



ANNUAL REPORT

2021 SENECA FAMILY OF AGENCIES



SENECA

FAMILY OF AGENCIES | UNCONDITIONAL CARE



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LETTER FROM OUR CEO

This unprecedented year stood testament to the resilience and triumphs of the children and families Seneca is so privileged to serve. Despite the ongoing impact of the pandemic, we reached thousands of young people and families across California, the state of Washington, and nationally through the Todo Por Mi Familia Program. Indeed, Seneca's work has remained steadfastly centered on Unconditional Care — a promise we make to families that we will do whatever it takes to help them achieve the successes they deserve. We played a significant role in advancing innovative care in mental health, child welfare, juvenile justice, and education in 2021. In Washington, we continued to expand our presence as a provider of Wraparound with Intensive Services (WiSe), which supports young people and their families in cultivating their own sustainable networks of care. In California, we collaborated with several counties and the state to provide new individualized, intensive home-based placement options for youth, allowing us to bring home young people who had been placed outside of California and reconnect them to their families and communities. We also led the effort to address system gaps for youth experiencing mental health crises, successfully securing \$60 million in the state budget to help our county partners develop children's crisis continuum pilots across California.

This year marked the momentous transition of Seneca's founder, Ken Berrick, to CEO Emeritus and my own transition to the role of CEO. Under Ken's leadership, Seneca grew from a small residential program to one that today reaches over 18,000 youth and families each year. As I follow in Ken's footsteps, I look forward to sustaining the elements that have made us the exceptional organization we are, while guiding us into the next evolution of the agency. I have had the privilege to see Seneca's impact firsthand. When I joined Seneca 20 years ago as a counselor, I was drawn to Unconditional Care knowing from my own experience growing up what an impact the care and dedication of just one adult can have on a child. I am grateful for this opportunity and proud to lead our organization of more than 1,500 employees and thousands more dedicated supporters who feel the same way.

There remain enormous opportunities on the horizon including federal and state reforms that impact our sector, and unprecedented investment and redesign in children's behavioral health in California and Washington. This coming year, we will prioritize dismantling the barriers that impact access to behavioral health services so we can better serve young people wherever and whenever they need us. This will entail reducing administrative barriers to high-quality care, addressing our sector's workforce crisis, and identifying innovative ways to recruit and retain the most talented and passionate individuals to our work while continuing to center equity and justice in our internal practices and the services and supports we provide. We could not have provided this magnitude and depth of services without the support of our donors, our public agency partners, Seneca's Board of Directors, Leadership Boards, and our exceptionally skilled and compassionate teams in California and Washington. I am profoundly grateful to our friends, supporters, and partners who make it possible for us to do and be better for the extraordinary children and families we serve.

LETICIA GALYEAN

Chief Executive Officer



REGIONAL UPDATES



WASHINGTON

LETTER FROM LEADERSHIP

The past year in Washington has been marked with intentional growth as we have expanded Seneca's service provision across King County and Pierce County. We offer a wider range of services along the continuum of care than ever before!

Our growing impact for Washington young people and their families would not be possible without the support of our funding partners. We'd like to express gratitude to the following contributors who were instrumental in our 2020-2021 program development:

- The Bill and Melinda Gates Foundation continue to remain our steadfast partner, supporting the behavioral health and Special Education services we provide in the charter school sector.

- Murdock Charitable Trust helped to fund an Intake Coordinator to support the referral process across our community-based programs, ensuring our clients and families experience unconditional care from the very start.

- Premera Social Impact Grants helped to supplement the start-up costs associated with our WISE (Wraparound with Intensive Services) programs and allowed us to keep caseloads small in response to the acuity of client needs.

- Charis Fund and School's Out WA supported the expansion of our King County WISE team, including community outreach and staff recruitment.

Partnerships with King County Integrated Care Network and Pierce County Behavioral Health have also been tremendous supports as we grow. In addition, we have strengthened relationships with Managed Care Organizations including Coordinated Care, Molina, Amerigroup, Community Health Plan of Washington and United Behavioral Health who enable us to provide WISE services in King County.

Our relationships with Washington Charter School Association and the True Measure Collaborative remain integral to our work within the charter sector.

We continue to work closely with Seattle Public Schools, and were awarded our first contract with Highline School District this year for outpatient mental health services. Renton School District was our primary referral source for our community-based programs. We are excited that Seneca's ongoing and expanded partnerships with school districts have built local awareness and helped Seneca to grow. 100% of partners who referred clients to Seneca in 2020-2021 reported feeling satisfied with the services provided, with one partner stating:

"Seneca is one of the best mental health agencies our department works with, and always the first place I suggest to refer a client if they are in need of WISE or intensive outpatient mental health services. Seneca staff are highly collaborative and communicative, and put the needs of the child first." - County Social Worker/Supervisor

This is a testament to the incredible dedication and advocacy of our staff. Our presence in Washington has deepened with a team of 57 staff this year, each of whom embody the values of Seneca in their daily work. While school-based programs have made up the majority of our services since we began working in Washington in 2013, the expansion over the past year has led to equal distribution of services across community-based and school-based programs.

As we move forward, we remain excited about service expansion across the continuum of care in Washington State. Pierce County has been particularly open to collaboration and welcomes the creative and innovative ideas Seneca presents to help address the mental health needs of youth and families. In collaboration with our county partners and Managed Care Organizations, we envision greater growth in our crisis response services in the coming years.

KATE WALKER

Executive Director, Washington

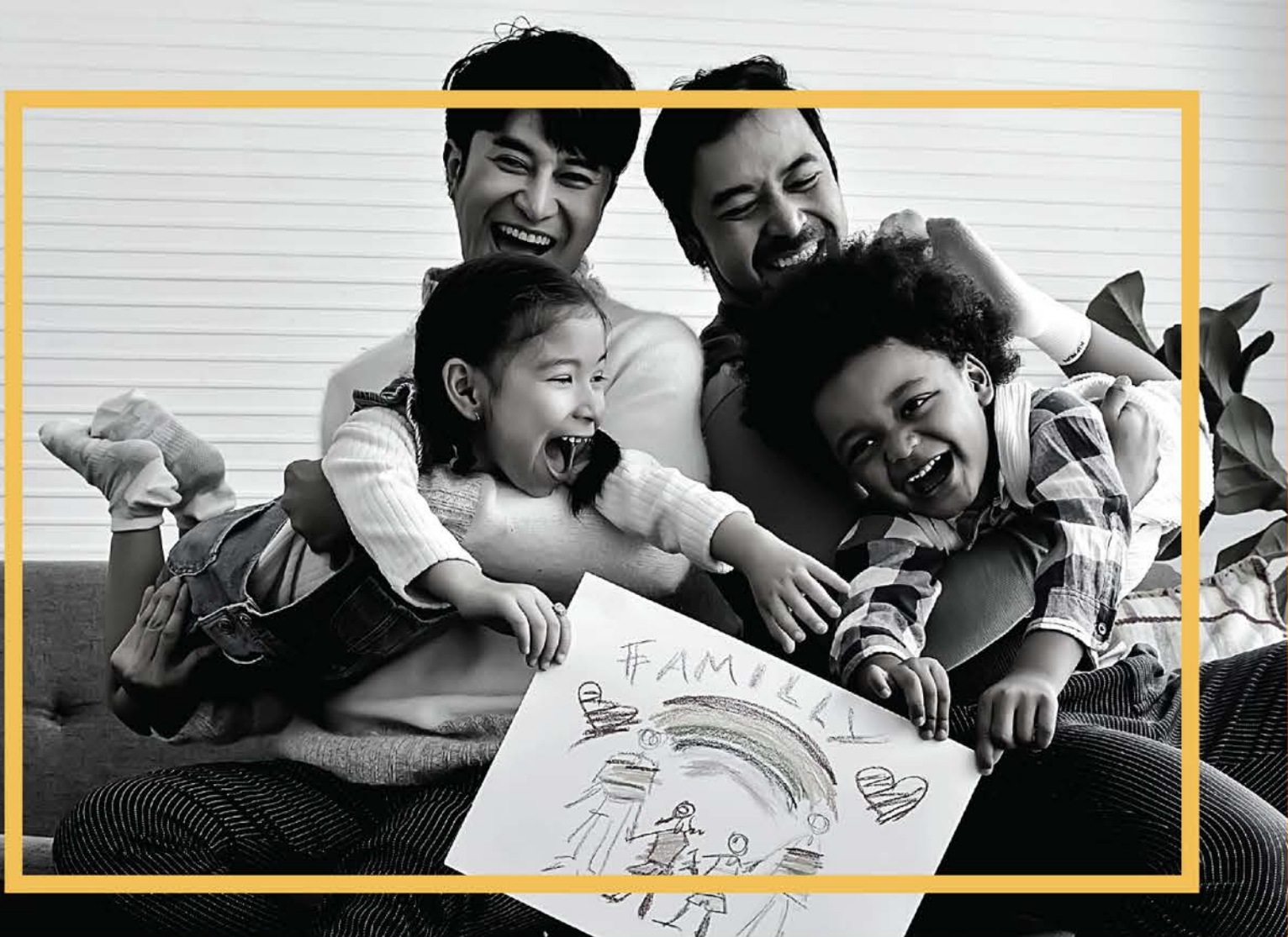


REGIONAL UPDATE

Seneca's programs across King and Pierce Counties reached over 4,500 children and youth last year through community-based and school-based services. Our 2021 fiscal year highlights for Washington programs include:

- Providing comprehensive mental health, behavioral intervention, Special Education, and culture and climate services in 12 schools, including 5 schools in Seattle Public Schools and 7 within the charter school sector.
- Our Specialist Team completed a total of 93 Special Education evaluations, our Occupational Therapists provided services to 40 students, and our Speech and Language Pathologists provided services to 69 students.
- Our Outpatient Clinic started the year off as a relatively new program with only 5 open clients in July 2020 and received 29 more referrals throughout the year.
- We completed 38 mental health assessments as part of the Juvenile Justice Assessment Team that aims to prevent and divert youth with behavioral needs from further involvement in the juvenile justice system.
- Across all our programs, we exceeded 100 active open mental health clients for the first time in our nine-year history in Washington!

Our proudest accomplishment this year was the establishment of our Wraparound with Intensive Services (WISE) Programs. In September of 2020, we enrolled our first WISE client in King County and the following August, we were awarded a behavioral health contract in Pierce County to provide WISE to non-Medicaid eligible youth. Providing comprehensive services to address the rise in acute behaviors has been responsive to community need and welcomed by clients, families, and partners alike.



REGIONAL UPDATE

Seneca's direct financial support is predicated on our conviction that the families we are privileged to serve know their own needs best. Emergency funding and financial aid campaigns have become an integral component to how we support the youth and families in our programs. The range of needs supported by these funds has included the threat of eviction or homelessness, food insecurity, unpaid or late bills, medical expenses, and infant care. Emergency cash assistance has allowed Seneca to provide the relief that clients need in order to effectively engage in mental and behavioral health treatment. Ensuring that the basic needs of youth and families are fulfilled mitigates the fear and stress associated with not knowing where they will be sleeping that night, where their next meal will come from, or how they will afford to keep the lights on.

The flexibility of these funds has played a critical role in building trust between clients and service providers. We are proud to report that we raised \$45,000 for direct cash assistance for youth and families experiencing crisis last year. With the support of Sunlight Giving, the Oakland Athletics and dozens of individual donors, we were able to provide flexible relief to families experiencing emergencies that threatened their stability, safety, health, and wellness.

The provision of cash assistance as a primary support for youth and families is a small step we've taken toward addressing a foundational stressor for mental and behavioral health crises: poverty.

Thank you to everyone who contributed to our emergency funding campaigns in 2021. We look forward to continuing this essential method of support for youth and families in 2022.

NORTHERN CALIFORNIA

LETTER FROM LEADERSHIP

Through our work in Seneca's Unconditional Education partnerships, we have always recognized that supporting students involves changing systems. The collective lived experience of this pandemic and the stark data illustrating its detrimental impact on students and school staff has prompted many forward-thinking conversations about how the education system must shift in response.

California's 2021-2022 budget places children's wellness at the forefront of its priorities, with a \$4 billion investment to transform behavioral health services for children and youth and a \$3 billion investment in the state's Community School Partnership program. The Community School Partnership program aims to help transform schools into a hub of whole-child services, an effort closely aligned with Seneca's approach to school partnership. The state continues to make significant investments in school transformation. Here at Seneca, we continue to advocate for the policy shifts necessary to capitalize on that investment. Our advocacy focuses on the development of integrated systems of care that would be truly transformative for students and families. Seneca guided the state's approach to children's mental health through the report, *COVID-19 and Children's Mental Health: Addressing the Impact*. We recommended that California incentivize further collaboration between local education agencies and their mental health partners to support this vision of integrated care in schools.

While we are excited to partake in policy conversations, we are also eager to continue to shape practice on the ground. This year brought a number of opportunities to partner closely with education leaders. In the fall, we were honored to partner with the University of California, Berkeley through the 21st

Century California Leadership Academy to support a cohort of Bay Area school teams in a professional learning series aimed at developing a more inclusive and equitable culture and climate that would welcome students back from remote learning. School leaders have prioritized staff wellness during the return to in-person instruction. We were thrilled to partner with Franklin McKinley School District in San Jose to develop and facilitate a series of learning sessions and healing circles for staff. The feedback on this innovative approach to staff wellness was overwhelmingly positive and has informed ongoing conversations with school leaders.

On a broader scale, our agency was able to offer meaningful professional learning opportunities through virtual conferences such as the 2021 Annual Conference on Advancing School Mental Health. There, we offered a session to support attendees in identifying and reflecting on ways to create transformational relationships by centering culture, identity, and healing in their work with young people. Because when it comes down to it, all of this work to transform the education system is toward this end - to create spaces that promote a culture of belonging in which young people can strengthen a sense of hope for their future. The momentum to create that kind of educational experience for students has us hopeful for what is to come. Thank you for continuing to support our work.

ROBIN DETTERMAN

Chief Program Officer of Education Services

CENTRAL COAST

LETTER FROM LEADERSHIP

As we find ourselves over two years since COVID-19's arrival, Seneca Central Coast has continued to take leaps and bounds to serve our families and youth with Unconditional Care. The pandemic has mutated into multiple variants, impacting schools and community partners. Global unrest and violence have weighed on our hearts. Our communities have experienced economic hardships, affecting each and every one of us. In these years of uncertainty and collective trauma, our staff and families have shown their resilience and flexibility time and time again.

We are eternally grateful for our wonderful staff who take every challenge head-on, including launching new programs. These new programs have attracted applicants across California and the United States, helping us grow and shaping the culture of Seneca Central Coast.

Mid-2020, we launched our Mobile Response Team in Monterey County, who have supported families with crisis intervention to mitigate the need for law enforcement involvement. Monterey and San Luis Obispo have launched brand new Wraparound programs, holding families in our community with care as they navigate systems to support reunification and safety. Additionally, Monterey established two Enhanced Intensive Services Foster Care (ISFC) homes to care for our most vulnerable youth. These homes provide a trauma-informed, therapeutic space where Enhanced Caregivers are equipped to meet complex needs of youth in a family-like setting. Our Enhanced ISFC homes continue to prioritize permanency and prevention of our community's youth being displaced in residential homes outside of our county.

Here in the Central Coast, our community's support is vibrant – it's with their support that our services thrive and continue to grow, ensuring that we are able to meet the needs of children and families.

As we reflect on the progress made and the growth of our Central Coast programs, we are overwhelmed with pride and appreciation for our wonderful community of supporters, our staff, and the families we serve. Our continuous success only inspires our team to continue moving forward and finding new ways to serve our community with Unconditional Care.

DAWN HENSON

Regional Executive Director, Central Coast

FAMILY STORY

"Our family is very grateful to have received assistance and guidance from Kinship Center's Family Ties program. After the unexpected death of our son, we found ourselves, as seniors, caring for our two grieving grandchildren while also navigating the loss of our son.

We did not know where to turn. The Family Ties Program embraced us.

Their employees are kind and caring and always willing to help. Family Ties supported us as we worked to get legal guardianship of our grandsons, even providing transportation to the court hearings due to my husband recovering from cancer. They also guided and advocated for us as we obtained our grandson's MediCal and survivor benefits.

The Family Ties recreation program continues to be a great help for our family, as both our grandsons continue to be very active in their events and enjoy these activities very much. Every month, these recreation events allow us to receive some much-needed respite as a family. My husband and I have also attended various parenting classes and trainings through Kinship Center to build our skills in supporting our grandsons through their trauma.

We are very appreciative of the time and empathy the Case Managers showed us and how they created space for us to speak on our own grief. They consistently gave us words of encouragement and hope while being a mentor to us every step of the way. We are truly thankful for Family Ties and hope they can continue to provide their services to other families in similar situations."

THE ORTEGA FAMILY



SOUTHERN CALIFORNIA

LETTER FROM LEADERSHIP

Despite the challenges brought by the COVID-19 pandemic, Seneca Family of Agencies in Southern California is proud to report that the hope and resilience of the children and families we serve remains and continues to motivate our work. Seneca's Unconditional Care® model is grounded in our value of never giving up on children and families - this is continuously made possible with the support of our unconditional community.

Seneca received an urgent request in December of 2020 explaining that the state had 45 days to safely transition 133 youth back to California. Seneca's support was requested to triage needs, determine existing placement options for some returning youth, and locate suitable placements for others. Returning children and youth faced significant social-emotional, behavioral challenges or were impacted by profound trauma, loss, and a sense of hopelessness that accompanies a long series of failed placements within the foster care system.

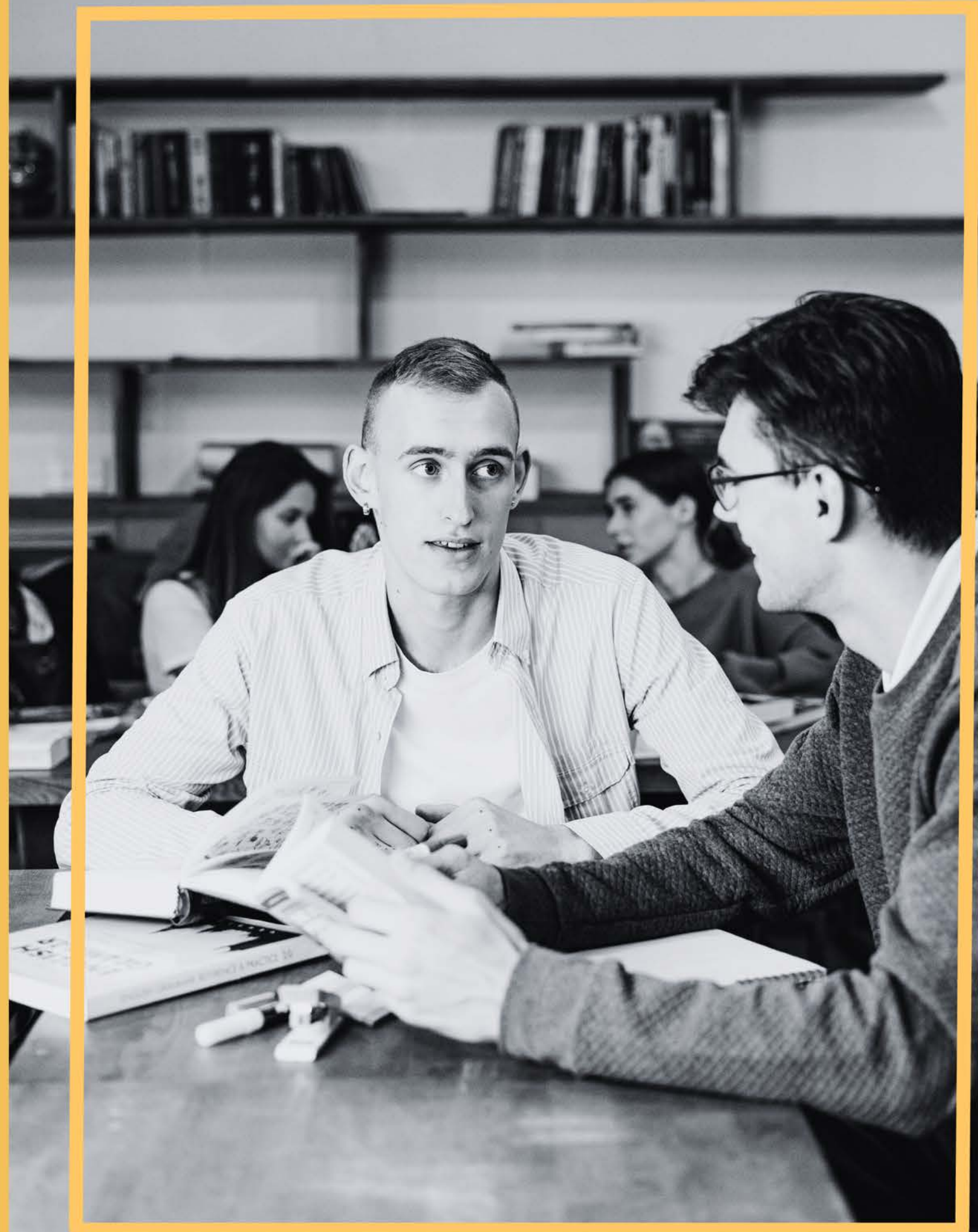
In Southern California, Seneca embraced 5 youth from Riverside County. One of these youths was transferred to Seneca's Enhanced Caregiver Model program in Northern California, where Seneca was able to provide the attention and care required, given the youths' needs were beyond what a traditional foster care placement could provide. Currently, there is no facility in Southern California that could meet the needs of these clients within a reasonable distance of their communities of origin and natural support networks. Thus, Seneca is responding to this imperative need. We are building an Enhanced Caregiver Model program here in Orange County to fill the gap that our youth have fallen through. Supporting an Enhanced Parent that will live at Seneca's ranch facility with the child, the placements are intended to be short-to-medium term (up to 6 months) serving youth in Riverside and Orange

County. Once goals are met, the Enhanced Parent and Seneca team will develop a sustainable permanency plan to allow the child to transition to a lower level of service. Proximity to natural support networks, including family and other supportive adults, plays a key role in this process. Through this experience working closely with Riverside County community partners, Seneca has been requested to expand our services in Riverside to meet the needs more fully of the community. We look forward to providing this crucial service to more children.

Thank you to Seneca's donors, corporate and foundation partners, board members, and staff for making the work we do possible. Your support lays the foundation on which Seneca's programs build and sustain families for the children who need them. Your dedication ensures that the critical mental health support we provide helps prevent disruption for children at all costs. Thank you for always championing our efforts and for all the love you give to our children and families.

JOSIE AYE ROEMHILD

Executive Director, Orange County Programs



CENTRAL COAST PROGRAMS

MONTEREY COUNTY

INNOVATION & TRAINING PROGRAMS
MENTAL HEALTH PROGRAMS & SERVICES
PERMANENCY PROGRAMS

SAN BENITO COUNTY

INNOVATION & TRAINING PROGRAMS
PERMANENCY PROGRAMS

SAN LUIS OBISPO COUNTY

INNOVATION & TRAINING PROGRAMS
MENTAL HEALTH PROGRAMS & SERVICES
PERMANENCY PROGRAMS

SERVICE KEY

- EDUCATION & SCHOOL PARTNERSHIP PROGRAMS
- INNOVATION & TRAINING PROGRAMS
- MENTAL HEALTH PROGRAMS & SERVICES
- PERMANENCY PROGRAMS

SOUTHERN CALIFORNIA PROGRAMS

LOS ANGELES COUNTY

EDUCATION & SCHOOL PARTNERSHIP PROGRAMS
INNOVATION & TRAINING PROGRAMS
PERMANENCY PROGRAMS

ORANGE COUNTY

EDUCATION & SCHOOL PARTNERSHIP PROGRAMS
INNOVATION & TRAINING PROGRAMS
MENTAL HEALTH PROGRAMS & SERVICES
PERMANENCY PROGRAMS

RIVERSIDE COUNTY

INNOVATION & TRAINING PROGRAMS
PERMANENCY PROGRAMS

SAN BERNARDINO COUNTY

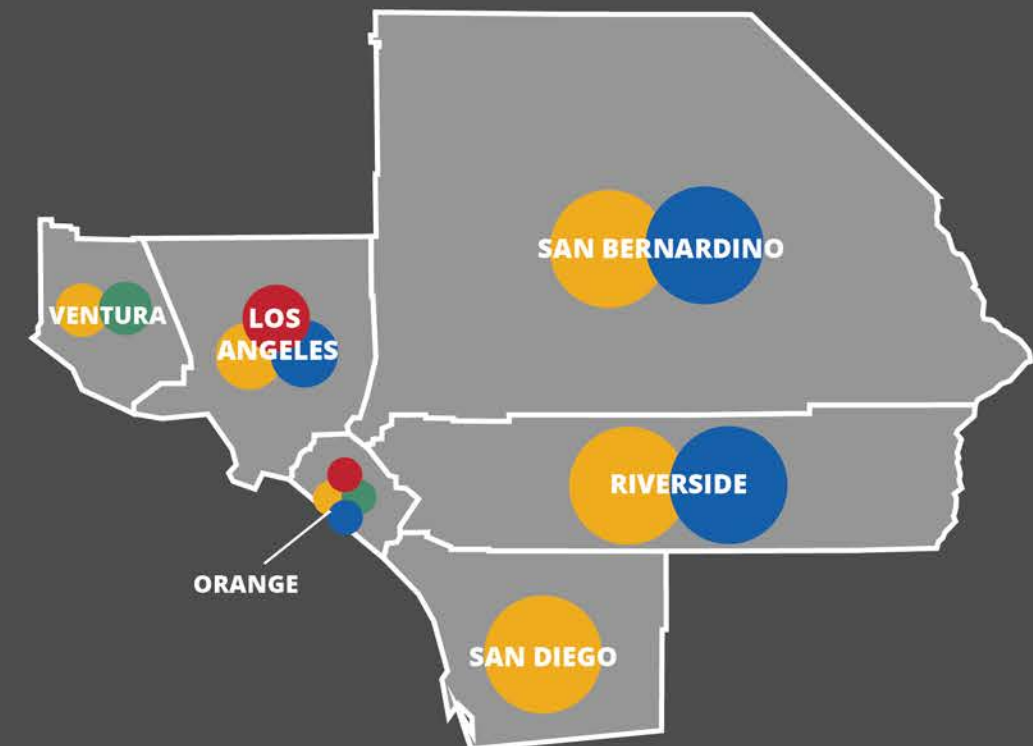
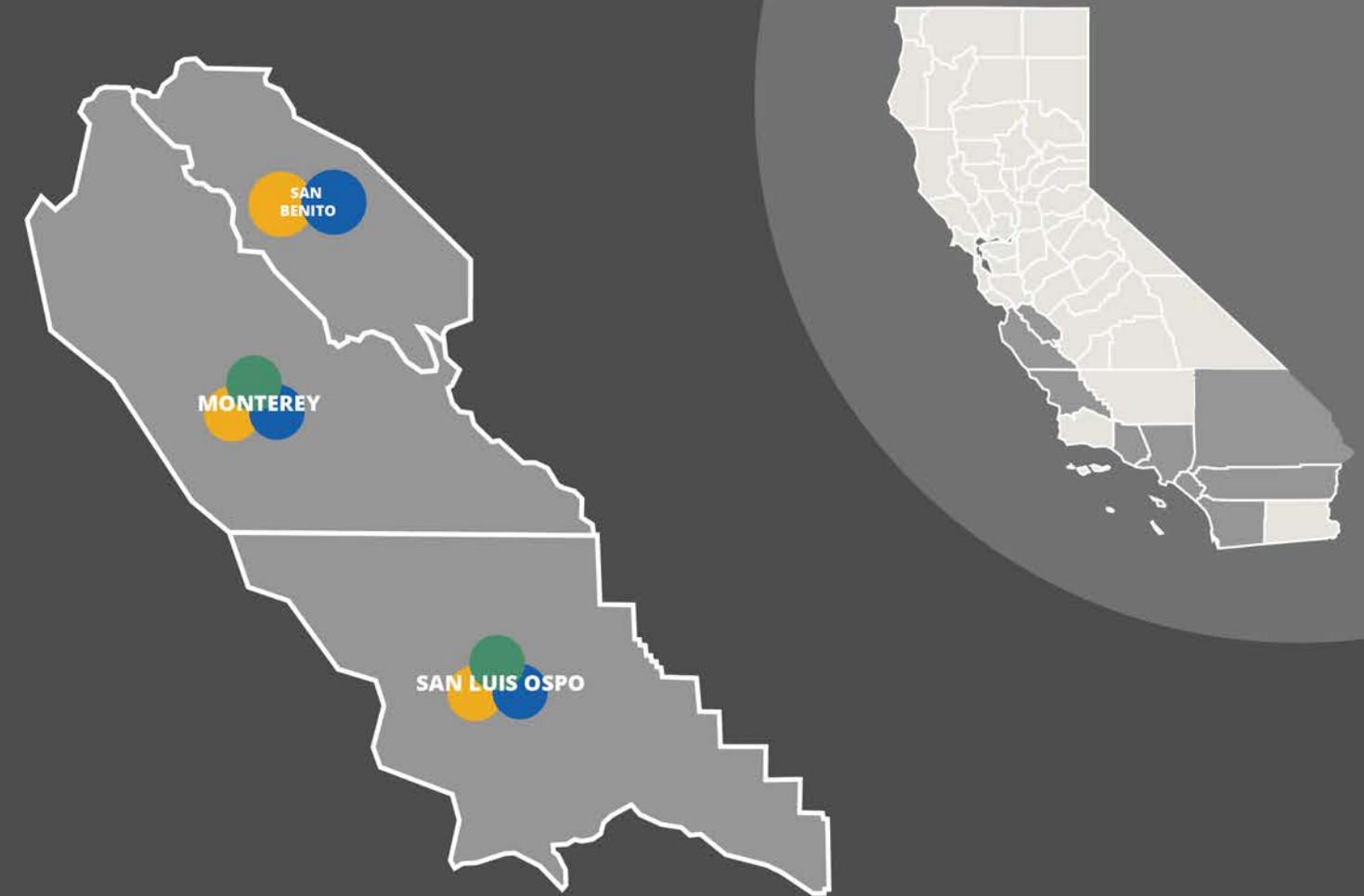
INNOVATION & TRAINING PROGRAMS
PERMANENCY PROGRAMS

SAN DIEGO COUNTY

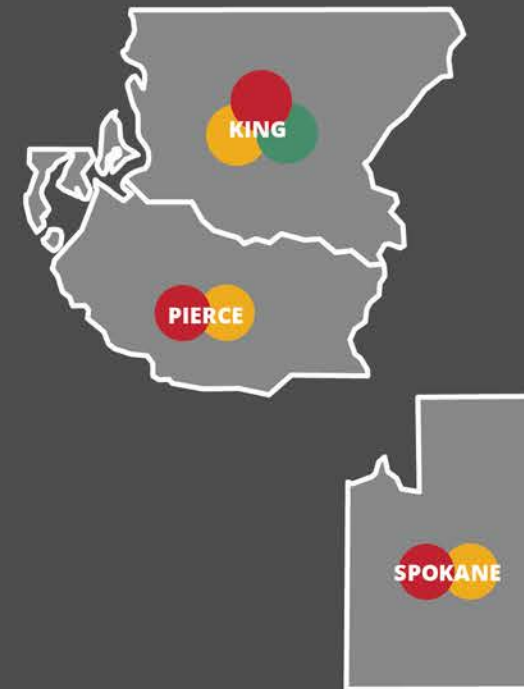
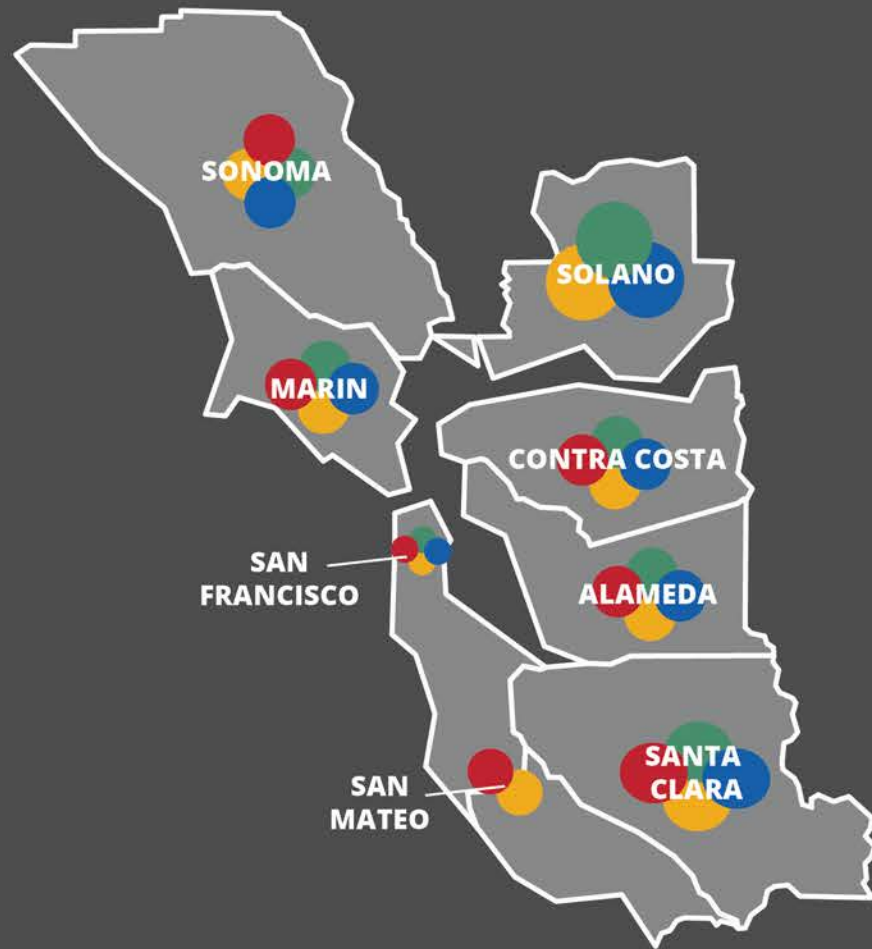
INNOVATION & TRAINING PROGRAMS

VENTURA COUNTY

INNOVATION & TRAINING PROGRAMS
MENTAL HEALTH PROGRAMS & SERVICES



PROGRAMS BY COUNTY



CONTRA COSTA COUNTY

EDUCATION & SCHOOL PARTNERSHIP PROGRAMS
INNOVATION & TRAINING PROGRAMS
MENTAL HEALTH PROGRAMS & SERVICES
PERMANENCY PROGRAMS

MARIN COUNTY

EDUCATION & SCHOOL PARTNERSHIP PROGRAMS
INNOVATION & TRAINING PROGRAMS
MENTAL HEALTH PROGRAMS & SERVICES
PERMANENCY PROGRAMS

SAN FRANCISCO COUNTY

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INNOVATION & TRAINING PROGRAMS
MENTAL HEALTH PROGRAMS & SERVICES
PERMANENCY PROGRAMS

SAN MATEO COUNTY

EDUCATION & SCHOOL PARTNERSHIP PROGRAMS
INNOVATION & TRAINING PROGRAMS

SANTA CLARA COUNTY

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INNOVATION & TRAINING PROGRAMS
MENTAL HEALTH PROGRAMS & SERVICES
PERMANENCY PROGRAMS

SOLANO COUNTY

INNOVATION & TRAINING PROGRAMS
MENTAL HEALTH PROGRAMS & SERVICES
PERMANENCY PROGRAMS

SONOMA COUNTY

EDUCATION & SCHOOL PARTNERSHIP PROGRAMS
INNOVATION & TRAINING PROGRAMS
MENTAL HEALTH PROGRAMS & SERVICES
PERMANENCY PROGRAMS

SERVICE KEY

- EDUCATION & SCHOOL PARTNERSHIP PROGRAMS
- INNOVATION & TRAINING PROGRAMS
- MENTAL HEALTH PROGRAMS & SERVICES
- PERMANENCY PROGRAMS

WASHINGTON PROGRAMS

KING COUNTY

EDUCATION & SCHOOL PARTNERSHIP PROGRAMS
INNOVATION & TRAINING PROGRAMS
MENTAL HEALTH PROGRAMS & SERVICES

PIERCE COUNTY

EDUCATION & SCHOOL PARTNERSHIP PROGRAMS
INNOVATION & TRAINING PROGRAMS

SPOKANE COUNTY

EDUCATION & SCHOOL PARTNERSHIP PROGRAMS
INNOVATION & TRAINING PROGRAMS

NORTHERN CALIFORNIA PROGRAMS

ALAMEDA COUNTY

EDUCATION & SCHOOL PARTNERSHIP PROGRAMS
INNOVATION & TRAINING PROGRAMS
MENTAL HEALTH PROGRAMS & SERVICES
PERMANENCY PROGRAMS



DIVERSITY, EQUITY, & INCLUSION

Seneca Family of Agencies is steadfast in its commitment to Diversity Equity and Inclusion. During this last year, the agency formally included Equity and Justice as a core value along with the other foundational principles of Love, Compassion, Hope, Courage, Joy, Curiosity and Respect that has guided our work with the youth, families, and communities we serve. Nevertheless, it was also necessary to make explicit the importance of Equity and Justice as an integral in our work with the ethnically and culturally diverse communities we serve and the workforce we employ across California and Washington.

Here are a few highlights of our work from this past year:

We developed and implemented a comprehensive language services policy to ensure that limited English speaking families receive appropriate access to high quality interpreting and translation services and supports.

We developed a training series for Spanish speaking bilingual staff interested in becoming a Qualified Seneca Interpreter.

We offered trainings on How to Effectively Work with Interpreters available to all staff working with limited English-speaking families.

Our community of Employee Resources Groups sponsored and hosted a week-long spring Community Care event that included a variety of health and wellness activities through music, journal writing, lunch-time chats walks/hikes along with other activities to foster community connection and wellness.

In the agency DEI Advisory Board, we grappled with equity considerations including educational degree requirements for positions that historically a four-year college degree as a minimum qualification for hire. The work of the advisory board informed the process for establishing new standards for determining qualifications for hire, ultimately leading to eliminating this hiring practice.

EVENTS AND CAMPAIGNS HIGHLIGHT

Over the course of the year, our community came together through these dynamic events and campaigns to help build and sustain families with Seneca.

AGENCY WIDE

Cooking with Caroline Led by recipe-developer and author, Caroline Chambers, Seneca hosted an online cooking class that helped raise funds for programs agency wide.

NORTHERN CALIFORNIA

Together We Raise Auction benefitting *Todo Por Mi Familia*

CENTRAL COAST

PEBBLE BEACH CONCOURS D'ELEGANCE Kinship Center has been honored to be a selected charity of the Pebble Beach Concours d'Elegance for the past 22 years, a partnership that has helped raise a total of over \$2 million for our programs on the Central Coast.

Kinship Center's Children First Gala In 2021, Central Coast held the first annual Children First Gala presented by Bank of America, Chevron, and Synergy One Lending — Team Hawk. The event, chaired by Leadership Board member Nicki Pasculli, honored long-time Kinship Center supporter and advocate Jeff Davi.

Coastal Roots Hospitality's Pick it Up, Pay it Forward Kinship Center was honored to be a selected charity recipient of the Pick it up, pay it forward campaign in partnership with Coastal Roots Hospitality.

Ag for Kids Special thank you to Braga Fresh, D'Arrigo Brothers of California, Huntington Farms, Taylor Farms, Mary and Mike Orradre for this annual campaign bringing together the Ag Community of the Salinas Valley to support Monterey County programs and services.

Change Happens Together Instagram Auction This unique online auction supporting the Central Coast is held three times a year on @Change_Happens_Together supporting Seneca's Central Coast programs.

Gabilan Wine and Food Event Kinship Center's volunteer auxiliary group Gabilan Chapter Kinship Center hosts its signature Wine & Food Tasting fundraiser every September at the beautiful and historic Paicines Ranch in south San Benito County, with proceeds benefiting Kinship Center's Placement services in San Benito County.

SOUTHERN CALIFORNIA

Unconditional Collective Instagram Auction An online auction featuring community partner's wares was launched in 2021 to benefit Seneca's Southern California programs.

Forever Families 4th Annual Gala Held at the Balboa Bay Resort, the 4th Annual Gala honored Geoffrey LePlastrier and Susan Laird with Seneca's Leadership Award and Wylie and Bette Aitken with Seneca's Community Impact Award.

Holiday Drive An annual drive held in December, Seneca Social partnered with community members to ensure clients and their families had a happy holiday season.



UNCONDITIONAL SUPPORT

Seneca Family of Agencies gratefully acknowledges the individuals, community and private foundations, state and federal funders, faculty and staff, organizations, board members, and many friends who generously contributed gifts to support our programs. It is because of all of you that we are able to continue to provide critical services to the families and communities we serve.

With tremendous gratitude,

SENECA FAMILY OF AGENCIES

OUR COMMITMENT

Our commitment to the children and families we serve extends to their communities. Therefore, it is our policy to use the donated funds in the region in which they are raised. Donor intent drives this process.

ANNUAL GIFTS

Includes direct gifts, honor or memorial tributes and pledges in the form of cash, check, credit card, or gifts of stock, mutual funds or other appreciated property.

RECURRING GIFTS

Monthly or quarterly giving by automatic credit card debit is easy to set up online, with the enclosed envelope, or by calling your local Development Officer. Recurring gifts provide sustaining support.

MATCHING GIFTS

Increase the value of your gift by taking advantage of your employer's matching gift program for active and retired employees. Find out more at: WWW.DOUBLETHEDONATION.COM/SENECA

PLANNED GIFTS

You may designate Seneca as a beneficiary in your will or life Insurance policy. To discuss other planned gifts, please contact the Development Office at the numbers listed below.

GIFTS-IN-KIND

Donated goods and professional services can support our clients and programs.

ONLINE GIVING

Please call the Development Office near you for more information:

NORTHERN CALIFORNIA

510.654.4004

CENTRAL COAST

831.455.4723

SOUTHERN CALIFORNIA

714.957.1004

WASHINGTON STATE

206.643.2985

Secure online donations may be made at: **WWW.SENECAFOA.ORG**



ANNUAL REPORT

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