

Report of the Treasurer

Sharon Glazer
Baltimore, Maryland, USA

In July 2008, I began my four-year term as Treasurer of the IACCP, after serving as Associate Treasurer for 9 months (beginning October 2007). During the course of the years I have served in office, we have successfully put IACCP back on a fiscally responsible track and much thanks is owed to Bill Gabrenya, our Secretary-General. I am very fortunate to have worked these past three years with extremely dedicated current and former officers, who are passionate about the well-being of the IACCP. Together we have made incredible strides on financial matters. I feel privileged to volunteer my time to work with this exceptional group of people and to serve the IACCP. This report provides information that details the financial status of the organization, operations of the Treasurer's office, and IACCP tax status from June 1, 2008 through to May 31, 2010. Our fiscal year (FY) runs from June 1 to May 31. Going forward, all treasurer's reports will adhere to the FY, as opposed to alignment with the conference dates, so as to allow the Treasurer sufficient time to go through the books and prepare the most accurate report possible. Please do not hesitate to contact me with any questions for additional clarifications.

Further, in August 2010, I expect to begin transitioning the office of the Treasurer from San Jose State University to the University of Maryland, where I will be taking on a new position as a Research Professor. We hope this move will be smooth. While I go through this transition, I continue to warmly welcome any feedback or questions and request that you contact me via email to expedite correspondence.

Overview

During the last two years, the resources of the Association have been quite stable. The membership is approximately the same as it

was at the Bremen conference, although as noted below, there have been some increases in the number of probationary members. The current total equity of the association is \$169,599 of which \$6,868 is in our PayPal account at this time. This equity is higher



EC meeting Heidi Keller and Sharon Glazer in the EC meeting; only 14 hours remaining at this point.

than at the start of the 2008 FY (\$158,470), but lower than the start of the 2009 FY (\$175,821). Of this equity, \$20,338 is in a CD dedicated for the Pola and Harry Triandis fund. However, the amount of donations during these two FYs was small (\$670), as it was for the Witkin/Okanji award (\$359).

Membership

In 2008, the IACCP consisted of 922 active and probationary members from 65 countries, of which 644 were in good standing and 278 were probationary members. Today, the IACCP consists of 991 active and probationary members from 78 countries. Of these members, 642 are in good standing and 349 are probationary members whose dues are in

arrears one or two years. There are 165 active members in the United States and in Europe we have 194 active members with the largest contingencies in Germany (55) and the United Kingdom (23). There are currently 41 active members in Canada, 59 in Australia and New Zealand, and 14 active members in Central and South America. Although membership remains relatively stable, the overall number of paid members has decreased by just 2, which we believe is quite good considering the decline in world economy over these past two years. In 2009 and 2010 we continued the practice of sending out reminders through postal mail and email in order to bring these probationary members back into good standing. At least a dozen members who chose not to renew were kind enough to explain their reasons, which were consistent—change in research or professional focus. We continue to receive returned envelopes, indicating that some members have relocated. Several of these members have been contacted and we updated their profile with their current address.

To examine trends over time, I compiled information regarding membership since 2002 (see Table 1). As you can see, the number of probationary members continues to increase. It is worth noting that there is a trend for a rush in membership applications just a few weeks prior to the end of early bird conference registration as conference rates are considerably lower for IACCP members.

We also welcome any comments on the issue of membership and your suggestions for increasing IACCP's visibility and membership.

Payment Method

Since January 27, 2008 we began an on-line payment system through PayPal. Unfortunately, we found that many members were unable to process their payments through PayPal and in November 2009 we learned that we were not allowed to process payments on others' behalf. PayPal has a very strict risk model that we were not able to work through. For this reason, in May 2010 we worked with our bank to obtain merchant services that provides a virtual terminal (known as "YourPay") to process credit card payments on behalf of

Table 1. Trends in membership over ten years.

Year	Total	Paid	Probationary
2010	991	642	349
2008	922	644	278
2006	903	531	372
2004	837	525	312
2002	849	588	261

others. Together, online payments account for over 84% of dues paid (\$57,350).

Financial Statements

Based on our bank statements, we are able to determine where money came from and where money was spent (see "Income" and "Expense" Tables 2 and 3) from June 1, 2008 to May 31, 2010. Below, I provide additional notes on the entries on these sheets. (See Table 2.)

Table 2. Income: June 1, 2008 - May 31, 2010.

Donations	
Triandis Fund Donations	\$670.00
Witkin Okonji Fund Donations	\$359.00
Sponsorship	\$740.00
Total Donations	\$1,769.00
Bank Interest	
IACCP Checking	\$489.00
IACCP Savings	\$19.00
Triandis CD ^a	\$338.00 ^a
Total Interest	\$846.00
Membership Dues	
Online Payments	\$57,350.00
Offline Payments (Credit Cards, Cash, money orders, Western Union)	\$10,864.00
Total Membership Dues	\$68,214.00
PrePaid Dues (Liabilities)	(\$24,864.00)
Sage Royalties	\$105,324.00
Total Income	\$176,153.00

^aThis account was opened in January 2009.

Funds, Awards, & Contributions

The Association received a total of \$68,214 in dues since June 1, 2008, of which \$24,864 are liabilities in pre-paid memberships that are owed (toward future years) to members of the Association. IACCP has been fortunate to be able to contribute a total of \$78,944 during this same period (see Table 3). Of the contributions, \$15,000 was given toward the organization of each of the regional conference in Cameroon and this congress (in Melbourne). An additional \$5,000 was sent as reimbursement for the congress in Bremen. Over \$9,000 was used to support 17 Witkin/Okonji awardees and 1 Triandis winner in 2008. Some of these funds are supporting three of the five Witkin/Okonji 2010 winners (with an anticipated expenditure of \$8,300 more in reimbursement during the 2010 FY). An additional \$7,000 went in support of the ARTS program. IACCP donated to the IAAP \$1,000 in support of the Bulgarian Psychological Society. Finally, \$9,300 was donated to Florida Institute of Technology (\$4,300) and San Jose State University (\$5,000), the seats of the Secretary-General and Treasurer, respectively, in order to pay for assistants. Without them, our combined 25-30 volunteer work hours per week would be more like 50 hours per week.

The Harry and Pola Triandis fund, started by Dr. Dharm Bhawuk in honor of Dr. Triandis' retirement, has a total amount of \$20,338. We are giving a \$500 cash award to the Harry and Pola Triandis Dissertation awardee and 18 months of IACCP membership. Because this year's awardee, Emma Buchtel is about to give birth, she is unable to utilize the \$1000 we allocate for travel reimbursement.

We have received a donation toward IACCP from the Department of Psychology at San Jose State University. The Department has paid for all photocopies (totaling app. 2500), estimated at a cost of \$250. They have also provided a mailbox for IACCP, and a telephone line, at no expense, which is used to contact members when needed and to send and receive faxes.

Table 3. Expenses: June 1, 2008 - May 31, 2010

Awards and Contributions*	
San Jose State University	\$5,000.00
Florida Institute of Technology	\$4,300.00
ARTS	\$7,000.00
Triandis Award 2008	\$1,500.00
Triandis Award 2010	\$500.00
Witkin Okonji Awards 2008	\$5,000.00 ^a
Witkin Okonji Awards 2010	\$1,619.00 ^b
IAAP Support	\$1,000.00
Total Awards and Donations	\$25,919.00
Conference-Related Charges	
Editor, Officers, Keynote travel	\$8,861.00
IACCP Regional Conference in Cameroon (Wire)	\$15,000.00
IACCP Congress Melbourne	\$15,000.00
Total Conference-Related Charges	\$38,861.00
Bank Charges	
Credit Card Debit Fees	\$3,384.00
Wire Fees	\$170.00
Reimburse overpaid dues	\$255.00
Total Bank Charges	\$3,809.00
Publication Expenses	
JCCP Subscriptions	\$31,234.00
JCCP Editor (taxable income)	\$30,996.00
Bulletin	\$9,186.00
ORPC	\$289.00
Misc. (printing, publications, postage, shipping)	\$2,209.00
Total Publication Charges	\$73,914.00
IACCP Office Expenses	
Vendors (accountant, lawyer, insurance, web assistants)	\$22,138.00
Tax-related expenses (except accountant)	\$2,210.00
Misc Expenses (software, books, supplies, internet)	\$954.00
Total Office Expenses	\$25,302.00
Total Expenses	\$167,805.00
NET Income	\$8,348.00

*Contributions to the universities are used to pay student assistants.

^aof \$10,000.00 ^bof \$9900.00

Publications

Of the total publications expenses (\$73,914) for the period, subscriptions to the *Journal of Cross-Cultural Psychology* (38%) comprise the major portion. Nearly \$32,000 was reimbursed or paid out to the Editor of JCCP. The *Cross-Cultural Psychology Bulletin* expenses are about \$12,000. IACCP also receives royalties from Sage. In April 2009 IACCP received \$52,557 in Sage royalties and in April 2010, IACCP received \$52,767 from Sage.

Tax Status

Over the course of the past two years Bill Gabrenya and I have been working tirelessly to put our financial accounts in order. This required the involvement of professional accountants, attorneys, insurance agents, and the U.S. Internal Revenue Service (IRS). We have spent about \$24,338 on vendors and tax files and penalties. Finally, on December 15, 2009 we were given the good news that we are an IRS 501(c)3 tax-exempt (non-profit) organization. Our U.S. Employer Identification (or Tax ID) Number is: 26-1879596. Contributions to the organization are tax-deductible for U.S. taxpayers. Although we are exempt from U.S. federal tax, we are required to file Form 990 each year to maintain 501(c)3 status. Failing to do so puts this organization, particularly its officers in financial and legal jeopardy.

Table 4. Anticipated Expenses for 2010 fiscal year.

Lonner speaker	\$9,000
Officer reimbursement	\$12,000
Yearly to editor	\$16,000
Triandis awardee	\$500
W/O awardees	\$8,281
IUPsyS, IACCP, Bahama	\$1,000
IACCP Congress Melbourne	\$6,500
Seed Money for S. Africa	
Congress	\$5000

Total Anticipated Costs \$58,281

Anticipated Expenses

This upcoming FY year we already can anticipate spending an addition \$58,281. (See Table 4.)

Assistant to the Treasurer

Between September 2008 and December 2009, the Assistant to the Treasurer had been Omar Ganai, an undergraduate Psychology major at San Jose State University (SJSU). Omar completed his studies at SJSU and is moving on for graduate studies at University of Waterloo. His work has been a tremendous help and I thank him for his service to the Association. Since January 2010, Emalynn Robinson, a graduate student in the Industrial/Organizational Psychology Masters program

Emda Orr

It is with great sorrow that we announce the death of Professor Emda Orr, a dear colleague and long-time member of the IACCP. Emda was a social psychologist, a devoted researcher, teacher, and supervisor. She attended many of the IACCP conferences and always left a deep impression through her combination of wisdom and goodness.

During the last years, Emda was engaged in two research projects on multiple identities—one titled “Being a Palestinian and an Israeli citizen,” and the other on Israeli immigrants from Ethiopia and the former Soviet Union. Shortly before her death she completed the supervision of a doctoral dissertation on the acculturation and identity of Palestinian Arabs in Israel.

Emda will be deeply missed by her friends and colleagues.

Gabriel Horenczyk, IACCP Regional Representative – MENA Region

