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Dream Imua
Imua Discovery Garden
Imua Inclusion Preschool
Infant & Early
Childhood Services
Newborn Hearing Screening

161 S. Wakea Avenue Kahului, HI 96732

Phone: (808) 244-7467 Fax: (808) 242-5835

www.imuafamily.org www.imuagarden.org May 26, 2021

Tamra Davis Cownie, JD, MACL Foundation Administrator Laurence H. Dorcy Hawaiian Foundation 81 East Seventh Street, Suite 125 St.Paul, MN 55101

Aloha Tammy,

We are honored and grateful for your consideration of Imua Family Services to be a recipient of a Laurence H. Dorcy Hawaiian Foundation Grant. Thank you for this opportunity to share who Imua Family Services is and what we are doing to improve the well-being of children and families through connection with nature, in the areas of Health, Education, Environment, Hawaiian History and Culture. We are requesting your support of Imua's "A Million Dreams" Capital Campaign towards the development of Imua Discovery Garden. A grant would enable us to meet the immediate and growing needs of children and families in the community of Maui County.

Enclosed please find our Application Package, which includes the following requested information:

- Imua's 501(c) 3 Tax Exempt IRS Status Letter; and
- Imua's Audited Financial Statement for 2020; and
- Imua Family Services and Imua Discovery Garden's most recent annual report and current financial report-including Primary Sources of Funding and Construction Budget.

Thank you for your time and consideration.

Sincerely

Dean Wong

Executive Director

Direct e-mail dwong@imuafamily.org

LAURENCE H. DORCY HAWAIIAN FOUNDATION GRANT APPLICATION

Executive Summary-

Who We Are

Imua Family Services is a 501(c)3 non-profit organization providing critical and extensive early childhood development services on the islands of Maui, Lanai, and Molokai. Our mission is to empower children and their families to reach their full potential. We are celebrating 74 years of service to children and families with special needs, developmental delays and disabilities.

Who we serve - What We Do

Imua is the largest provider of early childhood development services in the State of Hawaii, providing Maui's children with over 31,000 hours of direct services each year. Over 500 children in Maui County receive our services on an annual basis. We serve children and their families of diverse socioeconomic and ethnic backgrounds including those of Native Hawaiian, Asian and Pacific Islander, Hispanic or Latino, in addition to the diverse cultural and ethnic populations of Hawaii.

Imua's Early Childhood Development Services are holistically minded and include the following core activities: outreach, referral, evaluation, the creation of an individualized plan for therapy, individualized therapeutic sessions utilizing a coaching model, transition services, and the training of teachers, daycare providers, parents/guardians, and other family members. Services are provided in a variety of environments (child's home, classroom, a public environment, and the community at large) and tailored to the individual needs of each child.

Imua's core Early Childhood Development Services include the following:

• Newborn Hearing Screening, which encourages the earliest possible detection and intervention of development delays. Hearing screenings have been shown to reduce the average age of hearing loss identification from three years old to six months. This service is provided to every child in Maui County born outside of Maui Memorial Medical Center. It is crucial to identify hearing loss early, as it can seriously hamper the development of speech, language, cognitive, and psychosocial abilities. Ensuring that the appropriate treatment is in place as early as possible can have a life-long effect on the child and family both at home and in school.

- Infant and Early Childhood Services (IECS), which involve collaboration with pediatricians and other service providers to identify children with special needs and directly provide needed therapeutic services to address the area of concern. These services are carried out by a team of over 40 professionals including speech-language pathologists, occupational therapists, physical therapists, special education instructors, and social workers. Early intervention services are paramount because many children receiving these services reach appropriate developmental milestones by age three and one third of these children are doing as well as their same-age peers by the kindergarten level (Hebbeler et al., 2007). Missing this critical window of opportunity can have a detrimental impact on a child for the rest of their life.
- Although Imua is contracted to provide Early Intervention Services by the State of Hawaii Department of Health (for children up to age three), it continues to offer therapeutic services to children that do not qualify for (or do not prefer to accept services from) the State of Hawaii Department of Education (DOE) beyond age three. Continued support is critical to maintaining and strengthening a child's developmental progress which can often fall off as a result of unsuccessful transitions between service providers and learning environments, or other factors such as families not frequently accessing health services (therefore preventing earlier recognition of their child's delays). For example, 21.3% of children with special health care needs ages 3-5 in Hawaii were in need of therapeutic services, including speech/language and occupational therapies, yet only 4.96% were served under the Individuals with Disabilities Education Act through the Department of Education (Family Health Services Division, 2005).

Many teachers find that their attention is absorbed addressing delays and behavior that they are ill-equipped to handle which can often result in children facing dismissal from preschool. Hawaii's preschool expulsion rate is 7.65 per 1,000 children compared to just 6.67 nationally. A child who is dismissed from preschool faces a downward spiral into negative self-belief. In addition, children who are expelled lose critical opportunities to learn to function effectively in a group setting. Parents lose what should be a source of support resulting in an increase in stress, taxing their patience and ability to engage in positive parenting practices to the child's further detriment.

Imua is uniquely positioned to excel in provision of these "gap" services to treat children with mild to moderate developmental concerns that may otherwise slip through the cracks. Imua's Early Childhood "gap" services primarily include speech and occupational therapy, an emphasis on training and "homework" for parents, and training workshops for early childhood educators so that the work continues outside of the therapeutic environment.

Imua services the majority of children diagnosed with development delays, concerns and disabilities in Maui County between birth to age three (about 400 children annually) and roughly 3% of those children continue to access services from Imua after their State-qualified services expire. However, the need for Imua's extended IECS services for children ages 3-6 is very significant because many children obtain a later diagnosis of their condition or had previously not had delays severe enough to qualify for the strict State-mandated requirements. Therefore, these children need an opportunity to begin accessing treatment or continue their progression towards development milestones (or maintenance of skill acquisition). Without Imua's IECS, this critical population of children would likely go unserved and fall behind during the most formative years of their educational journey.

• Imua Autism Services (IAS) focus on assisting children diagnosed with Autism Spectrum Disorder (ASD) with skills acquisition including social, communication, adaptive, community, and vocational skills, as well as addressing severe challenging behaviors. IAS exemplifies the philosophy that all children with ASD can learn and grow, improving the current and future quality of their lives and the lives of their families. Under the direction of two Board Certified Behavior Analysts (BCBA) with years of collective experience working with individuals with autism and other developmental disabilities from birth to adulthood, IAS is successfully reaching into community preschool programs, health insurance provider programs, and the Department of Education, as well as supporting Imua's Infant and Early Childhood Services and Inclusion Preschool.

Imua Inclusion Preschool (the Preschool) which embodies and brings to reality the values, policies, and practices that support the right of every child, regardless of ability, to participate in the broad range of activities offered as full members of the classroom. The Preschool reserves approximately 20% of its spaces for children with special needs. As the only private inclusion preschool program in the State, Imua utilizes its unique environment as a progressive training space for future educators by opening its doors to university practicum students studying early childhood education and providing training to other preschool teachers through community trainings both hosted by Imua Family Services and at outside venues, such as teacher conferences.

Extension Services: In addition to the core Early Childhood Development Services (mentioned above), Imua offers extension services under two programs (Camp Imua and Dream Imua), that allow children of older ages and experiencing a broader range of life challenges to benefit from Imua's mission of helping children and families to reach their full potential.

Camp Imua, which has been in operation for 44 years, provides a week-long overnight camping experience designed for children between the ages of 6-16 years old with a range of special needs and developmental challenges (e.g. Down Syndrome, cerebral palsy, spina bifida, Tourette's syndrome, Soto syndrome, Prader-Willi syndrome, ASD, and sight and hearing impairments). Each summer roughly 200 volunteers (80% high school students and 20% adults) come together to support 60 campers with special needs to jointly participate in activities that help to foster new-found confidence, improve social skills, emotional development, and create long-lasting friendships. Camp Imua is the only camp program for children with special needs in the State of Hawaii and one of the only programs of its kind in the United States that is offered to participants at no cost. In addition to benefiting children with special needs, Camp Imua also provides benefits to two additional distinct target groups: the parents/caregivers of the children with special needs who receive a week of respite knowing their child is safe and supported; and the volunteers who experience the meaning of commitment, responsibility, leadership, problem solving, and hope in the face of hardship.

Dream Imua works to provide children who are experiencing severe life challenges or difficulties with an opportunity to enjoy a customized "dream" day focused on helping them build confidence, hope, character and community connections to better manage and overcome their particular challenge/struggle.

Objective

Imua is in the process of expanding to serve more of our community's needs that focus on childhood development, strengthening families, and building our community. To do so Imua endeavors to create Imua Discovery Garden through the acquisition, restoration, and repurposing of the 6.09 acre former Yokouchi estate in the Historic District 3 of Wailuku. The Property has a longstanding and significant history dating back to the 17th century when land inclusive of the subject property, was governed by various Hawaiian Ali'i (chiefs) until the invasion of King Kamehameha in 1790 and the establishment of The Hawaiian Kingdom in 1795. In 1849 the Hawaiian Kingdom (Royal Patent Grant 172), transferred ownership to Edward Bailey a missionary, who operated The Central Wailuku Female Seminary on site. In 1877 William Bailey, Edward's son, sold the subject property to The Wailuku Sugar Company. Still existing on site today are the last remnants of an Aqueduct water wheel feed and well, built in the late 1800's and utilized by the Wailuku Sugar Company to turn the crushers of the mill and disperse water for irrigation to the sugar cane fields below. Also remaining on the estate, is the original house built for the manager of The Wailuku Sugar Company in 1937, designed by the iconic Hawaiian architect Charles W. Dickey. In 1991 Pundi Yokouchi, a prominent Maui philanthropist, purchased the estate from Wailuku Sugar Company, which included the current Bailey House Museum grounds.

Pundi donated that land to Maui Historical Society in 1992. Imua Family Services purchased the property from Pundi's surviving children in October of 2020 for the development of Imua Discovery Garden, where the historical significance of the property will continue to be celebrated. Imua Discovery Garden will be a place where meaningful Hawaiian history and culture, intersects with Nature to offer a sense of place for the whole community, inspiring awareness and connection to the past for the enrichment of present and future generations.

Nature and outdoor exploration, adventure, and play have the power to make children healthier and happier. A child's growth and development is enhanced by inspiring curiosity and creativity and motivating an interest in learning through connection to the wonders of nature. Our vision of Imua Discovery Garden is to create a safe, nature-based outdoor play space where children of all abilities can grow and learn at their own pace through investigation of natural environments, science, and art that captivates their inquisitive and growing minds.

The Gardens will feature more than 20 hands on learning exhibits, programs and monthly experiences. An Ethnobotanical Garden with indigenous Hawaiian plants will link the present day with Hawaiian cultural heritage. A butterfly garden will showcase the wonder of transformation and celebrate the links between the lifecycles of insects and plants. Expansive and meandering play adventure grounds and pathways made of natural elements, will be designed to engage the curiosity and imagination of children of all ages and abilities.

Imua Family plans to be there for the community — ready with Imua Discovery Garden as a place for healing, learning, restoration, intervention, and reconnection. In 2017, the staff and Board of Directors of Imua Family Services developed a five-year plan to grow programs that would serve more families and encompass a more fluid experience. Included in the plan was the goal of acquiring an inclusive campus that could provide the community with improved and more accessible services along with educational and recreational activities. The vision was to create a campus that would help increase functional, social, and emotional skills for those who access services and to offer more naturalistic learning environments attuned to Imua's model of inclusion. Imua Discovery Garden will be an extension of Imua Family Services on Maui, Molokai, and Lanai. Restoring and reinventing the Yokouchi Estate's 6.09 acre property will allow us to create "nature play spaces" encompassing natural learning grounds, outdoor classrooms, an outdoor amphitheater, family nurturing spaces, and gardens where kids can connect, play, and learn in nature.

Additionally, Imua will open a second state-of-the-art Inclusion Preschool, doubling our preschool program capacity. The campus will also feature a Clinical Residence offering temporary housing for incoming specialized therapists facilitating an easier transition to working on Maui.

Imua's dream for the Discovery Garden is to inspire children while they learn and grow and to equip parents and teachers with a safe naturalistic environment where learners of all abilities can develop at their own pace. Our "Nature Play Spaces" encompass playgrounds, childcare centers, an open-air amphitheater, family picnic spaces, and gardens where kids can connect, play, and learn outdoors. Mud tables, interactive walls, activity panels, and sensory gardens will be designed so children with disabilities can play alongside their able-bodied friends and siblings. These unique grounds will promote acceptance and compassion — both important values for children to embrace.

A Capital Campaign

We have created A Million Dreams Capital Campaign to raise \$6 million over a period of 18 months, commencing in July of 2020. Funds from this campaign are intended for acquisition, restoration and repurposing of the Central Maui property. There are numerous opportunities to support Imua Discovery Garden through Naming or Giving Opportunities. Imua is seeking funds for the Capital Campaign from Individuals, Corporations and Businesses, Grants and Foundations.

Current Financial Status of Imua Discovery Garden Capital Campaign and Funding-

Sources of Funding Include:

1. Individual and Business Contributions & Memberships \$723,381.52

2. Foundations and Grants \$2,295,000.00

3. Funders Include:

- Will Smith Foundation
- Wanderlust Fund
- Leslie Ann Yokouchi Foundation
- Bendon Family Foundation
- Rodenberry Foundation

Total Contributions: \$3,018,881.52
Balance to raise: \$2,981,118.48

Conclusion

Over the last few generations childhood has moved indoors, with most children spending less than 30 minutes a day outside, disconnected from others and the natural world around them. Covid -19 has exacerbated this problematic indoor trend. As a result of the pandemic, children and families are experiencing psychological, cognitive, behavioral, physical and social problems from the stress and anxiety of being isolated, staying inside

away from peers, teachers and caregivers, in front of screens and on devices for an inappropriate length of time. The prospect of creating and developing Imua Discovery Garden to completion to bring the community back to nature is especially timely and vital. Imua Discovery Garden will be a place for healing, learning, restoration, intervention and reconnection.

We are ready to build the dream, we have the vision, the plans, and some substantial funding in hand, but we need your support to build Imua Discovery Garden, so we can open our community to the natural world and all its wonder. We trust that The Laurence H. Dorcy Hawaiian Foundation will be inspired by the potential to create someplace meaningful, relative to our children and community. We kindly ask the Laurence H. Dorcy Hawaiian Foundation to consider a grant award of \$100k. Together we can help further our common values and purpose to improve the health and well-being of families, children, and the community, through connection to nature.

Thank you for your support.

Imua Discovery Garden Revenues and Expenditures for Renovation, Development, and Construction from Inception to October 31, 2021

Targeted Goal of Fundraising (with details below):			\$ 6,200,000
Acquisition and Renovation - Property acquisition & capitalized closing costs - Survey & home inspection - Furniture, applicances & building supplies - CCTV/intrusion system - Plumbing - Painting	\$	4,700,00	-,==0,000
 Floor tiles Wall repair Pressure washing Irrigation repair Property development & planning services Electrical services Cabling Assessment and landscape master plan Arborist Tree Service 	\$	18,000	
Phase I: 2nd Preschool and parking lot construction	\$	38,000 1,400,000	
Revenues Recorded as of 10/31/2021			
Government Grants			\$ =
Individual/Corp Contributions & Memberships			\$ 739,155
 - Kaanapali Kai, Inc. - Emerald Club Realty, Inc. - Other individual & corporate contributions 	\$ \$ \$	700,000 5,000 34,155	
Foundation Grants/Sponsorships/Fundraising Sales			\$ 2,666,170
 Will Smith Foundation Kosasa Foundation Rainbow Sparkle Foundation Stable Road Foundation Leslie-Ann Yokouchi Foundation Roddenberry Foundation Bendon Family Foundation REAP Foundation Wanderlust Fund Prouty Family Giving Fund Robert F. Orr Foundation Other foundation grants and fundraising revenue 	* * * * * * * * * * * * * * *	2,200,000.00 250,000.00 50,000.00 30,000.00 30,000.00 25,000.00 10,000.00 5,000.00 5,000.00 1,170.00	
Total Funds Raised to date (as of October 31, 2021) (Includes pledges not yet received)	Ψ	1,170.00	\$ 3,405,325
Expeditures Recorded as of 10/31/2021: Expenditures Incurred in excess of Revenues Recorded:			\$ 4,988,534 (1,583,209)
Donations and Grants Received or Secured after October 3 (Includes pledges not yet received)	31, 2021:		\$ 235,000
- Clyde and Nancy Matsui'-Matsui Charitable Asset for Education - VIP Food Service Foundation	\$ \$	135,000 100,000	
Total Funds Raised and Secured to Date:			\$ 3,640,325
Outstanding Grant Application Requests: - Clarence T.C. Ching Foundation - Aloha Aina Grant-Hawaii Tourism Authority - Laurence H. Dorcy Hawaiian Foundation	\$ \$ \$	500,000 75,000 100,000	\$ 675,000

IMUA FAMILY SERVICES

(A Not-For-Profit Corporation) STATEMENTS OF FINANCIAL POSITION

June 30, 2020 and 2019

	2020	2019
ASSETS Current Assets		
Cash and cash equivalents	\$ 1,574,952	\$ 638,626
Accounts receivable, net Grants receivable	379,119	179,549
	12,869	12,547
Promises to give, net Prepaid expenses	750,089	37,500
	123,976	37,368
Total current assets	2,841,005	905,590
Noncurrent Assets		
Cash and cash equivalents - Endowment	9,000	9,000
Promises to give, net	631,908	37,500
Building and equipment, net	1,124,014	1,139,678
Total noncurrent assets	1,764,922	1,186,178
Total assets	\$ 4,605,927	\$ 2,091,768
LIABILITIES AND NET AS	SSETS	
LIABILITIES		
Current Liabilities		
Accounts payable	\$ 71,569	\$ 87.242
Accrued payroll and taxes	78,243	
Accrued vacation	62,910	52,232
Accrued expenses	16,015	59,647 16,015
SBA PPP loan	453,400	10,013
Unearned revenues	110,229	6,520
Total current liabilities	792,366	221,656
Total liabilities	792,366	221,656
NET ASSETS		
Vithout donor restrictions		
Undesignated	1,346,545	1,536,740
Designated by the Board of Directors for reserve purposes	206,423	183,474
Total without donor restrictions	1,552,968	1,720,214
Vith donor restrictions		
Purpose restrictions	2,251,593	140,898
Perpetual in nature	9,000	9,000
Total with donor restrictions	2,260,593	149,898
Total net assets	3,813,561	1,870,112
Total liabilities and net assets	\$ 4,605,927	\$ 2,091,768

IMUA FAMILY SERVICES (A Not-For-Profit Corporation)

STATEMENT OF ACTIVITIES

Year Ended June 30, 2020 with Summarized Comparative Totals for June 30, 2019

~				
		With Donor	THE RESERVE THE PARTY OF THE PA	otal 2019
		1100110110110	2020	2019
	\$ 2,025,576	\$ _	\$ 2025 576	£ 1040.062
			-,,-,-	\$ 1,949,063
		· ·		359,633
		2 324 273		33,964
		2,327,273		637,079
		· · · · · · · · · · · · · · · · · · ·		1,468
	21,511	-	21,311	182,445
32 161	_	•	-	(213)
	19 296		10 206	(5.222
_(.2,005)	17,270	-	19,290	65,323
	213,578	(213,578)	•	
	2,994,228	2,110,695	5,104,923	3,228,762
	1,604,234	~	1 604 234	1,530,245
		-		210,077
		_		224,578
		_		179,099
		_		33,531
		_		
	74,165		74,165	266,771
	2,454,211		2,454,211	2,444,301
	485,388	-	485 388	499,291
	221,875	-	221,875	426,779
	707,263		707,263	926,070
	3,161,474		3,161,474	3,370,371
	(167,246)	2,110,695	1,943,449	(141,609)
	1,720,214	149,898	1,870,112	2,011,721
	\$ 1,552,968	\$ 2,260,593	\$ 3,813,561	\$ 1,870,112
	32,161 _(12,865)	19,296 213,578 2,994,228 1,604,234 199,918 223,143 36,562 57,798 258,391 74,165 2,454,211 485,388 221,875 707,263 3,161,474 (167,246) 1,720,214	Restrictions Restrictions \$ 2,025,576 \$ - 334,572 - 343,635 2,324,273 1,289 - 21,511 - - - 32,161 (12,865) 19,296 - - 2,994,228 2,110,695 1,604,234 - 199,918 - 223,143 - 36,562 - 57,798 - 258,391 - 74,165 - 2,454,211 - 485,388 - 221,875 - 707,263 - 3,161,474 - (167,246) 2,110,695 1,720,214 149,898	Restrictions Restrictions 2020 \$ 2,025,576 \$ - \$ 2,025,576 334,572 - 334,572 34,771 - 34,771 343,635 2,324,273 2,667,908 1,289 - 1,289 21,511 - 21,511 - - - 32,161 - 19,296 213,578 (213,578) - 2,994,228 2,110,695 5,104,923 1,604,234 - 1,604,234 199,918 - 199,918 223,143 - 223,143 36,562 - 36,562 57,798 - 57,798 258,391 - 258,391 74,165 - 74,165 2,454,211 - 2,454,211 485,388 - 485,388 221,875 - 221,875 707,263 - 707,263 3,161,474 - 3,161,474

Imua Family Services Balance Sheet As of 12/31/2020

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
ASSETS				
Current Assets				
Checking Accounts	458,268.89	19,331.43	9,000.00	486,600.32
Saving Accounts	953,998.64	120,152.96 0.00	0.00	1,074,151.60 229,167.47
Reserved Funds in Saving Accounts	229,167.47		0.00	
Accounts Receivable - Current	959,153.05	0.00	0.00	959,153.05
Prepaid Expenses	67,743.24	0.00	0.00	67,743.24
Security Deposit	4,997.50	0.00	0.00	4,997.50
Total Current Assets	2,673,328.79	139,484.39	9,000.00	2,821,813.18
Non-Current Assets				
Fixed Assets:				
Furniture and Equipment	271,833.95	0.00	0.00	271,833.95
Leasehold Improvements	1,223,828.13	0.00	0.00	1,223,828.13
Land - Imua Discovery Garden	2,105,320.68	0.00	0.00	2,105,320.68
Building - Imua Discovery Garden	2,266,135.61 77,303.67	0.00 0.00 0.00	0.00	2,266,135.61 77,303.67 (382,013.18) 5,562,408.86
Building Improvements - Imua Discovery Garden			0.00 0.00 0.00	
Less: Accumlated Depreciation	(382,013.18)			
Total Fixed Assets net of Depreciation Total Noncurrent Assets	5,562,408.86			
	5,562,408.86	0.00	0.00	5,562,408.86
Total Assets	8,235,737.65	139,484.39	9,000.00	8,384,222.04
LIABILITIES				
Current Liabilities				
Accounts Payable	25,327.16	0.00	0.00	25,327.16
Payroll Payables	121,341.64	0.00	0.00	121,341.64
FHB Loan	0.00	0.00	0.00	0.00
IDG Promissory Note (Current)	1,149,170.52	0.00	0.00	1,149,170.52
Other Liabilities	59,878.38	0.00	0.00	59,878.38
Total Current Liabilities	1,355,717.70	0.00	0.00	1,355,717.70
Non-Current Liabilities				
IDG Promissary Note (Non-Current)	2,011,838.78	0.00	0.00	2,011,838.78
Total LIABILITIES	3,367,556.48	0.00	0.00	3,367,556.48
FUND BALANCE				
Beginning Net Assets	1 552 067 42	2 257 007 52	0.000.00	2040 252 5
Current Period Surplus/(Deficit)	1,552,967.42	2,357,096.52	9,000.00	3,919,063.94
Total FUND BALANCE/Net Assets	3,315,213.75 4,868,181.17	(2,217,612.13)	9,000.00	1,097,601.62
SAMANION/ NOCEMBER	7,000,101.17	137,404.39	9,000.00	5,016,665.56
TOTAL LIABILITIES & NET ASSETS	8,235,737.65	139,484.39	9,000.00	8,384,222.04

Imua Family Services Summary Income Statement for FY 2021 Second Quarter ending December 31, 2020

	Current Period Actual	Current Year Actual	YTD Budget	YTD Budget Variance
Revenue				
Government Contracts & Grants	1,052,435.68	1,619,605.78	1,164,980.31	454 625 45
Program Fees/Insurance Billing	48,196.60	98,892.20	181,088.98	454,625.47
Individual/Corporate Contributions	144,526.61	163,603.41	207,650.06	(82,196.78) (44,046.65)
Foundation Grants	24,531.49	140,697.42	195,401.07	(54,703.65)
Maui United Way	4,260.30	8,520.60	8,520.60	0.00
Fundraising Income	28,652.14	71,242.52	129,453.92	
Other Income	138.23	266.30	0.00	(58,211.40)
Total Revenue	1,302,741.05	2,102,828.23	1,887,094.94	266.30 215,733.29
Expenses				
Wages	459,850.86	922,969.28	1 004 224 20	(4.64.065.40)
Payroll Taxes	31,139.79	90,027.79	1,084,234.38	(161,265.10)
Fringe Benefits	67,445.40	129,810.56	115,470.90	(25,443.11)
Staff Training/Recruiting/Appreciation	2,045.53	12,565.50	181,627.32 10,507.42	(51,816.76)
Program Consultants	1,950.00	2,550.00	35,359.98	2,058.08
Program Expenses	11,213.53	16,591.44	28,868.87	(32,809.98)
Office Expenses	24,123.34	54,558.76	56,219.22	(12,277.43)
Equipment Expenses	3,632.70	6,220.60	And the second s	(1,660.46)
Travel Expenses	3,021.12	4,293.52	6,644.44	(423.84)
Occupancy Expenses	47,635.73		37,478.98	(33,185.46)
Professional Fees	18,596.77	85,066.75	79,705.74	5,361.01
Fundraising Expenses		56,449.70	62,315.08	(5,865.38)
G & A Expenses	15,514.56	27,257.72	35,673.05	(8,415.33)
Depreciation	24,229.43	47,147.18	62,525.16	(15,377.98)
Total Expenses	13,851.52 724,250.28	27,483.28 1,482,992.08	28,100.88 1,824,731.42	(617.60)
Operating Net Surplus (Deficit): (not including transactions for Imua Discovery Garden)	578,490.77	619,836.15	62,363.52	(341,739.34) 557,472.63
Surplus (Deficit) Generated by Use and Release of Funds for Imua Discovery Garden	(132,782.03)	2,695,377.60	0.00	2,695,377.60
Total Agency Net Surplus (Deficit):	445,708.74	3,315,213.75	62,363.52	3,252,850.23