
REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2019

KEYS OF CHANGE USA



EIN: 82-0614802

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TRUSTEES' ANNUAL REPORT SUMMARY

YEAR ENDED 31 DECEMBER 2019

REFERENCE AND ADMINISTRATIVE DETAILS

Address 39515 Glenn Glade
Chapel Hill, NC 27517

Trustees:

Chair J. R. Thornton
Other trustees A. Mullins
P. Karan

Bankers 50001 Governors Dr
Chapel Hill, NC 27517

STRUCTURE, MANAGEMENT AND GOVERNANCE

Governing Document

Keys of Change USA ("the Charity") is a charity, governed by a trust deed adopted 20th November 2015. An analogous organization is registered as a charity in England and Wales.

Trustees

Trustees are recruited from people who have an interest in advancing musical education internationally. They are appointed by vote of existing trustees.

Organisational Structure

Trustees meet regularly and are responsible for the strategic direction and policy of the Charity.

OBJECTS, AIMS AND ACTIVITIES

The trustees confirm that they have referred to the government's general guidance on public benefit when reviewing the Trust's aims and objectives and in planning future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

Objects

The object of the Charity is:

- the advancement of the arts, in particular music, for young people living in poverty or in difficult circumstances anywhere in the world by providing musical instruments and access to musical tuition and by providing opportunities to perform in public and listen to live performances. In addition to poverty, the context of "difficult" includes suffering due to illness, the aftermath of a natural disaster, conflict or an epidemic).

Activities

During 2019, Keys of Change USA was engaged in a number of musical education projects, including in Ecuador, Mexico, Serbia, Japan, Ghana and India.

A WORD FROM THE MANAGING TRUSTEE



I want to take this opportunity to share a deeper insight about Keys of Change USA. Perspective you will gain only if you have the privilege of meeting Panos personally, which is a wish I have for each of you.

My meeting Panos and his wife, Fumiko,

was a chance encounter six years ago aboard a cruise ship somewhere in the middle of an ocean. I was first struck by their youth and vivaciousness.

As I began to peel through the layers, I next encountered an overwhelming love and caring for people, they so want to make this world a better place. Keep in mind, I am describing first impressions of someone who has played programs in Carnegie, the Hermitage, the Sydney Opera House, Boston Symphony Hall, Queen Elizabeth Hall in London, in the presence of Empress Michiko at Tokyo Opera City. The fact that I was being exposed to a world-renowned musician paled in comparison

to my experience of learning to understand and appreciate this remarkable human being. You might be able to obtain a sense of who Panos is if you Google his name and listen to him describe his life's journey to date. After achieving his youthful objective of performing in the famous music halls around the globe, he almost gave up playing the piano. Through a soul-searching period, Panos came to a personal understanding about how he might leverage his God given talents to make the world a better place.

Surely you must ask, how was everything you read about here accomplished in 2019 for less than \$31,000? As the person who keeps the books for Keys of Change USA, please let me provide a bit of insight.

Through his professional career, Panos accumulates hundreds of thousands of air miles. He uses these air miles to fly himself and others to the project sites. Since the inception of Keys USA, I have never seen a receipt for a full airfare for any travel associated with the charity's work. He enrolls other professional musicians to give their time teaching at the projects for no charge, just like himself. He has a talent for enticing many of these musicians to gift used instruments out of their collected

inventory. The beautiful brochures, video presentations and web sites are created by Panos and his wife; Fumiko is a talented photographer and computer arts professional.

As a measure of value obtained, you have likely seen charitable organizations quote the percentage of contributions which go directly to the support of their cause. Ninety percent of every dollar collected is an outstanding number. With Keys, contributors like you and me gain leverage: For every dollar we give, we obtain multiple dollars' worth of value applied directly to the cause. This is because Panos is a direct participant in every project, feet on the ground at every site, managing the minute details, and giving so completely of himself.

A corporate sponsor or trust would be so fortunate to have the privilege of seeing their funds applied so effectively.

Thank you for your continuing support. If you ever have a question or suggestion, please do not hesitate to contact me directly.

Roy Thornton

A WORD FROM PANOS

From Oaxaca to Accra ,from Fukushima to Chennai, and from Quito to Belgrade, our music students and young orchestral players provide a living proof each and every day by day that music can change the world.

"Leave no one behind" resonated within me in November 2019 as I moved my conducting stick up and down in front of a group of young musicians in Ghana. My music score was covered in dust, my hands sweaty, and my body tired from the heat, but I was proud as I listened to the sounds of Vivaldi, Beethoven and Strauss that this youth orchestra was creating. They had been trying hard to improve every day, to work closely together, and to present a performance of which they could be proud. Living in a children's home two hours away from Accra that provides care for vulnerable children who cannot stay with their families, in many cases victims of abuse and other very grave circumstances, these children had been told too many times what they cannot do, what they will not achieve, what they are not worth. This time, together with three other music

teachers from three different continents (Australia, UK and Mexico) we were there to show these children what they CAN do.

With a similar motivation I was in Oaxaca, Mexico for two weeks, in September 2019, working with children who, despite facing extreme adversity in life, choose music to express themselves and share with the world that who they are today will not define who they will be tomorrow. I was there in September to help the final stages of preparations before two performances, one in their community and one in the city of Oaxaca. The community is located next to the city landfill, and, apart from the usual gang-related violence, the poverty most of the people face there is huge. I wish I could find words to transmit the pride I feel when I go into the classroom and start rehearsing Beethoven and Tchaikovsky with them. This



A WORD FROM PANDOS

was a selection of works difficult even for professional musicians, yet these children came every morning and afternoon to rehearse, not because they had to, but because they wanted to.

In both Oaxaca and Accra, the concerts were a big success. Granted that there is still a long way to go musically, the bigger goal was to use music as an invitation for something greater. The success the students achieved was not a result of an external “gift”, but of their own hard work. There was a great emotional improvement: many students were trying harder to help others, to keep the focus of the group, and to contribute to the success of the orchestra. There was a magical sense of accomplishment once the performances were completed, and a sense of greater self-esteem, self-worth and confidence.

Our work in Ghana and Mexico had a deeper impact, aside from presenting a high-level musical performance. This project was an opportunity for young people of very different backgrounds to come together and learn from each other. Most important, this was an invitation for young people to feel empowered and to develop their leadership and collaboration skills in the process. For the musicians from the children’s home, most of which come from trauma, this was a much needed experience to connect with others, to feel safe and to sense a new hope for tomorrow. We saw trust within the group evolve as the days unfolded, personalities softened, interaction improved. We saw how the more advanced started helping the beginners, and how the care for the whole group replaced the at times constant demand for individual attention.

2019: THE YEAR IN REVIEW

Keys of Change USA and Keys of Change CIO work collaboratively in the UK and NPO Fukushima Youth Sinfonietta in Japan. This report reflects the consolidated scope of the work of the Keys of Change family. During 2019:

- We organised music camps in: Fukushima, London, Accra and Oaxaca, involving more than 300 young musicians;
- We sponsored music lessons in Quito and Belgrade, teaching more than 200 young music learners;
- We involved more than 30 volunteers from eight different countries;
- We organised a visit to London for the Fukushima Youth Sinfonietta;
- We helped launch the Accra Youth Sinfonietta;
- We helped found the Chennai Youth Sinfonietta;
- We collaborated with more than ten different organisations around the world involved with music and education;
- We presented more than 10 concerts on four continents, and played to a total audience of more than 5,000.



QUITO, ECUADOR

**In collaboration with Keys of Change CIO,
Condor Trust for Education
and Honrar la Vida**

In the country where we started teaching music in 2011, our music programme expanded to include more than 100 music students.

In Quito, Ecuador, Keys of Change continued to fund weekly guitar lessons for a group of keen young people from deprived backgrounds. This is in support of their overall education which is provided by a UK charity, the Condor Trust for Education. Since 2012, we have involved more than sixty children in learning to play the guitar, the violin and various percussion instruments. In 2019, our guitar group gave a number of concerts in Quito, including at a refuge for vulnerable women.

Keys of Change USA has also funded traditional music and dance lessons for a second group of vulnerable children living in a deprived part of Quito. The project focuses on Afro-Ecuadorian music and dance and gives the young people the opportunity not only to learn musical skills but also to work, study and interact more fully and effectively with other children. During 2019, we provided weekly lessons and supported the children in performing at school events, including Christmas and New Year celebrations.



BELGRADE, SERBIA

In Serbia, we are providing music lessons to 95 children facing particularly challenging situations. Learning music not only enhances their emotional connectivity, but will improve their self-expression, and contribute to each child's healing process.

**In collaboration with
Keys of Change CIO
and three children's homes
in and around Belgrade**

The music classes at children's homes in and around Belgrade continued this year. A particular success of 2019 was that we were able to hold two celebration concerts (June and December), giving our students the opportunity to showcase their musical skills. At each location, we are organising weekly music classes that focus on singing (individual and choir), music appreciation, rhythmic games and percussion playing. In the future, individual lessons will also be offered to students who are either very keen or who need extra support.

From the start, the priority when selecting students to participate in the programme was placed on their willingness to use music as a tool of self-improvement, and a willingness to support and help others through music. The results are very encouraging. Despite the fact that there is no compulsory requirement by the institution for the children to take part in our educational activities, attendance in this second year of the programme is becoming more and more regular.



F U K U S H I M A , J A P A N

Performing in London, the musicians of the Fukushima Youth Sinfonietta shared the positive message that music can change the world.

**In collaboration with
Keys of Change CIO,
NPO Fukushima Youth Sinfonietta
and the Amber Trust UK**

The Fukushima Youth Sinfonietta (FYS), the fifty-member ensemble originally founded by Keys of Change in 2014 in the aftermath of the tsunami, made up mostly of middle and high school age musicians from the greater Fukushima area, took the stage at the Queen Elizabeth Hall at London's Southbank Centre on 1 April 2019. The musicians of the FYS worked together with London based musicians and collaborated with musicians from the UK charity for visually impaired children, the Amber Trust. This project, organised by Keys of Change in collaboration with the Fukushima Youth Sinfonietta, was an accumulation of two years of preparation for the Fukushima musicians, that started in the spring of 2017 in Fukushima, with performances in Minamisoma and Bangkok in the summer of the same year, before culminating in two world-class performances in Tokyo and London in 2018 and 2019. The project was supported by the Fukushima Board of Education, the Embassy of Japan in London, the Great Britain Sasakawa Foundation, and the CML Family Foundation, as well as numerous individuals in Fukushima, greater Japan, Bangkok, the USA and London.



F U K U S H I M A , J A P A N

The Fukushima Youth Sinfonietta, whose members carry a vision that music can change the world, received rapturous applause and standing ovations in London, and the orchestra was featured on the BBC, as well as Japanese broadcasters NHK and Fukushima TV.

As a community project, the FYS received great support from volunteers in 2018-19, thus making it possible to achieve more, and enabling it to be more strongly based on the grass roots wishes and desires of local people from Fukushima. The orchestra has also participated in activities that align it with its core values.

In particular:

- The FYS parents' committee helped organise rehearsals, provided logistical support (transportation of instruments, meals and accommodation), supported the concerts in Fukushima, and oversaw all decisions involving the future of the orchestra;
- Parents of the FYS supported the London trip by donating to Keys of Change;
- Volunteer teachers travelled to Fukushima from all over Japan and the rest of the world to teach the musicians of the FYS;
- Schools in Fukushima supported the rehearsals by providing rehearsal space;
- Students from schools in London, coordinated by Club Europe, supported the FYS performance by attending the concert at the Queen Elizabeth Hall;
- 15 volunteer musicians joined the orchestra in London in order to support the FYS and to create strong local bonds.

TESTIMONIES

"The performance in London was so inspiring, and it has become another shining memory of my life. This was an experience that I feel overwhelmed to be a part of. The words "thank you" are not enough to express my gratitude to you." M. K. Double bass

"I love the Fukushima Youth Sinfonietta! I wanted to do my best as a captain, because FYS means so much to me. The fact that I could play music together with many friends is an important treasure for me. I will always come back. I want to continue playing with everyone in order to make many people smile. I want to spread the name of Fukushima more all over the world." K. M. Viola

"Thank you for everything. My daughter came home with a beautiful smile. I think her face now has the first traces of being an adult. She's been sharing some of her memories while she's been showing me the photos. She is a lucky child to have had such great experiences at the age of 16. I have nothing but gratitude for everyone who supports this orchestra." Mother of K. I Oboe

"My daughter has become the president of her school music club in the summer, leading about 40 members. Recently, she has been able to make comments for the club. She said she has learned to solve problems within the music club by herself, with the skills she has gained while participating in FYS. I believe that it is very rare to have such wonderful experiences in life." Mother of Y. M. Clarinet



ACCRA, GHANA

**In collaboration with Keys of Change CIO,
Kinder Paradise and the
Australian High Commission in Ghana**

In addition to presenting a high level musical performance, our work in Ghana had a deeper impact: it enabled the young people to feel empowered, and to develop their leadership and collaboration skills in the process.

Keys of Change first visited Ghana in 2018 and came across a group of young children living in a home called Kinder Paradise, who have been learning music for some time. Following requests from local teachers, and in collaboration with the German charity Kinder Paradise, Keys of Change began providing music lessons via skype in the summer of 2019. Subsequently, we planned a music camp for November 2019, involving the local students and a group of foreign teachers. This culminated in a public performance in the city of Accra.

In preparation for the music camp, local teachers, supported by the Australian High Commission, held bi-weekly rehearsals from September 2019. Four music teachers from Keys of Change travelled to Ghana while two Keys of Change USA staff also came to Ghana to help with the project. The music camp took place between 17-28 November, and the concerts were held on 29 November in the Adlon Ballroom of the Kempinski Hotel, and on 1 December (Tree Lighting Ceremony, also at the Kempinski Hotel, in the presence of the President of the Republic of Ghana).

As with all Keys of Change projects, our work in Ghana had a deeper impact, in addition to presenting a high level musical performance. This project was an invitation for young people from very different backgrounds to come together and learn from each other, to feel empowered, and to develop their leadership and collaboration skills in the process. For the musicians from Kinder Paradise, this was a welcome opportunity to connect with others, to feel safe and to develop a sense of hope for tomorrow. We saw how the trust within the group evolved as the days unfolded, how personalities softened, how interaction improved. We saw how the more advanced started helping the beginners, and how care for the whole group replaced the, at times constant, demand for individual attention.



OAXACA, MEXICO

By helping the young musicians in Mexico succeed in two major performances, we opened the door for greater self-esteem, self-worth and confidence.

Keys of Change continued working closely with the musicians of the Orquesta Juvenil Santa Cecilia at the Escuela Iniciación Musical Santa Cecilia in Vicente Guerrero, Oaxaca.

The story began in 2011, when young people facing major difficulties, including drugs, violence and poverty, decided they needed an outlet in their daily lives to help them escape the harsh reality in their barrio. They chose music, formed the Banda de la Música and, with the help of a local music teacher, set up a music school. Apart from the opportunities and safety this created for young people in Vicente Guerrero, it was a deeply symbolic gesture, as the landfill of Oaxaca lies next to this community: while Oaxaca would bring their garbage to Vicente Guerrero, the young people of the community would give back music. Six years after its formation, and with significant positive results for the young people

**In collaboration with
Keys of Change CIO
and La Banda de Música**



OAXACA, MEXICO

participating in this musical programme, in 2017 Keys of Change decided to support the desire of these young musicians to create something beautiful in the face of all adversity. La Banda de la Musica has now developed into a youth symphony orchestra, the Orquesta Sinfónica Juvenil Santa Cecilia, which has become a shining example of how music can improve the lives of children coming from some of the toughest backgrounds.

In 2019 musicians from our network travelled to Oaxaca several times to teach and support the young musicians. The primary musical objective was to help them prepare for two performances (12 September at the Teatro Alcala and 14 September at the "Concert for Peace" near the community). The primary social objective was to use these performances as an opportunity to empower the young people, help them be more attentive to their environment and to others around them, and provide them with emotional tools that will help them be better human beings in the future. Both performances were a great success, and there was a great sense of accomplishment for the majority of the group, as well as a sense of greater self-esteem, self-worth and confidence.

The intense rehearsals of the preparation period, and the performances themselves, were used as an opportunity to "unlock" important tools and emotions for the young players, who, according to the parents and teachers, face enormous challenges in their lives. Overall, perhaps because of these challenges, there is a sense of individualism by many of

those in the group, and many students the opportunity, the experience, and yes, even the initiative to help others. The opportunities provided by the Keys of Change programs are a journey for the participants. First, the musicians are invited to establish the sense of self, in relation to the group. Many of the young musicians are accustomed to playing loudly, just for themselves, without much care of how their sound affects the group. Therefore much time was spent to show how one can "blend in" together with others, and how a group is stronger than one person. This lesson was expanded to a greater sense of supporting those around us, as giving and receiving, in music, and in anything else, should be part of the same process. What better way is there for a deprived young person to learn about synergy with others to make their world a better place?



MUSIC EXCHANGE

Bringing together musicians from youth orchestras on two different continents, both facing extraordinary circumstances in life but for different reasons, has become a life-changing experience.

**In collaboration with Keys of Change CIO,
NPO Fukushima Youth Sinfonietta
and La Banda de la Música**

With the support of Keys of Change and the hospitality of the Fukushima Youth Sinfonietta (FYS), two young musicians travelled to Fukushima from Oaxacain in August 2018, and two more in March 2019, to become a part of the FYS – to learn, rehearse and perform together.

During their time in Fukushima, apart from the intense daily rehearsals and private coaching, the Mexican exchange musicians had a chance to learn and experience Japanese culture and lifestyle, with traditional home-cooked meals, visits to shrines and temples, and a homestay with a Japanese family.

This exchange programme became an invaluable tool for development for the Japanese and Mexican sides alike, by bringing young people from different parts of the world closer together, expanding their cultural horizons, and finding ways to communicate even when there is no common verbal language. The Mexican musicians returned to their home orchestra not only more advanced in their playing, but with a greater maturity and diligence toward rehearsals, and most of all a greater desire to support those around them and help their group in Oaxaca achieve more. Likewise, some of the Fukushima musicians have expressed a wish to visit their new friends in Mexico and be part of future Keys of Change projects, thus completing the cycle of the exchange between the two orchestras.



CHENNAI, INDIA

**In collaboration with Keys of Change CIO
and Musée Musical**

Having set the foundations for the newly formed Chennai Youth Sinfonietta, we are aiming for a first performance by the end of 2020.

Keys of Change first came to Chennai in May 2019. Western classical music has a limited presence in South India, but interest has been increasing. There is no regular orchestra or youth orchestra that performs in the city, yet more and more young students are learning Western instruments. Keys of Change is aiming to be part of a group of partners assisting in the creation of a youth orchestra in the city of Chennai, which will be open to players of all levels, and all backgrounds, but particularly to those contending with difficulties in life, and will be an empowerment opportunity for all those involved.

In December 2019, Keys of Change returned to Chennai and helped complete a round of auditions. The centre of the newly formed Chennai Youth Sinfonietta is the Musée Musical, founded in the 1800s, which is the oldest music store in India and currently also a music school.

Looking ahead, we would like to help with the next steps and make this a life-changing activity for the young Indian musicians. We are aiming for a first performance by the end of 2020.



TWO STORIES

Two children overcome trauma with the help of music.

FUKUSHIMA, JAPAN

Hana grew up on the coast of Fukushima and in 2011, when the tsunami came, she was 12 years old. Her family survived, but many of her friends died in the disaster. Because of the nuclear accident that followed, Hana's family had to evacuate their town. They left everything behind and at first moved to an emergency shelter, and a few months later to a town in the nearby mountains.

The relocation was hard. Her family, who used to be apple farmers, found it impossible to make a living, as suddenly nobody wanted to buy products from Fukushima. In her new school, Hana tried to make new friends, but other children made it known that they didn't want to play with her, or come near her: they said she was "contaminated". The new environment was affecting her, she started finding it hard to keep up with school assignment and soon fell in depression. Around this time, she came across the Fukushima Youth Sinfonietta, the orchestra created by Keys of Change.



Hana had played the cello in her primary school orchestra, participating in competitions together with her old friends, some of which were now gone. Joining this new orchestra, and meeting for the first time young people her age that were facing similar difficulties, the Fukushima Youth Sinfonietta became the first place she could finally make friends after changing schools. Having found her musical voice again, she practiced twice as much as anybody else in the group. After months of hard work, she walked on stage together with her new friends of the Fukushima Youth Sinfonietta for the first time, and she did so as a section principal for the cellos. Showing her support and care for her group as a leader, at the end of that first performance she couldn't hold back the tears: for missing her friends that would never play music together again, and the feeling hope created by the new bonds forged through musical sounds.

Today, several years later, Hana is a university student, hoping to become a primary school teacher one day. She still plays the cello.

BELGRADE, SERBIA

Stefan cannot remember a time in his life without violence. He was born in Belgrade and never met his father. His teenage mother, a heroin addict, took Stefan with her from one boyfriend's home to the next. She often left him behind by himself or with strangers, when she went out at nights. He experienced abuse from a very young age and he quickly had to learn to take care of himself. Keeping quiet, and away from the adults, provided the best chances to avoid a beating. By the time he was 9,

Stefan had only attended school occasionally and never learned to read or write. A week before his tenth birthday, his mother was taken away by the police and Stefan was taken away by social services. He was sent to a children's home in the outskirts of Belgrade where many children came from similar backgrounds. At his new home, Stefan remained silent for weeks on end and felt constantly agitated and angry. He tried to run away, only to be brought back after he was found sleeping on a nearby bench. At the school he was enrolled in he found it impossible to follow the lessons.

One day, back at the children's home, Stefan heard a group of children singing together a song that his mother sometimes used to sing for him. By complete chance he had stumbled upon the music classes organised by Keys of Change in this children's home in the outskirts of Belgrade. The following Friday he came to the class, sat at the back and sang together with the group. Singing made him feel better, at least, after a long time, not angry. It wasn't long then before he started talking to the other children in the group.

It has now been two years and Stefan still hasn't seen his mother. His progress has been slow, and he still feels anger often, but learned how to read and write and was able to graduate from primary school. Friday is his favourite day of the week, when he goes to the music class. Apart from singing, the teacher showed him how to play a few simple melodies on the piano. He likes most when they sing sad songs. because it seems to him that he can let out what he would never properly express with words. The music class is the only he feels no anger, and the only place he ever had friends.



LOOKING AHEAD

At the core of Keys of Change USA is its message “music can change the world”. In 2021, we plan to make our aim of bringing together young musicians from different parts of the world a more concrete reality.

At the time of writing (April 2020), it is clear that 2020 will be a difficult year for Keys of Change USA, as for so many people and organisations around the world, due to the devastating effects of Covid 19. This has, or is likely to, affect all the cities where we are working, all the young musicians who we support, as well as the organisation itself and our methods of raising funds, one of the most important of which is live concerts. We are currently working to minimise the adverse effects, but some disruption is inevitable.

**Strengthening our partnerships,
expanding our teaching programme,
sustaining our youth orchestras.**

Our overall aims for 2020 are:

- To focus on the six projects already underway: youth orchestras in Mexico, Japan, Ghana and India, and instrument teaching in Ecuador and Serbia;
- To ensure continuity of teaching, even when face-to-face tuition is impossible, by increasing the number of lessons Keys of Change USA musicians give via skype;
- Once mobility restrictions are lifted, to organise two-week music camps with each of the Youth Sinfoniettas, culminating in local concerts;
- When feasible, to encourage more local performance opportunities for all the orchestras and music groups;
- To continue to build Keys of Change USA links with local organisations, and to work to increase the participation of the young musicians in the direction of each project;
- To enlarge out network of tutors, and our provision of musical instruments.

At the core of Keys of Change USA is its message “music can change the world”. In 2021, we will continue to make our aim of bringing together young musicians from different parts of the world an ongoing reality.

Keys of Change USA will continue to work to support the UN's Sustainable Development Goals, to build a better world for people and our planet by 2030. The goals most closely connected with our activities are:



ACCOUNTS

Income Statement Calendar Year 2019

Beginning Bank Balance (12/31/18) 13,708.16

Revenue (1/1 thru 12/31/19)

| | | |
|----------------------------|-----------|-----------|
| Contributions | 28,592.53 | |
| Revenue from Performances* | 4,500.00 | |
| Reimbursed ATM Fees | 15.00 | |
| Debit Card Fee Reimbursed | 16.20 | |
| CD's purchased | 200.00 | 33,323.73 |

Expenses

Receipted Operating Expenses

| | | |
|--|----------|-----------|
| Serbia Project | 5,122.44 | |
| Quito | 7,911.73 | |
| Panos Jan US Trip* | 3,500.00 | |
| Fukushima | 5,257.75 | |
| Chennai India | 2,254.59 | |
| Ghana | 5,658.76 | 29,705.27 |
| DonorBox Fees for credit card contributions | 238.64 | |
| ATM Fees | 46.00 | |
| Foreign exchange fees for debit card purchases | 292.98 | |
| CD sales reimbursed to Panos | 200.00 | |
| Misc. Business Expenses (Web Site, Mailings) | 465.70 | 30,948.59 |

Net Income **2,375.14**

Minus 2019 revenue deposited after year end (1/2/2020) -6027.53

Bank balance at close of business Jan 2, 2020 \$16,083.30,