than \$244.80/year
AFSCME	100 locals in NYC alone Example: Local 95 Head Start workers pay between \$87.60 and \$300/year.
United University Professors	(NYC) one-half percent of annual salary
1199	dues based on salary; percentage could not be obtained; in NYC range reported to U. S. Department of Labor is: \$0-\$75/month

WMB  
7/12/88  
docs/dues

ANALYSIS REPORT  
JANUARY 1987

	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	VAR %
<b>GENERAL</b>				
RENT-GUILDERLAND, NYC, REGION I OFF.	183,607.00	91,803.52	74,138.02	19.2
MOVING EXPENSES	56,000.00	56,000.00	47,311.27	15.5
<b>OCCUPANCY</b>				
GUILDERLAND-ELECTRIC,CLEANING,TRASH	39,000.00	19,500.00	14,677.41	24.7
NYC-CLEANING, ELECTRIC, WATER	19,000.00	9,500.02	5,693.22	40.1
REGION I-CLEANING, ELECTRIC	2,000.00	999.98	697.65	30.2
EQUIPMENT MAINTENANCE CONTRACTS	31,000.00	25,833.34	22,448.86	13.1
EQUIP RENTAL, PURCHASE & AMMORITIZ	50,500.00	25,250.02	23,812.18	5.7
SALARIES	289,181.00	144,590.51	145,852.44	.9
EMPLOYEE BENEFITS	355,000.00	177,500.02	171,840.19	3.2
INSURANCE	27,000.00	24,750.00	22,050.61	10.9
PAYROLL TAXES	195,000.00	97,500.00	77,364.59	20.7
TEMPORARY PERSONNEL	5,000.00	2,500.01	3,270.65	30.8
STAFF TRAVEL	14,675.00	7,337.48	6,250.36	14.8
POSTAGE	4,820.00	2,409.98	1,207.51	49.9
TELEPHONE AND TELEGRAPH	9,643.00	4,821.52	3,667.30	23.9
STAFF DEVELOPMENT	8,000.00	4,000.01	2,357.00	41.1
STAFF RECRUITMENT	5,000.00	2,499.98	1,447.95	42.1
BUSINESS COURTESY	2,000.00	1,833.33	1,379.53	24.8
CHARGE CARD FEES	2,400.00	2,200.00	1,467.81	33.3
SUPPLIES	6,883.00	3,441.52	3,321.01	3.5
<b>TOTAL</b>	<b>1,305,709.00</b>	<b>704,271.24</b>	<b>630,255.56</b>	<b>10.5</b>
<b>DATA PROCESSING DEPARTMENT</b>				
SALARIES	101,780.00	50,889.98	49,811.53	2.1
POSTAGE	44,983.00	22,491.52	11,270.13	49.9
SUPPLIES	9,420.00	4,710.00	2,436.22	48.3
EQUIP RENTAL & MAINT	58,000.00	58,000.00	39,585.56	31.7
EQUIPMENT PURCHASE	8,900.00	4,449.98	.00	100.0
<b>TOTAL</b>	<b>223,083.00</b>	<b>140,541.48</b>	<b>103,103.44</b>	<b>26.6</b>
<b>SPECIAL SERVICES</b>				
LEGAL SERVICES	195,000.00	97,500.00	99,148.66	1.7
AUDIT	4,000.00	4,000.00	6,899.98	72.5
PROFESSIONAL FEES	3,000.00	1,500.00	1,500.00	
FINANCIAL MANAGEMENT CONSULTANT	18,000.00	9,000.00	6,085.60	32.4
PAYROLL PROCESSING	2,500.00	1,250.02	837.71	33.0
DUES PROCESSING, LOCKBOX SYSTEM	2,500.00	1,250.02	1,159.35	7.3
<b>TOTAL</b>	<b>225,000.00</b>	<b>114,500.04</b>	<b>115,631.30</b>	<b>1.0</b>
<b>CORPORATE COMMITTEES AND MATTERS</b>				
BOARD OF DIRECTORS	17,650.00	8,825.02	9,390.35	6.4
EXECUTIVE	500.00	249.98	.00	100.0
COMMITTEES OF THE BOARD	1,000.00	500.02	.00	100.0
FINANCE	2,000.00	999.98	1,503.54	50.4
ELECTIONS	25,000.00	25,000.00	32,022.10	28.1
NOMINATING	875.00	437.48	192.80	55.9

#45  
Finance  
Committee

ANALYSIS REPORT  
JANUARY 1987

	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	VAR %
<b>ESTIMATED INCOME</b>				
<b>DUES AND DUES-RELATED INCOME</b>				
ADVANCE PAID FULL	930,387.00	465,193.50	417,226.33	10.3
ADVANCE PAID INSTALL	647,745.00	323,872.50	294,418.09	9.1
PRD	3,411,782.00	1,705,891.01	1,720,973.14	.9
RMDG A FULL	94,666.00	47,333.02	52,082.81	10.0
RMDG A INSTALL	56,148.00	28,074.00	23,629.67	15.8
RMDG B FULL	30,651.00	15,325.50	17,245.18	12.5
RMDG B INSTALL	2,712.00	1,356.00	1,013.06	25.3
AGENCY SHOP AND NON-MEMBER SER FEE	356,650.00	178,325.02	157,378.75	11.7
SERVICE CHARGE PRD AND INSTALL	285,252.00	142,626.00	145,554.37	2.1
MISC INCOME	1,000.00	500.02	45.00	91.0
SUB-TOTAL	<b>5,816,993.00</b>	<b>2,908,496.57</b>	<b>2,829,566.40</b>	<b>2.7</b>
<b>OTHER INCOME</b>				
PAMPHLETS AND REPRINTS	3,000.00	1,500.00	972.34	35.2
INVESTMENTS	50,000.00	24,999.98	36,401.01	45.6
SUBSCRIPTIONS	2,000.00	999.98	3,080.00	208.0
ADVERTISING	10,500.00	5,250.00	3,274.00	37.6
CONTRIBUTIONS AND HONORARIA	1,000.00	499.99	632.22	26.4
ADMINISTRATION FEE	140,000.00	69,999.98	56,536.75	19.2
WORKSHOPS, CONFERENCES	16,000.00	8,000.02	7,353.00	8.1
CONTINUING ED REVIEW & APPROV FEE	17,400.00	8,700.00	8,876.56	2.0
GRANTS	2,500.00	1,250.02	.00	100.0
MISC INCOME	20,000.00	9,999.98	21,247.71	112.5
SUB-TOTAL	<b>262,400.00</b>	<b>131,199.95</b>	<b>138,373.59</b>	<b>5.5</b>
<b>TOTAL ESTIMATED INCOME</b>	<b>6,079,393.00</b>	<b>3,039,696.52</b>	<b>2,967,939.99</b>	<b>2.4</b>



ANALYSIS REPORT  
JANUARY 1987

	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
<b>PART II - CONSTITUENT ACTIVITIES</b>				
CONSTITUENT ACTIVITIES				
ANA DUES ASSESSMENT	1,624,665.00	812,332.50	775,245.73	4.6
ANA HOUSE OF DELEGATES	35,700.00	17,850.00	58.10	100.3
ANA CONSTITUENT FORUM	2,000.00	999.98	324.84	67.5
ESREC	1,000.00	500.02	.00	100.0
NYSNA ADVISORY COUNCIL	8,000.00	3,999.98	3,199.57	20.0
TOTAL	1,671,365.00	835,682.48	778,712.04	6.8
<b>TOTAL CONSTITUENT ACTIVITIES</b>	<b>1,671,365.00</b>	<b>835,682.48</b>	<b>778,712.04</b>	<b>6.8</b>

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Finance  
Committee

ANALYSIS REPORT  
JANUARY 1987

	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
BYLAWS	1,750.00	875.02	297.62	66.0
COUNCIL ON HUMAN RIGHTS	3,500.00	1,749.98	295.31	83.1
AWARDS COMMITTEE	875.00	437.48	.00	100.0
IMPARTIAL COMM., DISCIPLINARY PROCEED	1,575.00	787.50	.00	100.0
CONSUMER ADVISORY COUNCIL	2,500.00	1,250.02	.00	100.0
TOTAL	57,225.00	41,112.48	43,701.72	6.3
<b>LIAISON COMMITTEES/ACTIVITY</b>				
LIAISON ACTIVITIES	4,000.00	2,000.02	930.77	53.5
MEMBERSHIP FEES OTHER ORGANIZATIONS	4,500.00	2,250.00	845.00	62.4
NYS-NPA	5,000.00	2,499.98	.00	100.0
TOTAL	13,500.00	6,750.00	1,775.77	73.7
<b>TOTAL GENERAL EXPENSES</b>	<b>1,824,517.00</b>	<b>1,007,175.24</b>	<b>894,467.79</b>	<b>11.2</b>

ANALYSIS REPORT  
JANUARY 1987

	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
<b>LEGISLATIVE PROGRAM</b>				
SALARIES	91,524.00	45,762.00	44,311.11	3.2
STAFF TRAVEL	29,350.00	14,675.02	11,610.92	20.9
POSTAGE	6,426.00	3,213.00	1,610.01	49.9
TELEPHONE AND TELEGRAPH	19,287.00	9,643.50	7,334.60	23.9
SUPPLIES	12,619.00	6,309.52	6,088.44	3.5
COUNCIL ON LEGISLATION	5,000.00	2,499.98	1,351.14	46.0
FORUMS, CONFERENCES	15,000.00	7,500.00	5,683.52	24.2
LEGISLATIVE TRACKING SERVICES	4,000.00	2,000.02	27.83	98.6
TOTAL	183,206.00	91,603.04	78,017.57	14.8
<b>NURSING EDUCATION PROGRAM</b>				
SALARIES	119,619.00	59,809.50	59,134.72	1.1
STAFF TRAVEL	29,350.00	14,675.02	11,610.92	20.9
POSTAGE	6,426.00	3,213.00	1,610.01	49.9
TELEPHONE AND TELEGRAPH	9,643.00	4,821.52	3,667.30	23.9
SUPPLIES	12,619.00	6,309.52	6,088.46	3.5
COUNCIL ON NURSING EDUCATION	3,500.00	1,749.98	1,625.40	7.1
COUNCIL ON CONTINUING ED	3,500.00	1,749.98	741.41	57.6
REGIONAL REVIEW TEAMS	3,500.00	1,749.98	448.82	74.4
STATEWIDE PLANNING COMM	2,000.00	999.98	.00	100.0
FUNCTIONAL UNITS	2,500.00	1,250.02	839.90	32.8
WORKSHOPS, CONFERENCES	8,000.00	3,999.98	25.00	99.4
TOTAL	200,657.00	100,328.48	85,791.94	14.5
<b>NURSING PRACTICE AND SERVICES PROGRAM</b>				
SALARIES	455,885.00	227,942.51	191,891.09	15.8
STAFF TRAVEL	44,025.00	22,012.50	17,416.39	20.9
POSTAGE	6,426.00	3,213.00	1,610.01	49.9
TELEPHONE AND TELEGRAPH	18,081.00	9,040.50	6,876.17	23.9
SUPPLIES	14,914.00	7,457.02	7,195.47	3.5
COUNCIL ON NURSING PRACTICE	3,500.00	1,749.98	497.57	71.6
COUNCIL ON ETHICAL PRACTICE	3,500.00	1,749.98	711.92	59.3
ALCOHOL & SUBSTANCE ABUSE	3,000.00	1,500.00	468.70	68.8
CLINICAL PRACTICE UNITS	9,450.00	4,725.00	757.35	84.0
FUNCTIONAL UNITS	4,500.00	2,250.00	534.23	78.3
WORKSHOPS, CONFERENCES	2,000.00	999.98	409.23	59.1
TOTAL	565,281.00	282,640.47	228,368.13	19.2
<b>ECONOMIC AND GENERAL WELFARE PROGRAM</b>				
SALARIES	817,563.00	408,781.50	368,037.41	10.0
STAFF TRAVEL	117,400.00	58,700.02	46,443.73	20.9
POSTAGE	19,278.00	9,639.00	4,830.05	49.9
DELEGATE ASSEMBLY	13,000.00	6,500.02	1,002.04	84.6
TELEPHONE AND TELEGRAPH	34,957.00	17,478.52	13,294.00	23.9
SUPPLIES	25,238.00	12,618.98	12,176.93	3.5
HEARINGS, TRANSCRIPTS	50,000.00	24,999.98	17,422.34	30.3

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ANALYSIS REPORT  
JANUARY 1987

	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
<b>PART III - PROGRAM</b>				
<b>COMMUNICATIONS AND PUBLICATIONS</b>				
SALARIES	49,345.00	24,672.48	27,497.79	11.5
STAFF TRAVEL	5,870.00	2,934.98	2,322.18	20.9
POSTAGE	54,622.00	27,311.02	13,685.19	49.9
TELEPHONE AND TELEGRAPH	3,616.00	1,808.02	1,375.22	23.9
SUPPLIES	3,442.00	1,721.02	1,660.48	3.5
PRINTING, HANDLING, MAILING				
JOURNAL	30,750.00	15,375.00	5,932.73	61.4
REPORT	30,100.00	15,050.02	3,704.14	75.4
LEGISLATIVE BULLETIN	11,000.00	5,499.98	50.00	99.1
EE&W BULLETINS	17,000.00	8,499.98	3,060.51	64.0
TOTAL	205,745.00	102,872.50	59,288.24	42.4
<b>PUBLIC RELATIONS</b>				
SALARIES	37,398.00	18,699.00	18,540.48	.8
STAFF TRAVEL	11,740.00	5,870.02	4,644.38	20.9
POSTAGE	3,213.00	1,606.50	804.99	49.9
TELEPHONE AND TELEGRAPH	3,616.00	1,808.02	1,375.24	23.9
SUPPLIES	3,442.00	1,721.02	1,660.48	3.5
NEWS RELEASES, PHOTOGRAPHS, ADVERTISING, SPECIAL MATERIALS	15,000.00	7,500.00	1,365.33	81.8
SPECIAL PROJECTS	15,000.00	7,500.00	25.00	99.7
TOTAL	89,409.00	44,704.56	28,415.90	36.4
<b>MEMBERSHIP PROMOT, RECRUITMENT RETENTION</b>				
SALARIES	192,666.00	96,333.00	92,334.02	4.2
STAFF TRAVEL	29,350.00	14,675.02	11,610.92	20.9
POSTAGE	4,820.00	2,409.98	1,207.53	49.9
TELEPHONE AND TELEGRAPH	9,643.00	4,821.52	3,667.30	23.9
SUPPLIES	6,883.00	3,441.52	3,321.01	3.5
MEMBERSHIP RECRUITMENT ACTIVITIES	10,000.00	5,000.02	2,199.05	56.0
TOTAL	253,362.00	126,681.06	114,339.83	9.7
<b>PLANNING AND RESEARCH</b>				
SALARIES	104,831.00	52,415.48	33,821.87	35.5
STAFF TRAVEL	5,870.00	2,934.98	2,322.18	20.9
POSTAGE	3,213.00	1,606.50	805.01	49.9
TELEPHONE AND TELEGRAPH	3,616.00	1,808.02	1,375.24	23.9
SUPPLIES	3,442.00	1,721.02	1,660.48	3.5
LIBRARY OPERAT., REFERENCE & HOLDINGS	19,000.00	15,833.34	10,800.82	31.8
COUNCIL ON NURSING RESEARCH	3,500.00	1,749.98	76.00	95.7
ORAL HISTORY PROJECT	8,000.00	3,999.98	.00	100.0
TOTAL	151,472.00	82,069.30	50,861.60	38.0

ANALYSIS REPORT  
JANUARY 1987

	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
<b>CONVENTION</b>				
<b>INCOME</b>				
REGISTRATION	58,860.00	58,860.00	73,648.00	25.1
EXHIBIT SPACE	17,100.00	17,100.00	19,074.87	11.5
AWARDS BANQUET	10,000.00	10,000.00	11,425.00	14.3
SPONSORSHIP	5,000.00	5,000.00	6,150.00	23.0
SPECIAL SOCIAL EVENT	1,250.00	1,250.00	2,591.00	107.3
CE FOOD FUNCTION	3,000.00	3,000.00	4,951.00	65.0
PROGRAM ADVERTISING	7,500.00	7,500.00	8,209.00	9.5
TOTAL	102,710.00	102,710.00	126,048.87	22.7
<b>EXPENSES</b>				
EXHIBIT DECORATION	2,250.00	2,250.00	4,802.31	-113.4
KEY NOTE RECEPTION	12,500.00	12,500.00	7,978.90	36.2
AWARDS BANQUET	10,000.00	10,000.00	21,152.31	-111.5
INSURANCE	600.00	600.00	578.00	3.7
CE FOOD FUNCTION	3,750.00	3,750.00	6,130.31	-63.5
SPECIAL SOCIAL EVENTS	800.00	800.00	1,200.00	-50.0
PROCEEDINGS	1,700.00	1,700.00	1,455.11	14.4
LUNCHEON-BOARD & NYSNA REPS	600.00	600.00	.00	100.0
SPEAKERS' TRAVEL	6,000.00	6,000.00	5,953.13	.8
SUPPLIES	15,200.00	15,200.00	17,564.85	-15.6
PROMOTION	7,500.00	7,500.00	8,651.18	-15.3
TELEPHONE	4,000.00	4,000.00	2,467.51	38.3
POSTAGE	3,213.00	3,213.00	1,467.59	54.3
ORGANIZATIONAL UNITS' TRAVEL	6,000.00	6,000.00	3,841.15	36.0
SPECIAL SERVICES	3,500.00	3,500.00	343.08	90.2
BOARD AND STAFF TRAVEL	17,000.00	17,000.00	21,057.16	-23.9
PROGRAM	4,500.00	4,500.00	5,082.50	-12.9
TOTAL	99,113.00	99,113.00	109,725.09	-10.7
TOTAL INCOME	102,710.00	102,710.00	126,048.87	22.7
TOTAL EXPENSE	99,113.00	99,113.00	109,725.09	-10.7
TOTAL INCOME(EXPENSE)	3,597.00	3,597.00	16,323.78	353.8

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ANALYSIS REPORT  
JANUARY 1987

	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
<b>WORKSHOPS, CONFERENCES</b>				
<b>SUPPLEMENTAL SERVICES</b>				
TOTAL	10,000.00	5,000.02	203.83	95.9
TOTAL	13,000.00	6,500.02	6,945.09	6.8
TOTAL	1,100,436.00	550,218.06	470,355.42	14.5
<b>ORGANIZATION SERVICES</b>				
SALARIES	57,315.00	28,657.50	27,845.08	2.8
STAFF TRAVEL	5,870.00	2,934.98	1,902.29	35.2
POSTAGE	3,213.00	1,606.50	805.01	49.9
TELEPHONE AND TELEGRAPH	4,822.00	2,411.02	1,833.63	23.9
SUPPLIES	8,030.00	4,014.98	3,874.48	3.5
TOTAL	79,250.00	39,624.98	35,260.49	8.5
TOTAL PROGRAM	2,828,818.00	1,420,742.45	1,151,699.12	18.9
TOTAL INCOME	6,079,393.00	3,039,696.52	2,967,939.99	-2.4
TOTAL EXPENSE	6,324,700.00	3,263,600.17	2,824,878.95	-13.4
TOTAL INCOME(EXPENSE)	245,307.00	223,903.65	143,061.04	163.9



ANALYSIS REPORT  
JANUARY 1987

	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
GRAND TOTAL INCOME	6,182,103.00	3,142,406.52	3,093,988.86	- 1.5
GRAND TOTAL EXPENSE	6,423,813.00	3,362,713.17	2,934,604.04	12.7
GRAND TOTAL INCOME(EXPENSE)	241,710.00	220,306.65	159,384.82	172.3

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ANALYSIS REPORT  
JANUARY 1987

	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
PROFIT/LOSS				
PROVISION FOR PROFIT OR LOSS	.00	.00	.00	****
NET PROFIT OR LOSS	.00	.00	.00	****
TOTAL INCOME	.00	.00	.00	****
TOTAL EXPENSE	.00	.00	.00	
TOTAL INCOME(EXPENSE)	.00	.00	.00	

BALANCE SHEET  
DECEMBER 1986

-----C U R R E N T-----	
CURRENT ASSETS	
CASH IN BANK	1,369,809.41
PETTY CASH	595.00
SECURITY DEPOSITS	24,990.00
CASH & CASH EQUIVALENTS	1,395,394.41
DIVIDENDS RECEIVABLE	.00
ACCOUNTS RECEIVABLE	116,000.87
ACCOUNTS RECEIVABLE FOUNDATION	317,153.07
TOTAL ACCOUNTS RECEIVABLE	433,153.94
PREPAID EXPENSE	121,482.52
INVESTMENTS	.00
TOTAL CURRENT ASSETS	1,950,030.87
FIXED ASSETS	
FURNITURE & EQUIPMENT	792,394.38
ACCUMULATED DEPRECIATION	318,938.14CR
FURNITURE & EQUIPMENT LESS A/C	473,456.24
LAND & BUILDING	240,445.72
TOTAL FIXED ASSETS	713,901.96
TOTAL ASSETS	2,663,932.83
CURRENT LIABILITIES	
TRADE ACCOUNTS PAYABLE	417,188.63
OTHER ACCOUNTS PAYABLE	273,793.94
DUES PAYABLE	4,406.24DR
PAYROLL TAXES PAYABLE	1,141.47
EMPLOYEE WITHHOLDINGS	299.89
CURRENT NOTES PAYABLE	.00
UNEARNED INCOME	547,706.90
DEFERRED CONVENTION INCOME	.00
TOTAL CURRENT LIABILITIES	1,235,724.59
NONCURRENT LIABILITIES	.00
TOTAL NONCURRENT LIABILITIES	.00
TOTAL LIABILITIES	1,235,724.59
MEMBER'S EQUITY	
RETAINED EARNINGS PRIOR YEARS	1,324,937.92
CURRENT RETAINED EARNINGS	103,270.32
MEMBER'S EQUITY	1,428,208.24
TOTAL LIABILITIES & EQUITY	2,663,932.83

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BALANCE SHEET  
JANUARY 1987

-----C U R R E N T-----	
CURRENT ASSETS	
CASH IN BANK	1,337,959.07
PETTY CASH	845.00
SECURITY DEPOSITS	24,990.00
CASH & CASH EQUIVALENTS	1,363,794.07
DIVIDENDS RECEIVABLE	.00
ACCOUNTS RECEIVABLE	5,789.79
ACCOUNTS RECEIVABLE FOUNDATION	318,838.31
TOTAL ACCOUNTS RECEIVABLE	324,628.10
PREPAID EXPENSE	29,486.81
INVESTMENTS	.00
TOTAL CURRENT ASSETS	1,717,908.98
FIXED ASSETS	
FURNITURE & EQUIPMENT	792,394.38
ACCUMULATED DEPRECIATION	318,938.14CR
FURNITURE & EQUIPMENT LESS A/C	473,456.24
LAND & BUILDING	240,445.72
TOTAL FIXED ASSETS	713,901.96
TOTAL ASSETS	2,431,810.94
CURRENT LIABILITIES	
TRADE ACCOUNTS PAYABLE	203,415.37
OTHER ACCOUNTS PAYABLE	192,236.76
DUES PAYABLE	1,904.01
PAYROLL TAXES PAYABLE	1,141.47
EMPLOYEE WITHHOLDINGS	289.19
CURRENT NOTES PAYABLE	.00
UNEARNED INCOME	547,706.90
DEFERRED CONVENTION INCOME	794.50
TOTAL CURRENT LIABILITIES	947,488.20
NONCURRENT LIABILITIES	.00
TOTAL NONCURRENT LIABILITIES	.00
TOTAL LIABILITIES	947,488.20
MEMBER'S EQUITY	
RETAINED EARNINGS PRIOR YEARS	1,324,937.92
CURRENT RETAINED EARNINGS	159,384.82
MEMBER'S EQUITY	1,484,322.74
TOTAL LIABILITIES & EQUITY	2,431,810.94



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NEW YORK STATE NURSES ASSOCIATION  
STATEMENT OF ALLOCATED EXPENSES  
JANUARY 1987

	Salaries	Travel	Postage	Supplies	Telephone
General	145852	6250	1208	3321	3667
Data Processing	49812		11270	2436	
Communication	27498	2322	13685	1660	1375
Public Relation	18540	4644	805	1660	1375
Membership	92334	11611	1208	3321	3667
PLANNING	33822	2322	805	1660	1375
Legislative	44311	11611	1610	6088	7335
Nurs Ed	59135	11611	1610	6088	3667
Nurs Prac	191891	17416	1610	7195	6876
E&GM	368037	46443	4830	12177	13294
Organization Service	27845	5953	1468	3874	2468
Convention		21057	1468	17565	2468
Total:	1059077	141240	41577	67045	47567

	BUDGET	PLAN	ACTUAL
Salaries	2317107	1158554	1059077
Travel	310500	155250	141240
Postage	160653	80327	41577
Supplies	122132	68666	67045
Telephone	120924	60462	47567
Total:	3051316	1533258	1356506



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THE NEW YORK STATE NURSES ASSOCIATION

MINUTES OF MEETING OF PRE-CONVENTION MEETING OF  
COMMITTEE ON FINANCE

The Concord Resort Hotel  
Kiamesha Lake, New York

October 15, 1988

PRESIDING: Nettie Birnbach, Treasurer

I. CALL TO ORDER: 10:20 AM

Attendance

Committee

Nettie Birnbach  
Kathleen O'Brien Ferraro  
Ronald Inskip  
Claire Murray  
Dorothy M. Williams

Ex Officio

Juanita K. Hunter, President  
Madeline A. Naegle, President-elect

Staff

Martha L. Orr, Executive Director  
Elizabeth Carter, Deputy Director  
Robert R. Sacco, Director of Financial Affairs  
Wendy M. Burbank, Associate to the Executive  
Director

Consultant

Robert Valletta, Coopers and Lybrand

II. MINUTES OF SEPTEMBER 14, 1988 MEETING

The minutes of the September 14, 1988 Committee meeting  
were accepted as written.

III. REVIEW OF AUDIT, YEAR END JULY 31, 1988

Dr. Birnbach requested that Robert Valletta, representa-  
tive of Coopers and Lybrand, present the "Report of  
Independent Accountants and Financial Statements and  
Supplemental Data" for years ended July 31, 1988 and  
1987. The Committee noted in particular:

- A. The fiscal year ended with a deficiency of reve-  
nues over expenses of \$522,816.
- B. Total assets at fiscal year end 1987 were valued  
at \$1,271,985; total assets at year end 1988 were  
valued at \$875,502.
- C. Members' equity at fiscal year end 1987 was valued  
at \$1,309,851; members' equity at year end 1988  
was valued at \$787,035.

IV. REVIEW OF COMMITTEE ON FINANCE ANNUAL REPORT

The Committee reviewed the Committee's annual report as  
it appears in the Supplement to the Book of Reports.  
The Committee noted:

- A. The proposed 1987-88 budget was based on a member-  
ship projection of 30,200. Projected income was  
\$6,172,888; projected expense was \$6,854,236.  
Membership enrollment at year end was 29,764.
- B. Actual income for the year was \$6,023,585 -  
\$149,303 below projection. Expenses fell below  
projection at \$6,546,401 (\$307,835 below projec-  
tion). The net deficit in July 31, 1988 was  
\$522,816.
- C. If projections for the coming fiscal year are  
realized, a balanced budget would be achieved with  
income over expense of \$297,948.

V. REVIEW OF PLANS FOR FINANCE FORUM AND PRESENTATION  
OF PROPOSED DUES INCREASE[S]

Dr. Birnbach directed attention to the draft document  
entitled "Report of the Board to the 1988 Voting Body"  
and proposed script outlining conduct of the forum on  
the proposed dues increase.

The Committee noted that it is now known that the ANA  
Board of Directors will propose to the 1989 House of  
Delegates an increase in the dues assessment rate of at  
least \$30.00. The Committee considered whether or not  
the Board's September decision to rescind the proposal  
for a pass-through dues provision should remain in  
force in light of this knowledge.

Committee members concurred that: the pass-through  
consideration may pose an unnecessary distraction from  
the essential consideration of the \$75.00 increase  
proposal; it would be sensible to consider the effects  
of an ANA increase in October 1989 when those effects

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could be predicted based on the actual ANA assessment rate increase; because financial and sociological effects of withdrawal from organizational membership in ANA cannot be predicted, in the event the 1988 Voting Body votes to withdraw from constituent membership in ANA, no dues increase should be proposed in 1988.

In the course of the discussion,

MOTION Ronald Inskeep moved the Committee recommend to the Board of Directors that the "pass-through" proposal not be reinstated despite recently acquired information about ANA's "scope of notice." Seconded. Carried.

MOTION Dorothy Williams moved the Committee recommend to the Board of Directors that no dues increase be proposed to the voting body in 1988 if the voting body votes to withdraw from membership in ANA. Seconded. Carried.  
Vote: 4 yes; 1 abstention.

VI. EXPRESSION OF APPRECIATION FOR COMMITTEE MEMBERS' CONTRIBUTIONS

Dr. Birnbach expressed to Committee members her deep appreciation for their diligent work during the 1987-88 convention year.

VII. ADJOURNMENT

The meeting adjourned at 11:30 AM.

*Nettie Birnbach*  
\_\_\_\_\_  
Nettie Birnbach, Treasurer

NB/WMB/b  
1/16/89  
F14



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THE NEW YORK STATE NURSES ASSOCIATION  
MINUTES OF MEETING OF COMMITTEE ON FINANCE

The Ramada Inn  
Albany, New York

September 14, 1988

PRESIDING: Nettie Birnbach, Treasurer

I. CALL TO ORDER: approximately 6:18 PM

Attendance

Committee

Nettie Birnbach  
Kathleen O'Brien Ferraro  
Ronald Inskeep  
Dorothy M. Williams

Absent: Claire Murray

Ex Officio

Juanita K. Hunter, President

Staff

Martha L. Orr, Executive Director  
Robert R. Sacco, Director of Financial Affairs  
Wendy M. Burbank, Associate to the Executive  
Director

II. MINUTES OF JULY 13, 1988 MEETING

The minutes of the July 13, 1988 meeting were accepted as written.

III. ADDITION TO AGENDA

The Treasurer announced that it would be necessary to add to the agenda, under V.C., the issue of the one-time "pass-through" dues increase proposal (discussed at the July meeting).

IV. ANALYSIS REPORT/COMPARISON WITH BUDGET FOR INCOME AND EXPENSES THROUGH 7/31/88

The Treasurer directed attention to the Analysis Report for period ending 7/31/88, noting that the report is subject to fiscal-year-end audit.

The Committee reviewed the report, item by item. The deficit of \$522,817 falls below the deficit projected.

The Committee's review of a ten-year financial analysis reveals that the Association's positions of current ratio, debt ratio and operating leverage are less stable for fiscal-year-end 1988 than they were for the previous year. It was noted that this condition is consistent with the conditions discussed at the previous meeting in considering the proposed dues increase and explained in the proposed report of the Board to the 1988 Voting Body on the dues proposal (see page 3 of these minutes).

V. MEMBERSHIP FIGURES FOR MONTH-END JULY AND AUGUST 1988

The Committee noted August membership enrollment of 29,662 - a decrease of 649 compared with August 1987 and a decrease of 102 compared with July 1988.

VI. OTHER ITEMS

A. Consideration of ICN Participation Expenditure

The Committee noted that the Association's proposal to ICN for a presentation about AIDS has been accepted. It will be necessary for an Association representative to attend the Congress to present the program. The Committee considered the Association's capability to contribute to the funding of a presenter's participation.

Although information about travel costs for attendance of the Congress is not yet available from ANA, preliminary information indicates that it may be possible for transportation to be arranged for approximately \$2,000. The Committee noted that it is customary for a participant in this type of activity to absorb additional expenses.

The Committee agreed by general consent to recommend to the Board of Directors approval of a fixed stipend in the amount of \$2,000 for a member to present the Association's AIDS program to the 1989 ICN.

B. Financial Implications of Request for Appointment of AIDS/HIV Advisers to Assist Councils on Nursing Practice and Ethical Practice

The Committee reviewed the request being presented by the Councils to the Board at its September 15-16 meeting.



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The Committee agreed by general consent that the Committee advise the Board of Directors that the activity of the proposed AIDS/HIV advisers to the Councils could be funded by utilizing existing allocations since the Councils' expenses routinely fall below projections.

C. Proposed Report of the Board of Directors to the 1988 Voting Body on the Proposed Dues Increase

1. Review and Revision of Draft Document

The Committee reviewed in detail the proposed report of the Board to the Voting Body on the proposed dues increase. The presentation in the report of the rationale for the dues increase reflects the Committee's and the Board's deliberations at their July meetings.

The Committee concurred on the following revisions in the draft:

- a. Clarification of the fact that certain data provided on pages one and two are comparisons between conditions in 1983 and 1988;
- b. Deletion from the report of information about dues of the Bar Association because its dues structure is too complex to be presented concisely in a listing;
- c. Addition of recently acquired dues information for Licensed Practical Nurses and Technicians of New York, Inc., New York City clerks and New York City health aids (\$260, \$402 and \$397 respectively);
- d. Conversion to another form, such as a graph, of the information contained at the end of the narrative about increases in nurses' average compensation;
- e. Addition to narrative of fundamental information about the effect on the Association's financial situation of not obtaining a dues increase - i.e., concise, non detailed information about necessary budgetary cuts.

The Committee agreed by general consent to recommend that the Board adopt the proposed report with the foregoing revisions.

2. Consideration of Proposed "Pass-Through" Provision

Dr. Birnbach and Ms. Orr informed the Committee that recent information from ANA indicates that the ANA Board could propose to the 1989 House an increase in the assessment greater than \$30.00. It would be appropriate for the Committee to reconsider its July recommendation to the Board (subsequently approved by the Board) to propose to the 1988 Voting Body a one-time "pass-through" dues increase provision in an amount equivalent to any increase in the ANA assessment that the 1989 House may approve. The Committee's recommendation and the Board's action were based, in part, on an understanding that any increase in ANA's assessment rate would not exceed \$30.00.

The Committee noted that it is the opinion of Association legal counsel that proposal to the Voting Body of a pass-through provision that is not defined by any monetary amount would not be appropriate. Such a proposal would be tantamount to requesting that the Voting Body cede to the ANA House the Voting Body's right and responsibility to establish NYSNA dues.

Dr. Birnbach advised the Committee that alternative recommendations to the Board include: (1) designation of a maximum amount of the "pass-through"; (2) postponement of the pass-through proposal until the 1989 Voting Body meets. The Committee acknowledged that setting a maximum amount would be reasonable and appropriate. However, the action could result in forfeiture of a portion of an ANA assessment increase. The Committee noted that the pass-through proposal was intended to offset completely the effects of an ANA assessment increase. The Association's ability to use the entire proposed dues increase amount of \$75.00 is necessary to maintain financial stability.

The Committee also considered recommending that the Board propose to the Voting Body a fixed pass-through amount on the understanding that an additional amount may be requested in 1989.



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Committee members concurred that it would be appropriate to recommend that the Board withdraw the pass-through proposal because the exact amount of the ANA Board's proposal to the House will not be known until January 1989.

Following discussion,

**MOTION** Ronald Inskeep moved the Committee recommend to the Board withdrawal of the "pass-through" proposal. Seconded. Carried unanimously.

**MOTION** Ronald Inskeep moved the Committee recommend to the Board that, in the event the Board deems proposal of a pass-through necessary and appropriate, a maximum amount of \$30.00 be placed on the proposal. Seconded. Carried unanimously.

VII. DATE OF NEXT MEETING

The pre-convention meeting is scheduled for Saturday, October 15, 1988, at 10:00 AM at the Concord Resort Hotel, Kiamesha Lake.

VIII. ADJOURNMENT

The meeting adjourned at 8:24 PM.

Nettie Birnbach  
Nettie Birnbach, Treasurer

NB:WMB:b  
10/12/88  
F12



#45  
Finance  
Committee

THE NEW YORK STATE NURSES ASSOCIATION  
MINUTES OF MEETING OF COMMITTEE ON FINANCE  
The Veronica M. Driscoll Center for Nursing  
Guilderland, New York

July 13, 1988

PRESIDING: Nettie Birnbach, Treasurer

I. CALL TO ORDER: approximately 9:15 AM

Attendance

Committee

Nettie Birnbach  
Kathleen O'Brien Ferraro  
Ronald Inskeep  
Claire Murray  
Dorothy M. Williams

Ex Officio

Juanica K. Hunter, President  
Madeline A. Naegle, President-elect

Staff

Martha L. Orr, Executive Director  
Robert R. Sacco, Director of Financial Affairs  
Wendy M. Burbank, Associate to the Executive  
Director

II. MINUTES OF MAY 17, 1988 MEETING

The minutes of the May 17, 1988 meeting were accepted  
as written.

III. ANALYSIS REPORT/COMPARISON WITH BUDGET FOR INCOME  
AND EXPENSES THROUGH 6/30/88

The Committee reviewed the analysis report/comparison  
with budget for income and expenses through 6/30/88 item  
by item. The Committee noted that preliminary figures  
(subject to final audit) indicate that the total deficit  
will fall approximately \$500,000 below projection.

The Committee noted:

- A. The reduced deficit figure is attributable to the  
existence of unfilled positions and to careful  
management of financial resources;
- B. Convention 1987 income over expenses exceeded  
projection;



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- C. The requested procedure for routine notification of the Committee of line items that exceed projection will be instituted at the beginning of the 1988-89 fiscal year.

IV. MEMBERSHIP FIGURES FOR MAY AND JUNE 1988

Mr. Sacco directed the Committee's attention to month-end membership figures for May and June 1988. The June figures are represented in a new format designed to provide greater detail and clarity. The Committee noted a June 1988 enrollment of 29,677 - a decrease of 200 compared with May 1988 and a decrease of 143 compared with June 1987.

V. PROPOSED AUGUST 1, 1988 - JULY 31, 1989 BUDGET AND CONSIDERATION OF PROPOSED DUES INCREASE

A. Review of Resources Materials

The Committee reviewed and considered the following resource materials in development of the proposed budget and determination about recommendations to the Board of Directors: the Explanation of the Proposed Budget; a July 11 memorandum from the executive director concerning budget proposals that were not incorporated into the proposed budget (to assist the Board in evaluating the proposed budget and considering the impact of programmatic activities); a July 12 memorandum containing explanatory comments on the proposed budget and on the proposed dues increase; a nine-year financial analysis.

B. Consideration of Budget and Proposed Dues Increase

The Committee reviewed the proposed budget and the explanation of the budget item by item. The Committee noted that determinations about the 1988-89 budget and the dues increase proposal are interdependent. The Committee concurred that, in order to consider the budget and the Committee's recommendation to the Board of Directors concerning a dues increase proposal effectively, it would be necessary for deliberation over the budget and deliberation over the dues question to take place simultaneously.

The Committee considered the implications for the Association's financial situation in 1988-89 of proposed dues increases of \$50.00, \$75.00 and

\$100.00. The proposed budget sets forth dues income and dues related income estimates based on proposal of dues increases in each of these amounts.

The Committee concluded that the financial stability of the Association would best be protected if a dues increase in the amount of \$75.00 were obtained from the 1988 NYSNA Voting Body. The conclusion was drawn from review of projected income and expenses and of information about the impacts on the Association over the past five years (and anticipated future impacts) of: inflation, increases in costs of postage and supplies, the lack of membership growth, and the inverse relationship of ANA's percentile share of NYSNA's dues income to the substance of that income.

The Committee noted and discussed:

1. The long-range impacts on the Association's financial stability of sustaining the current level of Association services with and without a dues increase and with and without an increase to offset the effects of any increase that the ANA 1989 House of Delegates may approve.
2. The likelihood that austere measures would be necessary if no dues increase were obtained, given the substantial projected deficit (at least \$681,348).
3. The Association's obligation to its members to provide the services that are part and parcel of the multipurpose professional organization - provision of which is mandated by the organization's purposes.

The Committee acknowledged that only \$20.00 per member of the 1983 \$75.00 dues increase was gained by the Association and that actual gain has carried the Association's operation for four years.

The Committee also noted that, in the event that proposal of a \$75.00 dues increase were approved and that increase were obtained, a total estimated income would be projected of only \$279,948. The Association's reserve is low. Accepted fiscal policy and practice dictate it is advisable for an organization to maintain a cash reserve in the amount of approximately one year's operating expense. Organizations of the Association's type and size typically hold approximately \$2,500,000 in reserve. In light of the fact that the Association is holding a reserve of approximately

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\$500,000, operation in deficit spending for another year would not be prudent.

In the course of the discussion,

**MOTION** Dorothy Williams moved the Committee on Finance recommend to the Board of Directors approval of the proposed 1988-89 budget with a proposed dues increase of \$100.00.

The motion was not seconded. The Committee concurred that recommendation of a \$100.00 dues increase proposal would not be warranted given the indications that the amount necessary to sustain the Association is \$75.00.

**MOTION** Ronald Inskeep moved the Committee on Finance recommend to the Board of Directors approval of the proposed 1988-89 budget with a proposed dues increase of \$75.00. Seconded. Carried. Vote: 5 yes; 1 no.

**MOTION** Dorothy Williams moved the Committee on Finance add to the preceding recommendation to the Board of Directors a recommendation that the Board approve proposal to the 1988 Voting Body of a one-time "pass-through" dues increase provision in an amount equivalent to any dues increase the ANA 1989 House of Delegates may adopt. Seconded.

During discussion of this motion, the Committee concurred that presentation to the Voting Body of the two dues increase proposals should be made separately in order to ensure that the proposals are clear and their implication and effects are readily understandable.

The motion lost unanimously.

**MOTION** Juanita Hunter moved the Committee on Finance recommend to the Board of Directors approval of a discrete proposal to the 1988 Voting Body of a one-time "pass-through" dues increase provision, in addition to the \$75.00 dues increase, in an amount equivalent to any dues increase the ANA 1989 House of Delegates may adopt. Seconded. Carried unanimously.

The Committee considered the potential effect on the budget of allocating resources to any of the nine activities described by staff in the

aforementioned July 11 memorandum. It was noted that these proposals represent essential services, the support of which is questionable given the financial variables identified and discussed by the Committee.

The Committee concurred that it would be appropriate and advisable to present a strong recommendation to the Board for approval of allocation within the budget of any one or a combination of these proposals providing that the addition(s) would not result in a projection of income-over-expense of less than \$100,000. The Committee agreed that it is imperative that the Association rebuild its reserve holdings.

**MOTION** Claire Murray moved the Committee on Finance recommend to the Board of Directors that the Board's addition to the budget of any combination of these proposals not result in a projection of income-over-expense of less than \$100,000. Seconded. Carried unanimously.

The Committee acknowledged that the Landrum-Griffin Act (Labor-Management Reporting and Disclosure Act of 1959) requires that the Voting Body vote on dues increase proposals by secret ballot. Therefore, in the event the Board approves the recommendations of the Committee, these votes will be conducted by means of electronic voting machines (placed at a separate location from the Voting Body meeting area) following discussion and debate of the proposals.

VI. OTHER ITEMS

A. Evaluation of Financial Effectiveness of Unit Operations

The Committee discussed this matter, which was placed on the agenda by the Committee at the previous meeting. The Committee noted:

1. The nature and purposes of the Association's clinical practice and functional units dictate that it would be appropriate to examine their effectiveness using criteria for measuring the extent to which the units meet the need of provision of expertise. It would not be appropriate to examine their effectiveness from a financial perspective. No clear income is derived from the units' existence and operation.



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2. Criteria for units' cost effectiveness per se do not exist.
3. Policy for units' dissolution does not exist.

The Committee concurred that it would be appropriate for the Board of Directors to consider this issue.

In the course of discussion,

MOTION Claire Murray moved the Committee postpone the matter to the September Committee meeting. Seconded. Carried unanimously.

MOTION Claire Murray moved that the previous motion be reconsidered. Seconded. Carried unanimously.

MOTION Claire Murray moved the Committee postpone indefinitely consideration of this issue unless the Board of Directors has requests to present to the Committee about the issue. Seconded. Carried unanimously.

B. Expression of Appreciation to Staff

Committee member Ronald Inskeep requested that the minutes record the Committee's appreciation for Robert Sacco's provision of extensive financial information to facilitate the Committee's development of the proposed budget.

VII. DATE OF NEXT MEETING

The next meeting is scheduled for Wednesday, September 14, 1988, at 5:00 PM.

*Nettie Birnbach*  
\_\_\_\_\_  
Nettie Birnbach, Treasurer

NB:WKB:b  
9/2/88  
F11



#45  
Finance  
Committee

THE NEW YORK STATE NURSES ASSOCIATION  
MINUTES OF MEETING OF COMMITTEE ON FINANCE

The Ramada Inn  
Albany, New York

May 17, 1988

PRESIDING: Nettie Birnbach, Treasurer

I. CALL TO ORDER: approximately 6:35 PM

Attendance

Committee

Nettie Birnbach  
Kathleen O'Brien Ferraro  
Ronald Inskeep  
Claire Murray  
Dorothy M. Williams

Ex Officio

Juanita K. Hunter, President

Staff

Martha L. Orr, Executive Director  
Elizabeth Carter, Deputy Director  
Robert R. Sacco, Director of Financial Affairs  
Wendy M. Burbank, Associate to the Executive  
Director

Observer

Jerold Cohen, Director at Large

II. MINUTES OF MARCH 16, 1988 MEETING

The minutes of the March 16, 1988 meeting were accepted as written.

III. TREASURER'S ANNOUNCEMENTS RE BOARD ACTIONS

Dr. Birnbach announced to the Committee that the Board of Directors approved the Committee's March recommendations on: acceptance of Markel's proposed insurance program for members; the New York State Fair exhibit (with reduction of allocation); and reimbursement of Advisory Council representatives. It was announced that the Board determined not to conduct regional meetings for orientation of NYSNA delegates to the 1988 ANA House.



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IV. ANALYSIS REPORT/COMPARISON WITH BUDGET

A. Review of Report

The Committee reviewed the analysis report/comparison for income and expenses through April 30, 1988. The Committee noted that expenses for the period fell below projections, reducing the deficit.

B. Review of Board Expenses

The Treasurer reported that an inquiry was received by the Treasurer from Board members about the reasons for the high amount of expenses of the Board of Directors. The inquiry was based on the Board members' review of the analysis report, which was mailed to the Board prior to the May 18-19 meeting.

Dr. Birnbach directed the Committee's attention to a breakdown of individual Board members' expenses. Dr. Birnbach indicated that the breakdown would be distributed to the Board in response to the inquiry. The Committee noted and discussed factors affecting variation in Board members' expenses, including geographic location and level of Board activity dictated by organizational need.

The Committee requested that staff notify the Treasurer and/or the entire Committee of any future instances of budget lines substantially exceeding projection.

The Committee discussed at length the potential effect of facilitating the Committee's tracking of Board expenses of establishment of a separate line item for the expenses of the president. The Committee noted that the separate expense line could facilitate budget accommodation of factors that vary, such as geographic location within the state, organizational needs that change with time and leadership styles that change with presidents. Dr. Hunter identified factors that have had an effect on the president's expense line this year, such as the high cost of air fare between Buffalo and Albany and Districts' positive response to the proposal that the president attend district meetings to inform members about the membership issue and other critical affairs.

Following discussion,

MOTION Dorothy Williams moved the Committee recommend establishment of a separate budget line item for the expenses of the president (to be included in the budget

for the next fiscal year and, hence, in future analysis reports). Seconded. Carried unanimously.

V. MEMBERSHIP FIGURES FOR MARCH AND APRIL 1988

The Committee reviewed month-end March and April membership figures. April enrollment of 29,896 is 110 less than March 1988 and 300 less than April 1989. The Committee also examined graphs charting long- and short-term membership trends.

VI. CONSIDERATION OF FINANCIAL IMPLICATIONS OF FORMATION OF CLINICAL PRACTICE AND FUNCTIONAL UNIT

The Committee reviewed the staff analysis of the requests for formation of a clinical practice unit for ambulatory care nurses and a functional unit for nurse entrepreneurs. The analysis relates to the proposals' satisfaction of the conditions indicating need and interest required by Board policy governing formation of units. The Committee noted that its consideration of formation of these units should be confined to deliberation over and recommendation on the financial implications of establishing the units, conditions mandated by policy notwithstanding.

The Committee concluded that formation of the units is financially feasible. The Committee noted that the Association would sustain expenses for implementation of the units, possibly before the end of the current fiscal year. Expenses for support of executive committee activities and convention meetings would be sustained in the next fiscal year. The Committee estimated the following costs for presentation to the Board for its consideration:

- A. Approximately \$1,000 could be expended during the current fiscal year - This expense would be for meetings of interested members to assist in planning for the first elections of the units at the convention business meetings.
- B. Approximately \$4,000 would be budgeted for the units for the 1988-89 fiscal year - This projected expense would be based on the same budget projection formula utilized for meeting expenses of all unit executive committees.

The Committee determined that formation of the units would not have a significant negative effect on the deficit budget.

Following discussion,



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MOTION Kathleen Ferraro moved the Committee on Finance recommend to the Board of Directors approval of the formation of a clinical practice unit for ambulatory care nurses and formation of a functional unit for nurse entrepreneurs based on Committee findings that establishment of the units is financially feasible. Seconded. Carried. Vote: 3 yes; 2 no.

VII. OTHER ITEMS

A. Consideration of 1989 ICN Presentation

The Committee noted that, although the deadline for submission of abstracts to ICN is June 1, 1988, ANA does not yet have information about estimated expenses of an individual's attendance of the 1989 ICN Congress in Korea. The Committee noted the likelihood is great that the expense could approach \$4,000.

The Committee determined that it would be prudent to recommend to the Board submission of the abstract before ICN's June 1 deadline without final (financial) commitment pending receipt from ICN (through ANA) of information about estimated costs of a presenter.

B. Evaluation of Financial Effectiveness of Unit Operations

The Committee discussed briefly an examination of the financial effectiveness of the operation of the Association's structural units. This issue will be placed on the agenda of the next meeting.

VIII. DATE OF NEXT MEETING

The next meeting was rescheduled from 5:00 PM on July 13 to 9:00 AM on July 13 to permit adequate time for the Committee to complete the budget and to consider presentation to the NYSNA Voting Body of a dues increase proposal.

IX. ADJOURNMENT: The meeting adjourned at 8:55 PM.

Nettie Birnbach  
Nettie Birnbach, Treasurer

NB:WMB:b  
7/4/88 // F8



Report Of Membership Figures  
DECEMBER, 1988

	Full	Member Install	Monthly	Reduced Membership Dues		Complimentary	No Pay Type	Total Advance Paid	PRD	Pending	Total PRD	+ or - Previous Report		
				Group A Full	Group A Install							Group B Full	Group B Install	Total
D01	98	67	0	29	15	36	1	0	246	139	0	139	385	- 8
D02	113	87	0	18	7	11	0	0	236	6	0	6	242	- 5
D03	19	18	0	3	1	7	0	0	48	43	0	43	91	- 4
D04	79	50	0	12	6	19	2	0	168	6	0	6	174	Same
D05	34	28	0	5	0	10	0	0	77	0	0	0	77	Same
D06	25	22	0	9	3	4	0	0	63	77	3	80	143	+ 2
D07	43	26	0	7	6	18	0	0	100	35	3	38	138	+ 3
D08	25	14	0	7	3	5	0	0	54	16	1	17	71	- 1
D09	111	78	0	16	10	20	1	1	237	29	0	29	266	- 2
D10	33	29	0	3	4	11	0	0	80	94	1	95	175	- 2
D11	17	5	0	3	2	6	0	0	33	5	0	5	38	+ 1
D12	46	45	0	11	10	8	0	1	121	6	0	6	127	+ 3
D13	1,198	858	0	157	82	248	17	1	2,561	2,452	127	2,579	5,140	-34
D14	858	622	0	117	68	229	14	4	1,912	2,365	36	2,401	4,313	-19
D15	20	14	0	1	0	8	1	0	44	4	0	4	48	- 1
D16	204	134	0	48	13	29	2	0	430	245	3	248	678	- 7
D17	90	66	0	13	9	12	1	0	191	44	0	44	235	- 6
D18	63	52	0	10	9	10	1	0	145	23	4	27	172	+ 1
D19	33	27	0	12	10	5	0	0	87	3	12	15	102	+18
SUB	3,109	2,242	0	481	258	696	40	7	6,833	5,592	190	5,782	12,615	-61
NYS	2,213	925	0	87	29	25	0	2	3,281	13,239	789	14,028	17,309	- 3
TOT	5,322	3,167	0	568	287	721	40	9	10,114	18,831	979	19,810	29,924	-64

COMPARISON FIGURES:

December, 1988  
November, 1988

29,924  
29,988

<64>

December, 1988  
December, 1987

29,924  
30,366

<442>

Revised 1/23/89

Finance #45 Committee

Report Of Membership Figures  
November, 1988

	Full	Member Install	Monthly	Reduced Membership Dues		Complimentary	No Pay Type	Total Advance Paid	PRD	Pending	Total PRD	+ or - Previous Report		
				Group A Full	Group A Install							Group B Full	Group B Install	Total
D01	103	67	0	27	18	34	1	0	250	142	1	143	393	- 4
D02	117	88	0	18	7	11	0	0	241	6	0	6	247	- 1
D03	21	20	0	3	1	6	0	0	51	44	0	44	95	+ 1
D04	77	51	0	13	6	19	2	0	168	6	0	6	174	- 4
D05	32	29	0	6	0	10	0	0	77	0	0	0	77	- 6
D06	24	22	0	9	4	4	0	0	63	75	3	78	141	+ 6
D07	44	24	0	6	7	18	0	0	99	35	1	36	135	+ 1
D08	26	14	0	7	3	5	0	0	55	17	0	17	72	Same
D09	110	78	0	18	12	18	1	1	238	29	1	30	268	+ 5
D10	34	30	0	4	4	11	0	0	83	93	1	94	177	+ 2
D11	17	5	0	3	1	6	0	0	32	5	0	5	37	- 1
D12	46	42	0	11	10	8	0	1	118	5	1	6	124	+ 1
D13	1,208	878	0	167	83	250	20	1	2,607	2,436	131	2,567	5,174	- 1
D14	869	625	0	116	79	230	15	4	1,938	2,358	36	2,394	4,332	-30
D15	22	14	0	1	0	7	1	0	45	4	0	4	49	Same
D16	213	134	0	42	14	30	2	0	435	249	1	250	685	- 4
D17	94	69	0	12	9	12	1	0	197	43	1	44	241	+ 3
D18	64	52	0	11	8	10	1	0	146	21	4	25	171	+ 2
D19	27	23	0	11	9	5	0	0	75	2	7	9	84	+10
SUB	3,148	2,265	0	485	275	694	44	7	6918	5570	188	5758	12676	-20
NYS	2,207	931	0	82	29	23	0	2	3276	13194	842	14036	17312	+ 4
TOT	5,355	3,196	0	567	304	717	44	9	10,194	18,764	1,030	19,794	29,988	-16

Comparison Figures:

November, 1988  
October, 1988

29,988  
30,004

-16

November, 1988  
November, 1987

29,988  
30,433

-445

Report Of Membership Figures  
October 1988

	Full	Member Install	Monthly	Reduced Membership Dues		Complimentary	No Pay Type	Total Advance Paid	PRD	Pending	Total PRD	Total	
				Group A Full	Group B Install								
D01	107	69	0	23	16	33	1	0	249	143	5	148	397 + 8
D02	119	87	0	17	9	11	0	0	243	5	0	5	248 + 5
D03	21	20	0	3	1	6	0	0	51	42	1	43	94 - 1
D04	80	53	0	11	7	19	2	0	172	6	0	6	178 - 1
D05	33	32	0	6	1	11	0	0	83	0	0	0	83 - 1
D06	23	20	0	9	4	4	0	0	60	66	9	75	135 + 1
D07	43	24	0	7	8	18	0	0	100	34	0	34	134 - 2
D08	25	16	0	8	2	5	0	0	56	16	0	16	72 - 4
D09	111	78	0	17	10	18	1	1	236	27	0	27	263 + 4
D10	32	30	0	6	4	11	0	0	83	92	0	92	175 + 1
D11	18	5	0	3	1	6	0	0	33	5	0	5	38 Same
D12	46	41	0	11	10	8	0	1	117	5	1	6	123 + 3
D13	1,235	883	0	162	83	248	20	1	2,632	2,404	139	2,543	5,175 + 1
D14	888	640	0	112	70	231	15	4	1,960	2,350	52	2,402	4,362 - 7
D15	23	12	0	1	0	7	1	0	44	5	0	5	49 + 3
D16	212	137	0	44	14	30	2	0	439	241	9	250	689 + 9
D17	99	65	0	10	7	12	1	0	194	43	1	44	238 - 2
D18	65	52	0	10	7	10	1	0	145	18	6	24	169 Same
D19	26	22	0	11	9	4	0	0	72	0	2	2	74 + 14
SUB	3,206	2,286	0	471	263	692	44	7	6,969	5,502	225	5,727	12,696 + 31
NYS	2,216	925	0	79	28	22	0	2	3,277	13,089	942	14,031	17,308 +142
TOT	5,422	3,211	0	550	291	714	44	9	10,246	18,591	1,167	19,758	30,004 +173

COMPARISON FIGURES: October, 1988 30,004  
September, 1988 29,831  
+ 173

October, 1988 30,004  
October, 1987 30,262  
- 258

FINANCE #45 Committee

Report Of Membership Figures  
August, 1988

	Full	Member Install	Monthly	Reduced Membership Dues		Complimentary	No Pay Type	Total Advance Paid	PRD	Pending	Total PRD	Total	+ or Previo Report
				Group A Full	Group B Install								
D01	105	65	0	24	16	33	1	0	244	132	4	136	380 - 4
D02	117	84	0	17	12	12	0	0	242	4	0	4	246 - 1
D03	16	24	0	7	1	6	0	0	54	41	0	41	95 - 2
D04	77	53	0	15	9	19	2	0	175	6	0	6	181 - 5
D05	31	31	0	8	2	11	0	0	83	0	0	0	83 Same
D06	22	19	0	8	4	4	0	0	57	66	4	70	127 + 1
D07	38	25	0	10	6	18	1	0	98	22	11	33	131 +10
D08	25	17	0	9	2	5	0	0	58	18	1	19	77 + 2
D09	105	79	0	20	12	18	1	1	236	27	0	27	263 + 2
D10	28	31	0	8	4	11	0	0	82	91	0	91	173 + 2
D11	16	6	0	4	1	6	0	0	33	4	0	4	37 - 1
D12	43	41	0	14	9	8	0	1	116	4	0	4	120 + 1
D13	1,239	872	0	179	90	246	20	0	2,646	2,439	69	2,508	5,154 -11
D14	882	647	0	138	80	230	14	3	1,994	2,355	56	2,411	4,405 - 8
D15	16	13	0	3	1	7	1	0	41	5	0	5	46 Same
D16	205	137	0	48	11	30	2	0	433	233	4	237	670 + 7
D17	105	60	0	9	10	12	1	0	197	40	4	44	241 + 4
D18	60	52	0	10	4	10	1	0	137	15	3	18	155 + 5
D19	22	16	0	8	5	2	0	0	53	0	0	0	53 +12
SUB	3,152	2,272	0	539	279	688	44	5	6,979	5,502	156	5,658	12,637 +14
NYS	2,214	928	0	72	32	22	0	2	3,270	13,186	569	13,755	17,025 -116
TOT	5,366	3,200	0	611	311	710	44	7	10,249	18,688	725	19,413	29,662 -102

COMPARISON FIGURES: August, 1988 29,662  
July, 1988 29,764

August, 1988 29,662  
August, 1987 30,311



Report Of Membership Figures  
JULY, 1988

Date: 7/29/88  
Page: 1

	Full	Member Install	Monthly	Reduced Membership Dues		Compli- mentary	No Pay Type	Total Advance Paid	PRD	Pending	Total PRD	Total	+ Or - Previous Report		
				Group A Full	Group B Install										
D01	104	67	0	26	16	32	1	0	0	246	134	4	138	384	+ 6
D02	114	84	0	19	14	12	0	0	0	243	4	0	4	247	+ 4
D03	16	25	0	7	1	6	0	0	0	55	42	0	42	97	+ 1
D04	76	57	0	14	11	19	2	0	0	179	7	0	7	186	+ 3
D05	31	31	0	8	2	11	0	0	0	83	0	0	0	83	+ 1
D06	21	19	0	9	2	4	0	0	0	55	68	3	71	126	SAME
D07	38	25	0	10	6	18	1	0	0	98	22	1	23	121	+ 2
D08	24	17	0	10	1	5	0	0	0	57	18	0	18	75	+ 3
D09	100	76	0	24	14	18	1	1	0	234	27	0	27	261	+ 2
D10	28	25	0	7	6	11	0	0	0	77	94	0	94	171	+ 1
D11	17	6	0	4	1	6	0	0	0	34	4	0	4	38	+ 1
D12	43	40	0	13	9	8	0	1	0	114	4	1	5	119	+ 9
D13	1,242	864	0	173	90	246	20	0	0	2,635	2,460	70	2,530	5,165	- 9
D14	868	653	0	149	75	231	14	3	0	1,993	2,380	40	2,420	4,413	+ 6
D15	15	14	0	3	1	7	1	0	0	41	5	0	5	46	SAME
D16	203	135	0	44	12	32	2	0	0	428	233	2	235	663	+ 1
D17	100	60	0	11	9	12	1	0	0	193	40	4	44	237	+ 9
D18	55	48	0	14	3	10	1	0	0	131	16	3	19	150	+ 5
D19	19	13	0	6	3	0	0	0	0	41	0	0	0	41	+ 6
SUB	3,114	2,259	0	551	276	688	44	5	0	6,937	5,558	128	5,686	12,623	+51
NYS	2,227	935	0	70	36	22	0	2	0	3,292	13,276	573	13,849	17,141	+36
TOT	5,341	3,194	0	621	312	710	44	7	0	10,229	18,834	701	19,535	29,764	+87

COMPARISON FIGURES: July, 1988 29,764  
June, 1988 29,677  
+87

July, 1988 29,764  
July, 1987 30,283  
<519>

AGENDA #5(C)

#45  
FINANCE  
Committee



#45  
Finance  
Committee

THE COMMITTEE ON FINANCE RECOMMENDS

that the Board of Directors approve the following 1989 NYSNA convention registration fees:

	FULL	
	Advance	Regular
Member	100	120
Member reduced	50	55
Member retiree	20	25
Non member	135	160
Non member retiree	25	30
Basic student	20	30
Student group	10 per student	

The Committee recommends that six categories of fee be increased by \$5.00. These are: member advanced; member regular; non member advanced; non member regular; basic student regular; student group. These six categories are circled above; the amount of each of them was \$5.00 less in 1988.

The Committee recommends that the Board approve all 1988 ONE-DAY registration fees without amendment. These are:

	Advance	Regular
Member	45	55
Member reduced	25	25
Member retiree	20	25
Non member	75	85
Non member retiree	25	35
Basic student	10	10

#45  
Finance  
Committee

NEW YORK STATE NURSES ASSOCIATION  
CONVENTION  
1989

	Proposed Budget	Event Cost
Registration <i>\$ 400</i>	\$60,825	
Exhibit Space	26,750	\$ 400
Race Track Tour	2,250	30
Shopping Tour	750	10
Sponsors	5,000	
Program Advertising	8,500	
Casino Night	5,000	10
Awards Banquet	14,000	40 - increase
CE Food Function	2,250	15
	<b>\$125,325</b>	

1. awards Banquet \$40  
2. eliminate refreshment breaks

Exhibit Decoration	\$ 6,550
Award Banquet	10,255
Award Reception	820
CE Food Function	1,950
Racetrack Tour	1,500
Shopping Tour	750
Casino Night	5,000
Program (Convention & Awards)	7,250
Insurance	1,000
Refreshment Breaks (2)	2,000 * \$10 pp
Welcome Reception	5,250 * \$10 pp
Unit Rep. Gifts	900 * \$10 pp
Speaker Travel/Honorarium	7,350 * \$9600 - actual '88
Supplies	22,400
Promotion	4,000
Convention Center Rental	6,000
Telephone	3,400
Postage	5,275
Organization Unit Travel	8,000
Special Services	3,500
Board & Staff Travel	17,455
Misc. (Shuttle, Security)	3,500
<b>Net Expense:</b>	<b>\$124,105</b>

Net Income (Expense): \$ 1,220

\* Flexible expenses with no offsetting income lines

RRS/tat  
1/23/89

NEW YORK STATE NURSES ASSOCIATION  
CONVENTION '89  
OPTIONS

Option #1 - Increase all registration fees (\$5) and increase Exhibit booth space to \$425 and \$100  
Option #2 - Increase all registration fees \$10 and increase Exhibit booth space to \$450 and \$100

	Current Proposed Budget	Opt. #1	Opt. #2
Advance Full	\$38,000	\$40,000	\$42,000
Regular Full	14,375	15,000	15,625
Advance 1 day	450	500	550
Regular 1 day	2,200	2,400	2,600
Non-Member	4,550	4,725	4,900
Students:			
Advance Full	400	500	600
Regular Full	500	600	700
Advance 1 day	50	75	100
Regular 1 day	50	75	100
Groups	250	500	750
Exhibit Space	26,750	28,625	30,250
	<b>\$87,575</b>	<b>\$93,000</b>	<b>\$98,175</b>
Additional Income		<b>\$ 5,425</b>	<b>\$10,600</b>

RRS/t  
1/23/89



Nurses Association (Direct DNA membership is not eligible for NYSNA member rates).

**Member Reduced: Eligibility:** 1) Graduation from a basic nursing program within the past 12 months. 2) Full-time student licensed to practice. 3) Unemployed.

**Member Retiree: Eligibility:** 1) 62 years or older and unemployed. 2) Earning less than allowed under Social Security.

**Non-Member Retiree: Eligibility:** (same as above)

**Basic Student: Eligibility:** Enrolled in professional nursing program not authorized to practice.

**Student Group: Eligibility:** 1) 10 students or more. 2) Available to Basic Students and Full-time Baccalaureate Students (12 credit hour minimum). 3) Advanced registration referred.

**DEADLINES & OTHER DETAILS**

Advanced Discount Registrations must be postmarked by September 19, 1988.

Full payment is required by October 16, 1988.

A confirmation will be sent for all registrations received by October 3, 1988.

One-Day fees are cost per day.

A \$25.00 Administrative fee will be deducted for all cancellations after October 3, 1988.

Ticketed events will not be refunded after October 3, 1988.

Make check payable to: The New York State Nurses Association

Mail to: Convention, NYSNA, 2113 Western Avenue, Guilderland, New York 12084

WORK PHONE ( ) HOME PHONE ( )

MASTER ID (if known) or SOCIAL SECURITY #

I am a member of  NYSNA and/or  District affiliate #

CONVENTION REGISTRATION (circle one amount)

	FULL		ONE DAY		TOTAL AMOUNT
	Advanced	Regular	Advanced	Regular	
MEMBER	\$95.00	\$115.00	\$45.00	\$35.00	
REDUCED	\$50.00	\$55.00	\$25.00	\$25.00	
RETIREE	\$20.00	\$25.00	\$20.00	\$25.00	
NON-MEMBER	\$130.00	\$155.00	\$75.00	\$85.00	
RETIREE	\$25.00	\$30.00	\$25.00	\$30.00	
BASIC STUDENT	\$20.00	\$25.00	\$10.00	\$10.00	
STUDENT GROUP	\$5.00 per student				= \$

(Please see "Category Description" before completing)

GUEST REGISTRATION (\$25.00 per Guest)

Includes admittance into the Keynote Address, Exhibits, Awards Banquet.

Name(s) 1. 2. = \$

SPECIAL GROUP REGISTRATION (ONLY)

NAME OF SCHOOL  
Please complete a separate registration form for each individual in the Student Group (copies can either be xeroxed or ordered through NYSNA.) Staple forms together and send in one envelope.

SPECIAL SOCIAL EVENT

Foundation Luncheon \$25.00 x = \$

TOURS

FDR & Vanderbilt Mansion \$30.00 x = \$

Woodstock \$15.00 x = \$

TOTAL ENCLOSED \$

Check the day(s) you are planning to attend:

Sunday  Monday  Tuesday  Wednesday

PAYMENT METHOD:  Check  Visa  Mastercard

Card Number Expiration Date

Signature

Mail this form to: Convention, New York State Nurses Association, 2113 Western Avenue, Guilderland, New York 12084

For Advanced Registration: (Full Payment Required)

Your Badge and Convention Program will be sent one week prior to Convention. Convention Packets and tickets can be picked up on-site at your convenience.

Office Use Only

DT

IO

MFA MFR MOA MOR

RFA RFR ROA ROR

TFA TFR TOA TOR

NFA NFR NOA NOR

IFA IFR IOA IOR

BFA BFR BOA BOR

SGR

GST

SGR

FND

FDR

WDS

BD

#45  
Finance  
Committee



#45  
Finance  
Committee

12:30 p.m. - 2:00 p.m.

The use and misuse of chemical substances is of grave concern to the profession of nursing. This program will

Selective staffing patterns will be used as frameworks to examine formulas and standards for arriving at nursing care hours.

Speakers:

Dr. Lillie Shontridge, RN, Faculty, PACE University

## Convention '87 Registration Form

New York State Nurses Association

NAME \_\_\_\_\_

WORK PH. ( ) \_\_\_\_\_

STREET \_\_\_\_\_

HOME PH. ( ) \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

SOC. SEC. # \_\_\_\_\_

I am a member of District # \_\_\_\_\_

### CONVENTION REGISTRATION (circle one amount)

	Full		One-day		TOTAL AMOUNT
	Advanced	Regular	Advanced	Regular	
MEMBER	\$ 85.	\$105.	\$ 40.	\$ 50.	= \$ _____
REDUCED*	50.	55.	25.	25.	
NON-MEMBER	125.	150.	75.	80.	
STUDENT*	15.	20.	10.	10.	

### GUEST REGISTRATION (\$25.00 per Guest)

1) \_\_\_\_\_ = \$ \_\_\_\_\_

2) \_\_\_\_\_ = \$ \_\_\_\_\_

### TICKETED CONTINUING EDUCATION

	(circle one amount)		
	Advanced	Regular	
Setting The Standard For School Health Nursing	\$ 30.	\$ 45.	= \$ _____
Registering For Convention Too:	\$ 85.	\$ 100.	
Registering For Workshop Only:			= \$ _____
Health & Safety In The Workplace:	\$ 10.	\$ 15.	= \$ _____

### SPECIAL EVENTS

	Indicate # of Tickets	
Foundation Luncheon	\$ 25. x _____	= \$ _____
Awards Banquet	\$ 30. x _____	= \$ _____
Toronto	\$100. x _____	= \$ _____
Batavia Downs	\$ 30. x _____	= \$ _____
Bargain Basement Shopping Tour	\$ 8. x _____	= \$ _____
Niagara Falls I-10/23 II-10/24 III-10/25	\$ 15. x _____	= \$ _____

### Office Use Only

DT \_\_\_\_\_

MFA MFR MOA MOR  
RFA RFR ROA ROR  
NFA NFR NOA NOR  
BFA BFR BOA BOR

GST \_\_\_\_\_

SRA SRR  
SNA SNR

HSW \_\_\_\_\_

FND \_\_\_\_\_

AWD \_\_\_\_\_

TRT \_\_\_\_\_

BRY \_\_\_\_\_

BST \_\_\_\_\_

NF1 \_\_\_\_\_

Se.  
Hea  
Thur.  
8:15 a.

The purpose of school settings will be: role clarification, abuse, the application, settings and ANA stat.

Speakers:

Charlene McKnight, MS, RN, Graduate Child Health Nurse, SUNY School of Nursing at B.  
Theresa Myers, MS, RN, Professor, Erie County Community College  
Jessica Cohen, PhD, Onondaga Madison Cortland County Director, Alcohol Drug Abuse Prevention Program  
Rose Squires, EdD, RN, Independent Nursing Practice

### Fees

You are not required to register for this in order to attend this workshop. New registrars for Convention, a fee above the Convention registration fee is required. Includes lunch, refreshments and teaching materials.

Register on the "Convention '87 Registration Form" by the deadline for the advanced discount fee.

If you are registering for Convention:  
Advanced Discount: \$30.00  
Regular \$45.00

If you are registering for "Setting the Standard for School Health Nursing" only:  
Advanced Discount: \$85.00  
Regular \$100.00

NYSNA reserves the right to cancel this workshop. No refunds will be issued for cancellations after October 12, 1987.

## Category Descriptive

Member Reduced - liability requires



#45  
Finance  
Committee

NEW YORK STATE NURSES ASSOCIATION  
PROPOSED BUDGET - 30,000 MEMBERS  
AUGUST 1, 1989 - JULY 31, 1990  
\* REVISED 7-20-89

REVISED AGENDA #6

ESTIMATED INCOME DUES/DUES RELATED INCOME:	1989	1990
ADVANCE PAY FULL	1083750	1250000
ADVANCE PAY INSTALL	709625	770000
ADVANCE PAY MONTHLY	0	7000
PRD	4490000	4993000 *
RMDG(A) FULL	85000	75000
RMDG(A) INSTALL	42500	38000
RMDG(B) FULL	21250	38000
RMDG(B) INSTALL	2650	2000
AGENCY SHOP & NONMEMBER SERVICE FEE	371875	400000
<b>SUBTOTAL:</b>	<b>6806650</b>	<b>7573000 *</b>

*Discontinued*

OTHER INCOME:	1989	1990
CONVENTION	133450	113300
PAMPHLETS & REPRINTS	2275	3000
INVESTMENTS	40000	13000
SUBSCRIPTIONS	2200	3000
ADVERTISING	13750	14000
CONTRIBUTIONS-HONORARIA	1000	1000
ADMIN FEES	242875	232500
WORKSHOPS, CONFERENCES	7500	15000
CONTINUING ED REVIEW & APPROVAL FEE	19800	22000
MISC. INCOME	37500	49000
<b>SUBTOTAL:</b>	<b>500350</b>	<b>465800</b>

**TOTAL INCOME:** 7307000      8038800 \*

NEW YORK STATE NURSES ASSOCIATION  
PROPOSED BUDGET - FY 1990

PART I - GENERAL:	1989	1990
RENT (GUILDERLAND, NYC, & BUFFALO OFFICE)	248800	251000
-----		
OCCUPANCY:		
GUILDERLAND	46500	46000
NEW YORK CITY OFFICE	13020	13000
BUFFALO OFFICE	2000	2000
-----		
EQUIPMENT SERVICE	44700	63000
-----		
DEPRECIATION	60000	50000
-----		
SALARIES	297000	345500
-----		
EMPLOYEE BENEFITS	57900	51450
-----		
INSURANCE	60000	57500
-----		
TAXES	239000	263000
-----		
TEMPORARY PERSONNEL	2500	2500
-----		
STAFF TRAVEL	15400	13858
-----		
SUPPLIES	8700	9150
-----		
POSTAGE	4500	4650
-----		
TELEPHONE/TELEGRAPH	7700	8050
-----		
STAFF DEVELOPMENT	6000	9400
-----		
RECRUITMENT	5000	5000
-----		
BUSINESS COURTESY	2000	2500
-----		
CHARGE CARD FEES	3000	0
-----		
MEMBERSHIP FEES/CONTRIBUTIONS	0	10000
-----		
<b>TOTAL:</b>	<b>1123720</b>	<b>1207558 *</b>

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Committee

NEW YORK STATE NURSES ASSOCIATION  
PROPOSED BUDGET - FY 1990

DATA PROCESSING:		
	1989	1990
SALARIES	91800	90700
EMPLOYEE BENEFITS	15440	15450
POSTAGE	4500	1550
SUPPLIES	14500	15250
COMPUTER MAINTENANCE	40000	46500
TELEPHONE	1100	1150
-----		
TOTAL:	167340	170600

SPECIAL SERVICES:

LEGAL SERVICES	195000	195000	
ACCOUNTING SERVICES	7000	7000	
MISC. SERVICES	12500	12000	→ includes services of Parliamentarians at HQ
-----			
TOTAL:	214500	214000	

CORPORATE COMMITTEE&MATTERS:

BOARD OF DIRECTORS	18750	18950
PRESIDENT'S EXPENSE	12250	11900
EXECUTIVE COMMITTEE	500	1500
COMMITTEES OF BOARD	1000	1000
FINANCE COMMITTEE	2000	3500
ELECTIONS	27000	46500
NOMINATING COMMITTEE	1750	1950
BYLAWS COMMITTEE	1750	1950
COUNCIL ON HUMAN RIGHTS	3000	3200
AWARDS COMMITTEE	875	1000
CONSUMER ADVISORY COUNCIL	3600	3600
-----		
TOTAL:	72475	95050

LIAISON COMMITTEES/ACTIVITY:

RETIRED NURSE GROUP	1500	0
MEMBERSHIP FEES/LIAISON ACTIVITIES	7195	0
NYS-NPA	3000	0
-----		
TOTAL:	11695	0

TOTAL GENERAL: 1589730 1687208 \*

NEW YORK STATE NURSES ASSOCIATION  
PROPOSED BUDGET - FY 1990

PART II CONSTITUENT ACTIVITIES:		
	1989	1990
ANA DUES ASSESSMENT	1575750	1583000
ANA HOUSE OF DELEGATES	39550	39200
ANA CONSTITUENT FORUM	2000	2000
ESREC	1035	1000
NYSNA ADVISORY COUNCIL	8000	8000
ICN	7000	0
-----		
TOTAL CONSTITUENT ACTIVITY:	1633335	1633200

*ATTN  
15- Less increase reflected)*

PART III - PROGRAM:

COMMUNICATIONS & PUBLICATIONS:

SALARIES	104500	112800
EMPLOYEE BENEFITS	15440	20600
STAFF TRAVEL	15400	17150
POSTAGE	57000	59000
TELEPHONE/TELEGRAPH	6600	6900
SUPPLIES	8700	9150
PUBLICATIONS		
JOURNAL	35000	54000
REPORT	32000	52000
EGW BULLETIN	15000	18000
SPECIAL PUBLICATIONS/PROJECTS	7100	10500
EDITORIAL BOARD	3000	2500
ADVERTISING, SPEC. MATERIAL	12500	12000
SPECIAL PROJECTS	15000	0
-----		
TOTAL COMM & PUB:	327240	374600



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NEW YORK STATE NURSES ASSOCIATION  
PROPOSED BUDGET - FY 1990

MEMBERSHIP SERVICES:	1989	1990
SALARIES	219000	257500
EMPLOYEE BENEFITS	15440	25750
STAFF TRAVEL	6160	3292
POSTAGE	24000	24840
TELEPHONE/TELEGRAPH	8800	9200
SUPPLIES	8700	9150
TOTAL MEMBERSHIP:	282100	329732

PLANNING & RESEARCH:

SALARIES	101600	107700
EMPLOYEE BENEFITS	15440	20600
STAFF TRAVEL	6160	6850
POSTAGE	3000	3100
TELEPHONE/TELEGRAPH	3300	3450
SUPPLIES	2900	3050
LIBRARY OPERATIONS/HOLDINGS	19000	21000
COUNCIL ON NURSING RESEARCH	4500	3700
TOTAL PLAN & RESEARCH:	155900	169450

NEW YORK STATE NURSES ASSOCIATION  
PROPOSED BUDGET - FY 1990

LEGISLATIVE PROGRAM:	1989	1990
SALARIES	114500	128000
EMPLOYEE BENEFITS	11580	20600
STAFF TRAVEL	30800	34300
POSTAGE	7500	7750
TELEPHONE/TELEGRAPH	17600	20450
SUPPLIES	13050	13700
COUNCIL ON LEG	5000	5000
WORKSHOPS, CONFERENCES & HEARINGS	12000	12000
SUPPLEMENTAL SERVICES	2000	5500
TOTAL LEGISLATIVE:	214030	247300

*includes Leg. Night & day  
Retrieval Services*

NURSING EDUCATION:

SALARIES	140500	142100
EMPLOYEE BENEFITS	15440	25750
STAFF TRAVEL	30800	34300
POSTAGE	7500	7750
TELEPHONE/TELEGRAPH	8800	9200
SUPPLIES	13050	13700
COUNCIL ON NURSING ED.	4375	4950
COUNCIL ON CONTINUING ED.	4375	3900
REGIONAL REVIEW TEAMS	5000	6000
REGIONAL PLANNING COMM'S	4500	5000
FUNCTIONAL UNITS	2500	3000
RECRUITMENT INTO NURSING	23600	15250
ANA ACCREDITATION	4500	0
TOTAL NURSING EDUCATION:	264940	270900

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Finance  
Committee

NEW YORK STATE NURSES ASSOCIATION  
PROPOSED BUDGET - FY 1990

	1989	1990
<b>NURSING PRACTICE &amp; SERVICE:</b>		
SALARIES	365000	356600
EMPLOYEE BENEFITS	15440	25750
STAFF TRAVEL	46200	51450
POSTAGE	7500	7750
TELEPHONE/TELEGRAPH	16500	17250
SUPPLIES	14500	15250
AIDS ADVISORY COMMITTEE	0	2000
COUNCIL ON NURSING PRACTICE	3500	4000
COUNCIL ON ETHICAL PRACTICE	3000	3500
COMM.ON IMPAIRED NURSING PRACTICE	2500	1200
CLINICAL PRACTICE UNITS	9000	9000
FUNCTIONAL UNITS	4500	4000
<b>TOTAL NURSE PRACTICE &amp; SERVICE:</b>	<b>487640</b>	<b>497750</b>

**ECONOMIC GENERAL WELFARE:**

SALARIES	1180000	1440000
EMPLOYEE BENEFITS	212300	298250
STAFF TRAVEL	123200	144050
POSTAGE	25500	29500
TELEPHONE/TELEGRAPH	33000	34500
SUPPLIES	31900	38100
DELEGATE ASSEMBLY	20500	34200
HEARINGS, TRANSCRIPTS	48000	41000
SUPPLEMENTAL SERVICES	31500	40500
CNP MEETINGS	4000	4000
WELFARE EXPENSES	100367	118165
<b>TOTAL EGW:</b>	<b>1810267</b>	<b>2222265</b>

*↑ due to formula change  
staff travel  
1 addit. mtg.*

NEW YORK STATE NURSES ASSOCIATION  
PROPOSED BUDGET - FY 1990

	1989	1990
<b>ORGANIZATION SERVICES:</b>		
SALARIES	79640	88000
EMPLOYEE BENEFITS	11580	15450
STAFF TRAVEL	12320	13700
POSTAGE	4500	4650
TELEPHONE/TELEGRAPH	3300	3450
SUPPLIES	7250	7600
MEMBER RECRUITMENT ACTIVITY	\$ 10,148 <sup>June 31</sup> 12500	10000
WORKSHOPS, CONFERENCES	8750	23250
<b>TOTAL ORG. SVCS:</b>	<b>139840</b>	<b>166100</b>

**TOTAL PROGRAM:** 3681957 4278097

**CONVENTION EXPENSE:** 104030 109800

**TOTAL ESTIMATED INCOME:** 7307000 8038800 \*

**TOTAL ESTIMATED EXPENSE:** 7009052 7708305

**TOTAL INCOME (EXPENSE):** 297948 330495



#45  
Finance  
Committee

NYSNA CONVENTION  
PROPOSED BUDGET - 1989

INCOME:	1988	1989
REGISTRATION	77250	64000
EXHIBIT SPACE	35000	31000
SPONSORS	7500	5300
SPECIAL EVENTS	1700	4000
PROGRAM ADVERTISING	12000	9000
<hr/>		
TOTAL INCOME:	133450	113300
EXPENSES:		
EXHIBITS	6500	6550
WELCOME RECEPTION	500	5250
REFRESHMENT BREAK	2500	0
AWARDS BANQUET/RECEPTION	3000	0
INSURANCE	600	1000
SPECIAL SERVICES	5500	4000
GIFTS FOR UNIT REPS	1200	0
SPEAKER TRAVEL & HONORARIA	9000	16600
SUPPLIES	21750	19800
PROMOTION	3500	4000
TELEPHONE	3300	3450
CONVENTION CENTER	0	6000
POSTAGE	4620	4650
ORGANIZATIONAL UNITS <i>(travel &amp; gifts for unit reps.)</i>	8000	9200
BOARD/STAFF TRAVEL	21560	17000
PROGRAM EXPENSES	9000	8800
MISC. EXPENSES	3500	3500
<hr/>		
TOTAL EXPENSE:	104030	109800
NET INCOME (EXPENSE):	29420	3500

NEW YORK STATE NURSES ASSOCIATION  
GENERAL CONSOLIDATED EXPENSES  
PROPOSED BUDGET - FY 1990

	1989	1990
SALARIES	2693540	3068900
EMPLOYEE BENEFITS	386000	519650 <i>34% increase (pension plan continued)</i>
STAFF TRAVEL	308000	329150 <i>7% increase</i>
SUPPLIES	145000	153900 <i>6% increase</i>
POSTAGE	150120	155190 <i>3%</i>
TELEPHONE/TELEGRAPH <i>FAX</i>	110000	117050 <i>6%</i>
<hr/>		
TOTAL:	3792660	4343840

#45  
Finance  
Committee

Exhibit A

Exhibit B

BUDGET DETAIL: FY 1990

Page # 2

BUDGET DETAIL: FY 1990

Page # 3

ITEM: MEMBERSHIP FEES/CONTRIBUTIONS

American Association for the History of Nursing	\$ 35	
American Society of Association Executives	310	
Association of Records Managers and Administrators	85	
Capitol District Library Council	610	
Guilderland Chamber of Commerce	145	
Home Care Association of New York	300	
Interagency Council on Library Resources for Nursing	100	
Mid-Atlantic Regional Archives Association	10	
Mid-Atlantic Regional Nursing Association	35	
New York State Public Sector Coalition	150	
New York State Public Sector Coalition on Health Benefits	150	
New York State Hospice Association	100	
New York Public Health Association	200	
Nursing Archives Association (Mugar Library)	100	
Nursing Home Community Coalition of New York	250	
Oral History of Mid-Atlantic Region	15	
Public Employees Conference	1,000	
Society for Nursing History	20	
Statewide Youth Advocacy	100	
The City Project	50	
SAEUNY	100	
Other: To be determined	100	
<b>SUB-TOTAL REQUESTED</b>		<b>\$3,965</b>
 <u>CONTRIBUTIONS</u>		
NYSNPA	\$5,000	
Nurses' House, Inc.	1,000	
<b>SUB-TOTAL REQUESTED:</b>		<b>\$6,000</b>
 <u>TOTAL REQUESTED</u>		 <u>\$9,965</u>

Footnote: Additional requests deferred from July Board  
 1. NCNIP contribution  
 2. Sigma Theta Tau Building Fund

ITEM: BOARD OF DIRECTORS' EXPENSES

• Meetings calculated as follows:

9 persons x \$195 = \$1,755  
 3 persons x 100 = 300

\$2,055 / 2-day meeting

Discounted for absent members to \$2,000 / 2-day meeting

1. September	}	5 meetings x \$2,000/ 2-day meeting =	\$10,000
January			
March			
June			
July			
2. Board of Directors Orientation			
4 persons x \$195 =			780
3. Pre/Post-Convention meetings charged to Convention.			
4. Miscellaneous Board travel			
Legislative Workshop - 6 persons x \$195 =		\$1,170	
Testimonies, speeches, etc.		5,000	
<b>Sub-total</b>			<b>6,170</b>
 <b>TOTAL BOARD TRAVEL</b>			<b>16,950</b>
Associated staff travel			2,000
 <u>GRAND TOTAL</u>			 <u>\$18,950</u>



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Exhibit

BUDGET DETAIL: FY 1990

Page # 3

ITEM: PRESIDENT'S EXPENSES

Budget Planning Assumptions:

Travel to Albany from NYC  
 Airfare: \$146\*  
 Taxi expenses (New York and Albany): \$45  
 Per diem (meal reimbursement) \$30/day  
 Hotel (Ramada) \$57/night

\* Airfare ranges \$98-198, depending on advance purchases of tickets;  
 all fares are from La Guardia airport.

Each regular Board meeting will require two overnights.

All other travel to Albany will require one overnight.

Participation in meetings in New York City will cost \$15/day (taxi/subway)

October, 1989

NYSNA Convention  
 Post-convention Board of Directors  
 (Expenses charged to Convention)

November/December, 1989

Board of Directors' Orientation (Center for Nursing)	\$278
Advisory Council	278
ANA Constituent Forum (funded by ANA)	

January, 1990

Board of Directors and Finance Committee	335
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February, 1990

Legislative Workshop and Reception	335
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March, 1990

Advisory Council	278
Board of Directors and Finance Committee	335

April, 1990

ESREC Meeting (location unknown at present)	250
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(continued over)

Exhibit D

BUDGET DETAIL: FY 1990

Page # 3

ITEM: ELECTION EXPENSES

Envelopes / Ballot instructions	\$4,200
Ballots	1,600
Biographical data publication	6,900
Identification slips	5,000
Verification / counting service	9,600
Brigar (Mailing House)	3,000
Postage	16,100

<u>TOTAL</u>	<u>\$46,400</u>
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Exhibit E

BUDGET DETAIL: FY 1990

Page # 4

ITEM: AMA HOUSE OF DELEGATES' EXPENSES (BOSTON)

Delegates subsidy (77 x \$300)	\$23,100
Delegate Orientation	3,000
Caucuses (on-site)	5,000
Social event	3,000
President's expense	2,600
Staff travel	2,500
<u>TOTAL</u>	<u>\$39,200</u>

Exhibit F

BUDGET DETAIL: FY 1990

Page # 4

ITEM: SPECIAL PUBLICATIONS / PROJECTS

Legislative Program brochure	\$2,000
Nursing Education	
Guide to BSN Education (#1000) - <i>to be printed</i>	1,100
Continuing Education workbook (#2000)	3,500
Continuing Education in Nursing brochure (#3000)	500
Nursing Practice	
Bibliography on Ethics	200
Quality Assurance in Home Care brochure	200
Peer Assistance brochure	200
Ambulatory Care poster	465
Resource Directory update	1,000
Communications	
Marketing brochure	375
Planning/Research	
Monograph of Delphi survey	850
Miscellaneous, to be determined	310
<u>TOTAL</u>	<u>\$10,500</u>

*Change to  
non-members  
for the  
registrar*

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Exhibit G

BUDGET DETAIL: FY 1990

Page # 6

ITEM: RECRUITMENT INTO NURSING EXPENSES

Publications

Recruitment into Nursing brochure  
Guide to RN Licensure (#1500) \$4,000  
2,000

State Fair

Exhibit fee 250  
Materials 1,100  
Staff travel 6,650

Subtotal 8,000

Other exhibit registration fees 1,000  
Guidance counselor conventions  
Health fairs

Purchase of recruitment materials 250

TOTAL \$15,250

Exhibit H

BUDGET DETAIL: FY 1990

Page # 8

ITEM: WORKSHOPS / CONFERENCES EXPENSES

Nursing Education Programs

1. Functional Unit of Nurse Educators \$2,500  
2. Functional Unit of Providers of Continuing Ed 1,000  
3. Workshop on CE Application 1,000  
4. Ethics Workshops 1,000  
5. Pharmacology Workshops 9,300  
\*6. Student programs - 750

Nursing Practice Programs

1. Collaborative Practice 3,500  
2. Prescriptive Privilege 2,500  
\*3. HANYS meetings - *Collab Project on Documentation* 1,500  
\*4. Nursing Intensity Weights 200

TOTAL \$23,200

\* No associated income



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Exhibit J

Exhibit I

BUDGET DETAIL: FY 1990

BUDGET DETAIL: FY 1990

*Im. improvement*

ITEM: CAPITAL ACQUISITIONS

Data Processing:

Keyboard skins ( <i>Protective Plastic</i> )	800	
Memory for lasers	1,000	
Laser printer	4,500	<i>will not be expended in 1990</i>
S/38 Memory	8,000	
P/C Network	8,000	
3 P/Cs	10,000	

SUBTOTAL 32,300

Miscellaneous:

Chairs (NYC) + (DP)	3,000	
Microwave	400	
Stove	600	
Overhead System (NYC)	2,000	
VCR/TV (NYC)	600	
Slide projector (NYC)	500	
Adobe typeface - <i>Printing software for Disk Top Publishing</i>	700	
Display board	800	

SUBTOTAL 8,600

As 400 conversion 45,000 \*

TOTAL \$85,900

\* This item represents accrual for first of five years at \$45,000/year needed to provide for replacement of mainframe computer.

ITEM: MISCELLANEOUS BUDGET ADDITIONS UNDER CONSIDERATION BY BOARD OF DIRECTORS\*

1. Contributions *FY 1989*

NCNIP		\$1,000
Sigma Theta Tau Building Fund		2,000
[Balance of \$2,000 for NYS-NPA]		

2. NYS-NPA *related to fiscal year 1990*

Consideration of expanded services		
<i>\$320</i>		
a. Waiver of Convention exhibit fee		450
b. Provide mailing list at no cost		1,500
c. Staff and other services consequent to establishing PAC as part of NYSNA		est. 100,000

3. Continuation of Minority Focus Group

Assumption: 5 persons, 4 meetings X \$195	3,900	
Associated staff travel	300	
SUBTOTAL		4,200

4. Strategic Planning Initiatives

Pending Board decision on scope of project

5. Foundation requests

Oral History Project <i>1/2 time clerical person</i>	3,500	
Archives Project	7,500	
SUBTOTAL		11,000

*Finance Committee recommended*

*defer recommendations*

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AGENDA

THE NEW YORK STATE NURSES ASSOCIATION  
EXPLANATION OF FY 1990 BUDGET

I. ESTIMATED INCOME

A. Membership Projections and Dues

1) The membership projection for fiscal year 1989 was 30,000. Membership as of June 30, 1989 was 30,260. This figure includes 1197 members pending their first PRD payment. With this in mind, the membership income was based on a membership base of 30,000.

Specific membership categories are:

	Last Year	Projected '90
Advance Full	5,100	5,000
Advance Install	3,250	3,000
Advance Monthly	0	25
Payroll Deduction	20,000	19,500
Reduced "A" Full	800	600
Reduced "A" Install	400	300
Reduced "B" Full	400	600
Reduced "B" Install	50	25
	<u>30,000</u>	<u>29,050</u>
Pending		950
		<u>30,000</u>

*Budget based on this amount pending members*

- 2) Dues: Current NYSNA dues are \$250.00 annually with a 50 or 75 percent reduction for certain eligible members. Income for FY 1990 is calculated based on our membership projection of 30,000 discounted by our average pending membership.
- 3) Advance Pay Monthly: This income line represents our monthly and quarterly electronic dues transfer program.
- 4) Since we are currently unsure of the overall impact of the Supreme Court relating to the Beck decision we have taken a position not to budget any income loss at this time.

B. Dues Related Income

1) Agency Shop: As of June 30, 1989, the data file recorded 1,598 individuals paying agency shop fees. This is a reduction of approximately 100 from last year. Income has been adjusted to reflect this change.

2) Service Charge: Current annual service charges for members enrolled through the installment method are \$6.00; for members and agency shop enrolled through payroll deduction, \$12.00; for members electing monthly electronic transfer dues method, \$12.00. All service charges are reported on the related budget line.

C. Other Income

- 1) Convention: projected registration is 660.
- 2) Pamphlets and Reprints: projection is consistent with FY 1989 experience.
- 3) Investment: projections are based on current market conditions. This estimate has been adjusted to compensate for our current and projected levels of reserve.
- 4) Subscriptions: projection based on FY 1989 experience.
- 5) Advertising: projection based on FY 1989 experience.
- 6) Contributions and Honoraria: projection based on anticipated income.
- 7) Administrative Fee: income is based on actual and projected membership reported to the Welfare Plan for Registered Professional Nurses employed by the Health and Hospitals Corporation, City of New York.
- 8) Workshops & Conferences: projections are based on plans for ten (10) workshops.
- 9) Continuing Education Review and Approval Fee: number of applications projected is based on current favorable experience.
- 10) Miscellaneous Income: this category represents income earned from sale of mailing labels, promotions, administrative services and other related business activities.

II. ESTIMATED EXPENSES

A. Allocated Expenses

Seven allocated expense categories appear in Programs and Departments. These items and their explanations are:

- 1) Salaries: includes salaries of program and secretarial staff involved in that particular program or department and a portion of Executive Director's, Deputy Director's and Director of Financial Affairs' salaries.
- 2) Employee Benefits: this category represents the costs of employee benefit charges to each program or department. Includes Blue Cross, Blue Shield, Major Medical, Life Insurance, Optical Benefit, Retirement Plan and Tuition Refund. Increase is largely due to the pension contribution budgeted in FY 1990 which was not needed in FY 1989.

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- 3) Staff Travel: reflects costs for reasonable, necessary and actual business expenses incurred by staff in implementing program responsibilities. Represents a 7% increase based on FY '89 actual expenses and FY '90 projected costs.
- 4) Supplies: reflects prorated portion of total postage budget allocated to the particular program. Represents a 6% increase based on FY '89 actual expenses and FY '90 projected costs.
- 5) Postage: reflects prorated portion of total postage allocated to the particular program. A 3% increase is reflected to cover an increase in postal usage this year.
- 6) Telephone and Telegraph: reflects prorated portion of total telephone budget allocated to the particular program and a 6% increase in usage and costs related to our 800 number and equipment upkeep.
- 7) Councils and Committees: projections based on FY 1989 experience and per diem expense of \$195 a member per meeting. This represents a \$20 increase in per diem expense per member.

**B. Administration**

1) General:

a) Office Rent:	Guilderland	158,000
	New York City	78,000
	Buffalo	15,000

This reflects our planned lease increase in New York City office rent for this fiscal year.

b) Office Maintenance Service

- 1. Guilderland: projection includes heat, electricity, water, housekeeping, snow and rubbish removal. We anticipate no unusual expenses this year.
- 2. NYC Cleaning and Electricity: projected cost is consistent with FY 1989 lease experience.
- 3. Buffalo Cleaning and Electricity: projection consistent with current contracts.
- 4. Equipment Service Contracts: projection for equipment such as typewriters, postage meters, usage charge on Xerox 9900, etc. Increase is due to increase cost for maintenance of aging equipment and the upgrade of our Xerox 9400 to a Xerox 9900 in FY 1989.

c) Equipment (Depreciation): This line represents actual depreciation expenses. Acquisitions are recorded in Fixed Assets located on the balance sheet.

- d) Insurance: This item represents all Association insurance policies including Board, Committee and Staff Business Travel; errors and omissions; Directors' Liability, automobile insurance, Workers Compensation and General Liability. The decrease is due to both favorable experience and completion of re-negotiations of all commercial line policies.
  - e) Taxes: includes mandatory items such as FICA, State Unemployment, Federal Unemployment, Disability, and tax on non-related business income. Increased costs are related to general increases in our insured taxes, payroll costs and non-dues income.
  - f) Temporary Personnel: provides for illness, vacation relief and peak period coverage.
  - g) Staff Development: funding for staff continuing education and/or training.
  - h) Recruitment: fees for employment agencies and employment advertising costs are increased to reflect experience levels of FY 1989.
  - i) Business Courtesy: provides for Association courtesies such as flowers upon illness or bereavement, contributions in memoriam, occasional entertainment of guests and related business courtesies.
  - j) Charge Card Fees: service fee charged by bank when members use Mastercard or Visa to pay Advanced Pay Full or Advanced Pay Install dues. This account has been eliminated and this expense will be automatically charged against income the same as other service charges.
  - k) Membership Fees/Contributions: these categories have been consolidated and transferred from Liaison Committee/Activity.
- 2) Data Processing Department
- a) Computer Maintenance: projection based on costs of maintenance for all computer and computer related equipment.
  - b) Proposed acquisition of AS-400 to replace obsolete System 38.

The Association's mainframe computer (IBM System 38) is currently obsolete by industry standards. Although it is in excellent condition, we expect IBM to withdraw service support by 1993. Because of our growing requirement to provide statistical data and store accumulated data, we will need to purchase a memory upgrade in 1990. Our investigation leads us to the presentation of three options:

*Approved by  
Finance  
Committee*

Option 1: Authorize approximately \$10,000 in FY 1990 to purchase a memory upgrade for our current system. This upgrade would be sufficient to allow acceptable performance through FY 1993.

Option 2: Authorize approximately \$90,000 in FY 1990 to purchase a model upgrade (model 6 to model 300). Although model 300's are also approaching obsolescence by industry standards, components of the model 300 are adaptable to IBM's newly introduced System AS 400. Approximately \$40,000 of the total would be applicable to the new system purchase.



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Committee

Approved  
by Finance  
Committee

Option 3: Authorize an accrual of approximately \$45,000 per year for the next four years to allow accumulation of an equipment fund to lease or purchase a new computer system in FY 1994.

In the event that IBM withdraws system support for the System 38 as expected, maintenance costs of this system may become prohibitive. Currently, costs for this maintenance are about \$2,500/month. We anticipate that service costs from a non-IBM contractor would increase 2-3 times.

Our recommendation is that both Option 1 and 3 be considered.

3) Special Services

- a) Legal Services: Represents costs related to retainer and expenses of legal counsel - no increases anticipated.
- b) Accounting Services: this represents cost for the annual audit and other support functions performed by a certified public accounting firm.
- c) Miscellaneous Services: this category includes payroll processing and parliamentary services and fees for electronic funds transfers.

4) Corporate Committees and Matters

- a) Board of Directors: based on FY 1989 experience.
- b) President's Expense: based on FY 1989 experience including President's stipend and travel expenses.
- c) Executive Committee: projection reflects a projection of anticipated expense related to increased activity.
- d) Finance Committee: projection based on anticipated costs.
- e) Election: projections are based on quoted cost for ballot counting and anticipated printing and postage costs. Increase is due to the large number of delegates being elected this year.
- f) Nominating Committee, Bylaws Committee, Council on Human Rights, Awards Committee, Consumer Advisory Council and Advisory Committee are based on a per diem of \$195 multiplied by the number of unit members multiplied by the number of meetings.
- g) Consumer Advisory Council: reflects increase in number of members and activity.

- 5) Liaison Committee: This category is being eliminated as an independent category and we are reporting Membership fees, liaison activities and the contribution on page two (last item) titled "Membership Fees/Contributions".

We also recommend elimination of the category "Retired Nurse Group".

C. Constituent Activities

- 1) Projection for all categories other than ANA dues assessment, assumes the standard per capita expense and additional expenses based on past experience and anticipated 1990 requirements. NYSNA ANA dues assessment figure based on formula adopted by 1985 ANA House of Delegates and adjusted reflecting the new formula effective July 1990. Projection for ANA House of Delegates meeting in 1990 assumes a per capita expense of \$300/delegate and \$16,100 for additional expenses, including delegate orientation and caucuses.

D. Program

1) Communications & Publications

a) Publications

1. Journal: increases in Journal costs represents the upgrade in the quality of this publication, which will be published four times in FY 1990.
2. Report: This publication will include all legislative bulletins. The increase in expense is due primarily to a significant increase in paper costs this year.
3. E&GW Bulletin: no change anticipated, increase due to increased paper costs.

- b) Special Publications: will include new educational and practice pamphlets and recruitment brochures. This category now includes both Publication and Special Projects.

- c) Advertising and Special Materials: includes Nurses Week material and the support of various activities.

- d) Special Projects: this category has been eliminated and is now represented in Special Publications/Projects.

2) Membership Services: no changes anticipated.

3) Planning and Research

- a) Library Operations, References and Holdings: projection permits acquisition and treatment of various holdings. A small increase in total cost is anticipated.

4) Legislative Program

- a) Workshops, Conferences: includes both Legislative Workshop and Reception.

- b) Legislative Tracking Services: includes subscription fee and user charges for on-line computer tracking system.

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5) Nursing Education Program

- a) Council on Nursing Education & Council on Continuing Education & Regional Review Teams: cost is estimated for five members attending five meetings.
- b) Statewide Planning: costs estimated for five members attending two meetings.
- c) Functional Units: no change anticipated
- d) Recruitment Into Nursing: costs are related to expenses for New York State Fair and other recruitment activities.

6) Nursing Practice and Services

- a) Council on Nursing Practice: includes expenses for five members attending four meetings.
- b) Council on Ethical Practice & Committee on Impaired Nursing Practice: four meetings of five members with at least one meeting in New York City.
- c) Clinical Practice Units: no change anticipated
- d) Functional Units: no change anticipated

7) Economic & General Welfare

- a) Salaries: increases are due to increased payroll costs and reallocation of salary costs into this department.
- b) Delegate Assembly: includes expenses for twenty-five members to meet four times with an additional meeting at convention.
- c) Supplemental Services: includes fees for actuarial services, hospital audits, CNP meetings and marketing campaign for contract negotiations.
- d) Hearing & Transcripts: includes expenses for arbitrator, transcripts and volunteers.

8) Organization Services

- a) Membership Recruitment: this line item is relocated from Membership Services. It includes such items as special projects to increase membership, new promotional materials and special mailings. It will also include a plan to convert our agency shop fee payers to membership status.
- b) Workshops & Conferences: this item includes ten (10) workshops, and conferences, conducted in FY 1990.

III. CONVENTION

A. Income

Registration: projection based on total registration of 660.

Exhibit Space: projected 75 exhibitors.

Sponsors: contributions from vendors.

B. Expense

Exhibit Decoration: projection based on 75 booths.

Honorarium: Based on \$150 per speaker and \$1,500 for keynote address.

RRS/mkb  
07/12/89

ANALYSIS REPORT  
JUNE 1989

	BUDGET	PLAN	ACTUAL	VAR %
<b>ESTIMATED INCOME</b>				
<b>DUES AND DUES-RELATED INCOME</b>				
ADVANCE PAID FULL	1,083,750.00	988,276.79	864,747.53	- 12.5
ADVANCE PAID INSTALL	709,625.00	647,110.41	529,962.85	- 18.1
CHECK FREE DUES PAYMENTS	.00	.00	1,687.50	****
PRD	4,490,000.00	4,094,452.38	4,168,962.66	1.8
RMDD A FULL	85,000.00	77,511.91	58,578.24	- 24.4
RMDD A INSTALL	42,500.00	38,755.95	26,544.54	- 31.5
RMDD B FULL	21,250.00	19,377.97	29,667.47	53.1
RMDD B INSTALL	2,650.00	2,416.55	1,756.86	- 27.3
AGENCY SHOP AND NON-MEMBER SER FEE	371,875.00	339,114.59	348,031.55	2.6
SUB-TOTAL	6,806,650.00	6,207,016.55	6,029,939.20	- 2.9
<b>OTHER INCOME</b>				
PAMPHLETS AND REPRINTS	2,275.00	2,085.42	2,550.75	22.3
INVESTMENTS	40,000.00	36,666.67	16,551.61	- 54.9
SUBSCRIPTIONS	2,200.00	2,016.67	1,932.75	- 4.2
ADVERTISING	13,750.00	12,604.17	14,057.94	11.5
GRANT INCOME	.00	.00	.00	****
CONTRIBUTIONS AND HONORARIA	1,000.00	916.67	1,146.20	25.0
ADMINISTRATION FEE	242,875.00	219,760.42	222,000.00	1.0
WORKSHOPS, CONFERENCES	7,500.00	6,875.00	16,433.50	139.0
CONTINUING ED REVIEW & APPROV FEE	19,800.00	18,150.00	20,884.70	15.1
MISC INCOME	37,500.00	34,375.00	59,869.89	74.2
SUB-TOTAL	366,900.00	333,450.02	355,427.34	6.6
<b>TOTAL ESTIMATED INCOME</b>	<b>7,173,550.00</b>	<b>6,540,466.57</b>	<b>6,385,366.54</b>	<b>- 2.4</b>

AGEND

#45  
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Committee

ANALYSIS REPORT  
JUNE 1989

	BUDGET	PLAN	ACTUAL	VAR %
<b>GENERAL</b>				
RENT-GUILDERLAND, NYC, BUFFALO OFFICE	248,800.00	238,066.67	224,688.78	5.6
OCCUPANCY				
GUILDERLAND OFFICE	46,500.00	46,000.00	45,907.59	.2
NEW YORK CITY OFFICE	13,020.00	11,935.00	8,859.00	25.8
BUFFALO OFFICE	2,000.00	1,833.33	1,442.55	21.3
EQUIPMENT SERVICE	44,700.00	44,700.00	44,313.32	.9
DEPRECIATION	60,000.00	60,000.00	60,000.00	
SALARIES	297,000.00	277,730.76	261,281.84	5.9
EMPLOYEE BENEFITS	57,900.00	57,900.00	61,150.20	- 5.6
INSURANCE	60,000.00	60,000.00	40,427.67	32.6
TAXES	239,000.00	211,423.09	208,821.34	1.2
TEMPORARY PERSONNEL	2,500.00	2,500.00	2,482.76	.7
STAFF TRAVEL	15,400.00	14,116.67	17,741.71	- 25.7
SUPPLIES	8,700.00	7,975.00	7,536.17	5.5
POSTAGE	4,500.00	4,125.00	3,954.60	4.1
TELEPHONE AND TELEGRAPH	7,700.00	7,058.33	7,035.42	.3
STAFF DEVELOPMENT	6,000.00	6,000.00	5,948.75	.9
RECRUITMENT	5,000.00	5,000.00	4,979.90	.4
BUSINESS COURTESY	2,000.00	2,000.00	1,974.19	1.3
CHARGE CARD FEES	3,000.00	3,000.00	3,621.19	- 20.7
TOTAL	1,123,720.00	1,061,363.85	1,012,166.98	4.6
<b>DATA PROCESSING DEPARTMENT</b>				
SALARIES	91,800.00	86,607.69	77,574.03	10.4
EMPLOYEE BENEFITS	15,440.00	15,440.00	16,149.97	- 4.6
POSTAGE	4,500.00	4,200.00	4,178.60	.5
SUPPLIES	14,500.00	13,291.67	13,007.35	2.1
COMPUTER MAINTENANCE	40,000.00	38,000.01	34,402.65	9.5
TELEPHONE	1,100.00	1,008.33	1,005.07	.3
TOTAL	167,340.00	158,547.70	146,317.67	7.7
<b>SPECIAL SERVICES</b>				
LEGAL SERVICES	195,000.00	178,750.00	166,001.89	7.1
ACCOUNTING SERVICES	7,000.00	6,416.67	6,075.00	5.3
GRANT EXPENSE	.00	.00	.00	****
MISC SERVICES	12,500.00	11,458.33	5,499.78	52.0
TOTAL	214,500.00	196,625.00	177,576.67	9.7
<b>CORPORATE COMMITTEES AND MATTERS</b>				
BOARD OF DIRECTORS	18,750.00	17,187.50	13,264.56	22.8
PRESIDENT'S EXPENSE	12,250.00	11,229.17	18,007.98	- 60.4
EXECUTIVE COMMITTEE	500.00	500.00	475.16	5.0
COMMITTEES OF THE BOARD	1,000.00	916.67	345.13	62.3
FINANCE COMMITTEE	2,000.00	2,000.00	1,515.57	24.2
ELECTIONS	27,000.00	27,000.00	26,939.99	.2
NOMINATING COMMITTEE	1,750.00	1,750.00	1,279.61	26.9
BYLAWS COMMITTEE	1,750.00	1,604.17	1,001.72	37.6



ANALYSIS REPORT  
JUNE 1989

	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
COUNCIL ON HUMAN RIGHTS	3,000.00	3,000.00	2,666.06	11.1
AWARDS COMMITTEE	875.00	875.00	170.00	80.6
CONSUMER ADVISORY COUNCIL	3,600.00	3,600.00	2,180.46	39.4
TOTAL	72,475.00	69,662.51	67,846.24	2.6
LIAISON COMMITTEES/ACTIVITY				
RETIREED NURSES GROUP	1,500.00	1,375.00	.00	100.0
MEMBERSHIP/LIAISON ACTIVITIES	7,195.00	7,000.00	6,939.12	.9
NYS-NPA	3,000.00	3,000.00	3,000.00	
TOTAL	11,695.00	11,375.00	9,939.12	12.6
TOTAL GENERAL EXPENSES	1,589,730.00	1,497,574.06	1,413,846.68	5.6

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ANALYSIS REPORT  
JUNE 1989

	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
PART II - CONSTITUENT ACTIVITIES				
CONSTITUENT ACTIVITIES				
ANA DUES ASSESSMENT	1,575,750.00	1,444,437.50	1,324,642.17	8.3
ANA HOUSE OF DELEGATES	39,550.00	39,550.00	18,986.02	52.0
ANA CONSTITUENT FORUM	2,000.00	1,833.33	277.27	84.9
ESREC	1,035.00	948.75	409.78	56.8
NYSNA ADVISORY COUNCIL	8,000.00	8,000.00	6,556.41	18.0
ICH	7,000.00	6,416.67	2,000.00	68.8
TOTAL	1,633,335.00	1,501,186.25	1,352,871.65	9.9
TOTAL CONSTITUENT ACTIVITIES	1,633,335.00	1,501,186.25	1,352,871.65	9.9

ANALYSIS REPORT  
JUNE 1989

	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
<b>PART III - PROGRAM</b>				
<b>COMMUNICATIONS AND PUBLICATIONS</b>				
SALARIES	104,500.00	95,842.31	95,577.72	.3
EMPLOYEE BENEFITS	15,440.00	15,440.00	16,149.97	- 4.6
STAFF TRAVEL	15,400.00	14,116.67	17,388.95	- 23.2
POSTAGE	57,000.00	55,000.00	52,655.05	4.3
TELEPHONE AND TELEGRAPH	6,600.00	6,050.00	6,030.40	.3
SUPPLIES	8,700.00	7,975.00	7,262.31	8.9
<b>PUBLICATIONS</b>				
JOURNAL	35,000.00	32,083.33	52,070.79	- 62.3
REPORT	32,000.00	32,000.00	42,773.85	- 33.7
E&GW BULLETINS	15,000.00	15,000.00	9,530.41	36.5
SPECIAL PUBLICATIONS	7,100.00	7,100.00	7,075.07	.4
EDITORIAL BOARD	3,000.00	2,750.00	1,058.54	61.5
ADVERTISING, SPECIAL MATERIALS	12,500.00	12,500.00	12,346.06	1.2
SPECIAL PROJECTS	15,000.00	14,600.00	13,827.70	5.3
TOTAL	327,240.00	310,457.31	333,746.82	- 7.5
<b>MEMBERSHIP SERVICES</b>				
SALARIES	219,000.00	198,730.76	189,153.98	4.8
EMPLOYEE BENEFITS	15,440.00	15,440.00	16,149.97	- 4.6
STAFF TRAVEL	6,160.00	5,646.67	6,955.59	- 23.2
POSTAGE	24,000.00	23,000.00	22,285.82	3.1
TELEPHONE AND TELEGRAPH	8,800.00	8,066.67	8,040.49	.3
SUPPLIES	8,700.00	7,975.00	6,755.74	15.3
TOTAL	282,100.00	258,859.10	249,341.59	3.7
<b>PLANNING AND RESEARCH</b>				
SALARIES	101,600.00	89,876.93	84,995.24	5.4
EMPLOYEE BENEFITS	15,440.00	15,440.00	16,149.97	- 4.6
STAFF TRAVEL	6,160.00	5,646.67	6,955.59	- 23.2
POSTAGE	3,000.00	2,800.00	2,785.72	.5
TELEPHONE AND TELEGRAPH	3,300.00	3,025.00	3,015.19	.3
SUPPLIES	2,900.00	2,658.33	2,262.94	14.9
LIBRARY OPERAT., REFERENCE & HOLDINGS	19,000.00	17,416.67	11,755.50	32.5
COUNCIL ON NURSING RESEARCH	4,500.00	4,125.00	2,282.50	44.7
TOTAL	155,900.00	140,988.60	130,202.65	7.7
<b>LEGISLATIVE PROGRAM</b>				
SALARIES	114,500.00	106,288.45	107,647.72	- 1.3
EMPLOYEE BENEFITS	11,580.00	11,580.00	12,112.48	- 4.6
STAFF TRAVEL	30,800.00	28,233.33	34,787.93	- 23.2
POSTAGE	7,500.00	7,000.00	6,964.33	.5
TELEPHONE AND TELEGRAPH	17,600.00	16,133.33	16,091.00	.3
SUPPLIES	13,050.00	11,962.50	10,100.48	15.6

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ANALYSIS REPORT  
JUNE 1989

	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR %-
<b>COUNCIL ON LEGISLATION</b>				
WORKSHOPS, CONFERENCES	5,000.00	5,000.00	4,997.38	.1
LEGISLATIVE TRACKING SERVICES	12,000.00	12,000.00	17,746.06	- 47.9
TOTAL	2,000.00	2,000.00	4,050.21	-102.5
TOTAL	214,030.00	200,197.61	214,497.59	- 7.1
<b>NURSING EDUCATION PROGRAM</b>				
SALARIES	140,500.00	124,288.45	123,263.59	.8
EMPLOYEE BENEFITS	15,440.00	15,440.00	16,149.97	- 4.6
STAFF TRAVEL	30,800.00	28,233.33	34,777.93	- 23.2
POSTAGE	7,500.00	7,000.00	6,964.33	.5
TELEPHONE AND TELEGRAPH	8,800.00	8,066.67	8,040.49	.3
SUPPLIES	13,050.00	11,962.50	10,409.63	13.0
COUNCIL ON NURSING EDUCATION	4,375.00	4,375.00	3,820.36	12.7
COUNCIL ON CONTINUING ED	4,375.00	4,375.00	2,694.57	38.4
REGIONAL REVIEW TEAMS	5,000.00	4,583.33	2,815.46	38.6
STATEWIDE PLANNING COMM	4,500.00	4,500.00	3,110.90	30.9
FUNCTIONAL UNITS	2,500.00	2,291.67	1,872.90	18.3
RECRUITMENT INTO NURSING	23,600.00	21,633.33	4,734.12	78.1
ANA ACCREDITATION	4,500.00	4,500.00	4,443.24	1.3
TOTAL	264,940.00	241,249.28	223,097.49	7.5
<b>NURSING PRACTICE AND SERVICES PROGRAM</b>				
SALARIES	365,000.00	332,884.61	307,336.43	7.7
EMPLOYEE BENEFITS	15,440.00	15,440.00	15,845.86	- 2.6
STAFF TRAVEL	46,200.00	42,350.00	52,166.88	- 23.2
POSTAGE	7,500.00	7,000.00	6,964.33	.5
TELEPHONE AND TELEGRAPH	16,500.00	15,125.00	15,075.95	.3
SUPPLIES	14,500.00	13,291.67	11,182.26	15.9
COUNCIL ON NURSING PRACTICE	3,500.00	3,500.00	3,338.59	4.6
COUNCIL ON ETHICAL PRACTICE	3,000.00	3,000.00	2,868.48	4.4
COMM ON IMPAIRED NURSING PRACTICE	2,500.00	2,291.67	1,554.77	32.2
CLINICAL PRACTICE UNITS	9,000.00	8,250.00	7,710.82	6.5
FUNCTIONAL UNITS	4,500.00	4,150.00	3,747.85	9.7
TOTAL	487,640.00	447,282.95	427,792.22	4.4
<b>ECONOMIC AND GENERAL WELFARE PROGRAM</b>				
SALARIES	1,180,000.00	1,045,846.15	1,045,269.94	.1
EMPLOYEE BENEFITS	212,300.00	212,300.00	223,452.10	- 5.3
STAFF TRAVEL	123,200.00	112,933.33	139,111.67	- 23.2
POSTAGE	25,500.00	24,000.00	23,853.69	.6
DELEGATE ASSEMBLY	20,500.00	18,791.67	12,969.41	31.0
TELEPHONE AND TELEGRAPH	33,000.00	30,250.00	30,199.37	.2
SUPPLIES	31,900.00	29,241.67	28,450.74	2.7
HEARINGS, TRANSCRIPTS	48,000.00	47,000.00	39,802.72	15.3
CNP MEETINGS	4,000.00	3,666.67	2,285.32	37.7
SUPPLEMENTAL SERVICES	31,500.00	31,500.00	40,774.02	- 29.4
WELFARE EXPENSES	100,367.00	97,119.60	96,849.24	.3
TOTAL	1,810,267.00	1,652,649.09	1,683,018.22	- 1.8

ANALYSIS REPORT  
JUNE 1989

	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR X-
<b>ORGANIZATION SERVICES</b>				
SALARIES	79,640.00	75,450.76	55,660.71	26.2
EMPLOYEE BENEFITS	11,580.00	11,580.00	11,298.63	2.4
STAFF TRAVEL	12,320.00	11,293.33	13,911.17	23.2
POSTAGE	4,500.00	4,325.00	4,215.43	2.5
TELEPHONE AND TELEGRAPH	3,300.00	3,025.00	3,015.19	.3
SUPPLIES	7,250.00	6,645.83	5,607.70	15.6
MEMBERSHIP RECRUITMENT	12,500.00	12,500.00	10,144.15	18.8
WORKSHOPS, CONFERENCES	8,750.00	8,750.00	14,616.04	67.0
TOTAL	139,840.00	133,569.92	118,478.32	11.3
<b>TOTAL PROGRAM</b>	<b>3,681,957.00</b>	<b>3,385,253.86</b>	<b>3,380,174.90</b>	<b>.2</b>
<b>TOTAL INCOME</b>	<b>7,173,550.00</b>	<b>6,540,466.57</b>	<b>6,385,366.54</b>	<b>2.4</b>
<b>TOTAL EXPENSE</b>	<b>6,905,022.00</b>	<b>6,384,014.17</b>	<b>6,146,893.23</b>	<b>3.7</b>
<b>TOTAL INCOME(EXPENSE)</b>	<b>268,528.00</b>	<b>156,452.40</b>	<b>238,473.31</b>	<b>52.4</b>

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ANALYSIS REPORT  
JUNE 1989

	-----BUDGET-----	-----PLAN-----	-----ACTUAL-----	-VAR X-
<b>CONVENTION INCOME</b>				
REGISTRATION	77,250.00	77,250.00	61,147.08	20.8
EXHIBIT SPACE	35,000.00	35,000.00	26,295.00	24.9
SPONSORS	7,500.00	7,500.00	2,376.56	68.3
PROGRAM ADVERTISING	12,000.00	12,000.00	8,742.36	27.1
TOTAL	133,450.00	133,450.00	98,561.00	26.1
<b>EXPENSES</b>				
EXHIBIT DECORATION	6,500.00	6,500.00	6,476.48	.4
MISC. EXPENSES	3,500.00	3,500.00	3,432.56	1.9
AWARDS BANQUET/RECEPTION	3,000.00	3,000.00	2,991.10	.3
INSURANCE	600.00	600.00	595.00	.8
REFRESHMENT BREAK	2,500.00	2,500.00	2,496.25	.2
GIFTS FOR UNIT REPS	1,200.00	1,200.00	1,161.09	3.2
SPECIAL SERVICES	5,500.00	5,500.00	5,439.14	1.1
WELCOME RECEPTION	500.00	500.00	498.34	.3
SPEAKERS' TRAVEL	9,000.00	9,000.00	9,661.42	7.3
SUPPLIES	21,750.00	21,750.00	30,240.75	39.0
PROMOTION	3,500.00	3,500.00	3,485.72	.4
TELEPHONE	3,300.00	3,300.00	3,163.54	4.1
POSTAGE	4,620.00	4,620.00	4,619.05	.0
ORGANIZATIONAL UNITS' TRAVEL	8,000.00	8,000.00	7,996.83	.3
BOARD AND STAFF TRAVEL	21,560.00	21,560.00	20,632.91	4.3
PROGRAM	9,000.00	9,000.00	8,970.10	.3
TOTAL	104,030.00	104,030.00	111,860.28	7.5
<b>TOTAL INCOME</b>	<b>133,450.00</b>	<b>133,450.00</b>	<b>98,561.00</b>	<b>26.1</b>
<b>TOTAL EXPENSE</b>	<b>104,030.00</b>	<b>104,030.00</b>	<b>111,860.28</b>	<b>7.5</b>
<b>TOTAL INCOME(EXPENSE)</b>	<b>29,420.00</b>	<b>29,420.00</b>	<b>13,299.28</b>	<b>145.2</b>



ANALYSIS REPORT  
JUNE 1989

	.....BUDGET.....	.....PLAN.....	.....ACTUAL.....	VAR %
GRAND TOTAL INCOME	7,307,000.00	6,673,916.57	6,483,927.54	- 2.8
GRAND TOTAL EXPENSE	7,009,052.00	6,488,044.17	6,258,753.51	3.5
GRAND TOTAL INCOME(EXPENSE)	297,948.00	185,872.40	225,174.03	21.1

BALANCE SHEET  
JUNE 1989

	.....C U R R E N T.....	.....L A S T Y E A R.....	VAR-X
<b>CURRENT ASSETS</b>			
CASH IN BANK	567,705.46	598,564.18	5.16-
PETTY CASH	845.00	845.00	4.36-
SECURITY DEPOSITS	25,879.95	22,119.16	17.00
CASH & CASH EQUIVALENTS	594,430.41	621,528.34	4.36-
DIVIDENDS RECEIVABLE	.00	12,010.00	100.00-
ACCOUNTS RECEIVABLE	701,621.92	239,899.90	192.46
ACCOUNTS RECEIVABLE FOUNDATION	268,774.97	303,167.96	11.34-
TOTAL ACCOUNTS RECEIVABLE	970,396.89	555,077.86	74.82
PREPAID EXPENSE	134,493.91	125,913.36	6.81
INVESTMENTS	.00	.00	.00
TOTAL CURRENT ASSETS	1,699,321.21	1,302,519.56	30.46
<b>FIXED ASSETS</b>			
FURNITURE & EQUIPMENT	828,939.48	902,748.68	8.18-
ACCUMULATED DEPRECIATION	403,087.54CR	392,914.72CR	2.59
FURNITURE & EQUIPMENT LESS A/C	425,851.94	509,833.96	16.47-
LAND & BUILDING	240,445.72	240,445.72	.00
TOTAL FIXED ASSETS	666,297.66	750,279.68	11.19-
TOTAL ASSETS	2,365,618.87	2,052,799.24	15.24
<b>CURRENT LIABILITIES</b>			
TRADE ACCOUNTS PAYABLE	370,678.23	29,528.35	155.33
MISCELLANEOUS ACCOUNTS PAYABLE	129,145.43	172,156.58	24.98-
DUES & COLLECTIONS PAYABLE	12,471.30	45,956.28	72.86-
PAYROLL TAXES PAYABLE	.00	1,060.60	100.00-
SALARY & WITHHOLDINGS	177,790.21	126,770.18	40.25
CURRENT NOTES PAYABLE	.00	.00	.00
UNEARNED INCOME	655,282.19	525,567.22	24.68
DEFERRED CONVENTION INCOME	8,042.25	9,214.36	12.72-
TOTAL CURRENT LIABILITIES	1,353,409.61	910,253.57	48.68
<b>NONCURRENT LIABILITIES</b>			
TOTAL NONCURRENT LIABILITIES	.00	.00	.00
TOTAL LIABILITIES	1,353,409.61	910,253.57	48.68
<b>MEMBER'S EQUITY</b>			
RETAINED EARNINGS PRIOR YEARS	787,035.23	1,309,852.34	39.91-
CURRENT RETAINED EARNINGS	225,174.03	167,306.67DR	234.59-
MEMBER'S EQUITY	1,012,209.26	1,477,159.01	11.41-
TOTAL LIABILITIES & EQUITY	2,365,618.87	2,052,799.24	15.24

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CONSOLIDATED EXPENSES

ANALYSIS REPORT  
JUNE 1989

	BUDGET	PLAN	ACTUAL	VAR %
SALARY	2,693,540.00	2,433,546.87	2,347,761.20	3.5
EMPLOYEE BENEFITS	386,000.00	386,000.00	404,609.12	4.8
STAFF TRAVEL	308,000.00	284,130.00	344,430.33	21.2
SUPPLIES	145,000.00	134,729.17	132,816.07	1.4
POSTAGE	150,120.00	143,070.00	139,440.95	2.5
TELEPHONE	110,000.00	101,108.33	100,712.11	.4
TOTAL INCOME	.00	.00	.00	****
TOTAL EXPENSE	3,792,660.00	3,482,584.37	3,469,769.78	.4
TOTAL INCOME(EXPENSE)	3,792,660.00	3,482,584.37	3,469,769.78	.4

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Report Of Membership Figures  
**FEBRUARY, 1989**

	Full	Member		Reduced Membership Dues		Compli- mentary	No Pay Type	Total Advance Paid	PRD	Pending	Total PRD	Total	+ or - Previous Report			
		Install	Monthly	Quarter	Group A Full									Group B Install		
D01	90	71	1	0	28	11	33	1	0	0	235	143	6	149	384	SAME
D02	115	87	0	0	16	6	11	0	0	0	235	4	0	4	239	SAME
D03	21	18	0	0	0	2	7	0	0	0	48	44	0	44	92	SAME
D04	70	49	0	0	14	7	18	1	0	0	159	6	0	6	165	-7
D05	36	26	0	0	2	0	9	0	0	0	73	0	0	0	73	-3
D06	27	21	0	0	8	5	4	0	0	0	65	73	10	83	148	+3
D07	41	24	0	0	7	9	16	0	0	0	97	33	3	36	133	-8
D08	26	15	0	0	7	2	5	0	0	0	55	18	1	19	74	SAME
D09	102	77	0	0	20	8	20	1	1	0	229	28	1	29	258	-2
D10	31	26	0	0	3	5	11	0	0	0	76	99	4	103	179	+3
D11	17	5	0	0	3	3	5	0	0	0	33	4	0	4	37	-1
D12	47	44	0	0	12	9	6	0	1	0	119	6	0	6	125	-2
D13	1172	828	3	0	152	69	243	15	2	0	2484	2482	105	2587	5071	-42
D14	830	610	0	0	104	57	220	15	4	0	1840	2329	26	2355	4195	-62
D15	20	14	0	0	1	1	8	1	0	0	45	5	0	5	50	+1
D16	205	135	0	0	39	8	28	2	0	0	417	244	4	248	665	-7
D17	88	66	0	0	14	7	12	1	0	0	188	40	0	40	228	+1
D18	63	49	0	0	8	8	9	1	1	0	139	27	4	31	170	-2
D19	45	40	0	0	11	8	5	0	0	0	109	15	6	21	130	+8
SUB	3046	2205	4	0	449	225	670	38	9	0	6646	5600	170	5770	12416	-120
NYS	2219	920	3	0	83	29	31	0	1	1	3287	13243	748	13991	17278	+9
TOT	5265	3125	7	0	532	254	701	38	10	1	9933	18843	918	19761	29694	-111

COMPARISON FIGURES: February, 1989 29,694 February, 1989 29,694  
 January, 1989 29,805 February, 1988 29,814  
 <111> <120>

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Report Of Membership Figures  
**JANUARY, 1989**

	Full	Member		Reduced Membership Dues		Compli- mentary	No Pay Type	Total Advance Paid	PRD	Pending	Total PRD	Total	+ or - Previous Report			
		Install	Monthly	Quarter	Group A Full									Group B Install		
D01	91	66	1	0	30	13	36	1	0	1	239	142	3	145	384	- 1
D02	108	86	0	0	19	6	12	0	0	3	234	5	0	5	239	- 3
D03	20	17	0	0	1	3	7	0	0	2	50	41	1	42	92	+ 1
D04	74	49	0	0	14	8	19	2	0	0	166	6	0	6	172	- 2
D05	34	26	0	0	4	0	11	0	0	1	76	0	0	0	76	- 1
D06	25	22	0	0	9	4	4	0	0	1	65	74	6	80	145	+ 2
D07	40	27	0	0	7	7	18	0	0	2	101	34	6	40	141	+ 3
D08	25	15	0	0	7	3	5	0	0	1	56	17	1	18	74	+ 3
D09	104	75	0	0	20	9	20	1	1	1	231	29	0	29	260	- 6
D10	33	26	0	0	3	4	11	0	0	0	77	92	7	99	176	+ 1
D11	17	5	0	0	3	3	5	0	0	0	33	5	0	5	38	SAME
D12	46	46	1	0	10	9	7	0	1	1	121	6	0	6	127	SAME
D13	1166	844	2	0	153	71	244	16	2	28	2526	2459	128	2587	5113	- 27
D14	830	607	0	0	105	63	230	14	4	25	1878	2347	32	2379	4257	- 56
D15	19	14	0	0	1	1	8	1	0	0	44	5	0	5	49	+ 1
D16	198	132	0	0	46	11	29	2	0	4	422	245	5	250	672	- 6
D17	89	61	0	0	15	7	12	1	0	2	187	40	0	40	227	- 8
D18	62	51	0	0	9	9	10	1	0	1	143	23	6	29	172	SAME
D19	41	38	0	0	12	9	5	0	0	0	105	4	13	17	122	+ 20
SUB	3022	2207	4	0	468	240	693	39	8	73	6754	5574	208	5782	12536	- 79
NYS	2226	921	1	0	88	27	32	0	1	10	3306	13214	749	13963	17269	- 40
TOT	5248	3128	5	0	556	267	725	39	9	83	10060	18788	957	19745	29805	-119

COMPARISON FIGURES: January, 1989 29,805 January, 1989 29,805  
 December, 1988 29,924 January, 1988 30,494  
 <119> <689>

AGENDA #6(C)



#45  
Finance  
Committee

THE NEW YORK STATE NURSES ASSOCIATION

MEETING OF COMMITTEE ON FINANCE

The Ramada Inn  
Albany, New York

March 29, 1989

AGENDA

PRESIDING: Nettie Birnbach, Treasurer

- ✓ I. Call to order
- ✓ II. Minutes of January 25, 1989 meeting
- ✓ III. Analysis report/comparison with budget for income and expenses through February 28, 1989
- ✓ IV. Membership figures for January and February 1989
- ✓ V. Consideration of proposed budget assumptions for fye 1990
- ✓ VI. Investments in companies with indirect involvement in South Africa
- ✓ VII. Date of Next Meeting *Times June 13*

VIII. Adjournment

*Rent per sq foot  
how many sq feet  
used by NYSNA  
Foundation  
1992*

WMB  
3/20/89  
F1  
3/27/89



Martha L. Orr, MN, RN  
Executive Director

Constituent of The American  
Nurses Association

NEW YORK STATE NURSES ASSOCIATION  
2113 Western Avenue, Guilderland, N.Y. 12084, (518) 456-5371

To: Finance Committee  
From: Robert R. Sacco *S*  
Date: March 17, 1989  
Subj: Apartheid Investments

As directed by Board resolution, we have taken an investment position not to invest in any stock that have a "DIRECT" involvement in South Africa. The below information has recently come to my attention and is being presented for your review. These stocks have an "INDIRECT" involvement in South Africa and their liquidation would not have an adverse effect on our investment position.

QUANTITY	DESCRIPTION	
800 shares	Emerson Electric	Failed to disclose a pre-existing royalty agreement (bound until 1995) without which Emerson could not divest fully.
600 shares	Motorola	Licensing agreement prohibited to military, police, prison system and any other apartheid enforcing agency.
200 shares	IBM	Distribution agreement solely with ISM (an independant trust created for the benefit of South African employees) will not do any business with military, police, prison system or any apartheid enforcing agencies.
450 shares	Consolidated Freight	Dormant subsidiary

*17-8% of  
investments*

RRS:jmh



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Finance  
Committee

THE NEW YORK STATE NURSES ASSOCIATION  
NON-STAFF EXPENSE REPORT

F.7

NAME \_\_\_\_\_ Has your address changed in the last 6 months?  Yes  No

CIRCLE CHARGE ITEMS	Monday	Tuesday	Wednesday	Thursday	Friday	Sat & Sun	SUB TOTAL CHARGE ITEMS	SUB TOTAL CASH ITEM
Date								
From								
To								
To								
To								
Auto Mileage Driven								
Amount @ \$.24/mile								
Train* & Bus*								
Plane*								
Taxi*, Subway, etc.								
Room*								
Breakfast (inc. tips)								
Lunch (inc. tips)								
Dinner (inc. tips)								
Telephone								
Parking* & Tolls*								
Other Business Exp.*								

\*Kindly circle all charges and attach receipts for all expenses  
Special Remarks: \_\_\_\_\_

TOTAL CHARGE ITEMS	
TOTAL CASH ITEMS	
BALANCE DUE	

Charge To: \_\_\_\_\_  
Approved By: \_\_\_\_\_  
Date: \_\_\_\_\_

\_\_\_\_\_  
(Member's Signature) (Date)



#45  
Finance  
Committee

Martha L. Orr, MN, RN  
Executive Director



Constituent of The American  
Nurses Association

**NEW YORK STATE NURSES ASSOCIATION**  
2113 Western Avenue, Guilderland, N.Y. 12084, (518) 456-5371

March 20, 1989

MEMO: Nettie Birnbach, Treasurer  
Members of Finance Committee

FROM: Martha L. Orr  
Executive Director

Robert Sacco  
Director of Financial Affairs

In order to facilitate preparation of the budget for the next fiscal year, FYE 1990, we have prepared an explanation of the assumptions which we will be using to draft the proposed budget. It is our hope that discussion of these assumptions by the Finance Committee at its March meeting will establish an agreed-upon framework for the budget planning.



PROPOSED BUDGET ASSUMPTIONS, FYE 1990

REVENUES

I. MEMBERSHIP

A. Membership dues will be received from the four new bargaining units achieved by the Association in FYE 1989. Total potential membership of these units is approximately 550.

B. Although additional bargaining units may be obtained, these will not yield significant increases of membership in FYE 1990.

C. There may be some additional attrition of membership related to the dues increase and to the expected differential price of membership dues versus agency shop fee payments. (See section on dues and dues related income.)

D. Because of the decline in nursing school enrollments and graduations, membership growth in the new graduate pool may be diminished.

E. A continuing assumption of 30,000 members is probably appropriate.

II. DUES AND DUES RELATED INCOME

A. There will be no additional increase of NYSNA dues in FYE 1990. Any increase of ANA dues assessment which may be adopted by the House of Delegates in June, 1989, will be absorbed by the Association for the period of January through July, 1990.

B. Agency shop fee payments must be restructured by the Association to comply with the determination of the Supreme Court in the Beck decision. (See attached BNA explanation) Legal Counsel for both ANA and NYSNA have strongly urged that we be prepared to rebate to objecting nurses that portion of the ANA assessment which is unrelated to collective bargaining, and, further, that the Association transmit to ANA that portion of the agency shop fee payment which could be considered payment for services of ANA which are related to collective bargaining.

Pending resolution of this issue with ANA and a decision of the NLRB in the pending challenge of NYSNA's agency shop fee procedure, we anticipate the following structure for agency shop fee payments:

The agency shop fee will be reduced by the portion of the ANA assessment fee which ANA declares to be unrelated to collective bargaining. (The projected amount of unrelated fees is \$19; therefore, the agency shop fee would be \$231.)



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D. Volunteer travel: the formula for calculation of expected costs of volunteer travel must be increased in light of rail and air rate increases, and increased hotel costs. The present formula is \$175/day of volunteer travel. We recommend that the formula be increased to \$ 195. This recommendation assumes no increase in the \$30 per diem for meal expenses. There may be some pressure to increase this per diem amount.

Estimated amounts for the components of this formula are as follows:

Average cost of travel:	\$105
Hotel:	60
Per Diem	30

II. PROGRAM/DEPARTMENT/OTHER EXPENSES

1. Rent:

There are no significant increases anticipated although there may be a small upward adjustment in the New York City office.

2. Data Processing

The Association's mainframe computer (IBM System 38) is currently obsolete by industry standards. Although it is in excellent condition, we expect IBM to withdraw service support by 1993. Because of our growing requirement to provide statistical data and store accumulated data, we will need to purchase a memory upgrade in 1990. Our investigation leads us to the presentation of three options:

X Option 1: Authorize approximately \$10,000 in FYE 1990 to purchase a memory upgrade for our current system. This upgrade would be sufficient to allow acceptable performance through FYE 1993.

Option 2: Authorize approximately \$90,000 in FYE 1990 to purchase a model upgrade (model 6 to model 300). Although model 300's are also approaching obsolescence by industry standards, components of the model 300 are adaptable to IBM's newly introduced System AS 400. Approximately \$40,000 of the total would be applicable to the new system purchase.

X Option 3: Authorize an accrual of approximately \$45,000 per year for the next four years to allow accumulation of an equipment fund to lease or purchase a new computer system in FYE 1994.

11-22-88

(No. 225) D - 1

BNA's Daily Reporter System

FULL TEXT  
SECTION

DAILY LABOR REPORT

GENERAL COUNSEL MEMORANDUM ON OBJECTIONS TO DUES EXPENDITURES

OFFICE OF THE GENERAL COUNSEL  
MEMORANDUM GC 88- 14 November 15, 1988

TO: All Regional Directors, Officers-in-Charge,  
and Resident Officers

FROM: Rosemary M. Collyer, General Counsel

SUBJECT: Guidelines Concerning CWA v. Beck, \_\_\_\_\_  
U.S. \_\_\_\_\_, 128 LRRM 2729 (June 29, 1988).

Introduction

In CWA v. Beck, the Supreme Court held that the proviso to Section 8(a)(3) of the Act does not "permit a union, over the objections of dues-paying nonmember employees, to expend funds so collected [pursuant to a union-security clause] on activities unrelated to collective bargaining, contract administration or grievance adjustment." The Court also concluded that "such expenditures violate the union's duty of fair representation."

There are presently pending several cases in which it is alleged that unions violated Section 8(b)(1)(A) of the Act by engaging in conduct of the kind condemned in Beck. In addition, it can fairly be anticipated that the decision in Beck will spawn future cases of the same type. This Guideline Memorandum deals with such cases.

In these Guidelines, I have relied not only on Beck but also, to some extent, on cases arising in the public and railway labor sectors. I recognize that the public sector cases, and perhaps the railway labor cases as well, rest in part on constitutional principles. By contrast, Beck does not rest on such principles. Because of this distinction, the Board and courts may ultimately hold that some of the requirements imposed by the case law developed in the public and railway labor sectors do not apply to the NLRA private sector. However, in order to place these issues before the Board and courts, I have generally taken the position that the body of law developed in the public and railway labor sectors does apply to the NLRA private sector.

As noted, Beck involved nonmember employees who objected to the expenditures of funds for non-representational purposes. Hence, in order to qualify for Beck rights, the employee must be a nonmember of the union. An employee who has never become a full member of the union or an employee who has resigned full membership would be eligible for Beck rights. In this latter regard, an employee who attempts to resign and is unlawfully prevented from doing so would be regarded as a constructive resignee and hence a nonmember.

In addition, as noted above, the nonmember must object to the expenditure of funds for non-representational purposes. If the nonmember does not object, the union can collect "full dues" under the union-security clause.

Requirements Imposed on Union

If a union has a union-security clause covering statutory employees, and if it expends part of the funds collected thereunder on non-representational activities, that union has an obligation to notify nonmember employees: (1) that a stated percentage of funds was spent in the last accounting year for non-representational activities; (2) that nonmembers can object to having their union-security payments spent on such activities; and (3) that those who

object will be charged only for representational activities. In addition, the union must notify the nonmembers that, if they object, the union will provide detailed information concerning the breakdown between representational and non-representational expenditures.

The aforementioned notice must be given at least once a year, as soon as practicable after the close of the union's prior accounting year. In this regard, we note that, as set forth infra, the calculations for a given year can be based on the financial data from the preceding accounting year. For similar reasons, a union can require nonmembers to file new objections, as discussed below, each year.

In addition, if the union has a "time window" for filing objections, the notice must set forth that information and the time period must be reasonable.

If a new employee (who is not a member) joins the unit after the notice or if a member resigns after the notice, a separate notice and opportunity to object must be given to these employees.

Upon receipt of a nonmember's objection to expenditures of monies for non-representational purposes, the union must refrain from charging the employee for those non-representational functions. Thus, for example, if the figures for the last accounting year show 80 percent of the union's expenditures were for representational functions and 20 percent for non-representational functions and if the monthly dues are \$10 per month, the union can charge that objecting employee only \$8 after the employee objects.

Also upon receipt of a nonmember's objection, the union must provide that objector with information setting forth the union's major expenditures during the previous accounting year, distinguishing between representational and non-representational function. While "absolute precision" cannot "be expected or required," the information must inform the employee of the major categories of expenses (e.g., national convention, organizing, etc.), whether the union considers that expense to be representational or non-representational, the total sum of expenditures, and the percentages thereof that were representational and non-representational. This financial information must be verified by an independent accounting firm.

If the objecting employee disagrees with the union's determination of the appropriate percentage, that employee must be given an opportunity to challenge that determination or the use of monies for particular purposes. One of the ways in which an employee can make such challenges is to file a charge with the NLRB. In that event, as with any other case, the Office of the General Counsel will determine the legality of the Union's allocation of monies into representational and non-representational purposes and will either issue complaint, absent settlement, or dismiss the charge, absent withdrawal, as appropriate.

The union may, if it wishes, establish a system of neutral arbitration to resolve the employee's challenge. Assuming that the system is modeled on that set forth in Hudson, the Region should hold the charges in abeyance, pending the results of such arbitration. If the arbitrator agrees with the employee, and the union complies, the charge can be dismissed, absent withdrawal, on grounds of mootness. If the arbitrator disagrees with the employee, the Region should submit to Advice the issue of deferral to the arbitral decision.

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NYSNA would continue to rebate to objecting agency shop fee payors the pro rata share of NYSNA fees expended for purposes unrelated to collective bargaining. At the present time the rebatable amount is approximately \$7.28. Fewer than ten nurses have filed such objections.

The financial liability of this projection is the anticipated requirement that a national service fee will be paid by NYSNA to ANA for all agency shop fee payors. There are currently approximately 1600 agency shop fee payors, and no fees are paid to ANA for these nurses. Therefore, the total loss of revenue to NYSNA would be somewhere between \$57,600 - \$88,000 (based on a national service fee of \$36 - \$55). An additional loss of the rebatable amount related to NYSNA non-chargeable expenditures would be \$7.28 per objecting nurse.

III. FINANCIAL RESERVES

We recommend that the Association continue to maximize revenue over expenses and establish a minimum target increase in the financial reserves of \$300,000 for FYE 1990.

EXPENSES

I. GENERAL CLASSES OF EXPENDITURES

A. Given the marked increase in the cost of paper goods and the general usage costs, the budget for supplies will be increased by a minimum of 7.5%.

B. Staff travel: Rate increases in rail and air travel have already been incurred in the current fiscal year. Allowance for mileage reimbursement has also been increased to \$.24/mile. Therefore, the general staff travel allocation will be increased by an amount to be determined later in the fiscal year.

We recommend that a new budget format be adopted to charge appropriate staff travel to organizational units as a direct cost. At present, all staff travel is allocated as a general expense.

C. Telephone and Postage: A pending issue is the possibility of extending the use of the Association's toll-free telephone number to the general membership. Present policy provides for the use of toll-free calls to Leg-Line and to the Association by volunteers in leadership positions. No significant rate increases are anticipated at this time.

D. Volunteer travel: the formula for calculation of expected costs of volunteer travel must be increased in light of rail and air rate increases, and increased hotel costs. The present formula is \$175/day of volunteer travel. We recommend that the formula be increased to \$ 195. This recommendation assumes no increase in the \$30 per diem for meal expenses. There may be some pressure to increase this per diem amount.

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X Option 3: Authorize an accrual of approximately \$45,000 per year for the next four years to allow accumulation of an equipment fund to lease or purchase a new computer system in FYE 1994.



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Page Four

In the event that IBM withdraws system support for the System 38 as expected, maintenance costs of this system may become prohibitive. Currently, costs for this maintenance are about \$2500/month. We anticipate that service costs from a non-IBM contractor would increase 2-3 times.

Our recommendation is that both option 1 and 3 be considered.

#### 4. Corporate Committees and Matters

There will continue to be a minimum of four regular two-day meetings of the Board of Directors, an additional one day meeting for budget consideration, and pre/post convention meetings (charged to convention expense).

The Finance Committee will continue to meet the evening before the Board of Directors, for a total of six meetings.

The Nominating Committee and Bylaws Committee will continue to meet twice yearly.

### III. CONSTITUENT ACTIVITIES

House of Delegates' expenses will continue to include a subsidy for delegates' attendance; since 1990 will be a full convention year, and since the meeting is in Boston, staff travel expenses related to the House will be somewhat reduced. The initial calculation of this line item will include a subsidy of \$300/delegate.

### IV. PROGRAM EXPENSES: ORGANIZATIONAL UNITS

The current pattern is that all organizational units are budgeted for four meetings/year. The chairs of organizational units, and the Executive Committees of the CPUs and FUs are budgeted for attendance at convention (one-two days each, depending on their reporting obligation to the voting body and the timing of their business meetings.)

We recommend that some consideration be given to reducing the number of budgeted meetings per year if additional cost containment is required to meet the target excess of income over revenue.

C:FIN:F15



#45  
Finance  
Committee

11-22-88

(No. 225) D-1

BNA's Daily Reporter System

DAILY LABOR REPORT

FULL TEXT  
SECTION

GENERAL COUNSEL MEMORANDUM ON OBJECTIONS TO DUES EXPENDITURES

OFFICE OF THE GENERAL COUNSEL

MEMORANDUM GC 88-14

November 15, 1988

TO: All Regional Directors, Officers-in-Charge,  
and Resident Officers

FROM: Rosemary M. Collyer, General Counsel

SUBJECT: Guidelines Concerning CWA v. Beck, \_\_\_\_\_  
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The union may, if it wishes, establish a system of neutral arbitration to resolve the employee's challenge. Assuming that the system is modeled on that set forth in *Hudson*, the Region should hold the charges in abeyance, pending the results of such arbitration. If the arbitrator agrees with the employee, and the union complies, the charge can be dismissed, absent withdrawal, on grounds of mootness. If the arbitrator disagrees with the employee, the Region should submit to Advice the issue of deferral to the arbitral decision.



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Finance  
Committee

In all cases in which an employee disagrees with the union's determination, the union is required to place the amount in dispute into an interest-bearing escrow account while the matter is being resolved. Non-disputed amounts can be legitimately collected under the union-security clause of the collective bargaining contract.

#### Classification of Expenditures

As noted above, there is an important distinction between expenditures for representational activities and those for non-representational activities. "Congress understood Section 8(a)(3) simply to enable unions to charge nonmembers only for those activities that actually benefit them." *Beck*, supra, 128 LRRM at 2738. It is clear that representational activities which are chargeable to nonmembers include:

- a. Collective bargaining, contract administration, and grievance-arbitration.
- b. The expenses of litigation incident to negotiating and administering the contract, settling grievances and disputes arising within the bargaining unit, fulfilling the duty of fair representation to the unit, handling jurisdictional disputes with other unions, and conducting other litigation before administrative agencies or courts concerning bargaining unit employees."
- c. National conventions."
- d. Union business meetings and social activities open to member and nonmember employees."
- e. Union publications to the extent that they report on the union's representational activities."
- f. Costs of union benefits available to members and nonmembers alike."

Non-representational, and therefore non-chargeable, activities include:

- a. Union organizing activities, either in the represented unit or outside of it."
  - b. Expenses of litigation that do not "directly concern" the bargaining unit."
  - c. Union publications to the extent that they report on non-representational activities."
  - d. Costs of union benefits that are not available to nonmembers."
  - e. Costs of a union building fund."
  - f. Lobbying."
  - g. Promotion or defeat of legislation."
  - h. Political campaigns."
  - i. Advertising relating to non-chargeable matters."
- Cases involving expenditures not listed above should be submitted to Advice.

#### Submissions to Advice

If a union does not conform to these guidelines, so that a case must be litigated, the Region should contact Advice for assistance in the litigation and briefing of the precise matter(s) at issue.

The fact that a given issue is not discussed herein does not mean that there is no *Beck* obligation as to that issue. Rather, such issues will be resolved on a case-by-case basis.

/s/Rosemary M. Collyer  
General Counsel

<sup>1</sup> *Beck*, 128 LRRM at 2730.

<sup>2</sup> *Id.*

<sup>3</sup> It is clear that a union's breach of its duty of fair representation violates Section 8(b)(1)(A) of the Act. See *Miranda Fuel Co.*, 140 NLRB 181 (1962), enf. den. 326 F.2d 172 (2d Cir. 1963).

<sup>4</sup> See, e.g., *Chicago Teachers Union, Local No. 1 v. Hudson*, 475 U.S. 292 (1986); *Ellis v. Railway Clerks*, 466 U.S. 425 (1984); *Aboud v. Detroit Board of Education*, 431 U.S. 209 (1977); *Machinists v. Street*, 367 U.S. 740 (1960).

<sup>5</sup> In general, the phrase "non-representational" refers to functions other than collective bargaining, contract administration and grievance adjustment. This matter is discussed more fully infra.

<sup>6</sup> It is clear that, under a union-security clause, an employee need not be a full union member in order to retain employment. See *NLRB v. General Motors Corp.*, 373 U.S. 734 (1963), and *Union Starch & Refining Co.*, 87 NLRB 779 (1949), enf. 186 F.2d 1008 (7th Cir. (1951), cert. den. 342 U.S. 815 (1951). At most, the employee can be required to pay initiation fees and dues.

<sup>7</sup> See *Pattern Makers v. NLRB*, 473 U.S. 95 (1985).

<sup>8</sup> *Machinists v. Street*, supra at 774.

[D]issent is not to be presumed — it must affirmatively be made known to the union by dissenting employees. The union receiving money exacted from an employee under a unionshop agreement should not in fairness be subjected to sanctions in favor of an employee who makes no complaint of the use of his money for such activities.

<sup>9</sup> *Id.*

<sup>10</sup> The union may not follow a "charge and rebate" system. That would amount to an "involuntary loan" for non-representational purposes. See *Ellis*, supra at 443-444.

<sup>11</sup> *Hudson*, supra at 306-307.

If the union is a local of an international and a portion of union-security money is sent to the international, both the local and the international must provide the relevant information.

<sup>12</sup> *Hudson*, supra at 307.

<sup>13</sup> Until further notice, such cases must be submitted to Advice.

<sup>14</sup> I recognize that *Hudson* imposes an arbitration requirement. However, that requirement was based upon constitutional considerations. In addition, an employee covered by the NLRA can have his/her challenge resolved, free of charge, by neutral public officials.

<sup>15</sup> Under *Hudson*, the selection of the arbitrator must not be the union's unrestricted choice, even if the choice is from a neutral list. *Hudson*, supra at 308, n.21.

<sup>16</sup> If there is any attempt by a union to cause the discharge of the employee while the arbitration is pending, the Region should promptly notify Advice.

<sup>17</sup> If the union has a system of arbitration, and the employee declines to use it, the case should be submitted to Advice.

<sup>18</sup> *Ellis*, supra at 453.

<sup>19</sup> *Id.* at 448-449.

<sup>20</sup> *Id.* at 449-450.

<sup>21</sup> *Id.* at 450-451.

<sup>22</sup> *Id.* at 452, n.14.

<sup>23</sup> *Id.* at 451-453.

<sup>24</sup> *Id.* at 453.

<sup>25</sup> *Id.* at 450-451.

<sup>26</sup> *Id.* at 452, n.14.

<sup>27</sup> *Id.*

<sup>28</sup> *Machinists v. Street*, supra at 768-69.

<sup>29</sup> *Id.*

<sup>30</sup> *Id.*

<sup>31</sup> *Id.*

#### Distribution:

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MEMORANDUM GC 88-14

—End of Text—

— End of Section D —



Report Of Membership Figures  
FEBRUARY, 1989

	Member				Reduced Membership Dues				Compli- mentary	No Pay Type	Total Advance Paid	PRD	Pending	Total PRD	Total	+ or - Previous Report
	Full	Install	Monthly	Quarter	Full	Install	Full	Install								
D01	90	71	1	0	28	11	33	1	0	0	235	143	6	149	384	SAME
D02	115	87	0	0	16	6	11	0	0	0	235	4	0	4	239	SAME
D03	21	18	0	0	0	2	7	0	0	0	48	44	0	44	92	SAME
D04	70	49	0	0	14	7	18	1	0	0	159	6	0	6	165	-7
D05	36	26	0	0	2	0	9	0	0	0	73	0	0	0	73	-3
D06	27	21	0	0	8	5	4	0	0	0	65	73	10	83	148	+3
D07	41	24	0	0	7	9	16	0	0	0	97	33	3	36	133	-8
D08	26	15	0	0	7	2	5	0	0	0	55	18	1	19	74	SAME
D09	102	77	0	0	20	8	20	1	1	0	229	28	1	29	258	-2
D10	31	26	0	0	3	5	11	0	0	0	76	99	4	103	179	+3
D11	17	5	0	0	3	3	5	0	0	0	33	4	0	4	37	-1
D12	47	44	0	0	12	9	6	0	0	0	119	6	0	6	125	-2
D13	1172	828	3	0	152	69	243	15	2	0	2484	2482	105	2587	5071	-42
D14	830	610	0	0	104	57	220	15	4	0	1840	2329	26	2355	4195	-62
D15	20	14	0	0	1	1	8	1	0	0	45	5	0	5	50	+1
D16	205	135	0	0	39	8	28	2	0	0	417	244	4	248	665	-7
D17	88	66	0	0	14	7	12	1	0	0	188	40	0	40	228	+1
D18	63	49	0	0	8	8	9	1	1	0	139	27	4	31	170	-2
D19	45	40	0	0	11	8	5	0	0	0	109	15	6	21	130	+8
SUB	3046	2205	4	0	449	225	670	38	9	0	6646	5600	170	5770	12416	-120
NYS	2219	920	3	0	83	29	31	0	1	1	3287	13243	748	13991	17278	+9
TOT	5265	3125	7	0	532	254	701	38	10	1	9733	18843	918	19761	29694	-111

COMPARISON FIGURES:

February, 1989 29,694  
January, 1989 29,805  
<111>

February, 1989 29,694  
February, 1988 29,814  
<120>

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FINANCE  
Committee

Report Of Membership Figures  
JANUARY, 1989

	Member				Reduced Membership Dues				Compli- mentary	No Pay Type	Total Advance Paid	PRD	Pending	Total PRD	Total	+ or - Previous Report
	Full	Install	Monthly	Quarter	Full	Install	Full	Install								
D01	91	66	1	0	30	13	36	1	0	1	239	142	3	145	384	- 1
D02	108	86	0	0	19	6	12	0	0	3	234	5	0	5	239	- 3
D03	20	17	0	0	1	3	7	0	0	2	50	41	1	42	92	+ 1
D04	74	49	0	0	14	8	19	2	0	0	166	6	0	6	172	- 2
D05	34	26	0	0	4	0	11	0	0	1	76	0	0	0	76	- 1
D06	25	22	0	0	9	4	4	0	0	1	65	74	6	80	145	+ 2
D07	40	27	0	0	7	7	18	0	0	2	101	34	6	40	141	+ 3
D08	25	15	0	0	7	3	5	0	0	1	56	17	1	18	74	+ 3
D09	104	75	0	0	20	9	20	1	1	1	231	29	0	29	260	- 6
D10	33	26	0	0	3	4	11	0	0	0	77	92	7	99	176	+ 1
D11	17	5	0	0	3	3	5	0	0	0	33	5	0	5	38	SAME
D12	46	46	1	0	10	9	7	0	1	1	121	6	0	6	127	SAME
D13	1166	844	2	0	153	71	244	16	2	28	2526	2459	128	2587	5113	- 27
D14	830	607	0	0	105	63	230	14	4	25	1878	2347	32	2379	4257	- 56
D15	19	14	0	0	1	1	8	1	0	0	44	5	0	5	49	+ 1
D16	198	132	0	0	46	11	29	2	0	4	422	245	5	250	672	- 6
D17	89	61	0	0	15	7	12	1	0	2	187	40	0	40	227	- 8
D18	62	51	0	0	9	9	10	1	0	1	143	23	6	29	172	SAME
D19	41	38	0	0	12	9	5	0	0	0	105	4	13	17	122	+ 20
SUB	3022	2207	4	0	468	240	693	39	8	73	6754	5574	208	5782	12536	- 79
NYS	2226	921	1	0	88	27	32	0	1	10	3306	13214	749	13963	17269	- 40
TOT	5248	3128	5	0	556	267	725	39	9	83	10060	18788	957	19745	29805	-119

COMPARISON FIGURES

January, 1989 29,805  
December, 1988 29,924  
<119>

January, 1989 29,805  
January, 1988 30,494  
<689>

#45  
Finance  
Committee

THE NEW YORK STATE NURSES ASSOCIATION  
MINUTES OF MEETING OF COMMITTEE ON FINANCE

The Ramada Inn  
Albany, New York

January 25, 1989

PRESIDING: Nettie Birnbach, Treasurer

I. CALL TO ORDER: 5:35 PM

Attendance

Committee

Nettie Birnbach  
Mary Eileen Callan  
Claire Murray  
Dorothy M. Williams

Absent: Ronald G. Inskip

Ex officio

Juanita K. Hunter, President

Staff

Martha L. Orr, Executive Director  
Elizabeth Carter, Deputy Director  
Wendy M. Burbank, Associate to the Executive  
Director  
Jane Fielding, Director, Planning and Research  
Karen Maune, Director, Organization Services  
Robert R. Sacco, Director of Financial Affairs

II. MINUTES OF PREVIOUS MEETING

The minutes of the October 15, 1988 meeting were  
accepted as written.

III. REORDERING OF AGENDA

The Treasurer requested reordering of the agenda, and  
the Committee agreed.



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Committee

IV. MEMBERSHIP FIGURES FOR OCTOBER, NOVEMBER, DECEMBER

Ms. Orr directed attention to month-end membership figures for October, November and December. The Committee noted a December enrollment of 29,924 - a decrease of 64 compared with November 1988 and a decrease of 442 compared with December 1987.

V. CAREER CENTER PLACEMENT SERVICE PROPOSAL

Ms. Orr and Mr. Sacco directed attention to the written information about Interdatum, a career center placement service with whom staff is negotiating an arrangement that will result in additional non dues related income. The Committee noted that the Company's terms include its purchase of NYSNA mailing labels and do not require NYSNA's provision of data about its members.

VI. REQUEST FOR BUDGET ALLOCATION, PLANNING AND RESEARCH

Dr. Fielding directed attention to the written report requesting appropriation of \$3,000 for expenses incurred in continuation of the long-term care professional nursing quality assurance exploratory research project. The Committee noted the project is associated with implementation of the Action Plan. The Committee noted it is anticipated that the project will be completed by the end of spring. The Committee concurred that continuing the project would be worthwhile. Following discussion,

MOTION Claire Murray moved the Committee recommend to the Board of Directors allocation of \$3,000 for continuation of the long-term care professional nursing quality assurance exploratory research project. Seconded. Carried.

VII. ANALYSIS REPORT/COMPARISON WITH BUDGET FOR DECEMBER

The Committee reviewed the analysis report/comparison with budget for income and expenses through 12/31/88, noting in particular:

- A. Income over expense is significantly above projection.
- B. Convention income is twenty-six percent below projection.

The Committee noted that total registration for convention was below projection.

It was agreed that the time during which registration refunds could be requested should be limited - for example, to fifteen days after convention. Staff will consider this matter further.

The Committee discussed the current cash flow strait created by the delay in collection of the January 1 dues increase.

VIII. ESTABLISHMENT OF 1989 CONVENTION REGISTRATION FEES

In considering 1989 convention registration fees, the Committee discussed the philosophical question of whether convention should be generating revenue as well as providing the vehicle for the Association's annual meeting and the vehicle for continuing education offerings, or whether revenue from convention should be disregarded.

The Committee also reviewed legal counsel's opinion about the imposition of convention registration fees, noting in particular that "the critical question [in this issue] is whether a rule that partially interferes with a protected interest [of a member] is nevertheless reasonably related to the protection of the organization as an institution." The Committee reiterated the practical need for imposition of convention registration fees in light of the high cost of conduct of a convention.

The Committee discussed at length the potential effects of raising convention registration fees immediately after having raised dues. The Committee considered cost containment measures such as elimination of optional items (e.g., refreshment breaks) and reduction of the honorarium amount for convention speakers.

In the course of discussion,

MOTION Dorothy Williams moved the Committee recommend to the Board of Directors that convention registration fees not be changed from 1988 fees. Seconded. Lost. Vote: 3 no; 2 yes.

Discussion of the motion included acknowledgement of the possibility that members anticipate and accept modest registration fee increases to defray rising costs.

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MOTION Claire Murray moved the Committee recommend to the Board approval of the following 1989 convention registration fees (six categories of fee would be increased by \$5.00 - member advance, member regular, non member advance, non member regular, basic student regular, student group):

	FULL	
	Advance	Regular
Member	100	120
Member reduced	50	55
Member retiree	20	25
Non member	135	160
Non member retiree	25	30
Basic student	20	30
Student group	10 per student	

	ONE-DAY	
Member	45	55
Member reduced	25	25
Member retiree	20	25
Non member	75	85
Non member retiree	25	35
Basic student	10	10

Seconded. Carried.

The Committee continued discussion of possible cost containment measures.

MOTION Claire Murray moved the Committee recommend to the Board that convention expenses be cut by eliminating optional items such as voting body refreshment breaks, as necessary, and raising the awards banquet ticket price to \$40.00. Seconded. Withdrawn.

The Committee agreed by general consent that the 1989-90 budget should reflect an attempt to cut costs by eliminating optional items such as voting body refreshment breaks (if they cannot be subsidized) and by raising the awards banquet ticket price to \$40.00.

MOTION Mary Eileen Callan moved the Committee recommend to the Board amendment of Board policy to reduce the amount of honorarium for convention speakers from \$150.00 to \$100.00 (excepting keynote). Seconded. Carried. Vote: 4 yes; 1 no.

The Committee acknowledged that this honorarium was added to the policy one year ago.

IX. ESTABLISHMENT OF SUBSIDY FOR DELEGATES TO 1989 ANA HOUSE OF DELEGATES

The Committee reviewed information compiled by the executive director about: budgeted expenses for participation in the 1989 ANA House of Delegates; and anticipated travel, caucus and orientation costs.

Following discussion,

MOTION Mary Eileen Callan moved the Committee recommend to the Board approval of the following subsidy for NYSNA delegates to the 1988 ANA House of Delegates and arrangement for subsidy release: \$350.00; \$300.00 in advance and remaining \$50.00 upon documentation of completion of delegate responsibilities, with provision for \$50.00 remainders to be given to alternate delegates who substitute on site for delegates. Seconded. Carried.

X. ARDEN HOUSE CONSORTIUM RECOMMENDATIONS

The Committee reviewed the eight recommendations of the Arden House Consortium five of which would have known financial impacts on the Association. The Committee determined that the projected expenditure could be supported. Following discussion,

MOTION Dorothy Williams moved the Committee recommend to the Board that the eight Arden House Consortium recommendations, five of which have known financial impacts, be approved. Seconded. Carried.



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XI. DATE OF NEXT MEETING

The next meeting is scheduled for March 29, 1989.

XII. ADJOURNMENT

The meeting adjourned at 9:42 PM.

Nettie Birnbach  
Nettie Birnbach, Treasurer

NB:WMB:b  
3/18/89  
JAN-FC  
3/27/89

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Finance  
Committee

AGENDA #20

NEW YORK STATE NURSES ASSOCIATION  
ANALYSIS REPORT SUMMARY  
PERIOD ENDING 02/28/89

INCOME	BUDGET	PLAN	ACTUAL
<b>DUES &amp; DUES RELATED:</b>			
ADVANCE PAY (ALL)	1793375	1003436	850507
PRD	4490000	2512262	2337130
REDUCED PAY (ALL)	151400	84712	74422
OTHER RELATED	371875	208073	182183
<b>SUB TOTAL:</b>	<b>6806650</b>	<b>3808483</b>	<b>3444241</b>
<b>OTHER INCOME</b>			
INVESTMENTS	40000	23333	4982
ADMINISTRATIVE FEES	242875	141677	141750
MISC INCOME	37500	21875	33418
OTHER	46525	27140	25026
GRANT INCOME	0	0	0
CONVENTION	133450	133450	98561
<b>SUB TOTAL:</b>	<b>500350</b>	<b>347475</b>	<b>303736</b>
<b>TOTAL ESTIMATED INCOME:</b>	<b>7307000</b>	<b>4155958</b>	<b>3747977</b>

NEW YORK STATE NURSES ASSOCIATION  
ANALYSIS REPORT SUMMARY  
PERIOD ENDING 02/28/89

GENERAL EXPENSES:	BUDGET	PLAN	ACTUAL
ADMINISTRATION	1123720	652115	607807
DATA PROCESSING	167340	95229	83728
SPECIAL SERVICES	214500	125125	112724
CORPORATE COMMITTEE & MATTERS	72475	54621	50409
LIAISON ACTIVITY/COMMITTEE	11695	7767	6238
<b>SUB TOTAL:</b>	<b>1589730</b>	<b>934858</b>	<b>865905</b>
<b>CONSTITUENT ACTIVITIES:</b>			
ANA DUES ASSESSMENT	1575750	919188	710955
ANA HOUSE OF DELEGATES	39550	4750	111
ANA CONSTITUENT FORUM	2000	1167	0
ESREC	1035	604	52
NYSNA ADVISORY COUNCIL	8000	5300	4398
ICN	7000	4083	0
<b>SUB TOTAL:</b>	<b>1633335</b>	<b>935091</b>	<b>715516</b>



NEW YORK STATE NURSES ASSOCIATION  
ANALYSIS REPORT SUMMARY  
PERIOD ENDING 02/28/89

PROGRAM EXPENSES:

	BUDGET	PLAN	ACTUAL
COMMUNICATIONS & PUBLICATIONS	327240	202409	188437
MEMBERSHIP	282100	154731	148464
PLANNING	155900	86383	78443
LEGISLATION	214030	127430	132979
NURSING EDUCATION	264940	151223	150416
NURSING PRACTICE	487640	269445	256109
ECONOMIC & GENERAL WELFARE	1810267	1013107	960846
ORGANIZATION SERVICES	139840	80008	66021
CONVENTION	104030	104030	111860
SUB TOTAL:	3785987	2188766	2093575

GRAND TOTAL INCOME:	7307000	4155958	3747977
GRAND TOTAL EXPENSES:	7009052	4058715	3674995
CONTRIBUTION TO MEMBER'S EQUITY:	297948	97243	72982

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Committee

N.Y.S.N.A.

NO. 01

NEW YORK STATE NURSES ASSOCIATION

DATE 3/13/89 TIME 8.53.40 PAGE 1 GLRO  
FROM PERIOD 01 TO PERIOD 07

ANALYSIS REPORT  
FEBRUARY 1989

ESTIMATED INCOME	BUDGET	PLAN	ACTUAL	VAR %
DUES AND DUES-RELATED INCOME				
ADVANCE PAID FULL	1,083,750.00	606,383.95	536,014.17	- 11.6
ADVANCE PAID INSTALL	709,625.00	397,052.05	314,285.35	- 20.8
ADVANCE MONTHLY INSTALL	.00	.00	207.14	****
PRD	4,490,000.00	2,512,261.90	2,337,129.76	- 7.0
RMDG A FULL	85,000.00	47,559.55	38,074.13	- 19.9
RMDG A INSTALL	42,500.00	23,779.75	16,860.36	- 29.1
RMDG B FULL	21,250.00	11,889.85	18,460.98	55.3
RMDG B INSTALL	2,650.00	1,482.75	1,026.17	- 30.8
AGENCY SHOP AND NON-MEMBER SER FEE	371,875.00	208,072.95	182,182.87	- 12.4
SUB-TOTAL	6,806,650.00	3,808,482.75	3,444,240.93	- 9.6
OTHER INCOME				
PAMPHLETS AND REPRINTS	2,275.00	1,327.10	2,088.25	57.4
INVESTMENTS	40,000.00	23,333.35	4,981.69	- 78.6
SUBSCRIPTIONS	2,200.00	1,283.35	1,730.50	34.8
ADVERTISING	13,750.00	8,020.85	6,073.64	- 24.3
GRANT INCOME	.00	.00	.00	****
CONTRIBUTIONS AND HONORARIA	1,000.00	583.33	658.20	12.8
ADMINISTRATION FEE	242,875.00	141,677.10	141,750.00	.1
WORKSHOPS, CONFERENCES	7,500.00	4,375.00	40.00	- 99.1
CONTINUING ED REVIEW & APPROV FEE	19,800.00	11,550.00	14,435.00	25.0
MISC INCOME	37,500.00	21,875.00	33,417.59	52.8
SUB-TOTAL	366,900.00	214,025.08	205,174.87	- 4.1
TOTAL ESTIMATED INCOME	7,173,550.00	4,022,507.83	3,649,415.80	- 9.3

ANALYSIS REPORT  
FEBRUARY 1989

	BUDGET	PLAN	ACTUAL	VAR %
<b>GENERAL</b>				
RENT-GUILDERLAND, NYC, BUFFALO OFFICE OCCUPANCY	248,800.00	145,133.35	142,861.26	1.6
GUILDERLAND OFFICE	46,500.00	27,825.05	26,955.69	3.1
NEW YORK CITY OFFICE	13,020.00	7,595.00	6,164.49	18.8
BUFFALO OFFICE	2,000.00	1,166.65	938.20	19.6
EQUIPMENT SERVICE	44,700.00	29,725.00	29,491.88	.8
DEPRECIATION	60,000.00	35,000.00	35,000.00	
SALARIES	297,000.00	159,923.07	151,731.94	5.1
EMPLOYEE BENEFITS	57,900.00	33,775.00	32,391.19	4.1
INSURANCE	60,000.00	45,000.00	25,611.84	43.1
TAXES	239,000.00	128,692.32	123,264.94	4.2
TEMPORARY PERSONNEL	2,500.00	2,500.00	2,482.76	.7
STAFF TRAVEL	15,400.00	8,983.35	9,859.87	9.8
SUPPLIES	8,700.00	5,075.00	3,494.49	31.1
POSTAGE	4,500.00	2,625.00	2,218.75	15.5
TELEPHONE AND TELEGRAPH	7,700.00	4,491.67	4,103.86	8.6
STAFF DEVELOPMENT	6,000.00	4,905.00	2,762.25	43.7
RECRUITMENT	5,000.00	5,000.00	4,979.90	.4
BUSINESS COURTESY	2,000.00	2,000.00	1,355.24	32.2
CHARGE CARD FEES	3,000.00	2,700.00	2,138.40	20.8
TOTAL	1,123,720.00	652,115.46	607,806.95	6.8
<b>DATA PROCESSING DEPARTMENT</b>				
SALARIES	91,800.00	49,830.76	47,877.12	3.9
EMPLOYEE BENEFITS	15,440.00	9,006.65	8,759.75	2.7
POSTAGE	4,500.00	2,625.00	2,442.75	6.9
SUPPLIES	14,500.00	8,458.35	8,036.10	5.0
COMPUTER MAINTENANCE	40,000.00	24,866.67	21,025.51	14.8
TELEPHONE	1,100.00	641.67	586.27	8.6
TOTAL	167,340.00	95,229.10	88,727.50	6.8
<b>SPECIAL SERVICES</b>				
LEGAL SERVICES	195,000.00	113,750.00	105,313.05	7.4
ACCOUNTING SERVICES	7,000.00	4,083.33	3,375.00	17.3
GRANT EXPENSE	.00	.00	.00	****
MISC SERVICES	12,500.00	7,291.65	4,035.61	44.7
TOTAL	214,500.00	125,124.98	112,723.66	9.9
<b>CORPORATE COMMITTEES AND MATTERS</b>				
BOARD OF DIRECTORS	18,750.00	10,937.50	8,591.87	21.4
PRESIDENT'S EXPENSE	12,250.00	7,145.85	9,879.85	38.3
EXECUTIVE COMMITTEE	500.00	390.00	386.66	.9
COMMITTEES OF THE BOARD	1,000.00	583.35	226.72	61.1
FINANCE COMMITTEE	2,000.00	1,166.65	1,068.27	8.4
ELECTIONS	27,000.00	27,000.00	26,939.99	.2
NOMINATING COMMITTEE	1,750.00	1,020.83	.00	100.0
BYLAWS COMMITTEE	1,750.00	1,020.85	365.30	64.2

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 Finance  
 Committee

ANALYSIS REPORT  
FEBRUARY 1989

	BUDGET	PLAN	ACTUAL	VAR %
<b>COUNCIL ON HUMAN RIGHTS</b>				
AWARDS COMMITTEE	3,000.00	2,000.00	1,482.25	25.9
CONSUMER ADVISORY COUNCIL	875.00	656.25	170.00	74.1
TOTAL	3,600.00	2,700.00	1,298.12	51.9
<b>LIAISON COMMITTEES/ACTIVITY</b>				
RETIREE NURSES GROUP	72,475.00	54,621.28	50,409.03	7.7
MEMBERSHIP/LIAISON ACTIVITIES	1,500.00	875.00	.00	100.0
NYS-NPA	7,195.00	5,142.20	4,487.57	12.7
TOTAL	3,000.00	1,750.00	1,750.00	
TOTAL GENERAL EXPENSES	11,695.00	7,767.20	6,237.57	19.7
TOTAL GENERAL EXPENSES	1,589,730.00	934,858.02	865,904.71	7.4



ANALYSIS REPORT  
FEBRUARY 1989

PART II - CONSTITUENT ACTIVITIES  
CONSTITUENT ACTIVITIES  
ANA DUES ASSESSMENT  
ANA HOUSE OF DELEGATES  
ANA CONSTITUENT FORUM  
ESREC  
NYSNA ADVISORY COUNCIL  
ICN  
TOTAL  
TOTAL CONSTITUENT ACTIVITIES

BUDGET	PLAN	ACTUAL	VAR %
1,575,750.00	919,187.50	710,954.72	22.7
39,550.00	4,750.00	111.00	97.7
2,000.00	1,166.67	.00	100.0
1,035.00	603.75	52.00	91.4
8,000.00	5,300.00	4,397.83	17.0
7,000.00	4,083.33	.00	100.0
1,633,335.00	935,091.25	715,515.55	23.5
	935,091.25	715,515.55	23.5

ANALYSIS REPORT  
FEBRUARY 1989

PART III - PROGRAM

COMMUNICATIONS AND PUBLICATIONS

SALARIES  
EMPLOYEE BENEFITS  
STAFF TRAVEL  
POSTAGE  
TELEPHONE AND TELEGRAPH  
SUPPLIES  
PUBLICATIONS  
JOURNAL  
REPORT  
E&GW BULLETINS  
SPECIAL PUBLICATIONS  
EDITORIAL BOARD  
ADVERTISING, SPECIAL MATERIALS  
SPECIAL PROJECTS  
TOTAL

BUDGET	PLAN	ACTUAL	VAR %
104,500.00	59,269.24	58,987.44	.5
15,440.00	9,006.65	8,759.75	2.7
15,400.00	8,983.35	9,774.50	8.8
57,000.00	33,250.00	30,991.42	6.8
6,600.00	3,850.00	3,517.62	8.6
8,700.00	5,075.00	4,398.49	13.3
35,000.00	20,416.65	17,250.49	15.5
32,000.00	22,166.68	26,590.69	20.0
15,000.00	11,250.00	6,362.34	43.4
7,100.00	7,100.00	6,582.97	7.3
3,000.00	1,750.00	1,005.89	42.5
12,500.00	7,291.65	2,203.03	69.8
15,000.00	13,000.00	12,011.95	7.6
327,240.00	202,409.22	188,436.58	6.9

MEMBERSHIP PROMOT, RECRUITMENT RETENTION

SALARIES  
EMPLOYEE BENEFITS  
STAFF TRAVEL  
POSTAGE  
TELEPHONE AND TELEGRAPH  
SUPPLIES  
TOTAL

BUDGET	PLAN	ACTUAL	VAR %
219,000.00	117,923.07	113,884.58	3.4
15,440.00	9,006.65	8,759.75	2.7
6,160.00	3,593.35	3,909.80	8.8
24,000.00	14,000.00	13,027.99	6.9
8,800.00	5,133.33	4,690.13	8.6
8,700.00	5,075.00	4,191.57	17.4
282,100.00	154,731.40	148,463.82	4.1

PLANNING AND RESEARCH

SALARIES  
EMPLOYEE BENEFITS  
STAFF TRAVEL  
POSTAGE  
TELEPHONE AND TELEGRAPH  
SUPPLIES  
LIBRARY OPERAT., REFERENCE & HOLDINGS  
COUNCIL ON NURSING RESEARCH  
TOTAL

BUDGET	PLAN	ACTUAL	VAR %
101,600.00	54,707.69	50,519.38	7.7
15,440.00	9,006.65	8,759.75	2.7
6,160.00	3,593.35	3,909.80	8.8
3,000.00	1,750.00	1,628.49	6.9
3,300.00	1,925.00	1,758.80	8.6
2,900.00	1,691.65	1,408.21	16.8
19,000.00	11,083.33	8,886.21	19.8
4,500.00	2,625.00	1,572.47	40.1
155,900.00	86,382.67	78,443.11	9.2

LEGISLATIVE PROGRAM

SALARIES  
EMPLOYEE BENEFITS  
STAFF TRAVEL  
POSTAGE  
TELEPHONE AND TELEGRAPH  
SUPPLIES

BUDGET	PLAN	ACTUAL	VAR %
114,500.00	61,653.83	70,164.00	13.8
11,580.00	6,755.00	6,569.82	2.7
30,800.00	17,966.65	19,559.03	8.9
7,500.00	4,375.00	4,071.25	6.9
17,600.00	10,266.67	9,380.28	8.6
13,050.00	7,612.50	6,254.24	17.8

CONSTITUENTS  
 FINANCIAL  
 # 5

ANALYSIS REPORT  
FEBRUARY 1989

	.....BUDGET.....	.....PLAN.....	.....ACTUAL.....	-VAR %-
COUNCIL ON LEGISLATION	5,000.00	5,000.00	3,270.51	34.6
WORKSHOPS, CONFERENCES	12,000.00	12,000.00	12,508.43	4.2
LEGISLATIVE TRACKING SERVICES	2,000.00	1,799.99	1,201.60	33.2
TOTAL	214,030.00	127,429.64	132,979.16	4.4
NURSING EDUCATION PROGRAM				
SALARIES	140,500.00	75,653.83	89,376.24	18.1
EMPLOYEE BENEFITS	15,440.00	9,006.65	8,759.75	2.7
STAFF TRAVEL	30,800.00	17,966.65	19,549.03	8.8
POSTAGE	7,500.00	4,375.00	4,071.25	6.9
TELEPHONE AND TELEGRAPH	8,800.00	5,133.33	4,690.13	8.6
SUPPLIES	13,050.00	7,612.50	6,563.39	13.8
COUNCIL ON NURSING EDUCATION	4,375.00	2,916.68	2,417.44	17.1
COUNCIL ON CONTINUING ED	4,375.00	2,916.66	2,104.45	27.8
REGIONAL REVIEW TEAMS	5,000.00	2,916.65	2,361.92	19.0
STATEWIDE PLANNING COMM	4,500.00	3,000.00	2,505.72	16.5
FUNCTIONAL UNITS	2,500.00	1,458.35	1,419.49	2.7
RECRUITMENT INTO NURSING	23,600.00	13,766.65	2,153.62	84.4
ANA ACCREDITATION	4,500.00	4,500.00	4,443.24	1.3
TOTAL	264,940.00	151,222.95	150,415.67	.5
NURSING PRACTICE AND SERVICES PROGRAM				
SALARIES	365,000.00	196,538.46	187,581.80	4.6
EMPLOYEE BENEFITS	15,440.00	9,006.65	8,356.68	7.2
STAFF TRAVEL	46,200.00	26,950.00	29,323.52	8.8
POSTAGE	7,500.00	4,375.00	4,071.25	6.9
TELEPHONE AND TELEGRAPH	16,500.00	9,625.00	8,794.03	8.6
SUPPLIES	14,500.00	8,458.35	6,908.65	18.3
COUNCIL ON NURSING PRACTICE	3,500.00	2,333.32	2,047.60	12.2
COUNCIL ON ETHICAL PRACTICE	3,000.00	2,000.00	1,696.20	15.2
COMM ON IMPAIRED NURSING PRACTICE	2,500.00	1,458.35	774.63	46.9
CLINICAL PRACTICE UNITS	9,000.00	5,250.00	1,727.95	67.1
FUNCTIONAL UNITS	4,500.00	3,450.00	4,826.86	39.9
TOTAL	487,640.00	269,445.13	256,109.17	4.9
ECONOMIC AND GENERAL WELFARE PROGRAM				
SALARIES	1,180,000.00	635,384.61	588,275.85	7.4
EMPLOYEE BENEFITS	212,300.00	123,841.65	123,836.52	
STAFF TRAVEL	123,200.00	71,866.65	78,196.08	8.8
POSTAGE	25,500.00	14,875.00	13,892.25	6.6
DELEGATE ASSEMBLY	20,500.00	11,958.35	10,952.37	8.4
TELEPHONE AND TELEGRAPH	33,000.00	19,250.00	17,720.55	7.9
SUPPLIES	31,900.00	18,608.35	17,548.85	5.7
HEARINGS, TRANSCRIPTS	48,000.00	28,000.00	24,758.06	11.6
CNP MEETINGS	4,000.00	2,333.35	2,285.32	2.1
SUPPLEMENTAL SERVICES	31,500.00	23,625.00	20,397.74	13.7
WELFARE EXPENSES	100,367.00	63,363.92	62,982.56	.6
TOTAL	1,810,267.00	1,013,106.88	960,846.15	5.2

Committee #15

ANALYSIS REPORT  
FEBRUARY 1989

	.....BUDGET.....	.....PLAN.....	.....ACTUAL.....	-VAR %-
ORGANIZATION SERVICES				
SALARIES	79,640.00	42,883.07	34,335.42	19.9
EMPLOYEE BENEFITS	11,580.00	6,755.00	5,600.22	17.1
STAFF TRAVEL	12,320.00	7,186.65	7,819.61	8.8
POSTAGE	4,500.00	2,625.00	2,442.75	6.9
TELEPHONE AND TELEGRAPH	3,300.00	1,925.00	1,758.80	8.6
SUPPLIES	7,250.00	4,229.15	3,470.90	17.9
MEMBERSHIP RECRUITMENT	12,500.00	9,300.00	7,433.91	20.1
WORKSHOPS, CONFERENCES	8,750.00	5,104.15	3,149.70	38.3
TOTAL	139,840.00	80,008.02	66,020.61	17.5
TOTAL PROGRAM	3,681,957.00	2,084,735.91	1,981,714.27	4.9
TOTAL INCOME	7,173,550.00	4,022,507.83	3,649,415.80	9.3
TOTAL EXPENSE	6,905,022.00	3,954,685.18	3,563,134.53	9.9
TOTAL INCOME(EXPENSE)	268,528.00	67,822.65	86,281.27	27.2



ANALYSIS REPORT  
FEBRUARY 1989

	.....BUDGET.....	.....PLAN.....	.....ACTUAL.....	-VAR %-
<b>CONVENTION INCOME</b>				
REGISTRATION	77,250.00	77,250.00	61,147.08	- 20.8
EXHIBIT SPACE	35,000.00	35,000.00	26,295.00	- 24.9
SPONSORS	7,500.00	7,500.00	2,376.56	- 68.3
PROGRAM ADVERTISING	12,000.00	12,000.00	8,742.36	- 27.1
TOTAL	133,450.00	133,450.00	98,561.00	- 26.1
<b>EXPENSES</b>				
EXHIBIT DECORATION	6,500.00	6,500.00	6,476.48	.4
MISC. EXPENSES	3,500.00	3,500.00	3,432.56	1.9
AWARDS BANQUET/RECEPTION	3,000.00	3,000.00	2,991.10	.3
INSURANCE	600.00	600.00	595.00	.8
REFRESHMENT BREAK	2,500.00	2,500.00	2,496.25	.2
GIFTS FOR UNIT REPS	1,200.00	1,200.00	1,161.09	3.2
SPECIAL SERVICES	5,500.00	5,500.00	5,439.14	1.1
WELCOME RECEPTION	500.00	500.00	498.34	.3
SPEAKERS' TRAVEL	9,000.00	9,000.00	9,661.42	- 7.3
SUPPLIES	21,750.00	21,750.00	30,240.75	- 39.0
PROMOTION	3,500.00	3,500.00	3,485.72	.4
TELEPHONE	3,300.00	3,300.00	3,163.54	4.1
POSTAGE	4,620.00	4,620.00	4,619.05	
ORGANIZATIONAL UNITS' TRAVEL	8,000.00	8,000.00	7,996.83	
BOARD AND STAFF TRAVEL	21,560.00	21,560.00	20,632.91	4.3
PROGRAM	9,000.00	9,000.00	8,970.10	.3
TOTAL	104,030.00	104,030.00	111,860.28	- 7.5
<b>TOTAL INCOME</b>	133,450.00	133,450.00	98,561.00	- 26.1
<b>TOTAL EXPENSE</b>	104,030.00	104,030.00	111,860.28	- 7.5
<b>TOTAL INCOME(EXPENSE)</b>	29,420.00	29,420.00	13,299.28	-145.2

FINANCIAL  
 COMMITTEE  
 #15

ANALYSIS REPORT  
FEBRUARY 1989

	.....BUDGET.....	.....PLAN.....	.....ACTUAL.....	-VAR %-
<b>GRAND TOTAL INCOME</b>	7,307,000.00	4,155,957.83	3,747,976.80	- 9.8
<b>GRAND TOTAL EXPENSE</b>	7,009,052.00	4,058,715.18	3,674,994.81	9.5
<b>GRAND TOTAL INCOME(EXPENSE)</b>	297,948.00	97,242.65	72,981.99	- 24.9

BALANCE SHEET  
FEBRUARY 1989

	CURRENT	LAST YEAR	VAR-%
<b>CURRENT ASSETS</b>			
CASH IN BANK	167,469.37	976,562.42	82.85-
PETTY CASH	845.00	845.00	
SECURITY DEPOSITS	25,879.95	22,119.16	17.00
CASH & CASH EQUIVALENTS	194,194.32	999,526.58	80.57-
DIVIDENDS RECEIVABLE	10,805.00	.00	100.00
ACCOUNTS RECEIVABLE	509,835.90	96,661.89	427.44
ACCOUNTS RECEIVABLE FOUNDATION	279,037.43	312,797.21	10.79-
TOTAL ACCOUNTS RECEIVABLE	800,338.83	409,459.10	95.46
PREPAID EXPENSE	73,849.18	115,003.64	35.79-
INVESTMENTS	.00	.00	
<b>TOTAL CURRENT ASSETS</b>	<b>1,068,382.33</b>	<b>1,523,989.32</b>	<b>29.90-</b>
<b>FIXED ASSETS</b>			
FURNITURE & EQUIPMENT	820,132.31	895,807.90	8.45-
ACCUMULATED DEPRECIATION	378,087.54CR	392,914.72CR	3.77-
FURNITURE & EQUIPMENT LESS A/C	442,044.77	502,893.18	12.10-
LAND & BUILDING	240,445.72	240,445.72	
<b>TOTAL FIXED ASSETS</b>	<b>682,490.49</b>	<b>743,338.90</b>	<b>8.19-</b>
<b>TOTAL ASSETS</b>	<b>1,750,872.82</b>	<b>2,267,328.22</b>	<b>22.78-</b>
<b>CURRENT LIABILITIES</b>			
TRADE ACCOUNTS PAYABLE	107,912.16	284,231.32	62.03-
MISCELLANEOUS ACCOUNTS PAYABLE	71,063.81	164,192.43	56.72-
DUES & COLLECTIONS PAYABLE	568.68DR	32,861.35	101.73-
PAYROLL TAXES PAYABLE	.00	371.74	100.00-
SALARY & WITHHOLDINGS	177,530.50	115,479.24	53.73
CURRENT NOTES PAYABLE	.00	.00	
UNEARNED INCOME	533,786.29	522,308.02	2.20
DEFERRED CONVENTION INCOME	1,131.52	1,770.61	36.09-
<b>TOTAL CURRENT LIABILITIES</b>	<b>890,855.60</b>	<b>1,121,214.71</b>	<b>20.55-</b>
<b>NONCURRENT LIABILITIES</b>			
<b>TOTAL NONCURRENT LIABILITIES</b>	<b>.00</b>	<b>.00</b>	
<b>TOTAL LIABILITIES</b>	<b>890,855.60</b>	<b>1,121,214.71</b>	<b>20.55-</b>
<b>MEMBER'S EQUITY</b>			
RETAINED EARNINGS PRIOR YEARS	787,035.23	1,309,852.34	39.91-
CURRENT RETAINED EARNINGS	72,981.99	163,738.83DR	144.57-
<b>MEMBER'S EQUITY</b>	<b>860,017.22</b>	<b>1,146,113.51</b>	<b>24.96-</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>1,750,872.82</b>	<b>2,267,328.22</b>	<b>22.78-</b>

#45  
Finance  
Committee

ANALYSIS REPORT  
FEBRUARY 1989

	BUDGET	PLAN	ACTUAL	VAR %
SALARY	2,693,540.00	1,453,767.63	1,392,733.77	4.2
EMPLOYEE BENEFITS	386,000.00	225,166.55	220,553.18	2.0
STAFF TRAVEL	308,000.00	188,650.00	202,534.15	7.4
SUPPLIES	145,000.00	93,645.85	92,515.64	1.2
POSTAGE	150,120.00	89,495.00	83,477.20	6.7
TELEPHONE	110,000.00	65,541.67	60,164.01	8.2
<b>TOTAL INCOME</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	
<b>TOTAL EXPENSE</b>	<b>3,792,660.00</b>	<b>2,116,266.70</b>	<b>2,051,977.95</b>	<b>3.0</b>
<b>TOTAL INCOME(EXPENSE)</b>	<b>3,792,660.00</b>	<b>2,116,266.70</b>	<b>2,051,977.95</b>	<b>3.0</b>