



Each year, in an effort to be fiscally transparent to SSE members, we provide a brief summary of SSE's financial information. This page shows income, budget and expenditures for fiscal year 2023. SSE Fiscal years are Jan-Dec.

Context Statement

Income for SSE's budget comes from the following sources:

dues from members, donations from members, income from the publishers of our journals, and investment income from the endowment. These amounts can vary substantially from year to year, which can make budgeting complicated.

SSE's Endowment fund, as of December 31, 2023, was valued at approximately \$5.3M (see the Table of Current assets & account holdings below). SSE's financial plan seeks to maintain the endowment at its current level to provide a stable source of annual income from the earnings it generates to support the Society's functions in perpetuity. The investment policy specifies the percentage of the endowment available for SSE activities each year (with the goal of spending interest but preserving the principal), and there is a procedure for drawing additional funds to provide a cushion in years in which income from other sources is down. Although spending down the Endowment is an option, the consequence would be decreased future income, which would mean reducing SSE's activities in the future. An alternative is a membership campaign to grow the endowment and increase this source of future SSE's activities.

While the SSE reports both revenue and expenses from the annual Evolution conference on our yearly tax filings, SSE (and the other societies) do not earn income from the meetings. (In fact, we spend money on SSE specific events, awards, and travel reimbursements for the meetings.) Meeting funds are held in a separate account designated for meeting use only. The budget for the Evolution meeting is currently designed to break even, and any one-year proceeds/losses are generally passed on directly to the next year's meeting budget or, in rare cases, invoiced to the participating societies in proportion to their memberships among attendees.

Expenditures are divided into two major categories: discretionary and nondiscretionary. Non-discretionary expenses include those essential to the functioning of the Society and our journals. For 2023, these are detailed in the table on the last page. Discretionary expenses relate to SSE programming activities such as awards and events. This includes include awards (IDEA, Lifetime Achievement, Dobzhansky,

Hamilton, student meeting registration awards, international member meeting participation awards etc.), grants (e.g. Graduate Research Excellence Grants, education small grants, international events grants), outreach, public policy, diversity committee activities, and additional SSE sponsored activities at the annual Evolution meetings.

Income in 2023

Membership dues: \$103,548
 Individual donations: \$8,251
 Publications: \$434,868
 Investment: \$125,390

Total income (all sources 2023): \$672,057
 Total income (all sources 2022) **\$952,556**

The change in income from 2022 to 2023 included shifts in publishing.

*Note that due to substantial updates in accounting starting in 2022, categories of financials are not perfectly aligned to prior years of reporting. Investment income is from dividends and sales associated with the endowment; these funds are not included in the annual withdraw of endowment earnings per the investment policy.

Current assets & account holdings: snapshot as of December 31, 2023 (*amount of change from year end 2022*)

Endowment Investment Accounts

Year End 2023 Total: \$5,335,699.57 (+\$718K from 2022)

US Bank accounts with SSE holdings on December 31, 2023:

Snapshot SSE Operating Accounts: **\$354,238**

Evolution Meetings account: December 31, 2023

Snapshot Meeting accounts: **\$155,681***

**Although the SSE holds this account; it is not considered SSE funds. SSE has an additional \$75K that is tied up in the meeting account.*

Expenses in 2023

- Contract labor & stipends: **\$269,193**
 - E.g., Communications manager stipend, Managing editor, Evolution Letters editorial stipends, board compensation executive stipends
- Travel, facilities, financial fees, insurance, and office expenses: **\$130,419**
 - Including consultant fees, business office support fee, tax accountants' fees, non-profit status, insurance, software licenses, council travel to meetings, web hosting software, cyber-infrastructure, etc.

- Publication costs: **\$19,002**
 - including miscellaneous fees supporting our journals, Dryad fees, etc.
- Grants, awards: **\$180,093**
 - including GREG awards, AIBS (public policy), Dobzhansky prize, Hamilton prize, international events (additional details below) and board compensation (if taken as research funds)

Meeting Finances

- Evolution meeting registration fees as reported on SSE Financials: 2023 **\$698,462** (not included in Total Budgeted Expenses above)
- **Evolution meeting expenses as reported on SSE financials:**
2023: \$594,405

*a portion of the excess meeting income was paid for to future meetings and the rest reimbursed the societies for previous excess meeting expenses they paid

Trends and Outlook 2024 and beyond:

Fiscal volatility continued in 2023 and into 2024. The annual multi-tiered budget review process allows SSE to be nimble to year-to-year changes. Changes in academic publishing may result in decreased income streams in the coming years. Robust 2023 and especially 2024 meeting attendance has contributed positively to registration renewals of members. New programs, sunset programs and changes in operating expenses were all updated in the SSE baseline budget, with approval from Council.

Details of 2023 award expenditures

Awardees

- Lifetime Achievement Award — Sally Otto (*plaque and meeting attendance and travel; presentation at virtual meeting*)
- Gould Prize – Jim Costa (\$5000 award and meeting attendance)
- Huxley Award – Sarah Bordenstein (meeting attendance at NABT)
- IDEA Award – 2023 SSE's year Corey Welch – attending/presenting/receiving award at 2024 meeting in Montreal.
- Dobzhansky Prize – Dakota (Cody) McCoy (\$5000 and meeting attendance)
- Presidents' Award– Michael Itgen (\$1000 and meeting attendance)
- Hamilton Prize – finalist list of 15 students presenting in the virtual meeting. Robert Driver, Benjamin Moran, Maria Okopyan, Ryan Ridenbaugh, Merlijn Staps, Alicia Bruzos, Israt Jahan, Rosalyn Price-Waldman, Jay Gallagher, Matthew Kustra, Nikunj Goel, Bryan Lerch, Ariel Fogel, Bhyamsunder Buddh. Juanita Gutierrez-Valencia (\$500 each)
- The winners: Jay Gallagher & Ariel Fogel (additional \$500 each and SSE membership).
- Caregiver awards 19 award recipients (\$500 each)

- 3 at virtual; 16 in person
- SSE travel supplement winners: 40 recipients (\$500 each)

Sponsored symposia at Evolution meeting (total support for symposia \$18,500)

- *Symposium: The Rebirth of Comparative Phylogeography.*
- *Symposium: Developing culturally relevant and respectful science education, research and mentorship programs for Diné (Navajo) students*
- *Symposium: Education and Outreach: Increasing diversity in undergraduate evolution research participation*