

GUIDESTAR® Premium^{PRO} Report



GuideStar Report Generated For: *Dragonfly Forest Inc*

Report Generated On: July 20, 2016 at 10:32 AM ET

EIN: 23-3094506

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General Information

Dragonfly Forest Inc
 1100 E Hector Street
 Suite 333
 Conshohocken, PA 19428
 www.dragonflyforest.org

Also Known As: Dragonfly Forest
 EIN: 23-3094506

Telephone: 610 -298-1820
 Facsimile: 267 -4340100

Contact Information

Ms Sylvia van Meerten, Executive Director
 svanmeerten@dragonflyforest.org
 610 -298-1820 tel



This is a Gold level GuideStar Nonprofit profile, demonstrating this organization's commitment to transparency.

[Learn more about the GuideStar Nonprofit Profile](#)

Affiliation Type: Independent Organization

At-A-Glance

IRS: 501(c)(3) Public Charity
 Subsection:
 NTEE Codes: N20 (Recreational and Sporting Camps (Day, Overnight, etc.)) E11 (Single Organization Support) P99 (Human Services - Multipurpose and Other N.E.C.)
 Assets: \$70,998
 Income: \$511,248
 Expenses: \$496,858
 Liabilities: \$41,465
 Areas Served: Dragonfly Forest primarily serves kids from the Philadelphia Delaware Valley (NE PA, Southern NJ, DE, and MD), however, because of the nature of some of our programs we also accept children from throughout the US and some international children where applicable.
 Year Founded: 2001
 Ruling Year: 2002
 Fiscal Year Start: October 1
 Fiscal Year End: September 30
 Financial information in this report is derived from the organization's 2015 Form 990.

Mission

At Dragonfly Forest, we envision a future where more global citizens have the self-confidence to value diversity, embrace challenges, and strive for emotional maturity. We provide overnight camp sessions for kids with autism and medical needs. Our program is a

Mission

transformative experience because we give children the freedom and structure to succeed on their own terms. We teach kids specific skills that give them power and control over their futures.

Revenue from 990 (Fiscal Year Beginning October 1 and Ending September 30)

[FAQs on Financial Data](#)

[Click here for revenue data reported earlier than 2011](#)

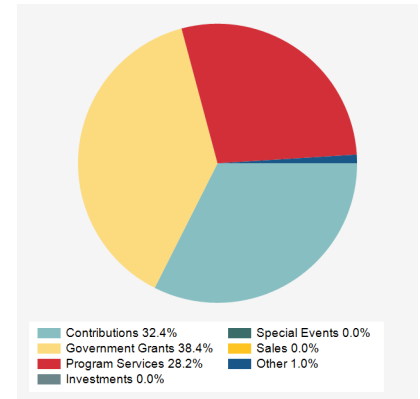
	2015 (990)	2014 (990)	2013 (990)	2012 (990)	2011 (990)
Contributions¹	\$165,825	\$526,360	\$530,932	\$534,232	\$425,995
Government Grants	\$196,345	\$166,176	\$149,515	\$159,075	\$102,000
Program Services	\$143,976	\$39,978	\$0	\$0	\$0
Investments²	\$2	\$1	\$25	\$52	\$72
Special Events	\$0	\$0	\$0	\$0	\$0
Sales	\$0	\$0	\$0	\$0	\$0
Other³	\$5,100	\$1,850	\$16,247	\$1,215	\$3,150
Total Revenue:	\$511,248	\$734,365	\$696,719	\$694,574	\$531,217

1- Due to various changes in the way this data is reported in the 2008 Form 990, it may not be possible to accurately compare this data from the 2008 Form 990 against the same field on prior forms.

2- The IRS has changed the Requirements for Reporting Investment Income. This value may contain amounts for Items which were reported in earlier years under Other Revenue (Part I, line 11).

3- Due to changes to the 2008 form, Membership Dues are not included in Other Revenue anymore, but are reported under Contributions.

Revenue Breakout: 2015



[FAQs](#)

Expenses from 990 (Fiscal Year Beginning October 1 and Ending September 30)

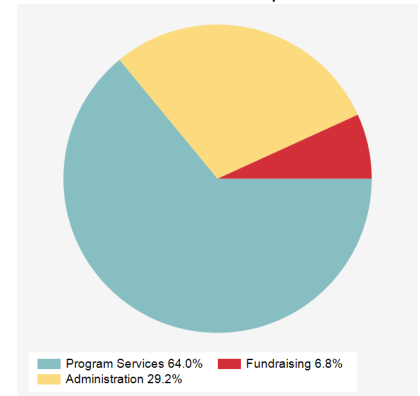
[FAQs on Financial Data](#)

[Click here for expense data reported earlier than 2011](#)

	2015 (990)	2014 (990)	2013 (990)	2012 (990)	2011 (990)
Program Services	\$318,115	\$637,087	\$607,921	\$545,459	\$446,722
Administration	\$144,897	\$37,233	\$33,915	\$30,392	\$37,501
Other	\$33,846	\$40,737	\$98,757	\$102,312	\$82,789
Total Expenses:	\$496,858	\$715,057	\$740,593	\$678,163	\$567,012

Net Gain/Loss: \$14,390 \$19,308 (\$43,874) \$16,411 (\$35,795)

Expenses Breakout: 2015



[FAQs](#)

Expense Detail from 990 (Fiscal Year Beginning October 1 and Ending September 30)

[FAQs on Financial Data](#)[Click here for revenue data reported earlier than 2011](#)

	2015 (990)	2014 (990)	2013 (990)	2012 (990)	2011 (990)
Accounting Fees	\$0	\$0	\$0	\$0	\$2,829
Advertising and Promotion	\$4,623	\$170	\$0	\$0	\$0
Information Technology Expenses	\$22,723	\$9,632	\$6,899	\$7,470	\$8,325
Insurance Expenses	\$18,095	\$11,355	\$16,313	\$16,795	\$15,452
Interest Expenses	\$0	\$423	\$685	\$0	\$0
Investment Management Fees	\$0	\$0	\$0	\$0	\$0
Legal Fees	\$0	\$6,455	\$6,187	\$5,188	\$2,850
Pension Plan Contributions	\$0	\$0	\$0	\$0	\$0
Printing and Publications	n/a	n/a	n/a	n/a	n/a
Professional Fundraising Expenses	\$0	\$0	\$0	\$0	\$0
Printing, Publication, Postage and Shipping	n/a	n/a	n/a	n/a	n/a
Professional Fees and Payments to Contractors	n/a	n/a	n/a	n/a	n/a

Balance Sheet from 990 (Fiscal Year Beginning October 1 and Ending September 30)

[Click here for balance sheet data reported earlier than 2011](#)

Assets	2015 (990)			2014 (990)			2013 (990)			2012 (990)			2011 (990)		
	1-Oct-14	30-Sep-15	Change	1-Oct-13	30-Sep-14	Change	1-Oct-12	30-Sep-13	Change	1-Oct-11	30-Sep-12	Change	1-Oct-10	30-Sep-11	Change
Cash & Equivalent	\$15,861	\$51,599	\$35,738	\$60,120	\$15,861	(\$44,259)	\$42,229	\$60,120	\$17,891	\$25,714	\$42,229	\$16,515	\$62,581	\$25,714	(\$36,867)
Accounts Receivable	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Pledges & Grants Receivable	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Receivable / Other ¹	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Inventories for Sale or Use	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Investment / Securities ²	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Investment / Other ³	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Fixed Assets ⁴	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Land & Buildings		n/a			n/a			n/a			n/a			n/a	
Other ⁵	\$0	\$19,399	\$19,399	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total Assets:	\$15,861	\$70,998	\$55,137	\$60,120	\$15,861	(\$44,259)	\$42,229	\$60,120	\$17,891	\$25,714	\$42,229	\$16,515	\$62,581	\$25,714	(\$36,867)












Liabilities	2015 (990)			2014 (990)			2013 (990)			2012 (990)			2011 (990)		
	1-Oct-14	30-Sep-15	Change	1-Oct-13	30-Sep-14	Change	1-Oct-12	30-Sep-13	Change	1-Oct-11	30-Sep-12	Change	1-Oct-10	30-Sep-11	Change
Accounts Payable	\$718	\$11,465	\$10,747	\$14,285	\$718	(\$13,567)	\$2,520	\$14,285	\$11,765	\$2,416	\$2,520	\$104	\$3,488	\$2,416	(\$1,072)
Grants Payable	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Deferred Revenue	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Loans and Notes ⁶	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Tax-Exempt Bond Liabilities	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Other ⁷	\$0	\$30,000	\$30,000	\$50,000	\$0	(\$50,000)	\$0	\$50,000	\$50,000	\$0	\$0	\$0	\$0	\$0	\$0
Total Liabilities:	\$718	\$41,465	\$40,747	\$64,285	\$718	(\$63,567)	\$2,520	\$64,285	\$61,765	\$2,416	\$2,520	\$104	\$3,488	\$2,416	(\$1,072)

Fund Balance	2015 (990)			2014 (990)			2013 (990)			2012 (990)			2011 (990)		
	1-Oct-14	30-Sep-15	Change	1-Oct-13	30-Sep-14	Change	1-Oct-12	30-Sep-13	Change	1-Oct-11	30-Sep-12	Change	1-Oct-10	30-Sep-11	Change
Temporarily Restricted Net Assets	\$0	\$61,708	\$61,708	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$10,000	\$0	(\$10,000)
Permanently Restricted Net Assets	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Unrestricted Net Assets	\$15,143	(\$32,175)	(\$47,318)	(\$4,165)	\$15,143	\$19,308	\$39,709	(\$4,165)	(\$43,874)	\$23,298	\$39,709	\$16,411	\$49,093	\$23,298	(\$25,795)
Net Assets	\$15,143	\$29,533	\$14,390	(\$4,165)	\$15,143	\$19,308	\$39,709	(\$4,165)	(\$43,874)	\$23,298	\$39,709	\$16,411	\$59,093	\$23,298	(\$35,795)








- 1- Due to changes in the 2008 Form 990, this data is no longer reported.
- 2- Due to Changes in the 2008 Form, this value now includes Publicly Traded Securities as well as Other Securities.
- 3- Due to various changes in the way this data is reported in the 2008 Form 990, it may not be possible to accurately compare this data from the 2008 Form 990 against the same field on prior Forms.
- 4- The 2008 Form does not distinguish between Land, Buildings & Equipment (LBE) as investments and LBE as fixed assets. This value is equivalent to the sum of both line items on earlier Forms (Part IV line 55 plus line 57).
- 5- Other Program Related Investments is now a separate field on the new Form, Part X-13(A) and (B).
- 6- The value on this line may now include payables to former employees, disqualified persons and unrelated third parties.
- 7- Due to various changes in the way this data is reported in the 2008 Form 990, it may not be possible to accurately compare this data From the 2008 Form 990 against the same field on prior Forms.

Note: The balance sheet gives a snapshot of the financial health of an organization at a particular point in time. An organization's total assets should generally exceed its total liabilities, or it cannot survive long, but the types of assets and liabilities also must be considered. For instance, an organization's current assets (cash, receivables, securities, etc.) should be sufficient to cover its current liabilities (payables, deferred revenue, current year loan, and note payments). Otherwise, the organization may face solvency problems. On the other hand, an organization whose cash and equivalents greatly exceed its current liabilities might not be putting its money to best use.







Forms 990 Received from the IRS

2015 Form 990 	2014 Form 990 	2013 Form 990 	2012 Form 990 	2011 Form 990 	2010 Form 990 	2009 Form 990 	2008 Form 990 
click to download	click to download	click to download	click to download	click to download	click to download	click to download	click to download
2007 Form 990 	2006 Form 990 	2005 Form 990 	2004 Form 990 				
click to download	click to download	click to download	click to download				

Forms 990 Provided by the Organization

2014 Form 990 	2012 Form 990 	2011 Form 990 	2010 Form 990 	2009 Form 990 	2008 Form 990 	Form 990 
click to download	click to download	click to download	click to download	click to download	click to download	click to download

Audited Financial Statement(s)

2015 Audit Financial Statement 	2014 Audit Financial Statement 	2013 Audit Financial Statement 	2013 Audit Financial Statement 	2010 Audit Financial Statement 	2009 Audit Financial Statement 
click to download	click to download	click to download	click to download	click to download	click to download

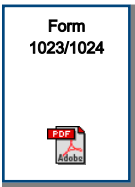
Annual Report(s)

2012 Annual Report 	2011 Annual Report 	2010 Annual Report 	2009 Annual Report 
click to download	click to download	click to download	click to download

Letter of Determination, Form 1023/1024



[click to download](#)



Mission Statement

This information was provided to GuideStar by Dragonfly Forest Inc

At Dragonfly Forest, we envision a future where more global citizens have the self-confidence to value diversity, embrace challenges, and strive for emotional maturity. We provide overnight camp sessions for kids with autism and medical needs. Our program is a transformative experience because we give children the freedom and structure to succeed on their own terms. We teach kids specific skills that give them power and control over their futures.

Impact Statement

This information was provided to GuideStar by Dragonfly Forest Inc

From 2006 to 2015 (10 Camp Seasons – over 3000 Campers), Dragonfly Forest has surveyed participants (campers and their parents) of the Dragonfly program to measure the impact of the camp experience on participants. Dragonfly Forest measures the camp experience because while we provide what looks like a traditional camp experience to our participants, we actually are employing an Intentional Programming Model. This model is based on the assumption that all camp activities can lead to learning or growth. The cumulative results over 10 camp seasons of this study suggest that a stay at Dragonfly Forest typically benefits children in the following ways: Children become more confident and experience increased self-esteem, Children develop more social skills that help them make new friends, Children grow more independent and show more leadership qualities, Children become more adventurous and are willing to try new things, and Children learn new ways to care for themselves and their illness/disorders.

Annual Summer Camp Sessions

This information was provided to GuideStar by Dragonfly Forest Inc

Budget: \$632,741

Category: Human Services

Population Served: Children Only (5 - 14 years)

Program Description:

Dragonfly Forest welcomed over 3,000 campers in the last 10 years with autism, 22Q, hemophilia, sickle cell disease, and persistent asthma. We are in a 600 acre beautiful, heavily wooded, magical location in the Poconos. We have a summer residential camp program for kids, and we have a teen vocational programs for people with autism and 22Q 13-25 years old.

Program Long-Term Success:

From 2006 to 2010 (5 Camp Seasons – over 1,300 Campers), Dragonfly Forest has surveyed participants (campers and their parents) of the Dragonfly program to measure the impact of the camp experience on participants. Dragonfly Forest measures the camp experience because while we provide what looks like a traditional camp experience to our participants, we actually are employing an Intentional Programming Model. This model is based on the assumption that all camp activities can lead to learning or growth. The cumulative results over 5 camp seasons of this study suggest that a stay at Dragonfly Forest typically benefits children in the following ways, Children become more confident and experience increased self-esteem, Children develop more social skills that help them make new friends, Children grow more independent and show more leadership qualities, Children become more adventurous and are willing to try new things, and Children learn new ways to care for themselves and their illness/disorders.

Program Short-Term Success:

We measure success of the program at the end of each program session. We then contact parent 9 months after the program has concluded and we have found that 54.8% of parents saw a permanent change in behaviors their child learned at camp. 16.7% of parents saw the change from camp last between 3 to 6 months. 16.7% of parents saw the change from camp last between 1 to 3 months. 4.8% of parents saw the change from camp last between 1 week and 1 month. 7.1% saw a change from camp last up to 1 week upon returning home.

Program Success Monitored by:

At Dragonfly Forest, we believe that actions speak louder than words, and that we must listen to our campers, staff, volunteers, medical team and supporters in order to continually develop a quality product that exceeds our campers' expectations. This is why Dragonfly Forest created Campology – Campology is the art and science of understanding the key factors that determine the quality of the Dragonfly Forest experience. The Campology methodology is a continuous improvement process that has been recognized by various camp professionals as “the most systematic tool for program assessment.” Campology helps us uncover lessons learned and opportunities for improvement. Our focus at Dragonfly Forest is on improvement. Campology is not the end of a journey, but rather the beginning of the journey to continually improve on the Dragonfly Forest experience.

Program Success Examples:

The following are the key lessons parents saw their children learn at camp, even after 9 months of being away from camp: Increased Independence – 90.9% Increased Confidence – 81.8% How to Get Along with Peers – 75% Teamwork – 70.5% How to Take More Responsibility – 68.2% How to Deal with Challenging Situations – 68.2%

Overview

	2015	2014	2013	2012	2011
Number of Employees:	4	1	1	2	1

Principal Officer

Fiscal Year	Principal Officer
2015	John Colburn
2014	Fred Weiner
2013	Fred Weiner
2012	Fred Weiner
2011	Fred Weiner
2010	Fred Weiner
2009	Fred Weiner

Chief Executive Profile

Ms Sylvia van Meerten

Term: Since Jan 2008

Sylvia van Meerten specializes in fundraising and special-needs program coordination. Sylvia has worked in the camp field for fifteen years, in three different states. Her background is in autism advocacy, and she consults with national organizations about autism programming. Sylvia has more recently begun to work in development and is delighted to dedicate her efforts to Dragonfly's mission.

CEO/Executive Director Statement:

We believe that all children deserve to have meaningful recreation experiences. As adults, It is our responsibility to help children find opportunities to practice happiness and friendships, regardless of their diagnosis. Additionally, we believe that everyone benefits from diverse environments and that our world needs all kinds of minds. The sooner we collectively appreciate different brains, different appearances, and different backgrounds, the soon we can work together to solve the immense challenges of our modern world.

Co-Chief Executive Profile

Mr. Scott Arizala

Scott Arizala specializes in operations and recruitment. He has spent his life in camping - first as a camper, then as a Counselor in Training, then as a Counselor and for the past eight years as a Program / Camp Director. Scott's experience working with kids goes beyond camp and extends into the classroom where he has been a teacher. Scott has also been a camp consultant to over 50 camps throughout the US and is a frequently requested speaker at numerous American Camping Association and other camping conferences at the regional and national level.

Board Chair

Mr. Chris Wilson

Term: Since 2014

Institution Affiliation: No Affiliation

Board Leadership Practices



Board Orientation & Education Does the board conduct a formal orientation for new board members and require all board members to sign a written agreement regarding their roles, responsibilities, and expectations?	Yes
CEO Oversight Has the board conducted a formal, written assessment of the chief executive within the past year?	No
Ethics & Transparency Have the board and senior staff reviewed the conflict-of-interest policy and completed and signed disclosure statements within the past year?	Yes
Board Composition Does the board ensure an inclusive board member recruitment process that results in diversity of thought and leadership?	Yes
Board Performance Has the board conducted a formal, written self-assessment of its performance within the past three years?	No

Officers, Directors, Trustees and Key Employees

[View the online report for Officer/Director/Trustee/Key Employee data reported earlier than 2011](#)

Fiscal Year Ending September 30, 2015

Name	Title	Compensation
Scott Anzala	Executive Director	\$68,250
Sylvia van Meerten	co-Executive Director	\$68,250
John Colburn	President	\$0
Chris Wilson	Treasurer	\$0
Chavis Paterson	Secretary	\$0
Jeff Daly	Trustee	\$0

Fiscal Year Ending September 30, 2014

Name	Title	Compensation
Fred Weiner	Executive Director	\$108,339
John E Colburn	Chairman	\$0
William Anderson	Board Member	\$0
Jeffrey Perelman	Board Member	\$0
Michael Phelan	Board Member	\$0
Harry L Cook	Board Member	\$0
Shelly Brown	Board Member	\$0
Anne Hamilton	Board Member	\$0
Ron Burd	Board Member	\$0
Anthony Haller	Board Member	\$0
Richard J Schultz	Board Member	\$0

Fiscal Year Ending September 30, 2014

Name	Title	Compensation
Laura Jansen	Board Member	\$0
Kevin F Donohoe	Board Member	\$0
Steven Kramer	Board Member	\$0
Chavis Patterson	Board Member	\$0
Brennan Marion	Board Member	\$0
Donald Byrne	Board Member	\$0
Howard McCurd	Board Member	\$0
Deborah Sutton	Board Member	\$0
Jenifer Westphal	Board Member	\$0
Chris Wilson	Board Member	\$0

Fiscal Year Ending September 30, 2013

Name	Title	Compensation
Fred Weiner	Executive Director	\$98,338
John E Colburn	Chairman	\$0
William Anderson	Board Member	\$0
Jeffrey Perelman	Board Member	\$0
Michael Phelan	Board Member	\$0
Harry L Cook	Board Member	\$0
Shelly Brrown	Board Member	\$0
Anne Hamilton	Board Member	\$0
Ron Burd	Board Member	\$0
Anthony Haller	Board Member	\$0
Richard J Schultz	Board Member	\$0
Laura Jansen	Board Member	\$0
Kevin F Donohoe	Board Member	\$0
Steven Kramer	Board Member	\$0
Chavis Patterson	Board Member	\$0
Brennan Marion	Board Member	\$0
Donald Byrne	Board Member	\$0
Howard McCurd	Board Member	\$0
Deborah Sutton	Board Member	\$0
Jenifer Westphal	Board Member	\$0

Fiscal Year Ending September 30, 2012

Name	Title	Compensation
Fred Weiner	Executive Director	\$96,137
John E Colburn	Chairman	\$0
William Anderson	Board Member	\$0
Jeffrey Perelman	Board Member	\$0
Michael Phelan	Board Member	\$0
Harry L Cook	Board Member	\$0
Shelly Brrown	Board Member	\$0
Anne Hamilton	Board Member	\$0
David Goldenberg	Board Member	\$0

Fiscal Year Ending September 30, 2012

Name	Title	Compensation
Anthony Haller	Board Member	\$0
Richard J Schultz	Board Member	\$0
Laura Jansen	Board Member	\$0
Kevin F Donohoe	Board Member	\$0
Steven Kramer	Board Member	\$0
Chavis Patterson	Board Member	\$0
Brennan Marion	Board Member	\$0
Donald Byrne	Board Member	\$0
Thomas Goslin III	Board Member	\$0
Howard McCurd	Board Member	\$0
Deborah Sutton	Board Member	\$0
Jenifer Westphal	Board Member	\$0

Fiscal Year Ending September 30, 2011

Name	Title	Compensation
Fred Weiner	Executive Director	\$98,757
John E Colburn	Chairman	\$0
William Anderson	Board Member	\$0
Jeffrey Perelman	Board Member	\$0
Michael Phelan	Board Member	\$0
Harry L Cook	Board Member	\$0
Shelly Brown	Board Member	\$0
Anne Hamilton	Board Member	\$0
David Goldenberg	Board Member	\$0
Anthony Haller	Board Member	\$0
Richard J Schultz	Board Member	\$0
Laura Jansen	Board Member	\$0
Kevin F Donohoe	Board Member	\$0
Steven Kramer	Board Member	\$0
Chavis Patterson	Board Member	\$0
Brennan Marion	Board Member	\$0

Highest Paid Employees & Compensation

[View the online report for Officer/Director/Trustee/Key Employee data reported earlier than 2011](#)

Fiscal Year Ending September 30, 2014

Name	Title	Compensation
Fred Weiner	Executive Director	\$108,339

Fiscal Year Ending September 30, 2013

Name	Title	Compensation
Fred Weiner	Executive Director	\$98,338

Fiscal Year Ending September 30, 2012

Name	Title	Compensation
Fred Weiner	Executive Director	\$96,137

Fiscal Year Ending September 30, 2011

Name	Title	Compensation
Fred Weiner	Executive Direcotr	\$98,757

Organizational Demographics

This section is not a requirement for any of the Nonprofit Profile participation levels - Bronze, Silver, or Gold. Instead, it is a voluntary questionnaire that empowers organizations to share information on the demographics of who works in and leads organizations. To protect the identity of individuals, we do not display sexual orientation or disability information for organizations with fewer than 15 staff.

Any values displayed in this section are percentages of the total number of individuals in each category (e.g. 20% of all Board members for X organization are female).

Self-Identified Gender of Board & Staff

	Board Members	Staff Members <i>full time</i>	Staff Members <i>part time</i>	Senior Staff <i>full time</i>	Volunteers
Female	17%	50%	50%	50%	61%
Male	67%	50%	50%	50%	30%
Transgender/Unspecified non-conforming	0%	0%	0%	0%	0%
Individuals decline to state	0%	0%	0%	0%	0%

Self-Identified Race/Ethnicity of Board & Staff

	Board Members	Staff Members <i>full time</i>	Staff Members <i>part time</i>	Senior Staff <i>full time</i>	Volunteers
Asian/Asian American	0%	0%	0%	0%	4%
Black/African American	50%	0%	50%	0%	43%
Hispanic/Latino/Latina	0%	0%	0%	0%	5%
Native American/American Indian/Alaska Native/Native Hawaiian	17%	0%	0%	25%	3%
White	33%	75%	50%	75%	46%
Multi-racial or multi-ethnic (2+ races/ethnicities)	0%	0%	0%	0%	0%
Individuals decline to state	0%	0%	0%	0%	0%

Strategies to Address Diversity

We track retention of staff, board, and volunteers across demographic categories

We track the diversity of vendors (e.g., consultants, professional service firms)

We use other methods to support diversity

Paid Preparer (Fiscal Year Ending Sep 30, 2015)

Meltzer & Meltzer CPA

EIN: n/a

7900 Old York Rd C-2

Elkins Park, PA 19027

Telephone: 215-782-4444

Independent Contractors and Compensation

Contractors for Fiscal Year Ending Sep 30, 2015

There are no contractors for this year.

Contractors for Fiscal Year Ending Sep 30, 2014

Fred Weiner

1100 E Hector St, STE 333

Conshohocken, PA 19428

Type of Service: Executive Director

Compensation Paid to Contractor: \$108,339

Contractors for Fiscal Year Ending Sep 30, 2013

There are no contractors for this year.

Contractors for Fiscal Year Ending Sep 30, 2012

There are no contractors for this year.

Contractors for Fiscal Year Ending Sep 30, 2011

There are no contractors for this year.