CIPP IPPM
Civic Institute of Professional Personnel
L'Institut professionnel du personnel municipal

2027 Budget Estimates

Revenue	
Dues Revenue	1,900,000
Other Income	175,000
Expenses	
Office Administration	
Staff Compensation (1)	1,255,000
Professional Fees	70,000
Administrative Fees	4,500
Professional Development	40,000
Office Rent	65,000
Office Operations	54,000
Transportation	1,500
Meals	3,000
Honoraria	50,000
Gifts	500
Donations	12,000
Miscellaneous	5,000
Total Office and Administration	**1,560,500**
Member Representation	
Labour Relations	200,000
Collective Bargaining	55,000
Total Member Representation (2)	**255,000**
Communications	
Annual General Meeting	40,000
Communications (3)	80,000
Organizing and Member Engagement (4)	60,000
CIPP Scholarship	10,000
Translation	8,000
Promotional Items	7,000
Total Comms, Organizing, & Engagement	**205,000**
Expenses	**2,020,500**
Revenue	**2,075,000**
Operating Surplus (Deficit)	**54,500**

NOTES

1. The increase over 2026 budget includes an adjustment for increments and an annual increase tied to economic increases negotiated for CIPP members.
2. Member representation expenses range from legal fees and arbitration/mediation costs to a wide range of tools and services required to support labour relations and collective bargaining.
3. Communications expenses include developing and maintaining communications tools, production of materials, and specific communications projects.
4. Organizing and member engagement costs range from events and materials to union leave for organizing activities.
5. Strategic Activities Reserve (SAR): the projected balance in this fund at the end of 2026 is $3,500,000. The Board of Directors has approved expenditures of up to $170,000 in 2027 to support ongoing capacity building for service to members and to strengthen the union.