

FINANCIAL REPORT 2021

GENERAL 26 - 29 MAY
KARLSRUHE **ASSEMBLY**

FYEG - Financial report for January 2021 - December 2021

Note: this is the financial report for the period January 2021 until December 2021. It is compared to the budget plan voted at the General Assembly in 2021

1. Summary

The FYEG Executive Committee and Secretariat planned 2021 with a lot of caution but also some optimism. This is reflected in FYEG's 2021 budget report as the organisation managed to carry out a lot of the budgeted activities but often had to adapt and modify its plans to still make the best of FYEG's work under the continuing impact of Covid.

FYEG held a wide range of activities, a few in real life but mostly online or at the local level, together with some of its member organisations. Given the circumstances, FYEG still managed to implement the planned budget almost entirely, as close to 90% of its planned budget was realised in 2021, with a profit of 2,472.45 EUR. FYEG's financial report is presented below. In order to increase the accessibility of the information the budget report is first presented through a simplified version with a few important comments and then through a detailed version with both a narrative breakdown and the full budget report in Annex. This financial report also includes a section on gender reporting and the calculation of membership fees for 2021.

2. Budget report

a. Simplified version

Below you will find a simplified version of FYEG 2021 budget report annotated to briefly explain the difference between the budget voted by the General Assembly and the budget report.



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Simplified Budget report 2021	Budget plan	Budget report	Difference
TOTAL EXPENDITURES	469,888.00	417,289.46	88.8%
Category 1: Personnel costs (1)	147,562.05	158,000.99	107.1%
Salaries, benefits and taxes			
Category 2: Infrastructure and operating costs (2)	36,300.00	16,736.79	46.1%
Training for staff, equipment, IT, phone charges, etc.			
Category 3: Administrative expenditure (3)	5,690.00	6,837.63	120.2%
Accountant, bank and insurances charges			
Category 4: Meeting and representation costs (4)	38,950.00	27,014.75	69.4%
EC and Statutory meetings, support to CDN, study visits and partners meetings			
Category 5: Direct Costs: projects and campaigns (5)	213,047.95	180,361.30	84.7%
Projects, campaigns and ad-hoc			
Category 6: Allocations to next years and reserves	28,338.00	28,338.00	100.0%
Campaign and payroll safety funds			
REVENUES	469,888.00	419,761.91	89.3%
Category 1: Administrative Income (6)	319,692.67	267,400.55	83.6%
Admin funds, own funds (MO fee + donations) and EGP joint projects			
Category 2: Projects & Campaigns income	150,195.33	152,361.36	101.4%
Cooperation with Greens/EFA, Project funds			
TOTAL PROFIT OR LOSS	0.00	2,472.45	
Savings at the end of the year			
Savings from previous years			88,315.46
Payroll safety fund			50,000.00
Campaign fund			10,000.00
Profit or loss from 2021			2,472.45
TOTAL Savings at the end of the year			150,787.91

Explanation of the difference between the budget voted and the budget report:

- FYEG paid more taxes on salaries than expected because its taxes reductions decreased
- Part of the expenses were not realised because the Secretariat did not have the time to organise the consultancy and training planned in the budget
- Administrative expenditures were higher because the Accountant's fee increased and FYEG had to cover

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some unforeseen costs related to staff handover

- Part of the expenses were not realised because some statutory activities happened online or were delayed to 2022 due to the continuing impact of COVID
- Part of the expenses were not realised because activities were downsized due to COVID and because of a lack of time from the Secretariat and EC
- Part of the income was not realised, most of it is funding that is carried over to 2022 or savings that were not spent

b. Detailed version

Annexed to this report you will find a table with the detailed budget report for 2021. The difference between the budget voted at the GA and the budget report is briefly explained in the 'Comment' column, only when it diverges by more than 10%. Below is the detailed narrative version.

Expenditures - Category 1: Personnel costs

The total personnel costs for 2021 were higher than budgeted at the GA. In 2021 the FYEG Secretariat grew a bit with the addition of an Administrative Assistant to the team and salaries were raised (200 EUR gross), as per the original budget plan voted at the GA. But FYEG also needed to adapt and diverge from the planned budget.

The Secretariat was able to increase the working hours of its 2 part-time employees in November and December. This was needed first to absorb the additional administrative workload due to the new format of the Erasmus+ operational grant application and second to better accommodate the training and tasks shift needed to welcome the new Administrative Assistant position.

The total personnel costs were also higher than budgeted due to an unexpected cut in employment taxes reductions. The difference did not affect the total budget as the changes to the 2021 statutory activities impacted by Covid freed up some funding.

Expenditures - Category 2: Infrastructure and operating costs

The total infrastructure and operating costs for 2021 were much lower than budgeted at the GA. This category includes all office-related expenses: rent, office retreats and training, softwares and equipment, office supplies, postal charges and office supplies, etc.

The difference between the budget voted at the GA and the budget report is mainly due to underspending in the 'Training for staff' budget line (2.1.3). A substantial budget was provisioned to continue the organisational change process started in 2020 with training for staff and EC members and thorough consultancy on the 2022-2025 strategic planning process. These plans and expenses could not be carried out fully due to a lack of capacities from the Secretariat and EC. The organisational change process was continued but internally, without further external consultancy nor training, and the consultancy for the 2022-2025 Strategic Plan was downsized and moved back to 2022. These expenses would have been funded through FYEG's savings and thus did not have any impact on 2021 financial results.

All other expenses posts were mostly slightly underspent, except for the 'IT' budget line (2.2.2) where FYEG



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invested more than expected in digital tools and softwares in order to streamline and increase the efficiency of FYEG's work.

Expenditures - Category 3: Administrative expenditure

The total administrative expenditures for 2021 were higher than budgeted at the GA. This is mainly due to the rise of the Accountant's fee, following the increase in the size of the budget and the regularisation of the 2020 fee that was underestimated by the Accountant. There were some unforeseen expenses under the 'Extraordinary costs' budget line (3.1.1) in order to cover administrative costs linked to the handover for the Communications Officer position and expenses for the internships. The bank also raised its fees which explains the increase in the 'Bank charges' budget line (3.3.1).

Expenditures - Category 4: Meeting and representation costs

The total meeting and representation costs for 2021 were lower than budgeted at the GA. FYEG's biggest statutory meetings were planned to take place online in 2021, notably the MO Forum and the General Assembly, as reflected in the budget voted at the GA. But was still hope to be able to carry out some of the smaller statutory activities live. Unfortunately, the uncertainty and changing circumstances due to the continuing impact of Covid made it almost impossible and most meetings had to happen online.

Expenses for Executive Committee meetings, the FCC meeting, the Political Platform Committee and meetings with partners (budget lines 4.4.2 and 4.4.3) were thus lower than anticipated. FYEG unfortunately could also not carry out any Study visit to meet Member Organisation or Candidate Members and had to postpone the ones planned to 2022. Finally, the budget planned for MO training (budget line 4.2.3) was not spent as they happened online and did not require any trainer's fee, being based either on MO to MO exchange or on partnerships with other organisations.

Expenditures - Category 5: Direct Costs: projects and campaigns

The total direct costs for projects and campaigns in 2021 were lower than budgeted at the GA. This is mainly because the Secretariat and EC were too optimistic regarding their capacities and the continuing impact of Covid in the second part of 2021.

On one hand, it was decided to downsize the AlterCOP event (budget line 5.1.3), the only big international activity that FYEG organised in 2021, in line with the Covid measures in place at the time. And FYEG could not carry out most of the plans and expenses envisioned for Campaigns (budget line 5.3.1) or the Working Groups (budget line 5.4.2), in both cases due to a lack of capacities from both the Secretariat and Executive Committee. On the other hand, FYEG was able to spend more on the EYF Work Plan (budget line 5.1.1) where more Member Organisations were supported through joint summer camps and more young greens engaged through a big write-a-thon in the fall.

Expenditures - Category 6: Allocations to the next year and reserves

The allocations and reserves made in 2021 were in line with the budget adopted at the GA. FYEG allocated an additional 5 000 EUR to its 2024 Campaign Fund (budget line 6.1.2), in line with the goal of saving 20 000



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EUR for 2024. FYEG also allocated an additional 23 338 EUR to its Payroll Safety Fund (budget line 6.1.3) to amount to 50 000 EUR in total, which corresponds to the amount of the Erasmus+ operational grant. The format and accessibility of this grant has changed in 2021, creating some uncertainty as to whether FYEG will still be able to benefit from it. This is why FYEG is provisioning this amount, to ensure operational continuity.

Revenues - Category 1: Administrative Income

The total administrative income of FYEG for 2021 was lower than budgeted at the GA. The difference is mainly due to the fact that big international activities that FYEG often organise together and co-fund with the European Green Party did not happen live. Part of FYEG's income was thus not released because expenses did not occur. FYEG also did not make as much use of its savings as planned (budget line 7.3.5) because the expenses did not take place. Fortunately FYEG is able to carry over the pending income for the Joint activities with EGP (budget line 7.1.2) to 2022 and the savings not used in 2021 are still available for the future.

It is also worth noting that the membership fees collected in 2021 amounted to more than budgeted at the GA. This is a very good sign both for FYEG and its Member Organisations as this means MOs have more financial capacity and FYEG is becoming a bit less dependent on partnerships and operational grants.

Revenues - Category 2: Projects & Campaigns income

The total projects and campaigns income of FYEG for 2021 was in line with the budget adopted at the GA. On one hand, FYEG's cooperation with the Green European Foundation (budget line 8.2.2) was reduced or moved online because of the continuing impact of Covid which means less income was released. On the other hand, FYEG increased the size and funding of the Work Plan activities (decentralised summer camps and pizza write-a-thon) as well as the cooperation with the Greens/EFA Group in the European Parliament (budget line 8.1.1) through these decentralised summer camps, organised together with Member Organisations. With minor adjustments between funding sources the projects revenues thus remained quite close to the budget voted at the GA.

3. Gender reporting

As a feminist organisation, FYEG believes it is important to realise its budget from a Gender perspective. That is why reporting on the gender dynamics in the budget is provided below. Note that you can find the reasoning behind the gender budgeting for 2021 in the financial plan.

Same as in 2019 and 2020, the budgeting and financial decisions in 2021 were under the responsibility of people who identify as woman (cis and trans) and/or trans and/or genderqueer (the secretary-general, the treasurer and the office manager).

Not all expenses can be linked to gender (administrative costs, office rent and supply, website etc.) and some expenses that could be linked to gender (food costs, accommodation costs) are hard to evaluate as they are paid in bulk and not assigned to individuals. The focus here will thus be on expenses that can easily and clearly be assigned to individuals such as personnel costs, Executive Committee expenses and travel costs for activities organised by FYEG.



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a. Secretariat

At the start of 2021, FYEG Secretariat had 4 permanent and 1 temporary staff positions: one Secretary General, one Project Manager, one Communication Officer and one Office Manager, plus one Project Assistant position terminated in March. In August an Administrative Assistant joined the team, bringing the number of permanent staff to 5. In addition, the FYEG Secretariat hosted two part-time internships each semester, a Project Intern and a Communications Intern. Throughout 2021, FYEG worked with 11 different staff members and 7 of them identify as woman (cis and trans) and/or trans and/or genderqueer.

If only FYEG employees are considered, out of the 6 permanent and temporary staff positions, 2 were part-time and together they amounted to 158.5 contractual working hours per week on average. Four of these positions were held by people who identify as woman (cis and trans) and/or trans and/or genderqueer, amounting to 118.3 contractual working hours per week on average or 75% of the work force. And based on gross salary (without taxes and benefits) FYEG spent 76% for woman (cis and trans) and/or trans and/or genderqueer employees throughout the year. The small difference in percentage between the work force and the amount paid is due to the higher salary of the Secretary General.

If interns are included in the calculation, the staff positions amounted to 183.3 contractual working hours per week on average. Seven of these positions were held by people who identify as woman (cis and trans) and/or trans and/or genderqueer, amounting to 130.7 contractual working hours per week on average or 71% of the work force. And based on gross salary or internship allowance FYEG spent 71% for woman (cis and trans) and/or trans and/or genderqueer employees throughout the year.

b. Executive Committee

Throughout 2021 FYEG worked with 11 different Executive Committee members and 9 of them identify as woman (cis and trans) and/or trans and/or genderqueer. Only 6% of FYEG's budget was spent to cover expenses and allowances for male EC members while 94% was used to cover expenses and allowances for EC members that identify as woman (cis and trans) and/or trans and/or genderqueer. The proportionally high percentage of spendings is due to the rise of the EC allowance after the 2021 General Assembly where all EC members elected identified as woman (cis and trans) and/or trans and/or genderqueer.

c. FYEG activities

FYEG only collects data when organising international events and was only able to organise one in 2021, the AlterCOP in November in Glasgow. For this event, FYEG gathered 45 participants and 25 of them identified as woman (cis and trans) and/or trans and/or genderqueer. Out of the total travel reimbursement budget, 60% was used for participants that identified as woman (cis and trans) and/or trans and/or genderqueer and 40% was used for participants that identified as male.



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4. Membership fee

As per FYEG's Internal Rules of Procedure (6.2), you will find below a table listing the membership fee paid by each Member Organisation of FYEG in 2021 and its calculation.

Member Organisation	2020 total income (EUR)	1% of total income	2021 Paid Fees
Albanian Young Greens	6,992.69€	69.93€	69.93€
Belgian Flemish Young Greens: Jong Groen	142,536.29€	1,425.36€	1,425.36€
Belgian French speaking Young Greens: EcoloJ	274,177.95€	2,741.78€	2,741.78€
Catalan Young Greens: Joves d'Esquerra Verda JEV	35,206.51€	352.07€	352.07€
Cyprus Young Greens	28,360.37€	283.60€	283.60€
Dutch Young Greens: DWARS, Groenlinkse Jongerenorganisatie	215,235.00€	2,152.35€	2,152.35€
England and Wales Young Greens	34,640.33€	346.40€	346.40€
Finnish Young Greens: Vihreiden nuorten ja opiskelijoiden liitto (ViNO)	344,426.24€	3,444.26€	3,444.26€
French Young Greens: Les Jeunes Écologistes	9,710.50€	97.11€	97.11€
German Young Greens: Grüne Jugend	507,178.00€	5,071.78€	5,071.78€
Greek Young Greens: Νέοι Πράσινοι (Neoi Prasinoi)	0.00€	50.00€	50.00€
Irish Young Greens: Oighe Glas	0.00€	50.00€	50.00€
Latvian Young Greens: Protest	892.58€	50.00€	50.00€
Luxembourg Young Greens: Dei Jonk Greng	6,000.00€	60.00€	60.00€
Macedonian Young Greens: MODOM	0.00€	25.00€	25.00€



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Maltese Young Greens: Alternattiva Demokratika Zghazagh ADZ	0.00€	50.00€	50.00€
Norwegian Young Greens: Grønn Ungdom	344,818.91€	3,448.19€	3,448.19€
Polish Young Greens: Ostra Zieleń	172.46€	50.00€	50.00€
Portuguese Young Greens: Ecolojovem "Os Verdes"	0.00€	50.00€	50.00€
Scottish Young Greens	0.00€	50.00€	50.00€
Serbian Young Greens: Zelena Omladina Srbije	1,433.99€	25.00€	25.00€
South Tyrol Young Greens	535.00€	50.00€	50.00€
Spanish Young Greens: Red Equo Joven	2,151.00€	50.00€	50.00€
Swedish Young Greens: Grön Ungdom (1)	321,288.48€	3,212.88€	2,847.88€
Swiss Young Greens: Junge Grüne Schweiz/ Jeunes Vert-e-s Suisses/ Giovani Verdi Svizzera	214,234.46€	2,142.34€	2,142.34€
Turkish Young Greens: Genc Yesiller	0.00€	25.00€	25.00€
Ukrainian Green Youth	0.00€	25.00€	25.00€

(1) Swedish Young Greens asked for a derogation at the General Assembly in 2021, to not consider part of their income that is used through their organisation but does not benefit them in any way. This was approved by the GA.



ANNEX A - DETAILED BUDGET REPORT

FYEG BUDGET REPORT 2021					
	Budget plan (voted at GA 2021)	Budget report 2021	Difference	Comment	
EXPENDITURES					
Category 1: Personnel costs		147,562.05	158,000.99	107.07%	
1.1. Salaries		99,662.05	99,994.98		
1.1.1 Staff	99,662.05		99,994.98	100.33%	
1.2. Benefits		12,900.00	13,228.55		
1.2.1 Staff benefits	12,900.00		13,228.55	102.55%	
1.3. Social security and other Securex costs		35,000.00	44,777.46		
1.3.1 Securex	35,000.00		44,777.46	127.94%	Higher expenses due to decrease in salary taxes reduction
Category 2: Infrastructure and operating costs		36,300.00	16,736.79	46.11%	
2.1. Office-related costs		31,400.00	11,633.45		
2.1.1 Office rent	9,000.00		9,000.00	100.00%	
2.1.2 Office meetings	400.00		118.45	29.61%	Lower expenses due to Covid (teleworking)
2.1.3 Trainings for staff	22,000.00		2,515.00	11.43%	Lower expenses due to lack of capacities (time)
2.2. Costs relating to the installation, operation maintenance and equipment		2,800.00	3,319.15		
2.2.1 IT	2,000.00		2,480.78	124.04%	Higher expenses due to increased need for digital tool (teleworking, efficiency, etc.)
2.2.2 Office equipment	800.00		838.37	104.80%	
2.2.3 Website maintenance	0.00		0.00		
2.3. Stationery and office supplies		1,050.00	788.04		
2.3.1 Stationery	50.00		16.31	32.62%	Lower expenses due to Covid (teleworking)
2.3.2 Other	1,000.00		771.73	77.17%	Lower expenses due to Covid (teleworking)
2.4. Postal and telecommunications charges		1,050.00	996.15		
2.4.1 Postal charges	50.00		61.52	123.04%	Higher expenses due to higher need for registered mail
2.4.2 Telephones, mobile phones	1,000.00		934.63	93.46%	Lower expenses due to lack of capacities
Category 3: Administrative expenditure		5,690.00	6,837.63	120.17%	
3.1. Administrative expenditure		1,000.00	1,446.51		
3.1.1 Extraordinary costs	1,000.00		1,446.51	144.65%	Higher expenses due to unforeseen costs for staff handover and internships
3.2. Accounting, audit costs, consultancy		3,900.00	4,475.55		
3.2.1 External/internal Accountant	3,400.00		4,191.00	123.26%	Higher expenses due to regularisation of the fee underestimated for 2020
3.2.2 Legal expenses	500.00		284.55	56.91%	Overestimated
3.3. Other indirect costs		790.00	915.57		
3.3.1 Bank charges	350.00		474.82	135.66%	Higher expenses due to raise in bank fees
3.3.2 Insurances	440.00		440.75	100.17%	
Category 4: Meeting and representation costs		38,950.00	27,014.75	69.36%	
4.1. Costs of EC meetings of the FYEG		14,600.00	10,640.43		
4.1.1 Executive Committee allowances	6,600.00		5,065.00	76.74%	Lower expenses as not all EC members claimed their allowance
4.1.2 Executive Committee meetings	8,000.00		5,575.43	69.69%	Lower expenses due to Covid and online participations
4.2. Costs of the meetings of the FYEG		9,800.00	6,952.32		
4.2.1 General Assembly	6,000.00		6,600.47	110.01%	Higher expenses linked to Political Platform proofreading costs
4.2.3 Working Groups Meeting / MO training	2,500.00		0.00	0.00%	Lower expenses due to format of the activities
4.2.4 Strategic Planning Meeting / MO Forum	300.00		307.19	102.40%	
4.2.5 FCC meeting	500.00		0.00	0.00%	Lower expenses due to Covid
4.2.6 Political platform committee	500.00		44.66	8.93%	Lower expenses due to Covid
4.3. Membership Fees and Regional Support		9,050.00	9,050.00		
4.3.3 Membership Fees	1,550.00		1,550.00	100.00%	
4.3.4 Regional network meetings	7,500.00		7,500.00	100.00%	
4.4. Other meetings and representation		5,500.00	372.00		
4.4.1 Visits to Member organisations/Study visits	4,000.00		0.00	0.00%	Lower expenses due to Covid
4.4.2 EGP and GG Meetings	1,000.00		100.00	10.00%	Lower expenses due to Covid
4.4.3 Political Work/Networking	500.00		272.00	54.40%	Lower expenses due to Covid
Category 5: Direct Costs: projects and campaigns		213,047.95	180,361.30	84.66%	
5.1. Seminars and conferences		176,349.36	158,118.25		
5.1.1 EYF Work Plan	98,349.36		106,416.69	108.20%	
5.1.2 Spring conference	0.00		0.00		
5.1.3 COP	78,000.00		51,701.56	66.28%	Lower expenses due to Covid + smaller event
5.2. Study Sessions		400.00	0.00		
5.2.1 Study Sessions	400.00		0.00	0.00%	Overestimated
5.3. Campaigns		11,000.00	945.87		
5.3.1 Campaigns	11,000.00		945.87	8.60%	Lower expenses due to lack of capacities (time)
5.4. Other Projects		25,298.59	21,297.18		
5.4.1 Ad Hoc Projects	21,298.59		21,297.18	99.99%	
5.4.2 Working group projects	4,000.00		0.00	0.00%	Lower expenses due to lack of capacities (time)
Category 6: Allocations to the next year and reserves		28,338.00	28,338.00	100.00%	
6.1. Allocations and funds		28,338.00	28,338.00		
6.1.2 Allocation to the campaign fund	5,000.00		5,000.00	100.00%	
6.1.3 Allocation to payroll safety fund	23,338.00		23,338.00	100.00%	
TOTAL BUDGET EXPENDITURE		469,888.00	417,289.46	88.81%	

ANNEX A - DETAILED BUDGET REPORT

REVENUES						
Category 1: Administrative Income			319,692.67		267,400.55	83.64%
EGP contribution			176,395.64		132,668.07	
7.1.1	EGP contribution – 3.5% eligible costs	100,000.00		100,000.00		100.00%
7.1.2	Joint activities FYEG/EGP	76,395.64		32,668.07		42.76% Project could not be realised due to Covid, meaning we got lower revenues, the difference is carried over to 2022
Administrative Grants			80,335.84		80,885.84	
7.2.1	CoE European Youth Foundation	24,373.00		24,373.00		100.00%
7.2.2	Erasmus+ Admin	50,000.00		50,000.00		100.00%
7.2.3	Maribel	5,962.84		6,512.84		109.22%
Own sources			62,961.19		53,846.64	
7.3.1	Membership fees	22,000.00		25,033.05		113.79% Higher revenues due to increase of MO incomes
7.3.2	GA & Spring Conference participation fees	0.00		0.00		
7.3.4	Donations	1,000.00		475.59		47.56% Overestimated
7.3.5	Allocations from previous years	39,961.19		28,338.00		70.91% Lower use of savings due to not realised activities
Category 2: Projects & Campaigns income			150,195.33		152,361.36	101.44%
Cooperation and Green support			46,000.00		48,706.37	
8.1.1	Cooperation with Greens/EFA Group	45,000.00		48,706.37		108.24%
8.1.2	Fundraising from MEPs	1,000.00		0.00		0.00% Overestimated
8.1.3	EP Visits	0.00		0.00		
Projects			104,195.33		103,654.99	
8.2.1	EYF work plan	79,615.36		87,913.58		110.42% Higher revenues due to increased decentralised activities and higher expenses
8.2.1.1	EYF work plan (correction of 2020)			-1,880.00		Amount wrongly accounted in 2020
8.2.2	Green European Foundation (GEF)	24,579.97		17,621.41		71.69% Project could not be realised due to Covid, meaning we got lower revenues
8.2.3	Heinrich Boell Stiftung	0.00		0.00		
8.2.4	Participants' contribution to projects	0.00		0.00		
8.2.5	Other sources	0.00		0.00		
TOTAL INCOME			469,888.00		419,761.91	89.33%
PROFIT or LOSS			0.00		2,472.45	
Allocations and reserves 2021		01/01/2021	31/12/2021	01/01/2021	31/12/2021	
6.1	Carry over from 2020	6,038.17	6,038.17	6,038.17	6,038.17	
6.2	Carry over from previous years	105,006.81	87,110.89	105,006.81	76,883.71	
6.3	Triodos saving bank account	5,443.58	0.00	5,443.58	5,393.58	
6.4	Profit Or Loss in 2021	0.00	0.00	0.00	2,472.45	
6.5	Taxes payable for maintaining reserves 0.17%	0.00	0.00	0.00	0.00	
6.6	Campaign fund	5,000.00	10,000.00	5,000.00	10,000.00	
6.7	Payroll safety fund	26,662.00	50,000.00	26,662.00	50,000.00	
TOTAL ASSETS		148,150.56	153,149.06	148,150.56	150,787.91	