Chair Jay Brozost (left) and President Earl Silbert lead a School Jury Education Program at the School Without Walls
our MISSION

The Council for Court Excellence is a nonprofit, nonpartisan civic organization that since 1982 has worked to improve the administration of justice in the local and federal courts and related agencies in the Washington, DC area.

We accomplish this goal by identifying and promoting justice system reforms, improving access to justice, and increasing public understanding of and support for our justice system.

our HISTORY

After the DC Bar released the groundbreaking “Horsky Report” in 1982 calling for improvements in the court system, community leaders identified the need for an independent group to advance this work.

To address these concerns, leaders of the city’s civic, legal, and business sectors founded the Council for Court Excellence (CCE) to help local and federal courts respond to increasing demands and escalating community expectations.

Under the leadership of founders Charles A. Horsky and Samuel F. Harahan, the Council set an ambitious agenda of identifying, developing and advocating needed reforms, and programs to improve understanding of and support for the justice system.

CCE has built a substantial record of success in the major justice system reform initiatives it has undertaken. CCE was the moving force behind adoption of the one day/one trial jury system in the DC Superior Court, modernization of trial jury and grand jury systems, reform of the District of Columbia probate laws and procedures, reform of the DC administrative adjudication system, improvement in court handling of child neglect and abuse cases, expansion of crime victim rights, and proposed solutions to speed resolution of criminal and civil cases.

To improve the public’s access to justice and increase understanding of our justice system, the Council over the years has published and disseminated more than 360,000 copies of free plain-language booklets and other materials explaining a wide variety of court systems and legal issues.
In Memoriam: Tim May

In October of 2011, CCE lost one of our longest-serving Board leaders, Timothy J. May. Tim was a partner at Patton Boggs, where he practiced law for 42 years.

At his memorial service, CCE founding Executive Director Sam Harahan shared memories of Tim. “His imprint was long and deep on our community,” Sam said, “from the law, to civic affairs, to the university community, and, to the Catholic Church. “Tim had an infectious personality, and manner, and a great sense of humor. He loved to tell stories, and he had a wonderful way of drawing you in.”
In June, the Board elected Jay A. Brozost, Esq., as Chair of CCE’s Board of Directors. Mr. Brozost is the Vice President and General Counsel for Washington Operations of the Lockheed Martin Corporation. He enthusiastically took on his leadership of the organization, becoming particularly active in CCE’s reentry work. With his support, Lockheed Martin printed 2,000 copies of this project report as a public service.

Mr. Brozost has led a prominent career at Lockheed Martin where he has served as the general counsel for the aeronautics and electronic systems businesses as well as the chief litigation and compliance lawyer for the Corporation. He began his career in the United States Department of Justice and advanced to the position of Senior Trial Attorney prosecuting complex fraud cases. He received his JD with honors from the George Washington University, and his BA from Cornell University.

A past president of the Washington Metropolitan Area Corporate Counsel Association (WMACCA), Mr. Brozost is a member of the bars of the District of Columbia, the Supreme Court of Virginia, and the United States Supreme Court. He also served on the Board of Directors for the American Corporate Counsel Association.

Also in June, two new directors were elected to the Executive Committee: Beverly Burke and William Carter. The Board applauded the leaders who rotated off the Executive Committee this year: Kate Carr, Steve Gordon, Greg Castanias, and Ron Jessamy.

New Board directors who joined CCE this year include Joy Abel, Dean Paul Schiff Berman, Prof. Susan Low Bloch, Ralph Caccia, Paulette Chapman, Stephen Chertkof, Trish Dunn, Des Hogan, Brian Kennedy, Darrell Mottley, Susie Nace, Don Santarelli, Peter Sherman, Michael Sullivan, Dr. Rosemary Sutton, Chuck Tobin, and Jeffrey Walker.

**Governance**

Among our most significant administrative achievements were the updating of CCE’s bylaws. A committee led by Steuart Thomsen carefully reviewed and revised CCE’s organizing documents to ensure that they reflect our actual practices and are in compliance with the new DC Corporate Code. (To read about our educational program on the Code, please see page 14.) We thank Steuart and the other committee members who championed this important effort: Bill Carter, Peter Kolker, Jack Scheuermann, and Earl Silbert.
long range PLANNING

From Left: Dwight Murray, retreat host Mark Flanagan, Pat McGlone
Long Range Planning

Long Range Planning co-chairs Patrick McGlone and Dwight Murray and their committee crafted a CCE program plan for 2012-2016. The committee developed its proposal after a series of surveys and interviews of board members and stakeholders, capped by a fall retreat.

The new five-year plan that CCE’s Board adopted in December includes the following priorities for the coming years:

**Criminal Justice**
- Assess the appointed counsel system for criminal cases to ensure quality legal services are being provided.
- Expand upon initiatives recommended in the CCE 2011 reentry report.

**Access to Justice**
- Increase the availability of non-lawyer assistance (such as guides to legal rights) to otherwise-unrepresented individuals.

**Court Efficiencies and Effectiveness**
- Assess and find ways to improve the Judge in Chambers process.
- Improve the function of mediation services in the DC Superior Court.
- Assess ways to reduce the duration of the appeal process.

**Youth in the Legal System**
- Assess and find ways to reduce truancy.
- Advocate resolution of public policy issues facing the juvenile justice system.
- Ensure the implementation of practice standards for children’s court-appointed attorneys in custody cases.
Custody Attorney Practice Standards

Judges often appoint volunteer attorneys to represent the children in custody cases, to ensure that sufficient evidence is presented in court for the judge to determine the best interests of the child. But unlike appointments in other areas of Family Court practice, there are no practice standards or qualifications for appointed custody attorneys.

“This project grabbed me because of my own experiences as a guardian ad litem,” said Susie Nace, a member of the project committee. “I was dealing with the most important decision a judge can make: custody; but there were no standards or rules to clarify my role and behavior. I found this to be very troubling.”

In response to attorneys’ frustrations that they had no uniform set of expectations, CCE developed proposed standards to guide the lawyers’ work.

CCE recruited a committee of lawyers with experience in custody cases involving court-appointed children’s lawyers to research and prepare the proposed standards. Children in the Courts Committee chair Arabella Teal led the project.

CCE presented its proposal to the Superior Court in July 2011, and the Family Court formed a committee of judges to review the proposal.
Judicial Training

On February 16, CCE presented a training program for DC Superior Court Family Court judges. The topic of the training was Qualified Domestic Relations Orders (QDROs) that are included in divorce agreements that deal with pension rights. QDROs are important in divorce proceedings, as they deal with property settlements and must be done with precision.

CCE Vice President Patrick McGlone organized the training and identified speakers for the event.

“The presentation on QDROs is a good example of how CCE can be of service to the judiciary,” said Mr. McGlone.

“The Court identified a topic about which it would like additional training, and CCE located an experienced practitioner to provide the requested expertise.”

Family Court Presiding Judge Zoe Bush asked CCE to arrange the QDRO training for Family Court judges, after CCE had provided a judicial training in late 2010 on dissolution of same-sex marriages.

A "qualified domestic relations order" (QDRO) creates, recognizes, or assigns an alternate payee to receive all or a portion of the benefits payable under a retirement plan.

ERISA § 206(d)(3)(B)(i); IRC § 414(p)(1)(A)

The presentation on QDROs is a good example of how CCE can be of service to the judiciary.

Patrick McGlone
Board Director
Employment and Reentry in Washington, DC

In November, CCE publicly released *Unlocking Employment Opportunity for Previously Incarcerated Persons in the District of Columbia*, a report of the DC Prisoner Reentry Initiative that sheds light on the obstacles to employment faced by people in DC with criminal records. The Initiative committee was comprised of representatives from the law enforcement, corrections, private employers, and previously incarcerated communities.

Prior statistics suggest that 60,000 people in DC have criminal records, and 8,000 of these people return to the city each year after serving prison or jail time. The CCE report found that nearly half of these formerly incarcerated persons may be unemployed.

Although one-third of respondent employers said they had hired a previously incarcerated person in the past or would do so if the opportunity arose, more than 50% said factors such as legal liability protection, certificates of good standing or rehabilitation, and industry-specific skill training would “significantly increase or influence hiring.” In the report, CCE’s recommendations are a direct response to these comments.
The report was released at the DC Chamber of Commerce. Speakers included CCE Board Chair Jay Brozost, CCE Executive Director June Kress, DC Chamber President Barbara Lang, Michael Curtin of DC Central Kitchen, previously incarcerated person James LeBlanc, and DC Councilmember Phil Mendelson. The day after the publication’s release, CCE was the first of almost 150 witnesses at a joint hearing of the DC Council Judiciary and Workforce Development Committees. CCE Chairman Jay Brozost and Executive Director June Kress testified on behalf of CCE.

Since its release, Unlocking Employment Opportunity has received significant and positive media attention, including coverage by The Washington Post, The Washington Examiner, The Huffington Post, CBS Washington, and WAMU public radio; the report has been accessed online at the CCE website almost 20,000 times.

CCE Board member Ted Whitehouse chaired the DC Prisoner Reentry Initiative project committee.
Pretrial Release

The DC Misdemeanor Arrest and Pretrial Release Project continues to examine issues related to the processing of and pretrial release options for persons arrested for low-level criminal offenses.

DC is already considered by many criminal justice professionals to be a national model for pretrial justice with its array of pretrial release options that virtually eliminates one’s ability to afford money bail as a means to secure release.

However, these options can lead to confusion and a concern about disparate treatment for some arrestees.

“The work to date has demonstrated just how complex this aspect of the DC criminal justice system really is,” said Cliff Keenan, the CCE Board director who chairs this project.

“However, we’re committed to exploring the competing issues and are confident that our efforts are likely to result in significant improvements to the DC criminal justice system.”

Our efforts are likely to result in significant improvements to the DC criminal justice system.

Cliff Keenan
Project Chair
DC Bench-Bar-Media Dialogue Project

The Court Improvements Committee convened its third and fourth programs of the Bench-Bar-Media Dialogue Project this year:

Confidentiality vs. Open Access in DC Juvenile Cases
On May 23, over 40 attendees came to the Ceremonial Courtroom of the DC Court of Appeals for this program. The public panel discussed the effects of recent DC legislation to open certain juvenile records that are presumptively confidential. Topics discussed included: witnesses and the media in juvenile court; how the legislation impacts press coverage of juvenile matters; and the psychological effects of disclosure on juvenile offenders.

Social Networks, Computer Technology & the Courts
Held at the Newseum on June 15, the final Bench-Bar-Media Dialogue program of the year drew 170 attendees. The panel used a hypothetical trial to discuss how DC courts, journalists, and attorneys are addressing social network and computer technology issues. Topics from the fictional case included judicial admonitions about use of social networks, jurors who use Twitter during trial, witnesses and lawyers who are connected on LinkedIn, live blogging from the courtroom, and cameras in the courtroom.

As the public increasingly adopts visual and social network media as its primary sources of information, the courts have felt pressure to adapt to new methods of courtroom coverage.

The courts have felt pressure to adapt to new methods of courtroom coverage.

CCE Board members Laura Handman and Eric Lieberman co-chaired this initiative and will continue to do so in 2012.
The new DC Business Organizations Code takes effect on the first day of 2012. It will repeal all existing DC laws on business organizations, some of which date back to 1870, and replace them with what will be the most modern business organizations code in the U.S.

In early May 2011, CCE sponsored the first seminar in DC on this important new law. The program drew almost 60 DC lawyers and leaders in the business and non-profit sectors.

Attendees heard an overview of the new law from a panel of speakers who were involved in drafting the statute, including Nicholas Majett, who was also the Director of the DC Department of Consumer and Regulatory Affairs, which is charged with implementing the law.

The project was led by CCE Board directors Marc Sherman and Jay Hulme.

Court Improvements Committee Chair Jay Hulme begins the program. Panelists (l to r): Nicholas Majett, Nicolas Karambelas, John Mitchell, Lawrence Mirel.

Attendees at the program, hosted by Wiley Rein.
How the District Gets its Judges Updated

This year, CCE updated its 2005 guide, How the District of Columbia Gets its Judges. CCE published a new tri-fold booklet with highlights of the report in the fall, and released the longer guide in December.

The new publication reflects all current information about the District of Columbia’s judicial appointment process as of August 2011.

Part One of the report describes DC’s judicial appointment and reappointment process for both trial judges on the DC Superior Court and appellate judges on the DC Court of Appeals.

Part Two focuses exclusively on the Superior Court. It provides detail, based on Council for Court Excellence research, about the professional backgrounds of the 150 persons who have been recommended by the DC Judicial Nomination Commission for nomination to the Superior Court between 1994 and August 2011.
The Public Service Committee presented 12 jury education programs in DC classrooms in 2011. CCE’s jury education program introduces DC’s young people – who are the next generation of jurors – to the important role they will soon play in our justice system.

Each program begins with brief introductions from a CCE staff member and a judge from one of the local or federal courts in DC. Next, a mock-trial video is screened for the students, who then take on the role of jurors in the case they have just watched. The student jurors grapple with issues of witness credibility, eyewitness identification, and reasonable doubt as they try to reach a unanimous verdict.

The programs, continuing into 2012, are done in concert with the Street Law program at Georgetown University Law Center and the Marshall-Brennan Fellowship Program at American University’s Washington College of Law. Judge Noel Kramer leads the CCE Public Service Committee.

It is encouraging to see eager young people engage with enthusiasm in the important civic duty of jury deliberation for their first time ever. This program helps prepare them and inspire them to respond to the call to serve.

Judge Richard W. Roberts
Board Director
Magistrate Judge Karen Howze with students at Spingarn High School
The 15th Annual Justice Potter Stewart Awards Dinner
The 15th Annual Justice Potter Stewart Awards Dinner

Honoring

Prof. Peter Edelman
DC Access to Justice Commission

Sister Mary Ann Luby
Justice Advocate

Donald E. Santarelli, Esquire
Dinsmore & Shohl

From left: Victor Long, Paulette Chapman, and Darrell Mottley

Tersh Boasberg with Hon. Judith Rogers

Honoree Don Santarelli (right) with, from left: Sam Santarelli, Louisa Santarelli, Harry F. Byrd, III, Connie Santarelli, and Barbara Byrd

From left: Sheldon Krantz, Johnine Barnes, Hon. Richard Roberts, and Laurie Robinson
This year’s honorees are shining examples of justice and advocacy in the DC community,” says CCE Executive Director June Kress.

“Don Santarelli has built a legal legacy in the creation of DC’s Superior Court, Mary Ann Luby worked tirelessly for the rights of mentally ill and homeless District residents, and Peter Edelman, in addition to his visionary advocacy, nurtures the law students who will lead the fight for justice in DC and across America.”

The Council is indebted to the work of the Dinner Committee. In addition to our chair Jack Strausman, this year’s energetic members include: Bruce Berger, Caryl Bernstein, Kate Carr, Alec Farr, Sam Harahan, Larry Hinton, Steve Hut, Bill Jeffress, Mike Jones, and Earl Silbert.

We thank our Selection Committee, who composed our wonderful trio of honorees. Chaired by Tom Mikula of Goodwin Procter, Committee members include: Magistrate Judge Diane Brenneman, Avis Buchanan, Beverly Burke, Steve Grafman, Fritz Mulhauser, and Tyrone Parker.

June Kress
Executive Director

The Justice Potter Stewart Award, named to honor the memory and public service of the late Associate Justice of the Supreme Court, was established in 1997 by the Council for Court Excellence to recognize individuals and organizations whose work on behalf of the administration of justice has made a significant contribution to the law, the legal system, the courts, or the administrative process in our Nation’s Capital.

The 15th Annual Justice Potter Stewart Dinner

Matthew Wright (left) and Jay Hulme

was completely sold out, making for a lively evening. The celebration was held at the US Chamber of Commerce, Thursday, May 12, with a reception followed by dinner and the awards ceremony. "This year’s honorees are shining examples of justice and advocacy in the DC community," says CCE Executive Director June Kress.

"Don Santarelli has built a legal legacy in the creation of DC’s Superior Court, Mary Ann Luby worked tirelessly for the rights of mentally ill and homeless District residents, and Peter Edelman, in addition to his visionary advocacy, nurtures the law students who will lead the fight for justice in DC and across America.”

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June Kress
Executive Director
From left: William Lawler, Ralph Caccia and Josh Hochberg

Dinner Chair ➤
Jack Strausman (center) with Arthur Adelberg and Linda Crawford

CCE Chair Kate ➤
Carr (center) with, from left, Kevin Blair, Amy Brown, Joseph Walker, and Chief Administrative Law Judge Mary Oates Walker

Posthumous honoree Mary Ann Luby’s sisters Sabina Prendergast (left) and Rosemary Watkins

Honoree Peter Edelman (left) with Eric Lieberman and Laura Handman
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The Council for Court Excellence is pleased to thank the individuals, businesses, law firms, and foundations who have contributed to our work this year. The Council raises its resources through a variety of contributed income. The amounts noted in this list represent the aggregate contributions from each organization or individual through December 31, 2011. Board dues are not included in this list.

We make every effort to ensure the accuracy of this list. But if we inadvertently omitted you, please email us and let us know!
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From left: CCE Chair Jay Brozost,
Peter Sherman (LexisNexis) and
Marc Sherman (Alvarez and Marsal)

Wednesday December 7
E. Barrett Prettyman
Federal Courthouse

A celebration honoring members of the federal judiciary and the District of Columbia judiciary
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<tr>
<td><strong>Vinson &amp; Elkin LLP</strong></td>
<td>William E. Lawler, Esquire</td>
</tr>
<tr>
<td><strong>The Vorv Firm, P.L.L.C.</strong></td>
<td>Dominic G. Vorv, Esquire</td>
</tr>
<tr>
<td><strong>Wilkes Artis, Chartered</strong></td>
<td>Stanley J. Fineman, Esquire</td>
</tr>
<tr>
<td><strong>Willkie Farr &amp; Gallagher, LLP</strong></td>
<td>Victor R. Salgado, Esquire, Theodore Whitehouse, Esquire</td>
</tr>
<tr>
<td><strong>Williams &amp; Connolly LLP</strong></td>
<td>Nicholas J. Boyle, Esquire</td>
</tr>
<tr>
<td><strong>Wilmer Cutler Pickering Hale and Dorr LLP</strong></td>
<td>A. Stephen Hut, Jr., Esquire, Jennifer O’Connor, Esquire</td>
</tr>
<tr>
<td><strong>Zuckerman Spaeder LLP</strong></td>
<td>Peter R. Kolker, Esquire</td>
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</tbody>
</table>

### Business Directors

<table>
<thead>
<tr>
<th>Business Directors</th>
<th>Directors</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>AlixPartners LLP</strong></td>
<td>Robert Yerman</td>
</tr>
<tr>
<td><strong>Alvarez &amp; Marsal</strong></td>
<td>Joseph T. Gardemal, III, CPA, Marc B. Sherman, CPA, Esquire</td>
</tr>
<tr>
<td><strong>Cardinal Bank -- Washington</strong></td>
<td>Kathleen Walsh Carr, Brian F. Kennedy, JD</td>
</tr>
<tr>
<td><strong>Children’s National Medical Center</strong></td>
<td>Rebecca Cady, Esquire</td>
</tr>
<tr>
<td><strong>Clark Construction Group</strong></td>
<td>Frank Baltz, Esquire, Paul Ryan</td>
</tr>
<tr>
<td><strong>Eagle Bank</strong></td>
<td>Jenny Shtipelman</td>
</tr>
<tr>
<td><strong>The Flagship Group, Inc.</strong></td>
<td>Heather D. McAllister, Esquire</td>
</tr>
<tr>
<td><strong>GEICO Corporation</strong></td>
<td>William C.E. Robinson, Esquire, Larry Hinton, Esquire</td>
</tr>
<tr>
<td><strong>Industrial Bank</strong></td>
<td>B. Doyle Mitchell, Jr.</td>
</tr>
<tr>
<td><strong>JAMS – The Resolution Experts</strong></td>
<td>Honorable Curtis E. von Kann (Ret.), Honorable Richard Levie (Ret.)</td>
</tr>
<tr>
<td><strong>LexisNexis</strong></td>
<td>Peter Sherman</td>
</tr>
<tr>
<td><strong>Lockheed Martin Corporation</strong></td>
<td>Jay A. Brozost, Esquire</td>
</tr>
<tr>
<td><strong>PNC Wealth Management</strong></td>
<td>Julia A. Matthews, JD</td>
</tr>
<tr>
<td><strong>Pepco Holdings, Inc.</strong></td>
<td>Jack E. Strausman, Esquire</td>
</tr>
<tr>
<td><strong>ULLICO Inc.</strong></td>
<td>Patrick McGlone, Esquire</td>
</tr>
<tr>
<td><strong>Washington Gas Light Company</strong></td>
<td>Beverly J. Burke, Esquire</td>
</tr>
<tr>
<td><strong>The Washington Post</strong></td>
<td>Eric N. Lieberman, Esquire</td>
</tr>
</tbody>
</table>
Judicial Directors

**US Court of Appeals for DC**  
Honorable Judith W. Rogers

**US District Court for DC**  
Honorable Richard W. Roberts  
Honorable James Robertson  
Magistrate Judge Deborah A. Robinson  
Honorable Ricardo M. Urbina

**DC Court of Appeals**  
Honorable James A. Belson  
Honorable Noël Anketell Kramer  
Honorable Vanessa Ruiz

**DC Superior Court**  
Honorable Mary Ellen Abrecht  
Magistrate Judge Diane M. Brenneman  
Honorable Arthur L. Burnett, Sr.  
Magistrate Judge Evelyn B. Coburn (Ret.)  
Honorable Anthony C. Epstein  
Honorable Brook Hedge  
Honorable Craig Iscoe  
Honorable Gregory E. Mize  
Honorable Paul R. Webber, III

**Ex-Officio Directors**

**Attorney General for DC**  
Irvin B. Nathan, Esquire

**Public Defender Service for DC**  
Avis Buchanan, Esquire

**DC Office of Administrative Hearings**  
Chief Administrative Law Judge  
Mary Oates Walker

**Federal Public Defender for DC**  
A.J. Kramer, Esquire

**DC Metropolitan Police Department**  
Chief Cathy Lanier

**Judiciary Committee, DC Council**  
Honorable Phil Mendelson

**US Court of Appeals for DC Circuit**  
Chief Judge David B. Sentelle  
Betsy Paret

**United States Attorney for DC**  
Honorable Ronald C. Machen, Esquire

**DC Courts**  
Anne B. Wicks

Civic Directors

Julia Alanan, Esquire  
James D. Berry, Jr.  
James D. Bishop, Esquire  
Professor Susan Low Bloch  
Linda L. Bostick  
Susan Brinkerhoff  
Edward J. Burger, Jr., M.D.  
Victoria S. Cashman  
John Clark  
Professor Sherman L. Cohn  
Edwin I. Colodny, Esquire  
M. Evan Corcoran, Esquire  
Julian R. Dugas, Esquire  
Ellen Watson Eager  
Marjorie S. Fargo  
Leslye Givarz  
Andrew J. Glass  
Samuel F. Harahan  
Stephen D. Harlan

Margaret L. Hines, Esquire  
Theodore Hirt, Esquire  
Lawrence Hobart  
Richard B. Hoffman  
Rev. Donald Isaac  
Allen Jones, Jr., Esquire  
Ann M. Kappler, Esquire  
Clifford T. Keenan, Esquire  
Ann Cuningham Keep  
David Lesser, Esquire  
Nancy Lesser, Esquire  
Susan C. Lynch, Esquire  
Curtis P. Lu, Esquire  
Daniel H. Margolis, Esquire  
Grace Mastalli  
Lynn C. Mattucci, Esquire  
Victoria A. McEneny, Esquire  
Carol D. Melamed, Esquire  
James P. Mercurio, Esquire

Fritz Mulhauser, Esquire  
James E. Nathanson, Esquire  
Richard B. Nettler, Esquire  
Tyrone C. Parker  
Honorable Kathy Patterson  
Dr. Mary Quinn  
S. White Rhyne, Esquire  
David E. Sellinger, Esquire  
Justin V. Shur, Esquire  
Donald K. Smith, Esquire  
Robert J. Spagnoletti, Esquire  
Mrs. Potter Stewart  
Joan Strand, Esquire  
Administrative Law Judge  
Arabella Teal  
Paul C. Vitrano, Esquire  
Kathleen E. Voelker, Esquire  
Jeffrey C. Walker, Esquire
## FINANCIAL statement

### Income

<table>
<thead>
<tr>
<th>Income</th>
<th>Amount</th>
<th>Percent of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Voluntary Board of Directors Dues</td>
<td>$261,825</td>
<td>34%</td>
</tr>
<tr>
<td>Donations</td>
<td>$68,271</td>
<td>9%</td>
</tr>
<tr>
<td>Special Events</td>
<td>$221,390</td>
<td>28%</td>
</tr>
<tr>
<td>Grants &amp; Contracts</td>
<td>$194,860</td>
<td>25%</td>
</tr>
<tr>
<td>Other Income</td>
<td>$31,213</td>
<td>4%</td>
</tr>
<tr>
<td><strong>Total Support and Revenue</strong></td>
<td><strong>$777,559</strong></td>
<td><strong>100.0%</strong></td>
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</tbody>
</table>

### Expenses

<table>
<thead>
<tr>
<th>Expenses</th>
<th>Amount</th>
<th>Percent of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program</td>
<td>$612,562</td>
<td>82%</td>
</tr>
<tr>
<td>Administrative</td>
<td>$59,762</td>
<td>8%</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$74,703</td>
<td>10%</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$747,027</strong></td>
<td><strong>100.0%</strong></td>
</tr>
</tbody>
</table>

**Excess (deficiency)** $28,094

*unaudited*
our STAFF

June B. Kress
Executive Director

Priscilla S. Skillman
Assistant Director

Lauren J. Hines
Development Director

Peter M. Willner
Senior Policy Analyst

Jeff C. Capley
Office Administrator

INTERNS

Erica Byer
Zinovia Chatzidimitriadou
Mia Garcia
Sarah Hughes
Mark Marinelli
Nathan Nash
Shruti Panchavati
D. Eric Schieffer
Sabbah Siddiqui
Diana Siozios
Catherine Stolar
Jong Min Sung