



..... 2018 ANNUAL REPORT .....



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***“Our long-time partner, the National Environmental Education Foundation, helps us to leverage the power of public and private partnerships to connect young people to the outdoors for early, positive experiences, which is an indicator of developing an environmental ethic.”***

***— Michiko Martin, Director, Conservation Education,  
US Forest Service and NEEF Ex-officio board member***

### ***Our Mission:***

***Make the environment ever-present in the  
daily lives of Americans by delivering  
practical, accessible information they can  
use through the sources they know and trust.***



Dear Friends,

A quote from President John F. Kennedy from 1963 rings as true today as it did then:

*“For time and the world do not stand still. Change is the law of life. And those who look only to the past, or the present, are certain to miss the future.”*

This year has been a time of change for the National Environmental Education Foundation (NEEF). We said goodbye to some dear friends and welcomed new faces who will continue our work to extend the boundaries of traditional environmental education.

NEEF continues to broaden its reach throughout the US population to increase its understanding of the intrinsic link between people and nature. We work to bring different voices to the table and work together toward a greater public understanding of our environment.

Thanks to you, our friends and partners, we are changing the environmental conversation to include a diversity of people from different backgrounds and experiences. More people are taking small and important environmental actions on a daily basis. Simple things like “skipping a straw” to reduce plastic in our waterways and oceans, volunteering on National Public Lands Day, and taking youth outdoors during out-of-school time to reinforce STEM (Science, Technology, Engineering, and Math) learning, are making a difference in how Americans think about and embrace the environment.

We hope you enjoy reading about the changes you are enabling with your support. We are grateful to our government partners, companies, foundations, and individuals who continue to help us evolve our programs to reach and engage more people every day. Thank you!

Finally, during this time of change, we would be remiss if we did not thank, Diane W. Wood. She is truly a visionary and, while many things at NEEF have changed over the past year, the goal of democratizing the environmental movement that Diane cultivated remains constant. We wish her the best as she embarks on her well-deserved retirement!

Thank you for your support and for helping NEEF be a changemaker for today, tomorrow, and for generations to come.

Very Sincerely,

A handwritten signature in black ink, appearing to read "Meri-Margaret Deoudes".

Meri-Margaret Deoudes  
President and CEO

A handwritten signature in black ink, appearing to read "Carlos Alcazar".

Carlos Alcazar  
Chair



## FISCAL YEAR 2018 DONOR ROLL

October 1, 2017 to September 30, 2018



*There is no limit on the market for making the world a better place. VF Foundation's support for the National Environmental Education Foundation is a natural extension of our corporate purpose to power movements of sustainable and active lifestyles for the betterment of people and our planet.*

— Scott Dietz, Vice President, Public Affairs, VF Corporation

### CORPORATE

- Anonymous
- American Dawn
- Baxter Healthcare Corporation
- International Paper
- PwC
- Samsung Electronics America Inc.
- Spectrum Brands, Inc.
- Toyota Motor North America

### FOUNDATION

- Alpin J. and Alpin W. Cameron Memorial Fund
- AmazonSmile Foundation
- Anonymous
- National Park Foundation
- The David and Lucile Packard Foundation
- The Vidda Foundation
- VF Foundation

### GOVERNMENT

- Centers for Disease Control and Prevention
- Department of Defense Legacy Resource Management Program
- National Park Service
- US Army Corps of Engineers
- US Department of Justice
- US Environmental Protection Agency
- US Forest Service

### INDIVIDUALS

- Decker Anstrom and Sherron Hiemstra
- George Basile
- David Baskett
- Erin Brewer
- Ellen Buck
- Genna Corlett
- Evelina Erickson and Van Vogel
- Sara Espinoza
- Alexandra Funk
- Li Gong
- Jeniffer Harper-Taylor
- Mary Kazmierczak
- The David and Rita Kiser Charitable Fund
- Kit Loferski
- Wonya Lucas
- Bethany Mantz
- David Martin in honor of Juliana Grist
- Michiko Martin
- Kenneth A. and Margaret M. Strassner
- Nathaniel and Cynthia Wood
- Diane W. Wood
- Combined Federal Campaign Donors
- United Way Donors

### IN-KIND

- Beveridge & Diamond, P.C.
- Cisco Systems, Inc.
- Culture ONE World
- Nature Valley
- William K. and Elizabeth B. Reilly





## Diane W. Wood Tribute Fund

*On the occasion of her retirement, special gifts were made in honor of Diane W. Wood's service to environmental education and conservation.*

- Anonymous
- Carlos and Duly Alcazar
- Decker Anstrom and Sherron Hiemstra
- Raymond Ban
- George Basile
- Rahul Bhagnari
- Gordon Binder and Michael Rawson
- Nick Bradford
- Kevin Butt
- Meri-Margaret Deodes
- Evelina Erickson
- Sara Espinoza
- Curtis Freese and Heather Bentz
- Kathryn Fuller
- Alexandra Funk
- Stacy Gorin
- Jeniffer Harper-Taylor
- Margaret R. and Michael S. Hood
- David and Rita Kiser
- H. Jeffrey Leonard
- Thomas Lovejoy
- Wonya Lucas
- Joel Makower and Pete May, GreenBiz Group
- John and Adrienne Mars
- Lawrence B. Morris and Elizabeth Milburn Morris
- Martin and Catherine Philbert
- Ellen Ramsay
- William K. and Elizabeth B. Reilly
- Megan Reilly Cayten
- Shannon Schuyler
- Anne Sidamon-Eristoff
- Patricia Silber
- Deborah and J. Thomas Sliter
- Nancy L. Smith
- Kathie Sollers
- Martha Van Der Voort
- Anonymous
- Quebec-Labrador Foundation
- Robert Wood Johnson Foundation  
*(corporate matching gift)*
- Santa Monica Mountains Fund
- Toyota Motor North America  
*(corporate matching gift)*

## What has changed this year?

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As many of NEEF's donors, partners, and friends already know, Diane W. Wood transformed NEEF from a relatively small start-up to a thriving organization. It was this ambitious commitment to bringing more voices into environmental conversations that drew Meri-Margaret Deoudes to NEEF. When Diane retired in the spring of 2018, Meri-Margaret was thrilled to inherit the strong foundation Diane had established and begin writing its next chapter. In her first year at the helm, Meri-Margaret has carried the torch from Diane's tenure and continues to advance her ideals and goals.



### **Meri-Margaret Deoudes** | *President and CEO*

Meri-Margaret Deoudes brings more than two decades of nonprofit experience to NEEF. She has developed holistic corporate alliances, special events, and employee engagement programs for prominent health-focused nonprofits, including the March of Dimes and Leukemia & Lymphoma Society. Meri-Margaret has worked in the environmental community—including multiple roles at the National Wildlife Federation—to create, market, and fund programs that promote the benefits of outdoor activity, and nurture the next generation of environmental stewards.

A graduate of George Washington University, Meri-Margaret is a Certified Fund Raising Executive (CFRE) and has served as panelist and speaker at numerous conferences, and was a “spokesmom” for National Wildlife Federation’s *Be Out There* movement to connect kids to nature.

## New Staff and Ex-Officios

*This year has brought more new faces to NEEF's staff and Ex-Officio Board. With each addition comes new insights, experience, and diversity that enriches our organization.*



SKALMUSKY



RICHARDSON



LYTTLE

### **Amy Skalmusky** | *Vice President of Marketing & Communications*

Amy Skalmusky holds a BA in Journalism and Art from the University of Wisconsin and an MBA in Marketing from IBMEC in Rio de Janeiro, Brazil. She began her career as a journalist and freelance writer, moving to graphic design and then marketing.

Living in Brazil for 17 years, Amy spent much of her career as a marketing director for local and multinational companies, developing integrated marketing, public relations, and sales strategies for high-technology products in international markets. As marketing manager for naval technology company Symmetry, Ltda., she was instrumental in the company's year-over-year growth and eventual acquisition by Oceaneering International in 2008.

Prior to joining NEEF, she served as marketing director for PM Environmental, a top environmental engineering firm with headquarters in Lansing, Michigan, where she built the marketing team from the ground up and contributed to the company making the Inc. 5000 "fastest growing companies" list.

### **Tony Richardson** | *Program Director, Public Lands Engagement*

Tony Richardson is responsible for building and managing NEEF's portfolio of public lands engagement programs, including National Public Lands Day. He has been working in the environmental conservation field for more than ten years through his involvement with organizations such as the Boy Scouts of America and the Student Conservation Association. Tony is passionate about connecting people to nature, particularly communities that are often under-represented in outdoor spaces.

He has served in several volunteer leadership positions for various national nonprofits, including Outdoor Afro and The Appalachian Trail Conservancy. His accomplishments in the environmental field led to him receiving the prestigious '30 Under 30' award from the North American Association for Environmental Education (NAAEE).

### **Matthew Lyttle** | *Ex-Officio Board Member*

Matthew Lyttle is the Acting Deputy Director of the Individual and Community Preparedness Division of the Federal Emergency Management Agency (FEMA). He works to engage local stakeholders, regional agencies, and national partners in various preparedness initiatives. Matthew specializes in bringing non-traditional emergency management partners into community resilience and preparedness efforts.

His current projects include researching preparedness in America, encouraging financial preparedness among the American public, and teaching people lifesaving skills. In 2017, Matthew served as an intergovernmental affairs manager in Puerto Rico, coordinating the Federal Government's communication with 78 jurisdictions during the response and recovery from Hurricane Maria.

Matthew is a returned Peace Corps volunteer, having served from 2008 to 2010 in the northern mountains of Nicaragua. His interest in community development and disaster resiliency began while working with rural villages that had yet to recover from Hurricane Mitch a decade earlier.





SILVER ANNIVERSARY

## NPLD Celebrates 25 Years of Caring for Public Lands



**On Saturday, September 22, 2018, volunteers pitched in on public lands throughout the country and at sites in all 50 states as part of the 25th annual National Public Lands Day (NPLD).**

NPLD promotes the connection between people and the environment by inviting everyone to get outside and roll up their sleeves to help care for public lands. With support from NPLD national sponsor Toyota, seven federal agency partners, hundreds of state and local partners, and dozens of nonprofit organizations, NPLD is the nation's largest single-day volunteer effort.



## The 25th annual NPLD event had some impressive results.

With 1,176 sites across the nation, over 100,000 volunteers visited US public lands to contribute an estimated \$11 million in improvement projects in all 50 states, the District of Columbia, and US territories.

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### THIS YEAR'S THEME: RESTORATION AND RESILIENCE

Every day, natural disasters and extreme weather, human activities, and a host of other factors take their toll on our public lands, threatening the health and wellbeing of the people and wildlife who depend on them. Public land managers, volunteers, and others who steward these special places work tirelessly to restore these areas, make them more resilient to future threats, and ensure that people and wildlife continue to enjoy them for years to come. This enduring support and commitment to public lands inspired this year's theme.



### 2018 SIGNATURE SITE

The signature site for NPLD 2018 was Big Thicket National Preserve in Southeast Texas. One of 47 sites in the United States to be included on UNESCO's list of International Biosphere Reserves, Big Thicket has been described as the "biological crossroads of North America." The park was significantly impacted by major storm events in 2017. The site was one of the Restoration & Resilience grantees and was presented with a \$30,000 check during the opening ceremony of its NPLD event.



### NEW PARTNERS

We worked to extend the reach of NPLD by extending our partnerships to other nonprofits engaging diverse communities. Though many of NEEF's educational materials are in Spanish, this year was the first time NPLD tools were translated and made available in the language. The project was a collaboration between NEEF, the US Forest Service, and the nonprofit organization, Corazón Latino, to encourage NPLD participation within Spanish-speaking communities.





## DIVERSITY, EQUITY, AND INCLUSION

This year, NEEF embarked on formalizing its long-standing commitment to Diversity, Equity, and Inclusion (DEI) by including the work as an annual organizational goal and creating a safe space to engage our staff in year-round conversations and exercises, where every voice is heard and valued. To gear up for this effort, we established a dedicated DEI team, tasked with creating, maintaining, and evaluating the ways in which NEEF defines DEI and how we live out diversity, equity, and inclusion throughout the organization and in our work. NEEF's goal is to be a DEI leader in the environmental education field and engender a sense of belonging and connection to the environment in people from all walks of life.

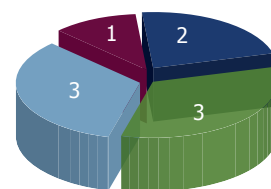
For the first time, we conducted an anonymous survey of board and staff members to establish a baseline of the demographics of our team and used that data to identify untapped markets of talent as we recruit for vacant positions. In 2017, we implemented demographic reporting requirements for NEEF grantees, and continued this throughout 2018. These surveys give NEEF a clearer picture of the participants in grant-funded events and projects and enable us to effectively measure our reach and impact against national metrics.

NEEF's DEI work is ongoing and will continue to evolve as we discover new ways to cultivate learning and productive, open dialogues that contribute to improved program outcomes and sustainable practices.

*\*All 2018 respondents identified as heterosexual. None of the respondents identified as transgender, disabled or of veteran status.*

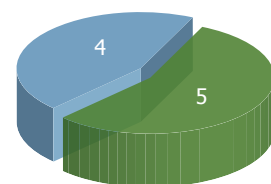
### DE&I SURVEY: BOARD RESPONSES

9 out of 10 possible respondents\*



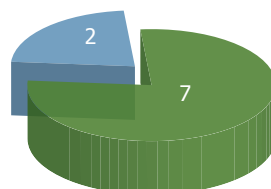
#### Age

• 35-44 • 45-54 • 55-64 • 65-74



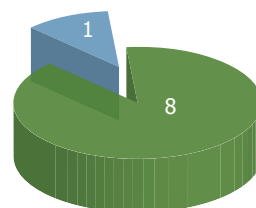
#### Gender

• Male • Female



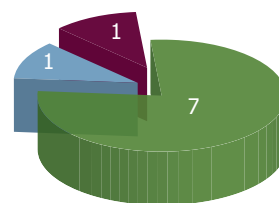
#### Race/Ethnicity

• Black/African American • White



#### Spanish, Hispanic, or Latino

• Yes • No



#### Religion

• Agnostic/Atheist • Christian  
• Preferred not to answer



NEEF GRANTS

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# A Force for Change

In Fiscal Year 2018, NEEF provided more than \$770,000 in grants and awards to education and public land partners across the country.







### CENTENNIAL & BEYOND

In Fiscal Year 2018, we wrapped up the Centennial & Beyond Fund, made possible by The Kendeda Fund—which supported National Parks in engaging their diverse, local communities—with site visits to several grantees.

*Highlights include:*

The **Friends of Moccasin Bend** connected under-resourced Chattanooga, Tennessee, residents with National Park sites on the outskirts of the city through a downtown walking tour focused on African American history.

The **Friends of Sleeping Bear Dunes** in Traverse City, Michigan, made the beaches and trails at the National Lakeshore more accessible and invested in personal mobility devices to help people enjoy the park.



### EVERY DAY EVENTS GRANTEEES

With major funding from Toyota, NEEF offered \$100,000 in mini-grants of up to \$8,000 each to support restoration and/or resilience-focused volunteer events on public lands. Awarded grantees lead service events that either restore public lands and/or make those lands more resilient to future natural disasters. Grant-funded activities help mobilize community volunteers and educate participants about their role in protecting the long-term sustainability of their local public lands.

*Highlights include:*

The **Food Forest Collective** in Seattle, Washington, held volunteer projects to install rain gardens and bioswales (landscape elements designed to concentrate or remove debris and pollution out of surface runoff water) in the Beacon Hill Reservoir.

The **Hermann Park Conservancy** in Houston, Texas, restored education ponds in Bayou Parkland after being affected by excessive rain and flooding from Hurricane Harvey in 2017.



### EVERY DAY CAPACITY BUILDING GRANTEEES

With generous support from Toyota, NEEF offered \$100,000 in mini-grants of up to \$5,000 each to support Friends Groups, or any nonprofit organization established primarily to assist or benefit a specific park area, a series of park areas, a program, or the entire park system. These grants contributed to the conservation and stewardship of our public lands by funding projects that build the organizational capacity of these groups. Fiscal Year 2018 marks the last year NEEF will be offering this grant.

*Highlights include:*

To better reach historically-excluded communities, the **Opal Creek Ancient Forest Center** in Portland, Oregon, received support to build capacity for equitable community engagement and outdoor education programs through leadership development, board and staff equity training, and culturally-responsive programming.

The **Botanic Garden at Historic Barns Park** in Traverse City, Michigan, received support to train current and future volunteers working on developing the garden's twenty-six-acre site, tending the park's common areas and providing free tours of the park's historic site.



## NATIONAL PUBLIC LANDS DAY DEPARTMENT OF DEFENSE AWARDS

The 2018 NPLD DoD Legacy Awards provided up to \$9,500 to selected installations to implement natural and cultural resources management, restoration, and/or enhancement projects on or around National Public Lands Day on September 22, 2018. The awardees were encouraged to implement projects that impacted resources related to and in celebration of the 100th anniversaries of Armistice Day and/or the Migratory Bird Treaty Act as well as develop projects that contributed to the restoration and resilience of DoD lands.

### *Highlights include:*

**Fort Bragg:** The Army Reserve Command commemorated NPLD and the anniversary of the Migratory Bird Treaty Act by planting over 400 native trees and shrubs in a Migratory Bird Sanctuary at Marshall Hall on Fort Bragg. The planted trees also helped to mitigate damages that Marshall Hall suffered during Hurricanes Florence and Michael in the fall of 2018.

**Camp Mabry:** Volunteers and staff at Camp Mabry in Austin, Texas, commemorated NPLD by installing a rainwater harvesting system to provide a sustainable and clean source of non-potable water for mission requirements such as cleaning and restoring solar panels, showering and laundry facilities in times of emergency, and watering the community garden.



## RESTORATION AND RESILIENCE GRANTS

With major funding support from Toyota, the Restoration and Resilience Grants aimed to support nonprofits in their role of helping communities recover from natural disasters and restore access and enjoyment of local public lands. NEEF awarded \$200,000 in grants, ranging from \$14,000 to \$20,000, throughout the country.

### *Highlights include:*

The **Big Thicket Natural Heritage Trust** in Kountz, Texas, received funds to clean up the large debris Hurricane Harvey washed into the bayou that runs through the Big Thicket National Preserve.

The **Arizona Trail Association** in Phoenix, Arizona, put funds towards fabricating and installing a 2,500-gallon water catchment system on one of the driest sections of the Arizona Trail near Pinal County, improving local access to public lands and water reliability.

The **Southern Appalachian Wilderness Stewards (SAWS)** in Asheville, North Carolina, used the funding to support specialized recovery efforts in the Cohutta Wilderness area, a remote, rugged section of the Chattahoochee National Forest, in Sucre, Georgia, after severe flood damage.



## NEEF GRANTS - A FORCE FOR CHANGE

### HANDS ON THE LAND MINI-GRANTS

In collaboration with Partners in Resource Education, the 2018 Hands on the Land (HOL) Mini-Grants provided a total of \$65,000 in funding. Grants ranged from \$1,400 to \$5,000 and supported high quality place-based environmental education and STEM programming on our nation's public lands and waterways. Funded projects include aquatic and terrestrial environmental monitoring, indicator species surveys, habitat degradation and restoration, and a cultural resource survey.

#### *Highlights include:*

**Olympic National Park** in Port Angeles, Washington, hosted hundreds of eighth graders from Stevens Middle School to run student-designed scientific experiments along the Elwha River.

The **Morley Nelson Snake River Birds of Prey National Conservation Area** hosted "Desert Discovery Days" for local Boise, Idaho, students to learn about raptors and the desert habitat.

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Engaging students in 4th through 12th grades, programs ranged from single to multiple field experiences, commonly with pre- and post- classroom work and some completing overnight backpacking trips. Programs were conducted in a variety of settings from a karst landscape to several wildlife refuges and national forests, from fecund wetlands and coastlines of national marine sanctuaries to mountainous watersheds.





## Pediatric Asthma Initiative

### Environmental History Form

NEEF partnered with Cerner Corporation, an American supplier of health information technology solutions, services, devices, and hardware, to integrate NEEF's Environmental History Form into its electronic medical record.

Cerner Corporation reaches over 42,000 pediatricians in 2,800 facilities across the country. In 2017, Cerner launched the environmental history form as a part of its Pediatric Ambulatory Package. This integration allows seamless identification of potential environmental triggers. This year, Cerner reported 28 hospitals in the US, Canada, and Australia accessed NEEF's Environmental History Form.

### Asthma Training for Health Professionals

In Fiscal Year 2018, NEEF trained 962 health professionals on the Environmental Management of Pediatric Asthma Guidelines for Healthcare Providers. Outcome measures indicate

attendees intend to incorporate 7,772 practice (behavior) changes as a result of participating in the learning session.

### Asthma Training for School Nurses

This year, we signed a memorandum of understanding with the National Association of School Nurses (NASN) to facilitate NEEF's training to school nurses entitled Creating Asthma-Friendly Environments and Promoting Access to Guidelines-based Care for Children with Asthma. School Nurses are often the only medical professionals to whom children (and by extension, their caregivers) have regular access.

In July of 2018, NEEF held our first joint education session in collaboration with NASN at their national conference in Baltimore. We are thrilled that through this partnership, NEEF can now offer Continuing Nursing Education credits (CNEs) for workshop attendees.

## SunWise

With support from Johnson & Johnson Consumer, Inc., NEEF updated the SunWise educator toolkit and released the new version on Don't Fry Day, the Friday before Memorial Day. The update included a review of content, redesign, and conversion from a paper to digital format to make it more easily accessible to educators.



## CAMPAIGNS

NEEF's engagement campaigns delivered actionable environmental knowledge by partnering with communities of influence to normalize and motivate measurable action-taking.

Building on our NBA Green Energy All-Star campaign, NEEF launched the **Play It Forward** infographic and educational materials for National Hockey League (NHL) fans in March 2018. These resources were featured on NHL's interactive 2018 Sustainability Report website, where NEEF is highlighted as an environmental partner of the NHL.

## ENVIRONMENTAL EDUCATION

In Fiscal Year 2018, the place-based education network, **Hands on the Land**, continued to grow, gaining 24 newly registered education partnerships across five federal agencies. Network registrations included: 15 high schools, four middle schools, 13 elementary schools, and three entire school districts along with four dozen community partner organizations.

In January, we finalized the Learning Expedition toolkit as part of the **Nickelodeon Get Dirty! Challenge** project. The toolkit was a featured resource during NEEF's Environmental Education Week (EE Week) in 2018, and was downloaded over 600 times.



## LEADERSHIP | Governing Board

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Carlos Alcazar (Chairman)  
Managing Partner  
Culture ONE World  
Washington, DC

David M. Kiser, PhD (Treasurer)  
Former Vice President, Environment, Health,  
Safety and Sustainability  
International Paper  
Avon Lake, OH

Meri-Margaret Deoudes (Secretary - from April 2018)  
President and CEO  
NEEF  
Washington, DC

Diane W. Wood (Secretary - through March 2018)  
President and CEO  
NEEF  
Washington, DC

Decker Anstrom  
US Ambassador  
Director, Discovery Communications  
Retired Chairman, The Weather Channel Companies  
Washington, DC

Kevin Butt  
Regional Environmental Sustainability Director  
Toyota Motor North America Inc.  
Plano, TX

George Basile, PhD  
Professor and Senior Sustainability Scientist  
Arizona State University  
Laguna Beach, CA

Megan Reilly Cayten  
Co-Founder and Chief Executive Officer  
Catrinka, LLC  
Brooklyn, NY

Robert García  
Founding Director and Counsel  
The City Project  
Los Angeles, CA

Jeniffer Harper-Taylor  
Head of STEM Education  
Siemens Foundation  
Winston, GA

Wonya Lucas  
President and CEO  
Public Broadcasting Atlanta  
Atlanta, GA

Shannon Schuyler  
Principal – Chief Purpose Officer,  
Corporate Responsibility Leader, PwC  
President, PwC Charitable Foundation  
Chicago, IL

## LEADERSHIP | Ex-Officio Board

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Louisa Koch  
Director of Education  
National Oceanic and Atmospheric Administration

Michiko Martin  
Director, Conservation Education Program  
US Forest Service

Sara B. Newman, DrPH, MCP  
Captain, United States Public Health Service  
Director, Office of Public Health  
National Park Service

Ericka L. Reid, PhD  
Director, Office of Science Education & Diversity  
National Institute of Environmental Health Sciences  
National Institutes of Health

Nora Savage, PhD  
Nano Program Director; Chemical, Bioengineering,  
Environmental, and Transport Systems; Engineering  
Directorate  
National Science Foundation

Christopher Strager  
Director, Central Region  
National Weather Service/NOAA

Lee Tanner  
Chief of Staff (Acting), Office of Public Engagement and  
Environmental Education  
US Environmental Protection Agency

William Cibulas, Jr., PhD, MS (Liaison)  
Senior Advisor for Public Health  
Acting Associate Director for Science, National Center for  
Environmental Health/Agency for Toxic Substances and  
Disease Registry  
US Centers for Disease Control and Prevention

Maureen Sullivan (Liaison)  
Deputy Assistant Secretary of Defense  
(Environment, Safety, and Occupational Health)  
Office of the Assistant Secretary of Defense, Energy,  
Installations and Environment  
US Department of Defense



## STAFF LEADERSHIP

**Diane W. Wood** (through March 2018)  
President

**Meri-Margaret Deoudes** (from April 2018)  
President and CEO

**Patrick Deavy**  
Senior Director of Special Projects

**Evelina Erickson**  
Senior Director of Development

**Sara Espinoza**  
Managing Director, Research and Best Practices  
Chief Campaign Strategist

**Amy Skalmusky** (from July 2018)  
Vice President, Marketing and Communications

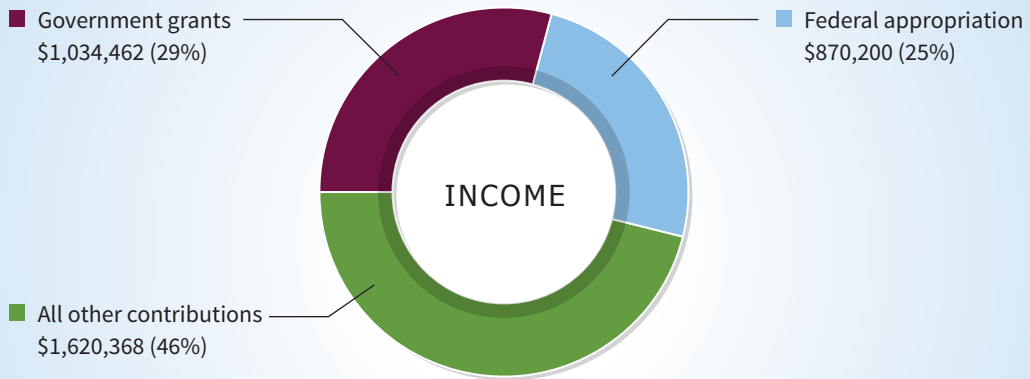
**Nancy L. Smith**  
Vice President, Finance and Administration

**TaKeisha Walker**  
Managing Director, Program Services



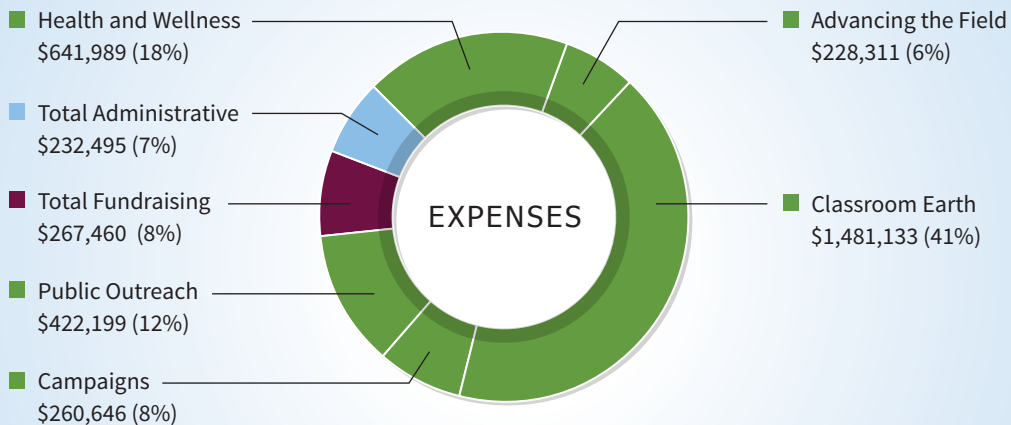
## FISCAL YEAR 2018 FINANCIALS

October 1, 2017 to September 30, 2018



Total Income .....\$ 3,525,030

Total End of Year Net Assets ... \$ 2,705,745



Total Expenses .....\$ 3,534,233

Total Program Expenses ..... \$ 3,034,278



