Budget 2025-2026 | Actuals			
Item	**Budget**	**Shared actuals**	**Current actuals**
Income			
Membership Fee 2026	€ 68.850,00	€ 69.621,42	€ 69.621,42
Cross-Border Commission	€ 25.000,00	€ 37.933,38	€ 38.476,62
Total income	**€ 93.850,00**	**€ 107.554,80**	**€ 108.098,04**
Expenses			
Annual General Meeting	€ 25.000,00	€ 26.400,00	**€ 23.389,19**
President + EA expenses	€ 5.500,00	€ 7.440,80	€ 7.440,80
Partner Development travel	€ 5.000,00	€ 0,00	€ 0,00
Secretarial Allowance EA	€ 30.250,00	€ 30.250,00	€ 30.250,00
Marketing Support	€ 12.100,00	€ 12.100,00	€ 12.100,00
Bank costs (Rabobank)	€ 500,00	€ 900,00	€ 961,09
Website (Hostnet)	€ 800,00	€ 1.600,00	€ 1.226,21
Marketing tools & advertising	€ 5.000,00	€ 2.614,28	€ 2.536,16
Academy Investments	€ 5.000,00	€ 2.976,91	€ 2.976,91
Hosting country AGM	€ 1.500,00	€ 0,00	€ 0,00
Other	€ 2.000,00	€ 0,00	€ 0,00
HRcoreLab Barcelona + LAWorld Lisbon		€ 11.600,00	€ 11.600,00
Total expenses	**€ 92.650,00**	**€ 95.881,99**	**€ 92.480,36**
Balance	**€ 1.200,00**	**€ 11.672,81**	**€ 15.617,68**

Budget 2026-2027			
Item	**Shared budget**	**Current budget**	**Explanation**
Income			
Membership Fee 2027	€ 76.270,00	€ 76.270,00	Recurring membership income based on 29 partners × €2,630, including the newly confirmed partners.
Cross-Border Commission	€ 35.000,00	€ 35.000,00	Based on historical performance. Cross-border commission income ranged between €25,000 and €38,000 over the last four years.
Total income	**€ 111.270,00**	**€ 111.270,00**	
Expenses			
Annual General Meeting	€ 25.000,00	€ 25.000,00	Annual budget for the organisation of the IESF AGM.
25th anniversary of IESF	€ 5.000,00	€ 5.000,00	One-off investment to celebrate IESF's 25th anniversary and strengthen the visibility of the network.
President + EA expenses	€ 6.000,00	€ 6.000,00	Travel and accommodation for Regional and AGM
Partner Development and new alliances	€ 5.000,00	€ 5.000,00	Travel budget for new partner development, strategic alliances and expansion of the international network.
Secretarial Allowance (Alexandra)	€ 29.040,00	€ 29.040,00	Annual secretarial allowance.
Marketing Support	€ 21.780,00	€ 12.000,00	Global marketing strategy, graphic design, digital content, campaigns, brand development, workshops, webinars, streaming, potential case studies on podcasts, TV, etc.
Communication + PR		€ 8.000,00	PR, editorial content, media relations, thought leadership and international visibility.
Financial + IT support	€ 3.630,00	€ 3.630,00	Quarterly reporting, invoicing, site administration
Bank costs (Rabobank)	€ 1.000,00	€ 1.000,00	
Website (Hostnet)	€ 2.000,00	€ 2.000,00	
Business Events	€ 5.000,00	€ 5.000,00	
Tools and advertising	€ 5.000,00	€ 5.000,00	AI and productivity tools, content creation, design, digital assets, business platforms, communication tools and office equipment.
Academy Investments	€ 8.000,00	€ 8.000,00	Masterclasses, knowledge-sharing initiatives and professional development activities creating direct value for IESF partners.
Hosting country AGM	€ 1.500,00	€ 1.500,00	Contribution to social and networking activities organised by the AGM host country.
Other	€ 2.000,00	€ 2.000,00	Contingency for unforeseen operational expenses like legal.
Total expenses	**€ 119.950,00**	**€ 118.170,00**	
Balance			
Expected result	**(€ 8.680,00)**	**(€ 6.900,00)**	