ECPAT-USA was created 25 years ago as part of an international movement that started in Asia to stop the commercial sexual exploitation of children.

When we started ECPAT-USA there was one burning question: “How can it be that we live in a world where children are bought and sold in the sex trade?” ECPAT-USA’s 25-years-and-counting goal is to ensure a world where that no longer happens.

In 1991, I met with a few people from human rights groups, churches and others. We sat around a conference table in New York to hear from activists in Asia about how children were being recruited and sold for sexual exploitation. Young children were sold to brothels by their impoverished families; they were tricked by traffickers; or their families were broken apart by natural disaster, wars or governmental policies. We quickly learned that this occurs not just in Asia, but EVERYWHERE.

We were aghast. We had to do something. So, we started ECPAT-USA.

ECPAT-USA’s founders were horrified by the lack of protection for thousands of children right here in the U.S. in a society that prides itself on doing the right thing. We saw children being recruited, groomed and sold by pimps. Traffickers targeted sexually abused and neglected children, foster care children, runaway and homeless children. But any child who does not feel loved is vulnerable to the persuasions of a pimp who will buy them nice things and say they love them. After the grooming phase, they use threats, isolation, intimidation and drugs to keep their “property” under control. Children as young as 12 are sold for sex to willing buyers. Once they are in, it is really hard for them to get out. So our committee set out to create a pathway to help them get out. We put our focus on four areas: educating the public about child sexual exploitation; getting laws passed; working with youth to prevent their recruitment into the sex trade; and recruiting the private sector, especially the travel industry, to help us.
ECPAT-USA has long been a leader in protecting children from exploitation. As new areas of child exploitation are identified, such as online exploitation, ECPAT is ready to take the lead in combating them.

Public Education. You cannot pass laws without an informed public demanding that laws be passed and enforced. We started publishing small research papers and giving presentations at meetings large and small. Our message resonated. Our public education campaign sparked actions by organizations across the country. That was the beginning.

Laws and Policy Advocacy. Our earliest achievement was the passage in 1993 of a law that made it a crime for American travelers to exploit children in other countries. Then we got it strengthened in 2002. Scores of Americans are prosecuted every year under this law.

However, here in the U.S. people who exploit children were not being held accountable. If a buyer paid a trafficker for a child, the child was the one arrested and the trafficker and the sex buyer just walked away. Now that is beginning to shift. Our work has led to a movement to pass what we call “safe harbor” laws that ensure that exploited children are treated as victims, not criminals. Our advocacy was initially aimed at four states. In 2015 we published a roadmap for how other states can do a better job. More than 20 states now have these laws.

In 2003 ECPAT-USA partnered with another organization, the International Organization for Adolescents, to develop the first federally funded, multi-stakeholder human trafficking task force. It became the model for anti-trafficking task forces across the country. These task forces are now in at least 25 jurisdictions.

Prevention. Our Youth Against Child Trafficking Project (Y-ACT) develops the leadership skills of young people. Y-ACT leaders learn about sexual exploitation and how to become activists to end this abuse. We invite our young people to speak on panel presentations at the United Nations each year and to undertake activist projects in their schools and in public.

Travel and Tourism. In 2004 we launched the Tourism Child-Protection Code of Conduct in North America. Marilyn Carlson Nelson, then Chairperson and CEO of Carlson Companies, was the first head of a large U.S. company to sign the Code. Today more than 35 companies and organizations have signed. And even more are voluntarily taking steps to ensure that children are not being bought and sold on their watch. Literally hundreds of thousands of people in the industry have now been trained to recognize the signs and to know what to do.

Another achievement is our remarkable joint training program with the American Hotel & Lodging Association, which has made it easy for companies in the industry to offer trafficking training. We recently made it more global and even more comprehensive and relaunched it.

ECPAT-USA has long been a leader in protecting children from exploitation. As new areas of child exploitation are identified, such as online exploitation, ECPAT is ready to take the lead in combating them.

But we haven’t achieved these advances without a vast array of supporters and partners in the U.S. and across the globe. We thank all of the supporters, partners and friends who have made our work so successful over the years. Let’s see if together with your support we can bring an end to the commercial sexual exploitation of children before the next 25 years are over.

Carl Ahl

www.ecpatusa.org | 3
ECPAT-USA celebrated 25 years of child protection at a soiree in November, at the elegant Pace Gallery in New York City. At its founding in 1991 ECPAT-USA focused its work on protecting children in travel and tourism. So it was only fitting that the 25th anniversary celebrated Marilyn Carlson Nelson, CEO of Carlson, as its guest of honor.

ECPAT-USA’s Executive Director presented the first-ever Leader in Responsible Business Practice Award to Mrs. Nelson, whose company Carlson Wagonlit Travel has been far and away the trailblazer in private sector action to end child trafficking. During her presentation she described how ECPAT-USA decided to honor Mrs. Nelson. “In fact there really was no discussion. Marilyn Carlson Nelson was the only person to whom we could give our first-ever award for corporate leadership. Without dissent or question, Mrs. Nelson was deemed far and away THE leader in corporate America in protecting children.” Carlson Companies was the first large U.S. company to sign the Tourism Child Protection Code of Conduct. It was due to Mrs. Nelson’s leadership that her company signed the Code, long before any other company would step up.

As always, Mrs. Nelson gave a warm and gracious speech. “By honoring me as the first business leader to be recognized by this organization, you have affirmed what I have always felt to be true...that business is a powerful force for good,” Marilyn Carlson-Nelson, former chairperson and CEO Carlson and Co-CEO, Carlson Holdings.

Travel companies from across the spectrum supported the event, demonstrating their commitment to helping to protect children as well. ECPAT-USA thanks the Presenting Sponsors, Carlson Wagonlit Travel and American Airlines; Delta Air Lines, the Reception Sponsor and these other generous sponsors:

**Presenting Sponsors:**
- American Airlines
- Carlson Wagonlit Travel

**Reception Sponsor:**
- Delta Air Lines

**Platinum Sponsors:**
- Uber
- Marriott
- Northwell Health
- Jackie & Bob Shapiro

**Gold Sponsors:**
- American Hotel & Lodging
- Extended Stay America
- Real Hospitality Group
- M&T Bank

**Silver Sponsors:**
- Presbyterian Church USA
- Sydney Rose Wyndham
- NYC BTA
- Maritz
- Anonymous Donor

**Patron of ECPAT-USA:**
- Shimkin Foundation

**Friend of ECPAT-USA:**
- Jean Badgerschneider
- Sharon Cooper
- Scott Jackson
- Mount Sinai Emergency Department
“Having Marilyn Carlson Nelson of Carlson Companies join us for our 25th anniversary celebration was a landmark day for all of us at ECPAT-USA because of her remarkable contributions to child protection. She is my personal hero,” said Carol Smolenski (left). Also pictured, Jackie Shapiro, ECPAT-USA board chairperson (center), Marilyn Carlson Nelson, recipient of our first “Leader in Responsible Business Practice” Award (right).
Private Sector Engagement

ECPAT-USA welcomed seven new members to the roster of companies that have signed the Tourism Child-Protection Code of Conduct in the U.S., including Uber Technologies and Sonesta Hotels. AccorHotels expanded their implementation of The Code into the United States at an event in Washington DC with Senator Amy Klobuchar (D-MN) and the State Department’s Amy O’Neill Richard. There are now 47 United States-based members of The Code. ECPAT-USA’s reach within the travel and tourism industry is larger than ever. By the end of 2016, ECPAT-USA reached 86,000 travel industry professionals through training, presentations, and webinars.

In order to engage hotel employees globally, ECPAT-USA partnered with the American Hotel and Lodging Association to re-launch our joint e-learning module, “Your Role in Preventing Human Trafficking: Recognize the Signs” with input from Polaris. The training is now more comprehensive than ever. The training can be used globally and has indicators and protocols for both labor and sex trafficking. It is available to hotels of all sizes in 15 languages, and is compliant with state and local laws requiring hotel personnel to receive training about human trafficking. It provides an overview of the issues of human trafficking, suggested protocols for responding to suspicious activity and signs of trafficking specific to different hospitality positions such as in-room staff, restaurant, lobby and security personnel. The training is available without charge to academic institutions and hospitality industry schools.

ECPAT-USA’s work with the travel industry was featured in Mic and the National Public Radio show, “Marketplace.” Both stories highlighted the importance of the travel industry in mobilizing to raise awareness about human trafficking prior to large scale events such as sporting events and conventions. ECPAT-USA’s corporate partners utilize these events as opportunities to increase awareness of trafficking among their associates.

ECPAT-USA currently partners with 6 out of 10 of the largest hotel chains, which means that 21,319 hotel properties have access to training.
Michelle Guelbart, Director of Private Sector Engagement, speaking at the AccorHotels signing of The Code

**Code Member List:**
* Adventure Travel Trade Association
  * Altruvistas
  * Association of Corporate Travel Executives (ACTE)
  * Beewake
  * Caribe Royale Orlando
  * Carlson Companies
  * Central and North Florida Business Travel Association
  * Chicago Business Travel Association
  * Choice Hotels International
  * Columbus Hotels
  * CorpTrav Management Group
  * Delta Air Lines
  * Earthly Good Adventures
  * Elevate Destinations
  * EmpireCLLS Worldwide Chauffeured Services
  * Envision Meetings & Incentives, Inc.
  * Global Exchange Reality Tours
  * Greener Meetings
  * Hilton Worldwide
  * Hospitality E Resources, LLC
  * Hyatt Hotels Corporation
  * Inn at St. Mary’s
  * International Gay & Lesbian Travel Association (IGLTA)
  * International Tour Management Institute (ITMI)
  * KF Events LLC
  * Los Angeles Business Travel Association
  * Maritz Travel Company
  * Meaningful Trips
  * Meeting Professionals International - WA State Chapter
  * Millennium Hotel St. Louis
  * Milligan Events
  * MKI Group Travel
  * Morris Inn
  * Nix Conference & Meeting Management
  * Platinum Travel & Events
  * Real Hospitality Group
  * Sabre
  * Society for Incentive Travel Excellence
  * Sonesta
  * St. Louis Business Travel Association
  * Uber Technologies Inc.
  * Tortoise & Hare Travel
  * Vantage Hospitality Group, Inc.
  * Vision Hospitality Group
  * Worldwide Travel Group (E-Trip Africa)
  * Wyndham Worldwide Corporation

* indicates top member
2016 Highlights

Academy for Future Leaders (AFL):

These seventh graders staged a mock protest to end child sex trafficking and then recorded it so it could be included in a Public Service Announcement for their school. The PSA was shown at AFL’s winter showcase where the response was amazing. Attendees wanted to learn more and Y-ACT leaders were eager to share their knowledge. Despite the heaviness of this injustice, AFL students spoke eloquently and clearly to inform students and parents alike.

Bronx Writing Academy (BWA):

After learning about the issue, these seventh graders created informational scripts and flyers to inform the public about child sex trafficking. Although nervous and shy, they took to the streets to raise awareness. One of our quietest students courageously translated for a non-English speaker on the spot. In just over an hour, these six Y-ACT leaders educated over 60 South Bronx community members about child sex trafficking. They were so excited to share this information that when it was time to return to the school, many were resistant, because they wanted even more people to know about the issue.
In 2016, our Youth Against Child Trafficking (Y-ACT) program educated over 950 students at 15 New York City middle and high schools. Through our workshops and other activities, youth learned about the existence of child sexual exploitation in their communities, what it looks like so they can protect themselves, and what they can do to raise awareness about the issue. Keeping youth at the forefront of this issue, Y-ACT leaders from three schools participated in the Youth Action to Stop Sexual Violence panel during the UN’s Commission on the Status of Women meetings. Their stories of action were an inspiration to the audience of mostly teenagers, evidenced by their excitement to discuss ways they themselves can get involved.

We also fostered a new partnership with the local, community based organization, Citizen Schools which allowed us to reach younger audiences. Through their Career Exploration Apprenticeships, 6th-8th graders explored the issue of child sex trafficking through the lens of social activism. They spent seven weeks learning about the topic then created action-based projects. Citizen Schools students are leaders in demonstrating how to fight for social justice. Their diverse action-taking illustrates that young people can be involved in this movement in their own unique way.

Renaissance School of the Arts (RSA):

These youth used art to raise awareness about child sex trafficking, including:
* A poem about helping sex trafficking victims
* Social media memes about not victim-blaming and being an activist
* Dance performance in solidarity with victims/survivors who are judged/mistreated
* Comic strip telling the story of how a victim can be lured into sex trafficking
* Creating and distributing blue ribbons to raise school-wide awareness of the issue
Advocacy for Legislation and Policy

ECPAT-USA advocates for state and federal legislation so that all children are provided with services and support and so that the pimps and exploiters who abuse them are held accountable. ECPAT-USA’s expertise on child trafficking and sexual exploitation is valued by policy makers and we take our role as advisers very seriously. Throughout 2016, we worked closely with members of Congress and their staff to monitor the implementation of passed legislation, such as the Justice for Victims of Trafficking Act. We provided technical assistance on new pieces of legislation, including the reauthorization of the Trafficking Victims Protection Act and the Empower Educators to Prevent Trafficking Act. We educated staff on the critical issue of the online exploitation of children through platforms such as Backpage.com. We participated in Congressional roundtables and briefings to find solutions to human and child trafficking.

ECPAT-USA is able to amplify our work through the extensive networks and coalitions we work with in Washington, D.C. and nationally.

Through our partnership with the Alliance to End Slavery and Trafficking, we participated in the annual federal appropriations process, presenting the issues to stakeholders on national webinars, garnering grassroots support for sign-on letters and meeting with senior appropriations committee staff to advocate on behalf of the trafficking community as a whole. We were successful in maintaining funding for trafficking programs at federal agencies including the Department of Justice and the Department of Health and Human Services.

ECPAT-USA also forged a new partnership with the Frederick Douglass Family Initiatives and Futures Without Violence to build upon prevention programming at the federal level. Bringing together leaders in the anti-trafficking community, the prevention working group recognized the gap in federal policy on prevention. The working group has reached out to the Department of Justice and the Department of Education to discuss ways in which the federal government can prevent the sexual exploitation of children before it ever happens.

As part of the global ECPAT network, we launched the ECPAT International Global Study on the Sexual Exploitation of Children in Travel and Tourism, holding a briefing on Capitol Hill before a distinguished audience of almost 100 Congressional staff, federal agency staff, NGOs and members of the private sector. The well-attended briefing also had Congressional support with Senators Bob Corker (R-TN) and Richard Shelby (R-AL) and Congressman Chris Smith (R-NJ) providing remarks that upheld the report’s recommendations.
We are proud of our ability to build bridges between the public and private sectors. We hosted two events at which companies signed the Tourism Child Protection Code of Conduct in Washington, D.C., with Accor Hotels and Uber with the participation of Senators Amy Klobuchar (D-MN), Heidi Heitkamp (D-SD), and Congressman Erik Paulsen (R-MN). We also spoke at a press conference with Senators Amy Klobuchar (D-MN) and Mark Warner (D-VA) joining flight attendants and federal law enforcement at Ronald Reagan National Airport to call on Congress to pass legislation to combat human trafficking on commercial air flights. This anti-trafficking language was included in the reauthorization of the Federal Aviation Administration Act.

We link our international and national advocacy work by interacting with the United Nations Human Rights Office. We submitted a report, co-written with partner organizations, to the UN Committee on the Rights of the Child and met with the Committee in Geneva, Switzerland. The report analyzed the U.S. government’s implementation of the Optional Protocol on the Sale of Children. It was ultimately supported by 59 groups in the United States. It contained recommendations for how the U.S. can do a better job in protecting children covered by the Protocol. We shared these recommendations and other policy priorities when we met with the UN Special Rapporteur on Trafficking in Persons to raise the profile of the importance of child protection.

1 IN 6
the number of runaways reported to the National Center for Missing and Exploited Children that are estimated to be sex trafficking victims
Real Hospitality Group participated in the Storm Warriors Boardwalk 5K Run/Walk 2016. It was a 5K run/walk held on Saturday, November 12th, 2016 along the OCMD Boardwalk. Real Hospitality Group is committed to doing all they can to end the sexual exploitation of children. All proceeds from their run went to support ECPAT-USA.

ECPAT Athletes are a team committed to raising awareness about the issue of trafficking and dedicated to creating a world where children can exercise their right to grow up free. Our teams go the extra mile to support the end of the sexual exploitation of children. This year we had 15 cyclists ride the TD 5 Boro Bike Tour, five runners ran the TCS New York City Marathon, eight walkers/runners from Real Hospitality Group in the Storm Warriors Boardwalk 5K and several individual athletes who ran, walked or cycled in various other sporting events. ECPAT Athletes not only strengthen their bodies but they also strengthen the work that ECPAT-USA does by spreading awareness and raising money.

“Real leaders are ordinary people with extraordinary determination”

- John Seaman Garns

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Seven new members were added to the roster of companies that have signed the Tourism Child Protection Code of Conduct in the U.S.

No one group is going to end child trafficking alone. That’s why in 2016 ECPAT-USA was a member of nine coalitions.

Y-ACT (Youth Against Child Trafficking) partnered with 15 New York City middle and high schools and educated over 950 students in 2016.

ECPAT-USA presented and spoke on three panels at the 2016 Commission on the Status of Women at the United Nations.

ECPAT-USA’s advocacy journeys took seven travellers on an educative journey to Thailand, teaching and inspiring them to become advocates at home.

36 athletes from all over the world ran, cycled or walked as an ECPAT Athlete and raised over $40,000.

ECPAT-USA considers it important to work with colleague organizations across the country and around the world. We are the U.S. branch of ECPAT International, with affiliated organizations in more than 80 countries. In the United States we are a member of these coalitions: Alliance to End Slavery and Trafficking (ATEST), Child Labor Coalition, Child Welfare Coalition, Girls@ the Margin National Alliance, International Corporate Accountability Roundtable, New York State Anti-Trafficking Coalition, NGO Committee to Stop Trafficking in Persons, Prevention Coalition, World Without Exploitation.

In collaboration with this year’s Commission on the Status of Women at the UN, ECPAT-USA presented two panels, one on current sex trafficking laws and legislation and one on how to empower youth in the fight against trafficking, and was a featured speaker on a panel about how the arts can be used to end sex trafficking. We were excited to have such great turnouts at all our events and to have met so many allies in the fight to end human trafficking.
WE HAVE A GREAT TEAM

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Ryan Smith – Vice-Chairperson
Julie Tanner – Secretary
Deb Morea – Treasurer
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Esther Bernstein
Adrian Dannhauser
Marion Lear Swaybill
Sherrie Murphy
Sydney Rose
Elisabeth Shuman
Joe Schick
Jennifer Silberman
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Karen Weiss

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Mira Sorvino
Dr. Camelia Tepelus
Jonathan Todres
Brian Willis
Perry Wooten

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Nicole Goggin – Secretary
Christian Sabharwal – Youth Ambassador
Annmarie Aiello
Alkamilah Alston
Blythe Austin
Christina Bauman
Catherine Charnov
Jennifer Hickey
Denise Hotta
Marie Helena Mekolo
Ariel Moore
Katherine Ribadeneira
Melvilin Rodriguez
Rebecca Shenkman
Ariel Siegel
Mary Vaccari
Tavish Williams

From left to right, Carla Licavoli, Faiza Mathon-Mathieu, Carol Smolenski, Sydney Rose, Michelle Guelbart, Sarah Porter and Janai Smith
“For 25 years I have been involved in building a movement to protect children from sexual exploitation. When you work on it for such a length of time, you can really see how things can change dramatically for the better.”

Michelle Guelbart, MSW
Director, Private Sector Engagement

“Policies against child sex trafficking are now industry standard. Now, we must mobilize businesses to implement comprehensive training for all front-line employees.”

Faiza Mathon-Mathieu
Director, Public Policy and Government Relations

“In 2016, ECPAT-USA shared our policy recommendations about how to prevent the trafficking and exploitation of children with policy makers in the hall of Congress and across the world.”

Janai Smith
Manager, Youth Outreach

“When given the opportunity to ask questions about child sex trafficking, a recurring inquiry from students has been ‘Why aren’t we learning about this in school?’”

Sarah Porter
Director, Development and Partnerships

“Everyone, everywhere deserves the right to be free. There is simply nothing more important than that.”

Carla Licavoli
Coordinator, Outreach and Administrative

“Supporting the work of ECPAT-USA is directly supporting children’s freedom from sexual exploitation.”

Emily Becker
Associate, Internet and Outreach

“Through our social media presence, we both increase awareness of child sexual exploitation in the U.S. and ECPAT-USA as a leading, authoritative voice on the issue.”
Keep going, you can heal and thrive.

I feel compelled to speak out because I was silenced and isolated for so long. My exploiter told me the violence I experienced was my fault, while simultaneously denying he had ever abused me. Once I moved 300 miles away from my hometown and started to build a new life. I knew I had to work to heal and thrive. Leaving everything I knew behind was extremely painful, but I felt really alone. So once again I was isolated—due to my own agency—but enduring the isolation was still difficult. I had to learn how to be a human being after having my humanity beaten out of me by my exploiter. Ultimately, my patience and determination paid off, as I now have a tremendous community of family, friends, and colleagues. Healing takes a long time and is possible.

Listen to your authentic voice. Who are you authentically meant to be in the world? What are you here to contribute? I always knew I was meant to be an academic. My love of books and school carried me through my darkest moments. And now I’m getting my PhD.

-Kate, a survivor of sexual exploitation
I thrive

I was silenced and isolated for so long. I experienced was my fault, while my exploiter told me the violence I experienced was my fault, while simultaneously denying he had ever abused me. I found my authentic voice by moving 300 miles away from my hometown and biological family, how lucky I am, and how hard I have everything and (almost) everyone that I ut necessary in order to start anew. I was isolated – even though I was alone the isolation was still difficult. I had having my humanity beaten out of xience and determination paid off, of family, friends, and colleagues.

I felt really alone. So once again I was isolated – even though I was alone enduring the isolation was still difficult. I had having my humanity beaten out of xience and determination paid off, of family, friends, and colleagues.

Healing takes a long time and is possible.

Listen to your authentic voice.

Who are you authentically meant to contribute? I always knew I was looking at books and school carried me through getting my PhD.

-Kate, a survivor of sexual exploitation
## 2016 Financials

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<th>Asset Description</th>
<th>2016</th>
<th>2015</th>
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<td><strong>$256,143</strong></td>
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| Liabilities & Net Assets                                                        |             |             |
| ACCOUNTS PAYABLE & ACCRUED EXPENSES                                              | $35,861     | $20,441     |
| **TOTAL LIABILITIES**                                                            | 35,861      | 20,441      |

**Net Assets:**

| UNRESTRICTED NET ASSETS                                                         | 331,684     | 217,485     |
| TEMPORARILY RESTRICTED NET ASSETS                                               | 134,570     | 18,217      |
| **TOTAL NET ASSETS**                                                            | 466,254     | 235,702     |

**Total Liabilities & Net Assets**

| **$502,115** | **$256,143** |

| Changes in Unrestricted Net Assets                                              |             |             |
| CONTRIBUTIONS                                                                    | $464,349    | $425,119    |
| INTEREST                                                                        | 147         | 159         |
| PROGRAM FEES                                                                     | 67,702      | 13,855      |
| OTHER REVENUE                                                                    | 11,198      | 30,221      |
| **543,396**                                                                     | **469,354** |

Net assets released from restrictions

| SATISFACTION OF TIME & PROGRAM RESTRICTIONS                                      | 99,884      | 25,000      |
| **TOTAL PUBLIC SUPPORT & REVENUE**                                              | 643,280     | 494,354     |
# EXPENSES

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## CHANGES IN TEMPORARILY RESTRICTED NET ASSETS

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## CASH FLOWS FROM OPERATING ACTIVITIES

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</tr>
<tr>
<td>PROMISES TO GIVE</td>
<td>(65,382)</td>
<td>13,616</td>
</tr>
<tr>
<td>PROGRAMS RECEIVABLES</td>
<td>(32,750)</td>
<td>-</td>
</tr>
<tr>
<td>PREPAID EXPENSES &amp; OTHER CURRENT ASSETS</td>
<td>3596</td>
<td>(5933)</td>
</tr>
<tr>
<td>INCREASE (DECREASE) IN:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ACCOUNTS PAYABLE &amp; ACCRUED EXPENSES</td>
<td>15,425</td>
<td>6,268</td>
</tr>
<tr>
<td>NET CASH PROVIDED BY (USED IN) OPERATING ACTIVITIES</td>
<td>151,875</td>
<td>(4,132)</td>
</tr>
<tr>
<td>NET INCREASE (DECREASE) IN CASH &amp; CASH EQUIVALENTS</td>
<td>151,875</td>
<td>(4,132)</td>
</tr>
<tr>
<td>CASH AND CASH EQUIVALENTS, JANUARY 1</td>
<td>238,963</td>
<td>243,095</td>
</tr>
<tr>
<td>CASH AND CASH EQUIVALENT, DECEMBER 31</td>
<td>$390,838</td>
<td>$238,963</td>
</tr>
</tbody>
</table>