

Increased with 3,5% expected inflation

		Budget 2024	Actual 2023	Budget 2023	Actual 2022	Budget 2022	Actual 2021
accommodation costs	rent	8,500	8,220	9,000	8,220	8,220	8,220
	service charge	5,700	5,490	5,750	5,490	5,500	5,490
	other expenses	1,450	1,545	1,400	1,372	1,350	1,270
	Subtotal	15,650	15,255	16,150	15,082	15,070	14,980
staff costs	payroll expenses	94,500	93,659	90,000	85,029	86,000	82,294
	social security contributions	15,500	15,115	15,000	13,566	14,000	13,239
	pension contributions	17,500	18,911	16,640	16,697	16,000	15,458
	travel costs (4260 ww)	5,200	4,250	5,200	3,819	5,000	3,819
	other	6,000	-214	6,000	6,494	3,500	5,536
	Subtotal	138,700	131,721	132,840	125,605	124,500	120,346
administrative expenses	Administrative costs	6,500	7,599	6,300	6,879	6,200	6,097
	Accounting and audit fees	6,400	6,667	6,200	6,231	6,100	6,050
	consultancy fees	2,000	0	2,000	0	2,000	0
	Legal costs	1,000	557	2,000	4,926	2,000	644
	Subtotal	15,900	14,823	16,500	18,036	16,300	12,791
office related expenses	ICT, computers, hosting (Panta, ibabs, DSD, lucrasoft licentie)	13,000	11,353	18,000	9,999	15,000	10,272
	office supplies	500	124	500	267	500	152
	subscriptions, contributions	1,500	1,401	1,400	1,508	500	478
	telephone	2,000	1,526	2,000	1,672	1,000	1,075
	Subtotal	17,000	14,404	21,900	13,446	17,000	11,977
general expenses							
	translation costs	0	0	2,000	-486	2,000	6,582

	parking	500	591	500	503	500	514
	representation	1,000	506	1,000	583	1,000	71
	insurance	2,000	1807	2,000	352	2,000	1,741
	bank expenses	7,500	3114	7,500	6,441	6,000	4,106
	selling expenses	250	0	250	254	250	0
	contingencies	1,000	-31	1,000	-405	1,000	80
	Subtotal	12,250	5,987	14,250	7,242	12,750	13,094
Board meetings & field trips	Travel expenses	15,000	4,569	18,000	1,875	5,000	1,203
	Accommodation	6,000	4,969	6,000	5,807	5,000	2,801
	conference room	1,000	1,040	1,000	1,274	1,000	918
	food & refreshment	1,750	4,619	1,750	2,212	1,500	1,855
	other	500	1,431	500	0	500	0
	subtotal	24,250	16,628	27,250	11,168	13000	6,777
Total budget excluding special projects		223,750	198,818	228,890	190,579	198,620	179,965
special projects	Expedition 2024	0	0	6,000	0	0	0
	Get to know your neighbours	0	0	10,000	0		
	Ronny Naftaniel lecture	10,000	0	0	7,366	10,000	0
	Roundtable sessions	0	0	1,000	0	1,000	1,000
	subtotal	10,000	0	17,000	7,366	11000	1000
Total budget including special projects		233,750	198,818	245,890	197,945	209,620	193,223