

Scenario A - current

Revenue

Contributions and Grants	\$ 55,000
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Program Service Revenue

Off-season events	\$ 12,500
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Total Program Service Revenue	\$ 12,500
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Investment Income	\$ 500
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Donated space	\$ 12,000
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Other revenue	
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Total revenue	\$ 80,000
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Expenses

Grants and similar amounts paid	\$ 5,000
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Salaries	\$ -
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Payroll taxes	\$ -
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Benefits	\$ -
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Accounting	\$ -
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Governmental Relations	\$ -
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Office expenses	\$ 12,000
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Information Technology	\$ -
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Fundraising expenses	\$ -
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Travel	\$ -
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Insurance	\$ -
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Events - Competition Season	\$ -
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Events - Offseason	\$ 12,500
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Team support	\$ 50,000
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Other expenses	\$ 500
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Total	\$ 80,000
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Net revenue over expenses

	\$ -
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Scenario B - paid staff, not the PDO, increase fundraising

Revenue

Contributions and Grants

Historical grants + contributions	\$ 55,000
New fundraising over scenario A	\$ 205,000
Total Contributions and grants	\$ 260,000

Program Service Revenue

Off-season events	\$ 12,500
Total Program Service Revenue	\$ 12,500

Investment Income	\$ 500
Donated space	\$ 12,000
Other revenue	
Total revenue	\$ 285,000

Expenses

		Program	Management	Fundraising
Grants and similar amounts paid	\$ 5,000	\$ 5,000		
Salaries	\$ 72,538	\$ 43,958	\$ 10,992	\$ 17,588
Payroll taxes	\$ 5,440	\$ 3,297	\$ 824	\$ 1,319
Benefits	\$ 5,803	\$ 3,517	\$ 879	\$ 1,407
Accounting	\$ 2,000		\$ 2,000	
Governmental relations	\$ -			
Office expenses	\$ 12,000	\$ 12,000		
Information technology	\$ 1,500	\$ 500	\$ 500	\$ 500
Fundraising expenses	\$ 10,000			\$ 10,000
Travel	\$ -			
Insurance	\$ 4,000	\$ 4,000		
Events - Offseason	\$ 12,500	\$ 12,500		
Events - Competition Season	\$ -			
Team support	\$ 150,000	\$ 150,000		
Other expenses	\$ 1,000	\$ 500		
Total	\$ 281,781	\$ 235,272	\$ 15,196	\$ 30,814
		83%	5%	11%
Net revenue over expenses	\$ 3,219			

Scenario B - Supporting details

Salaries

			Program	Management	Fundraising			
Executive Director (.5 position)	\$	43,969						
Exec dir % in role			35%	25%	40%			
Exec dir role cost		\$	15,389	\$	10,992			
Program manager (.5 position)	\$	28,569	\$	28,569	\$	17,588		
Total salaries	\$	72,538	\$	43,958	\$	10,992	\$	17,588

Scenario C - paid staff, PDO, 5 regional model, same team support as B

Revenue

Contributions and grants

Historical grants + contributions	\$ 55,000
Existing event fundraising	\$ 506,700
New fundraising over scenario A	\$ 340,000
Total Contributions and grants	\$ 901,700

Program Service Revenue

Off-season events	\$ 12,500
Total Program Service Revenue	\$ 12,500

Investment Income	\$ 500
Donated space	\$ 12,000
Other revenue	\$ -
Total revenue	\$ 926,700

Expenses

		Program	Management	Fundraising
Grants and similar amounts paid	\$ 5,000	\$ 5,000		
Salaries	\$ 197,351	\$ 95,905	\$ 29,544	\$ 71,902
Payroll taxes	\$ 14,801	\$ 7,193	\$ 2,216	\$ 5,393
Benefits	\$ 15,788	\$ 7,672	\$ 2,364	\$ 5,752
Accounting	\$ 3,000		\$ 3,000	
Governmental relations	\$ 20,000			\$ 20,000
Office expenses	\$ 12,000	\$ 12,000		
Information Technology	\$ 2,250	\$ 750	\$ 750	\$ 750
Fundraising expenses	\$ 25,000			\$ 25,000
Travel	\$ 3,900	\$ 1,400	\$ 2,500	
Insurance	\$ 17,000	\$ 17,000		
Events - Competition Season	\$ 441,000	\$ 441,000		
Events - Offseason	\$ 12,500	\$ 12,500		
Team support	\$ 150,000	\$ 150,000		
Other expenses	\$ 1,000	\$ 1,000		
Total	\$ 920,590	\$ 751,420	\$ 40,373	\$ 128,797
		82%	4%	14%
Net revenue over expenses	\$ 6,110			

Scenario C - Supporting details

Salaries

		Program	Management	Fundraising
Executive Director (.75 position)	\$ 88,720			
Exec dir % in role		42%	33%	25%
Exec dir role cost	\$	\$ 36,996	\$ 29,544	\$ 22,180
Program manager (.5 position)	\$ 58,908	\$ 58,908		
Development officer (.5 position)	\$ 49,722			\$ 49,722
Total salaries	\$ 197,350	\$ 95,905	\$ 29,544	\$ 71,902

Scenario D - paid staff, PDO, 200 team district model, same team support as B

Revenue

Contributions and grants

Historical grants + contributions	\$	55,000
Existing event fundraising	\$	506,700
New fundraising over scenario A	\$	200,000
Total Contributions and grants	\$	761,700

Program Service Revenue

FIRST - team capitation	\$	250,000
Off-season events	\$	12,500
Total Program Service Revenue	\$	262,500

Investment Income	\$	500
Donated space	\$	-
Other revenue	\$	-
Total revenue	\$	1,024,700

Expenses

		Program	Management	Fundraising
Grants and similar amounts paid	\$ 5,000	\$ 5,000		
Salaries	\$ 294,857	\$ 208,477	\$ 29,574	\$ 56,807
Payroll taxes	\$ 22,114	\$ 15,636	\$ 2,218	\$ 4,261
Benefits	\$ 23,589	\$ 16,678	\$ 2,366	\$ 4,545
Accounting	\$ 3,000		\$ 3,000	
Governmental relations	\$ 20,000			\$ 20,000
Office expenses	\$ 22,500	\$ 22,500		
Information Technology	\$ 3,000	\$ 1,000	\$ 1,000	\$ 1,000
Fundraising expenses	\$ 25,000			\$ 25,000
Travel	\$ 3,900	\$ 1,400	\$ 2,500	
Insurance	\$ 17,000	\$ 17,000		
Events - Competition Season	\$ 415,000	\$ 415,000		
Events - Offseason	\$ 12,500	\$ 12,500		
Team support	\$ 150,000	\$ 150,000		
Other expenses	\$ 1,000	\$ 1,000		
Total	\$ 1,018,460	\$ 866,190	\$ 40,657	\$ 111,612
		85%	4%	11%

Net revenue over expenses

\$ 6,241

Scenario D - supporting details

Salaries

		Program	Management	Fundraising
Executive Director (FT position)	\$ 118,293			
Exec dir % in role		70%	25%	20%
Exec dir role cost	\$	\$ 82,805	\$ 29,573	\$ 23,659
Program manager (.4 position*2)	\$ 125,671	\$ 125,671		
Development officer (.5 position)	\$ 33,148			\$ 33,148
Total salaries	\$ 277,112	\$ 208,477	\$ 29,574	\$ 56,807

District event costs

Estimated Cost per event	\$22,500
Number of teams	200
Teams per event	40
Number of events	10
District championship event	\$ 90,000
Budget reserve	\$ 100,000
Total	\$ 415,000

District event revenue - FIRST

Per team rebate to district	\$1,250
Total	\$250,000

Estimated Regional Revenues and costs - 2023

Revenue		
Contributions and grants	\$ 506,700	Calculated by taking the loss we were told and applying it to the expenses.
Expenses		
Regional director (20 hours) (estimated)	\$ 39,414	Selected Program Director as the most comparable position to Nicole's role, due to complex volunteer management. Benefits.
Regional director (10 hours) (estimated)	\$ 38,286	Selected Development Officer as most comparable to Ken's role. No benefits.
Travel and conferences	\$ 8,000	Partner conference
Regional operating costs	\$ 441,000	Non-staff costs of running regionals. We were given this number.
Total expenses	\$ 526,700	
Net revenue over expenses	\$ (20,000)	We were given this number

We were not able to get a fully burdened budget from FIRST for the current regional event operation, and built this model as an estimate. It uses actual values for the operating costs of the regionals, and estimates for the other staffing costs.

Staffing Cost Details

Key Values

Salary percentile	75%
Hours per year	2080
Inflation factor 2022-3	5%
Payroll costs	7.5%
Benefits costs	8%

Representative Salaries by position

Position	Job description (summary)	<200K	200-500k	500-1000k	1000-2000k
Executive Director - Annual	Provides overall management, planning, and leadership to the organization.	\$ 82,000	\$ 83,750	\$ 112,660	\$ 120,000
Executive Director - Hourly		\$ 41.39	\$ 42.28	\$ 56.87	\$ 60.58
Development Officer - Annual	Manages one specific component of the organization's strategic fundraising plan. Bachelor's or equivalent plus 3-5 years fundraising experience.	#N/A	#N/A	#N/A	\$ 63,139
Development Officer - Hourly		#N/A	#N/A	#N/A	\$ 31.87
Development Director - Annual	and board to develop comprehensive fundraising strategy. Manages all components of the fundraising plans. Bachelor's or equivalent with additional professional development training in	#N/A	#N/A	#N/A	\$ 85,500
Development Director - Hourly		#N/A	#N/A	#N/A	\$ 43.16
Bookkeeper - Annual	Keeps records of the financial transactions for the organization. Reconciles and balances accounts. Associate's degree or two years of related experience.	#N/A	\$ 60,320	\$ 55,162	\$ 63,690
Program Director - Annual	Manages all programs related to the organization's mission and either directly or indirectly manages all of the staff.	\$ 61,620	\$ 65,000	\$ 94,557	\$ 80,000
Program Director - Hourly		\$ 31.11	\$ 32.81	\$ 47.73	\$ 40.38

	Organizes and coordinates one program of an organization as the only staff person assigned to that program.	#N/A	\$ 54,417	\$ 74,804	\$ 66,200
Program Manager - Annual		#N/A	\$ 27.47	\$ 37.76	\$ 33.42
Program Manager - Hourly					

The annual values in the salary table above are the actual values from the MN Council of Nonprofits 2022 report, reported by budget size of nonprofit. Hourly values are calculated using the methodology recommended by the MN Council of Nonprofits, and are adjusted by the stated inflation factor. These adjusted hourly values are used in the committee's analysis. 25th, 50th, and 75th percentile values were provided. We selected 75th percentile values as a conservative value and to ensure that FUM can hire high quality staff.

Frequency of salary/benefit ratio, by annual budget

Annual Budget	Benefit / Salary Ratio		
	0.00%	0.01-9.99%	10-19.99%
\$100,000-\$199,000	36.80%	42.10%	15.80%
\$200,000-\$499,000	30.90%	40.00%	27.40%
\$500,000-\$999,000	14.30%	47.60%	23.80%
\$1,000,000-\$1,999,999	0%	40.40%	47.40%

The table above shows the frequency of benefit percentage by annual budget. For example, 36.8% of organizations with budgets between \$100,000 and \$199,000 have a benefit ratio of 0, and 42% have a ratio between 0.01 and 9.99%. The 0.01-9.99% category is the most common ratio. We chose to use an 8% benefit ratio for our scenario analysis. The model takes the conservative position that all employees receive benefits.

Payroll cost breakdown

Category	Percent of payroll
Payroll tax	6.20%
Unemployment	1.10%
Worker's compensation	0.20%
Total	7.50%

The table above shows estimated non-benefit payroll costs as a percent of covered payroll.

Sources: MN Council of Nonprofits, State of Minnesota, IRS

Fundraising as a percentage of grant and total revenue for FIRST PDOs

Org	FY End	Revenue		Expense	Fundraising	
		Total	Grants		% of grants in	% of revenue
FIRST Chesapeake	2022	\$1,013,796	\$ 715,688	\$ 69,071	9.7%	6.8%
FIRST in Texas	2021	\$1,969,879	\$1,744,284	\$ 1,951	0.1%	0.1%
FIRST in Michigan	2021	\$2,443,658	\$2,154,153	\$ 43,435	2.0%	1.8%
Mid-Atlantic Robotics	2022	\$ 988,753	\$ 923,869	\$ 75,442	8.2%	7.6%
FIRST New England	2022	\$1,178,583	\$ 891,849	\$105,857	11.9%	9.0%
FIRST North Carolina	2022	\$ 874,131	\$ 842,973	\$ 12,877	1.5%	1.5%
Washington FIRST Robotics	2022	\$1,442,784	\$1,161,819	\$164,867	14.2%	11.4%

Source: IRS Form 990 for listed organization