

## 2025 Budget Presentation

### Overview

The SEASPAR Board of Directors approved the attached FY2025 budget at their regular meeting on October 15, 2024. The budget was prepared by SEASPAR's Executive Director with input from full-time administrative and program staff.

### Revenue

SEASPAR's total projected revenue for 2025 is \$3,668,127, a 12% increase from 2024.

The primary source of revenue for SEASPAR is member entity contributions, which are calculated using a levy percentage of each member entity's Taxable Assessed Value. The percentage for 2025 is 0.0165%, which remains flat from 2024. Total member entity contributions are budgeted at \$2,291,127, or 63% of total revenue.

Other revenue sources include seasonal program registration (14%), EAGLES Adult Day Program registration (14%), inclusion fees reimbursement (5%), donations and fund development (2%), and miscellaneous (1%).

The largest increase in revenue is in member entity contributions due to an increase in the Cook County member entities' Taxable Assessed Value. Seasonal program and EAGLES Adult Day Program registration revenue also continues to grow.

### Expenses

SEASPAR's total projected expense for 2025 is \$3,839,121, a 6% increase from 2024.

The primary expense for SEASPAR is salaries and other personnel costs. Salaries and wages for 2025 total 60% of the projected expense for the year, and other personnel costs reflect 14%. In 2025, a 4.5% combined market adjustment and merit increase was budgeted for full-time administrative and program staff in order to bring salaries in line with recommendations from a benchmarking project completed in 2024. Part-time staff pay increases were budgeted at 4-5% to accommodate merit increases and the minimum wage increase. A 5% increase in health insurance rates was also incorporated.

Other expense categories include general, administrative, and maintenance costs (15%) and program costs (11%). Most expense items in the budget were increased for 2025 to address program growth, inflation, and other rising costs.

### Capital Projects

Capital projects are estimated to cost \$91,000 in 2025. Capital projects planned for 2025 include general facility and information technology improvements as well as a new website.

### Fund Balance

SEASPAR's fund balance requirement by policy is 25-50% of the year's operating expenditures. For 2025, the available fund balance ends at \$1,726,969, which is 45% of the operating expenditures and within policy requirements. The 2025 budget is a deficit budget which will contribute to a reduction of the fund balance.

### A Look Ahead

SEASPAR is in a fiscally sound position with adequate support from its member entities to sustain current service levels for FY2025. Although an increase in the levy percentage was considered for 2025, it was deferred as the rise in Taxable Assessed Value, especially for the six Cook County members, was significant and will provide sufficient additional funding.

An increase in the levy percentage may be recommended for FY2026 to better enable SEASPAR to increase its service levels. The following considerations should be taken into account for 2026:

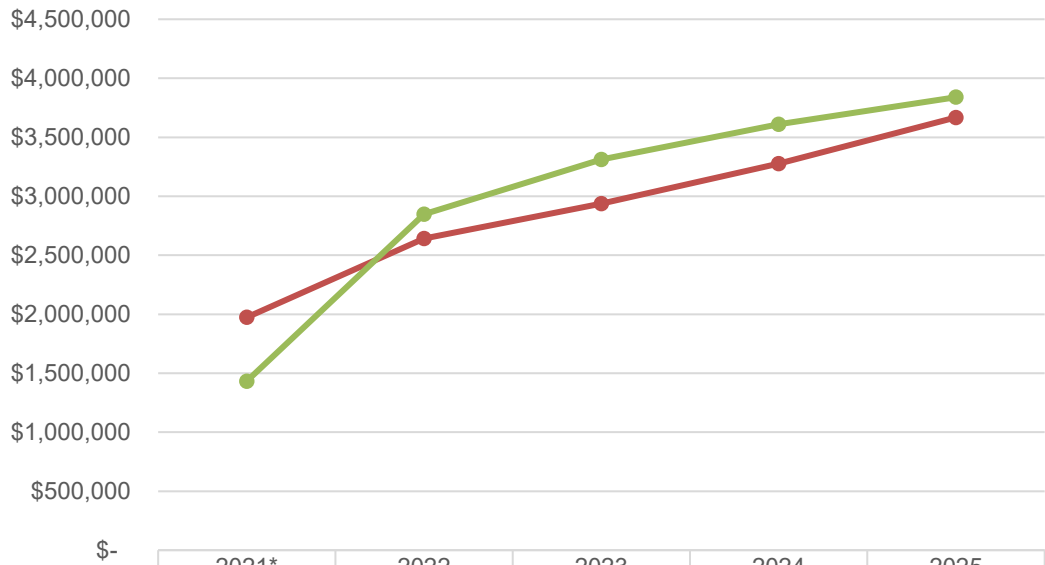
- The demand for SEASPAR's services is increasing.
  - SEASPAR has seen increases in service hours exceeding 7% each season from fall 2023 through summer 2024 when compared to the previous year. This continues a trend of increased service hours each year since the pandemic.
  - Waitlists exist each season for many special events and some weekly programs due to program capacities for various reasons. A waitlist also exists for the EAGLES Adult Day Program as the four sites are at physical capacity.
  - SEASPAR's participants are presenting disabilities that require more support than was needed even ten years ago, primarily due to behavioral issues. The number of participants requiring 1:1 support is consistently growing, which increases the number of staff needed for any given program. As staff costs are SEASPAR's primary expense, these higher needs put greater pressure on agency funding.
  - Demand for inclusion services is increasing as member entities encounter their own challenges with participants requiring 1:1 support.
  - The most common disability among new participants joining SEASPAR is autism spectrum disorder, and the prevalence of this disability is growing, with 1 in 36 children having been diagnosed according to the Centers for Disease Control (CDC). Further, the CDC estimates that about 1 in 6 children aged 3-17 years have been diagnosed with a developmental disability. The prevalence of disabilities in the younger generation promises to put additional pressure on SEASPAR's resources not only in the agency's own programming but also in the provision of inclusion services.
- With the demand for services increasing, so does SEASPAR's need to hire high-quality staff.
  - Staffing costs consume approximately 74% of SEASPAR's operating budget. Increases in the cost of living, minimum wage, and health insurance, plus the implementation of the Paid Leave for All Workers Act have all recently impacted this area of the budget.
  - In order to provide the high level of service expected by SEASPAR patrons, high-quality full- and part-time staff are required. SEASPAR must remain competitive in the employment market, not only when compared to fellow SRAs and recreation agencies, but also to the private sector.
  - SEASPAR's ability to hire staff directly impacts the level of service the agency can provide, given the increased need for 1:1 support in programs and inclusion.
- Capital, administrative, and program costs have drastically increased and will continue to do so.

- Recent years of inflation have directly impacted the costs of both administrative and programmatic services, resulting in increases in everything from cell phone service to program supplies.
- As SEASPAR's level of service grows, so do direct program expenses and indirect administrative expenses. The recent years of increased service hours have impacted SEASPAR's budget extensively.
- Although SEASPAR does not have many capital projects, the costs for its capital purchases have increased drastically over the last few years, especially with regard to the agency's most common capital expenditure, vehicles.
- SEASPAR's growth has strained its current physical footprint, with several full-time staff working remotely purely due to a lack of office space. A project to expand SEASPAR's office space in partnership with the Downers Grove Park District is in the first phase of consideration and may be feasible to begin in as little as two years. While SEASPAR's fund balance is within the policy range, this capital improvement would require additional funding not being produced at the current levy rate.
- SEASPAR remains a lean and cost-effective agency when compared to its SRA peers.
  - While the special recreation levy can be up to .04%, SEASPAR's 2024 levy rate was only .0165%. Although this rate was slightly increased for 2024, that increase followed nine years of a flat overall contribution amount. The levy was created for and should still primarily support programming, so although members may use their levy funds for capital projects, the first focus should be SEASPAR's needs. When compared to other SRAs, SEASPAR's remains one of the lowest rates, with some other agencies' rates as high as .03%.
  - SEASPAR makes efficient use of its human resources, with comparable agencies having full-time staff numbers in the low 20s while SEASPAR has 16.
  - Due to the generosity of its member entities, SEASPAR has low overhead costs, especially with regard to office and program space.
  - The strict non-residency policy ensures that the agency is focused on serving its members' residents, and not individuals who have not financially contributed to the tax base of the members.

SEASPAR staff remain grateful to the member entities for their unwavering support in the growth of programs and services. They recognize that the members provide benefits to SEASPAR that are not directly reflected in their contributions but do directly impact the agency's expenses, such as supplying vehicles, sharing program space, and absorbing many of the overhead costs of SEASPAR's dedicated office and program space. This generosity is not taken for granted, but the reality of increases in the demand for SEASPAR's services and the cost of those services must be addressed through increased funding in the future.

### Charts

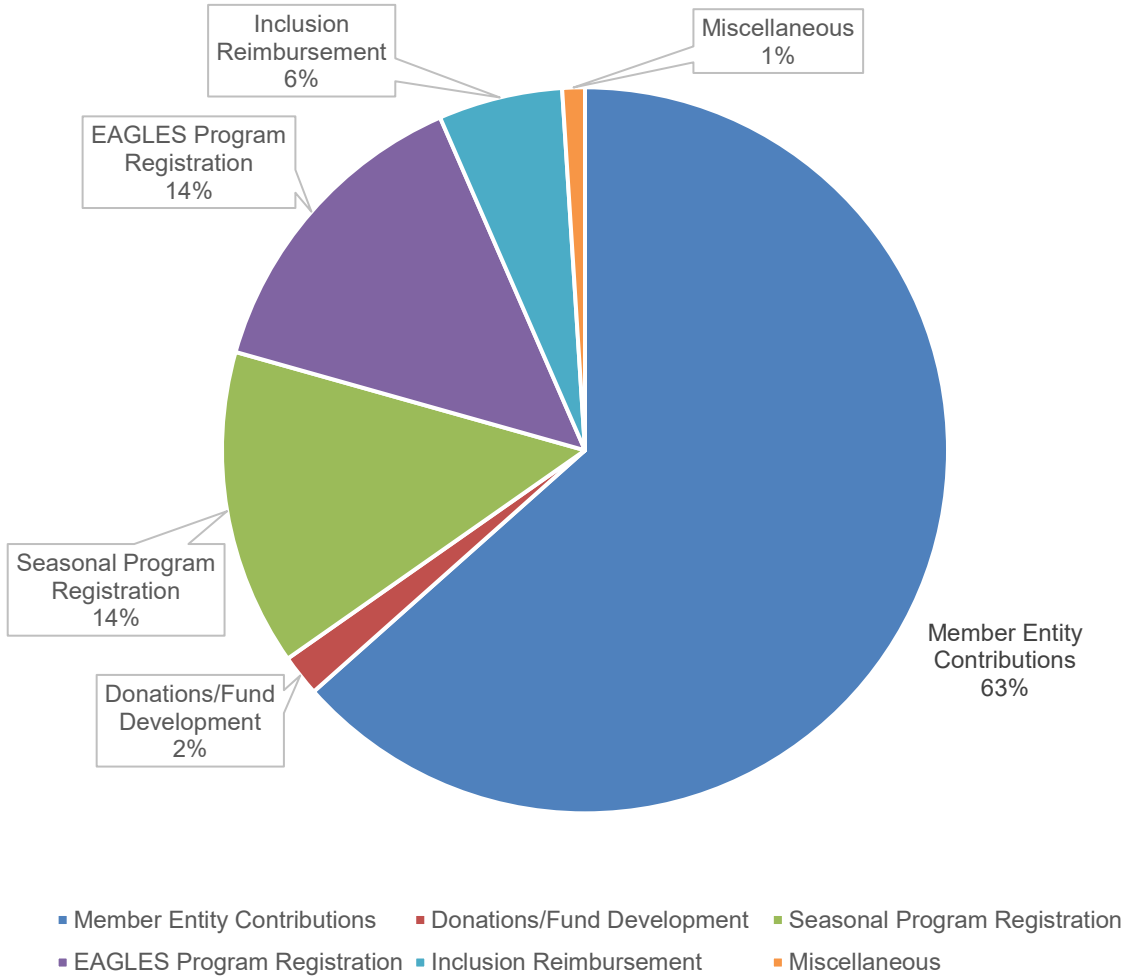
### Budgeted Revenue and Expenses: 2020-2025



	2021*	2022	2023	2024	2025
● Budgeted Revenue	\$1,973,486	\$2,641,347	\$2,937,457	\$3,277,460	\$3,668,127
● Budgeted Expenses	\$1,433,084	\$2,847,626	\$3,311,381	\$3,610,144	\$3,839,121

\*2021 was a shortened fiscal year (7 months).

### 2025 Budgeted Revenue Sources



## 2025 Budgeted Expenses

