Colorado Women's Education Foundation

2017 Annual Report

From the CWEF Board of Trustees

Deliberation and investment define the 2017 fiscal year (June 2016 – May 2017) for Colorado Women's Education Foundation (CWEF). This 2017 annual report is filled with board announcements, recent accomplishments, new partnerships, and personal profiles showcasing the Foundation's successes and achievements. CWEF is pleased to document its relevance, value, and responsibility as well as taking the opportunity to express its deep gratitude to our supporters, donors, sponsors, volunteers, and scholarship recipients. The Board of Trustees is pleased to share its most significant endeavors accomplished by the Foundation during this past fiscal year.

Creation of MOU with Colorado Women's Hall of Fame

CWEF and the Colorado Women's Hall of Fame (CWHF), having similar missions, signed a Memorandum of Understanding (MOU) creating a collaborative relationship to engage in a fundraising event for the purpose of promoting and increasing public awareness of their respective organizations



and to raise scholarship funds for women. CWEF and CWHF hosted a joint fundraising event *Inspiring the Future* on Sunday, August 21, 2016, at the Mount Vernon Country Club in Golden. With funds raised, CWHF funded three scholarships through and administered by CWEF. See more on page 7.

Participation in our Second Colorado Gives Day



In celebration of its 40th anniversary, CWEF's goal for participation in its second Colorado Gives Day, on December 6, 2016, was to raise \$40,000 to increase the number and amount of scholarships awarded in 2017. CWEF was motivated to reach its goal and was very appreciative of a \$15,000 pledge from Carol Grever, CWEF's Diamond Endowed Scholarship Sponsor. Carol affirmed, "I am so impressed with the opportunities that CWEF scholarships open for

its recipients, it seems important to redouble my financial efforts." She challenged others to make a donation too! CWEF's profile was promoted on Community First Foundation's Colorado Gives website and over \$21,000 was raised through this online giving opportunity.

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2017	Annual Rep	ort design by Kevin Reardon	

From the CWEF Board of Trustees

Investment in a Proprietary Database

bringing you data

Realizing its data is one of the most valuable assets moving RustProof Labs forward, Trustees invested in the creation of a proprietary database for CWEF through RustProof Labs, LLC in order to collect comprehensive, organized, and consistent data on its

scholarship applicants and recipients, as well as donors in a more systematic and useful way. Data accountability and visibility provide transparency, which increases trust among donors and supporters. Data value is increased significantly when it can be retrieved and transformed into meaningful information within a context. Delivering retrieved contextual and meaningful information was the goal of creating the proprietary Access database. CWEF will be able to tell a much bigger story with its data.

Acceptance of Vehicle Donations!

CWEF was intrigued by the fundraising opportunity of vehicle donations and decided to partner with Vehicles for Charity (VFC). Established in 2001 as a Colorado 501(c)(3) nonprofit, VFC's comprehensive vehicle donation program was developed and implemented to provide for prompt and professional disposition of vehicles. CWEF became a partner affiliate and aside from promoting the program directly to our supporters, VFC handles all details of the vehicle donation process. Donations can include most any vehicle, including cars, trucks, boats, motorcycles, and recreational vehicles. The program is unusual in that all proceeds are returned to CWEF. One nonprofit organization helping another to generate much need funding has been the cornerstone of VFC's affiliate



program since its inception. If you've got an old clunker, please consider donating it to CWEF. You may get a tax deduction. And best of all, your donation will make a big difference for CWEF!

Foundation Board of Trustees

CWEF's collaborative trustees are dedicated to achieving the mission and cause of the Foundation. These intelligent, forward thinking, dedicated, and passionate women work hard and contribute in many ways to grow CWEF. As volunteers they bring a wide variety of skill sets and function synergistically. The tangible benefits of all their efforts are demonstrated in the number of women the Foundation is able to assist and the amazing achievements of these outstanding scholarship recipients.

The CWEF Board of Trustees

Karen McGee President Colleen Miller Past President Deb Fischer Treasurer Barbara Ford Secretary Kathy Dremann Trustee Karin Olson Hoal Trustee Dawn Thompson Trustee

CWEF Staff

Roxanne Brickell-Reardon Office Manager (halftime)



From left to right: Barbara, Dawn, Karen, Colleen, Roxanne, and Karin

New Trustee Joins CWEF



Jennifer Olson first learned of CWEF through her involvement with Boulder Business and Professional Women (BPW) back in 2004. In March 2017 she was reintroduced to its important work during CWEF's "A Turning Point: Educating Colorado Women" fundraising event. Inspired by the stories of the scholarship recipients and the unparalleled work of CWEF's mission, she felt compelled to join the board.

Immediately following the event, Jennifer sent in her board application stating, "I love the mission of the Foundation and look forward to sharing its mission with others." As a lifelong learner and a professional who has worked in many educational landscapes, Jennifer understands the importance of education. She has found that a strong educational experience often provides fertile soil that fosters incredible ideas and propels others to grow into positive action and change.

Jennifer's own journey began when she received her bachelor's degree in music and theater from the University of Arizona in 1996. She was the recipient of the Chuck Suber Leadership Award in 1999 and then received her master's degree in Nonprofit Management from Columbia College Chicago in 2000. She became interested in supporting self-sufficiency in women when she joined Boulder BPW in 2004 where she served as Board President from 2008-2009. Jennifer applied and was selected to be in the inaugural group of the Boulder County Leadership Fellows in 2009. Her path supporting women personally and professionally continued as she was certified as an instructor in the Art of Feminine Presence, as a professional coach and as an Energy Leadership Master Practitioner.

Jennifer has worked hard to support and mentor women throughout her life as she believes that women are the key to a stronger world and future. She feels incredibly fortunate to have had the opportunity to step into leadership roles and serve as a mentor to other women professionally and personally in her more than 25 years of experience in for profit and nonprofit organizations, educational institutions, and purpose-driven organizations. She is passionate about women's issues including equal pay for equal work and elevating the number of women in the Boardroom, C-Suite, and serving in government.

Over the past 20 years, Jennifer has established herself as a thought leader in the fields of leadership, business, and executive presence. Today, Jennifer is the Founder and CEO of DVLP Solutions, a strategic advising and business consulting firm helping social impact companies and entrepreneurs develop themselves and their people to be engines for business growth, purpose, change, and profit. She especially loves working with women—helping them see and own their incredible potential while stepping into that brilliance as a leader.

She's also a wife who's been married to her husband, Scott, for 15 years and a mother of two amazing girls. Klara is 9 years old and a fourth grader at Pioneer Bilingual Elementary School in Lafayette. Brennan, 11 years old, is a sixth grader at Manhattan Middle School in Boulder. Jennifer shares, "Having two girls and seeing the world through their eyes has continued to fuel my mission to support current and future generations of women to increase their visibility and leadership in the world." That is why her ultimate goal is to create and support a movement of women leaders who strive for global impact, strong relationships throughout their community, shared profitability that takes care of people as well as the planet, and true, lasting change that makes the world a better place. Jennifer believes CWEF is a perfect partner for that work!

Memorial Scholarship

Margaret "Meg" Hansson, in memoriam (1922 - 2016)

By Theresa Szczurek

Margaret Hansson, known as Meg to many, espoused an entrepreneurial spirit and a willingness to help others succeed from an early age. Beginning at age 10 selling soda pop on the street she went on to found and run eight start-ups including Gerry Baby Products Company (formerly Gerico, Inc.), now a division of Evenflo (which is part of Goodbaby International Holdings) with estimated annual sales over \$295 million. Meg was also the inventor and patent holder of a frame pack for carrying babies, which created an industry and changed the lives of millions of baby boomers and their children. Until the day she died in 2016 at the age of 93, Meg was still actively involved in running ventures and mentoring entrepreneurs.

Meg became interested in water issues and ran many water firms including being Chairman of the Board of PureCycle Corporation, a publicly-held water treatment technology and water rights company. A highly awarded entrepreneur, Meg received many awards including the Boulder Chamber of Commerce's "Women Who Light Up the Community" award for her efforts to advance women, and was inducted into the Boulder County Business Hall of Fame.

Meg served on many for-profit and nonprofit boards including Blue Cross/Blue Shield of Colorado, ISI Mutual Funds, Wells Fargo Banks of Colorado, The Madeira School, Colorado Technology Incubator (now CTEK), and many others. Meg received her Bachelor of Arts degree from Antioch College. In 2006, Meg received the prestigious Antioch College Horace Mann Award.

Working relentlessly for the advancement of women, Meg had long been involved with the Business and Professional Women (BPW). She was awarded the BPW Boulder Woman of the Year in 2002. She served on the Colorado Women's Education Foundation (CWEF) Advisory Board and was instrumental in attracting funding for the Anthem Blue Cross/Blue Shield Endowed Scholarship through CWEF.

She was a wife, mother of four, grandmother, and mentor to many aspiring entrepreneurs. Meg's family and friends funded the Margaret 'Meg' Hansson Scholarship through CWEF. Additional contributions are encouraged. In this way, Meg's legacy of supporting women lives on in perpetuity.



Scholarship contributors

Mike Bearup Paige Bowie Margot Brauchli Mark Carson, dba Boulder CPA Group Merle C. Chambers Jo Marie Dancik Jean Dubofsky Leslie Durgin Danielle Feinberg Allyn Feinberg – From the children of Meg Hansson Patricia Foley Hinnen Elinor Greenberg – Women's Forum of Colorado Rollie and Josie Heath Family Fund Patricia Foley Hinnen Kaye Howe – Women's Forum of Colorado Dickey Lee Hullinghorst Lynda Johnson – Women's Forum of Colorado Dianne Ladd Catherine Long and Dennis Gates Lynn Morgan Gift Fund Linda Shoemaker Theresa Szczurek Chet Tchozewski and Susan Carabello Jill Tietjen – Women's Forum of Colorado Jeffrey Withington Judy A. Wolff Mary Wolff Ruth M. Wright

Memorial Scholarship

Dawn Thompson, in memoriam (1949 - 2017)

By CWEF Trustees, scholarship recipients, and staff

Dawn Thompson was born in the United Kingdom and grew up living all over the world. She was an intelligent, charming, gregarious, and accomplished British woman with an incomparable ability to connect with people and animals. Dawn's life was not ordinary, it was well lived and she was well loved.

Having received a Bachelor of Arts degree at Sheffield University in England, Dawn continued obtaining human resource education and certifications throughout her life. Over her 30-year career, Dawn enjoyed traveling and working throughout the world as a human resources executive, acquiring extensive worldwide strategic business acumen in talent management, acquisition and merger management, and compensation and benefits design.



Throughout her life, having observed the roles women choose and were permitted to have, she shared, "I have seen the factors that keep women from achieving their ultimate professional success, and their most powerful barrier is a lack of education. That, combined with raising families, single parenting, economic disadvantage, and other personal challenges, continues to keep intelligent and motivated women from being able to fulfill their dreams." As a result, she became, "a very strong believer in education, but also believed there are other skills we need to learn in order to walk equally and successfully in the professional arena and still manage our complex personal lives."

Mentoring many women throughout her life, Dawn helped them grow into individuals who could more adequately seek equality and success in their careers and lives. She continued these endeavors through joining the Colorado Women's Education Foundation (CWEF) Board of Trustees in early 2016. Dawn had a generosity of spirit and compassion. She was interested in everyone else, seeking to learn their stories and challenges, listening without judgment, and offering her wisdom and encouragement.

Upon returning from Europe in April 2017 with her beloved husband of more than 25 years, John Webster, Dawn had great plans for continuing to help women. Sadly, she passed away on May 6, 2017, from an infection she contracted. Dawn had one child of her own, Mark, but became an adoptive mom to John's children, many other people's children, and all her friends and family.

Though she was a part of CWEF for a very short time, she contributed so much peace, wisdom, and courage to her work with the board and scholarship recipients. We will all miss her very much. Thoughts from some scholarship recipients include, "Dawn had a light and love that was immediately felt when in her presence. She took time to stop and make me feel as though she truly cared about my path and me. I'm certain her spirit has touched many and will continue to after her passing,"—Holly. "She was a wonderful and inspiring lady, who took an immediate interest in my goals, offering ideas, and aid in furthering my career,"—Jillynne. "She was so gracious towards the recipients,"—Susan. "I will dedicate my practice on her behalf,"—Vale.

Inspiring the Future Fundraising Event



Inspiring the Future

Help raise much needed scholarship funds for high achieving women by joining the Colorado Women's Hall of Fame (CWHF) and the Colorado Women's Education Foundation (CWEF) as they bring you the Inspiring the Future Fundraising Event.

Join us for a unique interactive event acknowledging inspirational women of the past, present, and future while enjoying the beauty of Mount Vernon's location.



Enjoy a mimosa brunch, meet intriguing women, share compelling stories, and support two outstanding Colorado Women's organizations.



Mingle with CWHF inductees and former CWEF scholarship recipients.



The Colorado Women's Education Foundation invests in women who are transforming their lives through education... for themselves, their families, and their communities.



Sunday, August 21, 2016 11:00am to 2:30pm

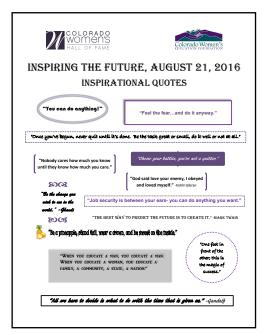
Mount Vernon Country Club 24933 Club House Circle Golden, CO 80401



Event registration: \$75.00 Register at www.cwef.org



The Colorado Women's Hall of Fame inspires by celebrating and sharing the enduring contributions of Colorado's extraordinary women. Everyone was asked to bring a quote or a story that has inspired him or her to strive harder and seek more in their futures so these wise words could be shared and compiled into an electronic format and emailed to all the attendees after the event. You can download the Inspirational Quotes PDF from CWEF's website located on the About Us tab and on the Board of Trustees' page.



Six CWEF recipients participated in the fundraising event by networking and interacting with guests and sharing how CWEF has assisted them, through a scholarship, with their educational and career goals. Three recipients, Lisa Marie, Christine, and Holly, spoke briefly at the event focusing on the theme, "How I have been inspired in creating my future."



From left to right, Jones, Lisa Marie, Christine, Jillynne, Yolanda, and Holly.

Scholarship Recipients during Fiscal Year 2016-2017

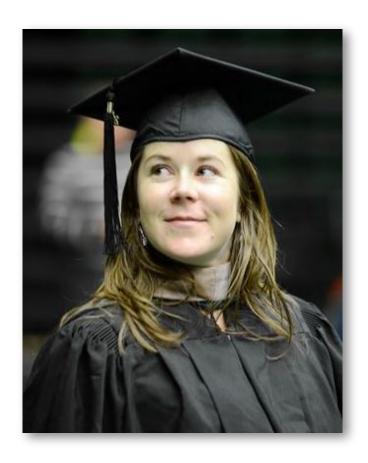
CWEF's investment of \$24,000 in scholarships in 2016, for 23 outstanding and high-achieving women, is the single largest disbursement during its 40-year history. These 2016 scholarships were a 50% increase in the number of scholarships, providing seven more women than last year with the opportunity for economic self-sufficiency, and distributed support for 43% of the applicants. Since its inception in 1976, CWEF has provided over 500 women with scholarships totaling more than \$400,000.

Funds were awarded in the fall to women who applied by the scholarship deadline of May 31, 2016. Applicants must be attending accredited educational institutions of higher learning or vocational training, be at least 25 years old, living in Colorado while earning their certification or degree, and demonstrate academic potential, financial need, career goals, leadership skills, and community involvement.

The review of each set of scholarship applications continues to be challenging and yet very rewarding for the CWEF Board of Trustees. The Trustees review the applications and award scholarships without regard to race, ethnicity, religion, or sexual preference. The selection process is difficult given the number of applications the Foundation receives and the high quality of achievement portrayed by these women. Trustees find it uplifting and inspiring for the future to financially invest in worthy and talented women working towards economic self-sufficiency through education.

Graduating with a Master of Business Administration in Global Social and Sustainable Enterprise from Colorado State University in spring 2017, Tamara is an Operations Manager with Forefront, a small educational assessment data software company in Fort Collins helping teachers collect data and making it visual and shareable throughout their school district.

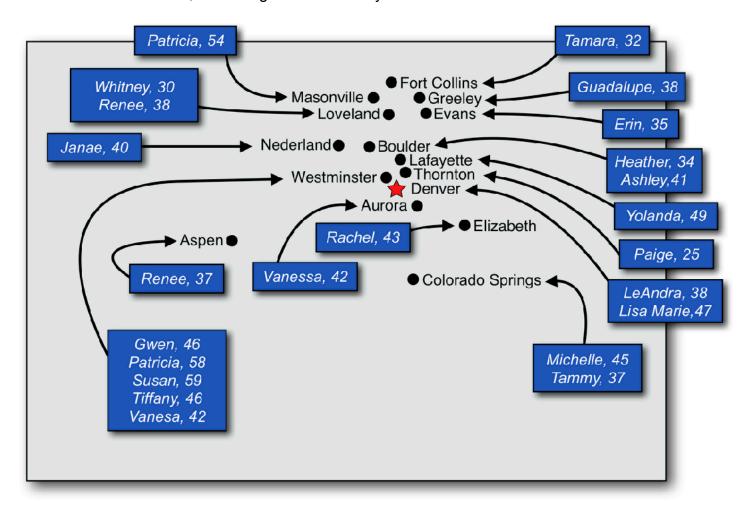
"I can personally attest to CWEF's power to change lives! Thanks to CWEF's financial assistance and support network, I obtained an advanced degree and can better provide for my family, including two young children." ~ Tamara



CWEF Provide's Scholarships for Women Across Colorado!

Besides celebrating Tamara's graduation on page 8 and Lisa Marie's graduation on page 10, six additional women included in this map also graduated in fall 2016 and spring 2017.

- ♦ Whitney earned her Bachelor of Arts in Human Development and Family Studies with a concentration in Early Childhood Professions from Colorado State University in May 2017.
- ◆ Obtaining a Certificate in Clinical Herbalism and Nutrition from the Colorado School of Clinical Herbalism in Boulder, Heather graduated in May 2017.



- ◆ Vanessa, who already held a Master's in Public Administration, attained a Mediator Certification from Conflict Management Consultants in Denver in fall 2016.
- ◆ Paige accomplished an Associate of Arts with a Business Designation and Accounting Certificate from Front Range Community College – Boulder campus in spring 2017.
- ◆ Achieving an Associate of Applied Science in Health Information Technology and a Medical Coding Certificate, Gwen graduated in spring 2017 from Front Range Community College – Westminster campus.
- ◆ Patricia graduated with an Associate of Applied Science Accounting and an Associate of Applied Science Medical Office Technology in spring 2017 from Front Range Community College – Westminster campus.

Scholarship Recipients during Fiscal Year 2016-2017



Lisa Marie graduated with an Associates of Applied Science in Human Services and a Human Services certificate from Community College of Denver with a cumulative GPA of 3.89. Her academic and leadership achievements while attending college are unparalleled. Lisa graduated with five honors in Philosophy, English, and three Human Services courses. Lisa's scholarship award helped subsidize her expenses, enabling Lisa to attend classes year round and to volunteer with a nonprofit supporting underprivileged youth and the homeless at the Denver Rescue Mission. Lisa feels compelled to pay it forward in return for what educational scholarships and a college education have provided her.

Statistically speaking...

The 23 outstanding and high-achieving women who received awards this year:

- ♦ Were selected from 54 applications,
- ◆ Range in age from 25 to 59 with an average age of 42 years old
- ◆ Are racially diverse: six of 23 women, or 26%, are racially diverse,
- May be raising as many as seven dependents:
 18 of these women are caring for and/or supporting
 42 dependents,
- → Have served in the military, one woman is a veteran,
- ◆ Vary in martial status: eight of them are single, seven are divorced, and eight are married,
- → Have an average GPA of 3.70 and five women are maintaining a 4.00,
- ◆ Are in quite varied fields of study with their programs ranging from two women obtaining a certification, 13 women working towards associates degrees, five earning bachelor's degrees, and three women pursuing master's degrees,
- ★ Attend Aims Community College, Arapahoe Community College, Colorado Mountain College, Colorado State University, Colorado School of Clinical Herbalism, Community College of Denver, Conflict Management Consultants, Front Range Community College, Pikes Peak Community College, Regis University, University of Colorado – Boulder, University of Colorado – Denver, and Western State Colorado University.

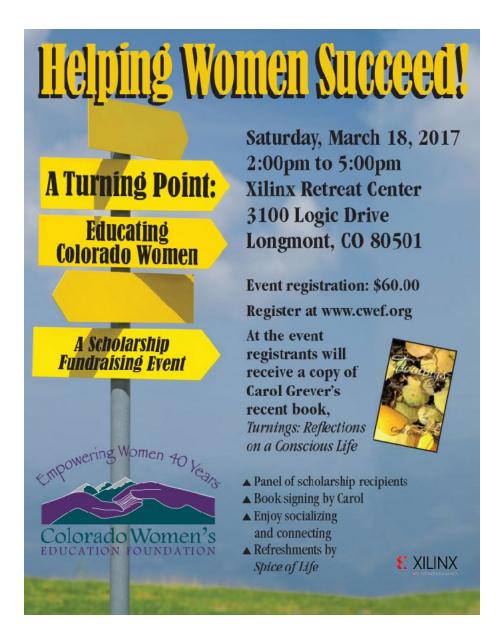


Scholarship Application Deadline

The application deadline is May 31 for fall and spring semester/quarter awards. Applications must be postmarked by the deadline and mailed to CWEF. Scholarship funds awarded by CWEF are applied to the recipient's account at her school.

A Turning Point: Educating Colorado Women Fundraising Event

This year's annual scholarship fundraising event: *A Turning Point: Educating Colorado Women* raised necessary scholarship funds to help more women achieve their educational goals and attain a higher level of education so they can be self-sufficient and support themselves and their families. Featuring inspiration, passion, and insight the goal of this celebration was to recognize that education provides knowledge and greater confidence for women to be involved and offer invaluable contributions to the conversations about the challenges impacting our lives. It was an occasion to ensure women's voices are heard!



The stunning and spectacular venue, Xilinx Retreat Center, was perfect for a motivational afternoon mingling and enjoying hors d'oeuvres and dessert provided by A Spice of Life, meeting, conversing, and being inspired by scholarship recipients, receiving a copy of Carol Grever's recent book, *Turnings: Reflections on a Conscience Life*, and getting your book signed by Carol as well.

A Turning Point: Educating Colorado Women Fundraising Event

Thank you to our Scholarship Panel

The Scholarship Panel was a major feature of the event including four scholarship recipients each sharing a turning point in her life and how CWEF's scholarship assisted her.



Holly, a 2015 recipient, graduated from University of Colorado – Denver in July 2016 earning a Master's of Arts in Administrative Leadership and Policy.

Malia, a 2015 recipient, graduated from the Colorado School of Clinical Herbalism in May 2016 as a Certified Clinical Herbalist and Certified Nutritionist.





Vanessa, a 2016 recipient, graduated from Conflict Management Consultants, LLP, completing the Mediator Certification.

Susan, a 2016 recipient, is attending Front Range Community College – Westminster Campus earning an Associate of Applied Science in Health Information Technology and plans to graduate in August 2018.





Thank you to scholarship recipients
Eleven recipients who received scholarships in 2014 – 2106 participated in the event.
Guests had an opportunity to discover more about their story and how CWEF's investment in them is enabling their educational and career goals.

A Turning Point: Educating Colorado Women Fundraising Event

Thank you to Carol Grever: Author, Entrepreneur, and Teacher

Carol's book title became a central part of the theme and inspiration for the event. In correspondence with a former scholarship recipient who was thanking Carol for her support of CWEF, Carol wrote, "I'm touched by your kind expression of gratitude. You are a stellar example

Reflections on a Conscious Life

Cavol Grever

of the value of a little help at the right time. I'm inspired by the life-changing results of these scholarships and feel a deep connection to CWEF. I'm happy to help.



Years ago, I also had a pivotal crisis that forced me to rethink my options and reconfigure my future. It was the turning point that led to my writing career. I've only now written my own story in my brand new book, *Turnings: Reflections on a Conscience Life*. My hope is that it will be an example for other women that there is always a path forward, no matter what the challenge."

www.carolgrever.com

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A sincere thank you to all of our contributors and supporters for giving the gift of education during this fiscal year.

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- * In memory of Margaret Hansson
- ** In memory of Anita Tamm
- *** In memory
 Dawn Thompson

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Our major supporters in prior years formed the bedrock of this Foundation.

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Carol Grever

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"Three grand essentials to happiness in this life are something to do, something to love, and something to hope for."

~ Joseph Addison

* (1672-1719)

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Sponsors of \$1,000 and above

John Atencio
M.T. Casey
Deb and Sander Orent and Medically Based
Fitness
Cynthia and Tony Vaida
Melissa Whitmer and Commerce Bank

Sponsors of \$500 and above

Coldwell Banker Residential Brokerage Joy and Chris Jordan Ronda and Kevin Kelley Mount Vernon Country Club Orion Medical Management Thomson Reuters

Sponsors of \$200 and above

A Spice of Life
Amber and Mike Fries
American Solutions for Business
Denver Integrated Plastic Surgery
Gartner, Inc.
Wendy Reynolds and Flatirons Bank
RustProof Labs LLC
Verizon

Financial Statements 2016-2017

Colorado Women's Education Foundation for the Fiscal Year ending May 31, 2017

Statement of Activities - Cash Basis Revenues	
Pledge Income	1,000.00
Donations - Locals	600.00
Donations - Individuals	4,655.00
Donations - Memorial	7,385.00
Donations - Corporations and Foundations	9,889.51
Fundraising Events	17,192.83
Donations - Colorado Gives Day	21,178.29
Dividends/Investment Income	7,189.60
Interest Income	9.48
Realized Gain on Investment	20,230.49
Total Revenues	89,329.16
Expenses	
Annual Report	425.00
Computer Expenses	577.08
Copying and Printing	221.65
Depreciation/Membership Dues/Meetings/Memberships	499.65 425.00
Financial Management Fees	2,546.51
Fundraising Expenses	4,783.60
Insurance	1,725.00
Licenses and Fees	20.00
Miscellaneous	350.00
Office Payroll	26,840.00
Payroll Taxes	2,053.26
P.O. Box and Postage	203.58
Professional Services/Accounting	2,273.75
Supplies Telephone	284.09 227.96
Trustees' Expenses	56.00
Website	1,497.63
Total Operating Expenses	39,829.51
Scholarships	24,000.00
Total Expenses	68,891.11
Net Revenue	20,438.05

Statement of Financial Position Assets	- Cash Basis
Current Assets FirstBank Checking FirstBank Savings Endowment Fund-Wells Fargo PayPal CWEF Database	949.27 23,002.92 367,199.83 33.18 5,000.00
Total Current Assets	396,185.20
Fixed Assets Computer and Printer Total Property and Equipment Accumulated Depreciation Net Property and Equipment	5,665.34 5,665.34 (5,437.80) 227.54
Total Assets	396,412.74
Liabilities and Net Assets	
Current Liabilities FICA Medicare FWIT SWIT	644.80 150.80 350.00 160.00
Total Current Liabilities	1,305.60
Net Assets Net. Assets Operating Income Investment Gain Retained Earnings	374,025.32 20.438.05 20,177.60 (19,533.83)
Total Net Assets	395,107.14
Total Liabilities and Net Assets	396,41274

Assets include checking and savings accounts and investments held and managed by Wells Fargo Advisors, LLC. An endowment fund is held in the form of stocks and mutual funds. CWEF's Trustees have protected this endowment to ensure the foundation's future continuation.

Revenues include over \$23,000 in donations from individuals, corporations, and foundations. CWEF's Trustees conducted two successful fundraising events, *Inspiring the Future* and *A Turning Point: Educating Colorado Women*, raising over \$17,000. As well, over \$21,000 was raised during participation in 2016 Colorado Gives Day. These revenues funded scholarships for women totaling \$24,000. Operating expenses include professional services and a half-time office manager.