

Financial & Accountability

Fiscal Year 2025 · January – December · Unaudited · Cash Basis

501(c)(3) Public Charity · 1010 Dulaney Valley Road, Towson, MD 21204

TOTAL REVENUE
\$278,634
+557% vs. 2024

TOTAL EXPENSES
\$246,581
Invested in mission

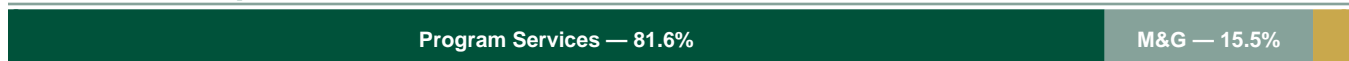
NET SURPLUS
\$32,053
Building our operational reserve

Revenue by Source

Professional Training	\$216,613	77.8%
Contributions & Donations	\$37,650	13.5%
Nature Programs	\$11,347	4.1%
Workshops & Speaking	\$9,023	3.2%
Grants	\$7,500	2.7%
Merchandise & Books	\$5,926	2.1%

CNIT provided \$12,995 in scholarships and discounts on training and program fees during FY2025.

Functional Expense Allocation



■ Program Services: \$201,178 (81.6%) ■ Management & General: \$38,344 (15.5%) ■ Fundraising: \$7,059 (2.9%)

Personnel costs allocated via quarterly time studies in accordance with ASC 958-720.

Expenses by Category

Salaries & Payroll Tax	\$102,634	Technology & Processing Fees	\$7,681
Contract Trainers/Facilitators	\$73,157	Events & Conferences	\$4,344
Program Supplies & Materials	\$14,774	Marketing & Promotions	\$1,618
Event Venue & Equipment	\$10,914	Insurance	\$2,089
Training Scholarships	\$9,030	All Other Operating	\$13,361
Travel & Meals (Program)	\$6,979		

Compensation Disclosure

In the interest of transparency, CNIT discloses the compensation of all executive leadership.

Executive Director (Dr. Heidi Schreiber-Pan)	\$37,202
Director of Finance (Morrison Pan)	\$14,100
Total executive compensation:	\$51,302 (21% of total expenses)

No executive receives benefits beyond salary at this time. Compensation is aligned with organizational stage and nonprofit mission.