



ICWNA



# ANNUAL REPORT 2017

INTERNATIONAL COMMUNITY OF  
WOMEN LIVING WITH HIV  
NORTH AMERICA



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## ■ Message from the Chair



2017 has been an extraordinary year for all of us at International Community for Women Living with HIV, North America (ICW-NA). We saw the growth of the network with new members joining, old ones providing mentorship, and as a group we continued moving in the direction we have set out for our network. With the increasing amount of key populations among women living with HIV who experience barriers to healthcare services, we continue to exemplify our mandate of securing and improving the quality of life for women living with HIV in Canada and the US. Health equity remains a priority for ICW-NA and the need to improve quality services for women living with HIV in their localities reminds us that the work that we do requires collaboration with organizations that thrive to meet the social determinants of health for women living with HIV.

ICW-NA members wear different hats; they participate in advocacy platforms, policy reforms, research initiatives, are service providers, and peer mentors. The skills that

they bring to the network is phenomenal. Their willingness and continued dedication are a true testament of their passion for the women's movement and perseverance. I would like to express my sincere gratitude for their commitment, compassion and determination as they strive to ensure that the work of ICW-NA continues regardless of the political, economic and adverse situations that we might face in Canada and US.

This year alone we have seen 78 women participate in Feminist Movement Building workshops, developing and strengthening their advocacy skills. 14 women participated in global meetings to inform policy change and contribute to the Sustainable Development Goals and meeting the 90-90-90 target goals. Through our collaborative efforts, we continue to make strides towards repelling criminal laws that impede on the lives of women living with HIV. We are happy to see that the efforts are slowly paying off as in both countries policy makers and service providers are recognizing the negative impact of Criminalization of HIV non-disclosure. ICW-NA has also participated in the U=U campaign, even though women express different sentiments, we continue dialoguing and educating each other on the benefits and some of the challenges.

I wish the new Chairperson Melissa Sandel, Board Members, all the members of ICW-NA, and our partners great success for the coming year. May all our visions come to fruition.

**United We Stand Divided We Fall.**

*Marvelous Muchenje*  
*ICW-NA Board Chair (2016-2017)*



## ■ VISION

ICW-NA envisions a world where all women living with HIV live free of gender oppression, realizing and claiming our full rights inclusive of sexual, reproductive, legal, social, economic and health rights.

## ■ MISSION

ICW-NA exists to lead efforts to secure and improve the quality of life for women living with HIV in Canada and the United States. We do this by mobilizing, organizing, advocating, mentoring and raising consciousness on the issues and policies that directly impact our lives.

## ■ CORE VALUES AND PRINCIPLES

### **Accountability:**

We answer to the members of our network and the women living with HIV whose interests we serve

### **Self Determination and Emancipation:**

We promote and practice the principles of GIPA/MEWA (Greater Involvement of People with AIDS/Meaningful Engagement of Women with HIV and AIDS)

Integrity and Critical Reflection:

We are committed to working in a way that is transparent to our members and that builds our capacity to put the needs of women living with HIV above individual interests

Feminisms and Gender Equality:

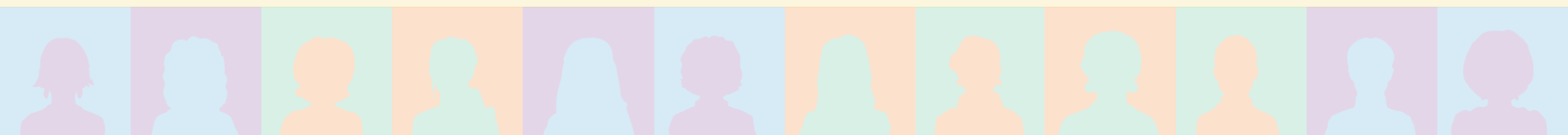
We work to support the ability of all women living with HIV to define, establish and achieve equal political, economic, cultural, personal and social rights

### **Social Justice:**

We recognize that as with all people, we share a common humanity and therefore a right to equitable treatment, support for our human rights, and a fair allocation of community resources.

### **Commitment to Advocacy:**

We are committed to improving health and social policies that increase fairness and access for all women living with HIV

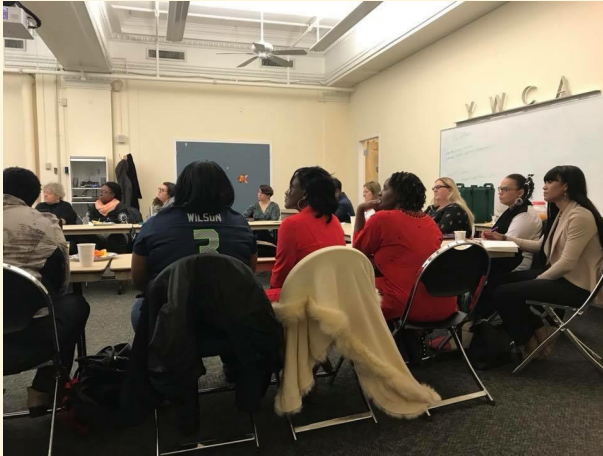


## Self-Care:

In doing our work with its many demands, we commit to care for ourselves as we offer care and support to each other

# ■ Key Achievements for year 2017

## ICW-NA Board Members Meeting



ICW-NA held a board meeting on November 4-5, 2017 in Seattle, Washington. This was an opportunity for Board members to meet face to face, get to know each other, orient new members and plan for the next year. We want to thank the former Board Officials for working hard to support and strengthen ICW-NA; we have seen tremendous growth in our reach and focus as we continue to build our network. We especially want to thank our former Chairperson Marvelous Muchenje, former Vice Chairperson Claudia Medina, and former Treasurer Deloris Dockrey for their contributions that also involved volunteering to implement activities in the region. We love and cherish them along with other former Board Members Darlene Robertson, Janet Francis, and Claudette Cardinal.

When we sent out a call for applications to ICW-NA members to join the Board, there

was interest among members to support ICW-NA, they were ready to bring their guidance as we plan for greater things. The Board commissioned a Nomination Committee, comprising of outgoing Board Members to review applications and invite selected women to join the Board.

ICW-NA welcomes our new Board Officials, elected during a face-to-face meeting in Seattle, Washington. For continuity, two members from the previous board remained on to mentor new members and share institutional knowledge. These members are: Claire Gasamagera and Martha Cameron. The following is the list of Board Members:

**Melissa Sandel - Chairperson**  
**Tara Jewal - Vice Chairperson**  
**Martha Cameron - Treasurer**  
**Claire Gasamagera - Secretary**  
**Brittany Cameron - Member**  
**Chantal Mukandoli - Member**  
**Kelly Jardine - Member**  
**Carol Odada - Member**  
**Danita Wahpoosewyan - Member**

## **Melissa Sandel - Chairperson**



Melissa is a Transgender Women with over 10 years of advocating for women's rights, HIV and housing issues impacting communities in New York City. She was diagnosed with HIV 15 years ago and has faced many of the issues impacting the transgender community. She holds a degree in Criminal Justice and is currently enrolled in grad school taking psychology. Melissa is always in the forefront of any issues impacting the transgender community and always ready to advocate for the community which has lead to press release, protest, marches and social media campaigns. She is currently a steering committee member for the New York Knows Campaign with the Department of Health and Mental

Hygiene. Melissa has worked in organizations such as Community Healthcare Network, Housing Works and presently the Outreach Manager for Dominican Woman Development Center

## **Tara Jewel - Vice Chairperson**



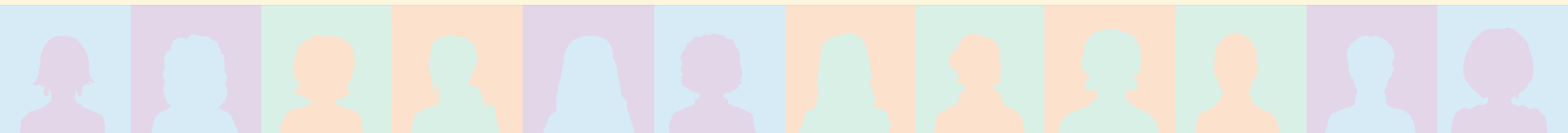
Tara is committed to ensure there is Greater Involvement of People with HIV/AIDS (GIPA Principle). She manages the day to day operations of the PLDI™ program and training events. She is responsible for the development of project plans, critical paths and budget management for all PLDI™ leadership development opportunities and activities. She is eager to bring her rich experience and expertise to grow ICW-NA

## **Martha Cameron - Treasurer**



She has been living with HIV since 2003. Martha works as the Director of Prevention Programs, after serving for almost two years as the Director of Policy and Advocacy for The Women's Collective (TWC). She is actively involved in various HIV Advocacy work including serving on the Metropolitan Washington Regional Ryan White Planning Council, being an Ambassador for Elizabeth Glaser Pediatric AIDS Foundation, and being a member of two research community advisory boards: the Delaney AIDS Research Enterprise (DARE) to find a cure for HIV, and the Washington DC Center For AIDS Research (DC-CFAR). She has 12 years of experience in various HIV outreach, care, community health, capacity

building, advocacy, quality management and research efforts.





## **Claire Gasamagera - Secretary**



Claire was born with HIV, she is a mother and has done extensive work with women living with HIV. Claire has received several awards including the 2020 Leading Women's Society Awards from Sister Love Inc. In 2015 she was celebrated as one of the 100 AIDS- Long term survivors and in 2017 for contribution in the HIV work featured by the POZ Magazine. She is a co-founder of A.R.I.S.E (Association of Refugees, Immigrants and Survivors of Human Trafficking Engage in the AIDS Response), a nonprofit organization of immigrants living with HIV and those affected by HIV and AIDS. She also serves as a council member for the Southeastern Michigan AIDS Council.

## **Brittany Cameron - ISC Representative**



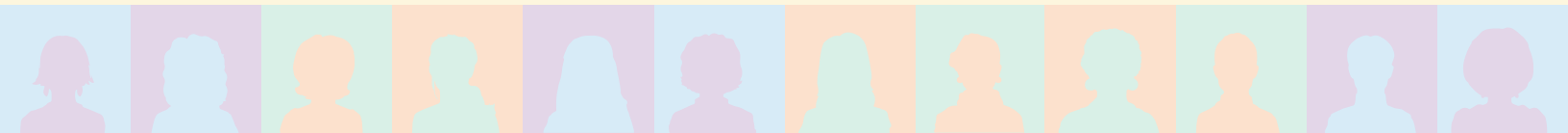
Brittany Cameron is a 32-year-old woman living with HIV for over a decade. Living in isolation, Brittany made a commitment to herself and others living with HIV when she decided to focus her career in AIDS Work and Advocacy. Brittany is a Graduate of The Positive Leadership Development Institute (PLDI), a member of the Turning to One Another Network (TTOA); a Women's Representative on the Provincial Women and HIV Initiative (WHA) Ontario Women's Working Group and is a Member of The Canadian #UequalsU Steering Committee. In addition to her unpaid sector work Brittany currently works at PARN – Your Community AIDS Resource Network as Peer Engagement Worker. In that role Brittany works with people

living with HIV in order to assist them as they build their skills and capacity to facilitate programs, while also creating events and conferences in order to educate and strengthen the community

## **Chantal Mukandoli - Member**



Chantal has lived with HIV for 23 years, she believes in all diversity in all facets of life including sexual orientation, religion, ethnicity, color, race and economic class. She has skills on delivering HIV/AIDS education workshops in a culturally and linguistically appropriate manner. She has served as a board member at African in Partnership against AIDS (APAA) and volunteered at Women Health and Women Hands (WHIWH) in Canada where she participated in a documentary called Women I Become. She has done digital stories in the context of HIV Disclosure. She has participated in all HIV Positive speaker's bureau and is actively engaged in local HIV/AIDS prevention or care planning group.



### **Kelly Jardine - Member**



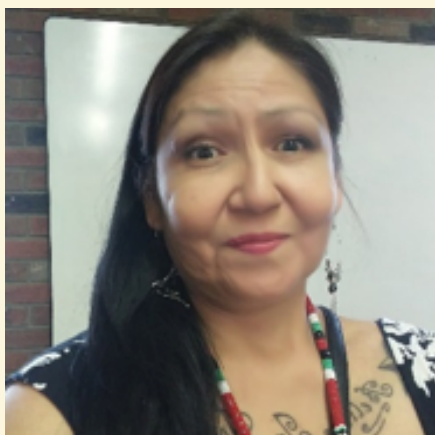
Since being diagnosed in 2013, Kelly's eyes have been opened to the issues of women living with HIV and of the need to be as informed and involved as possible. She has participated in both local and national events and forums in the last couple of years.

### **Carol Odada - Member**



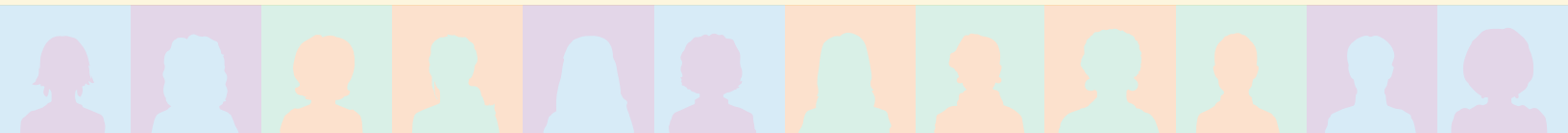
Carol is originally from Kenya and she is eager to apply her expertise and serve the community as a public health enthusiast. She is an Outreach Specialist; Biomedical HIV Prevention Advocate and she has experience working with the LGBTI community of New York City. She is currently working with Housing Works and is renowned human rights advocate.

### **Danita Wahpoosewyan - Member**



Danita is a peer mentor with Saskatchewan Health Authority and a peer support person with AIDS Programs South Saskatchewan. She is an Indigenous woman from Sakimay First Nation in Saskatchewan, Canada. She was diagnosed with HIV in 2005, she is a fierce HIV Activist and serves as the Secretary to the Board of Aboriginal AIDS Network. She is a co-facilitator of AIDS Programs South Saskatchewan, where she holds weekly HIV/Addiction support group forums. In the past, Danita worked at APSS from 2016 to 2012 as the Needle Exchange Program Coordinator. She is a peer researcher and collaborator with Dr. Alexander King, Danita brings experience working with indigenous women living with

HIV and their community in Canada





During the meeting, the former Chairperson inducted the new members, giving a history of the network and the roles of board members. Martha Cameron and Brittany Cameron were selected as ICW-NA representatives to ICW Global International Steering Committee. The following members were elected as the Executive Committee for the next two years: Chairperson (Melissa Sandel), Vice Chairperson (Tara Jewal), Treasurer (Martha Cameron), and Secretary (Claire Gasamagera).

## Board Orientation and Capacity Building Training



ICW-NA Board Members participated in a Financial Management Training facilitated by Vernon Bramble (who had worked as a

Accounting Consultant with ICW-NA for 2 years and had an in-depth understanding of how the network operates, and the funders requirements), topics covered included: financial management, financial governance, legal requirements for NGOs, Board responsibilities, fraud management, financial stability, and accounting procedures. He provided templates that ICW-NA could utilize to ensure that their financial systems were in place. He urged each board member to do a self-evaluation on how they are fulfilling their responsibilities to the board. In addition, the Board reviewed ICW-NA Strategic Plan, policies and then focused on the organizations' mission and vision.



**Teresia Otieno – ICWNA Program Coordinator**

### ICW-NA Hires a Program Coordinator

ICW North America contracted a part time Program Coordinator to continue with project coordination in the region. Teresia Otieno

joined ICWNA in May 2017 and will be coordinating our activities in Canada and USA. She is responsible for planning, managing and delivery of ICW-NA programs and activities in accordance with our mission. She serves as the primary point of day to day contact with members and partners. She manages and oversee records including membership details, and ensure proper utilization of ICW-NA resources

Teresia is a long-standing member of ICW, she is a seasoned advocate for gender equality and sexual reproductive health and rights, especially for women living with HIV. She is passionate about promoting HIV prevention strategies that work for women and girls in all of their diversity. Teresia works across

continents to mentor others and harness the mobilizing power of women.

Teresia is originally from Kenya, and has served in various Technical Working Group including the elimination of mother-to-child-transmission of HIV in Kenya, and on the National Steering Committee of the Beyond Zero Campaign led by the Kenyan First Lady Margaret Kenyatta. Teresia has documented experiences of women living with HIV who have endured coerced sterilization in Kenya and spearheaded a campaign to end the human rights violation.

Teresia served as the chairperson of the International Community of Women Living with HIV (ICW) Global and ICW Eastern

Africa. She was a 2014 AVAC HIV Prevention Advocacy Fellow, advocating for PrEP roll out in Kenya and working with sero-discordant couples. Teresia is a founding member of the Personal Initiative for Positive Empowerment (PIPE), a non-profit organization based in Kenya.

Since joining, ICW-NA visibility continue to increase in the region. We have seen more engagement of our members and we have participated in various forums and meetings organized by State or government departments as well as by partners and key players in the region, this has helped us increase our partnership base in Canada and the US.

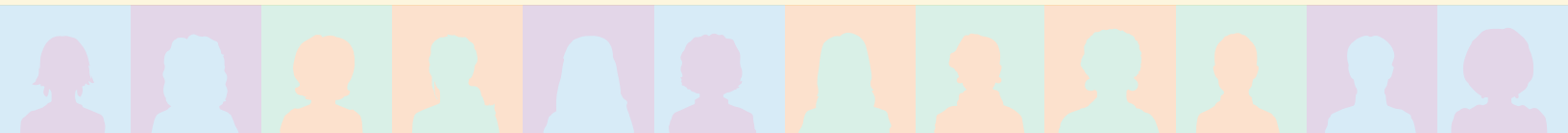
## Members Meeting



As in previous years during our 2017 annual general meeting, we invited our members in to share our progress and share our plans for the next year as we seek input on what we need to focus on as a network. The meeting was held in Seattle, Washington on November 3, 2017. We partnered with Fred Hutch Cancer Center, YWCA Seattle, BABES Network and Center for Multicultural Health. The meeting started off with a presentation on Health Disparities by Michelle Andrasik who noted very important factors that contribute to the burden of living

with HIV. The education session also focused on health inequities that affect marginalized communities in the US and Canada and how advocacy and community engagement is relevant in addressing these issues. Michelle highlighted some of the reasons why HIV/AIDS disparities exist. Among those reasons were the impact of bias, disproportionate impact of structural factors on communities of color, historical trauma/ stressors/ discrimination/ stigma, and a combination of assertive mixing, tight sexual networks, and HIV incidences in the community. Health, Education, Wealth, and Criminal Justice are the four great race disparities that contribute to HIV-AIDS disparities in both US and Canada.

In addition, Michael from Fred Hutch Cancer Center gave an overview of the HIV Cure Research, basic concept and progress to date. Women living with HIV were urged to participate and be part of the discussions and join advisory groups to ensure women issues



are taken into consideration and put on the agenda. Women showed some interest in HIV Cure Research, but also mentioned that systems should be put in place to ensure that

social and mental health programs are put in place when the cure is finally available, to support women living with HIV in adapting to living without HIV.

## ICW-NA Positive Organizing Project



*Feminist Movement Building Workshop - New Jersey*



*Positive Organizing Project Follow-up Meeting - New Jersey*



*Feminist Movement Building - Ottawa, Canada*



*Feminist Movement Building Workshop- North Carolina*

ICW-NA received support from AIDS United, to implement Feminist Movement Building II under the Positive Organizing Project – POP Year 4. Building on the strong foundation laid by the successful implementation of the previous POP project, ICW-NA continued to NURTURE the groups of women living with HIV in New Jersey and North Carolina that participated in the Feminist Movement Building 1 project in 2016. We collaborated

and supported an emerging group of women in Washington State to undergo training and develop advocacy initiatives that can be implemented in their respective localities. Women identified various initiatives that they can collaboratively undertake with like-minded organizations, and new ones that they thought would be relevant to the development of effective and culturally appropriate service delivery within their localities.



ICW NA organized 3 Feminist Leadership & Movement Building Retreats in Canada. The objective of these forums is to strengthen the

leadership and advocacy skills of women living with HIV in Canada and the United States.

## ICW Family – Strategic Planning (SP) Meeting



Brittany Cameron, ICW-NA Board Member during ICW SP meeting

ICW NA Representative participated in the annual global network leadership and planning session. ICW-NA representatives to the ICW International Steering Committee (ISC) participated in the Strategic Planning Retreat organized by ICW Global. The retreat was held in Bangkok, Thailand and was attended by the entire ICW Family from 10 regions. ICW-NA was represented by Martha Cameron and Brittany Cameron

## International Conference on AIDS and STIs in Africa (ICASA)



<http://hivdisclosure.ca/>

ICW-NA representatives presented 2 sessions in the Women Networking Zone during the ICASA in Tunisia. The first session was on HIV Disclosure and Experiences of living with HIV in the Diaspora. This session HIV was well received and opened dialogues with other ICW members from different regions. The HIV Disclosure Intervention was developed by our partner Women's Health in Women's Hands, an organization that serves more than 300 women living with HIV in Toronto, Canada. The intervention was pilot tested with African, Caribbean and Black women living with HIV, and most of them are ICW members. Currently, some ASOs in Canada have integrated the intervention as part of their support programs. The HIV Disclosure intervention can easily be adapted to meet the HIV Disclosure needs of diverse populations.

As a result, ICW East Africa followed up requesting to highlight the HIV Disclosure Intervention during their meeting with PEPFAR

and are interested in implementing it. Other regions have also indicated their interest in using the model and would like to engage their community organizations in the discussions.

The second workshop was on the WILLOW Intervention. The WILLOW (Women Involved in Life Learning from Other Women) intervention is a small-group, social-skills training and educational intervention for heterosexual adult women, regardless of race or ethnicity, who are living with HIV/AIDS. An adaptation of the Sisters Informing Sisters About Topics on AIDS (SISTA) intervention, WILLOW is designed for women living with HIV/AIDS who are 18 to 50 years of age and who have known their

HIV status for at least 6 months. The gender pride, informs women how to identify and maintain supportive social networks, teaches coping strategies to reduce life stressors, enhances awareness of STD transmission and HIV reinfection risk behaviors, teaches communication skills for negotiating safer sex, reinforces proper and consistent condom use, distinguishes between healthy and unhealthy relationships, and defines types of abuse in relationships and their effect on a woman's ability to negotiate safer sex. During the session, women living with HIV were able to share some of their challenges and strategies in negotiating safer sex and maintaining supportive social networks.

## Collaboration and Partnership

### **Prisoner's Justice Day - Toronto Canada**

ICW-NA participated in the event held to remember all prisoners living with HIV. Prisoner's Justice Day commemorates recognizes the loss of prisoners. Increasing social awareness amongst prisoners, ex-prisoners, family, friends and community activists means that persons dying while in custody are remembered, missed and honored. There are many different efforts both inside and outside prison walls to create the conditions under which the disadvantaged prisoner community, friends, loved ones and supporters can create meaningful remembrances. The event brought together community organizations, policy makers and people living with HIV. Claudia Medina ICW-NA ex co-chair led the event as ICW representative and was led by Prisoners with HIV/AIDS Support Action Network (PASAN) in Toronto, Canada.

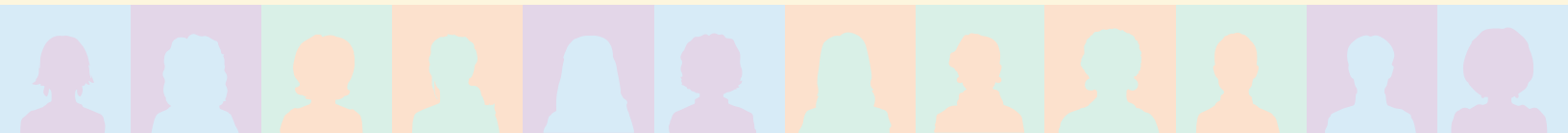
### **Canadian Stigma Index**

To ensure that diverse women are enrolled in the Canadian Stigma Index Study, ICW members are also part of the Advisory

Committee and Research team. The members also participate in the development of research questions, and recruitment of coordinators. To ensure greater and meaningful involvement of women living with HIV in research studies, we created linkages with other organizations who serve women living with HIV, so that we can reach diverse women to be part of the Stigma Index.

### **Anti-Black Racism Initiative**

Twelve (12) ICW members attended the focus group and highlighted the stigma they face as women living with HIV from Endemic counties. The forum was organized by City of Toronto, and its partner, OCASI-Ontario Council of Agencies Serving Immigrants. They launched a public education campaign to raise awareness about anti-Black racism in Toronto, and to equip people with the means to identify it, question it and challenge it. The campaign built on the anti-Black racism work of Black leaders, activists, educators, and community groups and organizations, present and past. The Anti-Black Racism Toronto-wide campaign provoked, made people think, and





started conversations about Anti-Black racism in our City. The campaign is part of a broader City of Toronto Anti-Black Racism Initiative.

### **ViiV Healthcare's 19th Annual Community Summit**

ICW-NA member Marvelous Muchenje participated in the ViiV Healthcare's Annual Community Summit that brought together HIV advocates, public health partners, writers and youth leaders from across North America. Panelists focused on a variety of timely topics, including stigma and criminalization, pre-exposure prophylaxis (PrEP), women's reproductive health and the challenges and realities facing Latinos/Latinas. Together, the participants shared ideas and perspectives in the hopes of making a difference in the community and changing the course of the epidemic. Marvelous Muchenje was chosen to provide mentorship to Emily Carson, program impact manager, International Council on AIDS Service Organizations (ICASO).

### **AIDS Watch – 2017 in Washington DC**

ICW-NA Participated in the AIDS Watch 2017 – An annual campaign organized by AIDS United and other partners in Washington DC to educate Congress and representatives from all States. It is an opportunity to urge leaders to support HIV program in the US and abroad. Our representatives expressed that issues related to HIV Criminalization laws and immigration and HIV are issues that require a dialogue. ICW-NA Representatives are engaged in ongoing discussions with representatives in Town Halls meetings, there is a big resistance from the community to decriminalize HIV, but we stay confident that if we keep the conversation alive the public opinion over HIV criminalization laws will change. That time our Representatives will feel more confidence to support bills to end HIV criminalization laws.

Congresswoman Debbie Dingell and Congresswoman Brenda Lawrence invited us to participate in their Town Halls meetings focusing on immigration and deportation

### **Participating in the Ryan White Think Tank Forum**

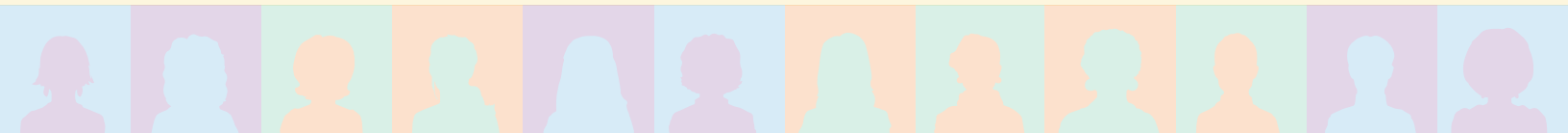
ICW-NA attended a convening (Think Tank forum) organized by the Ryan White Program. The meeting focused on identifying, monitoring, and engaging persons living with diagnosed HIV who are not in care. ICW-NA Presented on how the Ryan White HIV/AIDS Program and its grantees can better intervene to re-engage people into care or to strengthen ongoing engagement with people living with HIV.

### **ICW-NA in Roundtable on Violence Against Women**

We were invited by Ontario's Roundtable on Violence Against Women - Ministry of the Status of Women to share how criminalization of HIV non-disclosure impacts women living with HIV. We discussed how criminalization of HIV non-disclosure can be employed as a form of gender-based violence, exacerbating the already dangerous and disempowering circumstances in which so many women and girls continue to live. We shared findings from the WATCH - the Women, ART and Criminalization of HIV Study (where 2 ICW members are part of the research team) which highlighted the following:

#### **Violence against women:**

women's concern and anxiety about having their HIV-positive status used against them by sexual partners, particularly in situations where they experience economic inequality, isolation from their cultural community, and fears related to precarious immigration status and/or child protection.



**Violation of sexual and reproductive rights:** criminalization of non-disclosure through the law of sexual assault – which makes little logical sense in terms of our understanding sexual assault dynamics – impedes women's enjoyment of their sexual and reproductive rights. Consequently, many women choose not to engage in sexual relationships at all, which denies them the full enjoyment of their sexual and reproductive rights and role as life-givers and mothers.

**Privacy, security and expression:**

One of the effects of aggressively criminalizing HIV non-disclosure in Canada (and the sensational media coverage that accompanies prosecutions) is an exacerbation of negative assumptions about people living with HIV and an on-going surveillance and judgement of people living with HIV – by service providers, health practitioners, family, neighbors, and others. Ironically, at the same time that HIV medicine and science is making impressive gains to improve the health and life expectancy of people living with HIV, Canadian law is working in contradiction to the empowerment of people living with HIV. Women living with HIV experience surveillance, judgement and condemnation for no legitimate reason.

We shared the policy briefs on Criminalization of HIV non-disclosure and Ending Violence Against Women which are being used by the Ministry to advocate for the changes in the criminalization law. The meeting with the Ministry of Status of Women opened doors for continued discussions with the ministry on issues that impact women living with HIV.

**Roundtable with Ontario Ministers**

ICW- NA representatives were invited to the roundtable on Criminalization of HIV non-disclosure with Minister Glen Murray – MPP of Toronto Centre/ Minister of the Environment and Climate Change; Minister Yasir Naqvi – Attorney General; Minister Tracy MacCharles

– Minister Responsible for Accessibility and Women's Issues; Minister David Orazietti – Minister of Community Safety and Correctional Services

At the meeting, we were able to share cases of women who had unjustly being charged and the impact it has on women and their families. We shared the policy document on Criminalization of HIV. The continued discussions with the various Ministries contributed to the Federal Minister of Justice acknowledging the problematic overly broad use of the criminal law against people living with HIV in Canada, its negative impact on public health and the fact that it reinforces stigma. The Minister also said the criminal justice system needs to catch up with the science.



Figure SEQ Figure \\* ARABIC 1ICW-NA Board Member - Claire Gasamagera during U=U Campaign

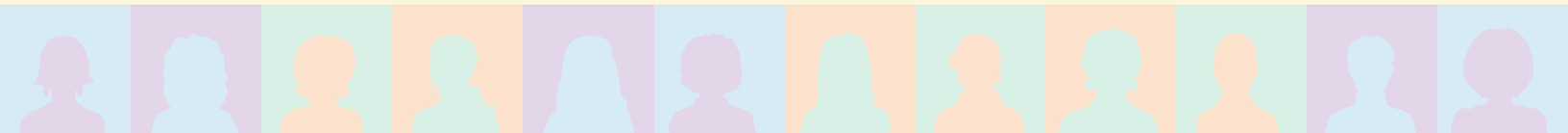
**Participating in U=U Campaign**

ICW-NA Participated in the Campaign U=U, that helps people living with HIV to advocate and convince the policy makers and communities that when people living with have access to HIV treatment and maintain an HIV undetectable viral load, they are no longer transmitting HIV to their partners. In return people living with HIV will be able to focus on changing the dialogue about HIV related stigma and discrimination culture and attitudes. The U=U Campaign is a great and valid medical prove to advocate against HIV Criminalization.

# Financial Statements

## Profit & Loss January through December 2017

|  | Jan - Dec 17      | Jan - Dec 16     | \$ Change        |
|--|-------------------|------------------|------------------|
| <b>Ordinary Income/Expense</b>                   |                   |                  |                  |
| <b>Income</b>                                    |                   |                  |                  |
| <b>4100 Grants &amp; Corporate Contrib</b>       |                   |                  |                  |
| <b>4100 -100 Robert Carr</b>                     |                   |                  |                  |
| Corporate Contributions                          | 78,610.00         | 73,435.00        | 5,175.00         |
| <b>Total 4100 -100 Robert Carr</b>               | <b>78,610.00</b>  | <b>73,435.00</b> | <b>5,175.00</b>  |
| <b>4100 -110 POP Grant</b>                       |                   |                  |                  |
| Corporate Contributions                          | 33,478.50         | 0.00             | 33,478.50        |
| <b>Total 4100 -110 POP Grant</b>                 | <b>33,478.50</b>  | <b>0.00</b>      | <b>33,478.50</b> |
| <b>Total 4100 Grants &amp; Corporate Contrib</b> | <b>112,088.50</b> | <b>73,435.00</b> | <b>38,653.50</b> |
| <b>Other Types of Income</b>                     |                   |                  |                  |
| Miscellaneous Revenue                            | 0.00              | 0.00             | 0.00             |
| <b>Total Other Types of Income</b>               | <b>0.00</b>       | <b>0.00</b>      | <b>0.00</b>      |
| <b>Total Income</b>                              | <b>112,088.50</b> | <b>73,435.00</b> | <b>38,653.50</b> |
| <b>Expense</b>                                   |                   |                  |                  |
| <b>6100 - Robert Carr</b>                        |                   |                  |                  |
| <b>6100-100 Program</b>                          |                   |                  |                  |
| Contractual Services                             | 11,388.00         | 4,618.00         | 6,770.00         |
| Facilitation & Consulting                        | 2,900.00          | 0.00             | 2,900.00         |
| Incentives                                       | 651.44            | 300.00           | 351.44           |
| Meals  | 4,350.71          | 2,314.82         | 2,035.89         |
| Meetings & Conferences                           | 8,292.03          | 5,134.98         | 3,157.05         |
| Misc.  | 215.68            | 0.00             | 215.68           |
| Per Diem   | 5,517.00          | 2,942.00         | 2,575.00         |
| Printing and Copying                             | 774.51            | 345.60           | 428.91           |
| Program Supplies                                 | 2,371.11          | 1,227.88         | 1,143.23         |
| Telephone, Telecommunications                    | 44.97             | 276.00           | -231.03          |
| Training & Conferences                           | 7,725.00          | 12,201.26        | -4,476.26        |
| Travel - Air                                     | 1,592.81          | 6,735.26         | -5,142.45        |
| Travel - Taxi, Train                             | 2,200.11          | 932.41           | 1,267.70         |
| <b>Total 6100-100 Program</b>                    | <b>48,023.37</b>  | <b>37,028.21</b> | <b>10,995.16</b> |
| <b>6100-200 Admin</b>                            |                   |                  |                  |
| Bank Fees  | 218.00            | 283.87           | -65.87           |
| Contractual Services                             | 9,997.73          | 7,920.00         | 2,077.73         |
| Facilitation & Consulting                        | 6,877.34          | 0.00             | 6,877.34         |
| Legal & Accounting                               | 7,419.00          | 9,673.75         | -2,254.75        |
| Office Supplies                                  | 668.54            | 533.36           | 135.18           |
| Telecommunications                               | 0.00              | 91.50            | -91.50           |



## Profit & Loss January through December 2017

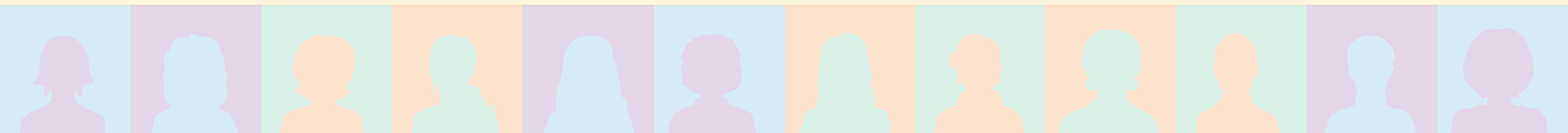
|                            | Jan - Dec 17 | Jan - Dec 16 | \$ Change     |
|----------------------------|--------------|--------------|---------------|
| Travel - Taxi, Train, Air  | 423.77       | 47.32        | 376.45        |
| Total 6100-200 Admin       | 25,604.38    | 18,549.80    | 7,054.58      |
| Total 6100 - Robert Carr   | 73,627.75    | 55,578.01    | 18,049.74     |
| 6200 POP - Grant           |              |              |               |
| 6200-100 Program           |              |              |               |
| Contractual Services       | 4,346.00     | 0.00         | 4,346.00      |
| Facilitation & Consulting  | 6,068.53     | 0.00         | 6,068.53      |
| Incentives                 | 1,206.90     | 0.00         | 1,206.90      |
| Meals                      | 2,067.26     | 0.00         | 2,067.26      |
| Meetings & Conferences     | 4,185.69     | 0.00         | 4,185.69      |
| Per Diem                   | 1,103.00     | 0.00         | 1,103.00      |
| Professional & Consulting  | 0.00         | 0.00         | 0.00          |
| Telecommunications         | 229.47       | 0.00         | 229.47        |
| Travel - Air               | 2,802.74     | 0.00         | 2,802.74      |
| Travel - Taxi, Train, etc. | 255.25       | 0.00         | 255.25        |
| Total 6200-100 Program     | 22,264.84    | 0.00         | 22,264.84     |
| 6200-200 Admin             |              |              |               |
| Contractual Services       | 3,586.27     | 0.00         | 3,586.27      |
| Miscellaneous              | 560.75       | 0.00         | 560.75        |
| Travel - Taxi, Train, Air  | 128.50       | 0.00         | 128.50        |
| Total 6200-200 Admin       | 4,275.52     | 0.00         | 4,275.52      |
| Total 6200 POP - Grant     | 26,540.36    | 0.00         | 26,540.36     |
| Total Expense              | 100,168.11   | 55,578.01    | 44,590.10     |
| Net Ordinary Income        | 11,920.39    | 17,856.99    | -5,936.60     |
| Net Income                 | \$ 11,920.39 | \$ 17,856.99 | \$ (5,936.60) |

## Balance Sheet As of December 31, 2017

|                                       | Dec 31, 17          | Dec 31, 16          | \$ Change           |
|---------------------------------------|---------------------|---------------------|---------------------|
| <b>ASSETS</b>                         |                     |                     |                     |
| <b>Current Assets</b>                 |                     |                     |                     |
| <b>Checking/Savings</b>               |                     |                     |                     |
| <b>Wells Fargo</b>                    | 48,081.39           | 19,982.16           | 28,099.23           |
| <b>Total Checking/Savings</b>         | 48,081.39           | 19,982.16           | 28,099.23           |
| <b>Other Current Assets</b>           |                     |                     |                     |
| <b>PrePaid Expenses</b>               | 375.74              | 0.00                | 375.74              |
| <b>Total Other Current Assets</b>     | 375.74              | 0.00                | 375.74              |
| <b>Total Current Assets</b>           | 48,457.13           | 19,982.16           | 28,474.97           |
| <b>TOTAL ASSETS</b>                   | <u>\$ 48,457.13</u> | <u>\$ 19,982.16</u> | <u>\$ 28,474.97</u> |
| <b>LIABILITIES &amp; EQUITY</b>       |                     |                     |                     |
| <b>Liabilities</b>                    |                     |                     |                     |
| <b>Long Term Liabilities</b>          |                     |                     |                     |
| <b>Other Liabilities</b>              | 21,229.58           | 4,675.00            | 16,554.58           |
| <b>Total Long Term Liabilities</b>    | 21,229.58           | 4,675.00            | 16,554.58           |
| <b>Total Liabilities</b>              | 21,229.58           | 4,675.00            | 16,554.58           |
| <b>Equity</b>                         |                     |                     |                     |
| <b>Unrestricted Net Assets</b>        | 15,307.16           | -2,549.83           | 17,856.99           |
| <b>Net Income</b>                     | 11,920.39           | 17,856.99           | -5,936.60           |
| <b>Total Equity</b>                   | 27,227.55           | 15,307.16           | 11,920.39           |
| <b>TOTAL LIABILITIES &amp; EQUITY</b> | <u>\$ 48,457.13</u> | <u>\$ 19,982.16</u> | <u>\$ 28,474.97</u> |

## Funding

Our work has been possible with support from Robert Carr Networking Fund and AIDS United Positive Organizing Project. The funding provided the opportunity to meet our objective to strengthen ICW-NA and to organize and bring women living with HIV together to harness our leadership skills and to amplify our voices.





# ICWNA



INTERNATIONAL COMMUNITY OF  
WOMEN LIVING WITH HIV  
NORTH AMERICA