



# Brotherhood Fund Policy



**2019 Edition**

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## INTRODUCTION

- The Brotherhood Fund was established as the Bishop's Fund at the 1931 International Convention, for such purposes as the International Secretary-Treasurer "deemed proper for the advancement of the cause of International".
- From the beginning, the philosophy of using the funds to assist intercontinental travel was generally understood and accepted without being defined in writing. (See *History of Y'sdom*.) The name "Bishop's Fund" was derived from similar funds available to bishops of certain religious denominations to use as they deemed proper.
- The Fund was renamed "Brotherhood Fund" to more clearly define and describe its primary purpose at the 1968 Convention in French Lick, Indiana.
- At the Jamaica Convention in 1973, a new International Constitution was adopted. Because of the many organisational changes, the Fund policy was also revised.
- Additional policy changes were made between 2015 and 2019 to reflect contribution trends and to modernise management of the fund.

# CONTENTS

<b>1. Purpose</b>	<b>5</b>
<b>2. Organisation</b>	<b>5</b>
<b>3. Positions</b>	<b>6</b>
3.1 Brotherhood Fund Service Directors (BF Promotion)	6
3.2 Brotherhood Fund Service Directors of Philately	6
3.3 BF Travel Coordinators	6
3.4 The Brotherhood Fund Expenditures Committee (BFEC)	6
<b>4. Brotherhood Fund Contests</b>	<b>7</b>
4.3 Director's Award	7
4.4 Ernie Bell Award	7
4.5 Top Ten Award	7
4.6 Alf Reynolds Award	8
<b>5. Brotherhood Fund Finance</b>	<b>8</b>
5.1 Income	8
5.2 Expense	8
5.3 Budget	8
<b>6. Brotherhood Fund Grants</b>	<b>10</b>
6.1 BF Cultural Exchange Grants	10
6.2 BF Convention Grants (odd years)	11
6.3 BF Convention Grants (even years)	11
6.4 BF Area Discretionary Leadership Grants	11
6.5 BF Project Volunteer Grants	12
6.6 BF Extraordinary Support Grants	12
6.7 BF Area Support Grants	12
<b>6.8 BF Ambassador Grants</b>	12
<b>7. Grant Approval</b>	<b>13</b>
<b>8. Obligations Assumed by Delegates</b>	<b>15</b>
<b>9. Obligations Assumed by the Brotherhood Fund or International</b>	<b>16</b>
<b>10. Obligations of Club Accepting Visitation</b>	<b>17</b>
<b>11. Brotherhood Funds with International Accounts Manager</b>	<b>17</b>
<b>12. Policy Amendments</b>	<b>17</b>
<b>APPENDIX I</b>	<b>18</b>
BF BUDGET PROPOSAL IN SWISS FRANC (CHF)	18
<b>APPENDIX II</b>	<b>19</b>
AREA DISCRETIONARY LEADERSHIP CALCULATION IN SWISS FRANC (CHF)	19

# Policy Statement

## *PURPOSE:*

*This document contains all current regulations and associated recommendations for Brotherhood Fund (BF) operation and was established to ensure clarity and consistency in all BF practices.*

## *SCOPE:*

*This policy applies universally to all working with or in association to the Brotherhood Fund. It has been edited primarily for the Brotherhood Expenditures Committee but may serve as a general reference for all YMI members.*

## *RESPONSIBILITY:*

*This document is maintained by International Headquarters (IHQ), in cooperation with the Manual Review Committee and is updated as mandated by the International Council (through approved motions).*

## *REVISIONS:*

1<sup>st</sup> edition 1975

revised in 1992, 2015, 2016, 2018, 2019

# 1. Purpose

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1.1 All BF activity must respect the purpose of the Fund by accomplishing at least one of the following:

- Fellowship between clubs and members
- YMC/ YMI partnership
- Cultural exchange
- Extension (new members, new clubs)
- Leadership development/training
- BF education/training
- BF delegate hosting and support
- Subsidise Area & Regional Conventions
- Subsidise the International Youth Convocation or otherwise support Youth activities/programmes
- Support International Officer Travel
- Support ISD attendance of International Conventions

# 2. Organisation

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2.1. The categories of BF leadership are:

- BF Promotion
- BF Travel Coordination
- BF Expenditure and Grant Selection

2.2. BF leadership is appointed:

- **At the international level** by the incoming IP for his/her term or by the current IP during his/her term and approved by International Council
- **At the Area level** by the incoming Area President (AP) for his/her term or by the current AP during his/her term.
- **At the Regional level** by the incoming Regional Director (RD) for his/her term or by the current RD during his/her term.
- **At the District level** by the incoming District Governor (DG) for his/her term or by the current DG during his/her term.
- **At the Club level** by the Club President (CP) for his/her term or by the current CP during his/her term.

## 3. Positions

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### **3.1 Brotherhood Fund Service Directors (BF Promotion)**

- 3.1.1 BF Service Directors for BF Promotion administer the annual Brotherhood Fund Campaign (designed to stimulate contributions by injecting a spirit of competition. (See Brotherhood Fund Contests.)
- 3.1.2 They keep track of BF programme contributions down to the club level for the calculation of the annual BF Awards.
- 3.1.3 They develop, maintain and circulate BF promotional and educational materials to members and potential members. The ISD BF also directs the marketing of stamps through the ASDs of BF Philately where appointed. (Note: there is no ISD BF Philately.)

### **3.2 Brotherhood Fund Service Directors of Philately**

- 3.2.1. ASD Philately is appointed by the Area Presidents if desired. Directors of Philately are concerned primarily with the marketing of postage stamps. Each Director is authorised to make sales agreements with stamp collectors and/or dealers for the greatest financial gain.

### **3.3 BF Travel Coordinators**

- 3.3.1 The International Travel Coordinator (ITC) assists each BF delegate to understand the exigencies of international travel and of his/her specific grant. In cooperation with the International Secretary General, the ITC issues visa invitation letters when required. The ITC also assumes responsibility for hospitality to BF delegates during International Conventions.
- 3.3.2 ATCs are appointed by each Area President. The ATCs are responsible for coordination of visitation itineraries (including all local hosting and accommodation arrangements) in consultation with the RDs and/or Regional Travel Coordinators.

### **3.4 The Brotherhood Fund Expenditures Committee (BFEC)**

- 3.4.1. The Brotherhood Fund Expenditures Committee is appointed by the International President to:
  - study and recommend to the International Council the BF Delegates Travel Plan
  - receive, evaluate and rule on BF grant applications
  - prepare and recommend to the International Council the BF Expenditures Budget

- 3.4.2. The Chairperson of the BFEC shall normally be an ICM or Past ICM.
- 3.4.3. The ITC and ISD BF Promotion shall normally be members ex officio, providing support to the BFEC but not actively participating in its work.
- 3.4.4. The BFEC shall typically present the proposed BF travel plan for the next year to MYM via video conference. The physical presence of the BFEC may be requested (at MYM and possibly other meetings) by special invitation of the IEOs, as deemed necessary.
- 3.4.5. In addition to the Chair (BFEC), the committee will comprise at least one current or past International Council Member.

## 4. Brotherhood Fund Contests

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4.1 All Clubs and Regions compete for different awards when contributing cash and/or stamps to the Fund. A club's total contribution is the sum of its cash contributions and its cash from the sale of stamps.

4.2 Information about the contests is announced by the ISD BF Promotion each year and eligibility based on recorded contributions the preceding year. Only contributions received at IHQ by the 31 May deadline for programme donations will be considered.

### ***4.3 Director's Award***

This award is given to the Region with the largest average total contribution per club based on the number of clubs per last 1 August. Each club in the Region receives a banner patch.

### ***4.4 Ernie Bell Award***

This award is a banner patch given to the ten clubs with the highest cash contribution from the sale of stamps.

### ***4.5 Top Ten Award***

This award is a banner patch given to the ten clubs with the most in total contributions.



#### 4.6 Alf Reynolds Award

This award is a banner patch given to clubs reaching a minimum amount of contributions per member as per membership at last 1 August. Five different club patches are presented based on the average contribution per member:

1st level	CHF 5.00	per member
2nd level	CHF 10.00	per member
3rd level	CHF 25.00	per member
4th level	CHF 50.00	per member
5th level	CHF 100.00	per member

## 5. Brotherhood Fund Finance

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### 5.1. Income

- Club contributions paid to International Headquarters
- Revenue from stamp sales transferred to International Headquarters

### 5.2 Expense

- BF administration
- Grants & subsidies
- Youth Convocation and Youth work (through Operating Account)
- International Officer Travel (through Operating Account)

*The Areas shall assume responsibility for the reimbursement of expenses of the Brotherhood Fund leaders within their jurisdiction, as they see fit. The Area/Region may use up to 5% of BF cash contributions for this purpose. Such use of contributions must be reported to the ISD BF and to IHQ. The original amounts will be considered in the calculation of awards*

### 5.3 Budget

5.3.1. The Chairperson of the BFEC shall submit to the International Council, BF expenditure plans as part of his/her report to ICM, or as requested, for a three-year period (current, provisional and pre-provisional budgets) based on income results and trends. See Budget sample in [Appendix I](#).

5.3.2. Unless income prohibits, a total of CHF 27 000 must be included in the BF budget as follows:

- CHF 19 200: 8 BF Cultural Exchange Grants (1 per Area at CHF 2 400 maximum per grant)
- CHF 4 000: 2 BF Project Volunteer Grants (CHF 2 000 maximum per grant)

- CHF 2 000: BF Area Support Grant/s (number and allocation at the discretion of the BFEC)
- CHF 1 000: BF Extraordinary Support Grants (grant allocation at the discretion of the BFEC, CHF 100 maximum per grant)

5.3.3 In addition, the BFEC shall include in his/her budget:

- In odd years, CHF 12 000 for BF Convention Grants for Area Conventions, CHF 1 500 per Area
- In even years, 15% of BF income the previous year up to CHF 18 000 for International Conventions, maximum CHF 2 250 per Area

5.3.4 The BFEC shall adjust grant amounts based on income results to ensure that the total does not exceed fifty percent (50%) of the projected income.

5.3.5 The BFEC shall calculate five percent (5%) of the total BF income from the previous year, and 80% of the past year's unused grants or unallocated money as the BF Reserve. The BF Reserve is to be used at the discretion of the BFEC and is typically employed to support economically weak Regions in hosting BF Delegates. It may also be used to subsidise International Convention attendance by any International Service Director where his/her participation is deemed important. Based on ICM19 Motion 15, it may also be used to support extension work in new countries as part of the BF Ambassador programme within the Challenge 22 construct for strengthening membership. BF Ambassador grants will cover the travel costs of delegates visiting clubs in new countries or territories in the process of chartering, or newly chartered, to offer support in the form of training and/or mentorship. This account should always maintain a minimum balance of CHF 10 000. This account should maintain a minimum balance of CHF 10 000.

5.3.6 For Regions which have economic difficulties (as defined by BFEC) in hosting BF Delegates, an amount of up to 50% of the delegate's travel costs in the Region, or between Regions, can be covered if approved by the BF Expenditures Committee. Actual coverage is determined based on the amount in the BF Reserve. The web-based BF Delegate Planning Form, due 15 December, allows APEs to indicate to the BFEC if such support is desired. The BFEC shall announce available funding by MYM each year, (or no later than 15 March when there is no MYM). This support will not exceed CHF 10 000 annually. BF Reserve funds, up to an additional CHF 10 000 annually, may be requested to finance carbon offset projects recommended by the Environmental Committee and approved by International Council.

- 5.3.7 Twenty percent (20%) of the total BF income from the preceding year, up to CHF 25 000, is reserved for Areas in the form of BF Area Discretionary Leadership (ADL) Grants to be used for BF promotion and/or BF related activities. Typically, ADL has been used to subsidy (or partially subsidy) extension efforts, club visitations, conventions and trainings. Fifty percent (50%) of the available budget is divided equally among the Areas and the remaining 50% distributed based on the preceding year's contribution by each individual Area – 50% total contribution \* (Area contribution / 50% total contribution). See ADL Calculation sample in Appendix II.
- 5.3.8 BF administration accounts for 10% of BF income the previous year and is available to cover approved BF leader expenses.
- 5.3.9 In even years, the BFECC shall reserve 12 to 15% of projected BF income for the organisation of that year's Youth Convocation, depending on available funds.
- 5.3.10 In odd years, the BFECC shall reserve 2 to 5 % of projected BF income to support general youth activities, depending on available funds.
- 5.3.11 Every year, the BFECC shall reserve 12 to 15% of project BF income for the Operating Account to support approved travel of YMI's International Officers, depending on available funds.
- 5.3.12 The BFECC is encouraged to adopt the BF income target established by the IP in the provisional year budget.
- 5.3.13 The BFECC is encouraged to use the average of the past three year's BF income in the pre-provisional year budget.

## 6. Brotherhood Fund Grants

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### 6.1 BF Cultural Exchange Grants

- There are eight (8) BF Cultural Exchange grants per year, generally one per Area.
- These grants subsidise the travel of approved delegates to other Areas in the interest of fellowship, cultural exchange, experience sharing and personal /leadership development
- The maximum subsidy amount for BF Cultural Exchange Grants is CHF 2 400 per grant
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## **6.2 BF Convention Grants (odd years)**

- Each Area is allocated a set amount (CHF 1 500) for grants in years when there is no International Convention.
- The grant money is distributed at the discretion of the Area leadership to BFEC- approved delegates from clubs in good standing for attending:
  - that Area's next convention
  - another Area's convention by invitation
- These convention grants may also be used by the Area Troika to sponsor (or partially sponsor) local convention attendance by foreign (non- Area) Y's Men, Y's Menettes or YMCA members.
- Grants exceeding CHF 800 are discouraged unless exceptional circumstances can be demonstrated.

## **6.3 BF Convention Grants (even years)**

- *Each Area should strive to send a minimum of two (2) BFEC-approved delegates from clubs in good standing to International Conventions.*
- The value available per Area will be determined annually based on BF income the preceding year (at most 15% of BF contributions) with no individual grant to exceed CHF 1 125 and covering a maximum of 75% of a delegate's travel and attendance costs.
- The BFEC, at time of announcing the opening of the application period, will suggest to each Area a number of grants it feels the Area should be able to support, taking into consideration the distance to the IC venue

## **6.4 BF Area Discretionary Leadership Grants**

- These grants take the form of an annual allocation to each Area, determined in part by the contributions received the preceding YMI year.
- Areas contributing more receive proportionately more grant money.

(Brotherhood Fund Expenditure)

### **6.5 BF Project Volunteer Grants**

- 6.5.1. There are two (2) grants to volunteer at active TOF projects annually.
- 6.5.2. BF Project Volunteer Grants offer partial funding to recipients, up to 50% of associated and approved costs, capped at CHF 2 000.
- 6.5.3. Y's Youth and Young Members may apply for these grants, in addition to Y's Men and Y's Menettes.

### **6.6 BF Extraordinary Support Grants**

- 6.6.1. These grants provide an additional and exceptional source of support where a club, District, Region or Area may have difficulty hosting or sending a BF Delegate.
- 6.6.2. The annual budget for BF Extraordinary Support Grants is CHF 1 000 with no individual grant exceeding CHF 500.

### **6.7 BF Area Support Grants**

- 6.7.1. These grants support emerging leaders' travel to or participation in important Area or Regional meetings, where geographic distances makes the trip prohibitively expensive without subsidy.
- 6.7.2. The total annual budget is CHF 2 000, with the number of grants and amounts at the discretion of the BFECC.

### **6.8 BF Ambassador Grants**

- 6.8.1. These grants subsidise only the travel to/from the site of a remote new club where there is currently no YMI presence for qualified persons (meeting eligibility requirements in Section 7, preferably with good communication skills and from the sponsor club) prepared to give training and initial support.
- 6.8.2. BF Ambassador Grants will only be available when the BF Reserve Fund is in excess of CHF 10 000 after all other costs have been calculated.
- 6.8.3. The maximum subsidy per grant is CHF 2 000 but may be less depending on the status of the BF Reserve. The BFEC will communicate the amount available within the BF budget each year.
- 6.8.4. Of a time-sensitive nature, grant requests will be reviewed and decided upon by the BFEC and IEOs in consultation as they are submitted (first come/ first served basis).

## 7. Grant Approval

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- 7.1. The BFEC evaluates all BF applications and decides grant allocations.
- 7.2. The BFEC advises the International Council of the grant decisions.
- 7.3. The BFEC informs unsuccessful applicants while ITC is responsible for contacting successful applicants.
- 7.4. Interested candidates apply on line: [BF Application Form](#)
- 7.5. Applications must be endorsed by the applicant's home club and the contact details of the CP provided in the application so that his/her recommendation may be acquired.
- 7.6. The BFEC, in cooperation with International Headquarters, shares copies of received applications with the relevant Area and Regional Troikas, the members of which can then comment to the BFEC. A lack of feedback from these leaders is interpreted as endorsement/ support of the application.
- 7.7. Y's Men/ Y Service members who have demonstrated leadership potential and high interest in the movement should be encouraged to apply for a Brotherhood Fund grant. Grants from the Brotherhood Fund are to be considered as investment in future leadership and should not be given as a reward to past Y's Men leaders.
- 7.8. Grants are awarded only to individuals who have not been elected to the International Council level or above.
- 7.9. Only one BF Cultural Exchange Grant can be given to Y's Men from the same club in one year.
- 7.10. Only one BF Convention Grant should be given to Y's Men from the same club in one year.
- 7.11. A BF grant may be allocated to a Y's Menette in good standing for support of travel which is in the interests of the Y's Men movement.
- 7.12. A BF grant may be allocated to a professional YMCA staff person for support of travel which is in the interests of the Y's Men movement.
- 7.13. A BF grant may be allocated to a YEEP student, during or following completion of a successful YEEP exchange, for support of travel which involves visitations to Y's Men's Clubs or Conventions, where promotion of the YEEP programme is part of the purpose of the travel.

- 7.14. The BFEC should recommend substitutes where the number of quality applications makes this possible.
- 7.15. The BFEC is authorised to withdraw any BF Cultural Exchange when he/she has not received a travel plan from the AP(E) or application from potential delegate.
- 7.16. The ITC is authorised to evaluate all planning activity and may suggest to BFEC that he/she consider disqualification of any BF Delegate where coordination and correspondence is found to be insufficient. ITC may also, based on his/her evaluation, recommend substitution of a BF Delegate.
- 7.17. A Y's Man who has received a BF grant shall normally not be eligible to receive a second grant.
- 7.18. But a Y's Man who has been granted a BF Convention Grant may apply for a BF Cultural Exchange Grant after a minimum period of three years.
- 7.19. Similarly, a Y's Man who has been granted a BF Cultural Exchange Grant may apply for BF Convention Grant after a minimum period of three years.
- 7.20. In special cases a second BF Cultural Exchange Grant may be given after some years to the same leader, but priority shall be given to new applicants. In such cases BFEC shall be convinced of the merit of the BF Delegate as a true and effective ambassador of YMI during his/her first travel.
- 7.21. Every delegate must have the interest of the movement at heart and be actively engaged in advancing the efforts of the YMCA.
- 7.22. No delegate shall receive any financial grant unless his/her home club is fully up to date with its obligations (reports, rosters and dues, i.e. in good standing) to the International Association for the immediately preceding semester.
- 7.23. The home club of each delegate shall have made a minimum contribution to BF of CHF 5 per member (Alf Reynolds Award Level 1) for the year preceding the application.
- 7.24. The Alf Reynolds (AR) requirement may be waived if the delegate is not a Y's Men/ Y Service Club member or if, in the opinion of the Selection Committee, other factors are deemed of greater importance.
- 7.25. Every delegate should be able to converse in English and/or the language of the country of visitation

## 8. Obligations Assumed by Delegates

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- 8.1. A delegate accepting a BF Cultural Exchange Grant shall be prepared to stay three to five weeks, visiting clubs on his/her itinerary.
- 8.2. The Chairperson of BFEC shall be authorised to allow a shorter period of travel, which shall not be less than two weeks, when it is impossible for the delegate to travel for the standard minimum of three weeks. Reasons for such shorter travel should be stated by the requestee.
- 8.3. A delegate may be accompanied by his/her spouse or by one immediate family member with the associated costs borne by the delegate.
- 8.4. Other travel companions will be considered on a case-by-case basis with approval dependent on acceptance by the hosts.
- 8.5. It is recommended that the delegate come with reasonable funds of his/her own since he/she may be required to pay for meals during his/her travel. The delegate shall not be required to pay any board, lodging or transportation costs incurred as part of the planned BF itinerary. These shall normally be met by the Host Club, Region or Area or, if that is impossible, by the BFEC after previous acceptance in connection to the BF planning. The delegate shall pay for sightseeing, supplies, souvenirs and other personal expenses. Expenses incurred through digression from the planned visitation itinerary shall also be borne by the delegate.
- 8.6. A delegate shall adhere to the itinerary outlined by the Area and/or Regional Travel Coordinators. Itineraries may include brief stopovers for other reasons only by specific prior arrangement with the Travel Coordinator.
- 8.7. A delegate shall make all necessary arrangements concerning visas.
- 8.8. A delegate shall purchase the cheapest, reasonable travel ticket and necessary travel insurance only after he/she is notified of the ITC's approval. The cost of these will be reimbursed by YMI (up to CHF 200 for travel insurance).
- 8.9. A delegate may wish to provide the following information to assist local travel coordinators in developing a personalised itinerary and/or to help BF Promotion efforts:



- a recent passport-sized photograph (individual or family)
- general information concerning Y's Men and YMCA activities—offices or positions held, number of years of service, etc.
- general personal and family information—education, marital status, children, church affiliation, hobbies, etc.
- name of Brother Club if local Club maintains such a relationship
- other organisations in which delegate is active—Rotary, Kiwanis, lodges, professional organisations, etc.

8.10. A delegate submitting this data accepts that it is public domain and while Y's Men International shall not share the information for other than its intended purpose, neither does it have the capacity to take extraordinary precautions to protect it.

8.11. Following his/her return home a delegate shall be prepared to share his/her experiences and observations with the clubs of his/her Region. A reasonable effort shall be made to accomplish this in person. A schedule of presentations or visitations shall be submitted to the AP within 30 days of delegate's return.

8.12. A BF Delegates' Travel Report shall be sent to ITC, BFEC, IP, IHQ and APs of home Area and of Area(s) visited within 30 days of delegate's return.

## 9. Obligations Assumed by the Brotherhood Fund or International

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9.1 In accordance with the classification of the grant, part or all of the following will be assumed by the Brotherhood Fund and/or International:

- Proper certification for obtaining necessary entry visas.
- Cheapest feasible round-trip tourist class transportation.
- Reasonable effort to ensure that delegate is met personally upon arrival at port of entry.
- Economical transportation from port of entry to port of departure—including club visitation itinerary *en route*.
- International, Area or Regional Convention expenses—registration, lodging and meals.
- Travel insurance up to a value of CHF 200
- All required medications and vaccinations and up to CHF 100 for those recommended by a professional medical practitioner or entity
- Transportation to/from a delegate's home airport upon submission of receipts from the transport company
- Transportation by private car to/from home airport will be reimbursed at a rate of CHF.40 per kilometer

## 10. Obligations of Club Accepting Visitation

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- 10.1 Each club accepting visitation by a Brotherhood Fund delegate shall be prepared to:
- Meet delegate personally upon arrival in the community
  - See that the delegate has contact information (name, address, email, telephone) for at least two club members prior to his/her departure from home
  - Provide housing and meals — preferably in private homes
  - Arrange widest possible schedule of YMCA and community contacts tempered with reasonable periods of free time for relaxation
  - Ensure delegate's departure on time to next point on visitation itinerary

## 11. Brotherhood Funds with International Accounts Manager

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- 11.1. When local circumstances so require, money for BF may be kept within a country in an International Account set up after approval of the International Council and handled by an International Accounts Manager who shall:
- Make reports of all such funds as required by IHQ, the International Treasurer or ISD BF
  - Disburse such funds only upon authorisation of the BFECC

## 12. Policy Amendments

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- 12.1. Any section of this policy may be altered or deleted, or additional sections made effective, by a majority vote of the International Council

# APPENDIX I

## BF BUDGET PROPOSAL IN SWISS FRANC (CHF)

Item	BF Actual 2018/19	Budget 2019/20	Provisional Budget 2020/21	Pre- Provisional Budget 2021/22
<b>Opening Balance</b>	<b>262,750.00</b>	<b>230,723.00</b>	<b>162,008.00</b>	<b>78,783.00</b>
<b>BF INCOME</b>				
Cash Contributions	81,195.00	88,000.00	88,000.00	88,000.00
Stamp Sales	370.00	500.00	500.00	500.00
<b>Total BF Income</b>	<b>81,565.00</b>	<b>88,500.00</b>	<b>88,500.00</b>	<b>88,500.00</b>
<b>BF EXPENSE</b>				
ITC	4,000.00	4,000.00	4,000.00	4,000.00
BF Administration (10% income)	8,157.00	8,850.00	8,850.00	8,850.00
<b>Total BF Administration</b>	<b>12,157.00</b>	<b>12,850.00</b>	<b>12,850.00</b>	<b>12,850.00</b>
International Officer Travel	16,000.00	11,505.00	10,620.00	10,620.00
Youth Convocation	52,500.00	0.00	12,390.00	0.00
Youth Support	0.00	2,650.00	2,650.00	2,650.00
<b>Total to Operating Account</b>	<b>68,500.00</b>	<b>14,155.00</b>	<b>25,660.00</b>	<b>13,270.00</b>
BF Cultural Exchange Grants	11,825.00	19,200.00	19,200.00	19,200.00
BF Convention Grants	1,328.00	12,000.00	15,115.00	12,000.00
BF Project Volunteer Grants	0.00	4,000.00	4,000.00	4,000.00
BF Area Support Grants	0.00	2,000.00	2,000.00	2,000.00
BF Extraordinary Support Grants	0.00	1,000.00	1,000.00	1,000.00
BF Area Discretionary Leadership Grants	19,164.00	15,925.00	17,700.00	17,700.00
<b>Total Travel Grants</b>	<b>13,153.00</b>	<b>38,200.00</b>	<b>41,315.00</b>	<b>38,200.00</b>
Financial Hardship Reserve/Green allocations	0.00	20,000.00	20,000.00	20,000.00
BF Ambassadors		16,000.00	12,000.00	12,000.00
<b>Total ADL &amp; Reserve</b>	<b>32,317.00</b>	<b>90,125.00</b>	<b>91,015.00</b>	<b>87,900.00</b>
<b>Contingencies</b>	<b>618.00</b>	<b>885.00</b>	<b>885.00</b>	<b>885.00</b>
<b>Total BF Expense</b>	<b>126,745.00</b>	<b>156,215.00</b>	<b>171,725.00</b>	<b>153,105.00</b>
<b>Outcome</b>	<b>-45,180.00</b>	<b>-67,715.00</b>	<b>-83,225.00</b>	<b>-64,605.00</b>
<b>FINAL RESULT</b>	<b>217,570.00</b>	<b>163,008.00</b>	<b>78,783.00</b>	<b>14,178.00</b>

## APPENDIX II

### AREA DISCRETIONARY LEADERSHIP CALCULATION IN SWISS FRANC (CHF)

AREA	CONTRIBUTION TO BF 2011/12	FLAT SUBSIDY	PROPORTIONAL SUBSIDY	TOTAL SUBSIDY
AFR	105.00	1,343	10.50	1,353.75
ASI	44,905.00	1,343	4,490.50	5,833.75
CAC	6,720.00	1,343	672.00	2,015.25
EUR	31,482.00	1,343	3,148.20	4,491.45
IND	3,123.00	1,343	312.30	1,655.55
KOR	12,977.00	1,343	1,297.70	2,640.95
LAM	1,094.00	1,343	109.40	1,452.65
USA	7,054.00	1,343	705.40	2,048.65
	<b>107,460.00</b>	<b>10,746</b>	<b>10,746</b>	<b>21,492.00</b>

ADL Funds are typically reserved for the following activities:

1. Club Visitations
2. Conventions
3. Extension
4. Training







