

# MediaJustice Budget Principles

FY22 Actuals and FY23 Budgeted

## **Notes on FY23**

This year we continued to refine our Metrics to be measurable. We also added in a new Goal on Inclusion with a specific emphasis on Disability Justice.

We plan to take this year to refine all of our Metrics further, to revisit our Development metrics with our newly formed Development team, and to revisit our Network Support metrics once we complete strategic planning.

Principle	Goal	Metric	End of FY22	End of FY23 (budgeted)
<p><b>I. Sustainability</b></p> <p>Our movement is here to support long-term futures, and as such it is important we are thoughtful about how to plan for a financial model that will support us in the long-term and how our budgets are thoughtfully created.</p>	<p>I. i. Ensure our <b>reserve funds</b> are sufficient to support our work through financially turbulent times.</p>	<p>We will hold 6 months of reserve funds when the economy and stock market are strong, and 3 months when the economy is bad</p>	<p>We ended FY22 with 7.8 months of reserves at FY23's budgeted expense level.</p>	<p>We project ending FY23 with 6.6 months of reserves at FY23's budgeted expense level.</p>
	<p>I.ii. Ensure that some of our funding comes from <b>grassroots funders</b> both for long-term sustainability, and to ensure that our organizing and support comes from individuals who we serve.</p>	<p>Grassroots income should comprise 10% of our income. This includes membership dues, individual donations and all additional income from grassroots fundraising.</p>	<p>Grassroots income represented 4.5% of our total income.</p>	<p>We project grassroots income for FY23 to represent only 2.5% of our total income. This reflects a brand new Development team getting up to speed.</p> <p><b>This year, our new Development team will revisit our Sustainability Goals.</b></p>
	<p>I.iii. Ensure <b>highly diversified sources of income</b>, so that our work will not be dependent on one source of revenue.</p>	<p>Receiving support from no fewer than 15 foundations</p> <p>Limit the support of each individual foundation to under 15% of our foundation revenue.</p>	<p>In FY22 we had 24 foundation donors.</p> <p>1 out of 24 foundations exceeded 15% of our foundation revenue.</p>	<p><i>TBD</i></p> <p><b>This year, our new Development team will revisit our Sustainability Goals.</b></p>

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	<p>I.iv. The Board and other stakeholders are <b>involved in the annual budgeting process</b> to help guide the big-picture principles and to give input on budget drafts, so that we minimize risks, and ensure a long-term perspective.</p>	<p>The L-team and Board members are regularly updated about MJ's finance and any major financial changes</p> <p>The L-team is involved in the budgeting process at least two months prior to budget completion</p> <p>Staff who own functions of the organization, such as development, are included in the process.</p>	<p>Board received a financial report at each board meeting. The board discussed reserve levels and the mid-year budget at their Spring meeting.</p> <p>The L-team was involved in budgeting 3 months before the end of the fiscal year.</p> <p>The Finance Manager, HR Manager, and Development Manager were all deeply involved in the budgeting process for their areas of work.</p>	<p>Board receives a financial report at each board meeting and discusses and votes on the mid-year budget. The L-team meets with the finance team every month to review budget v actuals.</p> <p>The L-team will be involved in budgeting 3 months before the budget is due, and will have received finance training.</p> <p>The Operations staff will continue to be involved in budgeting, and program staff will start to be brought in as applicable.</p>

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<p><b>II. Network Support</b></p> <p>We believe lasting change will happen through supporting a network of organizations, and should have a model for revenue development that lifts all boats.</p>	<p>II.i. Given our network structure, revenue generation should be collaborative, do no harm, and <b>build movements</b>.</p>	<p><i>In FY23, after strategic planning, we will create clear metrics for Network Support.</i></p>	<p>Our grant redistributions, anchor stipends and disinformation project redistributions totalled \$6,000</p> <p>The amount spent on our network team total was \$711,997.87.</p>	<p>Our anchor stipends and stipends for org participants at Allied Media Conference are budgeted for \$24K</p> <p>The amount budgeted for our network team is \$1.1m.</p> <p><b>This year we will improve our ability to track the financial redistribution for our network members.</b></p>
<p><b>III. Staff / Program Support</b></p> <p>We believe that through ensuring our staff feel supported in their work and in their lives, they will be able to show up and do the best work possible.</p>	<p>III.i. <b>Sustain general operations</b> to ensure program growth does not exceed administration /infrastructure and that programs are adequately supported. Push back on the “overhead” frame in recognition that for a distributed organization, things that are often seen as overhead are actually deeply programmatic.</p>	<p>The ratio of infrastructure staff (including development) to total staff should not be under 25%.</p> <p>The ratio of infrastructure spending to total spending should be between 15 - 30%</p>	<p>By the end of FY22, 30% of our staff were infrastructure + development.</p> <p>Infrastructure spending was \$496,239.53, 18% of our total expenses.</p>	<p>By the end of FY23, appx 33% of our staff will be infrastructure + development staff.</p> <p>Infrastructure spending is projected to be \$1,044,724 which is 23% of our total budget.</p>

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	III.ii. Resource the work required for <b>internal cohesion and staff growth</b> including long-term planning, team building, evaluation, professional development and healthy/excellent management practices.	Budgets should include specific line items for these pieces of work, comprising organizational culture.	\$99,000, 4% of our total spending, was spent on strategic consulting, team-building, professional development, and wellness funds.	In FY23, \$263,750, 6% of our total budget, was budgeted for this work. There was a major increase from last fiscal year because of the hope of an in-person restorative retreat, and investing in a strategic planner, as well as an increase in staff.
	III.iii. <b>Compensation and benefits</b> are aligned with MediaJustice's values	<ul style="list-style-type: none"> <li>● Value staff skills and experiences by paying competitive salaries that are aligned to market value.</li> <li>● Employees have help saving for retirement and have strong benefits including help caring for families.</li> <li>● The highest paid salary will be no more than three times the lowest after controlling for FTE.</li> <li>● Positions and related salaries are financially feasible and sustainable.</li> </ul>	<ul style="list-style-type: none"> <li>● In FY22, we spent 6 months working with consultants to revamp our compensation structure.</li> <li>● We changed our 401K contributions to be non-elective, so no employee needs to contribute to receive retirement savings.</li> <li>● We increased our coverage for families health insurance to 50% of the premiums</li> </ul>	Last year we revamped our entire compensation and benefits structure to be transparent and thus challenge White supremacist culture, with most changes taking effect this year.  Some changes include: <ul style="list-style-type: none"> <li>● Salaries are benchmarked to the top 25% or better of the highest-paid markets. They are solely based on experience and subjectivity has been removed.</li> </ul>

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			<ul style="list-style-type: none"> <li>• We added an FSA for healthcare and dependent care</li> </ul>	<ul style="list-style-type: none"> <li>• Employees' 401K contributions have increased to 2% - 7% depending on longevity and age.</li> <li>• We have improved our health insurance policies to a no-deductible plan, added a fertility rider, and have increased coverage for employees to 100% of premiums, and families to 70% of premiums.</li> </ul>
	<p>III.iv. We are committed to funding inclusion expenses - with a specific emphasis on accessibility and Disability Justice - as being a critical part of our work.</p>	<ul style="list-style-type: none"> <li>• Events, and other communication will be accessible for disabled people, different languages, and childcare, as needed</li> <li>• Internal staff will be supported through accommodations beyond the legal requirement</li> <li>• We will fund political education of our staff</li> </ul>	<p>We spent \$8000 on interpretation and translation.</p> <p>Approximately \$1000 on software platforms such as Grammarly and Speechify.</p>	<p>In FY23 we ensured that accessibility is always budgeted for in all our events.</p> <p>We budgeted \$47,600 for event accessibility, consultants to facilitate internal disability justice political education and help us conduct an org-wide disability justice audit.</p>

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				<p>We've expanded our accessibility platforms by including Sunsama for focused task management, and have used a disability lens when improving our benefits.</p> <p>We have changed our accounting to explicitly include an Accessibility line item..</p>