




International Centre
FOR MISSING & EXPLOITED CHILDREN

Annual Report
2016





**Because one
child missing,
abused or
exploited, is one
child too many.**

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Welcome

We are, once again, humbled by the opportunity to thank you for your support and heartened by your response to ICMEC's efforts to build a global community dedicated to making the world a safer place for children.

Over the last year, we have made many strides to advance the cause of child protection.

We have grown the resources available through our online Education Portal, empowering educators and school staff to prevent and better respond to child abuse, neglect, and sexual abuse wherever they are in the world.

The work of our Global Initiative for Child Health & Well-Being took us to Ecuador, El Salvador, Ghana, Ukraine, the United Arab Emirates, Vietnam, and even Atlanta, Georgia, widening in each instance the circle of first responders who become force multipliers in mission.

Based on feedback from teachers and doctors, police and judges, our Global Training Academy is constantly evolving, educating, informing, and providing new skills and tools to ensure that those in child-serving professions enhance their abilities to make their respective environments safer for children.

Through our Global Missing Children's Center, we launched yet another new "line" of programming: training first responders on missing children issues and the cases which, sadly, are too numerous for the world to actually count. Thanks to a tremendous partnership with Facebook, an honoree at our 2017 Gala for Child Protection, we also helped introduce rapid emergency child alert systems in several countries, including Jamaica and Malaysia. Only weeks after the rollout in Malaysia, a "NUR Alert" was issued and a young woman was successfully recovered.

2016 also marked the 10th anniversary of the release of our ground-breaking report, Child Pornography: Model Legislation & Global Review. To commemorate the occasion, The Koons Family Institute on International Law & Policy at ICMEC released the 8th edition of the report, which included a new section on data retention and preservation, which have increasingly become points of discussion in the field of child online protection.

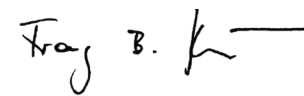
Throughout the year, we continued to strengthen ICMEC internally, keeping costs down and dedicating resources to our

many programmatic initiatives, which are summarized above and further detailed in the pages that follow. Additionally, on the governance front, we welcomed three new Board members: Teresa Carlson, Barend Fruithof, and Andre Pienaar. Barend is dedicated to seeking support for our mission from diverse sources around the world; and Teresa and Andre have begun efforts by Amazon AWS and C5 Capital respectively to strengthen our Global Missing Children Network platform and enhance our cyber-security profile. The next few years surely will be exciting!

In the nonprofit sector we must focus on the importance of impact – not only why we do what we do, but whether we are effective and the extent of our impact. Our direct impact is on the thousands of people we train – and on the worlds in which they operate. But, with every training session, every collaborative project, and every research paper, we add to the community of adults who believe – and act on – the notion that every child deserves a safe childhood. Like the proverbial pebble in the pond, which fosters concentric circles emanating from its impact with the water, ICMEC's audiences, partners and training participants spread outward, across much of the globe, expanding the reach of our message and our influence on child protection issues.

At ICMEC, where awareness, prevention and education are significant deliverables in our portfolio, quantifying in hard numbers can be an elusive undertaking. Nevertheless, we are committed to working harder and harder to provide data, both through anecdote and example – and numbers, when we have them, so that we can demonstrate impact and influence – and inspire you as we are inspired every day by our mission and the colleagues with whom we work around the world. And that most definitely includes you, our donors. We simply could not do what we do without you.

Sincerely,



Dr. Franz B. Humer
Board Chair



Ambassador Maura Hart
President & CEO

Our Mission

We advocate, train and collaborate to protect the world's children.

Our Vision

Making the world a safer place for children
by eradicating child abduction, sexual abuse and exploitation.

Our Work

We are a leader at identifying gaps in the global community's ability to protect children from abduction, sexual abuse and exploitation and assembling the people, resources and tools needed to fill those gaps.

We believe safeguarding children around the world is a responsibility every one of us shares - creating a world that is safer for today's children and safer still tomorrow.

We focus on programs that have a lasting impact on child protection issues. We offer support to governments, policymakers, law enforcement, prosecutors, industry, civil society, and others across the globe.

Our Strategy

We are committed to building a safer world for all children by advocating for improved protections, providing the necessary tools and training to those on the frontlines, and collaborating with partners around the world.

Addressing the Health Implications of Abuse

Health

The Problem

The sexual abuse and exploitation of children is dauntingly pervasive in nations across the world, regardless of income or development levels. The world's primary response to the problem has been through law and law enforcement. That response, while vital, is not sufficient. Despite important efforts on the part of the World Health Organization, the Centers for Disease Control and Prevention and other leading international bodies, there has been no comprehensive global effort to understand child sexual abuse and exploitation as a public health crisis or to address it as such.

Our Response

In November 2011, ICMEC, II Telefono Azzurro, The Mayo Clinic, and Bambino Gesù Pediatric Hospital convened a forum to examine the state of the world's children and the abuse of their rights. The attendees adopted a multi-point action agenda with the first action being the creation of a Global Health Coalition (GHC) to address child sexual abuse and exploitation as a public health crisis.

Today, along with our GHC partners, ICMEC continues to work toward these goals and increase recognition, identification and treatment of child victims.

Almost 8% of men and almost 20% of women

suffered from some form of sexual abuse
prior to the age of 18.

The prevalence of child sexual abuse in community and student samples: A meta-analysis, Clinical Psychology Review, N. Pereda et al. (June 2009)

Your Donation at Work

Currently the GHC is working to promote changes to international medical codes to include specific codes for sexual exploitation, and to deploy to healthcare providers around the world. Our goal is to increase the number of healthcare professionals who understand the issue of child sexual abuse and exploitation and who are prepared to intervene. In 2016, such trainings took place in India, South Africa, United Arab Emirates, Singapore, Guatemala, El Salvador, and the U.S.

Through the GHC, ICMEC has partnered with global leaders in healthcare to understand and address the impact that child sexual abuse and exploitation has on a child's health. The GHC includes 33 health-sector members, including 4 of the largest pharmaceutical companies in the world.

Developing Systems to Bring Children Home

Missing Children

The Problem

Every day, all around the world, children go missing. They may be runaways or missing for unknown reasons, victims of family or non-family abductions, or they may simply be lost or missing with a benign explanation. While the majority of children who are reported missing return on their own after a short period of time, the longer a child is missing, the more vulnerable he or she becomes. The threat of exposure to high-risk activities such as substance misuse/abuse, sexual exploitation, human trafficking, prostitution, and even the risk of death, increases significantly the longer a child is missing.

The issue of missing and abducted children is complex and multi-faceted. It also is a global issue lacking a global response: currently, there is no harmonized, international strategy aimed at adequately addressing missing children and child abduction. National strategies, when they do exist, vary from country to country. While international legal instruments, such as the United Nations Convention on the Rights of the Child, provide a universal definition of how child is defined, there is no similar global consensus on how to define missing child or on how to investigate cases involving missing/abducted children. This, in turn, makes it difficult to know the full extent of the problem and to determine how best to protect children from going missing/being abducted.

Our Response

Through the Global Missing Children's Center, we help protect children around the world from going missing or being abducted by providing awareness and prevention resources to governments, law enforcement, NGOs, and families, as well as conducting training on the appropriate measures to take in the event a child does go missing.

One of the key components of our strategy for missing and abducted children is an investment in the collaborative work accomplished through the Global Missing Children's Network (GMCN). The GMCN members actively collaborate, share best practices, tools, and research related to missing children and child abduction. The GMCN brings together like-minded professionals working in the field of child protection all over the world and offers them access to a network of experts with a goal of uniting the global community to find missing children.

Your Donation at Work

Thanks to your support, in 2016 the Global Missing Children's Center launched a new training series focused on missing children. This program trains participants on investigative techniques, involving the public in the search for a child and how to work with media to help recover a missing child.

Child sexual exploitation can be both a cause and consequence of a child going missing or running away.

Supporting Teachers and School Personnel

Education

The Problem

No country is immune to child sexual abuse and exploitation. It is a worldwide phenomenon that impacts every nation, and countless numbers of children each year. While schools are supposed to be safe havens for children, sadly there have been far too many reports of sexual abuse in schools, and several high-profile cases involving the international school community in particular.

International schools face unique challenges when it comes to conducting background checks and vetting applicants for vacant teaching and staff positions; training culturally-diverse students, parents, teachers and others within the school community on child protection best practices; and responding to emergencies – and allegations of abuse – in countries where laws vary widely, or may be non-existent.

Our Response

To combat this issue, the international school community came together in 2014 to establish the International Task Force on Child Protection (ITFCP), an initiative aimed at improving the ability of schools to protect students from child predators. Through conversations with relevant stakeholders the need for immediate access by international schools to resources, best practices and training on a wide range of issues related to international child protection, became clear. ICMEC emerged as the natural partner to coordinate with ITFCP to share relevant, and comprehensive, information with the school community at large.

Your Donation at Work

In partnership with the ITFCP and the U.S. Department of State, ICMEC delivers training to educators and school personnel in more than 1,135 schools across 109 countries to combat child sexual abuse and exploitation.

Why is this important? Because when you educate school leaders the multiplier effect is profound. School leaders, teachers, parents, and students are highly mobile and regionally interconnected through sports, academic exchange, regional expertise, and staff recruitment. Information ripples widely through the country and wider region.

EdPortal.ICMEC.org

Visit the Education Portal for resources on how to prevent and respond to child abuse, neglect and sexual exploitation no matter where you are in the world.

Providing Tools & Training to the Frontline



Training

The Problem

Cyberspace is home to more than an estimated 1 million images of tens of thousands of children being subjected to sexual abuse and exploitation with 200 new images being posted every single day. With close to 3 billion Internet users worldwide, the distribution of and access to images depicting child sexual abuse are virtually unlimited. Those who prey on children use computer technology to organize, maintain and increase the size of their collections of these material. Personally-manufactured illegal images of children are especially valuable on the Internet, and oftentimes molesters will trade images of their own sexual exploits online.

There is a common misconception that the production and distribution of child sexual abuse material is a "victimless" crime. This could not be further from the truth. Pictures or videos depicting child sexual abuse are crime scene images - they represent photographic or video record of an abuse. When these images reach cyberspace, they are irretrievable and can continue to circulate forever. The images become a permanent record of the abuse inflicted upon that child. Each and every time such an image is viewed, traded, printed, or downloaded, the child in that image is re-victimized. The physical and psychological harm to children depicted in these images is incalculable, and the continual circulation of images harms children in a manner comparable to the actual production of the image itself.

Prior to the Internet, someone with a sexual interest in children felt isolated, alone. Today, he or she is able to interact on line with people of like interests worldwide; he or she is part of a despicable global community, sharing images, fantasies, techniques, even real children. And all of this can be done with virtual anonymity. The Internet has not only helped to push this crime further underground, but also has been used by a network of perpetrators that did not

exist before, thereby significantly escalating the problem.

Technology has changed every aspect of our lives. The Internet has created an exciting, new world of information and communication for anyone with access to online services. Yet, there is a dark side. The increasing accessibility to such services has revolutionized the distribution of these images by increasing the ease of possession and dissemination and decreasing the cost of production and distribution, especially across international borders.

Just as technology facilitates the exploitation of children, it is imperative that those on the frontlines of child protection use similar technologies to combat these illicit acts. This is why ICMEC deploys instructors and technology tools to law enforcement around the world to combat online child sexual abuse and exploitation.

Our Response

In 2003, we began offering tools and training to law enforcement to help prepare the frontline to combat the exploitation of children.

Our training work has expanded vastly over the years. Today, through the Global Training Academy, we offer nearly 40 different training programs all designed to meet the diverse needs of teachers, doctors, lawyers, law enforcement, government, NGOs, and parents. See the training catalog by visiting: ICMEC.org/train.

Your Donation at Work

Through the Global Training Academy, over 11,000 police officers, judges, prosecutors, teachers, and doctors from 118 countries have learned new ways to address child protection issues. Program participants from Vietnam to Argentina, Cambodia to Bulgaria, tell us that our programs help them to be better at their jobs – and inspire them to make the world a safer place for children.

Advocating for Enhanced Law and Policy



Research

The Problem

Since 2006, we have tallied the presence and absence of adequate anti-child pornography law around the world. Our first report revealed a dismaying prospect: Only 27 countries had enacted legislation sufficient to combat child pornography offenses. Since then, the situation has improved. Our most recent report, published in early 2016, found that 82 countries have legislation deemed sufficient to combat child pornography.

While we are proud of this progress, a great deal of work remains to be done. 35 countries still do not have legislation that deals specifically with child pornography. Of the 79 countries that do have some legislation in place, 60 of them do not define child pornography specifically; 26 do not deal with computer-based offenses; 50 do not criminalize possession without regard to intent to distribute; and 79 have data retention legislation in place to ensure access by law enforcement to user data needed to investigate and prosecute online criminal activity.

Our Response

Through The Koons Family Institute on International Law & Policy, we conduct extensive research into child protection laws around the world to better understand how countries deal with a problem as enormous in magnitude and harmful to children. The work of The Koons Family Institute underpins everything we do. Whether we are developing a training for law enforcement, creating a program for schools or hospitals, or developing a campaign to raise awareness, for our programs and strategy to be effective it is critically important for us to understand how different countries deal with child protection issues.

Your Donation at Work

The Koons Family Institute on International Law & Policy has hosted 223 research interns and volunteers, resulting in more than 50,000 research hours. This research has made an incredible impact on child protection around the world. An example of this impact can be seen through the Child Pornography: Model Legislation & Global Review. Since its first released in 2006, 127 countries have refined or implemented new anti-child pornography laws. In 2016 we released the 8th edition of the Global Review to commemorate the report's 10th anniversary.

35

countries still have no
anti-child pornography
legislation

Disrupting the Profitability of an Illicit Industry



Industry Collaboration

The Problem

In the mid-2000s, it became evident that the distribution of images of child sexual abuse was being fueled by the growth of the Internet and was becoming a commercial enterprise. Entities and individuals were selling child sexual abuse material over the Internet and consumers were using their credit cards to pay for it.

Our Response

In 2006, ICMEC and the National Center for Missing & Exploited Children announced the creation of the Financial Coalition Against Child Pornography (FCACP) in the United States to confront the use of legitimate payment mechanisms for the illegal enterprise of child pornography. The goal of the FCACP was to follow the money and help the payments industry rid its systems of merchants who fraudulently signed up to accept credit cards to facilitate the sale and purchase of child sexual abuse materials.

Just three years later, ICMEC opened its Asia-Pacific office in Singapore. The Asia-Pacific office launched – and continues to manage – the Asia-Pacific Financial Coalition Against Child Pornography (APAC-FCACP). The APAC-FCACP has become a prominent child protection force in the region, providing a platform for banks, credit card companies, electronic payments networks, online third-party payment systems, Internet companies, technology companies, social networking platforms, industry associations, law enforcement, and NGOs to share and maximize their skills, experience and determination to impede the efforts of those who seek to harm children.

Your Donation at Work

The FCACP and APAC-FCACP have seen incredible progress. In 2010, the U.S. Treasury Department's Office of Terrorist Financing and Financial Crimes reported to us that commercial child pornography had dropped to effectively zero, due to private sector efforts that shut down the ability of criminals to use the mainstream payment system to collect payment for their illegal activity.

2016 was an important year for the FCACP. Not only did we highlight the 10th anniversary of the coalition, recognizing the FCACP's achievements and future efforts, but we formed the Child Sex Trafficking Task Force with the Network Branded Prepaid Card Association (NBPCA), helped to coordinate dialogue between industry and law enforcement, updated and expanded the FCACP thought-leadership paper: Internet Merchant Acquisition and Monitoring Sound Practices to Help Reduce the Proliferation of Commercial Child Pornography, and welcomed Moneygram as a new member.

In 2016, according to the U.K.'s Internet Watch Foundation, of the

57,335

confirmed reports of child sexual
abuse materials

53%

of victims were
10 years old or younger.

28%

depicted the rape or sexual
torture of a child.

Building a Global Community to Keep Children Safe



Regional Offices

The Problem

In the age of the Internet, crimes against children cross and re-cross national borders. The more people working strategically to address the problems of missing and exploited children – and the more places they work in – the more likely we are to make meaningful progress toward eradicating this devastating problem.

Our Response

Our regional representatives in Brazil and Singapore help us respond to local and regional needs, develop customized programs, and raise awareness of our mission areas. For example:

- They promote national and regional Financial Coalitions Against Child Pornography, which are alliances that bring together the financial and information technology industries, law enforcement and NGOs.
- They advocate for more and better laws, treaties and systems to protect children in their region. This includes championing ICMEC's model anti-child pornography legislation.
- They train law enforcement, legal professionals, NGOs, governments and others, to increase local capacity to deal with crimes against children.
- They help us expand our Global Missing Children's Network, while promoting policies and programs concerning missing children such as Rapid Emergency Child Alert Systems.

Your Donation at Work

We are dedicated to delivering tailored solutions to address global problems. Our regional offices allow us to extend our presence around the world and expand our global community. We are committed to driving results that help impact, influence and inspire people to help build a safer world for all children. We work side-by-side with global partners to give all children a chance to experience a safe and healthy childhood. Our work is sometimes behind-the-scenes, making sure systems, policies and procedures are in place and that those out front are prepared when they are needed most.

YouHaveThePower.ICMEC.org

The APAC-FCACP recently launched a campaign to raise awareness and motivate business leaders in the Asia-Pacific region to join the fight against online abuse.

Our Donors

Our donors play a critical role in our ability to forward our mission. As supporters of our work, donors provide us with the means to direct programs and initiatives that help children. In addition, our donors are our partners, a part of the global community helping to raise awareness about the issues facing children.

We are grateful for each and every donation we receive. No matter the size of the gift, we put every dollar to work helping to build a world where children are safe and secure.

The AG Foundation	Baron Daniel Cardon de Lichtbuer	Elisabeth Fruithof
The Allergan Foundation	Celgene	Walter Frey
Almirall, S.A.	Werner and Renate Cermak	Gagosian Gallery
Chris Aldridge	Chugai Pharma USA, LLC	GlaxoSmithKline
Amazon Smile Foundation	Claudio Cisullo and Tamara Raich	Global Creative Capital
Amazon Web Services	Citi Corporate Philanthropy	Global Payments
Americans for the Arts	Abraham and Yvonne Cohen Fdn.	Richard and Sally Goldberg
Rebecca Anders	Dan Colen Studio LLC	Wolfgang Gollhofer
Göran Ando	Judy Cononie	Google, Inc.
Art Production Fund, Inc.	Manus Cooney	Ellen Gorra
Association for the Advancement of International Education	Timothy W. Cranton	Ann Granatino
Australian Federal Police	Gee Gee Creager	Virginia Jordan Greenbaum
Amb. Elizabeth Frawley Bagley	Thomas Cueni	Courtney Gregoire and Scott Lindsay
Iur Louis Balthasar-Guex	John Currin and Rachel Feinstein	Arielle Grossman
George Baron von Richter	Davis Polk & Wardwell	John Gryzmala
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Bayer	Delta	Liesl Hagan
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Kathleen Begala	Dino J DeConcini	Amb. Maura Harty and Jim Larner
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Jane Boissonneault	Discover Financial Services	Sandy Heller
David Bonderman	Catherine Donaghy	Mag Reingard Helm
The Eli and Edythe Broad Fdn.	Jeffrey Dunn	HM Long RSVP Group
Annemarie Brockmoller	East Tennessee Foundation	Dr. Franz B. Humer and Majo Humer
Michael Browne	ECI Schools	Istand Parent Network
Daniel and Sheila Broughton	Martin and Yasuko Edelshain	Andrew and Diane Kaslow
Andreas Brudermann	Bonnie Englebardt Family Charitable Trust	Gottlieb Keler
Kenneth Bullock	Brian Erickson	Lia Keller
William and Deborah Burns	F. Hoffman – La Roche Ltd	Nancy Kelly
Dan Buttlng	Facebook	Kemet Electronics Corporation
Michael Cachine	Randy Farr	Sanjay Keswani
Ernesto Caffo	Barend Fruithof	
Steve and Peyton Coats		

Bernhard Kiembock and Sarah Mendoza	Ottawa Educators Int'l, Inc.
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Kirsch Foundation Holdings	Luz Pascual
Kite Pharma	Sally Paull
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Jules Kroll	Belinda Perichi
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	Kimberly Thoen
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Our Team

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President & Chief Executive Officer

Richard Brown
Law Enforcement & Technology Liaison

Michael N. Cachine, Sr.
Chief Technology Officer

Catherine Cummings
Senior Director

Katia Dantas
Policy Director,
Latin America & Caribbean

Patricia Dew
Accountant

Leah Fraley
Director, Marketing & Development

Guillermo Galarza
Director, Law Enforcement
Training & Technology

Dr. Jordan Greenbaum
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Abbe Horswill
Research Coordinator,
The Koons Family Institute
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Caroline Humer
Director, Global Missing
Children's Center

Sandra Marchenko
Director, The Koons Family Institute on
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Pilar Ramirez
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Creating Lasting Change in the Lives of Children



Funding Programs that Impact the Lives of Children

What is The Global Impact Fund?

The world changes quickly - as do the issues facing child protection. Donations to The Global Impact Fund support ICMEC's current activities, while also providing us with the flexibility needed to adapt and respond quickly to new opportunities, and to meet new needs.

Gifts to The Global Impact Fund allow donors to make a significant impact on all of our programs and activities.

Ways you can get involved.

- 1 **Make a contribution**
No matter the size of the donation, every gift is critically important to our mission. You can visit us online at Donate.ICMEC.org to make a secure one-time donation or to become a monthly donor.
- 2 **Give at Work**
Does your company have a workplace giving campaign or have a matching gift program? If so, we would love to be included. Workplace giving is a great opportunity to connect with people and expand our global community.
- 3 **Give in Honor or Memory of Someone**
Celebrate life's special occasions with a donation to ICMEC. Give a Gift that Gives Back by visiting GiveBack.ICMEC.org and we will send a personalized card announcing your gift.
- 4 **Join our network**
Hosting a fundraising event or small reception is a great way to introduce your network to ICMEC's mission. There are endless possibilities for creating a fun and engaging event.
- 5 **Become a sponsor**
Our event and program sponsors are an integral part of our work - their support allows us to respond to child protection needs all over the world. Become a sponsor and join leaders in business, technology, finance, and healthcare.

Year Ending December 31, 2016

Consolidated Statement of Activity

	2016	2015
CURRENT ASSETS		
Cash and cash equivalents	\$ 2,550,210	\$ 3,052,570
Investments	196,248	-
Grants and pledges receivable	498,331	555,145
Other receivables, net of allowance for doubtful accounts totaling \$3,300	15,328	5,141
Prepaid expenses	<u>81,764</u>	<u>61,342</u>
Total current assets	<u>3,341,881</u>	<u>3,674,198</u>
FIXED ASSETS		
Website development	181,267	168,708
Leasehold improvements	<u>714,964</u>	<u>470,079</u>
	896,231	638,787
Less: Accumulated amortization	<u>(538,094)</u>	<u>(411,802)</u>
Net fixed assets	<u>358,137</u>	<u>226,985</u>
OTHER ASSETS		
Grants and pledges receivable, net of current portion and present value discount of \$1,860	53,140	242,862
Deposits	<u>63,814</u>	<u>26,884</u>
Total other assets	<u>116,954</u>	<u>269,746</u>
TOTAL ASSETS	<u>\$ 3,816,972</u>	<u>\$ 4,170,929</u>
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts payable and accrued expenses	\$ 177,906	\$ 177,026
Deferred revenue	39,249	59,801
Deferred rent	<u>32,301</u>	<u>69,149</u>
Total current liabilities	<u>249,456</u>	<u>305,976</u>
LONG-TERM LIABILITIES		
Deferred rent	<u>235,909</u>	<u>5,825</u>
Total liabilities	<u>485,365</u>	<u>311,801</u>
NET ASSETS		
Unrestricted	1,580,800	2,073,944
Temporarily restricted	<u>1,750,807</u>	<u>1,785,184</u>
Total net assets	<u>3,331,607</u>	<u>3,859,128</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 3,816,972</u>	<u>\$ 4,170,929</u>

Year Ending December 31, 2016

Consolidated Statement of Functional Expenses

	2016			2015
	Unrestricted	Temporarily Restricted	Total	Total
SUPPORT AND REVENUE				
Grants and contributions	\$ 582,997	\$ 768,002	\$ 1,350,999	\$ 1,992,227
Investment income	2,257	-	2,257	410
Contributed services	1,748	-	1,748	100,828
Gala, net of expenses totaling \$248,073	1,246,713	110,100	1,356,813	890,943
Net assets released from donor restrictions	<u>912,479</u>	<u>(912,479)</u>	<u>-</u>	<u>-</u>
Total support and revenue	<u>2,746,194</u>	<u>(34,377)</u>	<u>2,711,817</u>	<u>2,984,408</u>
EXPENSES				
Program Services	<u>2,503,266</u>	<u>-</u>	<u>2,503,266</u>	<u>2,100,774</u>
Supporting Services:				
Management and General	426,327	-	426,327	274,084
Fundraising	<u>309,745</u>	<u>-</u>	<u>309,745</u>	<u>239,284</u>
Total supporting services	<u>736,072</u>	<u>-</u>	<u>736,072</u>	<u>513,368</u>
Total expenses	<u>3,239,338</u>	<u>-</u>	<u>3,239,338</u>	<u>2,614,142</u>
Change in net assets	(493,144)	(34,377)	(527,521)	370,266
Net assets at beginning of year	<u>2,073,944</u>	<u>1,785,184</u>	<u>3,859,128</u>	<u>3,488,862</u>
NET ASSETS AT END OF YEAR	<u>\$ 1,580,800</u>	<u>\$ 1,750,807</u>	<u>\$ 3,331,607</u>	<u>\$ 3,859,128</u>



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