

**HUMAN RIGHTS FIRST  
INCOME STATEMENT  
FOR THE YEAR ENDED DECEMBER 31, 2018**

**UNAUDITED**

***Revenue***

Contributions	16,773,095
Fellowship Income	237,797
Investment Income	5,446
Other Income	<u>164,838</u>
<b>Total Revenue</b>	<b><u>17,181,176</u></b>

**HUMAN RIGHTS FIRST  
STATEMENT OF FUNCTIONAL EXPENSES\*  
FOR THE YEAR ENDED DECEMBER 31, 2018**

**UNAUDITED**

	<b>PROGRAM SERVICES</b>					<b>Supporting Services</b>			<b>Total</b>	
	Refugee Protection	National Security	Foreign Policy	VFAI	Communications & Marketing	Total Program Services	Management & General	Fundraising & Development		Total Supporting Services
Salaries	2,616,723	537,802	825,661	382,938	289,339	<b>4,652,463</b>	541,908	436,108	<b>978,016</b>	<b>5,630,478</b>
Payroll taxes and benefits	575,522	124,567	191,334	84,687	61,918	<b>1,038,028</b>	126,364	100,144	<b>226,508</b>	<b>1,264,535</b>
Legal and related services*	-	-	-	-	-	-	-	-	-	-
Consultant & prof. fees	61,522	9,428	80,510	99,263	55,852	<b>306,574</b>	42,015	70,466	<b>112,481</b>	<b>419,055</b>
Bank, admin & invsmt fees	4,268	885	1,323	662	466	<b>7,603</b>	2,327	598	<b>2,925</b>	<b>10,528</b>
Insurance	34,934	7,245	11,132	5,065	3,856	<b>62,232</b>	6,026	5,869	<b>11,895</b>	<b>74,127</b>
Copying	29,224	6,240	9,614	4,365	3,171	<b>52,614</b>	6,297	5,223	<b>11,521</b>	<b>64,134</b>
Dues, subscriptions, books	36,251	522	418	412	37,231	<b>74,835</b>	1,327	1,919	<b>3,246</b>	<b>78,081</b>
Events & conferences	79,196	18,039	36,609	81,850	5,499	<b>221,192</b>	2,422	100,027	<b>102,449</b>	<b>323,642</b>
Occupancy	634,886	131,961	204,725	92,752	70,426	<b>1,134,750</b>	162,820	102,953	<b>265,773</b>	<b>1,400,523</b>
Office expenses	8,041	1,568	2,244	1,112	802	<b>13,768</b>	1,685	1,539	<b>3,224</b>	<b>16,992</b>
Online services	1,237	395	235	432	22,623	<b>24,922</b>	1,159	440	<b>1,599</b>	<b>26,521</b>
Other direct expenses	61,240	3,883	5,742	4,338	2,650	<b>77,853</b>	11,041	55,535	<b>66,576</b>	<b>144,429</b>
Postage	4,983	1,053	1,667	728	559	<b>8,990</b>	1,052	879	<b>1,931</b>	<b>10,921</b>
Printing & promotional	976	39,869	488	873	4,457	<b>46,664</b>	30	4,474	<b>4,504</b>	<b>51,168</b>
Recruiting	53,240	11,085	17,202	9,552	6,968	<b>98,048</b>	25,707	20	<b>25,727</b>	<b>123,775</b>
Repairs, mtnc/support	32,883	6,750	10,220	4,821	3,590	<b>58,263</b>	7,560	5,302	<b>12,861</b>	<b>71,124</b>
Staff training & seminars	9,465	1,461	296	7,906	1,873	<b>21,000</b>	379	20	<b>399</b>	<b>21,399</b>
Telecom - indirect	49,878	10,512	17,019	7,239	5,610	<b>90,257</b>	10,722	8,634	<b>19,356</b>	<b>109,613</b>
Travel & meals	101,468	7,242	10,313	8,589	1,716	<b>129,328</b>	5,918	7,594	<b>13,511</b>	<b>142,839</b>
Depreciation	108,115	23,673	38,454	16,048	12,777	<b>199,067</b>	29,869	18,728	<b>48,597</b>	<b>247,664</b>
<b>Total Expenses</b>	<b>4,504,051</b>	<b>944,180</b>	<b>1,465,206</b>	<b>813,631</b>	<b>591,382</b>	<b>8,318,449</b>	<b>986,627</b>	<b>926,471</b>	<b>1,913,098</b>	<b>10,231,547</b>

\* Does not include Contributed Services (total for 2017 was over \$62MM).

**HUMAN RIGHTS FIRST  
BALANCE SHEET  
AT DECEMBER 31, 2018**

**UNAUDITED**

**Assets**

Cash and Cash Equivalents	548,902
Investments	2,217,138
Payroll Taxes and Benefits	467,489
Investments Restricted for Endowment	1,004,575
Grants and Pledges Receivable	5,546,174
Fixed Assets, Net	587,699

Total Assets	<u><u>10,371,977</u></u>
--------------	--------------------------

**Liabilities and Net Assets**

*Liabilities*

Current Liabilities	284,344
Deferred Items	<u>1,145,961</u>
Total Liabilities	<u>1,430,305</u>

*Net Assets*

Unrestricted Net Assets	6,272,402
Temporarily Restricted Net Assets	1,169,270
Permanent Restricted Net Assets	<u>1,500,000</u>
Total Net Assets	<u>8,941,672</u>

Total Liabilities and Net Assets	<u><u>10,371,977</u></u>
----------------------------------	--------------------------