

FY 2008
Projected Income & Expenses

EXPENSES

Staff Salaries & Benefits

Executive Director @ 100% FTE

Executive Director @ 100% FTE	\$42,770
Policy Director @ 100% FTE (Jan-Jun)	\$15,642
Campaigns Director @ 100% FTE (Sep-Dec, replaces Policy Director)	\$11,772
Operations Director @ 80% FTE (Jan-Jul) 100% FTE (Aug-Dec)	\$28,854
Organizing Director @ 100% FTE	\$30,391
Director of Development @ 100% FTE (May-Dec)	\$20,871
Public Awareness Coordinator @100% FTE	\$29,122
Project Manager @ 100%	\$32,456
East Tennessee Organizer @ 100% FTE	\$29,536
West Tennessee Organizer @ 100% FTE	\$29,122
Civil Liberties Organizer @ 100% FTE	\$30,541
Civic Participation Coordinator (June-November)	\$11,590
Office Manager @ 100% FTE	\$29,585
Interim Office Manager @ 100% FTE (Jan-Sep)	\$19,278
Payroll Taxes	\$36,153
Employee Benefits	\$50,614
SALARY INCREASES (Totals)	\$12,000
<i>Total Staff Salaries & Benefits</i>	\$460,295

	\$12,000
Total Staff Salaries & Benefits	\$460,295

Consultants & Independent Contractors

Accounting & Audit	\$4,000
Board & Staff Development	\$10,000
Communications & Public Relations	\$3,000
Database	\$5,000
Interpretation & Translation	\$5,000
Justice Schools Consultants (Highlander Center)	\$2,500
Other Consultants & Contractors	\$2,500
Policy	\$7,500
Website Development	\$5,000
Graphic Design (Toolkits, Fundraising Materials)	\$2,500
WTI/Communications Project Evaluation	\$2,000
Capacity Building for Member Organizations	\$2,500
Professional Video Editing & Production	\$1,500
Organizational Devt/Leadership Transition Consultant	\$4,000
Technology Assessment & Training	\$1,500
Generation Change Interns	\$7,500

<i>Total Consultants & Independent Contractors</i>	\$66,000
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Travel Costs

Mileage/Auto

Mileage/Auto	\$30,000
Air Travel	\$7,500
Lodging	\$5,000
Meals	\$3,500
Other Travel Costs	\$2,500

<i>Total Travel Costs</i>	\$48,500
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Event Costs

Facilities & Equipment Rental	\$20,000
Food	\$18,500
Supplies	\$8,000
Transportation	\$3,500
Insurance	\$2,500
Interpretation & Translation	\$3,500
Advertising	\$1,000
Entertainment & Honoraria	\$1,000
Other Event Costs (Security, EMS, Etc)	\$3,000

<i>Total Event Costs</i>	\$61,000
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Nonpersonnel Costs

Supplies & Consumables	\$8,000
Printing and Reproduction	\$15,000
Communications (Phones, Internet, Etc)	\$15,000
Software & Web Services	\$3,500
Program Supplies (Training Materials, Etc)	\$5,000
Paid Media (Billboards, Radio Ads)	\$8,000
Equipment	\$10,000
Rent	\$20,000
Insurance	\$2,500
Other Nonpersonnel Costs	\$5,000

<i>Total Nonpersonnel Costs</i>	\$92,000
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Discretionary Cost Centers (Undistributed)

Nashville Movement	\$4,000
SE Regional Network Facilitation/Annual Conference	\$50,000
Civic Engagement (Voter Reg/GOTV Nonpersonnel)	\$7,000
<i>Total Discretionary (Undistributed) Costs</i>	<i>\$61,000</i>

Total Discretionary (Undistributed) Costs	\$61,000
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Misc Costs

Memberships, Sponsorships, Donations to Other Orgs	\$2,500
<i>Total Misc Costs</i>	<i>\$2,500</i>

<i>Total Misc Costs</i>	\$2,500
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TOTAL EXPENSES \$791.295

Cash Reserves **\$34.417**

Tennessee Immigrant & Refugee Rights Coalition

FY 2009

Projected Income & Expenses

REVENUES		EXPENSES	
Committed Revenues		Staff Salaries & Benefits	
<i>Foundations</i>		Director @ 100% FTE	\$42,750
Public Welfare Foundation - Nashville Movement	\$20,000	Campaigns Director @ 100% FTE	\$34,165
Mary Reynolds Babcock Foundation	\$50,000	Operations Director @ 100% FTE	\$36,250
Four Freedoms Fund - General Support	\$30,000	Organizing Director @ 100% FTE	\$35,417
Four Freedoms Fund - Capacity Building Initiative	\$100,000	Director of Development @ 100% FTE	\$34,292
Catholic Campaign for Human Development	\$15,000	Public Awareness Coordinator @ 100% FTE	\$30,375
Total Committed Revenues	\$215,000	East Tennessee Organizer @ 100% FTE	\$31,250
Projected Revenues		West Tennessee Organizer @ 100% FTE	\$30,625
<i>Foundations</i>		Civil Liberties Organizer @ 100% FTE	\$30,875
Four Freedoms Fund - General Support	\$30,000	Office Manager @ 100% FTE	\$31,167
Four Freedoms Fund - Communications	\$7,500	Project Manager @ 100% FTE	\$29,955
Public Welfare Foundation - General Support	\$50,000	Payroll Taxes	\$36,712
Public Welfare Foundation - Nashville Movement	\$60,000	Employee Benefits	\$52,498
Unitarian Universalist Veatch Foundation	\$50,000	Total Staff Salaries & Benefits	\$456,330
French American Charitable Trust	\$30,000	Consultants & Independent Contractors	
Southern Partners Fund	\$20,000	Accounting & Audit	\$4,000
U.S. Human Rights Fund	\$20,000	Board & Staff Development	\$8,000
Hill-Snowdon Foundation	\$20,000	Communications & Public Relations	\$3,000
Nissan Foundation	\$15,000	Database	\$5,000
Catholic Campaign for Human Development	\$15,000	Interpretation & Translation	\$5,000
New World Foundation	\$10,000	Justice Schools Consultants (Highlander Center)	\$2,500
Natl Council of La Raza - Affiliate Grant	\$10,000	Other Consultants & Contractors	\$2,500
Presbyterian Hunger Program	\$10,000	Policy	\$5,000
Appalachian Community Fund	\$5,000	Website Development	\$3,000
Community Foundation of Middle Tennessee	\$5,000	Graphic Design (Toolkits, Fundraising Materials)	\$2,500
SE Regional Network (PWF, MRBF, FFF, UUV, FACT, HSF)	\$40,000	WTI/Communications Project Evaluation	\$2,000
<i>Corporations/Organizations</i>		Capacity Building for Member Organizations	\$2,500
Center for Community Change	\$5,000	Professional Video Editing & Production	\$1,500
Rights Working Group	\$22,500	Organizational Devt/Leadership Transition Consultant	\$1,000
American Immigration Lawyer's Association - Mid-South	\$1,500	Technology Assessment & Training	\$1,500
SE Regional Network (NCLR, Misc)	\$20,000	Total Consultants & Independent Contractors	\$49,000
<i>Membership Dues, Events, Grassroots Fundraising</i>		Travel Costs	
Individual Contributions and Grassroots Fundraising	\$25,000	Mileage/Auto	\$27,500
Event Income & Sponsorships	\$50,000	Air Travel	\$7,500
Membership Dues	\$5,000	Lodging	\$5,000
		Meals	\$3,500
		Other Travel Costs	\$2,500
		Total Travel Costs	\$46,000
Total Projected Revenues	\$526,500	Event Costs	
Projected Cash Reserves (12-31-08)	\$34,417	Facilities & Equipment Rental	\$20,000
TOTAL REVENUES	\$775,917	Food	\$18,500
		Supplies	\$8,000
		Transportation	\$3,500
		Insurance	\$2,500
		Interpretation & Translation	\$3,500
		Advertising	\$1,000
		Entertainment & Honoraria	\$1,000
		Other Event Costs (Security, EMS, Etc)	\$3,000
		Total Event Costs	\$61,000
		Nonpersonnel Costs	
		Supplies & Consumables	\$9,000
		Printing and Reproduction	\$15,000
		Communications (Phones, Internet, Etc)	\$15,000
		Software & Web Services	\$3,500
		Program Supplies (Training Materials, Etc)	\$5,000
		Paid Media (Billboards, Radio Ads)	\$8,000
		Equipment	\$15,000
		Rent	\$20,000
		Insurance	\$2,500
		Other Nonpersonnel Costs	\$5,000
		Total Nonpersonnel Costs	\$98,000
		Discretionary Cost Centers (Undistributed)	
		Nashville Movement	\$4,000
		SE Regional Network Facilitation/Annual Conference	\$50,000
		Total Discretionary (Undistributed) Costs	\$54,000
		Misc Costs	
		Memberships, Sponsorships, Donations to Other Orgs	\$2,500
		Total Misc Costs	\$2,500
		TOTAL EXPENSES	\$766,830
		Cash Reserves	\$9,087

Blue numbers represent sources from which TIRRC has not previously received funding.