• **UniServ Council Funding**: 24%. Direct Financial Assistance to UniServ Councils.

• **Operations (accounting, technology, human resources, facilities)**: 20%. Providing financial and membership management that ensures sound fiscal stewardship, human resource system to advance the work of the association, facilities operation that produces a clean and safe environment, and information technology tools that help leaders and staff communicate and work productively.

• **Professional & Leadership Development**: 14%. Providing assistance to members, councils, local associations and individual schools in developing and implementing strategies for member and school improvement through effective and best educational practices.

• **Bargaining, Grievance, & Legal Protection**: 13%. Assisting affiliates by providing a UniServ Staffing Program, legal resources, communication expertise, training tools and packages, and technical support to members.

• **Political Action / Legislative Work**: 11%. Building visible and lasting bipartisan support from opinion leaders and policy makers for public education and the needs of our members. Includes related communication costs, litigation, and community outreach work.

• **Membership Organizing & Involvement**: 10%. Support the future sustainability of WEA by advocating the value of membership as well as to engage, recruit, and retain leaders and members of WEA through systematic one-on-one organizing.

• **Governance**: 7%. Implementing a governance process that fosters member participation and democratic decision-making through the Representative Assembly, Board of Directors, Executive Committee and other member/staff involvement in policy development.

Figures are updated as of Jan 31, 2021 when the fiscal year 2021 budget as adopted.