

E·R·A·S·E



E D U C A T I O N
R E S E A R C H
A D V O C A C Y &
S U P P O R T T O
E L I M I N A T E
R A C I S M

2017 Annual Report

ADVANCING INTEGRATION AND EQUITY, PUSHING BACK AGAINST SOCIAL DIVISION

Too often, sensational headlines divert our attention from longstanding injustices rooted in structural racism. This means we are less likely to focus on the arduous work of unraveling racial segregation, discrimination, and inequity – as well as overlook the important progress we are making.

Here on Long Island, the good news is that hate crimes declined in 2017. The bad news: hate incidents, i.e. written or verbal prejudice and hate, as well as altercations that escalate into such expressions, rose, possibly due to normalization of such expressions by political and media figures.

In this report, you will learn about tangible progress that ERASE Racism is making on a vexing issue: the longstanding segregation of Long Island’s public schools. Through our **Education Equity Initiative**, we are spearheading a growing coalition of students, educators, and stakeholders committed to integration and equity across our region.

You will also learn about how our **Inclusive Housing Program** is challenging discriminatory, government–sanctioned affordable housing. And how our capacity to provide much needed public awareness and mobilization around racial inequities has expanded.

All of us at ERASE Racism thank you for your interest. If you’re not already a partner, please visit our website and join our **Partnership for Racial Equity**, so you can receive regular updates about our work and calls to action. Another way to stay informed is to follow us on Facebook, Twitter, Instagram, and/or YouTube.

Thank you for your interest in the work of ERASE Racism.

“Life’s most persistent and urgent question is, ‘What are you doing for others?’” – Dr. Martin Luther King, Jr.

Education Equity Initiative

Although Long Island has become more diverse in recent decades, its public schools are more segregated and unequal. This is the result of 125 school districts whose boundaries mirror the region's segregated towns and neighborhoods.

Between 2004 and 2016, the number of Intensely Segregated school districts (i.e. those between 90%-100% nonwhite) more than doubled. This is despite a more diverse student population overall and evidence that racially integrated learning environments benefit ALL students and is the best way to increase outcomes for African-American and Latino students.

ERASE Racism's **Education Equity Initiative** exhaustively documented this trend and its consequences. The Initiative contained multiple, interrelated elements to reduce segregation and promote integration and equity including:

- **An Education Equity Working Group.** Members included area teachers, administrators, superintendents, academics, school board members, parents, and advocates. They helped devise solutions related to teacher diversity, public policy, professional development, and the Student Voices Campaign.



In 2017 ERASE Racism increased its Education Equity Working Group from 100 to 181 members.

*Throughout 2017 the EEWG's **Policy Committee** met regularly to form a Policy Agenda to advance integrative learning environments ...*



- **A Professional Development Program for Teachers.** Most participants gave workshops the highest evaluation rating and stated that they enhanced their understanding of the respective subject “a lot.”

Topics included *Understanding and Eliminating Bias, Culturally Responsive Pedagogy, Addressing Sensitive Issues through Children’s Literature, and Understanding Racism in a 21st Century World.*

PROFESSIONAL DEVELOPMENT

ERASE Racism provided professional development for 215 LI educators in 2017.

- **The Student Voices Campaign.** Multiple activities brought together students from diverse districts and backgrounds. Students gained leadership skills as well as knowledge and understanding of the structural forces behind Long Island’s separate and unequal public school system.

The Campaign also provided opportunities for students from diverse districts and backgrounds to interact, understand their common and unique struggles, and experience each other's full humanity.



ERASE Racism launched its Student Voices Campaign with 51 diverse students and educators from three school districts. With the addition of a full-time Education Equity Organizer in May 2017, the Student Voices Campaign greatly expanded its reach and impact. The Organizer subsequently led school-based forums and discussions for students at several high schools including Amityville, Half Hollow Hills, and Hewlett Woodmere, as well as issued a call to action around the tragic events in Charlottesville, VA in August 2017.

The Campaign culminated with the *Long Island's Leaders of Tomorrow* conference. Nearly 70 diverse students from 16 high schools convened for a full day of leadership development, an informative overview and discussion about the role of racism in the development of the Long Island suburb, and interactive learning activities. The conference also produced a core Student Task Force for Racial and Socioeconomic Equity which meets and discusses how they can advance integration and offer mutual support.



In all, the Student Voices Campaign reached more than 250 young Long Islanders in 2017.

- **Research and Academic Collaborations.**



ERASE Racism collaborated with Hofstra University's National Center for Suburban Studies, Long Island University C.W. Post Research Collaborative, and professors at Teachers College, Columbia University. Hofstra has been conducting complementary research regarding teacher diversity and

faculty at Hofstra and C.W. Post are *members* of the EEWG. LIU researchers surveyed LI teachers about Professional Development needs.

- **Policy Advocacy:** In collaboration with partner organizations, ERASE Racism offered recommendations on a *Draft Policy Statement on Promoting Diversity: Integration in New York State*, prepared by Columbia University Center for Public Research and Leadership for the New York State Board of Regents. The New York State Education Department subsequently released an official policy document affirming the benefits of integration and proposing steps that districts can take.



Promoting Diversity: Integration in New York State

June 12, 2017

On June 21, 2017, ERASE Racism's president was one of a few selected nonprofit leaders to participate in a meeting of the Board of Regents Research Work Group, which was given responsibility to oversee the work of the Board of Regents and the State Education Department to promote greater diversity within New York's schools and school districts.

- **Public Awareness:** ERASE Racism produced a much lauded infographic illustrating how public school segregation on Long Island has worsened in the past 12 years, even as overall diversity has grown. Regent Roger Tilles, who represents Long Island, disseminated it to the other Regents, provoking a discussion among the New York State Board of Regents about school segregation and the importance of diversity.



In January 2017, the W.K. Kellogg Foundation awarded a first-time, two-year grant of \$200,000 in support of the Education Equity Initiative. This was followed by the Rauch Foundation's renewal of a \$100,000 grant.

Inclusive Housing Program

The Inclusive Housing Program promoted effective fair housing laws, nondiscriminatory affordable housing policies, and vigilant fair housing enforcement. In recent years we have used our research and documentation to strengthen fair housing laws, successfully litigate federal housing discrimination lawsuits, and elevate the voices of people in low-income housing.

A sampling of activities and accomplishments to advance inclusive housing in 2017:

- ERASE Racism was in contact with attorneys overseeing *MHANY Management, Inc. v. Village of Garden City*, a housing discrimination lawsuit, in order to collaboratively seek resolution of their case and ERASE Racism's HUD complaint. Both complaints seek similar concessions from Nassau County. The MHANY case involves exclusionary zoning enacted by Garden City to block an affordable housing project on Nassau County-owned land in the town. To compound matters, Nassau County acquiesced to the opposition put forth by Garden City.



ERASE Racism filed a discrimination complaint with the federal Department of Housing and Urban Development in 2014 alleging housing discrimination due to the county's policies and practices. Conciliation discussions involving the HUD Regional Office, Nassau County, and ERASE Racism were not resolved. In the Fall of 2017, HUD's national office contacted ERASE Racism, indicating that they were now in charge of the review. This was followed by a conciliation meeting between the three parties, which is ongoing.

Community Education and Mobilizing the Partnership for Racial Equity

Partnership for Racial Equity: 1,350+
 Subscribers: 3,400+
 Social Media Followers: 4,300+



ERASE Racism expanded its general community education and mobilization programs in 2017. In September it retained a Communication Outreach Specialist to harness social, alternative, and mainstream media to provide information and shape the narrative around race; uplift stories of those impacted by racism; and foster dialogue among diverse members of our communities while motivating them to action.



In July 2017, ERASE Racism conducted its intensive, two-day Unraveling Racism Training for 28 attendees.



ERASE Racism president Elaine Gross continued to educate the public about structural racism and its legacy via lectures and presentations at area professional, advocacy, and faith-based associations and organizations, including Hofstra University; Center for Race, Culture and Social Justice; Reconstructionist Synagogue of the North Shore; and Energeia. She was a workshop co-presenter for National Coalition on School Diversity Conference.

Board of Directors

Rachel Ackoff

Deputy Field Director, Bend the Arc

Frederick K. Brewington, Esq.

Attorney
Law Offices of Frederick K Brewington

Professor Howard A. Glickstein, Esq.

Dean Emeritus, Touro Law Center

V. Elaine Gross

President, ERASE Racism

Joan Kiernan Lange, Ed.D., Co-Chair

Former Assistant Superintendent
Roosevelt School District

Dr. Lorna R. Lewis, Secretary

Superintendent of Schools
Plainview Old Bethpage CSD

Sofia Pertuz, Ph.D.

Assistant VP & Dean of Students
Hofstra University

Edward Pichardo, Esq.

Of Counsel
King's County District Attorney

Marge Rogatz

President
Community Advocates, Inc.

Martin Schwartz, Treasurer

Former Executive Director
Annie E. Casey Foundation

Christina Vargas, Co-Chair

Chief Diversity Officer
Suffolk County Community College

Craig Wolfson, Esq., Assistant Treasurer

Partner
Rosicki, Rosicki & Associates, PC

College of Advisors

Rev. Dr. Calvin O. Butts, III

President
SUNY College at Old Westbury

Dr. Jean Lau Chin

Professor and Dean
Derner Institute for Advanced
Psychological Studies
Hofstra University

Miriam K. Deitsch, PhD.

Distinguished Teaching Professor
Farmingdale State College

Dr. Nancy Douzinas

President
Rauch Foundation

Dr. Robert M. Hoyte

Distinguished Teaching Professor
SUNY College at Old Westbury

William Jennings

Former President and CEO
Haven Bancorp and CFS Bank

Jeffrey Kraut

Senior VP for Strategy
Northwell Health System

Connie Lassandro

Housing Expert

Lawrence Levy

Executive Dean
National Center for Suburban
Studies at Hofstra University

Dr. John R. Logan

Professor, Brown University,
Director, S4 Initiative

Dr. David E. McClean

Principal
DMA Consulting Group

Mitchell H. Pally

Chief Executive Officer
Long Island Builders Institute

John a. Powell

Executive Director
UC Berkeley's Haas Diversity Research
Center

Clifford Richner, Esq.

Publisher
Richner Communications

Joan R. Saltzman

Chairperson,
Saltzman Community Services Center
at Hofstra University

Lois Schlissel, Esq.

Managing Attorney
Meyer, Suozzi, English & Klein, P.C.

Marguerite A. Smith, Esq.

Attorney
Shinnecock Indian Nation

Hon. Paul J. Tonna

Executive Director
Energeia Partnership

Dr. Luis Valenzuela

Executive Director
Long Island Immigrant Alliance

Linda Howard-Weissman

Assistant Dean for Institutional
Advancement
Touro Law Center

Hon. Mary M. Werner, J.S.C.

Retired New York State Supreme
Court Justice

2017 ERASE Racism Supporters

Foundations

\$100,000 and Up

- W.K. Kellogg Foundation
- Rauch Foundation

\$90,000 - \$99,999

- Saltzman Family Foundation

\$10,000 - \$24,999

- Anonymous
- Rauch Foundation – John Wenzel
- New York Community Trust – Sewell Fund

\$5,000 - \$9,999

- Nassau County Bar Association WE CARE Fund

\$1,000 - \$4,999

- Greentree Foundation
- Maine Community Foundation
- New York Community Bank Foundation
- Stanley, Marion, Paul & Edward Bergman Family Foundation

\$100 - \$499

- Anna & Phillip Kimmel Foundation
- The Grafer Foundation
- Long Island Community Foundation – E.B. Hubbard Fund

Corporations & Organizations

\$10,000 - \$24,999

- Anonymous
- United Way of Long Island

Corporations & Organizations (con't)

\$5,000 - \$9,999

- Hofstra University
- Islamic Center of Long Island
- New York State Office of Children & Family Service
- Northwell Health
- Rosicki, Rosicki & Associates, PC
- SUNY Old Westbury

\$1,000 - \$4,999

- 1199 SEIU UHE
- Adelphi University
- Albanese Organization, Inc.
- Bethpage Federal Credit Union
- The Bluestone Organization
- Cameron Engineering & Associates, LLP
- Citi Community Development
- Community Advocates, Inc.
- Community Church of Syosset
- Concern for Independent Living
- Congregational Church of Huntington
- Dell & Dean, PLLC
- Episcopal Diocese of Long Island
- Family & Children's Association
- Henry Schein Inc.
- Jobco Incorporated
- The Law Offices of Frederick K. Brewington
- Long Island Contractors Association
- Long Island FQHC
- Meyer, Suozzi, English & Klein PC
- Molloy College
- National Center for Suburban Studies at Hofstra University
- Newsday
- The New York Community Trust – Sewell Fund
- OMNI New York, LLC
- Ridgewood Savings Bank
- Rivkin Radler Attorneys at Law

Corporations & Organizations (cont.)

\$1,000 - \$4,999 (con't)

- SCOPE Educational Services
- St. Joseph's College
- Suffolk Community College
- TD Bank
- Touro Law Center

\$500 - \$999

- Baranello Associates
- Davidow, Davidow, Siegel & Stern, LLP
- Local 338 RWDSU/UFCW
- Nassau Educators Federal Credit Union
- Nixon Peabody
- Stony Brook Medicine

\$100 - \$499

- Alcott HR Group
- Alltype Marketing, Inc.
- Babylon Democratic Committee
- Baha'i Race Unity Committee of Long Island
- Cerini and Associates LLP
- Donatelli & Donatelli, LLP
- Doris Dieckhoff Professional Bookkeeping Services
- Emery Celli Brinkerhoff & Abady, LLP
- Hicks Nurseries
- Intralogic Solutions
- Long Island Federation of Labor
- Long Island Housing Services
- Mercy Haven, Inc.
- Nassau Community College
- NPHC of Nassau/Suffolk Counties
- Racial Concerns Committee of the Unitarian-Universalist Fellowship of Stony Brook
- Reflection Beauty Salon
- St. John's University
- Westbury United Methodist Church

Individuals

\$25,000 - \$49,000

- Joan R. Saltzman
- Jane & Marty Schwartz

\$10,000 - \$24,999

- Howard A. Glickstein
- Lawrence Newman

\$5,000 - \$9,999

- Craig & Susan Wolfson

\$1,000 - \$4,999

- Rachel Ackoff
- Anonymous
- Peter & Ronnie Brancazio
- Elaine & Jess Gross
- Rene & Adam Haber
- Sister Elizabeth A. Hill
- Rahat & Zaki Hossain
- Angela & Scott Jaggar
- Paula & Bill Jennings
- Joan k. Lange, Ed.D.
- Lorna R. Lewis, Ed.D.
- Ann M. Mallouk
- Dr. & Mrs. David E. McClean
- John & Janet Mulvey
- Arda Nazerian
- Sofia B. Pertuz, Ph.D.
- Marge & Peter Rogatz
- Pearl & Erwin Staller
- Penny Stern, MD, MPH, FACPM
- Congressman Tom Suozzi
- Roger Tilles
- Tonna Family
- Wilma & Gerald Tootle
- John Wenzel

\$500 - \$999

- Amy & Geoffrey Bass
- Kathy & Gene Bernstein
- Dr. John E. Bierwirth
- Judi Bosworth
- Mr. & Mrs. John D. Cameron, Jr.
- Robert Catell
- Miriam Deitsch, Ph.D.
- Joseph Dell, Esq.
- Dr. Marjorie Hendler
- Randy Jones & Dawn Hetzel
- James Large
- Lawrence Levy & Freda Wagner
- Valerie McCarthy
- Ken & Kim Pritchard
- Joyce M. Rogers
- Tami Stark, Esq.
- Christina Vargas
- Linda Howard Weissman
- Hon. Mary M. Werner, J.S.C. Ret.
- Hon. Diane Yatauro

\$100 - \$499

- Jacalyn & Andrew Aaron
- Betty L. Agnew
- Habeeb Ahmed
- Dr. Charlotte Allen
- Doug & Donna Aloise
- Irfan Amin
- Anonymous
- Nathanael Berry
- Fred & Barbara Bornstein
- Stanley J. Brown
- Marcia Burke
- Rev. Dr. Calvin O. Butts, III
- Debbie Ann Chang
- Sandra Chapin
- Dr. Isma Chaudhry
- Dolly Chugh
- Richard Commodore
- Georgia K. De Young
- Richard P. Dina
- Hon. Thomas P. DiNapoli

\$100—\$499 (cont.)

- Ronald & Cindy Dragoon
- Patrick Duggan
- Patricia Elston
- Howard Ervin
- Dr. Eric L. Eversley
- Elizabeth Fox-McDonough
- Marianne E. Garvin
- Mr. & Mrs. Theodore Goldsmith
- Ann Golob, Ph.D.
- H. Richard & Gloria G. Grafer
- John & Diana Graham
- Steve & Mary Greenfield
- Rev. Dr. Robert Gunn
- Martine Hackett, Ph.D.
- Edward E. Hale
- Dr. Robert M. Hoyte
- Lucinda Hurley
- Elizabeth Ingoglia
- Eunice C. Jordan
- Thomas Jude & Patricia Maher
- A.J. Khan, M.D.
- Farida Khan, M.D.
- Faroque A. Khan
- Thomas Killen, Esq.
- Mickey & Ric Kranz
- Amy M. Leftenant
- Sara Lutterbie
- Michele Lynch
- Maurice S. Mandel
- Dr. Claude J. Mangum & Dr. Terri M. Mangum
- Suzanne Michael, Ph.D.
- Geraldine Mitchell
- Dr. Aman Mohammed
- Javed Munawar
- Iman I. Negm
- James & Carol Neitz
- Donald Parker
- Lila B. Pelton
- Edward Pichardo, Esq.
- Achebe Powell
- Marie S. Rautenberg
- Clifford Richner
- Tom Rocchio

\$100—\$499 (cont.)

- Marilyn Rodahan
- Sandra & Alexandra Rogers
- Merrick T. Rossein
- Diane Rulnick
- Susan Ruona
- Ruona Family
- Patricia E. Salkin
- Audrey Schein
- Betty G. Schlein
- Jane Schulman
- Yvette & Ron Shiffman
- Cynthia B. Simmons
- James & Lynn Smith
- Suzy D. Sonenberg
- Gary Springstubb
- Mr. & Mrs. Edward W. Stack
- Brian Thomas
- Eustace Thompson, Ph.D.
- Philip Westerman
- Helena E. Williams
- Qamar Zaman, M.D. FACC
- Irwin Zeplovit

\$10 - \$99

- Carron Allen
- Anonymous
- Richard Bock
- Robert A. Brown
- Kelly Cahill
- Victor Caroddo
- Gwendolyn J. Carroll
- Jean W. Dember, MHS
- Michael D'Innocenzo
- Neil Donahue, Ph.D.
- Pat Edwards
- Brigitte Ermansons
- Paul Glatzer
- Dr. & Mrs. Edward M. Goldberg
- Marcelino Gonzalez
- Barbara Horn
- James Jailer
- Bhavani Jaroff
- Dr. Charles R. Kerner

\$10 - \$99 (con't)

- Aline Khatchadourian
- Virginia Kowalski
- Jeffrey Kraut
- Susan Kravitz
- Susannah Kuchenbrod
- Brian Lindsay
- Deborah Little
- Paul Lotierzo
- Jonas Lutterbie
- Sara Lutterbie
- Gordon F. & Carolyn MacDonald
- Fran McAllister
- Joan B. Monteverde
- Janet Morgan
- Julia Morrison
- John Mulvey
- Marian Nelson-Villafana
- Marilyn Oser
- Mary Elisabeth Ostermann
- Robert Owen
- Roy & Olga Plaut
- Roberta Schroder, Ph.D.
- Karen Sheridan
- Marjorie Silver
- Joan E. Skelly
- Marguerite A. Smith, Esq.
- Charlene T. Stroughn
- Anna Szilagyi
- Roger Weaving
- Hazel Weiser
- Gwen Wright

Join the Partnership for Racial Equity!

As a Partner, you will receive updates on our work, and events, as well as invitations to special “Partner Only” forums and events that will provide opportunities for you to engage in dialogue, make friends, plan actions, and create change in your workplace, local community and the region.

Together, we advance racial equity by:

- * Working with teachers, students, parents, and advocates to promote equity in Long Island’s public schools;
- * Fighting housing discrimination and policies that create racial segregation;
- * Raising awareness about racial injustices caused by policies and institutions;
- * Mobilizing a diverse constituency of supporters to help identify barriers to racial equity, and creating an empowered coalition of community voices that advocate for changes in policy;
- * Working with local, regional and New York State coalitions to advocate for social justice.

VISIT OUR WEBSITE TO JOIN THE PARTNERSHIP!

www.eraseracismny.org

OR CALL: (516) 921-4863

ERASE RACISM, INC.

**STATEMENTS OF FINANCIAL POSITION
DECEMBER 31,**

2017 2016

ASSETS		
Current Assets:		
Cash and cash equivalents.....	\$ 123,556	\$ 242,549
Restricted cash and cash equivalents (Note 7).....	68,429	12,918
Contributions and grants receivable (Notes 4 and 7).....	163,597	60,300
Prepaid expenses and other current assets.....	8,362	8,419
	<u>363,944</u>	<u>324,186</u>
TOTAL CURRENT ASSETS		
Property and equipment, net of accumulated depreciation	-	1,512
Security deposit.....	6,969	6,969
Contributions and grants receivable, net of current portion (Notes 4 and 7).....	7,886	-
	<u>7,886</u>	<u>-</u>
	<u>\$ 378,799</u>	<u>\$ 332,667</u>
TOTAL ASSETS		
LIABILITIES AND NET ASSETS		
Current Liabilities:		
Accounts payable and accrued expenses	\$ 42,849	\$ 38,211
Deferred revenue.....	1,500	1,500
	<u>44,349</u>	<u>39,711</u>
TOTAL LIABILITIES		
Commitments and contingencies (Notes 2, 3, 5, and 7)		
Net Assets:		
Unrestricted.....	163,488	280,038
Temporarily restricted (Note 7).....	170,962	12,918
	<u>334,450</u>	<u>292,956</u>
TOTAL NET ASSETS		
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 378,799</u>	<u>\$ 332,667</u>

**STATEMENT OF ACTIVITIES
FOR THE YEAR ENDED DECEMBER 31, 2017**

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Total</u>
SUPPORT AND REVENUE (Note 2) :			
Contributions and grants (Notes 4 and 7).....	\$ 337,026	\$ 170,962	\$ 507,988
Registration fees.....	1,867	-	1,867
Consulting fees.....	10,560	-	10,560
Other income (Note 6).....	1,379	-	1,379
Net assets released from restrictions (Note 7).....	12,918	(12,918)	-
Gross proceeds from special events.....	215,996	-	215,996
Less: direct benefits to donors.....	(54,758)	-	(54,758)
Net proceeds from special events.....	161,238	-	161,238
Total Support and Revenue	524,988	158,044	683,032
 EXPENSES:			
Program services:			
Housing.....	25,287	-	25,287
Education.....	228,828	-	228,828
Healthcare.....	122	-	122
Public education/seminars.....	22,236	-	22,236
Partner.....	97,688	-	97,688
Racism research.....	86,990	-	86,990
Total Program Services	461,151	-	461,151
 Supporting services:			
Management and general.....	36,794	-	36,794
Development.....	143,593	-	143,593
Total Supporting Services	180,387	-	180,387
Total Expenses	641,538	-	641,538
Change in net assets.....	(116,550)	158,044	41,494
Net assets, beginning of year.....	280,038	12,918	292,956
Net assets, end of year.....	\$ 163,488	\$ 170,962	\$ 334,450

**STATEMENT OF ACTIVITIES
FOR THE YEAR ENDED DECEMBER 31, 2016**

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Total</u>
SUPPORT AND REVENUE (Note 2) :			
Contributions and grants (Notes 4 and 7).....	\$ 431,131	\$ 12,918	\$ 444,049
Registration fees.....	5,450	-	5,450
Consulting fees.....	800	-	800
Other income (Note 6).....	39,916	-	39,916
Net assets released from restrictions (Note 7).....	50,185	(50,185)	-
Gross proceeds from special events.....	236,744	-	236,744
Less: direct benefits to donors.....	(52,271)	-	(52,271)
Net proceeds from special events.....	184,473	-	184,473
Total Support and Revenue	711,955	(37,267)	674,688
EXPENSES :			
Program services:			
Housing.....	187,727	-	187,727
Education.....	143,727	-	143,727
Healthcare.....	86	-	86
Public education/seminars.....	20,052	-	20,052
Partner.....	115,934	-	115,934
Racism research.....	82,313	-	82,313
Total Program Services	549,839	-	549,839
Supporting services:			
Management and general.....	29,076	-	29,076
Development.....	69,878	-	69,878
Total Supporting Services	98,954	-	98,954
Total Expenses	648,793	-	648,793
Change in net assets.....	63,162	(37,267)	25,895
Net assets, beginning of year.....	216,876	50,185	267,061
Net assets, end of year.....	\$ 280,038	\$ 12,918	\$ 292,956