National Association for Interpretation

2008 ANNUAL REPORT
NAI Mission
Inspiring leadership and excellence to advance heritage interpretation as a profession.

Interpretation
Interpretation is a mission-based communication process that forges emotional and intellectual connections between the interests of the audience and the meanings inherent in the resource.

2008 Board of Directors

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Donna Richardson, VP for Programs
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Tim Merriman executive director
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Beth Bartholomew business manager
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Tara Tanner membership assistant
Trisha Koppert membership assistant
Lou Anderson administrative assistant

On the cover: Participants in the Interpreters Road Show explore the Oregon coast during the 2008 NAI National Workshop in Portland. Photo by Jay Miller.
Contents

2 From the President
3 From the Executive Director
5 From the Associate Director
6 InterpPress
7 Membership
8 Certification
9 Partnerships
10 Media Awards Competition
11 NAI Heritage Library
10 NAI National Workshop
11 International Activities
12 Financial Report
14 2008 Donors

Participants in the 2008 NAI International Conference in Sokcho, South Korea, during an offsite session at Seoraksan National Park.
Everyone in this country has been touched by the severe economic downturn that began in 2008. That is certainly true for the membership of NAI and for interpreters everywhere. This has been one of the most challenging operating environments for all organizations, particularly non-profits.

I’m pleased to report that NAI is not only surviving, but continues to thrive and grow. Our membership levels are growing. Our international participation is increasing. We are reaching an expanding audience through social networking media. We’re maintaining a very conservative approach to finances to keep NAI in the black.

This level of success isn’t an accident. You have a professional staff and Board of Directors that work diligently on your behalf, supported by dozens of Region and Section officers and a host of member volunteers at all levels. We are all committed to the success of interpretation and the organization that represents our profession.

While our financial statements show our net assets, the true wealth of this organization is in the passion and commitment of its membership—that makes NAI more valuable than at any time in our past. Thank you for investing in the future of interpretation by supporting NAI.
In 2008, the National Association for Interpretation (NAI) grew to an all-time high in membership of 5,331 in October. The National Workshop in Portland, Oregon, was well attended with 1,132 at the event. The International Conference in Sokcho, Korea, was attended by 160 people from 30 countries.

At the NAI national office, we reduced staff to eight, despite the growing demand of a larger membership. We could see the sharp downturn in the economy coming and began making adjustments.

Careful financial management is critical in economic declines. Brock and Company, CPAs PC was hired as an external auditor and their report gives a picture of the changes in overall financial circumstances. The Statement of Cash Flow shows Net Cash in 2008 for operating activities of ($2,060). The Change in Net Assets reported was ($135,924), a considerable decline for the year. NAI sustained an unrealized loss in investment funds of ($57,690). The decline in the stock market reduced the portfolio of $135,138 to $77,203 by year-end. Like many other organizations, we did not sell off stocks during this dramatic change. The record decline was not anticipated.

Also, auditors analyzed how NAI treats life memberships and determined that under current standards in Generally Accepted Accounting Principles (GAAP) and an accrual reporting system, NAI should be amortizing Life Member revenue over a period of 20 years for each membership. This resulted in a prior period adjustment that decreased net assets by $78,328 at January 1, 2007, and those funds are reported as deferred income.

The combination of the prior period adjustment and unrealized decline in stock portfolios along with a small operating loss led to the dramatic change in Net Assets to ($436,697).

Total Temporarily Restricted Funds amounted to $206,740 on December 31, 2008. Permanently Restricted Funds had grown to $583,394 and those are all invested in the property at 230 Cherry Street, Fort Collins, Colorado, by Board of Directors mandate. The $200,000 façade grant of 2004 from Fort Collins Downtown Development Authority becomes unrestricted in 2011, offsetting some of the current deficit in unrestricted funds.

Total Revenues, Gains, and Other Support for NAI grew to $1,753,097 at end of 2008 with the building at 230 Cherry Street being the main asset. Though no formal appraisal has been done recently, a recent valuation by Wells Fargo Bank places the estimated current market value of the building at $1,181,997, which is $81,153 greater than the $1,100,844 reported on the balance sheet. NAI had a mortgage balance of $467,197 at year-end. NAI continues to support that debt by renting two office suites in the building to Rocky Mountain Bird Observatory and National Parks Conservation Association.

Gross revenues for 2008 were $1,753,097. Expenses for the year amounted to $1,898,777. Net Assets at year-end were $217,513. Programmatic activities accounted for 90% of staff time and expenditures, 9% for administrative services and 1% for fundraising.
NAI began 2008 with a staff of 10, and Tara Tanner left the staff early in the year as Membership Assistant. We chose to not rehire due to the emerging national economic problems. In the fall we reduced staff to eight positions, eliminating the Sales Director position. Our smaller staff is dedicated to maintaining a high level of service quality despite less help through employing new technologies that make NAI more efficient. I am very pleased to share management responsibilities with Associate Director Lisa Brochu, who manages programs for NAI. We report independently to the Board of Directors.

Partnerships continue to be important to NAI’s success in providing professional development services. We also appreciate the thousands of hours by more than 1,000 volunteers each year in the delivery of services to regional and sectional members, at national and international workshops and in support of certification as reviewers. They are too numerous to name here but their contributions are invaluable to the association and the profession. NAI’s 123 Commercial Members and 292 Institutional Members also support the organization and profession through ads, collaborative investments, and other contributions that make all member services and the base price of membership more affordable.

NAI’s Board of Directors includes 15 members representing regions, sections, and the members at large. Their dedication and contribution of time and talent continue to be important to our success and growth. They approved an update to the NAI Long Range Plans in 2008 that not only set some new directions for NAI, but also identified the challenges for the profession.

As the nation moved into an economic recession in 2008, NAI reduced staff, carefully improved services, and worked to build stronger partnerships through the Federal Interagency Council on Interpretation, NAI Korea, NAI China, and participation in professional networks throughout the United States.

Professional development has never been more important to the profession than it is during difficult times. Our organizational mission is “inspiring leadership and excellence to advance heritage interpretation as a profession.” NAI’s vision is to be the voice of the profession. The incredible work of our staff in producing member services, certification training, and high-quality publications remains vital in achieving our mission and vision.
NAI’s national office develops and delivers programs, products, and services to members, while at the same time creating opportunities to expand understanding of the interpretive profession among the general public through outreach activities in pursuit of the organization’s mission and vision. The year 2008 provided many opportunities to increase the visibility of the organization and once again increase the quantity and quality of membership services.

Highlights of 2008 related to programs, products, and services of NAI included:

- 13 professional certification workshops offered by national office staff
- Record numbers of training category classes (Certified Interpretive Guide and Host) offered by Certified Interpretive Trainers
- Third annual NAI International Conference held in Sokcho, Republic of Korea
- First Certified Interpretive Trainer recognized for certifying over 250 individuals
- Successful National Workshop held in Portland, Oregon, with over 1,100 participants
- Certification and membership databases merged for greater efficiency
- Creation of a new International Interpretation section
- Initiation of a partnership for on-line coursework with Eppley Institute and National Park Service
- Creation and quarterly meetings of an Advisory Council with the purpose of providing creative thinking related to improving lines of business
- Approval of a Program Audit Committee
- Publication of four “Standards and Practices” documents that detail best practices in the field
- Initiation of a project intended to document a “Road Map to a Career in Interpretation”
- Certified Interpretive Host and Planners courses taught in United Kingdom
- Fort Collins, Colorado, and NAI secured as the host of the Civic Tourism III conference to be held in August, 2010
- Published Interpretation by Design and second edition of Personal Interpretation through InterpPress
- Created partnership products with Your True Nature.
In accordance with NAI’s mission statement, NAI’s publishing imprint, InterpPress, publishes books that improve the profession of interpretation over the long term. InterpPress published two titles in 2008. *Interpretation By Design: Graphic Design Basics for Heritage Interpreters* by Paul Caputo, Shea Lewis, and Lisa Brochu is written for interpreters who have little or no training in graphic design but find themselves responsible for creating or overseeing the production of nonpersonal media. This book focuses on using basic principles of both graphic design and interpretation in nonpersonal media. *Interpretation By Design* addresses how to make decisions about type, color, and composition, as well as why an interpretive approach may be more effective for communicating with your audience.

InterpPress also published a second edition of *Personal Interpretation* by Lisa Brochu and Tim Merriman (first published in 2002). This book employs the most current ideas in the interpretive profession. It also shares some of the rich traditions from interpretation’s past masters, drawing on Freeman Tilden’s principles and Enos Mills’ thoughtful ideas on nature guiding. It will connect you with the more in-depth resources developed by authors such as Sam Ham, Bill Lewis, Douglas Knudson, Ted Cable, Larry Beck, and Joseph Cornell. This resource shares the approaches tested and proven by the National Park Service and many other organizations along with the research concepts that back up their approaches.


NAI’s other publications are printed under the InterpPress imprint. *Legacy* magazine, published bimonthly, offers a forum for professionals in the field to exchange ideas and information. Articles, columns, and commentaries deal with practical issues relevant to frontline interpreters, planners, and managers. *The Journal of Interpretation Research*, published twice annually under the editorship of Carolyn Ward, communicates original empirical research dealing with heritage interpretation and provides a forum for scholarly discourse about issues facing the profession of interpretation. NAI’s monthly e-mail newsletter, *NAI Now*, keeps members up-to-date with current information from members and the national office, including news items from NAI’s national and international events, certification program, publications, Legacy Trust Fund, and more. *The Interpretive Sourcebook* CD-ROM collects information presented in more than 100 concurrent sessions at each NAI National Workshop.
The year 2008 brought a record high of 5,331 members in the month of October. This passed our previous high of 5,151 set in May 2007. We averaged around 5,000 members throughout the year. Membership brought in $323,744. Subscription rates were down at around 175 subscriptions (nonmembers who received Legacy and/or The Journal of Interpretation Research).

Sales in the association store, which sells NAI logo items, books, and other publications, came in at $69,414. Income from the association store rose from the previous year, partially due to a well-attended National Workshop in Portland.

Throughout the year we were constantly working on updating the membership side of the new association database. Midyear saw the addition of the online membership directory. We are looking forward to the introduction of a more dynamic, user-friendly member area next year.

NAI found a home on social networking sites in 2008. A strong presence on Facebook, MySpace, and LinkedIn will give our members a new access point for all things NAI.

As always, we are working to keep membership rates affordable and “green.” There are some big changes coming in 2009.
Certification

The numbers in the chart below indicate those who have actually certified in either professional or training categories (the attempted column does not necessarily represent failures, but also reflects those who have not yet completed their credential requirements). However, we know that almost double the number of those who have certified in the training categories have taken the Certified Interpretive Guide or Host training courses but have not elected to be certified. Certification remains voluntary, but the emphasis on improved, standardized training is a positive statement about the growth of the profession world-wide.

In 2008, we began using an automated test scoring system to maximize the efficiency of office staff in grading the mandatory literature review that each certifying individual must complete. The certification and membership databases were merged to create greater efficiency in managing data and tracking the details of the program.

<table>
<thead>
<tr>
<th></th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
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</thead>
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<td>CIT</td>
<td>133</td>
<td>175</td>
<td>209</td>
<td>287</td>
<td>369</td>
<td>429</td>
<td>760</td>
</tr>
<tr>
<td>CIM</td>
<td>9</td>
<td>15</td>
<td>20</td>
<td>25</td>
<td>29</td>
<td>35</td>
<td>120</td>
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<tr>
<td>CIP</td>
<td>11</td>
<td>21</td>
<td>28</td>
<td>55</td>
<td>93</td>
<td>121</td>
<td>524</td>
</tr>
<tr>
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<td>37</td>
<td>47</td>
<td>61</td>
<td>83</td>
<td>91</td>
<td>262</td>
</tr>
<tr>
<td>CIG</td>
<td>1344</td>
<td>2289</td>
<td>2954</td>
<td>4045</td>
<td>5079</td>
<td>6236</td>
<td>7234</td>
</tr>
<tr>
<td>CIH</td>
<td>56</td>
<td>180</td>
<td>294</td>
<td>450</td>
<td>523</td>
<td>624</td>
<td>634 (150)</td>
</tr>
<tr>
<td>Total</td>
<td>1579</td>
<td>2717</td>
<td>3552</td>
<td>4923</td>
<td>6176</td>
<td>6951</td>
<td>9534</td>
</tr>
</tbody>
</table>

Pictured: Arkansas State Parks has been a major supporter of NAI's Certified Interpretive Guide program.
Partnerships are invaluable in leveraging the human and financial resources of organizations to accomplish more together than we can do alone. NAI had a variety of important partners in 2008. We wish to recognize their contributions and thank them for being open to continued work with NAI in the future. They are:

**International Memoranda of Understanding**
Beijing Normal University – NAI China, Dr. Wang Min, Dongying Wei
Sunchon National University – NAI Korea, Dr. Kye joong Cho

**International Conference in Sokcho, Korea**
NAI Korea
Korea Forest Service
Korea Tourism Organization
Hanwha Resorts
Sunchon National University
KC Publications
City of Sokcho
City of Seoul

**Local Partners**
Eppley Institute
National Park Service
National Parks Conservation Association
Rocky Mountain Bird Observatory
Rocky Mountain Raptor Program
Your True Nature

The annual Media Awards Ceremony took place on November 13 in Portland, Oregon in conjunction with the NAI National Workshop. Thirty-three judges reviewed 87 entries in 11 categories. The Interpretive Media Section worked with staff to coordinate the competition, judge the entries, and plan the awards ceremony. Entertainment for the awards ceremony was a partnership between NAI’s Interpretive Media and the Cultural Interpretation and Living History Sections.

NAI’s Heritage Library was the recipient of many donations from individuals in 2008. Newsletters and files from former officers of Western Interpreters Association and the Association of Interpretive Naturalists filled in archival gaps, while book donations expanded the library. A student worker processed publications, input data, and completed the long-awaited accessible database.
The National Workshop attracted 1,157 participants to Portland, Oregon, November 10–15, 2008. Keynote presentations from Dan Shilling, who spoke to us about Civic Tourism, and Bobbie Conner, who addressed ways our diverse cultures bring us together, set the tone for the workshop.

Over 100 concurrent sessions covered an array of topics in 11 tracks. One day of off-site sessions sent participants across Oregon to learn about culture, history, ecosystems, wildlife, and interpretive facilities. Pre-workshop sessions gave participants in-depth looks at a variety of topics and the Interpretive Management Institute addressed “Branding: the New Buzzword.” Special evening events took participants to five different places to see Portland after dark: the World Forestry Center, a cruise on the Willamette River, the Portland Zoo, Kell’s Irish Pub, and an introduction to zydeco music and dancing. A newly implemented BookSmart table and the VarroBook Scavenger Hunt kept participants engaged in the exhibit hall. Keeping it “green” in Portland was the way of the workshop, our greenest yet. Awards ceremonies, receptions, and networking combined with the events to make this a very memorable, high-energy workshop.

Sponsors and Partners of the 2008 NAI National Workshop

- World Forestry Center
- Oregon State Parks
- PBS
- American Park Network
- The Big Muddy Workshop
- California State Parks
- Bureau of Land Management
- Signs of the Times
- U.S. Fish & Wildlife Service
- U.S. Forest Service
- Aramark Giacometti Partners Ltd.
- Provision Graphics
- Artcraft Display Graphics
- Oregon Zoo
- VarroBook
- National Park Service
- KC Publications
- BelKor Logworks
- Alehemy of Design
- Cascade Interpretive Consulting
- EPS Productions
- Pink Jeep Tours
- Washington State Parks
- World Discovery Safaris
- Your True Nature
Over 160 individuals from 30 countries attended NAI’s third annual International Conference held in Sokcho, Republic of Korea, in May 2008. This unique event continues to draw interest from around the globe as it promotes an international exchange of ideas among interpretive professionals at all levels. A fourth conference was planned for Athens, Greece, to be held in May 2009. In preparation for the 2008 International Conference, an office intern from Sunchon National University in Korea lived in Fort Collins, Colorado, for three months and assisted staff with translation and cultural competence issues.

A new International Interpretation section was created in 2008 to provide an organizational home for the growing number of international members and domestic members interested in international work and travel. In addition to the International Conference, NAI held an Interpretive Planning workshop in Brecon-Beacons National Park, Wales, and a Certified Interpretive Host Trainers workshop in Bristol, England.
# Financial Report

Prepared by Brock and Company, CPAs PC

## Statements of Financial Position

<table>
<thead>
<tr>
<th>December 31</th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current Assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>$21,046</td>
<td>$27,681</td>
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<tr>
<td>Investments</td>
<td>77,203</td>
<td>135,138</td>
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<tr>
<td>Accounts receivable, net of allowance of $7,500</td>
<td>82,786</td>
<td>79,153</td>
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<td>Contributions receivable, current portion</td>
<td>16,595</td>
<td>33,254</td>
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<tr>
<td>Inventories</td>
<td>190,693</td>
<td>142,675</td>
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<td>Other current assets</td>
<td>923</td>
<td>3,311</td>
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<tr>
<td><strong>Total current assets</strong></td>
<td>$389,246</td>
<td>$421,192</td>
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<tr>
<td>Property and Equipment, net</td>
<td>$1,028,773</td>
<td>$1,084,840</td>
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<tr>
<td>Other Assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contributions receivable, net of current portion</td>
<td>$14,340</td>
<td>$14,484</td>
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<tr>
<td><strong>Total assets</strong></td>
<td>$1,432,359</td>
<td>$1,500,515</td>
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</tbody>
</table>

## LIABILITIES, DEFERRED REVENUE AND NET ASSETS

<table>
<thead>
<tr>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Liabilities</strong></td>
<td></td>
</tr>
<tr>
<td>Current Liabilities</td>
<td></td>
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<td>Accounts payable</td>
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<td>Line of credit</td>
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<td>Current portion of long-term debt</td>
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<td>Accrued payroll</td>
<td>48,081</td>
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<tr>
<td>Other accrued liabilities</td>
<td>26,850</td>
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<tr>
<td><strong>Total current liabilities</strong></td>
<td>$436,778</td>
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<tr>
<td>Long-Term Debt, net of current portion</td>
<td>$467,197</td>
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<tr>
<td><strong>Total liabilities</strong></td>
<td>$905,975</td>
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<tr>
<td>Deferred Revenue</td>
<td>$308,871</td>
</tr>
<tr>
<td><strong>Net Assets (Deficit)</strong></td>
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<tr>
<td>Unrestricted</td>
<td>($572,621)</td>
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<tr>
<td>Temporarily restricted</td>
<td>206,740</td>
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<tr>
<td>Permanently restricted</td>
<td>683,394</td>
</tr>
<tr>
<td><strong>Total net assets</strong></td>
<td>$217,513</td>
</tr>
</tbody>
</table>

**Total liabilities, deferred revenue and net assets** | $1,432,359 | $1,500,515 |
## Statements of Activities and Changes in Net Assets

**Years ended December 31**

<table>
<thead>
<tr>
<th></th>
<th>2008</th>
<th></th>
<th>2008</th>
<th></th>
<th></th>
<th></th>
<th>2007</th>
<th></th>
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<th></th>
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<tbody>
<tr>
<td></td>
<td>Unrestricted</td>
<td>Temporarily Restricted</td>
<td>Permanently Restricted</td>
<td>Total</td>
<td>Unrestricted</td>
<td>Temporarily Restricted</td>
<td>Permanently Restricted</td>
<td>Total</td>
<td></td>
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<tr>
<td><strong>Revenues, Gains, and Other Support</strong></td>
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<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
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</tr>
<tr>
<td>Membership dues and publications</td>
<td>$731,723</td>
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<td>$ -</td>
<td>$731,723</td>
<td>$768,141</td>
<td>$ -</td>
<td>$ -</td>
<td>$768,141</td>
<td>$505,854</td>
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<td>Workshop revenue</td>
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<td>$ -</td>
<td>$786,942</td>
<td>$505,854</td>
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<td>$ -</td>
<td>$505,854</td>
<td>$96,384</td>
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<td>Advertising income</td>
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<td>$ -</td>
<td>$99,049</td>
<td>$96,384</td>
<td>$ -</td>
<td>$ -</td>
<td>$96,384</td>
<td>$6,131</td>
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<td>Contributions</td>
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<td>$85,390</td>
<td>$73,081</td>
<td>$32,471</td>
<td>$22,002</td>
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<td>Grant income</td>
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<td>$3,600</td>
<td>$35,625</td>
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<td>$ -</td>
<td>$35,625</td>
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<tr>
<td>Other income</td>
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<td>$ -</td>
<td>$ -</td>
<td>$43,240</td>
<td>$42,144</td>
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<td>$42,144</td>
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<tr>
<td>Net realized / unrealized gains on investments</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<td>Other investment income</td>
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<td>$3,153</td>
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<td>Income from expiration of life income agreement</td>
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<td>Net assets released from restrictions</td>
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<td>$47,397</td>
<td>-</td>
<td>$43,175</td>
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<td><strong>Total revenues, gains, and other support</strong></td>
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<td>($15,556)</td>
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<td>$1,753,097</td>
<td>$1,587,632</td>
<td>($10,704)</td>
<td>$34,590</td>
<td>$1,611,718</td>
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<td>Program services</td>
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<td>$ -</td>
<td>$1,639,596</td>
<td>$1,510,321</td>
<td>$ -</td>
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<td>$1,510,321</td>
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<tr>
<td><strong>Change in Net Assets</strong></td>
<td>$ (135,924)</td>
<td>$ (15,556)</td>
<td>$ 5,800</td>
<td>$ (145,680)</td>
<td>$ (127,182)</td>
<td>$ (10,704)</td>
<td>$ 34,590</td>
<td>$ (103,296)</td>
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<tr>
<td>As Previously Reported</td>
<td>$ (436,697)</td>
<td>$ 222,296</td>
<td>$ 577,594</td>
<td>$ 363,193</td>
<td>$ (231,187)</td>
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<td>$ 543,004</td>
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<td>Change in net assets</td>
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<td>$ (15,556)</td>
<td>$ 5,800</td>
<td>$ (145,680)</td>
<td>$ (127,182)</td>
<td>$ (10,704)</td>
<td>$ 34,590</td>
<td>$ (103,296)</td>
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2008 NAI Donors

$2,000+
Case, John P.

$100+
Arnold, Kevin
Beesley, Jane
Besharse, Janie
Christensen, Tom
Covel, James F.
Hagood, Reginald
Hodgins, Lester
Hutchinson, Roni
Manus, Grady
Ramey Jr., Ralph
Schmidt, David
Sexton, Phil
Stimson, Nancy
United Way
Wolff, Camra Lee
Youngblood, Lynn

Under $100
Almas, Gregory
Aprill, Howard
Austin, Lorraine
Bajorek, Roger
Bennett, Brad
Block, Bradley
Boothe, Joan
Brantley, Sandra Gay
Champion, Julie Cerbus
Chandler, Linda
Clark-Gray, Patricia
Claussen, Ron
Cruise West
Daudi, Sabiha
Davies, Thomas
Dechow, Dawn
Duncan, Faith
Ecker, Bonnie
Feist, Colleen
Ford, Amy
Foreman, Gary
Franich, Glenda
Fredericks, Jill
Galperin, Amy
Gates, Randall
George, C. Michael
Green, Karen H.
Hadlock, Nancy
Hiersekorn, Ralf
Hostetter, Karin
Hughes, Henry
Immer, Susan
Jensen, Barbara
Johnston, Dean
Jones-Guggino, Candy
Jones, Kathleen
Kaminski, Ginny
Kelly, Douglas
Kemnitz, Carol
Kortge, Kathleen
Krebs, Nancy
Lamb, Tom
LaMere, Karen
Larimore, Rachel
Lethbridge, Amy
Littlejohn, Margaret
Long, Dodie
Lower Huron, Willow & Oakwoods Emp Association
Luzader, John C. F.
McClain, Sky

McLaughlin, Jane
McMillan, Whit
Miller, Glenda
Mize, Shawn
Morris, John
Motley, Laura L.
Mott, John
Murphy, Kate
Myslinski, Kristina
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Nations, Linda
Olien, Mary
Pagliuca, Joan
Parks, Jennifer
Pridemore, Sue
Prigot, Emily
Richardson, Donna
Riolo, Roger
Roberts, Tom
Rodriques, Michael
Ross, Rebecca
Samples, Cynthia
Sanphillippo, Lisa
Saunders, Janan
Schmuhl, Russell
Silcox, Frances
Siler, Martha C
Silos & Smokestacks Natl HA
Snow, Abigail & Jay
Sol, Lily
Stebbins, Bruce
Steichen, Kathy
Stevens, Linda
Stevens, Suzanne
Stronge, Maggie
Tuya, Odonbaatar
Vander Stoep, Gail
Webster, Mary Ann
Whitted, M. Leigh
Williams, David
Wittersheim, Frances
Wittersheim, Robert
Woods, Phyllis (Jean)
Wooley, Fred J.
Wright, Doug
Wright, Jennifer