

United States Field Hockey Association, Inc.

Accountants' Reports and Financial Statements

December 31, 2007 and 2006

United States Field Hockey Association, Inc.
December 31, 2007 and 2006

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Independent Accountants' Report

Board of Directors
United States Field Hockey Association, Inc.
Colorado Springs, Colorado

We have audited the accompanying statements of financial position of United States Field Hockey Association, Inc. (the Association) as of December 31, 2007 and 2006, and the related statements of activities and cash flows for the years then ended. These financial statements are the responsibility of the Association's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of United States Field Hockey Association, Inc. as of December 31, 2007 and 2006, and the changes in its net assets and its cash flows for the years then ended in conformity with accounting principles generally accepted in the United States of America.

June 26, 2008

BKD, LLP

United States Field Hockey Association, Inc.

Statements of Financial Position

December 31, 2007 and 2006

Assets

	2007	2006
Current Assets		
Cash and cash equivalents	\$ 2,201,134	\$ 239
Accounts receivable, net of allowance; \$0 and \$0 in 2007 and 2006, respectively	278,141	385,343
Prepaid expenses and other assets	210,570	367,432
Investments	406,218	1,896,090
Total current assets	3,096,063	2,649,104
Other Assets		
Restricted assets	171,478	159,151
Noncurrent investments	8,340	8,340
Prepaid facility costs, net of accumulated amortization of \$382,001 and \$310,930 in 2007 and 2006, respectively	114,561	185,632
Interest in the net assets of the United States Field Hockey Foundation	1,962,500	1,882,561
Property and equipment, net of accumulated depreciation of \$254,382 and \$155,270 in 2007 and 2006, respectively	419,437	506,814
Total other assets	2,676,316	2,742,498
Total assets	\$ 5,772,379	\$ 5,391,602

Liabilities and Net Assets

Current Liabilities		
Accounts payable	\$ 239,277	\$ 72,884
Accrued expenses	98,848	28,961
Deferred revenue	2,826,417	2,707,398
Current portion of long-term debt	80,937	80,035
Total current liabilities	3,245,479	2,889,278
Long-term Debt, Net of Current Portion	86,602	167,539
Total liabilities	3,332,081	3,056,817
Net Assets		
Unrestricted	2,386,911	2,291,756
Temporarily restricted	45,047	34,689
Permanently restricted	8,340	8,340
Total net assets	2,440,298	2,334,785
Total liabilities and net assets	\$ 5,772,379	\$ 5,391,602

United States Field Hockey Association, Inc.

Statement of Activities Year Ended December 31, 2007

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Revenues, Gains and Other Support				
Contributions	\$ 172,761	\$ 58,543	\$ -	\$ 231,304
Grants	24,615	23,982	-	48,597
USOC support	97,000	531,277	-	628,277
Corporate sponsorship	53,395	-	-	53,395
Membership dues	608,252	-	-	608,252
Registration fees	3,186,850	-	-	3,186,850
Umpire fees	152,261	-	-	152,261
Other fees	238,948	-	-	238,948
Licensing revenue	70,719	-	-	70,719
Advertising revenue	40,690	-	-	40,690
Sales revenue	80,966	-	-	80,966
Rebates	179,558	-	-	179,558
In-kind revenue	72,921	-	-	72,921
Investment return	100,506	-	-	100,506
Change in interest in net assets of United States Field Hockey Foundation	174,939	-	-	174,939
Other	257,505	-	-	257,505
Net assets released from restrictions	603,444	(603,444)	-	-
Total revenues, gains and other support	6,115,330	10,358	-	6,125,688
Expenses				
International teams program	1,770,990	-	-	1,770,990
Olympic and sport development program	2,125,656	-	-	2,125,656
Member services program	700,757	-	-	700,757
Total program services	4,597,403	-	-	4,597,403
Management and general	887,966	-	-	887,966
Marketing and communication	417,192	-	-	417,192
Fundraising	58,828	-	-	58,828
Volunteer administration	58,786	-	-	58,786
Total expenses	6,020,175	-	-	6,020,175
Change in Net Assets	95,155	10,358	-	105,513
Net Assets, Beginning of Year	2,291,756	34,689	8,340	2,334,785
Net Assets, End of Year	\$ 2,386,911	\$ 45,047	\$ 8,340	\$ 2,440,298

United States Field Hockey Association, Inc.

Statement of Activities

Year Ended December 31, 2006

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Revenues, Gains and Other Support				
Contributions	\$ 81,854	\$ 41,597	\$ -	\$ 123,451
Grants	-	25,797	-	25,797
USOC support	72,000	358,142	-	430,142
United States Men's Field Hockey				
Foundation support	60,000	-	-	60,000
Corporate sponsorship	39,650	-	-	39,650
Membership dues	588,204	-	-	588,204
Registration fees	2,671,936	-	-	2,671,936
Umpire fees	118,651	-	-	118,651
Other fees	198,863	-	-	198,863
Licensing revenue	71,419	-	-	71,419
Advertising revenue	49,105	-	-	49,105
Sales revenue	74,169	-	-	74,169
Rebates	113,173	-	-	113,173
In-kind revenue	171,077	-	-	171,077
Investment return	52,173	-	-	52,173
Change in interest in net assets of United States Field Hockey Foundation	170,635	-	-	170,635
Other	103,291	-	-	103,291
Net assets released from restrictions	390,847	(390,847)	-	-
	<u>5,027,047</u>	<u>34,689</u>	<u>-</u>	<u>5,061,736</u>
Expenses				
International teams program	1,468,647	-	-	1,468,647
Olympic and sport development program	1,835,234	-	-	1,835,234
Member services program	750,486	-	-	750,486
	<u>4,054,367</u>	<u>-</u>	<u>-</u>	<u>4,054,367</u>
Management and general	614,502	-	-	614,502
Marketing and communication	241,266	-	-	241,266
Fundraising	51,094	-	-	51,094
Volunteer administration	109,342	-	-	109,342
	<u>5,070,571</u>	<u>-</u>	<u>-</u>	<u>5,070,571</u>
Change in Net Assets	(43,524)	34,689	-	(8,835)
Net Assets, Beginning of Year	<u>2,335,280</u>	<u>-</u>	<u>8,340</u>	<u>2,343,620</u>
Net Assets, End of Year	<u>\$ 2,291,756</u>	<u>\$ 34,689</u>	<u>\$ 8,340</u>	<u>\$ 2,334,785</u>

United States Field Hockey Association, Inc.
Statements of Cash Flows
Years Ended December 31, 2007 and 2006

	<u>2007</u>	<u>2006</u>
Operating Activities		
Change in net assets	\$ 105,513	\$ (8,835)
Items not requiring (providing) operating activities cash flows		
Depreciation and amortization	170,184	155,616
Net realized and unrealized gains on investments	(3,223)	(2,783)
Change in interest in United States Field Hockey Foundation	(79,939)	(71,776)
Changes in		
Accounts receivable	107,202	(126,688)
Prepaid expenses and other assets	156,862	(150,931)
Restricted assets	(12,327)	(7,052)
Accounts payable and accrued expenses	236,280	(11,027)
Deferred revenue	119,019	424,444
	<u>799,571</u>	<u>200,968</u>
Net cash provided by operating activities		
Investing Activities		
Purchase of property and equipment	(11,736)	(19,100)
Purchase of investments	(47,892)	(1,848,777)
Proceeds from disposition of investments	1,540,987	1,754,012
	<u>1,481,359</u>	<u>(113,865)</u>
Net cash provided by (used in) investing activities		
Financing Activities		
Principal payments on long-term debt	(80,035)	(102,886)
	<u>(80,035)</u>	<u>(102,886)</u>
Net cash used in investing activities		
Change in Cash and Cash Equivalents	2,200,895	(15,783)
Cash and Cash Equivalents, Beginning of Year	<u>239</u>	<u>16,022</u>
Cash and Cash Equivalents, End of Year	<u>\$ 2,201,134</u>	<u>\$ 239</u>
Non-cash Transactions		
Interest paid	\$ 12,631	\$ 6,654
Long-term debt incurred for purchase of property and equipment	\$ -	\$ 350,460

United States Field Hockey Association, Inc.

Notes to Financial Statements

December 31, 2007 and 2006

Note 1: Nature of Operations and Summary of Significant Accounting Policies

Nature of Operations

United States Field Hockey Association, Inc. (the Association) is the national governing body for field hockey in the United States. The Association's mission and principal activities are to be responsible for the promotion and development of the sport of field hockey in the United States. The Association's revenues and other support are derived principally from sales of memberships and other event fees.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues, expenses gains, losses and other changes in net assets during the reporting period. Actual results could differ from those estimates.

Cash Equivalents

The Association considers all liquid investments with original maturities of three months or less to be cash equivalents. At December 31, 2007 and 2006, cash equivalents consisted primarily of checking accounts. At December 31, 2007, the Association's cash accounts exceeded federally insured limits by approximately \$2.1 million.

Investments and Investment Return

Investments in equity securities having a readily determinable fair value and in all debt securities are carried at fair value. Other investments are valued at the lower of cost (or fair value at time of donation, if acquired by contribution) or fair value. Investment return includes dividend, interest and other investment income; realized and unrealized gains and losses on investments carried at fair value; and realized gains and losses on other investments.

Investment return is reflected in the statements of activities as unrestricted, temporarily restricted or permanently restricted based upon the existence and nature of any donor or legally imposed restrictions. Investment return that is initially restricted by donor stipulation and for which the restriction will be satisfied in the same year is recorded as temporarily restricted and then released from restriction.

United States Field Hockey Association, Inc.

Notes to Financial Statements

December 31, 2007 and 2006

Accounts Receivable

Accounts receivable are stated at the amount billed to customers for services and fees. The Association provides an allowance for doubtful accounts, which is based upon a review of outstanding receivables, historical collection information and existing economic conditions. Accounts receivable are ordinarily due 30 days after the issuance of the invoice. Delinquent receivables are written off based on specific circumstances of the customer and other economic factors.

Property and Equipment

Property and equipment are recorded at cost and depreciated on a straight-line basis over the estimated useful life of each asset.

Temporarily and Permanently Restricted Net Assets

Temporarily restricted net assets are those whose use by the Association has been limited by donors to a specific time period or purpose. Permanently restricted net assets have been restricted by donors to be maintained by the Association in perpetuity.

Contributions

Gifts of cash and other assets received without donor stipulations are reported as unrestricted revenue and net assets. Gifts received with a donor stipulation that limits their use are reported as temporarily or permanently restricted revenue and net assets. When a donor stipulated time restriction ends or purpose restriction is accomplished, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions. Gifts that are originally restricted by the donor and for which the restriction is met in the same time period are recorded as temporarily restricted and then released from restriction.

In-kind Contributions

In addition to receiving cash contributions, the Association receives in-kind contributions of uniforms and equipment from various donors. It is the policy of the Association to record the estimated fair value of certain in-kind donations as an expense in its financial statements, and similarly increase contribution revenue by a like amount. For the years ended December 31, 2007 and 2006, \$72,921 and \$171,077, respectively, was received in in-kind contributions.

Deferred Revenue

Revenue from fees for memberships is deferred and recognized over the periods to which the fees relate.

United States Field Hockey Association, Inc.

Notes to Financial Statements

December 31, 2007 and 2006

Income Taxes

The Association is exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code and a similar provision of state law. However, the Association is subject to federal income tax on any unrelated business taxable income. The Association qualifies for charitable contribution deductions and is not a private foundation.

Functional Allocation of Expenses

The costs of supporting the various programs and other activities have been summarized on a functional basis in the statements of activities. Certain costs have been allocated among the program, management and general and fund raising categories based on the percentages of time dedicated to that category or on the actual expenses incurred.

Reclassifications

Certain reclassifications have been made to the 2006 financial statements to conform to the 2007 financial statement presentation. These reclassifications had no effect on the change in net assets.

Note 2: Investments and Investment Return

Investments, including non-current investments, at December 31, 2007 and 2006 consisted of the following:

	<u>2007</u>	<u>2006</u>
Equity securities	\$ 10,810	\$ 9,670
Mutual funds	110,726	103,398
U.S. Treasury securities	9,994	9,719
Money market	283,028	1,781,643
	<u>\$ 414,558</u>	<u>\$ 1,904,430</u>

Investments are shown in the accompanying statements of financial positions as follows:

	<u>2007</u>	<u>2006</u>
Current investments	\$ 406,218	\$ 1,896,090
Noncurrent investments	8,340	8,340
	<u>\$ 414,558</u>	<u>\$ 1,904,430</u>

United States Field Hockey Association, Inc.

Notes to Financial Statements

December 31, 2007 and 2006

Total investment return is comprised of the following:

	<u>2007</u>	<u>2006</u>
Interest and dividend income	\$ 97,283	\$ 49,390
Net realized and unrealized gains on investments reported at fair value	<u>3,223</u>	<u>2,783</u>
	<u>\$ 100,506</u>	<u>\$ 52,173</u>

Note 3: Prepaid Facility Costs

In June 2001, the Association entered into a joint use and participation agreement with the City of Virginia Beach, Virginia, for the design and construction of a field hockey facility. Under the agreement, the Association is permitted to use the facility approximately 40% of the time and to maintain offices at the facility. In exchange, the Association became responsible for the purchase and installation of artificial turf on two playing fields, at a cost of \$376,562, and is obligated to maintain a reserve account in order to accumulate an amount equal to approximately 40% of the replacement cost of the artificial turf. At December 31, 2007 and 2006, the Association has accumulated restricted investments and cash equivalents of \$171,478 and \$159,151, respectively.

The cost of the artificial turf and the related construction have been capitalized and are shown as prepaid facility costs on the statements of financial position. The artificial turf is being amortized over an eight-year period, while the construction costs are being amortized over a five-year period. Total amortization expense relating to the field and construction was \$71,072 and \$72,746 for the years ended December 31, 2007 and 2006, respectively.

The joint use and participation agreement expires in 2013. The Association has the right to extend the agreement with the mutual agreement of the City of Virginia Beach.

Note 4: Interest in Net Assets of United States Field Hockey Foundation

The Association and the United States Field Hockey Foundation (the Foundation) are financially interrelated organizations. The Foundation seeks private support for, and holds net assets on behalf of, the Association. The Foundation is obligated to transfer assets to the Association in the lesser of a) 50% of its investment income or b) 5% of the Foundation's investment principal.

United States Field Hockey Association, Inc.

Notes to Financial Statements

December 31, 2007 and 2006

The Association's interest in the net assets of the Foundation is accounted for in a manner similar to the equity method. The interest is reflected as an asset stated at fair value and changes in the interest are included in change in net assets. Transfers of assets between the Foundation and the Association are recognized as increases or decreases in the interest in the net assets of the Foundation with corresponding decreases or increases in the assets transferred and have no effect on change in net assets.

The Association's interest in the net assets of the Foundation was \$1,962,500 and \$1,882,561 at December 31, 2007 and 2006, respectively.

The changes in the Association's interest in the net assets of the Foundation for the years ended December 31, 2007 and 2006 consist of the following:

	2007	2006
Cash contributions	\$ (95,000)	\$ (98,859)
Other changes in net assets	174,939	170,635
	\$ 79,939	\$ 71,776

The contribution amounts are included in accounts receivable at December 31, 2007 and 2006, respectively.

Note 5: Property and Equipment

Property and equipment at December 31 consists of:

	2007	2006
Land	\$ 29,341	\$ 29,341
Buildings	174,618	174,618
Machinery and equipment	469,860	458,125
	673,819	662,084
Less accumulated depreciation and amortization	254,382	155,270
	\$ 419,437	\$ 506,814

United States Field Hockey Association, Inc.

Notes to Financial Statements

December 31, 2007 and 2006

The land and building represents a 29% undivided interest in the building and land that houses the Association's national office. This building is shared with four other national governing bodies. The purchase of the building was supported by grants for \$43,500 from the El Pomar Foundation and \$165,471 from the United States Olympic Committee. Under the conditions of the El Pomar Foundation grant, if the Association relocates out of El Paso County, Colorado, prior to 2017, it forfeits to the remaining tenants in common that portion of its undivided interest that was paid for with the El Pomar funding.

The Association's portion of the building is depreciated over 30 years on a straight-line basis.

Note 6: Deferred Revenue

Deferred revenue consists of the following at December 31, 2007 and 2006:

	<u>2007</u>	<u>2006</u>
Futures program	\$ 2,320,817	\$ 1,983,918
Membership revenue	439,175	526,740
Other program revenue	66,425	196,740
	<u>\$ 2,826,417</u>	<u>\$ 2,707,398</u>

Note 7: Long-term Debt

Long-term debt consists of the following at December 31, 2007 and 2006:

	<u>2007</u>	<u>2006</u>
Installment note payable (A)	\$ 167,539	\$ 247,574
Less current maturities	80,937	80,035
	<u>\$ 86,602</u>	<u>\$ 167,539</u>

(A) Due January 1, 2009; payable \$92,665 annually, non-interest bearing; unsecured. (Less unamortized discount based on imputed interest rate of 7%; 2007 - \$17,790 and 2006 - \$30,420).

United States Field Hockey Association, Inc.

Notes to Financial Statements

December 31, 2007 and 2006

Annual maturities of long-term debt at December 31, 2007 are:

<u>Year Ended December 31,</u>		
2008	\$	80,937
2009		<u>86,602</u>
Total	\$	<u><u>167,539</u></u>

Note 8: Net Assets

Temporarily Restricted Net Assets

Temporarily restricted net assets at December 31, are available for the following purposes:

	<u>2007</u>	<u>2006</u>
Futures Scholarships	<u>\$ 45,047</u>	<u>\$ 34,689</u>

Permanently Restricted Net Assets

Permanently restricted net assets at December 31, are restricted to:

	<u>2007</u>	<u>2006</u>
Investment in perpetuity, the income of which is expendable to support any activity of the Association	<u>\$ 8,340</u>	<u>\$ 8,340</u>

United States Field Hockey Association, Inc.

Notes to Financial Statements

December 31, 2007 and 2006

Net Assets Released from Restrictions

Net assets were released from donor restrictions by incurring expenses satisfying the restricted purposes or by occurrence of other events specified by donors.

	<u>2007</u>	<u>2006</u>
Purpose restrictions accomplished		
Elite Team program expenses	\$ 555,259	\$ 376,847
Futures Scholarships awarded	48,185	14,000
	<u>\$ 603,444</u>	<u>\$ 390,847</u>

Note 9: Related Party Transactions

The United States Olympic Committee (the USOC) provides support to the Association for international competition, team preparation and marketing rights. Support provided during the years ended December 31, consisted of the following:

	<u>2007</u>	<u>2006</u>
Base funding	\$ 524,777	\$ 358,142
International relations grant	6,500	-
Joint marketing	97,000	72,000
	<u>\$ 628,277</u>	<u>\$ 430,142</u>

In addition to the cash support, the USOC has provided \$0 and 18,850 in in-kind support for the years ending December 31, 2007 and 2006, respectively.

The Association is economically dependant on support from the USOC in order to sustain its operations at current levels.

Note 10: Pension and Other Postretirement Benefit Plans

The Association has a defined contribution pension plan pursuant to Section 403(b) covering substantially all employees. The Association matches employees' voluntary contributions up to 4% of the employee's compensation. Pension expense was \$19,850 and \$17,831 for the years ending December 31, 2007 and 2006, respectively.

Supplementary Information



**Independent Accountants' Report On
Supplementary Information**

Board of Directors
United States Field Hockey Association, Inc.
Colorado Springs, Colorado

Our audits were made for the purpose of forming an opinion on the basic financial statements taken as a whole. The accompanying supplementary information is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information has been subjected to the procedures applied in the audits of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

BKD, LLP

June 26, 2008

Colorado Springs, Colorado

United States Field Hockey Association, Inc.

Schedule of Functional Expenses

December 31, 2007

	Program Services			Supporting Services				Total
	International Teams	Olympic & Sport Development	Member Services	Management and General	Marketing and Communication	Fundraising	Volunteer Administration	
Advances	\$ 10,648	\$ 9,610	\$ -	\$ -	\$ -	\$ -	\$ -	20,258
Amortization and depreciation	-	-	-	170,184	-	-	-	170,184
Bad debt expense	-	-	-	60,046	-	-	-	60,046
Bank and credit card fees	78	3,731	4,796	93,107	1,404	-	-	103,116
Contract services	111,126	725,984	130,480	15,410	96,581	522	-	1,080,103
Equipment	20,849	13,259	3,748	2,894	972	175	-	41,897
Equipment rental	13,907	12,703	40,206	2,422	23,357	275	587	93,457
Facility rental	6,221	516,741	61,831	5,168	840	-	-	590,801
Fees/visas/registration	7,082	3,169	404	6,492	899	-	-	18,046
Gifts and awards	4,459	11,545	4,685	17,518	4,815	-	1,140	44,162
Grant expenses	-	37,858	-	-	-	-	-	37,858
Hospitality	383	1,956	2,705	13	1,402	-	1,567	8,026
In-kind expense	17,329	47,725	11,032	2,436	3,594	-	6,458	88,574
Insurance	17,767	1,000	77,230	48,928	-	-	7,915	152,840
Interest	-	-	-	12,631	-	-	-	12,631
Meals and per diem	79,520	92,673	38,873	7,501	2,298	27,540	1,216	249,621
Medical	3,540	225	-	-	-	-	-	3,765
Office expense	9,869	507	-	12,768	-	-	-	23,144
Photocopying and printing	1,495	12,110	13,482	3,886	64,483	5,648	118	101,222
Postage and freight	10,488	10,970	13,194	11,869	19,854	4,129	1,057	71,561
Professional services	-	400	-	49,441	-	-	-	49,841
Promotion	-	144	-	-	6,713	-	-	6,857
Relocation expense	11,427	-	-	5,130	-	-	-	16,557
Repairs and maintenance	595	470	-	1,116	-	-	-	2,181
Salaries, payroll taxes and benefits	441,724	230,222	92,144	273,033	134,919	18,243	-	1,190,285
Special events	4,761	56	-	-	-	-	291	5,108
Stipends	168,319	-	-	-	-	-	-	168,319
Supplies	23,171	28,521	17,083	12,948	23,887	1,672	321	107,603
Telephone and fax	22,103	6,820	464	19,728	2,973	-	632	52,720
Travel	723,406	311,612	87,616	36,867	20,230	624	36,848	1,217,203
Uniforms	60,712	39,579	22,881	380	4,220	-	-	127,772
Web fee expense	-	4,098	74,719	600	3,531	-	-	82,948
Other	11	1,968	3,184	15,450	220	-	636	21,469
Total	\$ 1,770,990	\$ 2,125,656	\$ 700,757	\$ 887,966	\$ 417,192	\$ 58,828	\$ 58,786	\$ 6,020,175

United States Field Hockey Association, Inc.

Schedule of Functional Expenses

December 31, 2006

	Program Services				Supporting Services				Total
	International Teams	Olympic & Sport Development	Member Services	Management and General	Marketing and Communication	Fundraising	Volunteer Administration		
Amortization and depreciation	\$ -	\$ -	\$ -	\$ 155,616	\$ -	\$ -	\$ -	\$ -	\$ 155,616
Bank and credit card fees	3,335	61,439	25,286	4,886	137	565	20	-	95,668
Contract services	50,188	653,835	97,902	4,420	1,456	-	3,958	-	811,759
Equipment	10,812	11,129	811	1,817	1,598	-	-	-	26,167
Equipment rental	2,616	12,016	51,459	11,199	2,015	-	-	-	79,305
Facility rental	8,316	358,774	78,917	3,376	100	-	6,295	-	455,778
Fees/visas/registration	2,922	959	712	3,405	741	575	1,413	-	10,727
Gifts and awards	3,439	9,745	3,345	3,711	205	-	-	-	20,445
Hospitality	1,455	5,205	2,764	74	800	-	-	-	10,298
In-kind expense	2,592	84,339	43,627	1,258	5,855	-	756	-	138,427
Insurance	-	-	107,416	11,158	-	-	7,915	-	126,489
Meals and per diem	88,180	68,142	48,226	3,616	2,349	3,861	8,267	-	222,641
Medical	6,907	1,853	-	-	-	-	-	-	8,760
Office expense	-	-	-	8,808	-	-	-	-	8,808
Photocopying and printing	941	5,102	9,865	3,158	42,247	6,612	2,011	-	69,936
Postage and freight	5,477	7,306	11,315	1,706	22,080	3,441	2,854	-	54,179
Professional services	-	-	-	50,791	456	-	22,463	-	73,710
Promotion	-	-	-	-	462	-	-	-	462
Repairs and maintenance	170	-	-	950	-	-	-	-	1,120
Salaries, payroll taxes and benefits	637,269	140,751	102,418	254,798	126,026	13,439	-	-	1,274,701
Special events	7,287	22,576	-	-	-	20,537	-	-	50,400
Stipends	139,405	-	-	-	-	-	-	-	139,405
Supplies	18,730	30,956	6,674	10,634	5,446	645	922	-	74,007
Telephone and fax	17,802	9,335	3,324	11,199	5,834	-	2,091	-	49,585
Travel	389,778	304,974	107,258	36,174	19,667	1,419	50,377	-	909,647
Uniforms	53,026	14,565	2,277	11,608	29	-	-	-	81,505
Web fee expense	-	27,618	41,740	92	2,373	-	-	-	71,823
Interest	-	-	-	19,284	-	-	-	-	19,284
Data processing	18,000	4,500	5,150	-	1,200	-	-	-	28,850
Other	-	115	-	764	190	-	-	-	1,069
Total	\$ 1,468,647	\$ 1,835,234	\$ 750,486	\$ 614,502	\$ 241,266	\$ 51,094	\$ 109,342	\$ -	\$ 5,070,571