



NATIONAL WOMEN'S LAW CENTER

ANNUAL REPORT FY 2014-2015

ABOUT THE CENTER

We are passionate champions of national and state policies and laws that help women and girls achieve their potential throughout their lives—at school, at work, at home, in their families, and in their communities. We are committed advocates who take on the toughest challenges, especially for women who face multiple and intersecting forms of discrimination and women who are low-income — and we make change happen. We are proud to have been on the front lines of virtually every major advance for women since 1972, benefiting women, their families, their communities, and the nation.

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RELENTLESSLY PURSUING THE DREAM OF OPPORTUNITY AND EQUALITY FOR WOMEN AND FAMILIES

Some people say it is too hard to get anything done these days.

Not the National Women's Law Center. We never take 'no' for an answer.

Our efforts over this past year spurred the Obama Administration to formally require that all approved forms of birth control must be available without co-pays or deductibles. We documented the need for this specific guidance and got it by exposing widespread violations of the health care law by insurance companies that too often were not covering the most effective forms of birth control. Our report garnered media coverage in nearly 500 major media outlets and led to getting women the health coverage they deserve.

We won greater protections against discrimination on the job for pregnant workers in states like North Dakota and Nebraska, bringing the total number of states with such laws to 16 (including the District of Columbia). We documented and publicized the discrimination, violence, harassment, and other barriers faced by African American girls at school, elevating the issue

in the press and at a Capitol Hill briefing, and ultimately leading to a \$100 million public-private partnership to help topple those barriers. And, after 20 years of congressional inaction, we helped secure reauthorization of a law that helps families pay for child care and improves the quality of that care.

Finally, we celebrated victories in three vitally important Supreme Court cases in which we participated—filing lead friend-of-the court briefs—for marriage equality, the health care law, and the rights of pregnant workers.

The Center has had an important impact on millions of women and girls, and we are so grateful that you stood with us and helped us achieve so many hard-fought wins. Our team of experts and advocates is a formidable force for women and their families in America, and we couldn't have done it without our individual and institutional donors.

Of course, our work is far from done. Shocking attacks on women's access to reproductive health care are escalating at the federal, state and local levels, including violence against clinics and extreme restrictions on access to abortion. At the same time, too many pregnant women—especially those working in low-wage jobs—are still forced to choose between having a job and having a healthy pregnancy.

Too many women don't have the child care and other supports they need to do well at work and raise healthy, thriving children. And the typical woman, earning 79 cents to a man's dollar, still faces greater economic insecurity than the typical man at all stages of her life.

With your support, we will continue to take on the tough battles ahead. We will close the persistent and harmful disparity between men's and women's wages by working to pass the Paycheck Fairness Act, the Raise the Wage Act, and other critical measures until the wage gap is closed for good. We will work to ensure a federal budget that invests in the critical supports women need and that advances our broad economic agenda for women and their families.

We will stand with low-income women who need access to abortion by fighting to repeal the shameful Hyde Amendment, by pushing back against efforts to defund Planned Parenthood, and by advancing new protections for women's right to abortion access. We will work to pass the Equality Act to provide comprehensive protection against discrimination on the basis of sex, sexual orientation, and gender identity in the workplace, housing, public places, and federally funded programs. And we'll continue our multi-pronged advocacy, online organizing, and other efforts to ensure that the Affordable Care Act lives up to its life-saving promise in every state.

We will fight on all these fronts because we recognize that many women, including women of color, LGBTQ individuals, and low-income women, face overlapping barriers and multiple challenges. We will reach out to engage new generations of women, deepen our partnerships with state leaders who share our goals, and continue to stand shoulder to shoulder with allies at the federal level.

When it comes to fighting for women, together we'll keep turning those 'nos' into 'yesses.'

Jane C. Sherburne
Board Chair

Nancy Duff Campbell
Marcia D. Greenberger
Co-Presidents

FIGHTING SO WOMEN CAN RISE UP OUT OF POVERTY

Being a woman shouldn't put you at greater risk of poverty—but it does.

The odds of being poor are about one-third higher for women than for men. And if you're a woman of color, a single mother, a woman with a disability, or an older woman living alone, the odds of being poor are even greater.

Women face daunting challenges to achieving economic security. Like men, women face stagnant wages and growing income inequality. But they also face unique challenges. Greater responsibilities for family caregiving—leading to more time out of the workforce and more difficulty finishing school. A much greater likelihood of being a single parent having to do it all—alone. A dearth of high-quality, affordable child care and other supports to do well at work and at school and to raise healthy, successful children. Discrimination on the job and a persistent gender wage gap that is especially large for women of color and that shortchanges women into their retirement. Concentration in low-wage jobs despite better academic credentials than ever before. And mounting barriers to access to abortion and contraception, which make it harder for women to finish school, get and keep a job, and plan their futures.

It doesn't have to be this way. At the federal level and in the states, the Center fought for greater economic security for women, including through expanded access to child care assistance and making permanent increased tax credits to boost the incomes of working families. Through all of these efforts, the Center capitalized on the nation's increasing attention to women's economic security by promoting a broad vision of a women's economic agenda, which emphasizes the interrelationship of the barriers women face and the need to address a range of issues to secure lasting results.



THE CENTER:

Advanced an economic agenda for women by publishing *Moving Women & Families Forward: A State Roadmap to Economic Justice*, a broad, integrated state-level agenda, and *Our Moment: An Economic Agenda for Women and Families*, a similarly broad, integrated federal-level agenda, both of which include measures to raise wages, protect a woman's decision-making on birth control and abortion, support women with family responsibilities, and end discrimination on the job and elsewhere. The Center is leading efforts at the federal level and in the states to make this agenda a reality.

Secured the first reauthorization in 20 years of the Child Care and Development Block Grant, which includes provisions to improve the health and safety of child care, make it easier for families to obtain care, and improve the quality of care, especially for infants and toddlers. The Center achieved this success by providing leadership to a coalition of more than 100 national organizations, organizing high-profile events, advising policy makers, and mobilizing supporters to press for this important change. After the law passed, the Center co-authored with the Center for Law and Social Policy the report *Implementing the Child Care and Development Block Grant Reauthorization: A Guide for the States* and provided technical assistance to help states and advocates leverage opportunities to improve child care quality and help low-income parents get and keep the child care assistance they need to work. The Center also secured a modest increase in funding for child care in the Fiscal Year 2015 spending bill—a notable success in the context of flat or reduced federal funding for domestic programs overall.

Helped low- and moderate-income families claim federal and state tax credits through the Center's annual Tax Credits Outreach Campaign with 175 community partners. In 2014, 78 million tax filers claimed \$128 billion in tax benefits from the Earned Income Tax Credit (EITC), Child Tax Credit, and Child and Dependent Care Tax Credit. This year, the Center expanded its efforts and materials to help immigrant families and survivors of domestic violence, in collaboration with groups that represent these individuals, claim the credits. The Center also educated policy makers about the importance to women of keeping the improvements to the Child Tax Credit and EITC that are scheduled to expire in 2017, increasing the Child and Dependent Care Tax Credit and making it refundable, and increasing the EITC for workers without qualifying children, all of which resulted in legislative proposals incorporating these reforms.

Documented the economic struggles of low-wage women workers by researching and releasing a report examining the overrepresentation of women in the low-wage workforce. *Underpaid & Overloaded: Women in Low-Wage Jobs* revealed that regardless of education level, age, marital or parental status, race, ethnicity or national origin, women's share of the low-wage workforce is larger than that of their male counterparts, and it called for a multi-pronged agenda to address the inequities and economic burdens faced by low-wage women workers, including by expanding access to child care assistance and early education, removing barriers to employment opportunities, and increasing economic supports such as tax credits.



ENSURING ALL GIRLS HAVE AN EQUAL CHANCE TO SUCCEED IN SCHOOL

All girls deserve the chance to succeed in school, but sex-based barriers to education persist—especially for girls of color—from stereotypes about suitable fields of study, to harassment and violence, to unequal access to sports.

The Center worked to improve opportunities for girls in education, shining a spotlight on the educational barriers that girls face, with a particular focus on girls of color, and called on educators, school and community leaders, policymakers, and philanthropic organizations to take action to help all girls succeed.

One in five young women is sexually assaulted while in college; in high school, that number is one in 10. Both sexual harassment and sexual violence at school are prohibited by federal law—yet many schools are failing to prevent sexual violence and to meet the needs of student survivors, including by investigating all charges promptly and thoroughly, taking corrective action as needed, and protecting survivors. The Center is working closely with student activists to draw national attention to the issue, using multiple strategies to improve schools' policies and procedures on prevention and response to sexual assault in K-12 schools and on college campuses.

Girls—especially girls of color—are also shortchanged when it comes to opportunities to play sports in school. Despite a dramatic increase in the number of girls and young women playing sports since Title IX was enacted in 1972, there is still much to be done to level the playing field. The Center worked to ensure that all girls can benefit from the many positive health, academic, and employment outcomes associated with playing sports, and to increase the number of opportunities for girls to play sports.



THE CENTER:

Documented, publicized, and organized efforts to draw attention to, and redress, the educational discrimination faced by African American girls by issuing a groundbreaking report, *Unlocking Opportunity for African American Girls: A Call to Action for Educational Equity*, co-authored with the NAACP Legal Defense and Educational Fund, which highlighted—and proposed ways to address—the destructive and disproportionately harsh discipline and other barriers to academic success that Black girls experience, including pervasive racial and gender stereotypes, high rates of sexual harassment and violence, and punitive measures against girls who are pregnant or parents. Making use of traditional news media, social media, and a Capitol Hill briefing featuring Senator Kirsten Gillibrand, Congresswoman Yvette Clark and other experts and advocates, the Center elevated the report’s findings and advocated for its recommendations.

Improved the playing field for girls in sports, by releasing a Center report, co-authored with the Poverty and Race Research Action Council, *Finishing Last: Girls of Color and School Sports Opportunities*, which presented new data showing that girls of color are being shortchanged in opportunities to play school sports and identifying concrete ways to secure change, and by winning Title IX complaints against the Chicago and New York school districts, which have large numbers of students of color. The U.S. Department of Education’s investigations of these school districts following the Center’s complaints revealed significant gender disparities among schools—gaps that represented thousands of additional spots on teams needed to level the playing field for female students. The resolution agreements, which call for the school districts to survey girls to determine which teams to add, will ensure the districts create new opportunities for girls to play sports.

Enhanced the safety of all students in school by working to improve sexual assault laws and policies, securing Department of Education regulations on schools’ obligations to curb gender-based violence, stopping legislative proposals to weaken Title IX regulations and enforcement, obtaining stepped-up federal enforcement of existing laws against schools that fail to adequately protect students from sexual assault, and working to create a climate in which survivors feel supported, including by addressing the prevalent backlash against survivors who share their stories publicly. The Center not only achieved justice for teenage girls who were sexually assaulted and whose schools did not respond properly in Title IX lawsuits in Michigan and Alabama, but also sent a clear message to all schools that they must address sexual assault promptly and thoroughly.



DISMANTLING BARRIERS WOMEN FACE IN THE WORKPLACE

Although women’s work experience and educational attainment have increased dramatically over the years, women—especially women of color—are disproportionately represented in the low-wage workforce.

Facing discriminatory, demeaning, and unfair workplace practices, far too many women struggle to stay afloat. Women face a wage gap that has barely budged. They experience high rates of sexual harassment. Pregnant workers face discrimination, including when they ask for temporary accommodations, such as avoiding heavy lifting, for medical reasons. And women, especially those in low-wage jobs, often face unpredictable and unfair scheduling practices, which cause economic and emotional hardship for them and their families.

To lower these barriers, the Center won policy changes that helped reduce the pay gap, protect pregnant workers, and combat abusive scheduling practices.

THE CENTER:

Helped secure bigger paychecks for low-wage workers, two-thirds of whom are women, through minimum wage increases in five states—Alaska, Arkansas, Nebraska, Rhode Island, and South Dakota—by defending in federal court the Obama Administration regulation extending minimum wage and overtime protections to home care workers, and by building support in Congress for a stronger federal minimum wage increase.

Increased women’s ability to secure equal pay by ensuring effective federal rules to implement two federal equal pay executive orders the Center secured in 2014 that provide new protections for employees of federal contractors, holding stakeholder briefings to explain the proposed new federal rules, drafting model comments for coalition partners, activating grassroots support for the rules, and submitting the Center’s own detailed comments on them. The Center also assisted advocates pressing for equal pay laws in California, the District of Columbia, Louisiana, Maryland, Massachusetts, Nebraska, New York, and



Washington and was a leader in the coalition pressing for passage of the federal Paycheck Fairness Act, which would close loopholes in the law that often make it hard to secure equal pay.

Combatted abusive work scheduling practices that especially harm parents

by widely publicizing the extent of the problem, especially in jobs with high numbers of women workers, and developing and releasing a new analysis, *Collateral Damage: Scheduling Challenges for Workers in Low-Wage Jobs and Their Consequences*. The Center also helped develop, publicize, and advocate for passage of the federal Schedules that Work Act, which would protect workers in low-wage jobs in the retail, restaurant, and custodial industries from the most abusive practices and give all workers the right to seek schedule changes to meet their responsibilities to care for themselves and their families, further their education, or hold down a second job to make ends meet. The Center also helped state advocates pressing for fair workplace scheduling practices in California, Illinois, Indiana, Maryland, Minnesota, and Oregon by drafting model legislation, developing materials, and providing testimony.

Protected the jobs and health of pregnant workers by helping secure state laws requiring fair treatment in the District of Columbia, Nebraska and North Dakota—bringing the total number of states, including D.C., with such laws to 16, working to ensure effective implementation of new laws in West Virginia and elsewhere, and authoring a Supreme Court brief joined by 123 Members of Congress in *Young v. United Parcel Service*. The Supreme Court's decision in *Young* confirmed the protection that the Pregnancy Discrimination Act (PDA) gives workers who need temporary changes in their job duties because of physical limitations arising from pregnancy and provided a road map for proving that an employer violated the PDA by refusing to accommodate a pregnant worker while accommodating other workers with similar limitations. The Center also advanced the prospects of legislation to provide a nationwide, explicit right to accommodation for medical needs arising out of pregnancy by securing bipartisan support of the federal Pregnant Workers Fairness Act.



CAMPAIGNING TO PROTECT ACCESS TO REPRODUCTIVE HEALTH CARE AND IMPROVE WOMEN'S HEALTH

This year was one of important highs, but also devastating lows for women's health care.

Fierce attacks on the Affordable Care Act (ACA) did not succeed in the Supreme Court or Congress, the federal government clarified and underscored the general requirement that employers must provide contraceptive coverage at no cost to women, and ballot measures to ban abortion were defeated during the 2014 mid-term elections. But efforts by certain closely held companies to deny contraceptive coverage to their employees on religious grounds and relentless efforts to restrict abortion at the state level rolled back access to reproductive health care for many women.

Through it all, the Center maintained its position as a leader in these fights with strategic planning and execution, identifying places where decades of its legal expertise and state and federal policy experience could be leveraged to achieve real change. The Center built on the progress brought by the ACA by conducting research into violations in health plan coverage in the new marketplaces to make sure women are getting the coverage to which they are entitled and securing improved coverage of contraception. The Center also continued to engage a new generation of women's reproductive health advocates through its award-winning *This Is Personal* campaign, calling out systemic problems, identifying solutions, and lifting women's own voices in the fight for their health and reproductive rights.



THE CENTER:

Exposed widespread violations of the health care law by insurance companies and led the charge to get women the health coverage they deserve by releasing three *State of Coverage* reports documenting that more than half of 100 insurers reviewed in 15 states committed one or more violations of the ACA, in areas ranging from coverage of birth control to breast-feeding support to gender transition surgery. These reports, which helped spur the Obama Administration to issue guidance clarifying that the birth control coverage requirement means that women have the right to the most effective forms of birth control at no cost to them, garnered attention in nearly 500 major media outlets such as *The New York Times*, *NPR*, *Associated Press*, *Time*, the *Wall Street Journal*, *USA Today* and *BuzzFeed*.

Championed efforts to reverse the harmful impact of the Supreme Court's decision in *Burwell v. Hobby Lobby* that under the federal Religious Freedom Restoration Act certain for-profit companies can refuse to comply with the ACA's birth control coverage requirement because of the owners' religious beliefs, by securing an accommodation that ensured that women working for these companies can get birth control coverage directly from their insurance companies, and mobilizing supporters to send nearly 33,000 comments to the Administration in support of the accommodation. The Center also advised on the drafting and introduction of the Protect Women's Health from Corporate Interference Act, known as the Not My Boss's Business Bill, which would prohibit employers from denying employees insurance coverage of health care services required by law. To address the broad implications of the case, the Center issued a report on the ways individuals and organizations have been abusing religious freedom laws in the wake of *Hobby Lobby* and founded the Religious Refusals Working Group, which convenes thought leaders and advocates to address new attempts to use religion to discriminate.

Ensured women actually get insurance coverage of birth control by helping more than 2,100 women through the Center's CoverHer hotline and website navigate the insurance system and providing online resources to 75,000 more women. CoverHer has led companies to change their policies so that more women have access to the birth control coverage they need and deserve, with no co-pays, as required by law. For example, a Texas woman's employer insurance plan wouldn't cover her \$105 monthly birth control ring at no cost to her until, armed with information supplied by the Center, she was able to get covered; the Center helped other women get this coverage by spurring the insurer to change its policy nationwide.



Contributed to the momentous Supreme Court victory in *King v. Burwell* that eligible individuals in every state may receive tax credits authorized by the ACA to help them purchase health insurance, including by authoring an *amicus* brief on behalf of a wide range of national and state-based organizations and allies that highlighted the impact the decision could have on the health and economic security of the nearly three million women who were enrolled in health insurance through federally facilitated insurance marketplaces and by mobilizing the women’s community online and through rallies with women who spoke out about the positive impact of the law on their lives.

Fought attacks on reproductive health care in the states, including by working with state advocates to successfully defeat harmful “personhood” ballot measures in Colorado and North Dakota, which would have criminalized or banned all abortions, eliminated *in vitro fertilization* and certain forms of birth control, and jeopardized end-of-life care, and by helping persuade Virginia to rewrite dangerous regulations targeting women’s health centers by mobilizing Center supporters to submit more than 5,500 comments—more than half the comments submitted—to the Virginia Board of Health. The Center also spearheaded an initiative to advance laws protecting employees from being penalized for using reproductive health services, which were introduced in Maine, Michigan, Missouri, New York, Ohio, Virginia, and Washington D.C., and overturned a regulation in Iowa that eliminated the use of telemedicine for medication abortions, including by filing an *amicus* brief in an Iowa Supreme Court case that unanimously struck down the regulation by relying in part on the Center’s arguments.



INCREASING JUDICIAL DIVERSITY AND SECURING JUSTICE FOR WOMEN

When women are fairly represented among the nation's federal judges, the courts better reflect the population they serve and the public has greater confidence in their decisions.

Having more women on the federal bench also improves the quality of justice because female judges bring a unique perspective on how the law impacts the lives of women and girls and enrich the courts' understanding of how best to realize the intended purpose of the law.

Faced with relentless Senate obstruction of President Obama's nominations to the federal courts and the pressing need to fill long-standing vacancies, the Center fought to reduce judicial vacancies, encourage greater diversity on the federal bench in terms of gender, race, ethnicity, and sexual orientation, and confirm well-qualified nominees—with the result that by July 2015, an unprecedented 33 percent of 795 active federal judges were women. In addition, the Center advocated for the confirmation of well-qualified nominees to key high-level Executive Branch positions, the duties of which encompass legal and policy issues critical to women.

The importance of a diverse judiciary became clear as the federal courts and the Supreme Court heard a number of major cases that were particularly important to women. The Center brought its credibility and expertise to bear by weighing in with *amicus* briefs that highlighted women's interests in cases involving health care reform, marriage equality, and pregnancy discrimination.

THE CENTER:

Helped lead the successful fight to confirm Loretta Lynch to be the first African-American woman to serve as Attorney General. Despite her stellar qualifications, bipartisan support for her historic nomination, and the importance of the office to which she had been nominated, Senate leadership delayed a vote on her nomination for five months, making the need for sustained advocacy during that period essential to securing her nomination.



Contributed to three important Supreme Court victories—for marriage equality, the health care law, and pregnant workers in *Obergefell v. Hodges*, *King v. Burwell*, and *Young v. United Parcel Service*, including by filing *amicus* briefs in all three cases on behalf of a wide range of national and state-based organizations and allies. Building on these victories, the Center helped shape legislation introduced in the summer of 2015 to provide comprehensive protection against discrimination on the basis of sexual orientation, gender identity and sex in the workplace, housing, public places, and federally funded programs, and continued its multi-pronged advocacy, online organizing and other efforts to ensure that the health care law lives up to its life-saving promise in every state and that pregnant workers don't have to choose between their job and their health, as described earlier.

Highlighted the glacial pace of the confirmation process for federal judicial nominees. Although the percentage of active women judges is at historic highs, the process for confirming new federal judges slowed dramatically this year. The Center conducted public education, working with women's bar associations and other organizations around the country and documenting the skyrocketing number of vacancies in federal courts that not only slowed the administration of justice, but also threatened to roll back previous gains in diversity on the bench.



NWLC SNAPSHOT



CENTER SUPPORTERS

THE VICTORIES WON ON BEHALF OF WOMEN AND THEIR FAMILIES would not have been possible without the support of many individuals and organizations. The Center deeply appreciates these contributions and looks forward to continuing to work together to expand the possibilities for women and their families in the years to come. The following lists the Center's supporters for the fiscal year ending on June 30, 2015.

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The victories won on behalf of women and girls would not have been possible without the volunteer assistance that many organizations and individuals generously provided to the Center.

In the past year, organizations and individuals providing this support, included: Arnold & Porter; Crowell & Moring; Ingrid & Thad Davis; Theresa Davis; Georgetown University Law Center; Holly Hemphill; Hogan Lovells; Jenner & Block; Trister, Ross, Schadler & Gold, PLLC; Morrison & Foerster; O'Melveny & Myers LLP; Paul Hastings; Paul, Weiss, Rifkind, Wharton & Garrison; Reed Smith; Roxanne Conlin & Associates, PC; and Shirley Sagawa. Organizations and individuals sponsoring fellowships included: American Bar Association Section of Taxation; Equal Justice Works; Deborah Slaner Larkin & The MARGARET Fund; Skadden Fellowship Foundation; and the Women's Law and Public Policy Fellowship Program. The Center deeply appreciates these contributions and looks forward to continuing to work together to expand the possibilities for women and girls in the years to come.

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In June 2014, when Brooksley Born retired her gavel as Chair of the National Women's Law Center's Board, the Center recognized her exceptional leadership and service by creating the Brooksley Born Innovation Fund. Contributions to this Fund help ensure that the Center can be nimble and creative in addressing future challenges and launch innovative, cutting-edge projects. The following people and institutions contributed \$500 or more to the Fund in FY 2014-2015:

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STATEMENT OF FINANCIAL POSITION

National Women's Law Center and National Women's Law Center Action Fund

Consolidated Statement of Financial Position as of June 30, 2015

	June 30, 2015
Assets	
Cash and cash equivalents	\$ 5,538,532
Investments	34,352,699
Accounts receivable	411,680
Grants and contributions receivable	457,113
Prepaid expenses	168,845
Property, equipment and intangible assets, net	436,038
Security deposits	23,136
Total assets	\$41,388,043
Liabilities and Net Assets	
Liabilities	
Accounts payable and accrued expenses	\$ 592,627
Deferred compensation	645,354
Sub-tenant security deposit	10,719
Deferred rent and incentive allowance	1,240,760
Total liabilities	2,489,460
Net Assets	
Unrestricted	10,967,076
Temporarily restricted	8,748,612
Permanently restricted	19,182,895
Total net assets	38,898,583
Total liabilities and net assets	\$41,388,043

STATEMENT OF ACTIVITIES

National Women's Law Center and National Women's Law Center Action Fund

Consolidated Statement of Activities for the Year Ended June 30, 2015

	Unrestricted			Temporarily Restricted	Permanently Restricted	2015 Total
	Operating	Reserves	Total			
Revenue and Support						
Grants	\$ 31,800	\$ -	\$ 31,800	\$ 3,204,210	\$ -	\$ 3,236,010
Net Investment Income	-	471,182	471,182	933,996	-	1,405,178
Income from cash equivalents	5,374	-	5,374	-	-	5,374
Contributions, net of bad debt	1,705,472	-	1,705,472	113,018	-	1,818,490
Donated goods and services	1,503,264	-	1,503,264	-	-	1,503,264
Rental income	128,000	-	128,000	-	-	128,000
Other	73,042	-	73,042	-	-	73,042
Legal fees	109,625	-	109,625	-	-	109,625
Net assets released from restrictions and transfers:	-	-	-	-	-	-
Appropriation of endowment income	784,268	-	784,268	(784,268)	-	-
Transfer from Reserves	511,726	(511,726)	-	-	-	-
Satisfaction of time & program restrictions	7,041,064	-	7,041,064	(7,041,064)	-	-
Total revenue and support	11,893,635	(40,544)	11,853,091	(3,574,108)	-	8,278,983
Expenses						
Program services:						
Health and Reproductive Rights	4,047,890	-	4,047,890	-	-	4,047,890
Family Economic Security	2,136,970	-	2,136,970	-	-	2,136,970
Education and Employment	1,634,533	-	1,634,533	-	-	1,634,533
Women's Legal Rights	1,929,465	-	1,929,465	-	-	1,929,465
Total program services	9,748,858	-	9,748,858	-	-	9,748,858
Supporting services:						
Administration	1,532,427	-	1,532,427	-	-	1,532,427
Development	755,718	-	755,718	-	-	755,718
Total supporting services	2,288,145	-	2,288,145	-	-	2,288,145
Total expenses	12,037,003	-	12,037,003	-	-	12,037,003
Change in net assets	(143,368)	(40,544)	(183,912)	(3,574,108)	-	(3,758,020)
Net assets, beginning of year	601,625	10,549,363	11,150,988	12,322,720	19,182,895	42,656,603
Net assets, end of year	\$ 458,257	\$10,508,819	\$10,967,076	\$8,748,612	\$19,182,895	\$38,898,583

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