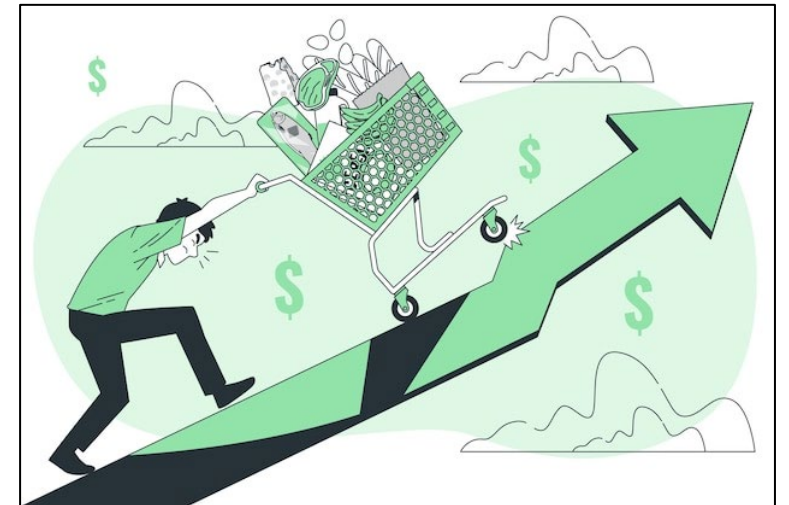


Did you know?

What cost \$1 in 2019 now costs \$1.23 in 2025

That is a 23.45 % increase

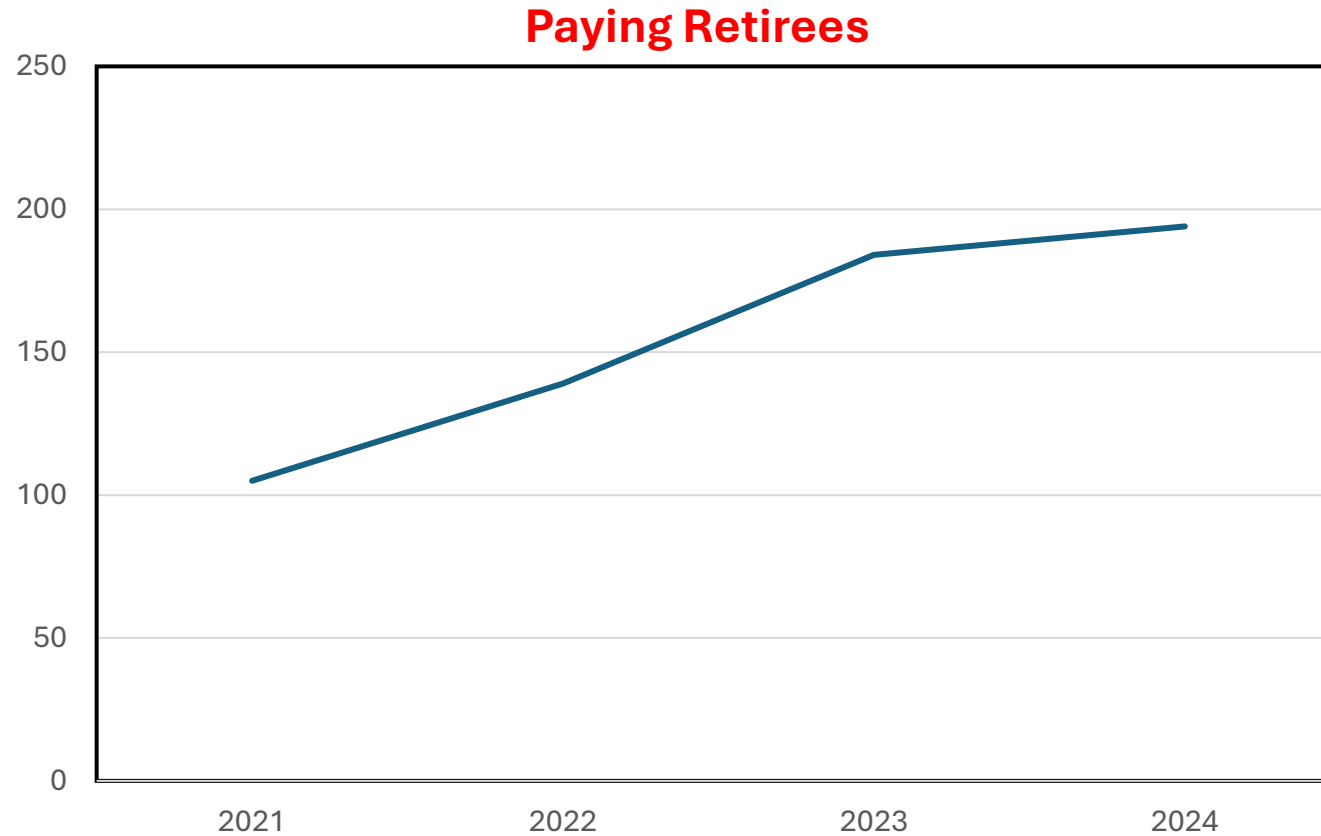
Numerous services and expenses have risen even more due to inflation: This includes the cost of doing business!



Did you know?

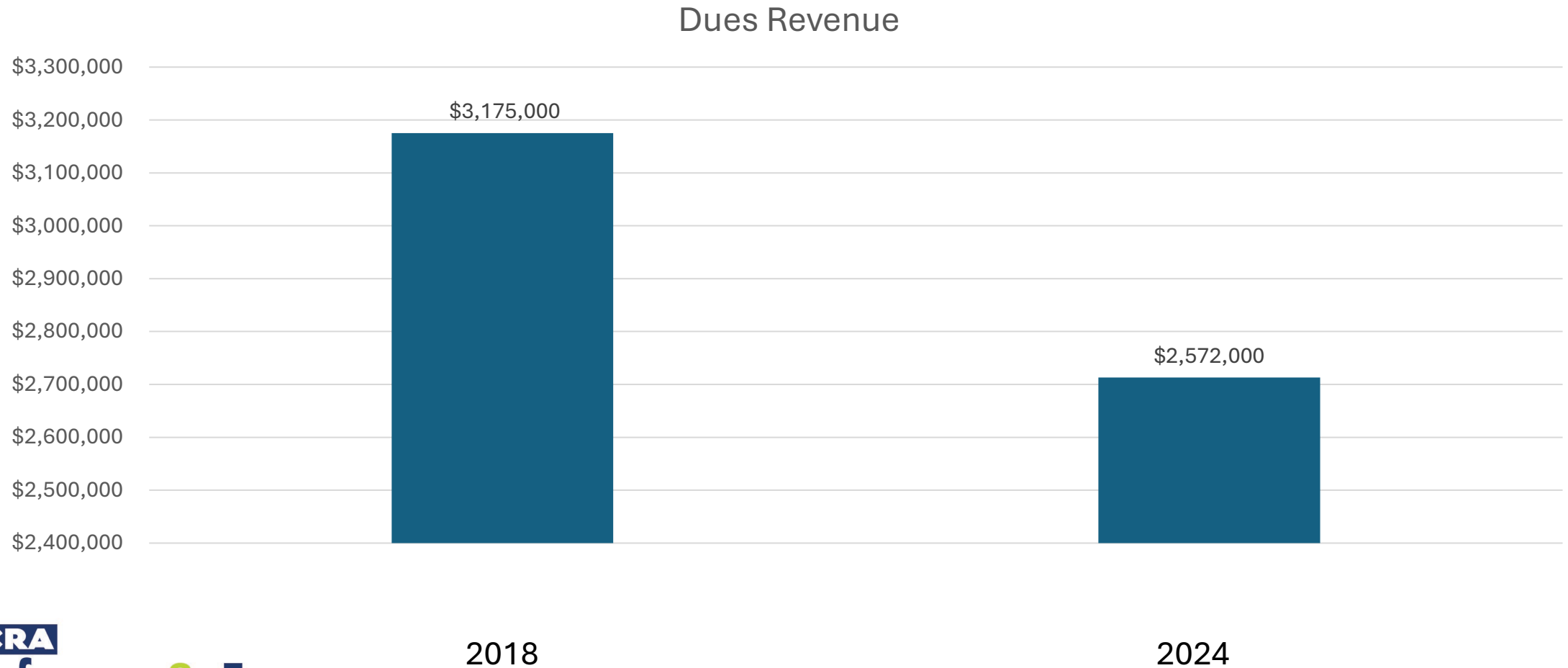
NCRA certifications are the most widely accepted, nationally recognized professional stenographic court reporting and captioning certifications in the country?





Reporters are converting to Retired Status at a higher rate, but only 2% pay membership dues.

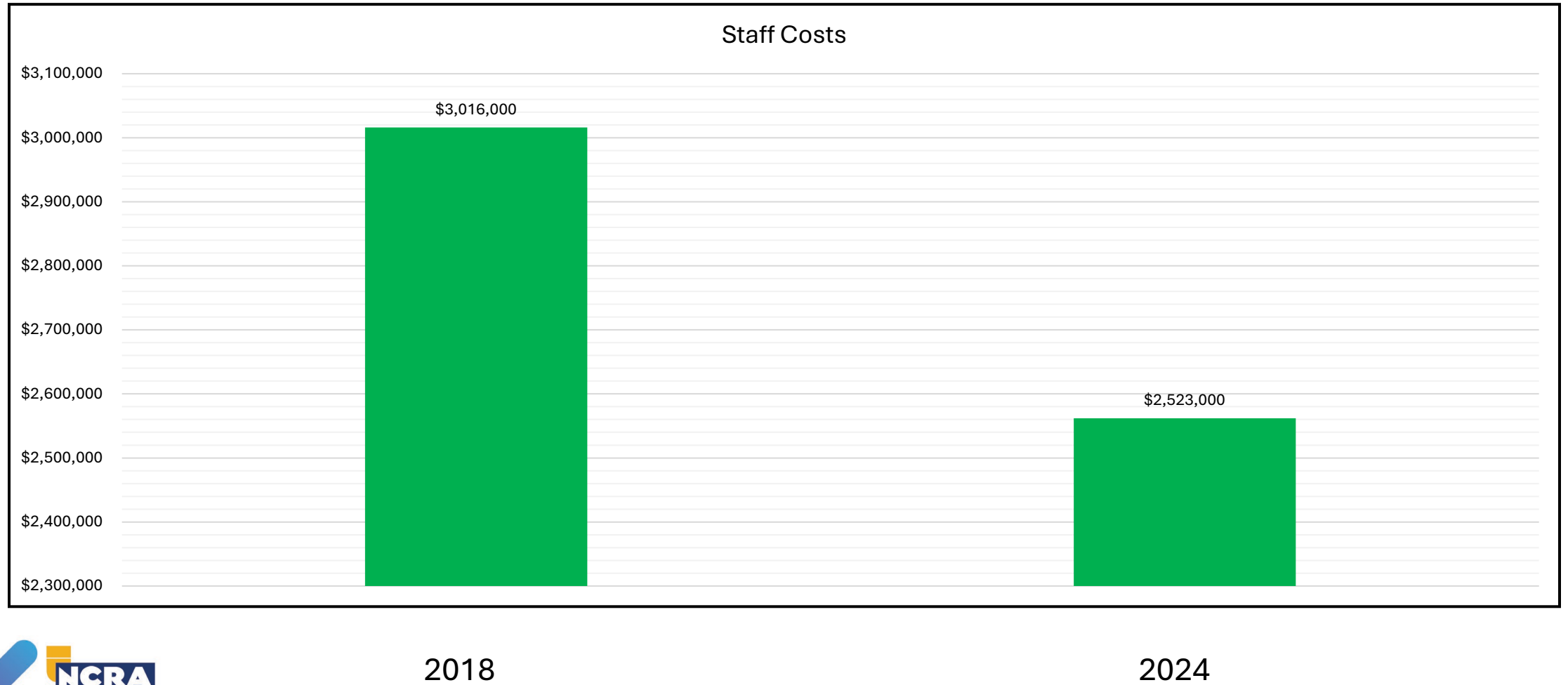
2018 to 2024 changes in: Dues Revenue



2018 to 2024 changes in: Expenses



2018 to 2024 changes in: Staffing



2018 to 2024 changes

	2018	2024	Variance
Dues Revenue	\$ 3,175,000	\$ 2,572,000	(\$603,000)
	2018	2024	Variance
Total Expenses	\$ 5,423,000	\$ 4,765,000	(\$658,000)
Staffing	2018	2024	Variance
Staff Costs	\$3,016,000	\$2,523,000	(\$493,000)
Staff Count	26	26.5	-0.5
Cost of Living	2018	2024	Variance
CPI-w (12/31/XX)	244.786	309.07	26%
2026 NCRA Dues	\$ 300	\$ 330	10%



SUPPORT your membership journey

Isn't a **\$30 adjustment** worth **125 Years** of promoting the profession

\$30



Certifications

Advocacy

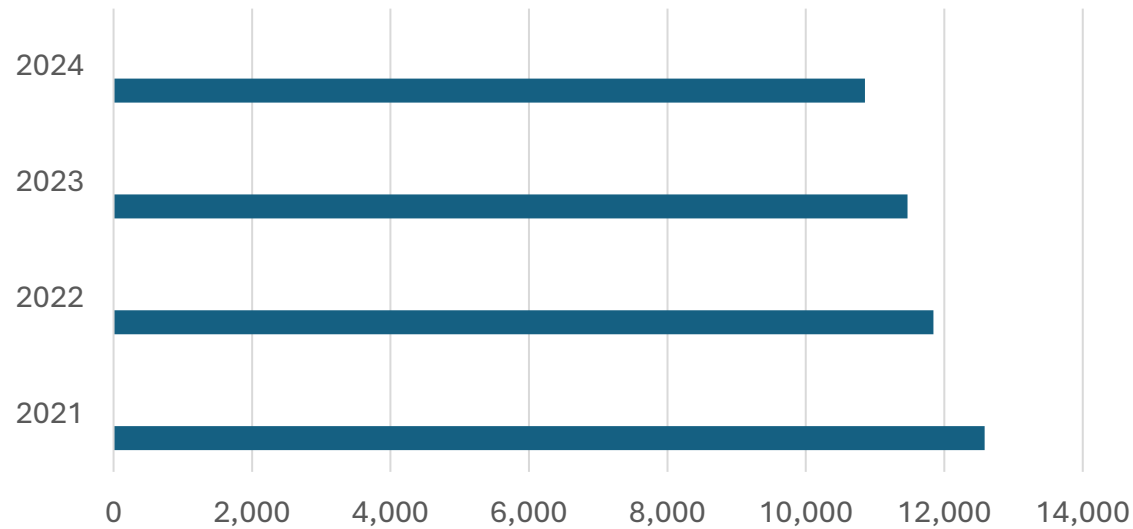
Annual Conferences

Student Programs

Professional webinars

Member discounts

The numbers tell the story



**Regular membership
is down.
A dues adjustment will
aid in balancing the
dollars needed to keep
the Association
operating.**

Support the student membership journey

A \$30 adjustment will:

- Keep dues affordable, helping students to jumpstart their careers with early access to NCRA benefits.
- Support mentoring opportunities, scholarships, grants, and other programs that directly support student success.
- Provide students the opportunity to attend Conference at a reduced rate or via scholarships to network and attend all sessions.
- Continue resources like the *Up-to-Speed* newsletter, the online *JCR* magazine, and much more!

**It's their professional journey, too.
Protect it by supporting the dues adjustment.**



Support the New Professionals journey

A \$30 adjustment will:

Maintain a graduated dues policy to provide new professionals with the ability to establish themselves in the profession and have access to NCRA benefits.



It's your professional journey.

Protect it by supporting the dues adjustment.



Support your membership journey

A \$30 adjustment will:

- Maintain and potentially increase the current benefits NCRA offers including:
 - *Affordable insurance coverage: National certifications*
 - *Continuing education: Access to affordable conferences and other professional events*
 - *Advocacy for the profession at the state and national levels: Exclusive savings programs*



**It's your professional journey.
Protect it by supporting the dues
adjustment.**

Support your retired membership

A \$30 adjustment will:

- Provide continued access to the stenographic court reporting and captioning professions
- Maintain affordable insurance programs
- Keep access to the latest in news and industry trends
- Secure exclusive savings programs

**It's your
professional
journey.
Protect it by
supporting the
dues adjustment.**



Did you know?

Employment-related professional association dues or fees are allowable as tax deductions if they meet the guidelines established by the IRS

(IRS Publication 529, Miscellaneous Deductions)



What's in jeopardy?

Without a dues adjustment, here's what continues to be at risk:

- National Speed & Realtime Contests
- Conference & meeting programming
- New educational programming
- Advocacy outreach
- State & national media outreach
- Free webinars



Fight the good fight!

**Protect the future of
stenographic court reporting
& captioning.
Support the dues
adjustment.**

A circular seal for the National Court Reporters Association (NCRA). The outer ring contains the text 'NATIONAL COURT REPORTERS ASSOCIATION' at the top and 'THE ASSOCIATION FOR COURT REPORTERS AND CAPTIONERS' at the bottom. In the center, it says 'Celebrating 125 YEARS OF ACCURACY AND INTEGRITY' with the NCRA logo above the '125'.

Advocacy at its best.

Keep it going. Support the dues adjustment.



- Supports National Congress of State Associations, which functions as a conduit between state associations and the NCRA Board
- Offers onsite, one-on-one meetings with Government Relations staff at Conference
- Provides grassroots lobbying assistance
- Maintains an up-do-date Advocacy Action Center that gives to access important alerts about the latest in legislation, regulations, petitions, and more!



Advocacy at its best.

Keep it going. Support the dues adjustment.



- **Nationwide legislation monitoring at the state and federal levels**
- **Manages the State of the Nation Activities Report (SONAR)**
- **Retains a presence on Capitol Hill to aid in protecting and advocating for the court reporting and captioning professions in the federal government**
- **Provides legislative support to state affiliates, including assisting with lobby legislators, research, forming legislative action plans, and cultivating partnerships with local organizations with similar legislative goals**



Advocacy at its best. Keep it going. Support the dues adjustment.

**NCRA advocacy efforts have made an impact at the
state level including in:**



**California
Florida
Michigan
Nebraska
New Hampshire
Ohio
South Dakota
Tennessee
Washington**



Did you know?

NCRA reaches out to more than 9,000 students, prospective students, teachers, and administrators with its online student newsletter that shares news about student achievements, events, testing, scholarships and grants, mentoring, and more.



Did you know?

NCRA provides professional resources, toolkits, career fair flyers, and more to help you promote the profession.



DiscoverSteno yard sign size 24x12

DiscoverSteno yard sign size 24x18

Why your vote matters

Support the dues adjustment and ensure that NCRA can continue to provide resources, education, and advocacy for the profession and for all members.

A vote YES is a vote for a strong and collaborative NCRA community!



The value of a professional organization

- Membership, leadership, and governance
 - Nationally recognized certifications
 - Unparalleled educational offerings
 - Advocacy and networking
- NCRA Marketplace and savings opportunities
 - Support for affiliated court reporting associations

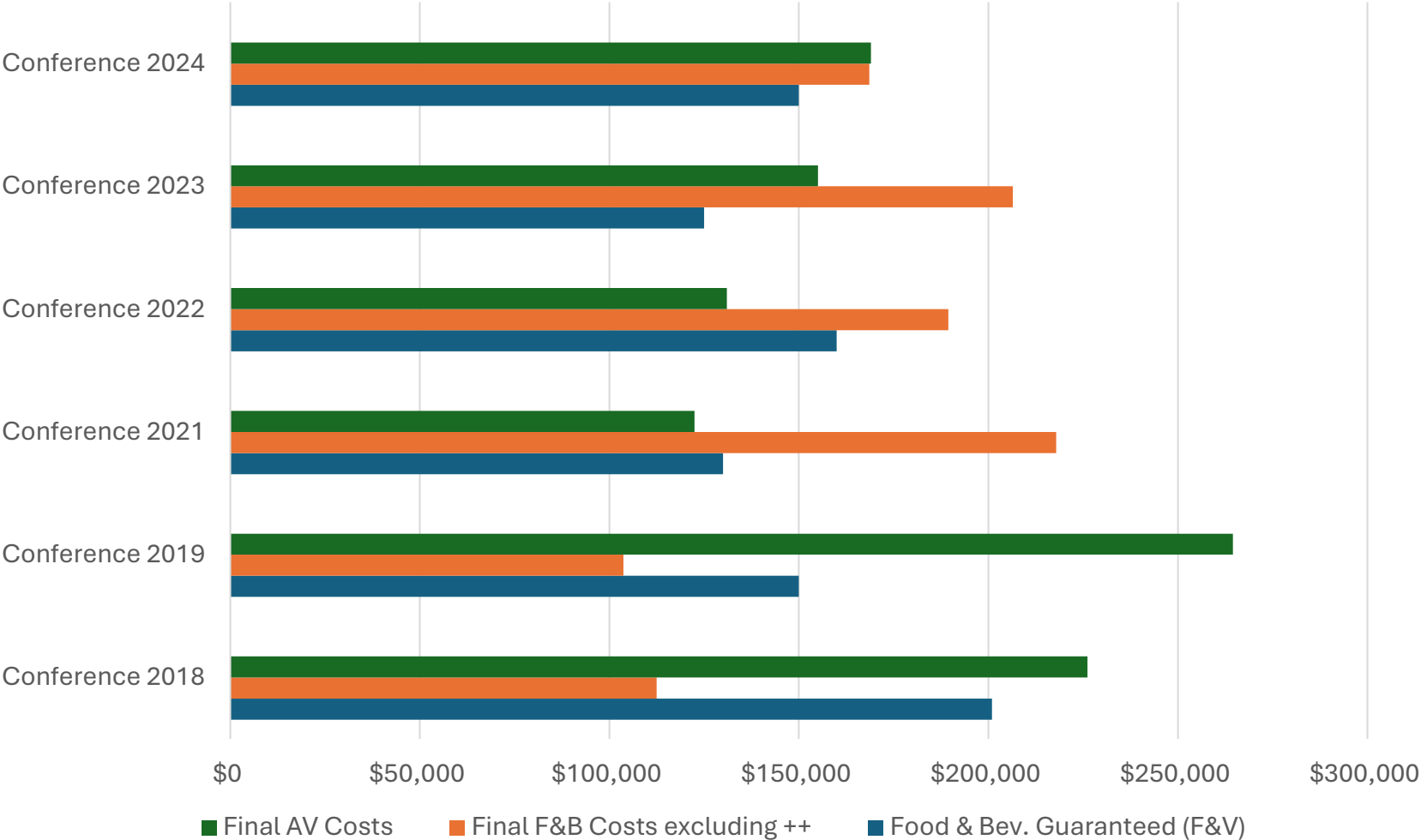
Supporting the dues adjustment is about securing the future of **your** organization. By investing in growth and sustainability, NCRA can continue to serve **YOU**, our members and the stenographic court reporting & captioning community, effectively for years to come.

2026 NCRA Membership Dues Adjustment Proposal

MEMBERSHIP CATEGORY	CURRENT DUES	PROPOSED DUES
		<i>Effective 2026</i>
Participating or Registered	\$300	\$330
Participating or Registered (International)	\$150	\$165
Associate Member	\$179	\$197
Associate Member (International)	\$145	\$160
Student	\$55	\$55
Retired	\$150	\$165



Conference Costs for F&B and AV 2018-2024



For the 2025 Conference & Expo...

- **The estimated costs for this year's Conference & Expo are:**
 - **Food & beverage = \$150,000**
 - **Additional services and taxes = \$48,648**
 - **For a total cost of \$198,648**

Ever wonder where your Conference money goes?



Depending on location...

A gallon of coffee costs
\$149 (16 cups per gallon)



A boxed lunch costs
\$79.45

A continental breakfast costs
\$58.27 per person, per day, just for
breakfast breads & coffee

A buffet dinner with one drink
ticket costs between \$122 and
\$238.50 per person

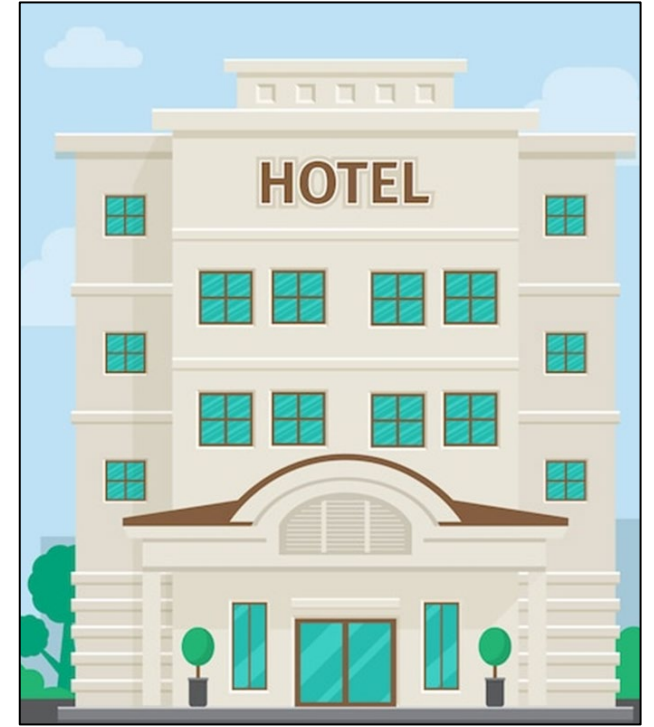
Sodas cost \$7.94 each



Did you know that?

- The standard room rate for a regular hotel guest is approximately \$515 (plus tax) per night **vs.** \$215 (plus tax) per night for NCRA attendees.
- The NCRA registration fee* and room rate for the 2025 NCRA Conference & Expo are **GREAT BARGAINS**.
- Hotels charge for easels, podiums, room keys, and power.

** Family members are not included in the NCRA registration fee and are therefore not included in the refreshment breaks and breakfasts. All rates include 25% service fee and 6% sales tax.*



Did you know this about the Speed & Realtime Contests?

- The 2019 National Speed & Realtime Contests cost NCRA **\$7,250**. *(Does not include cost of box lunches and breakfast for the graders or Awards luncheon tickets.)*
- The 2024 National Speed & Realtime Contests cost **\$9,900**. *(Does not include cost (approx. \$2,800) of box lunches for the contestants, graders, breakfasts, or Awards luncheon tickets.)*



The Contests have drawn only one sponsor in the past five years.

Snapshot of savings

- The Firm Owners' Focus held at Conference in 2023 and 2024 has been eliminated for 2025.
- Due diligence is done by sending Requests for Proposals (RFPs) when contracts expire to ensure reputable and professional vendors are secured at the best price possible.
- NCRA has consolidated its footprint to include a better use of time, expenses, and space by holding session on Thursday afternoon at Conference rather than Sunday mornings.
- The *JCR* print magazine has been reduced in size by 32 pages.
- Changes to the Realtime & Speed Contests that have reduced costs include elimination of the Tuesday practice session, holding both contests on the same day, and eliminating the need for box lunches for Speed contestants.



Did you know this about Conference?

- The registration cost to take an in-person test does not cover the cost to host the event at Conference.
- Hotels charge between **\$20 and \$42** per power strip to rent, not including the **24% service fee, 6.8% tax**, and labor costs to install, plus internet, which can cost up to **\$200** per day.
- A total of 120 power strips were used at the 2024 Conference
- In 2024, **\$1,220** was spent on power cords for 36 members who tested onsite.



Costs will continue to climb

According to the International Monetary Fund, nonfuel commodity prices are expected to increase by 2.5 percent in 2025, due to upward revisions to food and beverage prices.

Jan. 24, 2025



The impact of inflation on hosting a Conference

- According to the 2024 State of the Meetings Industry Meeting Planner Survey, the cost of Food & Beverage and Audio/Video services have increased by 50 percent in the last year.
- Inflation has also increased the cost of:
 - ✓ Guest rooms
 - ✓ Meeting technology services
 - ✓ Meeting space



Did you know this about the NCRA A to Z[®] program?

- The NCRA A to Z Intro to Steno Machine Shorthand program hosts two virtual open houses each year, free of charge, for those interested in court reporting to learn more about career opportunities.
- The NCRA A to Z Program Coordinator position was not budgeted for, and the salary is an added expense.
- This position has supported a program in all aspects, which has seen more than 800 certificates earned in 2024.



Did you know this about the NCRA A to Z[®] program?

- More than 1,000 people registered in 2024 for an NCRA A to Z program and received individual and personal responses to inquiries regarding setup, the platform, and next steps, as requested.



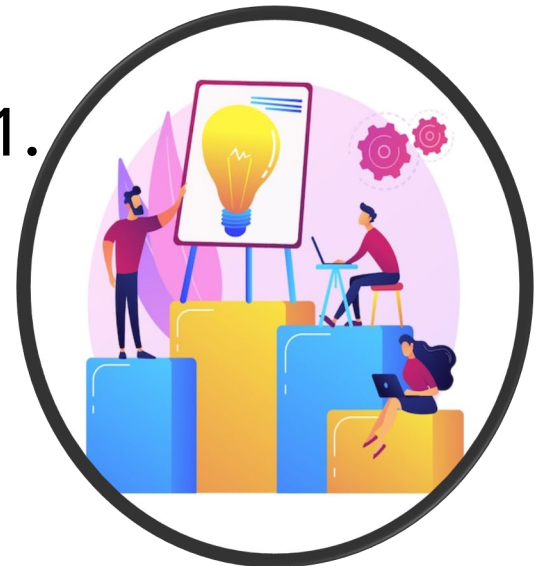
Did you know this about the NCRA A to Z® Program?

- NCRA has expanded headquarters A to Z offerings to ongoing, on-demand registration throughout the year in addition to three sessions with Live Zoom.
- Each Live Zoom session requires approximately 15 after-work hours for staff, equaling up to 45 hours per calendar year!
- With continuous enrollment in the NCRA A to Z Asynchronous program, staff manages enrollments and participant engagement from January 1 to mid-December, supporting almost the entire 52 weeks of the year with **FREE** course support and material for participants. In addition to the Asynchronous program, three live sessions are also offered, meaning during approximately 20 weeks of the year, staff is managing both the Asynchronous and Live program simultaneously.



Here's a look at Professional Development

- Approving events, qualifying programs, and processing certification renewals used two full-time staff and one part-time staff in 2010. In 2025 it is now handled by only one full-time staff.
- Prices for submitting continuing education **have not** increased since 2020.
- Prices for *JCR* article tests **have not** increased since 2021.



Here's a look at Professional Development



- The Learning Center offered **31 free webinars** for members in the last three years. This included free webinars for students, teachers, and mental health.
- Each time a webinar is held, it takes three hours of staff time the day of the event, not including recruitment, advertising, and behind-the-scenes work, to host the event.



Here's a look at Professional Development

Approximately 50 staff hours per week in the Professional Development Department are dedicated to:

- **Administering free programs, scholarships, virtual mentoring, membership, and much more!**
- **The NCRA A to Z Intro to Steno Machine Shorthand program, committee, and A to Z Leaders**
- **CAPR = Fellows of the Academy of Professional Reporters (FAPR)**
- **CASE = scholarships & school reviews**
- **Student/Teacher Committee = virtual mentoring & membership**
- **Education Committee = Conference content**



Here's a look at NCRA Certification

It takes **three** full-time staff to handle development, administration, and research for NCRA's **eight** national certifications:

RSR, RPR, RMR, RDR, CRI, CRR, CRC, CLVS



Here's a look at NCRA Certification



- **More than 3,400 Skills Tests are offered each year.**
- **More than 350 Written Knowledge Tests are offered each year.**
- **Two in-person testing & training events for the CLVS are offered each year.**



Here's a look at NCRA Certification

- NCRA staff oversees the development, recording, and implementation of more than 50 new Skills Tests annually.
- Members of the Professional Development Team serve as liaisons to five testing committees (WKT, SKT, TAC, CRC, CLVS), plus ad hoc task forces and committees.
- The cost for Skills Test bank development, professional recording, and editing for the RSR, RPR, RMR, CRR, and CRC combined is **\$11,000** annually.
- The cost for development, maintenance, and administration of Written Knowledge Tests is \$50,000.
- The cost to update the Job Task Analysis for the RPR, RDR, and CLVS is **\$25,000** each.



Rising costs have impacted the price of testing



Student testing fees were:

- \$77 per leg in 2019
- \$82 per leg in 2022
- \$86 per leg in 2024
- \$90 per leg in 2025



These fees reflect increases in service costs for test, proctor providers, and graders.

Conference AV, room, and labor costs

Conference Costs

*Note: 2020 Conference was held virtually due to COVID.
AV costs have been significantly cut but have continued to rise.*

