

Budget Projection 2015

For the period Sep 1/14-Aug 31/15

As of Sep 13/14



Compañeros Inc
NICARAGUA

Introduction

- This presentation poses the questions and answers helpful to stakeholders interested in knowing about the source and destination of Compañeros' funds.
- We are committed to transparency - the proactive disclosure of complete, accurate, consistent, and useful information that increases the understanding of money and its context.
- We appreciate and value the trust placed in Compañeros to carefully use the money people pay us to facilitate mutually beneficial learning programs and service projects in Canada and Nicaragua.

Thanks for your interest. If you have questions, please ask.

Fair Trade Service Learning

- Compañeros is a social purpose business/social enterprise. It is a private organization achieving public purposes. Its primary form of earning revenue is through participant fee payments. It occasionally receives additional grants and donations.
- Since 2001 we have been leaders in the field of Fair Trade Service Learning, aiming for an honest and equitable distribution of benefits among all stakeholders.
- Not all organizations share a commitment to Fair Trade Service Learning. They please mostly the traveler at the expense of the host community. They are less likely to be transparent and more likely to offer simplistic solutions to vaguely stated ideals while overstating their impact. Compañeros is not like that.

Full-Time Commitment

- Compañeros is run by experienced educators and international development professionals who know that cross-cultural learning, service, and community development is complex.
- We are interested in effective, efficient, and collaborative work that better connects everyone to charity, service, solidarity, and justice in their local and global community.
- We deliberately work on short-term (housing, water, mural) and long-term projects (education, health) identified by the community and in partnership with Nicaraguan agencies.
- We work with participants, communities, and agencies long before, during, and after programs and projects. The cost of a trip is not limited to a participant's time in Nicaragua.

From WHERE is our revenue in 2015?

1 Anglican and 4 United church congregations;

67 Participants

= **\$120,070**

Nursing, education, and multi-disciplinary students; 4 institutions;

40 Participants

= **\$91,400**

1 Private group;

12 Participants

= **\$19,320**

10 Groups/119 Pax

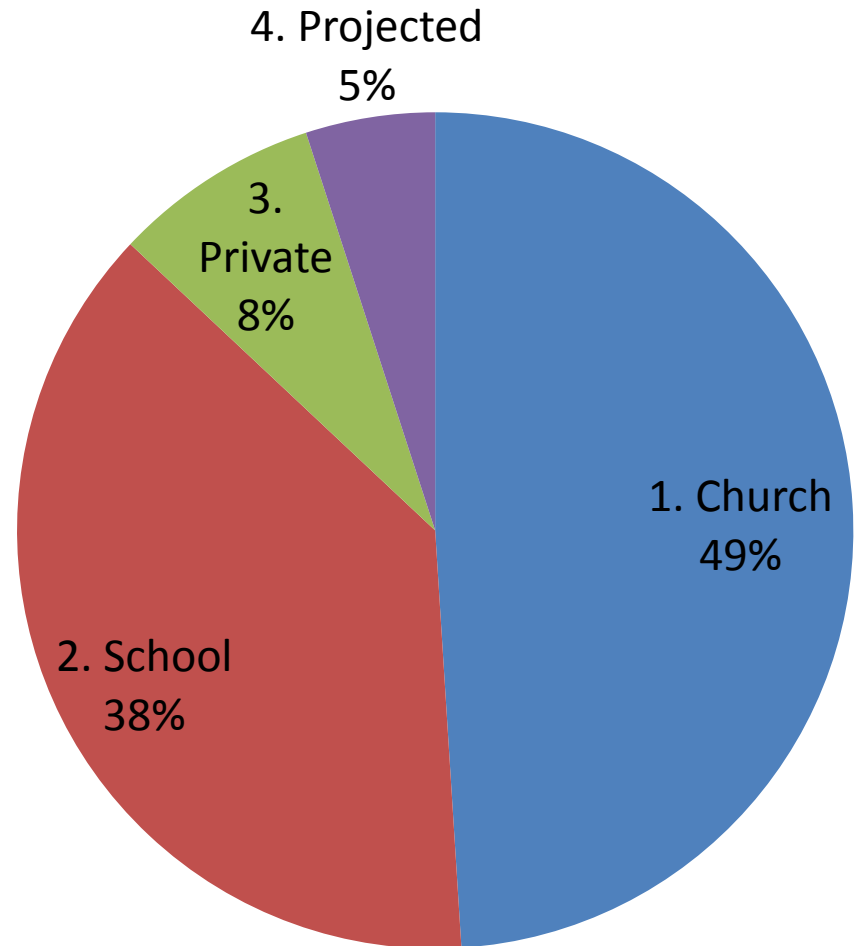
= **\$230,790**

+ \$12,821 Projected

Total Revenue

= **\$243,611 (USD)**

- 1. Church 49%
- 2. School 38%
- 3. Private 8%
- 4. Projected 5%



Projected revenue from non-participants

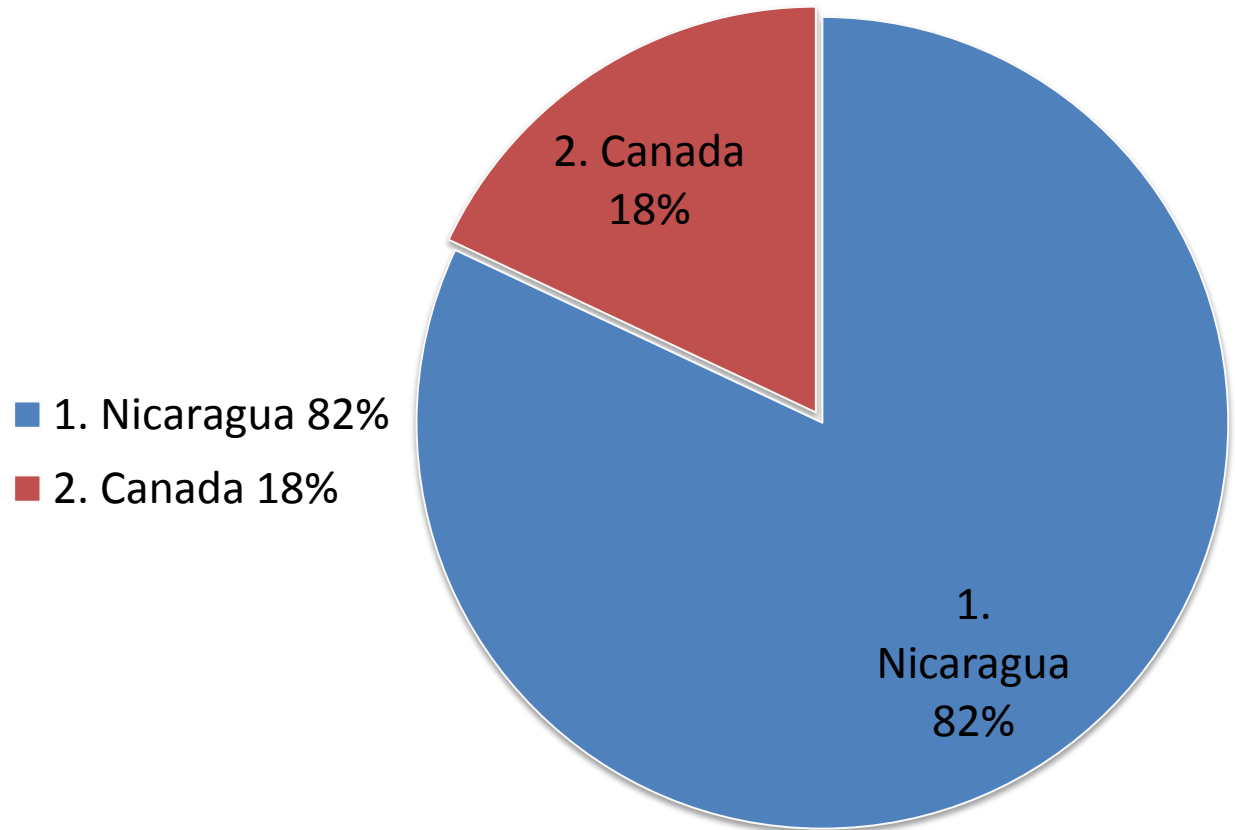
- **Restricted** – *pending approval of grant applications Fall/14*
 - Ontario Secondary School Teachers Federation
= \$3,000 for Los Quinchos Reinforcement Project
 - Rotary International
= \$95,000 for Olaf Palme Waste Water Project
- **Unrestricted** – *pending revenue in Fall/14-Winter/15*
 - = \$? Toronto & Managua fundraising event (to operations)
 - = \$? Sales of Arts & Coffee products (to scholarships)
 - = \$? Unsolicited/extra gifts (usually assigned by donor)

WHERE do we contribute to the local economy in 2015?

Nicaragua
= \$200,911

Canada
= \$42,700

Total Expenses
= \$243,611 (USD)



Housing, Labour, Education,
Murals, Meals, Materials,
Scholarships, Health.

Many Projects

= \$80,924

10 Group Programs

= \$56,262

9 Staff (5 FTE)

Salaries

= \$75,975

Office Overhead

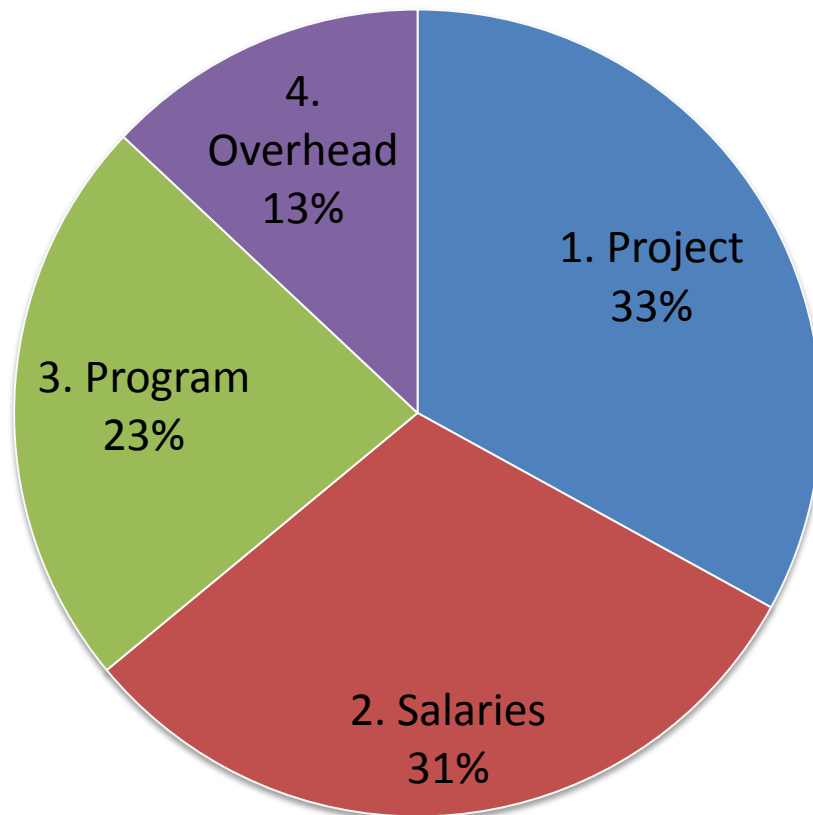
= \$30,450

Total Expenses

= \$243,611 (USD)

On WHAT do we spend money in 2015? (category specifics on following slides)

- 1. Project 33%
- 2. Salaries 31%
- 3. Program 23%
- 4. Overhead 13%



PROJECT Distribution in 2015: \$80,924

11 Family Housing
= \$19,800

29 Skilled Labour Contracts
= \$16,660

3 Health/Well-Being Initiatives
= \$11,000

7 Education & Murals
= \$10,750

1000s Community Meals
= \$9,460

6 Scholarships &
10 Donations
= \$7,800

Contingency Materials
= \$3,854

4 Placements
= \$1,600

■ 1. Family Houses

■ 2. Skilled Labour Contracts

■ 3. Well-Being Initiatives

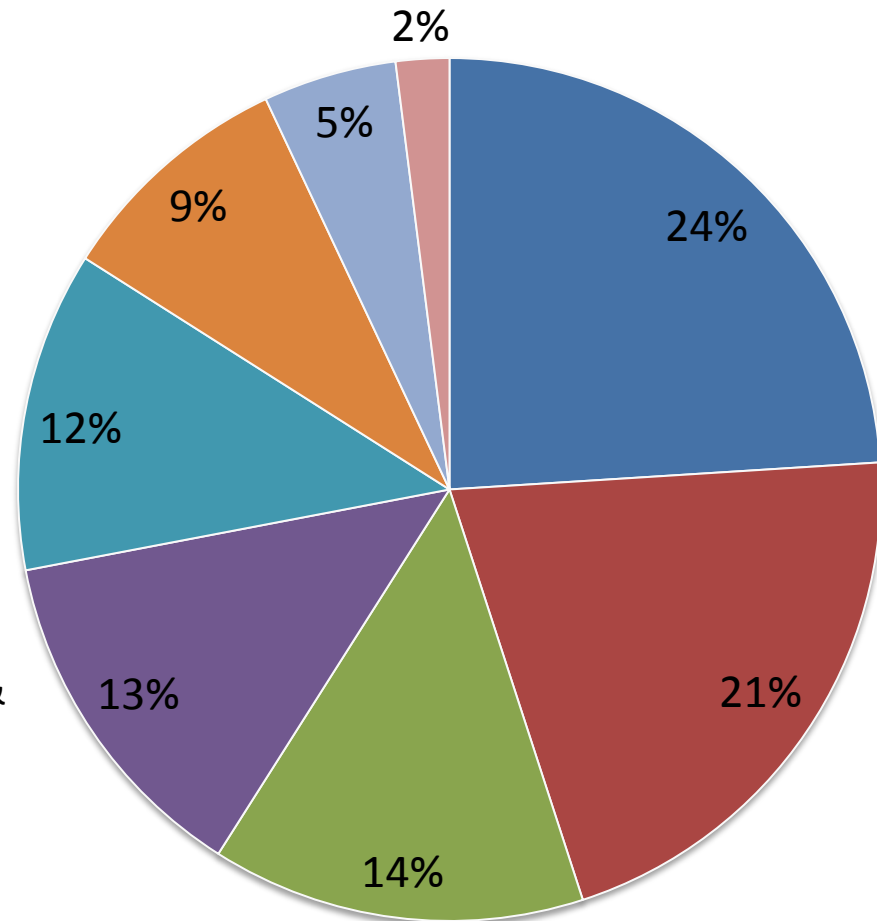
■ 4. Education & Murals

■ 5. Community Meals

■ 6. Scholarships & Donations

■ 7. Contingency Materials

■ 8. Placements



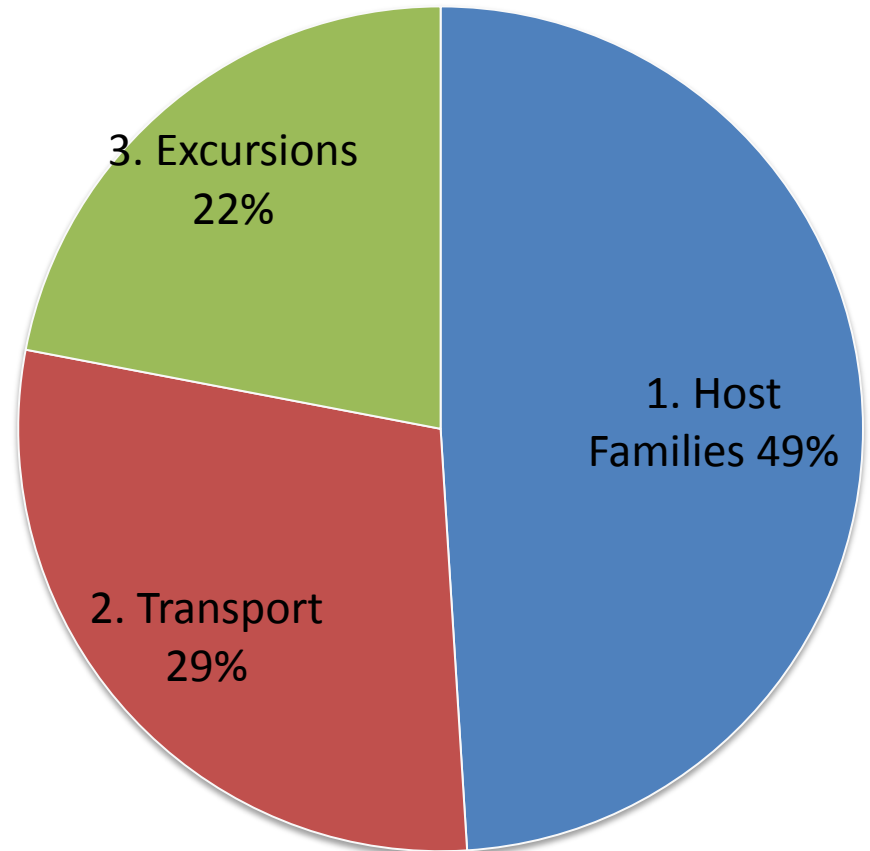
PROGRAM Distribution in 2015: \$56,262

Host Families
Accommodation,
Meals, Exchange
= **\$27,620**

Chartered
Transportation
= **\$16,404**

Learning a/o
Recreational
Excursions
= **\$12,238**

- 1. Host Families 49%
- 2. Transport 29%
- 3. Excursions 22%



SALARY Distribution in 2015: \$75,975
9 Staff in 5 Full-Time Equivalent positions
8 Nicaraguans, 1 Canadian

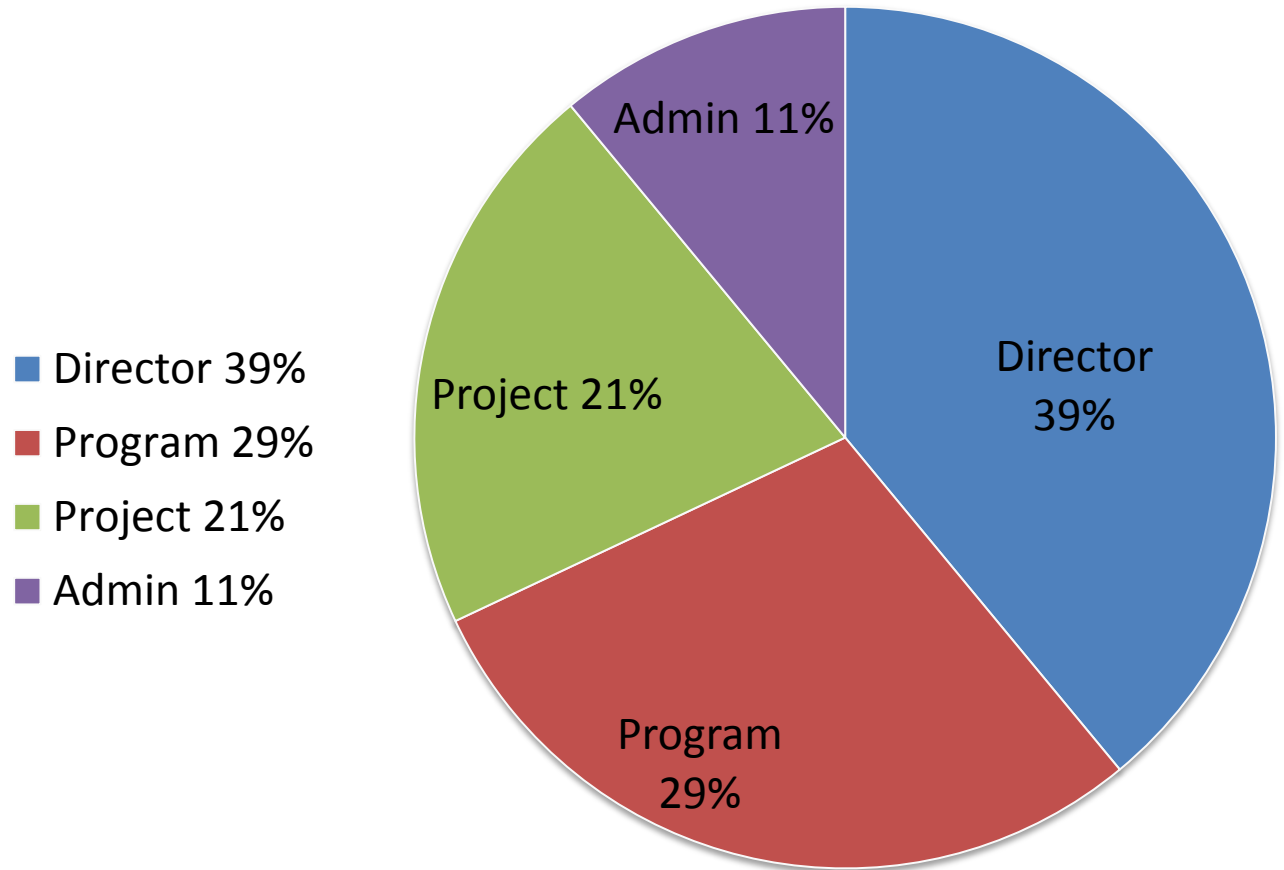
1 Director
1.00 FTE
= **\$29,500**

1 Deputy Director
0.05 FTE
= ***Pro bono***

3 Program Staff
2.31 FTE
= **\$21,815**

2 Project Staff
1.13 FTE
= **\$16,260**

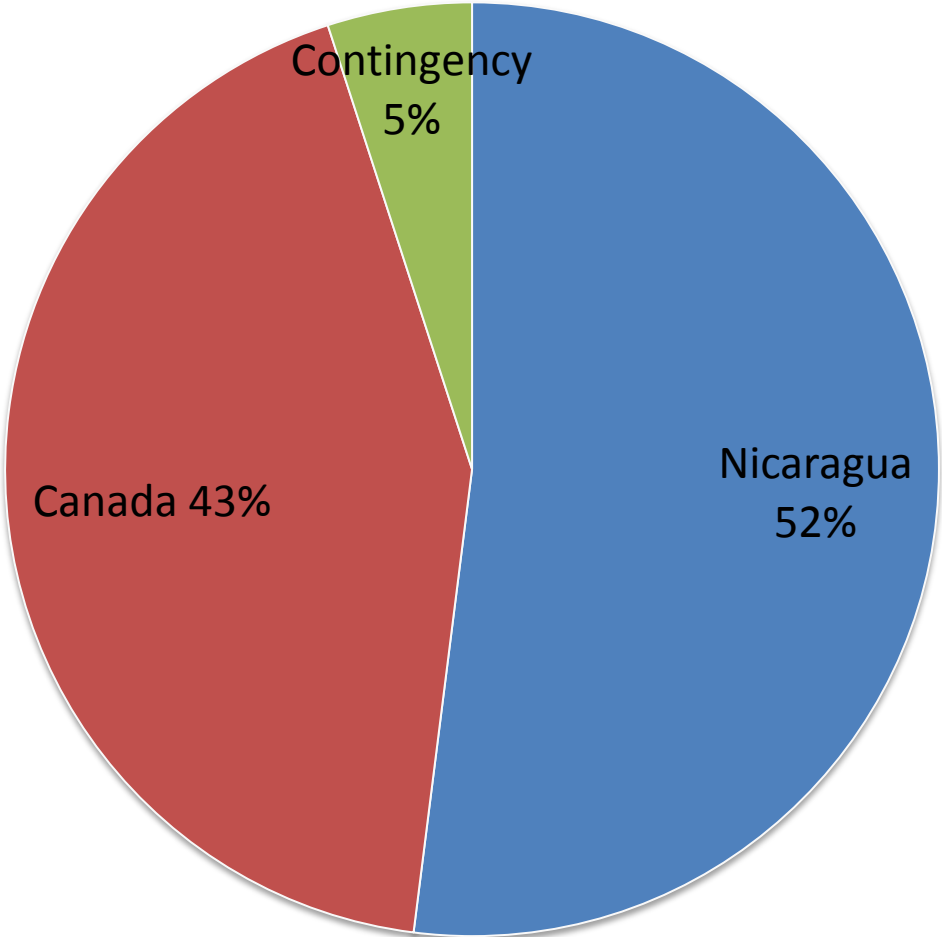
2 Administrative Staff
0.50 FTE
= **\$8,400**



OVERHEAD Distribution in 2015: \$30,450

- Office rent (Managua)
- Utilities, Security
- Phones, Computers
- Furnishings, Supplies
- Hospitality
- Recognition
- Special events
- Transport, Travel
- Prof. Development
- Federal tax
- Legal fees
- Accounting fees
- Bank fees

- Nicaragua 52%
- Canada 43%
- Contingency 5%



Nicaragua
= **\$15,800**

Canada
= **\$13,200**

Contingency
= **\$1,450**

OVERALL Distribution in 2015: \$243,611

- Family Housing
- Skilled Laborers
- Education & Murals
- Community Meals
- Scholarships & Donations
- Health/Well Being
- Contingency Materials
- Salaries
- Overhead

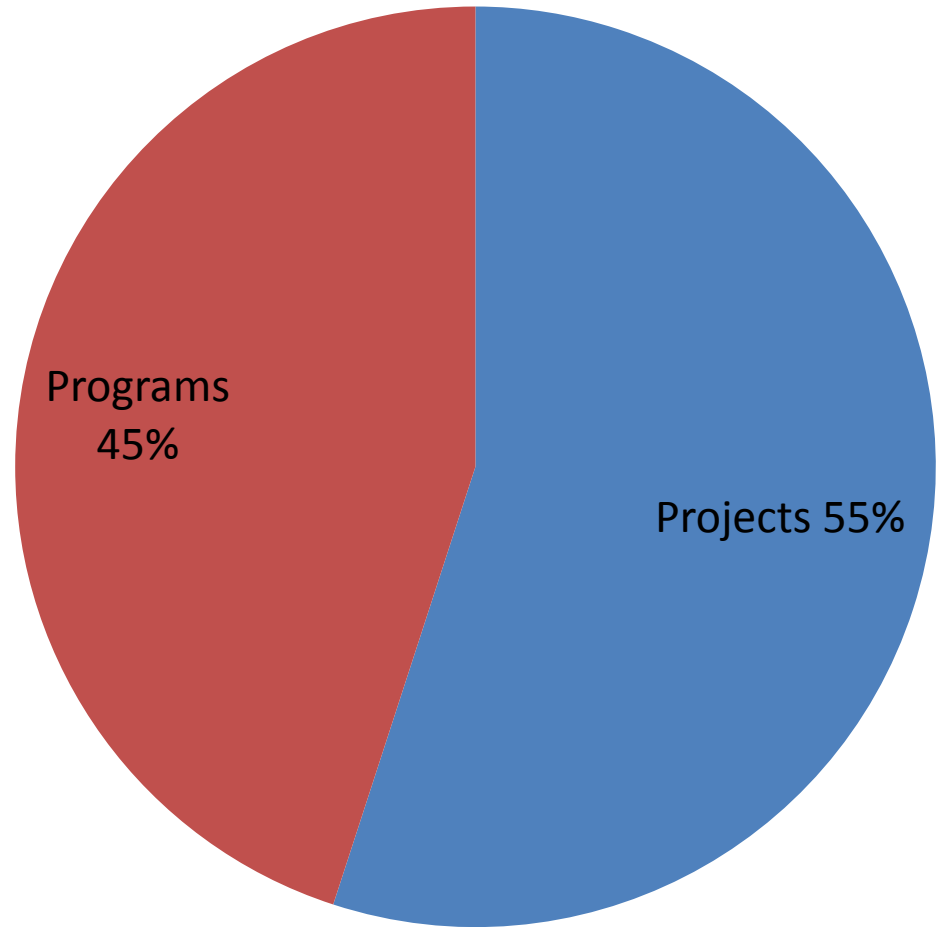
Projects = \$134,137

■ Projects 55%

■ Programs 45%

- Host Families
- Accommodation
- Meals & Exchange
- Chartered Transportation
- Learning & Recreational
- Excursions
- Salaries
- Overhead

Programs = \$109,474



Questions that make us cringe

- I'm a _____; do I have to pay?
- How cheaply can we do this trip?
- We don't need a host family, can we sleep in a church?
- Can we play with kids at an orphanage?
- Why pay for local skilled labour? Can't we just do it ourselves?
- We don't want to pay for salaries or overhead, can all of our funds "go to the project"?

If you're asking these questions you're not yet thinking about Fair Trade Service Learning.

Compañeros may not be for you.

Or, maybe it is exactly for you.

Questions that make us smile

- What can we do after we return to engage with the people, agencies, and issues in our own community and in Nicaragua?
- Tell us about your financial statements and how you achieve so much with so little?
- Reliable measurement is difficult; explain the difference between an input, activity, output, outcome, and impact? How about deadweight and drop-off-rates?
- Could we pay for a third-party to evaluate and audit the impact of your work in Nicaragua?
- How can we build long-term sustainability for Compañeros in Canada and Nicaragua?

If you're asking these questions (and others) you're thinking like a Fair Trade Service Learner. Come join us.

In Summary

- Fair Trade Service Learning, an honest and equitable distribution of benefits among all stakeholders, is our core practice.
- We're not a make-you-feel-good, exotic-selfie company. We aim to better connect everyone to charity, service, solidarity, and justice initiatives in their local and global community.
- Measurement of change is complex. We have high standards, but we won't overstate our impact just to sell you.
- Compañeros operates on a lean budget. Project, Program, Salary and Overhead costs are calculated on a comprehensive, not per trip, basis. Overall, about 55% of a participant's fees pays for community project costs and 45% pays for program costs.

This information will be updated periodically.

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