2026 Fiscal Year Budget Narrative

Chris Jahrman, CEO

During the next fiscal year, we'll continue to be challenged by the current political and economic environment. At the state level, Washington is expected to further tighten spending to avoid falling further into budget shortfalls. Our state rates for the supported employment services we provide continue to lag at $20 below the hourly rate prescribed in the state's rate study ($108.80 versus $128.80) that was completed nearly five years ago. Since the completion of the rate study expenses have continued to increase. Similarly, Community Inclusion Services rates lag behind the expenses we incur in providing those services. Although it's very unlikely that there will be an increase in rates, we are working with other providers through the Community Employment Alliance to lobby for a cost-of-living increase in the next fiscal year.

The lack of sufficient rates places greater burden on charitable giving, grants, and other financial support during a period where many grantors are pulling back to regroup in a challenging economy and uncertainty with the impact of the current federal administration. However, we will continue to tell our story and build upon strong relationships to make up the difference between current rates and actual expenses incurred to provide our services. The result will be a year that is predicted to be essentially a break-even result with growth (measured by people served) at 5%.

There are a couple of factors that could potentially change the expected financial results. Over the last few years, including the past fiscal year, counties have paid us overage fees which typically have come late in our 3rd quarter or 4th quarter. These payments are primarily intended to cover additional hours that were worked by employee consultants but not billed as they exceeded what the county had previously approved. For instance, in the past fiscal year, we received approximately $400,000 in overage payments. Those payments are not guaranteed, and we did not budget for them. Should we receive overage payments in this next fiscal year it will improve our financial results beyond what's budgeted. The other factor is a large potential addition to our contract with the Veteran's Association (VA) that would increase the size of our VA contract by approximately $600,000. That contract is likely to occur, but we have not received it yet and as such it is not included in the budget.

During the next fiscal year, we expect that Missions revenue in King County will show a 3% decline compared to the past fiscal year. However, if the overage funds above are factored out the true projected revenue growth will be 6%. In Spokane County we'll experience a 9% revenue increase conditioned upon hiring another employment consultant by mid-year. Kittitas County revenue is based upon 1.5 full-time employees which we currently have, and we'll continue to establish ourselves in the community as a newer provider.

Snohomish County is expected to increase its revenue by 6.5% over prior year, and we expect that the operating year will demonstrate a positive result. In total, the revenue in the four counties we operate within is budgeted as flat YOY. However, with the overage payments received last year "factored out" the actual year over year increase will be approximately 8.7%.

Our administration, marketing, and advocacy expenses will remain relatively flat at 21.8% of total revenue. We are projecting that through development of grants, donations, and multiple fundraising events the revenue generated will be approximately 1.9% of total revenue or approximately $33,000 which is 22% higher than prior year.

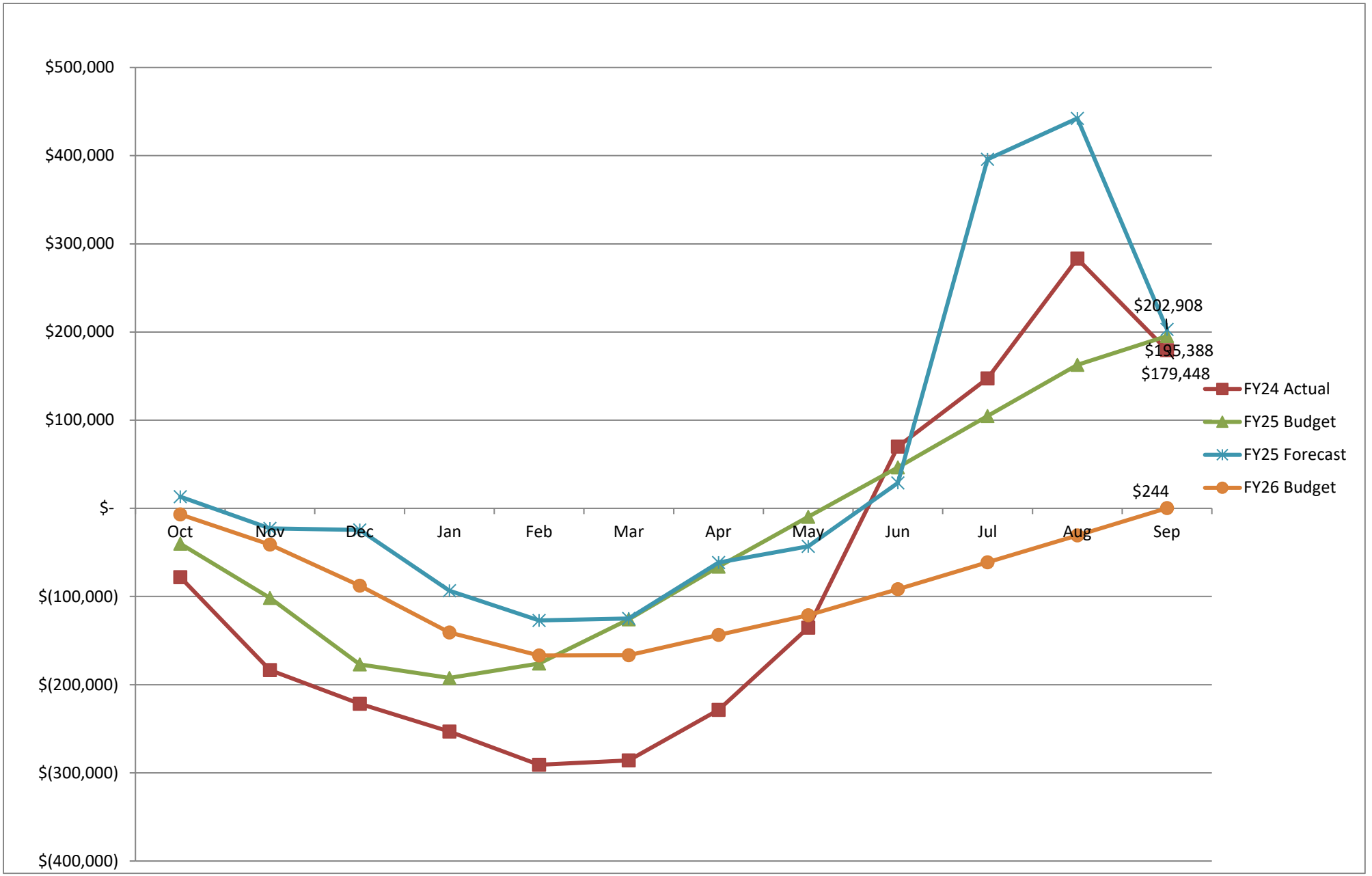
AtWork! Commercial Enterprises (ACE) is projected to have a total annual revenue of $3,700,000 which is approximately an 8.0% reduction from the previous year. ACE has operated profitably since its inception in 2018. Over this past fiscal year ACE recorded its highest revenue compared to any prior year. However, to successfully grow this company, we'll spend significant effort in improving our infrastructure and operating model as well as succession planning. We've reached a peak in revenue with our current model and will be designing the next chapter for ACE during the fiscal year.

Businesses Powered by AtWork! will also receive significant attention as we work to replace two smaller contracts that were lost during the prior fiscal year due to budgeting concerns within these organizations. One of the contracts is "paused" versus cancelled and we will likely continue the work in a few years. We are currently marketing for other document management opportunities to earn additional revenue and are working with SourceAmerica for sub-contracting or other contracting opportunities.

The Operations budget is relatively flat compared to last year. We plan on maintaining our existing locations and will continue to ensure that each location provides the space and equipment needed for all our employees. Our partnership with Convergence has continued to go well and they continue to support our I/T needs. We anticipate further infrastructure upgrades throughout the fiscal year to maintain or improve the equipment and tools we use and protect the organization from intrusion.

Overall, in the fiscal year ahead of us, a modest growth rate of 1.6% in revenue is expected as we work through state budget reductions, implications of federal changes, and economic uncertainty. We'll continue during this period to have stable, predictable results that will allow us to serve the people we assist today and steadily increase the number of people we serve without overextending the organization financially. Our focus for the year is correctly on our mission while remaining financially strong to navigate through any potential adverse impacts to our mission in the years ahead.

AtWork!
Budget Year 2026
Three Year Comparative
Profit Loss



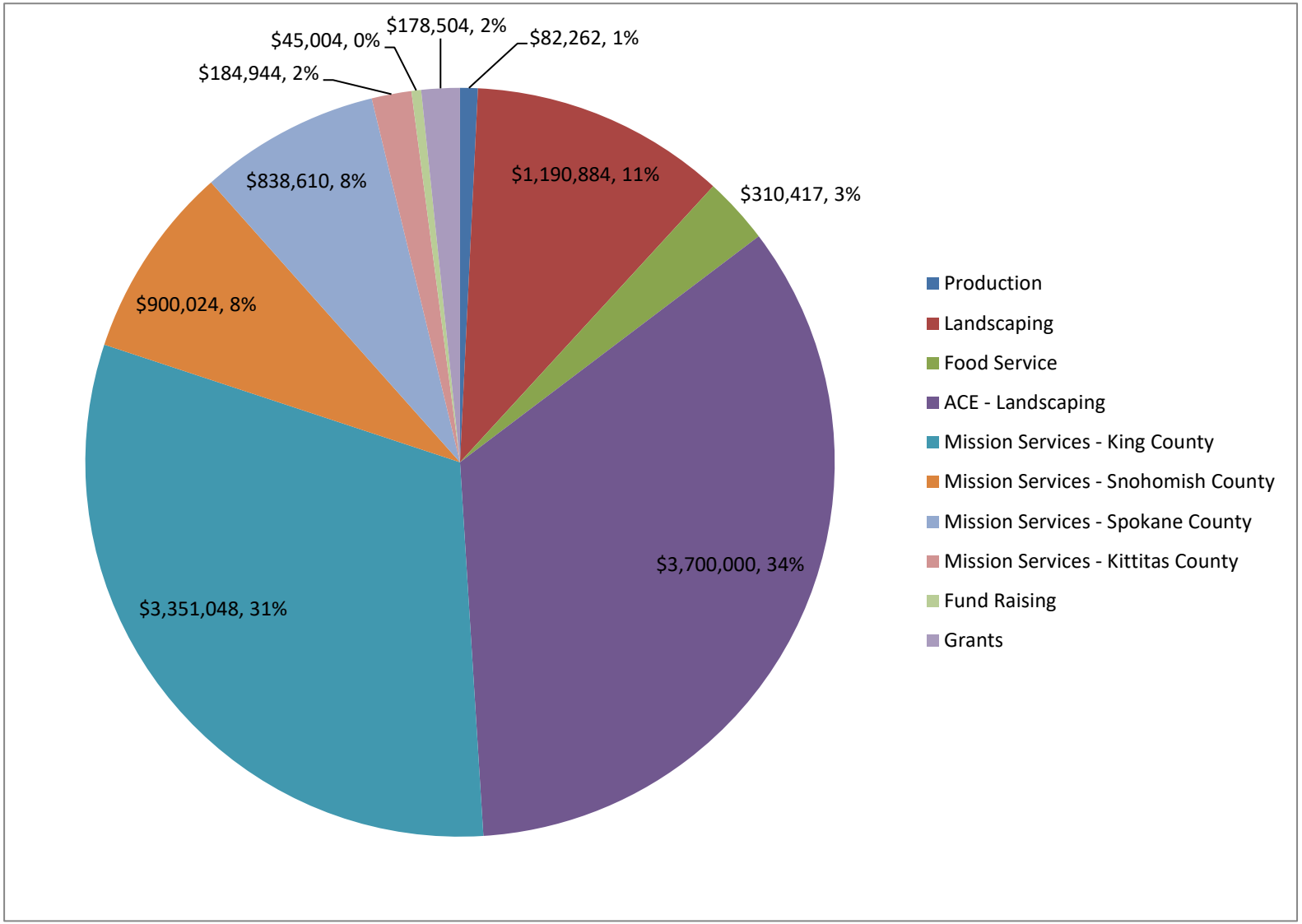
AtWork!
Profit Loss by Division
2026 Budget

Profit & Loss (P&L)		Budget Before Allocations	
DIVISION:			
Mission Services - King County	$	725,562	32.89%
Mission Services - Snohomish County	$	248,316	11.26%
Mission Services - Spokane County	$	171,528	7.78%
Mission Services - Kittitas County	$	24,450	1.11%
Consulting	$	-	0.00%
Landscaping	$	180,160	8.17%
Food Service	$	72,069	3.27%
Production	$	(11,080)	-0.50%
Fund Raising & Communications	$	82,268	3.73%
ACE - Landscaping	$	712,418	32.30%
	$	2,205,691	100.00%

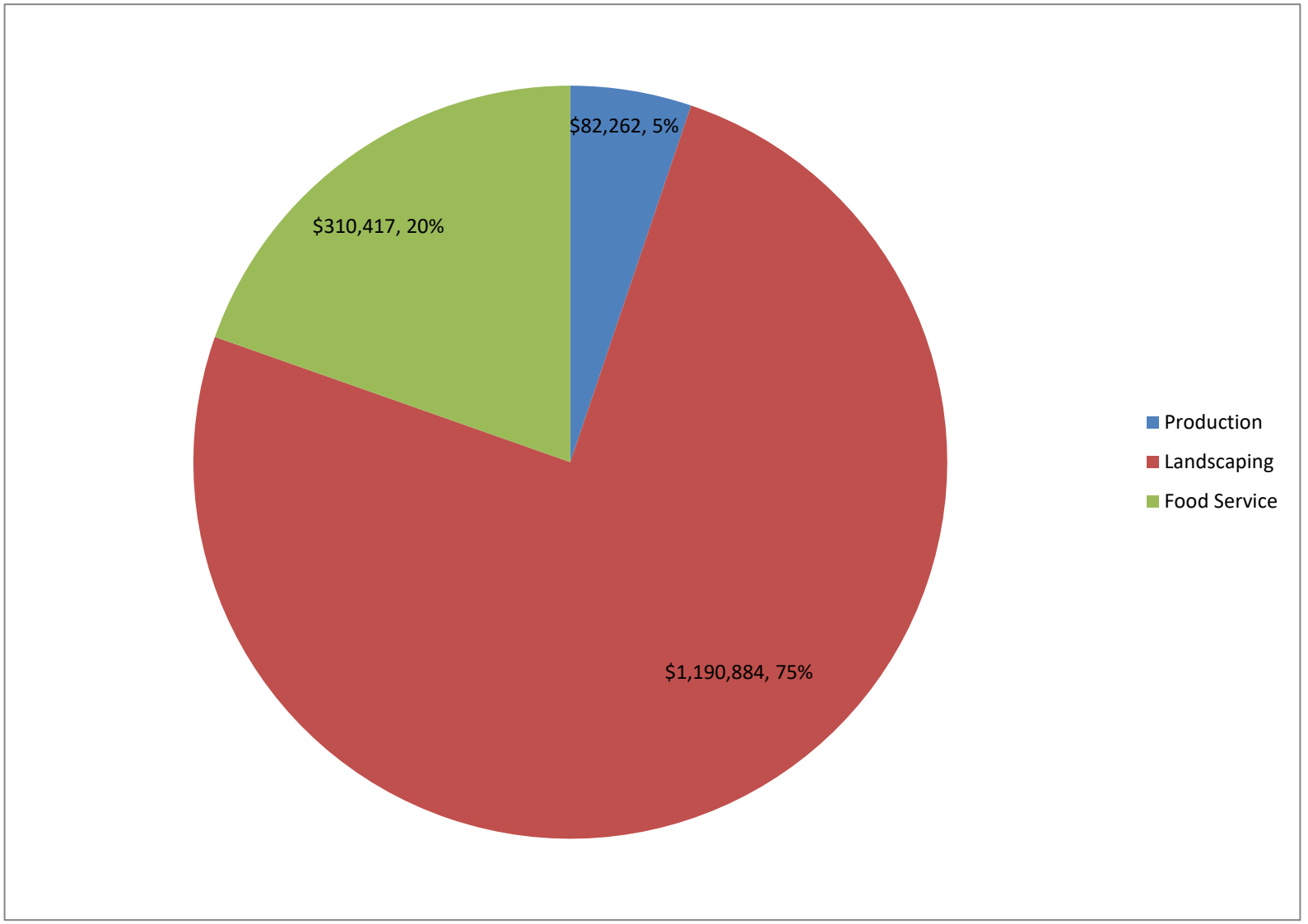
		AtWork!		ACE		Total
Administration	$	1,452,251	$	444,000	$	1,896,251
		79.59%		20.41%		100.00%
Marketing	$	140,840	$	37,000	$	177,840
		82.42%		17.58%		100.00%
Total	$	1,593,091	$	481,000	$	2,074,091
		76.81%		23.19%		100.00%

8/11/2025

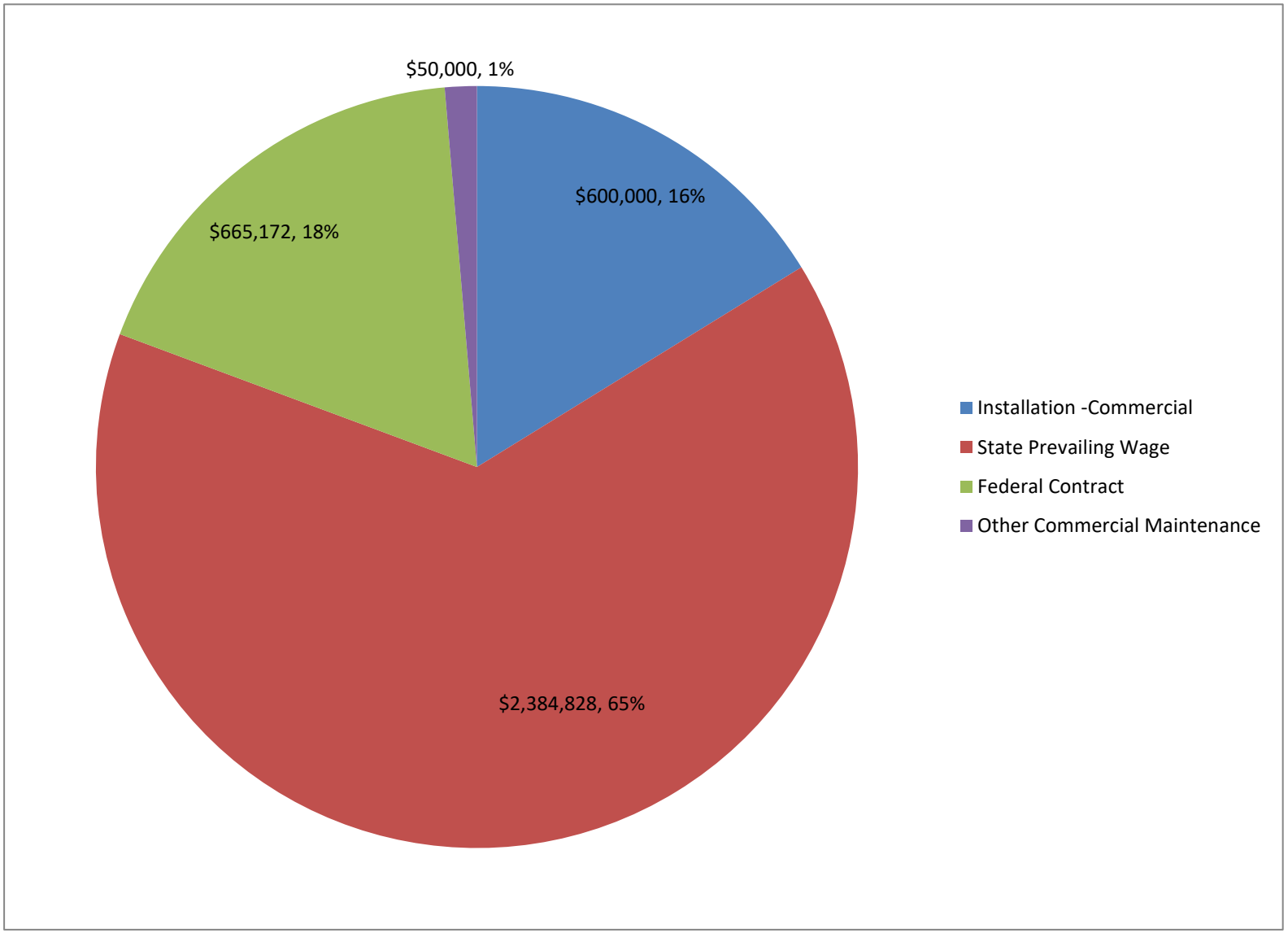
AtWork! Budget 2026
Revenue Sources



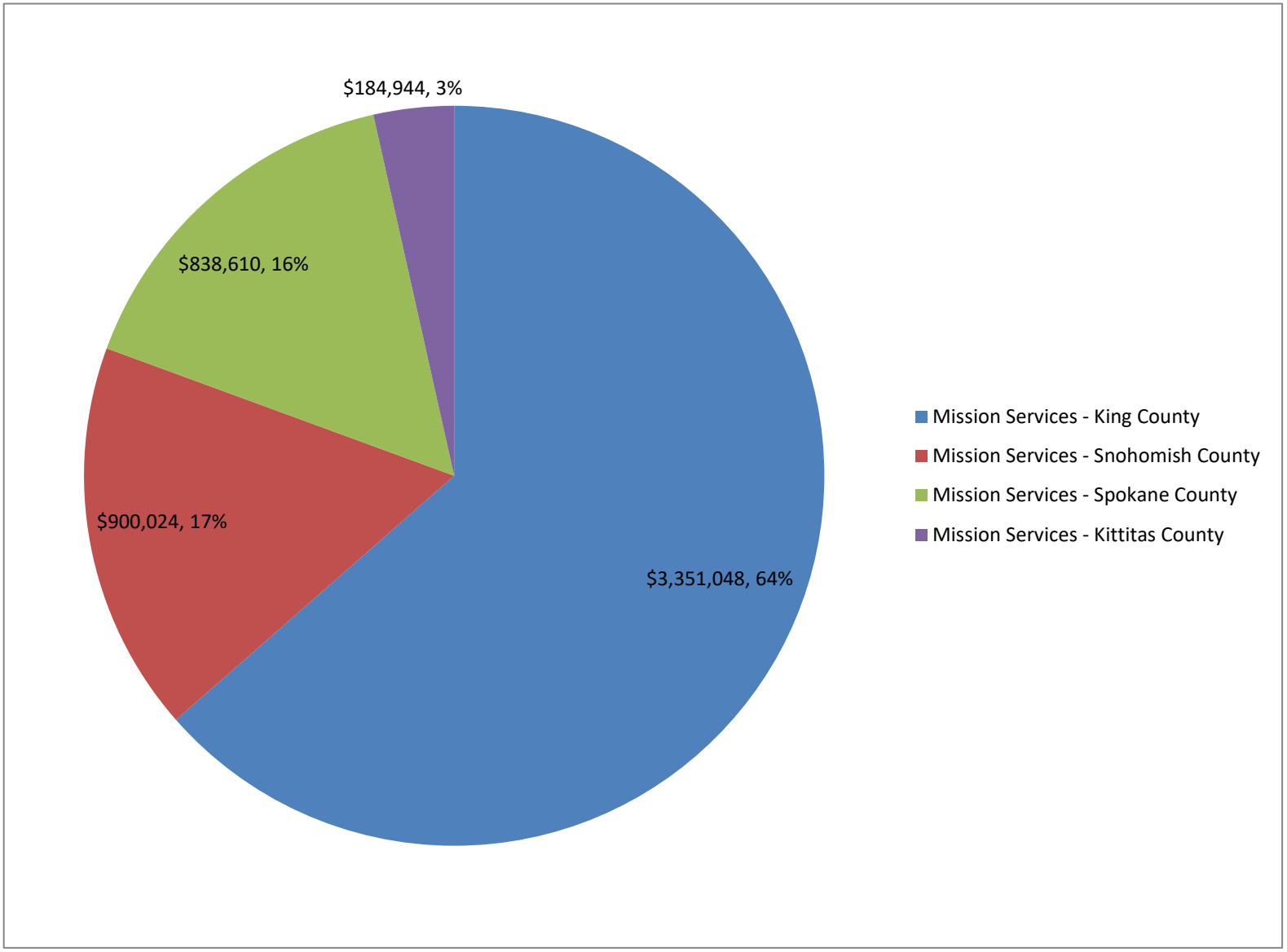
Budget 2026
Commercial Revenue
Businesses Powered by AtWork!



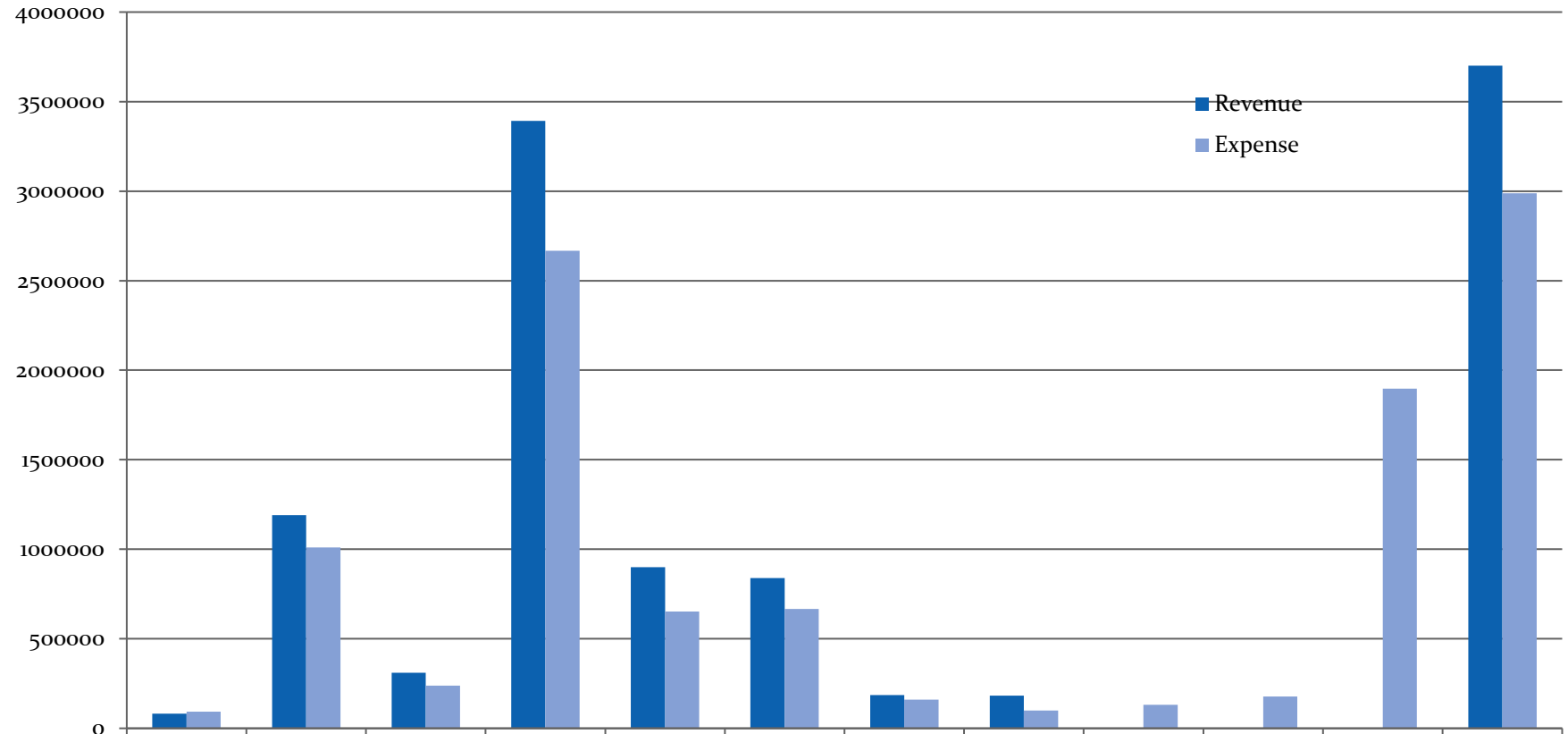
AtWork! Commercial Enterprises, LLC.
Budget 2026



Budget 2026
Mission Services Revenue



AtWork!
Revenue & Expense by Division
Budget 2026



	Produc-tion	Land-scaping	Food Service	Mission King County	Mission Snoh. County	Mission Spokane County	Mission Kittitas County	Fund Raising	Advocacy	Market-ing	Admin.	ACE
Revenue	82262	1190884	310417	3392052	900024	838610	184944	182504				3700000
Expense	93342	1010724	238348	2666490	651708	667082	160494	100236	131356	177840	1896251	2987582

	A	B	E	F	G	H	I	J	K	L
1		**AtWork! GENERAL FUND PROGRAM SUMMARY/Budget FY 2026**								
2			**Actual**		**Budget**		**Forecast**		**Budget**	
3			**FY2024**	**%**	**FY2025**	**%**	**FY2025**	**%**	**FY2026**	**%**
607		**Combined Financial Statement**								
608										
609		**REVENUE**								
610		**Mission Service Fees**	**5,218,607**	**54.8%**	**5,481,617**	**55.6%**	**5,148,621**	**50.6%**	**5,274,626**	**52.1%**
611		**Commercial Revenues**	**4,075,719**	**42.8%**	**4,128,223**	**41.9%**	**4,841,626**	**47.6%**	**4,618,391**	**45.7%**
612		**Fund Raising**	**13,474**	**0.1%**	**65,000**	**0.7%**	**17,395**	**0.2%**	**45,004**	**0.4%**
613		**Grants**	**212,840**	**2.24%**	**187,092**	**1.90%**	**169,025**	**1.66%**	**178,504**	**1.76%**
614		**Total Revenue**	**$ 9,520,640**	**100.0%**	**$ 9,861,932**	**100.0%**	**$ 10,176,667**	**100.0%**	**$ 10,116,525**	**100.0%**
615										
616		**OPERATING EXPENSES**								
617		**Salaries & Benefits**								
618		**Direct Labor - Staff**	**$ 2,319,421**	**24.4%**	**$ 2,551,814**	**25.9%**	**$ 2,628,585**	**25.8%**	**$ 2,927,440**	**28.9%**
619		**Indirect Labor - Staff**	**$ 2,928,257**	**30.8%**	**$ 2,802,119**	**28.4%**	**$ 2,970,586**	**29.2%**	**$ 2,854,457**	**28.2%**
620		**Fringe Benefits -Staff**	**$ 1,048,996**	**11.0%**	**$ 1,079,851**	**10.9%**	**$ 1,148,694**	**11.3%**	**$ 1,168,538**	**11.6%**
621		*% Fr.Benefits on Total Staff Labor*	*19.99%*		*20.17%*		*20.52%*		*20.21%*	
622		**Total Staff Labor & Fringe Benefit Expense**	**$ 6,296,674**	**66.1%**	**$ 6,433,784**	**65.2%**	**$ 6,747,865**	**66.3%**	**$ 6,950,435**	**68.7%**
623		**Direct Expense:**								
624		**Direct Outside Temp. Service**	**$ -**	**0.0%**	**$ -**	**0.0%**	**$ -**	**0.0%**	**$ -**	**0.0%**
625		**Direct Materials**	**$ 160,276**	**1.7%**	**$ 210,300**	**2.1%**	**$ 267,873**	**2.6%**	**$ 210,900**	**2.1%**
626		**Direct Subcontract**	**$ 1,206,442**	**12.7%**	**$ 1,072,500**	**10.9%**	**$ 1,214,431**	**11.9%**	**$ 999,000**	**9.9%**
627		**Direct Non Labor-Other**	**$ 90,536**	**1.0%**	**$ 151,308**	**1.5%**	**$ 101,729**	**1.0%**	**$ 119,828**	**1.2%**
628		**Total Direct Expense**	**$ 1,457,254**	**15.3%**	**$ 1,434,108**	**14.5%**	**$ 1,584,033**	**15.6%**	**$ 1,329,728**	**13.1%**
629		**Indirect Expenses:**								
630		**Depreciation**	**$ 144,484**	**1.5%**	**$ 154,016**	**1.6%**	**$ 169,602**	**1.7%**	**$ 191,568**	**1.9%**
631		**Supplies**	**$ 81,167**	**0.9%**	**$ 92,280**	**0.9%**	**$ 101,632**	**1.0%**	**$ 100,720**	**1.0%**
632		**Travel**	**$ 215,240**	**2.3%**	**$ 244,660**	**2.5%**	**$ 186,421**	**1.8%**	**$ 210,960**	**2.1%**
633		**Conference & Meetings**	**$ 53,300**	**0.6%**	**$ 136,188**	**1.4%**	**$ 79,360**	**0.8%**	**$ 78,150**	**0.8%**
634		**Maintenance & Repair - Vehicles**	**$ 39,724**	**0.4%**	**$ 34,800**	**0.4%**	**$ 41,000**	**0.4%**	**$ 34,800**	**0.3%**
635		**Maintenance & Repair - Facilities/Equipment**								
636		**Facilities - General**	**$ 385,712**	**4.1%**	**$ 401,572**	**4.1%**	**$ 390,854**	**3.8%**	**$ 391,220**	**3.9%**
637		**Utilities**								
638		**General Business Insurance**								
639		**Communication**	**$ 133,977**	**1.4%**	**$ 157,644**	**1.6%**	**$ 130,833**	**1.3%**	**$ 159,384**	**1.6%**
640		**Professional Services**	**$ 412,222**	**4.3%**	**$ 381,320**	**3.9%**	**$ 446,981**	**4.4%**	**$ 497,344**	**4.9%**
641		**Training**	**$ 8,683**	**0.1%**	**$ 38,196**	**0.4%**	**$ 10,440**	**0.1%**	**$ 33,500**	**0.3%**
642		**Dues/Memberships/Subscriptions**	**$ 15,078**	**0.2%**	**$ 19,420**	**0.2%**	**$ 12,035**	**0.1%**	**$ 21,732**	**0.2%**
643		**Other**	**$ 97,677**	**1.0%**	**$ 138,556**	**1.4%**	**$ 72,703**	**0.7%**	**$ 116,740**	**1.2%**
644		**Total Indirect Expenses**	**$ 1,587,264**	**16.7%**	**$ 1,798,652**	**18.2%**	**$ 1,641,861**	**16.1%**	**$ 1,836,118**	**18.1%**
645		**Total Operating Expenses**	**$ 9,341,192**	**98.1%**	**$ 9,666,544**	**98.0%**	**$ 9,973,759**	**98.0%**	**$ 10,116,281**	**100.0%**
646		**NET INCOME**	**$ 179,448**	**1.9%**	**$ 195,388**	**2.0%**	**$ 202,908**	**2.0%**	**$ 244**	**0.0%**
647										

	A	B	E	F	G	H	I	J	K	L
1		**AtWork! GENERAL FUND PROGRAM SUMMARY/Budget FY 2026**								
2			**Actual**		**Budget**		**Forecast**		**Budget**	
3			**FY2024**	**%**	**FY2025**	**%**	**FY2025**	**%**	**FY2026**	**%**
650		**Combined Financial Statement**	(Administrative & Marketing as line items)							
651										
652		**REVENUE**								
653		**Mission Service Fees**	**5,218,607**	**54.8%**	**5,481,617**	**55.6%**	**5,148,621**	**50.6%**	**5,274,626**	**52.1%**
654		**Commercial Revenues**	**4,075,719**	**42.8%**	**4,128,223**	**41.9%**	**4,841,626**	**47.6%**	**4,618,391**	**45.7%**
655		**Fund Raising**	**13,474**	**0.1%**	**65,000**	**0.7%**	**17,395**	**0.2%**	**45,004**	**0.4%**
656		**Grants**	**212,840**	**2.24%**	**187,092**	**1.90%**	**169,025**	**1.66%**	**178,504**	**1.76%**
657		**Total Revenue**	**$ 9,520,640**	**100.0%**	**$ 9,861,932**	**100.0%**	**$ 10,176,667**	**100.0%**	**$ 10,116,525**	**100.0%**
658										
659		**OPERATING EXPENSES**								
660		**Salaries & Benefits**								
661		**Direct Labor - Staff**	**2,319,421**	**24.4%**	**2,551,814**	**25.9%**	**2,628,585**	**25.8%**	**2,927,440**	**28.9%**
662		**Indirect Labor - Staff**	**1,644,970**	**17.3%**	**1,554,449**	**15.8%**	**1,861,582**	**18.3%**	**1,677,828**	**16.6%**
663		**Fringe Benefits -Staff**	**822,128**	**8.6%**	**848,443**	**8.6%**	**930,316**	**9.1%**	**941,300**	**9.3%**
664		*% Fr.Benefits on Total Staff Labor*	*20.74%*		*20.66%*		*20.72%*		*20.44%*	
665		**Total Staff Labor & Fringe Benefit Expense**	**$ 4,786,519**	**50.3%**	**$ 4,954,706**	**50.2%**	**$ 5,420,483**	**53.3%**	**$ 5,546,568**	**54.8%**
666		**Direct Expense:**								
667		**Direct Outside Temp. Service**								
668		**Direct Materials**	**160,276**	**1.7%**	**210,300**	**2.1%**	**267,873**	**2.6%**	**210,900**	**2.1%**
669		**Direct Subcontract**	**1,206,442**	**12.7%**	**1,072,500**	**10.9%**	**1,214,431**	**11.9%**	**999,000**	**9.9%**
670		**Direct Non Labor-Other**	**77,717**	**0.8%**	**123,808**	**1.3%**	**90,921**	**0.9%**	**110,828**	**1.1%**
671		**Total Direct Expense**	**$ 1,444,435**	**15.2%**	**$ 1,406,608**	**14.3%**	**$ 1,573,225**	**15.5%**	**$ 1,320,728**	**13.1%**
672		**Indirect Expense:**								
673		**Depreciation**	**128,771**	**1.4%**	**132,384**	**1.3%**	**149,624**	**1.5%**	**172,368**	**1.7%**
674		**Supplies**	**46,619**	**0.5%**	**46,980**	**0.5%**	**74,781**	**0.7%**	**58,720**	**0.6%**
675		**Travel**	**191,762**	**2.0%**	**235,360**	**2.4%**	**179,411**	**1.8%**	**201,456**	**2.0%**
676		**Conference & Meetings**	**25,735**	**0.3%**	**59,492**	**0.6%**	**38,955**	**0.4%**	**40,050**	**0.4%**
677		**Maintenance & Repair - Vehicles**	**39,724**	**0.4%**	**34,800**	**0.4%**	**41,000**	**0.4%**	**34,800**	**0.3%**
678		**Maintenance & Repair - Facilities/Equipment**								
679		**Facilities - General**	**299,063**	**3.1%**	**313,576**	**3.2%**	**302,861**	**3.0%**	**299,312**	**3.0%**
680		**Utilities**								
681		**General Business Insurance**								
682		**Communication**	**101,648**	**1.1%**	**111,048**	**1.1%**	**106,418**	**1.0%**	**114,228**	**1.1%**
683		**Professional Services**	**65,887**	**0.7%**	**71,000**	**0.7%**	**61,659**	**0.6%**	**63,012**	**0.6%**
684		**Training**	**2,607**	**0.0%**	**12,696**	**0.1%**	**5,746**	**0.1%**	**9,260**	**0.1%**
685		**Dues/Memberships/Subscriptions**	**2,536**	**0.0%**	**3,600**	**0.0%**	**1,025**	**0.0%**	**5,796**	**0.1%**
686		**Other**	**39,305**	**0.4%**	**41,656**	**0.4%**	**43,230**	**0.4%**	**44,536**	**0.4%**
687		**Total Indirect Expense**	**943,657**	**9.9%**	**1,062,592**	**10.8%**	**1,004,710**	**9.9%**	**1,043,538**	**10.3%**
688		**Surplus / Deficit Before Allocations**	**2,346,029**	**24.6%**	**2,438,026**	**24.7%**	**2,178,249**	**21.4%**	**2,205,691**	**21.8%**
689		**Marketing Allocation**	**158,654**	**1.7%**	**184,794**	**1.9%**	**141,001**	**1.4%**	**177,840**	**1.8%**
690		**Advocacy Allocation**	**133,788**	**1.4%**	**147,356**	**1.5%**	**122,015**	**1.2%**	**131,356**	**1.3%**
691		**Administrative Allocation**	**1,874,139**	**19.7%**	**1,910,488**	**19.4%**	**1,712,325**	**16.8%**	**1,896,251**	**18.7%**
692		**Total Operating Expenses**	**$ 9,341,192**	**98.1%**	**$ 9,666,544**	**98.0%**	**$ 9,973,759**	**98.0%**	**$ 10,116,281**	**100.0%**
693		**Surplus / Deficit After Allocations**	**$ 179,448**	**1.9%**	**$ 195,388**	**2.0%**	**$ 202,908**	**2.0%**	**$ 244**	**0.0%**
694										

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1		**AtWork! GENERAL FUND PROGRAM SUMMARY/Budget FY 2026**								
2			**Actual**		**Budget**		**Forecast**		**Budget**	
3			**FY2024**	**%**	**FY2025**	**%**	**FY2025**	**%**	**FY2026**	**%**
4		**Production**								
5										
6		**REVENUE**								
7		**Mission Service Fees**								
8		**Commercial Revenues**	**71,986**	**100.00%**	**87,684**	**100.00%**	**66,941**	**100.00%**	**82,262**	**100.00%**
9		**Total Revenue**	**$ 71,986**	**100.00%**	**$ 87,684**	**100.00%**	**$ 66,941**	**100.00%**	**$ 82,262**	**100.00%**
10										
11		**OPERATING EXPENSES**								
12		**Salaries & Benefits**								
13		**Direct Labor - Staff**	**27,914**	**38.78%**	**$ 40,530**	**46.22%**	**$ 31,656**	**47.29%**	**$ 31,422**	**38.20%**
14		**Indirect Labor - Staff**	**31,419**	**43.65%**	**$ 22,188**	**25.30%**	**$ 28,614**	**42.75%**	**$ 21,636**	**26.30%**
15		**Fringe Benefits -Staff**	**15,790**	**21.93%**	**$ 14,004**	**15.97%**	**$ 17,132**	**25.59%**	**$ 15,834**	**19.25%**
16		*% Fr.Benefits on Total Staff Labor*	*26.61%*		*22.33%*		*28.43%*		*29.84%*	
17		**Total Staff Labor & Fringe Benefit Expense**	**$ 75,123**	**104.36%**	**$ 76,722**	**87.50%**	**$ 77,402**	**115.63%**	**$ 68,892**	**83.75%**
18		**Direct Expense:**								
19		**Direct Outside Temp. Service**	**-**							
20		**Direct Materials**		**0.00%**	**$ 300**	**0.34%**	**$ -**	**0.00%**	**$ 300**	**0.36%**
21		**Direct Subcontract**			**$ -**				**$ -**	
22		**Direct Non Labor-Other**	**786**	**1.09%**	**$ 1,248**	**1.42%**	**$ 512**	**0.76%**	**$ 1,248**	**1.52%**
23		**Total Direct Expense**	**786**	**1.09%**	**1,548**	**1.77%**	**512**	**0.76%**	**1,548**	**1.88%**
24		**Indirect Expense:**								
25		**Depreciation**	**4,999**	**6.94%**	**$ 5,304**	**6.05%**	**$ 10,656**	**15.92%**	**$ 2,280**	**2.77%**
26		**Supplies**	**571**	**0.79%**	**$ 1,200**	**1.37%**	**$ 660**	**0.99%**	**$ 1,200**	**1.46%**
27		**Travel**	**1,408**	**1.96%**	**$ 1,800**	**2.05%**	**$ 1,209**	**1.81%**	**$ 1,200**	**1.46%**
28		**Conferences & Meetings**	**284**		**$ 500**		**$ 379**	**0.57%**	**$ 450**	**0.55%**
29		**Maintenance & Repair - Vehicles**	**-**	**0.00%**	**$ -**	**0.00%**	**$ -**	**0.00%**	**$ -**	**0.00%**
30		**Maintenance & Repair - Facilities/Equipment**								
31		**Facilities - General**	**18,129**	**25.18%**	**$ 12,972**	**14.79%**	**$ 12,357**	**18.46%**	**$ 13,692**	**16.64%**
32		**Utilities**								
33		**General Business Insurance**								
34		**Communication**	**3,882**	**5.39%**	**$ 4,200**	**4.79%**	**$ 3,649**	**5.45%**	**$ 3,900**	**4.74%**
35		**Professional Services**	**-**	**0.00%**	**$ -**	**0.00%**	**$ -**	**0.00%**	**$ -**	**0.00%**
36		**Training**	**-**	**0.00%**	**$ -**	**0.00%**	**$ -**	**0.00%**	**$ -**	**0.00%**
37		**Dues/Memberships/Subscriptions**		**0.00%**		**0.00%**	**$ -**	**0.00%**		**0.00%**
38		**Other**	**241**	**0.33%**	**$ 300**	**0.34%**	**$ 159**	**0.24%**	**$ 180**	**0.22%**
39		**Total Indirect Expense**	**$ 29,514**	**40.61%**	**$ 26,276**	**29.40%**	**$ 29,069**	**43.42%**	**$ 22,902**	**27.84%**
40	N	**TOTAL OPERATING EXPENSES**	**$ 105,423**	**146.45%**	**$ 104,546**	**119.23%**	**$ 106,983**	**159.82%**	**$ 93,342**	**113.47%**
41		**Surplus / Deficit Before Allocations**	**$ (33,437)**	**-46.45%**	**$ (16,862)**	**-19.23%**	**$ (40,042)**	**-59.82%**	**$ (11,080)**	**-13.47%**

	A	B	E	F	G	H	I	J	K	L
1		**AtWork! GENERAL FUND PROGRAM SUMMARY/Budget FY 2026**								
2			**Actual**		**Budget**		**Forecast**		**Budget**	
3			**FY2024**	**%**	**FY2025**	**%**	**FY2025**	**%**	**FY2026**	**%**
203		**Food Service**								
204										
205		**REVENUE**								
206		**Mission Service Fees**								
207		**Commercial Revenues**	**280,454**	**100.00%**	**291,311**	**100.00%**	**295,402**	**100.00%**	**310,417**	**100.00%**
208		**Total Revenue**	**$ 280,454**	**100.00%**	**$ 291,311**	**100.00%**	**$ 295,402**	**100.00%**	**$ 310,417**	**100.00%**
209										
210		**OPERATING EXPENSES**								
211		**Salaries & Benefits**								
212		**Direct Labor - Staff**	**$ 116,677**	**41.60%**	**$ 118,918**	**40.82%**	**$ 133,352**	**45.14%**	**$ 131,592**	**42.39%**
213		**Indirect Labor - Staff**	**$ 41,349**	**14.74%**	**$ 32,028**	**10.99%**	**$ 46,565**	**15.76%**	**$ 33,252**	**10.71%**
214		**Fringe Benefits -Staff**	**$ 50,825**	**18.12%**	**$ 47,318**	**16.24%**	**$ 57,727**	**19.54%**	**$ 56,052**	**18.06%**
215		*% Fr.Benefits on Total Staff Labor*	*32.16%*		*31.35%*		*32.09%*		*34.00%*	
216		**Total Staff Labor & Fringe Benefit Expense**	**$ 208,851**	**74.47%**	**$ 198,264**	**68.06%**	**$ 237,644**	**80.45%**	**$ 220,896**	**71.16%**
217		**Direct Expense:**								
218		**Direct Outside Temp. Service**								
219		**Direct Materials**								
220		**Direct Subcontract**								
221		**Direct Non Labor-Other**	**$ 9,937**	**3.54%**	**$ 10,620**	**3.65%**	**$ 10,679**	**3.62%**	**$ 11,328**	**3.65%**
222		**Total Direct Expense**	**9,937**	**3.54%**	**10,620**	**3.65%**	**10,679**	**3.62%**	**11,328**	**3.65%**
223		**Indirect Expense:**								
224		**Depreciation**								
225		**Supplies**	**$ 1,426**	**0.51%**	**$ 1,680**	**0.58%**	**$ 1,521**	**0.51%**	**$ 1,500**	**0.48%**
226		**Travel**	**$ 1,408**	**0.50%**	**$ 1,560**		**$ 1,189**	**0.40%**	**$ 1,500**	**0.48%**
227		**Conferences & Meetings**	**$ 284**		**$ 500**		**$ 379**	**0.13%**	**$ -**	**0.00%**
228		**Maintenance & Repair - Vehicles**								
229		**Maintenance & Repair - Facilities/Equipment**								
230		**Facilities - General**	**$ 340**	**0.12%**	**$ 384**		**$ 357**	**0.12%**	**$ 216**	**0.07%**
231		**Utilities**								
232		**General Business Insurance**								
233		**Communication**	**$ 1,380**	**0.49%**	**$ 1,548**	**0.53%**	**$ 1,350**	**0.46%**	**$ 1,548**	**0.50%**
234		**Professional Services**								
235		**Training**	**$ -**							
236		**Dues/Memberships/Subscriptions**	**$ -**							
237		**Other**	**$ 1,370**	**0.49%**	**$ 1,360**	**0.47%**	**$ 1,576**	**0.53%**	**$ 1,360**	**0.44%**
238		**Total Indirect Expense**	**$ 6,208**	**2.21%**	**$ 7,032**	**2.41%**	**$ 6,372**	**2.16%**	**$ 6,124**	**1.97%**
239		**TOTAL OPERATING EXPENSES**	**$ 224,996**	**80.23%**	**$ 215,916**	**74.12%**	**$ 254,695**	**86.22%**	**$ 238,348**	**76.78%**
240		**Surplus / Deficit Before Allocations**	**$ 55,458**	**19.77%**	**$ 75,395**	**25.88%**	**$ 40,707**	**13.78%**	**$ 72,069**	**23.22%**

	A	B	E	F	G	H	I	J	K	L
1		**AtWork! GENERAL FUND PROGRAM SUMMARY/Budget FY 2026**								
2			**Actual**		**Budget**		**Forecast**		**Budget**	
3			**FY2024**	**%**	**FY2025**	**%**	**FY2025**	**%**	**FY2026**	**%**
81		**Landscaping - ACE**								
82										
83		**REVENUE**								
84		**Mission Service Fees**								
85		**Commercial Revenues**	**3,236,444**	**100.00%**	**3,250,000**	**100.00%**	**3,979,335**	**100.00%**	**3,700,000**	**100.00%**
86		**Fundraising**	**-**		**-**		**-**		**-**	
87		**Total Revenue**	**$ 3,236,444**	**100.00%**	**$ 3,250,000**	**100.00%**	**$ 3,979,335**	**100.00%**	**$ 3,700,000**	**100.00%**
88										
89		**OPERATING EXPENSES**						.		
90		**Salaries & Benefits**								
91		**Direct Labor - Staff**	**$ 384,211**	**11.87%**	**$ 450,936**	**13.87%**	**$ 600,692**	**15.10%**	**$ 674,722**	**18.24%**
92		**Indirect Labor - Staff**	**$ 393,756**	**12.17%**	**$ 378,560**	**11.65%**	**$ 529,907**	**13.32%**	**$ 383,220**	**10.36%**
93		**Fringe Benefits -Staff**	**$ 130,735**	**4.04%**	**$ 121,877**	**3.75%**	**$ 219,123**	**5.51%**	**$ 185,000**	**5.00%**
94		*% Fr.Benefits on Total Staff Labor*	*16.80%*		*14.69%*		*19.38%*		*17.49%*	
95		**Total Staff Labor & Fringe Benefit Expense**	**$ 908,702**	**28.08%**	**$ 951,373**	**29.27%**	**$ 1,349,722**	**33.92%**	**$ 1,242,942**	**33.59%**
96		**Direct Expense:**								
97		**Direct Outside Temp. Service**								
98		**Direct Materials**	**$ 160,276**	**4.95%**	**$ 210,000**	**6.46%**	**$ 267,873**	**6.73%**	**$ 210,000**	**5.68%**
99		**Direct Subcontract**	**$ 1,206,442**	**37.28%**	**$ 1,072,500**	**33.00%**	**$ 1,214,431**	**30.52%**	**$ 999,000**	**27.00%**
100		**Direct Non Labor-Other**	**$ 28,452**	**0.88%**	**$ 40,000**	**1.23%**	**$ 40,179**	**1.01%**	**$ 50,000**	**1.35%**
101		**Total Direct Expense**	**1,395,170**	**43.11%**	**1,322,500**	**40.69%**	**1,522,483**	**38.26%**	**1,259,000**	**34.03%**
102		**Indirect Expense:**								
103		**Depreciation**	**$ 80,448**	**2.49%**	**$ 83,940**	**2.58%**	**$ 100,977**	**2.54%**	**$ 129,936**	**3.51%**
104		**Supplies**	**$ 32,335**	**1.00%**	**$ 30,000**	**0.92%**	**$ 59,630**	**1.50%**	**$ 43,000**	**1.16%**
105		**Travel**	**$ 78,263**	**2.42%**	**$ 75,000**	**2.31%**	**$ 81,356**	**2.04%**	**$ 75,000**	**2.03%**
106		**Conferences & Meetings**								
107		**Maintenance & Repair - Vehicles**	**$ 38,875**	**1.20%**	**$ 33,000**	**1.02%**	**$ 40,336**	**1.01%**	**$ 33,000**	**0.89%**
108		**Maintenance & Repair-Facilities/Equipment**								
109		**Facilities- General**	**$ 139,779**	**4.32%**	**$ 141,900**	**4.37%**	**$ 153,500**	**3.86%**	**$ 136,700**	**3.69%**
110		**Utilities**								
111		**General Business Insurance**								
112		**Comunication**	**$ 10,800**	**0.33%**	**$ 13,000**	**0.40%**	**$ 16,494**	**0.41%**	**$ 18,000**	**0.49%**
113		**Professional Services**	**$ 24,110**	**0.74%**	**$ 20,000**	**0.62%**	**$ 18,249**	**0.46%**	**$ 20,004**	**0.54%**
114		**Training**	**$ -**	**0.00%**	**$ 1,500**	**0.05%**	**$ 125**	**0.00%**	**$ -**	**0.00%**
115		**Dues/Memberships/Subscriptions**	**$ 540**	**0.02%**	**$ 900**	**0.03%**	**$ 75**	**0.00%**	**$ -**	**0.00%**
116		**Other**	**$ 26,174**	**0.81%**	**$ 27,204**	**0.84%**	**$ 30,212**	**0.76%**	**$ 30,000**	**0.81%**
117		**Total Indirect Expense**	**$ 431,324**	**13.33%**	**$ 426,444**	**13.12%**	**$ 500,954**	**12.59%**	**$ 485,640**	**13.13%**
118		**TOTAL OPERATING EXPENSES**	**$ 2,735,196**	**84.51%**	**$ 2,700,317**	**83.09%**	**$ 3,373,159**	**84.77%**	**$ 2,987,582**	**80.75%**
119		**Surplus / Deficit Before Allocations**	**$ 501,248**	**15.49%**	**$ 549,683**	**16.91%**	**$ 606,176**	**15.23%**	**$ 712,418**	**19.25%**

	A	B	E	F	G	H	I	J	K	L
1		**AtWork! GENERAL FUND PROGRAM SUMMARY/Budget FY 2026**								
2			**Actual**		**Budget**		**Forecast**		**Budget**	
3			**FY2024**	**%**	**FY2025**	**%**	**FY2025**	**%**	**FY2026**	**%**
243		**Businesses *Powered by Atwork!***								
244										
245		**REVENUE**								
246		**Mission Service Fees**								
247		**Commercial Revenues**	**1,446,400**	**100.00%**	**1,493,403**	**100.00%**	**1,477,051**	**100.00%**	**1,583,563**	**100.00%**
248		**Grants**								
249		**Total Revenue**	**$ 1,446,400**	**100.00%**	**$ 1,493,403**	**100.00%**	**$ 1,477,051**	**100.00%**	**$ 1,583,563**	**100.00%**
250										
251		**OPERATING EXPENSES**								
252		**Salaries & Benefits**								
253		**Direct Labor - Staff**	**238,655**	**16.50%**	**278,296**	**18.64%**	**267,597**	**18.12%**	**292,398**	**18.46%**
254		**Indirect Labor - Staff**	**139,038**	**9.61%**	**104,724**	**7.01%**	**144,371**	**9.77%**	**107,436**	**6.78%**
255		**Fringe Benefits -Staff**	**113,031**	**7.81%**	**107,390**	**7.19%**	**131,304**	**8.89%**	**135,558**	**8.56%**
256		*% Fr.Benefits on Total Staff Labor*	*29.93%*		*28.04%*	**0.00%**	*31.87%*		*33.90%*	
257		**Total Staff Labor & Fringe Benefit Expense**	**490,724**	**33.93%**	**490,410**	**32.84%**	**543,272**	**36.78%**	**535,392**	**33.81%**
258		**Direct Expense:**								
259		**Direct Outside Temp. Service**	**-**	**0.00%**	**-**		**-**		**-**	
260		**Direct Materials**	**-**	**0.00%**	**300**	**0.02%**	**-**	**0.00%**	**900**	**0.06%**
261		**Direct Subcontract**	**607,125**	**41.97%**	**615,180**	**41.19%**	**614,760**	**41.62%**	**665,172**	**42.00%**
262		**Direct Non Labor-Other**	**49,265**	**3.41%**	**53,808**	**3.60%**	**50,742**	**3.44%**	**57,828**	**3.65%**
263		**Total Direct Expense**	**656,390**	**45.38%**	**669,288**	**44.82%**	**665,502**	**45.06%**	**723,900**	**45.71%**
264		**Indirect Expense:**								
265		**Depreciation**	**18,414**	**1.27%**	**21,228**	**1.42%**	**24,573**	**1.66%**	**16,200**	**1.02%**
266		**Supplies**	**3,598**	**0.25%**	**4,680**	**0.31%**	**3,877**	**0.26%**	**4,500**	**0.28%**
267		**Travel**	**12,616**	**0.87%**	**14,160**	**0.95%**	**12,105**	**0.82%**	**13,500**	**0.85%**
268		**Conferences & Meetings**	**1,285**	**0.09%**	**1,500**	**0.10%**	**1,464**	**0.10%**	**450**	**0.03%**
269		**Maintenance & Repair - Vehicles**	**849**	**0.06%**	**1,800**	**0.12%**	**664**	**0.04%**	**1,800**	**0.11%**
270		**Maintenance & Repair - Facilities/Equipment**	**-**	**0.00%**	**-**	**0.00%**	**-**	**0.00%**	**-**	**0.00%**
271		**Facilities - General**	**32,701**	**2.26%**	**31,092**	**2.08%**	**26,510**	**1.79%**	**29,484**	**1.86%**
272		**Utilities**	**-**	**0.00%**	**-**	**0.00%**	**-**	**0.00%**	**-**	**0.00%**
273		**General Business Insurance**	**-**	**0.00%**	**-**	**0.00%**	**-**	**0.00%**	**-**	**0.00%**
274		**Communication**	**11,819**	**0.82%**	**12,348**	**0.83%**	**10,929**	**0.74%**	**11,448**	**0.72%**
275		**Professional Services**	**-**	**0.00%**	**-**	**0.00%**	**-**	**0.00%**	**-**	**0.00%**
276		**Training**	**-**	**0.00%**	**-**	**0.00%**	**-**	**0.00%**	**-**	**0.00%**
277		**Dues/Memberships/Subscriptions**	**-**	**0.00%**	**-**	**0.00%**	**-**	**0.00%**	**-**	**0.00%**
278		**Other**	**5,816**	**0.40%**	**6,460**	**0.43%**	**4,787**	**0.32%**	**5,740**	**0.36%**
279		**Total Indirect Expense**	**$ 87,098**	**6.02%**	**$ 93,268**	**6.25%**	**$ 84,909**	**5.75%**	**$ 83,122**	**5.25%**
280		**TOTAL OPERATING EXPENSES**	**$ 1,234,212**	**85.33%**	**$ 1,252,966**	**83.90%**	**$ 1,293,683**	**87.59%**	**$ 1,342,414**	**84.77%**
281		**Surplus / Deficit Before Allocations**	**$ 212,188**	**14.67%**	**$ 240,437**	**16.10%**	**$ 183,368**	**12.41%**	**$ 241,149**	**15.23%**

	B	E	F	G	H	I	J	K	L
1	**AtWork! GENERAL FUND PROGRAM SUMMARY/Budget FY 2026**								
2		**Actual**		**Budget**		**Forecast**		**Budget**	
3		**FY2024**	**%**	**FY2025**	**%**	**FY2025**	**%**	**FY2026**	**%**
161	**Mission Services - King County**								
162									
163	**REVENUE**								
164	**Mission Service Fees**	3,494,613	97.81%	3,527,877	97.81%	3,380,934	98.55%	3,351,048	98.79%
165	**Grants**	78,255	2.19%	79,092	2.19%	49,770	1.45%	41,004	1.21%
166	**Total Revenue**	$ 3,572,868	100.00%	$ 3,606,969	100.00%	$ 3,430,704	100.00%	$ 3,392,052	100.00%
167									
168	**OPERATING EXPENSES**								
169	**Salaries & Benefits**								
170	**Direct Labor - Staff**	1,144,788	32.04%	1,234,278	34.22%	1,105,413	32.22%	1,301,238	38.36%
171	**Indirect Labor - Staff**	761,729	21.32%	657,132	18.22%	748,636	21.82%	699,684	20.63%
172	**Fringe Benefits -Staff**	413,929	11.59%	408,852	11.34%	389,218	11.35%	396,264	11.68%
173	*% Fr.Benefits on Total Staff Labor*	*21.71%*		*21.62%*		*20.99%*		*19.80%*	
174	**Total Staff Labor & Fringe Benefit Expense**	$ 2,320,446	64.95%	$ 2,300,262	63.77%	$ 2,243,267	65.39%	$ 2,397,186	70.67%
175	**Direct Expense:**								
176	**Direct Outside Temp. Service**								
177	**Direct Materials**								
178	**Direct Subcontract**								
179	**Direct Non Labor-Other**								
180	**Total Direct Expense**	-	0.00%	-	0.00%	-	0.00%	-	0.00%
181	**Indirect Expense:**								
182	**Depreciation**	23,733	0.66%	22,920	0.64%	20,136	0.59%	20,940	0.62%
183	**Supplies**	7,219	0.20%	7,800	0.22%	6,166	0.18%	7,800	0.23%
184	**Travel**	54,682	1.53%	82,800	2.30%	41,744	1.22%	60,300	1.78%
185	**Conference & Meetings**	$ 17,944	0.50%	$ 33,000	0.91%	$ 19,754	0.58%	$ 24,000	0.71%
186	**Maintenance & Repair - Vehicles**								
187	**Maintenance & Repair - Facilities/Equipment**								
188	**Facilities - General**	80,855	2.26%	91,704	2.54%	72,094	2.10%	82,164	2.42%
189	**Utilities**								
190	**General Business Insurance**								
191	**Communication**	49,912	1.40%	51,600	1.43%	47,471	1.38%	50,400	1.49%
192	**Professional Services**	14,580	0.41%	15,000	0.42%	14,704	0.43%	15,000	0.44%
193	**Training**	1,736	0.05%	6,600	0.18%	1,795	0.05%	3,300	0.10%
194	**Dues/Memberships/Subscriptions**	1,960	0.05%	2,400	0.07%	200	0.01%	1,200	0.04%
195	**Other**	4,452	0.12%	4,200	0.12%	3,760	0.11%	4,200	0.12%
196	**Total Indirect Expense**	$ 257,073	7.20%	$ 318,024	8.82%	$ 227,824	6.64%	$ 269,304	7.94%
197	**TOTAL OPERATING EXPENSES**	$ 2,577,519	72.14%	$ 2,618,286	72.59%	$ 2,471,091	72.03%	$ 2,666,490	78.61%
198	**Surplus / Deficit Before Allocations**	$ 995,349	27.86%	$ 988,683	27.41%	$ 959,613	27.97%	$ 725,562	21.39%

	A	B	E	F	G	H	I	J	K	L
1		**AtWork! GENERAL FUND PROGRAM SUMMARY/Budget FY 2026**								
2			**Actual**		**Budget**		**Forecast**		**Budget**	
3			**FY2024**	**%**	**FY2025**	**%**	**FY2025**	**%**	**FY2026**	**%**
284		**Mission Services - Snohomish County**								
285										
286		**REVENUE**								
287		**Mission Service Fees**	799,189	100.00%	821,734	100.00%	867,300	100.00%	900,024	100.00%
288		**Commercial Revenues**								
289		**Grants**			-		-		-	
290		**Total Revenue**	$ 799,189	100.00%	$ 821,734	100.00%	$ 867,300	100.00%	$ 900,024	100.00%
291										
292		**OPERATING EXPENSES**								
293		**Salaries & Benefits**								
294		**Direct Labor - Staff**	$ 292,717	36.63%	$ 239,484	29.14%	$ 332,410	38.33%	$ 314,496	34.94%
295		**Indirect Labor - Staff**	$ 133,866	16.75%	$ 149,748	18.22%	$ 150,953	17.40%	$ 170,172	18.91%
296		**Fringe Benefits -Staff**	$ 63,170	7.90%	$ 79,902	9.72%	$ 69,086	7.97%	$ 95,976	10.66%
297		*% Fr.Benefits on Total Staff Labor*	*14.81%*		*20.53%*		*14.29%*		*19.80%*	
298		**Total Staff Labor & Fringe Benefit Expense**	$ 489,753	61.28%	$ 469,134	57.09%	$ 552,449	63.70%	$ 580,644	64.51%
299		**Direct Expense:**								
300		**Direct Outside Temp. Service**								
301		**Direct Materials**								
302		**Direct Subcontract**								
303		**Direct Non Labor-Other**								
304		**Total Direct Expense**	-	0.00%	-	0.00%	-	0.00%	-	0.00%
305		**Indirect Expense:**								
306		**Depreciation**	$ 3,020	0.38%	$ 2,148	0.26%	$ 1,969	0.23%	$ 2,148	0.24%
307		**Supplies**	$ 557	0.07%	$ 600	0.07%	$ 819	0.09%	$ 600	0.07%
308		**Travel**	$ 15,946	2.00%	$ 21,600	2.63%	$ 21,005	2.42%	$ 21,600	2.40%
309		**Conferences & Meetings**	$ 4,859	0.61%	$ 9,996	1.22%	$ 4,171	0.48%	$ 6,000	0.67%
310		**Maintenance & Repair - Vehicles**								
311		**Maintenance & Repair - Facilities/Equipment**								
312		**Facilities - General**	$ 22,608	2.83%	$ 22,860	2.78%	$ 22,912	2.64%	$ 22,716	2.52%
313		**Communication**	$ 13,448	1.68%	$ 15,000	1.83%	$ 13,766	1.59%	$ 15,000	1.67%
314		**Professional Services**	$ -	0.00%		0.00%	$ 156	0.02%		0.00%
315		**Training**	$ (170)	-0.02%	$ 1,200	0.15%	$ 2,210	0.25%	$ 1,200	0.13%
316		**Dues/Memberships/Subscriptions**	$ 23	0.00%	$ 300	0.04%	$ 525	0.06%	$ 600	0.07%
317		**Other**	$ 824	0.10%	$ 996	0.12%	$ 1,223	0.14%	$ 1,200	0.13%
318		**Total Indirect Expense**	$ 61,115	7.65%	$ 74,700	9.09%	$ 68,756	7.93%	$ 71,064	7.90%
319		**TOTAL OPERATING EXPENSES**	$ 550,868	68.93%	$ 543,834	66.18%	$ 621,205	71.63%	$ 651,708	72.41%
320		**Surplus / Deficit Before Allocations**	$ 248,321	31.07%	$ 277,900	33.82%	$ 246,095	28.37%	$ 248,316	27.59%

	A	B	E	F	G	H	I	J	K	L
1		**AtWork! GENERAL FUND PROGRAM SUMMARY/Budget FY 2026**								
2			**Actual**		**Budget**		**Forecast**		**Budget**	
3			**FY2024**	**%**	**FY2025**	**%**	**FY2025**	**%**	**FY2026**	**%**
323		**Mission Services - Spokane County**								
324										
325		**REVENUE**								
326		**Mission Service Fees**	**902,651**	**100.00%**	**901,512**	**100.00%**	**791,188**	**100.00%**	**838,610**	**100.00%**
327		**Commercial Revenues**								
328		**Grants**		**0.00%**	**-**		**-**	**0.00%**	**-**	
329		**Total Revenue**	**$ 902,651**	**100.00%**	**$ 901,512**	**100.00%**	**$ 791,188**	**100.00%**	**$ 838,610**	**100.00%**
330										
331		**OPERATING EXPENSES**								
332		**Salaries & Benefits**								
333		**Direct Labor - Staff**	**$ 259,050**	**28.70%**	**$ 268,866**	**29.82%**	**$ 260,605**	**32.94%**	**$ 287,556**	**34.29%**
334		**Indirect Labor - Staff**	**$ 192,903**	**21.37%**	**$ 185,328**	**20.56%**	**$ 204,401**	**25.83%**	**$ 196,716**	**23.46%**
335		**Fringe Benefits -Staff**	**$ 98,188**	**10.88%**	**$ 101,522**	**11.26%**	**$ 93,749**	**11.85%**	**$ 95,958**	**11.44%**
336		*% Fr.Benefits on Total Staff Labor*	*21.73%*		*22.35%*		*20.16%*		*19.81%*	
337		**Total Staff Labor & Fringe Benefit Expense**	**$ 550,141**	**60.95%**	**$ 555,716**	**61.64%**	**$ 558,755**	**70.62%**	**$ 580,230**	**69.19%**
338		**Direct Expense:**								
339		**Direct Outside Temp. Service**								
340		**Direct Materials**								
341		**Direct Subcontract**								
342		**Direct Non Labor-Other**								
343		**Total Direct Expense**	**-**	**0.00%**	**-**	**0.00%**	**-**	**0.00%**	**-**	**0.00%**
344		**Indirect Expense:**								
345		**Depreciation**	**$ 3,025**	**0.34%**	**$ 2,148**	**0.24%**	**$ 1,969**	**0.25%**	**$ 2,148**	**0.26%**
346		**Supplies**	**$ 2,655**	**0.29%**	**$ 3,000**	**0.33%**	**$ 2,811**	**0.36%**	**$ 2,400**	**0.29%**
347		**Travel**	**$ 30,216**	**3.35%**	**$ 34,200**	**3.79%**	**$ 21,466**	**2.71%**	**$ 25,956**	**3.10%**
348		**Conferences & Meetings**	**$ 975**	**0.11%**	**$ 9,996**	**1.11%**	**$ 12,417**	**1.57%**	**$ 9,000**	**1.07%**
349		**Maintenance & Repair - Vehicles**								
350		**Maintenance & Repair - Facilities/Equipment**								
351		**Facilities - General**	**$ 23,120**	**2.56%**	**$ 23,280**	**2.58%**	**$ 25,517**	**3.23%**	**$ 25,848**	**3.08%**
352		**Communication**	**$ 15,509**	**1.72%**	**$ 17,100**	**1.90%**	**$ 15,550**	**1.97%**	**$ 17,100**	**2.04%**
353		**Professional Services**		**0.00%**			**$ -**			
354		**Training**	**$ 1,041**	**0.12%**	**$ 2,796**	**0.31%**	**$ 1,536**	**0.19%**	**$ 2,600**	**0.31%**
355		**Dues/Memberships/Subscriptions**	**$ 13**	**0.00%**		**0.00%**	**$ -**	**0.00%**		**0.00%**
356		**Other**	**$ 1,740**	**0.19%**	**$ 1,800**	**0.20%**	**$ 2,353**	**0.30%**	**$ 1,800**	**0.21%**
357		**Total Indirect Expense**	**$ 78,294**	**8.67%**	**$ 94,320**	**10.46%**	**$ 83,619**	**10.57%**	**$ 86,852**	**10.36%**
358		**TOTAL OPERATING EXPENSES**	**$ 628,435**	**69.62%**	**$ 650,036**	**72.11%**	**$ 642,374**	**81.19%**	**$ 667,082**	**79.55%**
359		**Surplus / Deficit Before Allocations**	**$ 274,216**	**30.38%**	**$ 251,476**	**27.89%**	**$ 148,814**	**18.81%**	**$ 171,528**	**20.45%**

	A	B	E	F	G	H	I	J	K	L
1		**AtWork! GENERAL FUND PROGRAM SUMMARY/Budget FY 2026**								
2			**Actual**		**Budget**		**Forecast**		**Budget**	
3			**FY2024**	**%**	**FY2025**	**%**	**FY2025**	**%**	**FY2026**	**%**
361		**Mission Services - Kittitas County**								
362										
363		**REVENUE**								
364		**Mission Service Fees**			230,494	100.00%	107,649	100.00%	184,944	100.00%
365		**Commercial Revenues**								
366		**Grants**			-				-	
367		**Total Revenue**	$ -	#DIV/0!	$ 230,494	100.00%	$ 107,649	100.00%	$ 184,944	100.00%
368										
369		**OPERATING EXPENSES**								
370		**Salaries & Benefits**								
371		**Direct Labor - Staff**			$ 79,954	34.69%	$ 61,868	57.47%	$ 57,030	30.84%
372		**Indirect Labor - Staff**			$ 42,144	18.28%	$ 43,029	39.97%	$ 66,756	36.10%
373		**Fringe Benefits -Staff**			$ 23,692	10.28%	$ 22,441	20.85%	$ 24,516	13.26%
374		*% Fr.Benefits on Total Staff Labor*	*#DIV/0!*		*19.40%*		*21.39%*		*19.81%*	
375		**Total Staff Labor & Fringe Benefit Expense**	$ -	0.00%	$ 145,790	16.17%	$ 127,338	16.09%	$ 148,302	80.19%
376		**Direct Expense:**								
377		**Direct Outside Temp. Service**								
378		**Direct Materials**								
379		**Direct Subcontract**								
380		**Direct Non Labor-Other**								
381		**Total Direct Expense**	-	0.00%	-	0.00%	-	0.00%	-	0.00%
382		**Indirect Expense:**								
383		**Depreciation**							$ 996	
384		**Supplies**			$ 600	0.26%	$ 300	0.28%	$ 300	0.16%
385		**Travel**			$ 7,600	3.30%	$ 1,713	1.59%	$ 5,100	2.76%
386		**Conferences & Meetings**			$ 5,000	2.17%	$ 401	0.37%		0.00%
387		**Maintenance & Repair - Vehicles**								
388		**Maintenance & Repair - Facilities/Equipment**								
389		**Facilities - General**			$ 2,740	1.19%	$ 2,328	2.16%	$ 2,400	1.30%
390		**Utilities**								
391		**General Business Insurance**							$ -	
392		**Communication**			$ 2,000	0.87%	$ 1,827	1.70%	$ 1,800	0.97%
393		**Professional Services**								
394		**Training**			$ 600	0.26%	$ 80	0.07%	$ 600	0.32%
395		**Dues/Memberships/Subscriptions**					$ 225	0.21%		
396		**Other**			$ 996	0.43%	$ 335	0.31%	$ 996	0.54%
397		**Total Indirect Expense**	$ -	0.00%	$ 19,536	2.17%	$ 7,209	0.91%	$ 12,192	6.59%
398		**TOTAL OPERATING EXPENSES**	$ -	0.00%	$ 165,326	18.34%	$ 134,547	17.01%	$ 160,494	86.78%
399		**Surplus / Deficit Before Allocations**	$ -	0.00%	$ 65,168	7.23%	$ (26,898)	-3.40%	$ 24,450	13.22%

	A	B	E	F	G	H	I	J	K	L
1		**AtWork! GENERAL FUND PROGRAM SUMMARY/Budget FY 2026**								
2			**Actual**		**Budget**		**Forecast**		**Budget**	
3			**FY2024**	**%**	**FY2025**	**%**	**FY2025**	**%**	**FY2026**	**%**
402		**All Mission Services - Combined**								
403										
404		**REVENUE**								
405		**Mission Service Fees**	**5,196,453**	**98.52%**	**5,481,617**	**98.58%**	**5,147,071**	**99.04%**	**5,274,626**	**99.23%**
406		**Commercial Revenues**	**-**		**-**		**-**		**-**	
407		**Grants**	**78,255**	**1.48%**	**79,092**	**1.42%**	**49,770**	**0.96%**	**41,004**	**0.77%**
408		**Total Revenue**	**$ 5,274,708**	**100.00%**	**$ 5,560,709**	**100.00%**	**$ 5,196,841**	**100.00%**	**$ 5,315,630**	**100.00%**
409										
410		**OPERATING EXPENSES**								
411		**Salaries & Benefits**								
412		**Direct Labor - Staff**	**1,696,555**	**32.16%**	**1,822,582**	**32.78%**	**1,760,296**	**33.87%**	**1,960,320**	**36.88%**
413		**Indirect Labor - Staff**	**1,088,498**	**20.64%**	**1,034,352**	**18.60%**	**1,147,019**	**22.07%**	**1,133,328**	**21.32%**
414		**Fringe Benefits -Staff**	**575,287**	**10.91%**	**613,968**	**11.04%**	**574,494**	**11.05%**	**612,714**	**11.53%**
415		*% Fr.Benefits on Total Staff Labor*	*20.66%*		*21.49%*		*19.76%*		*19.81%*	
416		**Total Staff Labor & Fringe Benefit Expense**	**$ 3,360,340**	**63.71%**	**$ 3,470,902**	**62.42%**	**$ 3,481,809**	**67.00%**	**$ 3,706,362**	**69.73%**
417		**Direct Expense:**								
418		**Direct Outside Temp. Service**								
419		**Direct Materials**								
420		**Direct Subcontract**								
421		**Direct Non Labor-Other**								
422		**Total Direct Expense**	**-**	**0.00%**	**-**	**0.00%**	**-**	**0.00%**	**-**	**0.00%**
423		**Indirect Expense:**								
424		**Depreciation**	**29,778**	**0.56%**	**27,216**	**0.49%**	**24,074**	**0.46%**	**26,232**	**0.49%**
425		**Supplies**	**10,431**	**0.20%**	**12,000**	**0.22%**	**10,096**	**0.19%**	**11,100**	**0.21%**
426		**Travel**	**100,844**	**1.91%**	**146,200**	**2.63%**	**85,928**	**1.65%**	**112,956**	**2.12%**
427		**Conferences & Meetings**	**23,778**	**0.45%**	**57,992**	**1.04%**	**36,743**	**0.71%**	**39,000**	**0.73%**
428		**Maintenance & Repair - Vehicles**								
429		**Maintenance & Repair - Facilities/Equipment**								
430		**Facilities - General**	**126,583**	**2.40%**	**140,584**	**2.53%**	**122,851**	**2.36%**	**133,128**	**2.50%**
431		**Communication**	**78,869**	**1.50%**	**85,700**	**1.54%**	**78,614**	**1.51%**	**84,300**	**1.59%**
432		**Professional Services**	**14,580**	**0.28%**	**15,000**	**0.27%**	**14,860**	**0.29%**	**15,000**	**0.28%**
433		**Training**	**2,607**	**0.05%**	**11,196**	**0.20%**	**5,621**	**0.11%**	**7,700**	**0.14%**
434		**Dues/Memberships/Subscriptions**	**1,996**	**0.04%**	**2,700**	**0.05%**	**950**	**0.02%**	**1,800**	**0.03%**
435		**Other**	**7,016**	**0.13%**	**7,992**	**0.14%**	**7,671**	**0.15%**	**8,196**	**0.15%**
436		**Total Indirect Expense**	**$ 396,482**	**7.52%**	**$ 506,580**	**9.11%**	**$ 387,408**	**7.45%**	**$ 439,412**	**8.27%**
437		**TOTAL OPERATING EXPENSES**	**$ 3,756,822**	**71.22%**	**$ 3,977,482**	**71.53%**	**$ 3,869,217**	**74.45%**	**$ 4,145,774**	**77.99%**
438		**Surplus / Deficit Before Allocations**	**$ 1,517,886**	**28.78%**	**$ 1,583,227**	**28.47%**	**$ 1,327,624**	**25.55%**	**$ 1,169,856**	**22.01%**

	A	B	E	F	G	H	I	J	K	L
1		**AtWork! GENERAL FUND PROGRAM SUMMARY/Budget FY 2026**								
2			**Actual**		**Budget**		**Forecast**		**Budget**	
3			**FY2024**	**%**	**FY2025**	**%**	**FY2025**	**%**	**FY2026**	**%**
440		**Consulting**								
441										
442		**REVENUE**								
443		**Mission Service Fees**	**22,154**	**100.00%**		**#DIV/0!**	**1,550**	**100.00%**		**#DIV/0!**
444		**Commercial Revenues**								
445		**Grants**								
446		**Total Revenue**	**$ 22,154**	**100.00%**	**$ -**	**#DIV/0!**	**$ 1,550**	**100.00%**	**$ -**	**#DIV/0!**
447										
448		**OPERATING EXPENSES**								
449		**Salaries & Benefits**								
450		**Direct Labor - Staff**								
451		**Indirect Labor - Staff**	**$ 6,457**	**29.15%**		**#DIV/0!**	**$ 172**	**11.10%**		**#DIV/0!**
452		**Fringe Benefits -Staff**	**$ 764**	**3.45%**		**#DIV/0!**	**$ 33**	**2.13%**		**#DIV/0!**
453		*% Fr.Benefits on Total Staff Labor*	*11.83%*		*#DIV/0!*		*19.19%*		*#DIV/0!*	
454		**Total Staff Labor & Fringe Benefit Expense**	**$ 7,221**	**32.59%**	**$ -**	**#DIV/0!**	**$ 205**	**13.23%**	**$ -**	**#DIV/0!**
455		**Direct Expense:**								
456		**Direct Outside Temp. Service**								
457		**Direct Materials**								
458		**Direct Subcontract**		**0.00%**		**#DIV/0!**	**$ -**	**0.00%**		
459		**Direct Non Labor-Other**								
460		**Total Direct Expense**	**-**	**0.00%**	**-**	**#DIV/0!**	**-**	**0.00%**	**-**	**0.00%**
461		**Indirect Expense:**								
462		**Depreciation**								
463		**Supplies**	**$ 110**	**0.50%**		**#DIV/0!**	**$ 40**	**2.58%**		**#DIV/0!**
464		**Travel**	**$ -**	**0.00%**		**#DIV/0!**		**0.00%**		**#DIV/0!**
465		**Conferences & Meetings**	**$ -**	**0.00%**	**$ -**	**#DIV/0!**		**0.00%**	**$ -**	**#DIV/0!**
466		**Maintenance & Repair- Vehicles**								
467		**Maintenance & Repair- Facilities/Equipment**								
468		**Facilities - General**	**$ -**	**0.00%**	**$ -**	**#DIV/0!**		**0.00%**	**$ -**	**#DIV/0!**
469		**Utilities**								
470		**General Business Insurance**								
471		**Communication**		**0.00%**		**#DIV/0!**		**0.00%**		**#DIV/0!**
472		**Professional Services**	**$ -**	**0.00%**		**#DIV/0!**		**0.00%**		**#DIV/0!**
473		**Training**		**0.00%**		**#DIV/0!**		**0.00%**		**#DIV/0!**
474		**Dues/Memberships/Subscriptions**		**0.00%**		**#DIV/0!**		**0.00%**		**#DIV/0!**
475		**Other**	**$ 110**	**0.50%**		**#DIV/0!**	**$ 40**	**2.58%**		**#DIV/0!**
476		**Total Indirect Expenses**	**$ 220**	**0.99%**	**$ -**	**#DIV/0!**	**$ 80**	**5.16%**	**$ -**	**#DIV/0!**
477		**TOTAL OPERATING EXPENSES**	**$ 7,441**	**33.59%**	**$ -**	**#DIV/0!**	**$ 285**	**18.39%**	**$ -**	**#DIV/0!**
478		**Surplus / Deficit Before Allocations**	**$ 14,713**	**66.41%**	**$ -**	**#DIV/0!**	**$ 1,265**	**81.61%**	**$ -**	**#DIV/0!**
479										

	A	B	E	F	G	H	I	J	K	L
1		**AtWork! GENERAL FUND PROGRAM SUMMARY/Budget FY 2026**								
2			Actual		Budget		Forecast		Budget	
3			FY2024	%	FY2025	%	FY2025	%	FY2026	%
481		**Development**								
482										
483		**REVENUE**								
484		**Mission Service Fees**								
485	G	**Commercial Revenues**								
486		**Grants**	134,585	90.90%	108,000	62.43%	119,255	87.27%	137,500	75.34%
487		**Fund Raising**	13,474	9.10%	65,000	37.57%	17,395	12.73%	45,004	24.66%
488		**Total Revenue**	$ 148,059	100.00%	$ 173,000	100.00%	$ 136,650	100.00%	$ 182,504	100.00%
489										
490		**OPERATING EXPENSES**								
491		**Salaries & Benefits**								
492		**Direct Labor - Staff**								
493		**Indirect Labor - Staff**	17,221	11.63%	$ 36,813	56.64%	$ 40,113	230.60%	$ 53,844	119.64%
494		**Fringe Benefits -Staff**	2,311	1.56%	$ 5,208	3.01%	$ 5,362	3.92%	$ 8,028	4.40%
495		*% Fr.Benefits on Total Staff Labor*	*13.42%*		*14.15%*		*13.37%*		*14.91%*	
496		**Total Staff Labor & Fringe Benefit Expense**	$ 19,532	13.19%	$ 42,021	24.29%	$ 45,475	33.28%	$ 61,872	33.90%
497		**Direct Expense:**								
498		**Direct Outside Temp. Service**	-							
499		**Direct Materials**								
500		**Direct Subcontract**								
501		**Direct Non Labor-Other**	-	0.00%	$ 30,000	17.34%	$ -	0.00%	$ 3,000	1.64%
502		**Total Direct Expense**	-	0.00%	30,000	17.34%	-	0.00%	3,000	1.64%
503		**Indirect Expense:**								
504		**Depreciation**	131	0.09%		0.00%	$ -	0.00%		0.00%
505		**Supplies**	145	0.10%	$ 300	0.17%	$ 1,138	0.83%	$ 120	0.07%
506		**Travel**	39	0.03%		0.00%	$ 22	0.02%		0.00%
507		**Conferences & Meetings**	672	0.45%		0.00%	$ 748	0.55%	$ 600	0.33%
508		**Maintenance & Repair - Vehicles**								
509		**Maintenance & Repair - Facilities/Equipment**								
510		**Facilities - General**	-	0.00%		0.00%		0.00%		0.00%
511		**Utilities**								
512		**General Business Insurance**								
513		**Communication**	160	0.11%		0.00%	$ 381	0.28%	$ 480	0.26%
514		**Professional Services**	27,197	18.37%	$ 36,000	20.81%	$ 28,550	20.89%	$ 28,008	15.35%
515		**Training**			$ -	0.00%	$ -	0.00%	$ 1,560	0.85%
516		**Dues/Memberships/Subscriptions**	-	0.00%		0.00%	$ -	0.00%	$ 3,996	2.19%
517		**Other**	189	0.13%		0.00%	$ 520	0.38%	$ 600	0.33%
518		**Total Indirect Expense**	$ 28,533	211.76%	$ 36,300	55.85%	$ 31,359	180.28%	$ 35,364	78.58%
519		**TOTAL OPERATING EXPENSES**	$ 48,065	32.46%	$ 108,321	62.61%	$ 76,834	56.23%	$ 100,236	54.92%
520		**Surplus / Deficit Before Allocations**	$ 99,994	67.54%	$ 64,679	37.39%	$ 59,816	43.77%	$ 82,268	45.08%

	A	B	E	F	G	H	I	J	K	L
1		**AtWork! GENERAL FUND PROGRAM SUMMARY/Budget FY 2026**								
2			**Actual**		**Budget**		**Forecast**		**Budget**	
3			**FY2024**	**%**	**FY2025**	**%**	**FY2025**	**%**	**FY2026**	**%**
523		**Administration**								
524										
525		**OPERATING EXPENSES**								
526		**Salaries & Benefits**								
527		**Indirect Labor - Staff**	**1,089,575**	**58.14%**	**$ 1,069,410**	**55.98%**	**$ 930,721**	**54.35%**	**$ 1,012,343**	**53.39%**
528		**Fringe Benefits -Staff**	**196,619**	**10.49%**	**$ 201,270**	**10.54%**	**$ 188,051**	**10.98%**	**$ 200,304**	**10.56%**
529		*% Fr.Benefits on Total Staff Labor*	*18.0%*		*18.8%*		*20.2%*		*19.8%*	
530		**Total Staff Labor & Fringe Benefit Expense**	**$ 1,286,194**	**68.63%**	**$ 1,270,680**	**66.51%**	**$ 1,118,772**	**65.34%**	**$ 1,212,647**	**63.95%**
531		**Indirect Expense:**								
532		**Depreciation**	**15,713**	**0.84%**	**$ 18,792**	**0.98%**	**$ 19,288**	**1.13%**	**$ 18,456**	**0.97%**
533		**Supplies**	**20,062**	**1.07%**	**$ 26,100**	**1.37%**	**$ 16,066**	**0.94%**	**$ 17,700**	**0.93%**
534		**Travel**	**17,652**	**0.94%**	**$ 2,400**	**0.13%**	**$ 6,911**	**0.40%**	**$ 6,300**	**0.33%**
535		**Conferences & Meetings**	**13,715**	**0.73%**	**$ 53,996**	**2.83%**	**$ 19,720**	**1.15%**	**$ 18,000**	**0.95%**
536		**Maintenance & Repair - Vehicles**	**-**							
537		**Maintenance & Repair - Facilities/Equipment**								
538		**Facilities - General**	**86,517**	**4.62%**	**$ 86,196**	**4.51%**	**$ 87,829**	**5.13%**	**$ 90,108**	**4.75%**
539		**Utilities**								
540		**General Business Insurance**								
541		**Communication**	**21,614**	**1.15%**	**$ 26,400**	**1.38%**	**$ 20,634**	**1.21%**	**$ 24,600**	**1.30%**
542		**Professional Services**	**339,740**	**18.13%**	**$ 296,824**	**15.54%**	**$ 380,063**	**22.20%**	**$ 403,836**	**21.30%**
543		**Training/Professional Development**	**5,936**	**0.32%**	**$ 19,500**	**1.02%**	**$ 4,694**	**0.27%**	**$ 19,500**	**1.03%**
544		**Dues/Memberships/Subscriptions**	**9,327**	**0.50%**	**$ 13,000**	**0.68%**	**$ 9,615**	**0.56%**	**$ 13,200**	**0.70%**
545		**Other**	**57,669**	**3.08%**	**$ 96,600**	**5.06%**	**$ 28,733**	**1.68%**	**$ 71,904**	**3.79%**
546		**Total Indirect Expenses**	**$ 587,945**	**31.37%**	**$ 639,808**	**33.49%**	**$ 593,553**	**34.66%**	**$ 683,604**	**36.05%**
547		**Total Operating Expenses**	**1,874,139**	**100.00%**	**1,910,488**	**100.00%**	**1,712,325**	**100.00%**	**1,896,251**	**100.00%**
548										

	A	B	E	F	G	H	I	J	K	L
1		**AtWork! GENERAL FUND PROGRAM SUMMARY/Budget FY 2026**								
2			**Actual**		**Budget**		**Forecast**		**Budget**	
3			**FY2024**	**%**	**FY2025**	**%**	**FY2025**	**%**	**FY2026**	**%**
551		**Marketing**								
552										
553		**OPERATING EXPENSES**								
554		**Salaries & Benefits**								
555		**Indirect Labor - Staff**	**102,396**	**64.54%**	**$ 88,272**	**47.77%**	**$ 97,103**	**68.87%**	**$ 80,772**	**45.42%**
556		**Fringe Benefits -Staff**	**14,019**	**8.84%**	**$ 14,166**	**7.67%**	**$ 14,986**	**10.63%**	**$ 12,036**	**6.77%**
557		*% Fr.Benefits on Total Staff Labor*	*13.7%*		*16.0%*		*15.4%*		*14.9%*	
558		**Total Staff Labor & Fringe Benefit Expense**	**$ 116,415**	**73.38%**	**$ 102,438**	**55.43%**	**$ 112,089**	**79.50%**	**$ 92,808**	**52.19%**
559		**Direct Non Labor Other**	**$ 12,819**	**8.08%**	**$ 27,500**	**14.88%**	**$ 10,808**	**7.67%**	**$ 9,000**	**5.06%**
560		**Indirect Expense:**								
561		**Depreciation**	**-**	**0.00%**	**$ 840**	**0.45%**	**$ 70**	**0.05%**	**$ -**	**0.00%**
562		**Supplies**	**13,891**	**8.76%**	**$ 18,600**	**10.07%**	**$ 9,429**	**6.69%**	**$ 22,500**	**12.65%**
563		**Travel**	**391**	**0.25%**	**$ 900**	**0.49%**	**$ 99**	**0.07%**	**$ 2,004**	**1.13%**
564		**Conferences & Meetings**	**2,063**	**1.30%**	**$ 3,500**		**$ 3,996**		**$ 900**	**0.51%**
565		**Maintenance & Repair- Vehicles**								
566		**Maintenance & Repair- Facilities/Equipment**								
567		**Facilities - General**	**132**	**0.08%**	**$ 1,800**	**0.97%**	**$ 164**	**0.12%**	**$ 1,800**	**1.01%**
568		**Utilities**								
569		**General Business Insurance**								
570		**Communication**	**9,388**	**5.92%**	**$ 18,696**	**10.12%**	**$ 2,563**	**1.82%**	**$ 19,056**	**10.72%**
571		**Professional Services**	**-**	**0.00%**	**$ 8,000**	**4.33%**	**$ -**	**0.00%**	**$ 24,996**	**14.06%**
572		**Training/Professional Dev.**	**140**	**0.09%**	**$ -**	**0.00%**	**$ -**	**0.00%**	**$ 2,340**	**1.32%**
573		**Dues/Memberships/Subscriptions**	**2,930**	**1.85%**	**$ 2,520**	**1.36%**	**$ 1,395**	**0.99%**	**$ 2,436**	**1.37%**
574		**Other**	**485**	**0.31%**	**$ -**	**0.00%**	**$ 388**	**0.28%**	**$ -**	**0.00%**
575		**Total Indirect Expenses**	**$ 29,420**	**18.54%**	**$ 54,856**	**29.68%**	**$ 18,104**	**12.84%**	**$ 76,032**	**42.75%**
576		**Total Operating Expenses**	**158,654**	**100.00%**	**184,794**	**100.00%**	**141,001**	**100.00%**	**177,840**	**100.00%**
577										

	A	B	E	F	G	H	I	J	K	L
1		**AtWork! GENERAL FUND PROGRAM SUMMARY/Budget FY 2026**								
2			**Actual**		**Budget**		**Forecast**		**Budget**	
3			**FY2024**	**%**	**FY2025**	**%**	**FY2025**	**%**	**FY2026**	**%**
579		**Advocacy**								
580										
581		**OPERATING EXPENSES**								
582		**Salaries & Benefits**								
583		**Indirect Labor - Staff**	**$ 91,316**	**68.25%**	**$ 89,988**	**61.07%**	**$ 81,180**	**66.53%**	**$ 83,514**	**63.58%**
584		**Fringe Benefits -Staff**	**$ 16,230**	**12.13%**	**$ 15,972**	**10.84%**	**$ 15,341**	**12.57%**	**$ 14,898**	**11.34%**
585		*% Fr.Benefits on Total Staff Labor*	*17.8%*		*17.7%*				*17.8%*	
586		**Total Staff Labor & Fringe Benefit Expense**	**$ 107,546**	**80.39%**	**$ 105,960**	**71.91%**	**$ 96,521**	**79.11%**	**$ 98,412**	**74.92%**
587		**Direct Non Labor Other**	**$ -**	**0.00%**	**$ -**	**0.00%**			**$ -**	**0.00%**
588		**Indirect Expense:**								
589		**Depreciation**	**$ -**	**0.00%**	**$ 2,000**	**1.36%**	**$ 620**	**0.51%**	**$ 744**	**0.57%**
590		**Supplies**	**$ 595**	**0.44%**	**$ 600**	**0.41%**	**$ 1,356**	**1.11%**	**$ 1,800**	**1.37%**
591		**Travel**	**$ 5,435**	**4.06%**	**$ 6,000**	**4.07%**	**$ -**	**0.00%**	**$ 1,200**	**0.91%**
592		**Conferences & Meetings**	**$ 11,787**	**8.81%**	**$ 19,200**	**13.03%**	**$ 16,689**	**13.68%**	**$ 19,200**	**14.62%**
593		**Maintenance & Repair- Vehicles**								
594		**Maintenance & Repair- Facilities/Equipment**								
595		**Facilities - General**								
596		**Utilities**								
597		**General Business Insurance**								
598		**Communication**	**$ 1,327**	**0.99%**	**$ 1,500**	**1.02%**	**$ 1,218**	**1.00%**	**$ 1,500**	**1.14%**
599		**Professional Services**	**$ 6,595**	**4.93%**	**$ 5,496**	**3.73%**	**$ 5,259**	**4.31%**	**$ 5,500**	**4.19%**
600		**Training/Professional Dev.**			**$ 6,000**		**$ -**		**$ 2,400**	**1.83%**
601		**Dues/Memberships/Subscriptions**	**$ 285**	**0.21%**	**$ 300**	**0.20%**	**$ -**	**0.00%**	**$ 300**	**0.23%**
602		**Other**	**$ 218**	**0.16%**	**$ 300**	**0.20%**	**$ 352**	**0.29%**	**$ 300**	**0.23%**
603		**Total Indirect Expenses**	**$ 26,242**	**19.61%**	**$ 41,396**	**28.09%**	**$ 25,494**	**20.89%**	**$ 32,944**	**25.08%**
604		**Total Operating Expenses**	**133,788**	**100.00%**	**147,356**	**100.00%**	**122,015**	**100.00%**	**131,356**	**100.00%**
605										

	A	B	E	F	G	H	I	J	K	L
1		**AtWork! GENERAL FUND PROGRAM SUMMARY/Budget FY 2026**								
2			Actual		Budget		Forecast		Budget	
3			FY2024	%	FY2025	%	FY2025	%	FY2026	%
121		**Landscaping - AtWork!**								
122										
123		**REVENUE**								
124		**Mission Service Fees**								
125		**Commercial Revenues**	1,093,960	100.00%	1,114,408	100.00%	1,114,708	100.00%	1,190,884	100.00%
126		**Total Revenue**	$ 1,093,960	100.00%	$ 1,114,408	100.00%	$ 1,114,708	100.00%	$ 1,190,884	100.00%
127										
128		**OPERATING EXPENSES**								
129		**Salaries & Benefits**								
130		**Direct Labor - Staff**	94,064	8.60%	$ 118,848	10.66%	$ 102,589	9.20%	$ 129,384	10.86%
131		**Indirect Labor - Staff**	66,270	6.06%	$ 50,508	4.53%	$ 69,192	6.21%	$ 52,548	4.41%
132		**Fringe Benefits -Staff**	46,416	4.24%	$ 46,068	4.13%	$ 56,445	5.06%	$ 63,672	5.35%
133		*% Fr.Benefits on Total Staff Labor*	*28.95%*		*27.20%*		*32.86%*		*35.00%*	
134		**Total Staff Labor & Fringe Benefit Expense**	$ 206,750	18.90%	$ 215,424	19.33%	$ 228,226	20.47%	$ 245,604	20.62%
135		**Direct Expense:**								
136		**Direct Outside Temp. Service**					$ -			
137		**Direct Materials**	-	0.00%	$ -	0.00%	$ -	0.00%	$ 600	0.05%
138		**Direct Subcontract**	607,125	55.50%	$ 615,180	55.20%	$ 614,760	55.15%	$ 665,172	55.86%
139		**Direct Non Labor-Other**	38,542	3.52%	$ 41,940	3.76%	$ 39,551	3.55%	$ 45,252	3.80%
140		**Total Direct Expense**	645,667	59.02%	657,120	58.97%	654,311	58.70%	711,024	59.71%
141		**Indirect Expense:**								
142		**Depreciation**	13,415	1.23%	$ 15,924	1.43%	$ 13,917	1.25%	$ 13,920	1.17%
143		**Supplies**	1,601	0.15%	$ 1,800	0.16%	$ 1,696	0.15%	$ 1,800	0.15%
144		**Travel**	9,800	0.90%	$ 10,800	0.97%	$ 9,707	0.87%	$ 10,800	0.91%
145		**Conference & Meetings**	717		$ 500		$ 706	0.06%	o	0.00%
146		**Maintenance & Repair - Vehicles**	849	0.08%	$ 1,800	0.16%	$ 664	0.06%	$ 1,800	0.15%
147		**Maintenance & Repair - Facilities/Equipment**						0.00%		
148		**Facilities - General**	14,232	1.30%	$ 17,736	1.59%	$ 13,796	1.24%	$ 15,576	1.31%
149		**Utilities**								
150		**General Business Insurance**								
151		**Communication**	6,557	0.60%	$ 6,600	0.59%	$ 5,930	0.53%	$ 6,000	0.50%
152		**Professional Services**					$ -	0.00%		
153		**Training**	-	0.00%	$ -	0.00%	$ -	0.00%	$ -	0.00%
154		**Dues/Memberships/Subscriptions**		0.00%	$ -	0.00%		0.00%	$ -	0.00%
155		**Other**	4,205	0.38%	$ 4,800	0.43%	$ 3,052	0.27%	$ 4,200	0.35%
156		**Total Indirect Expense**	$ 51,376	4.70%	$ 59,960	5.38%	$ 49,468	4.44%	$ 54,096	4.54%
157		**TOTAL OPERATING EXPENSES**	$ 903,793	82.62%	$ 932,504	83.68%	$ 932,005	83.61%	$ 1,010,724	84.87%
158		**Surplus / Deficit Before Allocations**	$ 190,167	17.38%	$ 181,904	16.32%	$ 182,703	16.39%	$ 180,160	15.13%

	A	B	E	F	G	H	I	J	K	L
1		**AtWork! GENERAL FUND PROGRAM SUMMARY/Budget FY 2026**								
2			**Actual**		**Budget**		**Forecast**		**Budget**	
3			**FY2024**	**%**	**FY2025**	**%**	**FY2025**	**%**	**FY2026**	**%**
696										
697		**Intercompany**								
698										
699		**Commercial Revenue (Landscaping VA)**	**(607,125)**		**$ (615,180)**		**$ (614,760)**		**$ (665,172)**	
700		**Direct Subcontract**	**(607,125)**		**$ (615,180)**		**$ (614,760)**		**$ (665,172)**	

AtWork!
Fund Raising
FY 2026 Revenue Contribution

Development & Communication		
General Donations / Contributions	$35,004	
Event(s) - TBD	$10,000	
	$45,004	Unrestricted
Grants - General Fund		
Operating Grants	$137,500	Unrestricted
Human Services Grants		
Bellevue/Issaquah - Employment/CI Services	$41,004	Restricted
	$178,504	
Restricted/Capital Grants (Source America)	$20,000	Restricted
TOTAL REVENUE	$243,508	

08/05/25

AtWork!
FY 2026 Budget

Department	Amount	Deprec.	Asset Description	Priority Financing/ Cash Outlay	Priority Grant/ Donation	As Needed Financing/ Cash Outlay	As Needed Grant/ Donation
Administration	$ 2,500	SL/3 yrs	Assistive Technology	**$ 2,500**			
	$ 20,000	SL/3 yrs	Wi-Fi access points (10)	**$ 20,000**			
	$ 3,000	SL/3 yrs	General IT equipment/Upgrade/Replace	**$ 3,000**			
Mission Services	$ 20,000	SL/3 yrs	(8) MS Surfaces	**$ 20,000**			
Landscaping - Maintenance		SL/5 yrs	F150 Ford Pick-up			$ 60,000	
ACE - Landscaping	$ 65,000	SL/3 yrs	F250 Pick-up Truck (1)	**$ 65,000**		$ 130,000	
	$ 50,000	SL/5 yrs	Equipment	**$ 50,000**		$ 100,000	
Total	$ 160,500			**$ 160,500**	**$ -**	$ 290,000	$ -

AtWork!
Consolidated Surplus / Deficit
Budget 2026

	2025 **Forecast**	2026 **Budget**
General Fund Profit / (Loss)	$452,965	$244
Interest Income	$45,000	$45,000
Tenant Rental Income	$75,000	$80,000
Tenant Rental Expense	($24,000)	($24,000)
Depreciation - Donated Assets	($89,000)	($56,924)
City of Issaquah - InKind Rent	($30,638)	($32,170)
Gain/(Loss) on Securities	$0	$0
Miscellaneous (CC rebate)	$2,500	$2,500
Operating Grant - Restricted	$35,000	$20,000
Consolidated Profit / (Loss)	$466,827	$34,650

8/15/2025 rht

AtWork!
Budget 2026

CASH FLOW FORECAST												
Prepared: August 15, 2025												
	Forecast Oct-25	**Forecast Nov-25**	**Forecast Dec-25**	**Forecast Jan-26**	**Forecast Feb-26**	**Forecast Mar-26**	**Forecast Apr-26**	**Forecast May-26**	**Forecast Jun-26**	**Forecast Jul-26**	**Forecast Aug-26**	**Forecast Sep-26**
BALANCE FORWARD - All Cash	2,500,000	2,498,026	2,476,357	2,442,188	2,401,519	2,387,907	2,400,795	2,428,749	2,463,572	2,505,383	2,548,360	2,591,338
General Fund Profit / (Loss)	(6,938)	(34,133)	(46,633)	(53,133)	(26,076)	424	22,990	22,359	29,347	30,513	30,514	31,010
Add Back General Fund Depreciation	15,964	15,964	15,964	15,964	15,964	15,964	15,964	15,964	15,964	15,964	15,964	15,964
Capital Asset Purchases	(13,375)	(13,375)	(13,375)	(13,375)	(13,375)	(13,375)	(13,375)	(13,375)	(13,375)	(13,375)	(13,375)	(13,375)
Investment Interest/Misc.	3,958	3,958	3,958	3,958	3,958	3,958	3,958	3,958	3,959	3,959	3,959	3,959
Rental Income	6,667	6,667	6,667	6,667	6,667	6,667	6,667	6,667	6,666	6,666	6,666	6,666
Property Taxes	(7,500)						(7,500)					
Tenant Expenses	(750)	(750)	(750)	(750)	(750)	(750)	(750)	(750)	(750)	(750)	(750)	(750)
MONTHLY NET	(1,974)	(21,669)	(34,169)	(40,669)	(13,612)	12,888	27,954	34,823	41,811	42,977	42,978	43,474
CASH BALANCE Mo. End - FORECAST	2,498,026	2,476,357	2,442,188	2,401,519	2,387,907	2,400,795	2,428,749	2,463,572	2,505,383	2,548,360	2,591,338	2,634,812
Restricted funds	437,500	440,000	442,500	445,000	447,500	450,000	452,500	455,000	457,500	460,000	462,500	465,000
Unrestricted funds	2,060,526	2,036,357	1,999,688	1,956,519	1,940,407	1,950,795	1,976,249	2,008,572	2,047,883	2,088,360	2,128,838	2,169,812
	2,498,026	2,476,357	2,442,188	2,401,519	2,387,907	2,400,795	2,428,749	2,463,572	2,505,383	2,548,360	2,591,338	2,634,812

Budget 2026 – Notes rht 8/27/25

- Overview
    - Modest revenue reduction projected – (2.4) % YOY; focus on re-enforcing infrastructure, ACE, BPB, Mission.
    - Operating at breakeven for the year; budget does not include the "excess funds" received from the counties in FY 2024, FY2025. FY 2025 approximately $400,000.
    - No major changes to operations anticipated
    - Labor will remain consistent throughout the year. No significant changes in staffing anticipated.
    - AtWork! projected deficit for the year will be 100% offset by ACE profit.
    - Administration, Marketing & Advocacy 21.8% of total revenue.
- **PRODUCTION**
    - Revenue includes $50,000 new business in Document Management; labor consists of (2) part-time staff, both with disabilities. In addition to working on contracts, both individuals will be used for general administrative, and facilities support throughout the year.
- **LANDSCAPING**
    - Revenue includes two ground maintenance contracts.
        - NOAA Seattle Campus
        - VA hospital – Seattle and Tacoma Campuses; while not reflected in the budget, this contract is currently being negotiated and potentially adding significantly to the existing scope of work.
    - Labor and operating costs consistent with prior years.
- **FOOD SERVICE**
    - Revenue consists of one federal contract with US Coast Guard -Seattle. This is a multi-year contract, with annual price increases. Staff remains consistent with prior years.
- **BUSINESSES POWERED BY ATWORK!**
    - Jason Correa (Director of Operations) will continue to work with our Source and enhance our commercial services.
- **KING COUNTY MISSION SERVICES**
    - Revenue YOY is budgeted to decline by 3.0%. However, if we remove the "extra or bonus" funds received from the county in April & July 2025, the true projected growth is 6.0%.
    - We are expecting our Managers & Transition Specialists to contribute more to the billable services we provide.

- **SNOHOMISH COUNTY MISSION SERVICES**
    - Revenue YOY is budgeted at .5% increase. However, if we remove the "extra or bonus" funds received from the county in April & July 2025, the true projected growth is 6.0%.
    - Labor is higher than the previous year; however, operating results for the year are expected to remain at a surplus.
- **SPOKANE COUNTY**
    - Revenue YOY is budgeted at 6% increase. However, if we remove the "extra or bonus" funds received from the county in April & July 2025, the true projected growth is 9%.
    - Labor % is consistent with the prior year. Revenue increase is due primarily to the hiring of (1) FTE mid-year. Operating expenses are consistent with the prior year, and this division is expected to operate at a surplus throughout the year.
- **KITTITAS COUNTY**
    - This will be the first full year operating from this location. Revenue projection is based on 1.5 FTE's billing for the full year. We are still establishing ourselves at this location, billing resources and community partnerships; however, we are cautiously optimistic about this new fiscal year.
- **TOTAL MISSON SERVICES**
    - Revenue YOY is budgeted at .5%; however, if we remove the "extra or bonus" funds received from the counties, the true increase YOY is closer to 9%. Overall labor & operating expenses are consistent with the prior year.
- **OUTSIDE CONSULTING SERVICES**
    - There is no revenue or expense budgeted for this division; however, we may find some opportunity to generate revenue through our Advocacy division (John Lemus). As a goal, we are tasking John with billing up to $12k for training and public speaking engagements.
- **DEVELOPMENT**
    - Revenue YOY is budgeted at 12%. We plan to schedule multiple fundraising events, targeting potential donors. Also, we intend to build on the successes we've had this past fiscal year receiving grant funding.
- **ADVOCACY**
    - Our investment in Labor and Operating expenses for this division will remain the same as the prior FY. John Lemus will continue to run the program. The cost of this division is 1.3% of total revenue, consistent with the prior year.
- **MARKETING**

- Total costs for this division of $177,840 represent 1.8% of total revenue, consistent with prior years. We will continue to work on improving communications, developing our website(s), information brochures and videos.

- **ADMINISTRATION (INCLUDING HR)**
  - Total costs for this division of $1,896,251 represent 18.7% of total revenue, consistent with prior years.
- **ATWORK! COMMERICAL ENTERPRISES, LLC. (SUBSIDIARY)**
  - Total projected revenue of $3,700,000 represents an 8.0% reduction YOY. This division has operated profitably since its inception in January 2018. Fiscal year 2025 the division recorded its highest revenue since we began and continues to operate profitably.

    However, to grow this division it is recognized we need to take a step back in FY 2026 and develop a plan to improve our infrastructure and operating model which over the years has become increasingly dependent on our Director of Landscape sales and operations to keep the operation profitable. We have reached our revenue peak using our current model and want to begin the next chapter in this division's evolution.
- **PERSONNEL**
  - The budget includes a provision for employers matching our 403b employee retirement plan. AtWork! matches 50% of employee contribution, up to 6% of annual salary. Approximately $85,000.
  - We have provided for staff raises of 4.0% (April 1, 2026) in this budget presentation. Salary adjustments will be based on a new compensation plan that includes individual performance, cost of living, market benchmarks, and budget considerations.
  - Fiscal year 2026 begins with approximately (90) full-time, part-time and seasonal employees. There are no significant changes in staffing expected for this fiscal year. Two notables would be (1) assistant to our ACE Director of Landscape sales and operations, (1) new EC for Spokane mid-year. Otherwise, staff hiring during the year will be limited to staying ahead of turnover.
  - The medical/dental plan was renewed for fiscal year 2026; change in overall premium cost was approximately 7%-8%. We remain with Kaiser Permanente, (offering three options, the basic HMO (HAS), virtual HMO option, and a buy-up alternative-Access plan) and remain with Principle for

Dental, Vision and Life insurance. Ameriflex will continue to manage our FSA, HAS, and Cobra programs.

- We will continue to work with FIT consultants to provide HR Director (Jen Braly) expertise and support. Remotely and on a part-time basis.

- **FACILITIES**
  - Bellevue Campus
    We will continue to explore opportunities for full utilization of this campus. Currently looking for a tenant to occupy approximately 2,000 sq ft undeveloped space at the back of the building. Priority given to non-profits or partners willing to collaborate and share build-out costs for this space.

    The Modernous lease (the tenant occupies our basement area) was successfully negotiated this past fiscal year. Current lease is good through May 2029.
  - Issaquah Campus
    We will continue focusing on full utilization of this campus in FY 2026. Currently used as employment consulting Hub for Issaquah, Snoqualmie, North Bend and surrounding area. Production/Document Management will continue, in-house digitizing documents, warehousing, supporting other NPA with similar clients and missions, and providing parking and office/warehouse space for our Landscaping groups.
    Regular maintenance expenses for this facility have been budgeted. There is no leasehold improvements expected for this new year.
  - Snohomish, Spokane and Kittitas offices – Regular maintenance only.
- **INFORMATION TECHNOLOGY PLAN**
  - Infrastructure upgrades continue through FY 2026. The long-term project objective remains to significantly improve our Information technology in financial reporting, payroll, HR, time management, employee scheduling and fundraising. This will remain a continued priority as we move into the third and final year of our current (3) year strategic plan.
  - Included in the FY 2026 budget are costs for IT support services (Convergence). We are working with our consultant (In-two) to achieve full understanding and utilization of our financial software (Dynamics 365). There are several projects identified including a cost accounting system, automate P.0. creation and tracking, fixed asset tracking, automate financial statement development, budgeting and dashboard reporting.
  - Also, included are standard IT budget items such as supplies and hardware replacements.

- **OTHER**
  - In FY 2026 we will not allocate general administration expenses to each division. Instead, these costs will be presented on a consolidated basis only, consistent with FY 2019-2025 presentations. FY 2026 we will "cap" ACE Marketing allocation @ 1.0% and Administration allocation @ 12.0%
  - We will have a general line of credit with Washington Federal savings Bank in the amount of $300,000; there will not be an outstanding balance on the general line @ September 30, 2025. We do not anticipate the need for borrowing against this line during Fiscal year 2026. The finance committee will be informed and approve of any borrowing, should it become necessary.

  - Total Depreciation FY 2026 - $248,492
    - General Fund Depreciation: $191,568
      Capital assets purchased by AtWork! funds generated by operations are depreciated based on accepted accounting standards, reflecting decreased capital asset value over time. This non-cash expense is reflected as a line item in the 2026 general fund budget.

      Consolidated Depreciation: $56,924
      Capital assets acquired or purchased with proceeds from Restricted Grants, Donations & Contributions are depreciated based on accepted accounting standards, reflecting decreased capital asset value over time.

      Both assets and depreciation are excluded from the general fund budget but included in the consolidated financial statement and will be highlighted in our financial presentation to the Board, each month.

    - Capital Reserve Fund
      - This fund was created to use for future capital projects such as major building repairs or equipment acquisitions for new or developing programs. The release of these funds for use requires Board Approval. The balance @ 9/30/2025 will be $435,000. We intend to increase the funds by $30,000 in fiscal year 2026.
      - There is no immediate plan for use of these funds, although should we develop the space in the back area of the Bellevue facility, these funds could be used for that purpose.

- With the build-up of cash reserves, it may be prudent to select an investment manager and invest those funds in the stock market. While the market remains volatile at this time, the finance committee will be tasked with making investment decisions in FY 2026. Currently we have (3) Certificate of deposits totaling $750,000 and are using a "sweep account" to minimize any FDIC exposure.

- Miscellaneous Expenses FY 2026– Detailed

RSJ Counsel	$30,000
Engagement Committee	$5,000
B&O Taxes	$22,200
Recruiting AtWork!	$27,500
Licenses & Fees - ACE	$3,000
Bank Fees / Interest Expense	$8,400
Uniforms & Medical Checks – Food Service	$1,360
Other (Employee recognition, Flowers, Celebrations, etc.	$19,280
Total	$116,740