
URGENT ACTION FUND FOR WOMEN'S HUMAN RIGHTS

FINANCIAL STATEMENTS

December 31, 2014 and 2013

CROSBY & KANEDA
Certified Public Accountants

Dedicated to Nonprofit Organizations



Urgent Action Fund for Women's Human Rights

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INDEPENDENT AUDITORS' REPORT

Board of Directors
Urgent Action Fund for Women's Human Rights
Oakland, California

Report on the Financial Statements

We have audited the accompanying financial statements of Urgent Action Fund for Women's Human Rights, which comprise the statement of financial position as of December 31, 2014 and 2013, and the related statements of activities, cash flows and functional expenses for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit 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 from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Urgent Action Fund for Women's Human Rights as of December 31, 2014 and 2013, and the results of its operations and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Report on Other Legal and Regulatory Requirements

In accordance with compliance requirements of the Funding Leadership and Opportunities for Women grant agreement with the Ministry of Foreign Affairs and the Ministry for Development Cooperation (of the Netherlands), we have also issued our report dated March 25, 2015 on our consideration of Urgent Action Fund for Women's Human Rights' compliance with the grant agreement. That report and the related Schedule of Revenues and Expenditures of the Funding Leadership and Opportunities for Women Grant is provided as supplementary material to the financial statements referred to above.



Certified Public Accountants
Oakland, California
March 25, 2015

Urgent Action Fund for Women's Human Rights

**Statement of Financial Position
December 31, 2014 and 2013**

	<u>2014</u>	<u>2013</u>
Assets		
Current Assets		
Cash and cash equivalents	\$ 1,354,552	\$ 905,924
Grants and contributions receivable	97,188	759,128
Accounts receivables	13,421	369
Prepaid expenses	17,037	6,036
Total current assets	<u>1,482,198</u>	<u>1,671,457</u>
Property and equipment, net (Note 3)	7,744	4,483
Deposits	<u>2,421</u>	<u>3,237</u>
Total Assets	<u>\$ 1,492,363</u>	<u>\$ 1,679,177</u>
Liabilities and Net Assets		
Current Liabilities		
Accounts payable and accrued expenses	\$ 21,338	\$ 8,282
Accrued vacation	26,374	24,975
Grants payable	17,020	20,330
Deferred revenue	-	27,168
Total liabilities	<u>64,732</u>	<u>80,755</u>
Commitments and Contingencies (Notes 4 and 5)		
Net Assets		
Unrestricted	885,385	493,964
Temporarily restricted (Note 6)	542,246	1,104,458
Total Net Assets	<u>1,427,631</u>	<u>1,598,422</u>
Total Liabilities and Net Assets	<u>\$ 1,492,363</u>	<u>\$ 1,679,177</u>

See Notes to the Financial Statements

Urgent Action Fund for Women's Human Rights

Statement of Activities

For the Years Ended December 31, 2014 and 2013

	2014			2013		
	Unrestricted	Temporarily Restricted	Total	Unrestricted	Temporarily Restricted	Total
Support and Revenue						
Support						
Government grants	\$ 484,313	\$ 520,000	\$ 484,313	\$ 552,403	\$ 360,402	\$ 552,403
Foundation and corporate grants	291,389		811,389	142,333		502,735
Donations	253,476	50,985	304,461	302,543		302,543
Total support	1,029,178	570,985	1,600,163	997,279	360,402	1,357,681
Revenue						
Interest	52		52	126		126
Realized loss on investments			-	(2,003)		(2,003)
Fees	858		858	1,795		1,795
Other revenue	1,603		1,603	5,272		5,272
Total revenue	2,513	-	2,513	5,190	-	5,190
Total assets released from donor restrictions: (Note 6)	1,133,197	(1,133,197)	-	345,545	(345,545)	-
Total support and revenue	2,164,888	(562,212)	1,602,676	1,348,014	14,857	1,362,871
Expenses						
Program	1,494,649		1,494,649	998,126		998,126
General and administrative	156,018		156,018	215,022		215,022
Fundraising	122,800		122,800	144,667		144,667
Total expenses	1,773,467	-	1,773,467	1,357,815	-	1,357,815
Change in net assets	391,421	(562,212)	(170,791)	(9,801)	14,857	5,056
Net Assets, beginning of year	493,964	1,104,458	1,598,422	503,765	1,089,601	1,593,366
Net assets, end of year	\$ 885,385	\$ 542,246	\$ 1,427,631	\$ 493,964	\$ 1,104,458	\$ 1,598,422

See Notes to the Financial Statements

Urgent Action Fund for Women's Human Rights

**Statement of Cash Flows
For the Years Ended December 31, 2014 and 2013**

	<u>2014</u>	<u>2013</u>
Cash flows from operating activities:		
Change in net assets	\$ (170,791)	\$ 5,056
Depreciation	2,042	2,825
Realized loss on investment	-	2,003
Adjustments to reconcile change in net assets to cash (used) provided by operating activities:		
Changes in assets and liabilities:		
Grants and contributions receivable	661,940	498,824
Accounts receivable	(13,052)	407
Prepaid expenses	(11,001)	6,839
Deposits	816	7,976
Accounts payable and accrued expenses	13,056	(4,207)
Accrued vacation	1,399	9,296
Grants payable	(3,310)	20,330
Deferred revenue	(27,168)	27,168
Net cash provided by operating activities	<u>453,931</u>	<u>576,517</u>
Cash flows from investing activities:		
Proceeds from sale of investment	-	12,123
Purchase of fixed assets	(5,303)	(4,850)
Net cash provided (used) by investing activities	<u>(5,303)</u>	<u>7,273</u>
 Change in cash and cash equivalents	 <u>448,628</u>	 <u>583,790</u>
Cash and cash equivalents, beginning of year	<u>905,924</u>	<u>322,134</u>
Cash and cash equivalents, end of year	<u>\$ 1,354,552</u>	<u>\$ 905,924</u>

See Notes to the Financial Statements

Urgent Action Fund for Women's Human Rights

**Statement of Functional Expenses
For the Years Ended December 31, 2014 and 2013**

	2014				2013			
	Program	General and Administrative	Fundraising	Total	Program	General and Administrative	Fundraising	Total
Salaries	\$ 368,097	\$ 27,092	\$ 73,884	\$ 469,073	\$ 301,401	\$ 39,430	\$ 114,465	\$ 455,296
Employee benefits	32,486	6,705	13,000	52,191	29,436	24,786	7,571	61,793
Pension contributions	5,254	1,502	2,502	9,258	4,000	3,335	2,140	9,475
Payroll taxes	27,025	2,431	9,326	38,782	23,038	3,906	8,236	35,180
Total personnel	<u>432,862</u>	<u>37,730</u>	<u>98,712</u>	<u>569,304</u>	<u>357,875</u>	<u>71,457</u>	<u>132,412</u>	<u>561,744</u>
Grants	792,436	-	-	792,436	455,308	-	-	455,308
Legal fees	-	-	-	-	-	2,575	-	2,575
Accounting fees	-	36,080	-	36,080	-	35,410	-	35,410
Other fees for service	80,533	24,843	4,249	109,625	36,153	-	-	36,153
Advertising and promotion	-	-	-	-	482	813	1,264	2,559
Supplies	5,473	1,409	1,272	8,154	1,401	5,733	767	7,901
Postage and shipping	438	115	421	974	137	73	749	959
Bank fees	-	3,423	-	3,423	1,862	2,221	1,098	5,181
Travel and meals	54,140	1,592	4,397	60,129	57,346	41,334	2,932	101,612
Conferences, conventions, meetings	92,855	35,038	-	127,893	79,451	-	-	79,451
Depreciation	-	2,042	-	2,042	-	2,825	-	2,825
Insurance	928	4,053	203	5,184	604	3,792	49	4,445
Information technology	-	-	-	-	1,607	1,425	1,219	4,251
Occupancy	32,666	8,671	10,338	51,675	291	47,031	340	47,662
Publications	-	-	-	-	5,609	-	-	5,609
Dues, licenses, service fees	1,960	224	616	2,800	-	-	-	-
Miscellaneous	358	798	2,592	3,748	-	333	3,837	4,170
Total expenses	<u>\$ 1,494,649</u>	<u>\$ 156,018</u>	<u>\$ 122,800</u>	<u>\$ 1,773,467</u>	<u>\$ 998,126</u>	<u>\$ 215,022</u>	<u>\$ 144,667</u>	<u>\$ 1,357,815</u>

See Notes to the Financial Statements

URGENT ACTION FUND FOR WOMEN'S HUMAN RIGHTS

Notes to the Financial Statements For the Years Ended December 31, 2014 and 2013

NOTE 1: NATURE OF ACTIVITIES

Urgent Action Fund for Women's Human Rights (UAF or the Organization), a Colorado nonprofit public benefit organization, as part of the women's rights movements worldwide, supports women's rights defenders striving to create cultures of justice, equality and peace. The Organization provides rapid response grants that enable strategic interventions, and participates in collaborative advocacy and research. UAF is led by activists, inspired by feminism, and strengthened through solidarity.

NOTE 2: SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (GAAP).

Basis of Presentation

The Organization presents information regarding its financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets. The three classes are differentiated by donor restrictions.

Unrestricted net assets – consist of resources which have not been specifically restricted by a donor. Unrestricted net assets may be designated for specific purposes by the Organization or may be limited by contractual agreements with outside parties.

Temporarily restricted net assets – represent contributions whose use is limited by donor-imposed stipulations that expire by the passage of time or can be fulfilled and removed by actions of the Organization pursuant to those stipulations.

Permanently restricted net assets – represent contributions whose use is limited by donor-imposed stipulations that require the gift to be invested in perpetuity. The income from such invested assets, including realized and unrealized gains, is generally available to support the activities of the Organization. Donors may also restrict all or part of the income and/or appreciation from these investments to permanently restricted net assets, resulting in increases/decreases to these net assets. There were no permanently restricted net assets as of December 31, 2014 and 2013.

Contributions

Contributions, including unconditional promises to give, are recognized as revenues in the period the promise is received. Conditional promises to give are not recognized until they become unconditional; that is when the conditions on which they depend are substantially met. Contributions of assets other than cash are recorded at their estimated fair value at the date of contribution. Contributions to be received after one year are discounted at an appropriate rate commensurate with the risks involved. Amortization of the discount is recorded as additional contribution revenue in accordance with donor-imposed restrictions, if any, on the contributions.

URGENT ACTION FUND FOR WOMEN'S HUMAN RIGHTS

Notes to the Financial Statements For the Years Ended December 31, 2014 and 2013

Unrestricted contributions and grants are recorded as unrestricted revenue when received. All contributions are considered to be available for unrestricted use unless specifically restricted by the donor.

All donor-restricted contributions are reported as increases in temporarily or permanently restricted net assets, depending on the nature of the restriction. When a restriction expires (that is, when a 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.

Accounts Receivable and Grants and Contributions Receivable

The Organization considers all accounts receivable and grants and contributions receivable to be fully collectible at December 31, 2014. Accordingly, no allowance for doubtful accounts was deemed necessary. If amounts become uncollectible, they are charged to expense in the period in which that determination is made.

Income Taxes

The Internal Revenue Service and the Colorado Department of Revenue have determined that the Organization is exempt from federal and state income taxes under Internal Revenue Code Section 501(c)(3) and Colorado Tax Code 0005890877. The Organization has evaluated its current tax positions as of December 31, 2014 and is not aware of any significant uncertain tax positions for which a reserve would be necessary. The Organization's tax returns are generally subject to examination by federal and state taxing authorities for three and four years, respectively after they are filed.

Contributed Services

Contributed services are reflected in the financial statements at the fair value of the services received only if the services (a) create or enhance nonfinancial assets or (b) require specialized skills, are performed by people with those skills, and would otherwise be purchased by the Organization. There were no contributed services that met the criteria for recognition for the years ended December 31, 2014 and 2013.

Estimates

The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosures of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Accordingly, actual results could differ from those estimates.

Cash Equivalents

For purposes of the statement of cash flows, the Organization considers all money market funds and other highly liquid investments with original maturities of three months or less when purchased to be cash equivalents.

Fair Value Measurements

Fair value is defined as the exchange price that would be received for an asset or paid to transfer a liability (an exit price) in the principal or most advantageous market for the asset or liability in an orderly transaction between market participants on the

URGENT ACTION FUND FOR WOMEN'S HUMAN RIGHTS

Notes to the Financial Statements For the Years Ended December 31, 2014 and 2013

measurement date. The Organization determines the fair values of its assets and liabilities based on a fair value hierarchy that includes three levels of inputs that may be used to measure fair value.

Level 1 inputs are quoted prices (unadjusted) in active markets for identical assets or liabilities that the Organization has the ability to access at the measurement date. An active market is a market in which transactions occur with sufficient frequency and volume to provide pricing information on an ongoing basis.

Level 2 inputs are inputs other than quoted prices that are observable for the asset or liability, either directly or indirectly.

Level 3 inputs are unobservable inputs for the assets or liability. Unobservable inputs reflect the Organization's own assumptions about the assumptions market participants would use in pricing the asset or liability (including assumptions about risk). Unobservable inputs are developed based on the best information available in the circumstances and may include the Organization's own data.

The Organization had no assets or liabilities recorded at fair value on December 31, 2014.

Concentration of Credit Risk

At times, the Organization may have deposits in excess of federally insured limits. The risk is managed by maintaining all deposits in high quality financial institutions.

Property and Equipment

Property and equipment purchased by the Organization is recorded at cost. The Organization capitalizes all expenditures for property and equipment over \$500; the fair value of donated fixed assets is similarly capitalized. Depreciation is computed using the straight-line method over the estimated useful lives on the equipment which is 3-5 years for assets currently on the books.

Expenditures for major renewals and betterments that extend the useful lives of the property and equipment are capitalized. Expenditures for maintenance and repairs are charged to expense as incurred.

Management reviews long-lived assets for impairment when circumstances indicate the carrying amount of the asset may not be recoverable. Impairment is recognized if the sum of the undiscounted estimated future cash flows expected to result from the use of the asset is less than the carrying value. When an impairment loss is recognized, the asset's carrying value is reduced to its estimated fair value.

Grants Payable

Grants payable represent grants which have been awarded but not yet dispensed.

Deferred Revenue

Deferred revenue represents funding received from the Ministry of Foreign Affairs and the Ministry for Development Cooperation (of the Netherlands) and not yet expended.

URGENT ACTION FUND FOR WOMEN'S HUMAN RIGHTS

**Notes to the Financial Statements
For the Years Ended December 31, 2014 and 2013**

Functional Allocation of Expenses

The costs of providing various programs and other activities have been summarized on a functional basis in the statement of activities. Accordingly, certain costs have been allocated among the programs and supporting services benefited.

Reclassifications

Certain accounts in the prior year's summarized information have been reclassified for comparative purposes to conform with the presentation in the current-year financial statements.

Subsequent Events

The Organization has evaluated subsequent events and has concluded that as of March 25, 2015 the date that the financial statements were available to be issued, there were no significant subsequent events to disclose.

NOTE 3: PROPERTY AND EQUIPMENT

Property and equipment consisted of the following at December 31:

	<u>2014</u>	<u>2013</u>
Computer equipment	\$ 25,896	\$ 20,589
Less accumulated depreciation	<u>(18,152)</u>	<u>(16,106)</u>
Total	<u>\$ 7,744</u>	<u>\$ 4,483</u>

NOTE 4: COMMITMENTS

Operating Leases

The Organization leases office space in Oakland, California; the lease terms expires in April 2016. Future minimum lease payments were as follows for the year ended December 31:

2015	\$ 36,925
2016	<u>12,507</u>
Total	<u>\$ 49,432</u>

Rent for the years ended December 31, 2014 and 2013 was \$35,696 and \$28,255 respectively.

NOTE 5: CONTINGENCIES

Grant awards require the fulfillment of certain conditions as set forth in the instrument of grant. Failure to fulfill the conditions could result in the return of the funds to the grantors. The Organization deems this contingency remote since by accepting the grants and their terms, it has accommodated the objectives of the Organization to the provisions of the grants. The Organization's management is of the opinion that the Organization has complied with the terms of all grants.

URGENT ACTION FUND FOR WOMEN'S HUMAN RIGHTS

Notes to the Financial Statements
For the Years Ended December 31, 2014 and 2013

NOTE 6: TEMPORARILY RESTRICTED NET ASSETS

Temporarily restricted net assets were available as follows as of December 31:

	<u>2014</u>	<u>2013</u>
Rapid Response Grant making	\$ 517,246	\$ 904,458
Future operations	<u>25,000</u>	<u>200,000</u>
Total	<u>\$ 542,246</u>	<u>\$ 1,104,458</u>

Temporarily restricted net assets were released from donor restriction by incurring expenses satisfying purposes and time restrictions specified by donors as follows during the year ended December 31:

	<u>2014</u>	<u>2013</u>
Rapid Response Grant making	\$ 850,197	\$ 315,545
UAF-Africa	29,000	-
UAF-LA	4,000	-
Expiration of time restrictions	<u>250,000</u>	<u>30,000</u>
Total	<u>\$ 1,133,197</u>	<u>\$ 345,545</u>

NOTE 7: RETIREMENT PLAN

Beginning the first of the month following 90 days of employment, all full-time employees and part-time employees making at least \$5,000 in a calendar year may elect to participate in SIMPLE IRA retirement plan. Employee contributions are made on a pre-tax basis and are fully vested to the employee when made. The Organization contributed \$9,258 and \$9,475 during the years ended December 31, 2014 and 2013, respectively.

NOTE 8: RELATED PARTY

The Organization is part of an international group of organizations dedicated to supporting women's human rights defenders. There are Urgent Action Fund organizations in Africa, Latin America, in addition to the one in Oakland, California. The Organization is co-recipient of a grant from the Funding Leadership and Opportunities for Women (FLOW) project with the Urgent Action Funds in Africa and Latin America.

**REPORT ON COMPLIANCE WITH THE REQUIREMENTS OF THE
FUNDING LEADERSHIP AND OPPORTUNITIES FOR WOMEN GRANT AGREEMENT
WITH THE MINISTRY OF FOREIGN AFFAIRS AND THE MINISTRY FOR DEVELOPMENT
COOPERATION (OF THE NETHERLANDS)**

Board of Directors
Urgent Action Fund for Women's Human Rights
Oakland, California

We have audited the financial statements of Urgent Action Fund for Women's Human Rights as of and for the year ended December 31, 2014, and have issued our report thereon dated March 25, 2015. We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the instructions applicable to financial audits contained in *Government Auditing Standards*, with respect to the requirements by the Minister of Foreign Affairs and the Minister for Development Cooperation grants decree approved by Beatrix, by the grace of God, Queen of the Netherlands, Princess of Orange-Nassau, etc. etc. etc.

Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered Urgent Action Fund for Women's Rights' internal control over financial reporting (internal control) to determine the audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of Urgent Action Fund for Women's Rights' internal control over financial reporting. Accordingly, we do not express an opinion on the effectiveness of Urgent Action Fund for Women's Rights' internal control over financial reporting.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct misstatements on a timely basis. A *material weakness* is a deficiency, or combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over financial reporting was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control over financial reporting that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However material weaknesses may exist that have not been identified.

Compliance and Other Matters

As part of obtaining reasonable assurance about whether Urgent Action Fund for Women's Rights' financial statements are free of material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control over compliance and the results of that testing, and do not provide an opinion on the effectiveness of the Organization's internal control or compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Organization's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.



Certified Public Accountants
Oakland, California
March 25, 2015

Urgent Action Fund for Women's Human Rights

**Schedule of Revenues and Expenditures of the
Funding Leadership and Opportunities for Women Grant
For the Year Ended December 31, 2014**

UAF Budget 2012-15 December 2014 REVISIONS	Budget		Actual	
	€	\$	€	\$
Exchange rate: €1 / \$1.30 USD				
Revenue	€ 324,790	\$422,229	€ 324,790	\$432,180
1. Women Enabled to Respond to Unanticipated Opportunities and Threats				
Rapid-Response Grants (25 grants/year)	€ 105,631	\$137,320	€ 105,631	\$140,355
Outreach and RRG Education & Assessment - Travel (2 trips) and Electronic	341	443	341	454
RRG Advisors Network (communications stipends)	5,385	7,001	5,385	7,165
Monitoring and Evaluation	41,155	53,502	41,155	54,945
2. Increased Protection, Security, Sustainability of WHRDs & Organizations				
Integrated Security Development Convenings (2 convening, 10 partners/advisors + 2 Facilitators + 2 UAF staff)	32,000	41,600	32,000	42,581
Attendance/Presentations at Conferences (5 conferences x 2 staff + activist presenters)	14,329	18,628	14,329	19,067
3. Building Communities of Knowledgeable Activists & Strategy Development				
Integrated Security Workshop (2 convenings, 22 participants + 4 facilitators + 2 UAF staff)	-	-	-	-
Grassroots activists capacity building convening (1 convening, 20 partners/advisors + 2 Facilitators + 3	-	-	-	-
3-Sister Joint Meetings/governance (1 meeting, 18-20 UAF participants each, 1/3 shared costs)	-	-	-	-
4. Creation and Dissemination of New Knowledge				
Integrated Security Reports/Publications (2 Publications x 3 Translations)	19,708	25,620	19,708	26,244
Security & Sustainability of women human rights	29,747	38,672	29,747	39,583
Attendance/Presentations at Conferences (5 conferences x 2 staff + activist presenters)	14,329	18,628	14,329	19,067
3-Sister Joint Meetings (2 meetings, 18-20 UAF participants each, 1/3 shared costs)	10,035	13,045	10,035	13,353
Website and social media updating	3,759	4,887	3,759	5,002
Communications Materials (8 pieces total - costs by piece)	26,371	34,283	26,371	35,090
Monitoring Evaluation & Coordination	22,000	28,600	22,000	29,274
	€ 324,790	\$422,229	€ 324,790	\$432,180