

January finished approximately \$4,000 ahead of budget, almost entirely due to timing on 2020 sponsor gifts which were budgeted as event expenses on the P&L for January but will be invoiced in February/March instead.

The State Meeting, not budgeted, will be at nearly break-even once we receive the \$500 sponsorship check from Associated Bank, thanks to the generous donations from the board. State meeting income shows on the P&L under "Other" in the income section (some income was received in December 2019, reflected on 12/31/19 financials) and the expense of the meeting is under Program Services "Other".

HRP's January invoice did not have any hours billed to grants, causing the discrepancy of income under "Restoration Revenue" versus budget on the P&L and on the A/R Grants line on the Balance Sheet.

Throughout the year you may see a discrepancy of actual versus budget on the salary and travel expense lines in Program Services, Development and Administration, as we budgeted based off last year's salary and travel break-downs. We are working towards allocating more hours towards Program Services, and did well with that in January as reflected in the P&L. Overall salary dollars between those three categories match budgeted expense.