

National AIDS Education & Services for Minorities, Inc.



2005 - 2006 Annual Report

National AIDS Education & Services for Minorities, Inc.
2005 - 2006
Annual Report

Our Mission

Mission

To educate communities of color (primarily African Americans) on the facts about HIV/AIDS (Education/Prevention) and to make healthcare and social services available to people of color with early or advanced stages of HIV/AIDS regardless of sexual orientation.

Vision

To provide awareness, education and counseling on the prevention of HIV/AIDS to communities of color, particularly African Americans; to provide assistance in accessing health care and social services for clients with HIV to better manage health issues; to provide direct services, referrals, counseling and testing, and effective prevention messages to communities at risk for the transmission of HIV/AIDS.



NAESM's Logo

Red: Represents the Blood of the people lost to AIDS.

Yellow Sun: Represents Hope! Hope that each new day brings us close to an end of the epidemic.

Blue Book: Represents Knowledge about HIV Prevention, your HIV status, how to take care of yourself and treatment

Table of Contents

Message from our Founder & CEO.....	2
Department of Health Education & Prevention.....	3
Department of Capacity Building Assistance.....	5
Department of Client Services.....	7
Human Resources.....	9
Development.....	11
Community Relations.....	12
Finance.....	13

A Message From Our Founder & CEO

Welcome to our 2006 Annual Report. It is my pleasure to present to you an overview of National AIDS Education & Services for Minorities, Inc. (NAESM) and its programs and services. Since 1990, NAESM has been hard at work serving the needs of our community locally and nationally. It continues to be our privilege to share with you both our challenges and successes.



During this reporting period, both our Department of Health Education & Prevention (DHEP) and Capacity Building Assistance (CBA) programs presented opportunities for growth and development. While our Health Education & Prevention program mostly focused on HIV testing efforts in and around Atlanta, our CBA program conducted trainings and developmental activities across the country.

Although this year NAESM lost funding for its Client Services Program due to limited funding, NAESM continues to provide food, public transportation, and clothing assistance because of the continued commitment, dedication, and contributions of its supporters and donors.

NAESM also looks forward to great things on the horizon. In October 2006, NAESM will start a new youth program that will empower and motivate young African American men at high risk for HIV/AIDS transmission to make healthy decisions that will improve their quality of life. This will be accomplished with a drop-in center complete with various resources for them to access, including a computer lab, gym, mental health services, social events and activities, and more!

In January 2007, NAESM will host its 3rd National African American MSM Leadership Conference on HIV/AIDS in Charlotte, North Carolina. More than 200 people are expected to attend and participate in more than 45 offered workshops, institutes, and poster presentations. The theme for the conference is "Brothers, It's Our Time" and with that theme, NAESM will weave the importance of self-love, community mobilization, and maximizing resource potential to help decrease HIV/AIDS in the African American men who have sex with men (MSM) community.

In closing, I invite you to join NAESM in our continued fight to remove HIV/AIDS from the African American community. Visit our website, www.naesmonline.org, for more details on how to become a sponsor for one of our many fundraising events, volunteer with our community events or at the office, or how you can support NAESM with donations, contributions, or in-kind services.

Thank you for taking time to read about NAESM and remember, **We Love You, Love Yourself, BE SAFE!**

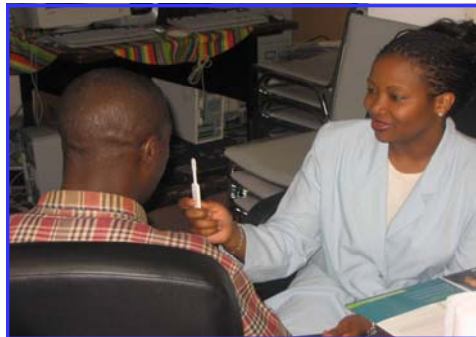
A handwritten signature in blue ink, appearing to read 'R. Carn', written in a cursive style.

Rudolph H. Carn
Founder & CEO

Health Education & Prevention

Since the first diagnoses of HIV/AIDS in the early 80's, African Americans, and more specifically, African American Males, have led in the number of HIV/AIDS cases. According to the Centers for Disease Control and Prevention (CDC), "The reasons are not directly related to race or ethnicity, but rather some of the barriers faced by many African Americans." Some of the barriers include: poverty, risk for other sexually transmitted diseases, and stigmas associated with HIV/AIDS and its transmission.

NAESM recognizes these barriers and thus developed our health education and prevention programs to focus on addressing these barriers and to provide services, such as counseling, testing, and referrals, comprehensive risk counseling service, and risk reduction workshops, to help fight this devastating virus.



Counseling, Testing, and Referrals

NAESM recognizes that one of the most important tools for fighting HIV/AIDS is knowledge of status. African Americans are at higher risk for transmitting and contracting HIV because many are unaware of their or their partner's HIV status. Here at NAESM we realize the great responsibility we have in informing individuals of their HIV status and educating the community on the importance of HIV testing.

NAESM offers the OraQuick Advance Rapid HIV 1/2 test in which we are able to provide a test result in as little as 20 minutes. During the 2005—2006 fiscal year 646 people were tested either at our office, at health fairs, or other testing venues. NAESM's Department of Health Education & Prevention participated in events such as World AIDS Day (West End Mall, Atlanta, GA—Dec. 2005); Fulton County's First Annual HIV/AIDS Summit (Dec. 2005); National HIV/AIDS Testing Day (The Underground Atlanta, Atlanta, GA—June 2006); and the Black Gay Pride Health Fair (The Sheraton Colony Square, Atlanta, GA—Sept. 2006).

Since African Americans are also at higher risk for other STD's, NAESM has developed a strong working relationship with Fulton County Department of Health & Wellness, in which clients who are deemed high risk are also referred to STD screenings at the Health Department.

Many Men Many Voices

Many Men, Many Voices (3MV) is a group-level intervention program developed to prevent HIV and sexually transmitted diseases among African American men who have sex with men (MSM) who may or may not identify themselves as gay. The intervention addresses factors that influence the behavior of African American MSM: cultural, social, and religious norms; interactions between HIV and other sexually transmitted diseases; sexual relationship dynamics; and the social influences that racism and homophobia have on HIV risk behaviors. Some of the topics covered in 3MV include understanding the culture of MSM, completing a self risk assessment, discussing relationships, and getting involved with support networks.

During the 2005-2006 fiscal year 19 individuals participated in the 3MV intervention. In August of 2006, NAESM hosted its first 3MV retreat in Dahlonega, GA for which 10 participants completed the intervention. The decision to conduct a retreat style 3MV workshop as opposed to the 6 session workshops was to ensure a 100 percent return rate for participants who start the intervention.



Comprehensive Risk Counseling Services

Comprehensive Risk Counseling Services or CRCS (formally Preventive Case Management) is a client-centered HIV prevention activity with the fundamental goal of promoting the adoption and maintenance of HIV risk-reduction behaviors by clients with multiple, complex problems and risk-reduction needs. CRCS is intended for persons having or likely to have difficulty initiating or sustaining practices that reduce or prevent HIV acquisition, transmission, or re-infection. This HIV prevention activity addresses the relationship between HIV risk behaviors and other issues such as substance abuse, STD treatment, mental health, and social and cultural factors.

All clients enrolled in the CRCS are screened and assessed for HIV prevention needs. The client along with the Prevention Specialist are then charged with developing a client-center prevention plan. In addition, the Prevention Specialist provides HIV risk reduction counseling and coordinates HIV preventive services and follow-up. The Prevention Specialist monitors clients on a monthly basis and reassess client needs and progress. During the 2006 fiscal year, NAESM maintained a caseload of 37 clients.

Capacity Building Assistance

As a Capacity Building Assistance provider, NAESM's CBA team continues to assist community planning groups and health departments with improving their capacity to include racial and ethnic minority participants in the community planning process, and to increase parity, inclusion, and representation (PIR) on community planning groups. Some of the services NAESM's CBA team provides include: Orientation to the Community Planning Process, Leadership Development, Public Speaking and Persuasion Skills, Group and Meeting Facilitation Skills and much more.

What is HIV Community Planning?

Beginning in 1994, congress mandated the Centers for Disease Control and Prevention (CDC) to change the manner in which federally funded state and local level HIV Prevention programs were planned and implemented. State, territorial, and local health departments receiving federal prevention funds through CDC were asked to share with representatives of affected communities and other technical experts, the responsibility for developing a comprehensive HIV prevention plan using a process called HIV Prevention Community Planning. HIV Community Planning is an ongoing, comprehensive planning process intended to help assure that resources, especially federal HIV prevention resources, are targeted in cost effective ways most likely to reduce HIV infection.

What is Parity, Inclusion and Representation?

Parity is the ability of members to equally participate and carry-out planning. Inclusion is meaningful involvement of members in the process with an active voice in decision making. Representation is the act of serving as an official member reflecting the perspectives of a specific community.



CBA Highlights

The CBA team reached approximately 14,000 individuals through CBA requests, proactive activities, and web-based information. During the 2005-2006 year the department was assigned or continued progress on 7 CBA requests; participated in 4 CDC endorsed trainings or activities, and developed 13 proactive CBA trainings.

CBA Request

During the 2005-2006 fiscal year NAESM's CBA Team provided CBA to Massachusetts Department of Public Health HIV/AIDS Bureau, the Indiana Health Department, the New Hampshire Health Department, the Delaware Division of Public Health, the Alaska Health Department and the Maine Health Department. The Massachusetts, New Hampshire, Maine, Alaska, and Indiana requests were successfully closed. Parliamentary Procedures, Cultural Sensitivity, Consensus Building, and Community Orientation were just a few CBA trainings administered.



CBA at Conferences

During the 2005-2006 fiscal year the CBA Team served on several 2006 HIV Prevention Leadership Summit (HPLS) committees which included: the Abstract Review Committee, HPLS Face-to-Face Meeting Committee, the HPLS CPG Orientation Pre-Meeting Committee, and the CBA 4 Building Bridges abstract team. In addition, NAESM served as an exhibitor at HPLS as well as facilitating and co-facilitating the following proactive workshops (1) *Community Planning Leadership Development Workshop*, (2) *Building Bridges Across Communities of Color to Increase PIR*, and (3) *Making an Intervention Your Own (Roundtable Discussion)*. The CBA Team also attended and served as exhibitors at the 2006 United States Conference on AIDS in September 2006 and facilitated three workshops (Consensus Building, Implementing 3MV, and Building Bridges) at the 2006 African American & Hispanic Leadership Conference in September 2006.



Department of Client Services

Client Services

Ensuring the basic needs of our clients has always been a passion at NAESM. NAESM recognizes that in order for positive individuals to ensure they maintain a good health status, clients must consistently visit their health care provider. NAESM also recognizes that clients tend to worry more about other needs such as whether or not they will have a place to sleep, food to eat, or money to pay their bills or provide for transportation. With this in mind NAESM's Client Services Department provides the following services: case management, emergency financial assistance, food and nutritional assistance, clothing closet, transportation assistance, counseling services and referrals, and housing assistance. During the 2005 - 2006 fiscal year, the Client Services Department provided services to 240 clients.



Mae Gratis Reed Food Pantry

Nutrition plays an equally vital role toward healthy living and that means providing balanced food options. Named after one of NAESM's co-founders, Mae Gratis Reed, NAESM's food pantry is one of our primary support services. The Mae Gratis Reed Food Pantry offers food that clients can prepare on their own, which they are allowed to access once a month. Pantry supplies are supported through private donations, contributions and through utilizing the Atlanta Community Food Bank. In addition, there are annual fundraisers, such as the Carn-Washington Foundation Holiday Social, that also help contribute to our pantry's inventory. During the 2005 - 2006 fiscal year 52 clients received over 5,250 pounds of food from the Mae Gratis Reed Food Pantry.



Clothing Closet

Through the generosity of individual supporters, NAESM is able to provide clothing to HIV infected men, women and their families who may not be able to afford them. Whether the need is for shoes, shirts, pants, sweaters, blankets, or jeans, clients can visit NAESM's Clothing Closet to get donated items at not cost. During the 2005 - 2006 fiscal year 15 clients received clothing from our clothing closet.

Emergency Financial & Transportation Assistance

Sometimes, clients fall behind in paying rent or utility bills due to illness or loss of employment. In such cases, NAESM can help. Through private donations and grants from Broadway Cares/Equity Fights AIDS and Ryan White Title I, NAESM is able to provide assistance to clients who are unable to make a rent or utility payment. In addition, clients often times need assistance with getting to and from medical appointments or primary care services. For clients who live in the metro-Atlanta area, tokens are available for use on Atlanta's MARTA rail and bus transportation systems. During the 2005 - 2006 fiscal year 160 clients received tokens and 11 clients received financial assistance.



Gerald's House

Gerald's House is a safe place and safe space for HIV positive men, who otherwise would be homeless. Gerald's House continues to provide long-term/permanent housing for HIV positive men to alleviate a homeless situation and develop the life skills necessary to maintain a stable lifestyle. Residents are also able to access other services provided by NAESM, such as food and nutritional assistance, counseling services, emergency financial assistance, etc. If for some reason, clients are found to be ineligible for housing at Gerald's House, referrals can be made for other housing providers. During the 2005 - 2006 fiscal year 3 clients were housed at Gerald's House.

Department of Human Resources

Human Resources

The Department of Human Resources is an intricate part of the administrative structure of NAESM. Human Resources performs in the following capacities: identify, recruit, and select qualified candidates to staff positions; interview and assess applicants; orient new hires; resolve grievance issues; develop policy and procedures; coach and develop employees; provide benefit and retirement information; coordinate volunteers; implement programs to improve staff morale; monitor quality assurance; limit turnover; and other duties that may be deemed appropriate as the needs of clients and staff change.

Diversity of Staff

NAESM is an equal opportunity employer in compliance with Georgia labor laws. NAESM proudly employs staff based on various educational backgrounds, experience, knowledge, skills and abilities. NAESM does not discriminate on the basis of race, sex, creed, age, or sexual orientation. People living with AIDS (PLWHA) are encouraged to apply. NAESM prides itself on remaining "on the cutting edge" by conducting periodic assessments to ensure that our current employees possess skill sets that are required to successfully perform their job function.



Programs/Incentives

NAESM maintains its competitive edge through several mediums. Some of the mediums are as follows: staff development through ongoing training and development, by State certified trainers and facilitators; succession planning; attending conferences focusing on HIV/AIDS; Atlanta HIV health services planning council; community planning meetings; and action learning initiatives.

NAESM has a comprehensive cross-training and in-house computer application training programs that have successfully increased overall staff abilities to provide services and technological advancement.

Some of the programs that NAESM makes available to its employees are medical and dental health coverage, short and long term disability, employee assistance programs; life insurance policy and investment opportunities through our 401K program.

Volunteers

The lifeline of survival for non-profits is from the community at large, more specifically volunteers who give their time and efforts. Throughout the year, hundreds of youths and adults, from various backgrounds, unite to support the mission of NAESM. The volunteers participated in various activities, which may vary with personal interests and /or strengths. Each volunteer is introduced to NAESM through an extensive orientation process and then hands-on projects. In the orientation, volunteers are given an overview of the organization and acclimated to the mission and the services NAESM offers. An important part of NAESM's protocol is to maintain each client's confidentiality. Therefore, volunteers have very limited access to clients or client information and are required to sign a confidentiality agreement form.

NAESM is proud to be one of Hands on Atlanta regular volunteer sights as an annual participant in the Hands On Atlanta April 16, 2005 Spring National Youth Service Day.



NAESM also participated in the October 1, 2005 Annual Hands On Atlanta Volunteer Day of which 13 Morehouse School of Medicine students helped put together over 500 safer sex kits.

Volunteers donated more than 1,400 hours during the 2005 - 2006. They participate in such activities as: safer sex kit packing; Hands on Atlanta Day where minor repairs and landscaping were done to Gerald's House; NAESM's Annual Art Auction; NAESM's Labor Day Pool Party; the Dr. Martin Luther King Jr. Service Summit; the African American Outreach Initiative; National Black HIV/AIDS Awareness Day, National HIV/AIDS Testing Day and World AIDS Day.

With their hands and hearts, volunteers help NAESM to fulfill its commitment of offering quality services to our clients and community. Additionally, NAESM staff donated more 1,400 hours of their personal time to agency activities such as facilitating evening groups, weekend yard sales fundraisers and client services. These volunteer hours are in addition to the full-time schedule of a 40-hour workweek.

Department of Development

Development

Without financial resources such as grants, individual and corporate contributions, campaigns, and fundraisers, it would be extremely difficult for NAESM to provide quality programs and services to our community. That is why NAESM continues its development efforts to acquire the resources to provide for interventions, food, clothing, and other services that we provide.

Grants

The majority of funding for NAESM's major programs and services comes from federally funded grants. In order to sustain current programs and introduce new services, NAESM continuously research and applies for various funding opportunities that help support our mission. Some of the grants that we applied for during this fiscal year include:

- Broadway Cares Equity Fights AIDS
- GILEAD Sciences Grant
- Ryan White Title I
- Bristol-Myers Squibb Foundation, Inc.
- Balance Bar Community Grant
- Tibotec Grant
- Humana's Atlanta Benefits Grant
- Pfizer's MedEd Grant
- Centers for Disease Control & Prevention's HIV Prevention Projects for Young Men of Color Who Have Sex With Men (YMCSM)

NAESM, was successful in securing the Broadway Cares Equity Fights AIDS Grant, the GILEAD Sciences Grant, the Tibotec Grant, and CDC's HIV Prevention Projects for YMSM.



Fundraisers

On October 14, 2005, NAESM participated in the Greater Piney Grove Baptist Church 3rd Annual "Walk for the Cure" 3K AIDS walk fundraiser. The walk, which was to raise awareness about HIV/AIDS in communities of color was attended by over 50 walkers. NAESM raised over \$1,500 from the fundraiser.

On April 22, 2006, NAESM hosted its 10th Annual Art Auction Fundraiser themed "Brothers, It's Our Time...10 Years of Excellence." The event took place at Hands On Atlanta and was attended by over 50 individuals. NAESM raised at total of \$20,126 for the event.



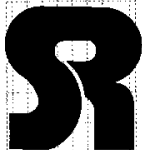
Community Relations

Recognizing the need for more of a presence in the community we serve, NAESM added Community Relations to its efforts to raise community awareness and increase community support. The purpose of Community Relations is to increase community awareness about NAESM and the services we provide; to increase the community's support regarding the importance of HIV/AIDS prevention services and education; and to increase financial and in-kind support from the community.

To achieve its goals, the Community Relations Department hosts several community orientations, in which, the Community Relations Manager conducts an information session introducing NAESM to participants from our community. The participants comprised of community residents, business owners, and other individuals who contribute to the community.

During the 2005-2006 fiscal year, as a result of Community Relations, NAESM received support from Reciprocity Theatre, Inc.; Peter Pan Enterprises, Inc.; and Unity Network & Counseling Center, Inc.





**Simmons, Richey
& Company, P.C.**
Certified Public Accountants

INDEPENDENT AUDITOR'S REPORT

To the Board of Directors
National AIDS Education &
Services for Minorities, Inc.

We have audited the accompanying statement of financial position of National AIDS Education and Services for Minorities, Inc., (a nonprofit organization), as of September 30, 2006 and the related statements of activities, functional expenses and cash flows for the year then ended. These financial statements are the responsibility of the National AIDS Education for Minorities, Inc.'s management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of National AIDS Education and Services for Minorities, Inc., as of September 30, 2006 and the results of its operations, changes in its net assets and its cash flows for the year then ended in conformity with accounting principles generally accepted in the United States of America.

Department of Finance - Cont.

To the Board of Directors

Page 2

In accordance with *Government Auditing Standards*, we have also issued our report dated April 26, 2007 on our consideration of National AIDS Education and Services for Minorities, Inc.'s internal control over financial reporting and our tests of its compliance with certain provisions of laws, regulations, contracts, grant agreements and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards*, and should be read in conjunction with this report in considering the results of our audit.

Our audit was performed for the purpose of forming an opinion on the basic financial statements of National AIDS Education and Services for Minorities, Inc., taken as a whole. The accompanying schedule of expenditures of federal awards is presented for purposes of additional analysis as required by U. S. Office of Management and Budget Circular A-133, *Audits of States, Local Governments, and Non-Profit Organizations*, is not a required part of the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and, in our opinion, is fairly stated, in all material respects, in relation to the basic financial statements taken as a whole.

Simmons, Richey & Company, P.C.

Lithonia, Georgia
April 26, 2007

Department of Finance - Cont.

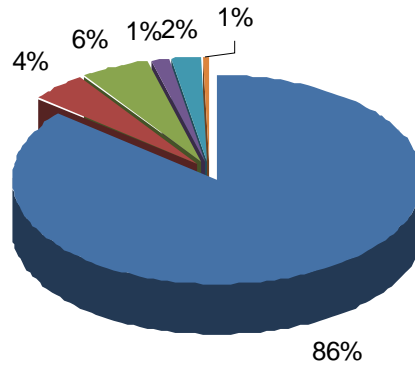
Statement of Financial Position

	9/30/2006
ASSETS	
Cash and cash equivalents	29,358
Prepaid expenses	7,258
Deposits	2,833
Inventory - donated art	26,853
Property and equipment - net	582,260
Loan origination costs	9,212
Total Assets	657,774
LIABILITIES	
Accounts payable	11,300
Deferred Revenue	22,384
Note Payable	442,102
Line of credit payable	99,307
Total liabilities	575,093
NET ASSETS	
Unrestricted	55,828
Temporarily restricted	26,853
Total net assets	82,681
Total liabilities and net assets	657,774

Statement of Activities

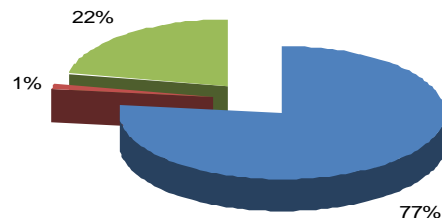
	9/30/2006
SUPPORT AND REVENUE	
Governmental grants	798,653
Contributions	41,044
Non-governmental grants and allocations	53,847
Interest Income	12,024
Special events	20,140
Client Fees	5,500
Total support and revenue	931,208
EXPENSES	
Program Services	711,299
Fundraising	11,667
Management and general	202,778
Total expenses	925,744
Change in net assets	5,464
Net assets - beginning of year	77,217
Net assets - end of year	82,681

SUPPORT AND REVENUE



- Governmental grants
- Contributions
- Non-governmental grants
- Interest Income
- Special events
- Client Fees

EXPENSES



- Program Services
- Fundraising
- Management and general

Department of Finance - Cont.

Statement of Cash Flows

	9/30/2006
CASH FLOWS FROM OPERATING ACTIVITIES	
Change in net assets	5,464
Adjustments to reconcile change in net assets to net cash provided (used) by operating activities:	
Depreciation	15,453
Amortization	25,332
Loss on Disposal of asset	5,126
(Increase) Decrease in:	
Accounts Receivable	6,765
Prepaid Expenses	(7,258)
Deposits	(2,833)
Increase (Decrease) in:	
Accounts Payable	20,406
	38,700
CASH FLOWS FROM INVESTING ACTIVITIES	
Repayment of Loan	4,021
Purchases of Capital Assets	(34,436)
	(30,415)
CASH FLOWS FROM FINANCING ACTIVITIES	
Loan Acquisition Costs	(29,755)
Repayments on Long Term Debt	13,642
	(16,113)
Net cash flows provided (used) by investing activities	(30,415)
Net cash flows provided (used) by financing activities	(16,113)
Net increase (decrease) in cash and cash equivalents	21,927
Cash and cash equivalents - beginning of year	7,431
Cash and cash equivalents - end of year	29,358
SUPPLEMENTAL DISCLOSURES:	
Cash Paid for Interest	43,775
Imputed Interest on Non-Interest Bearing Notes	11,675
	55,450

Board of Directors

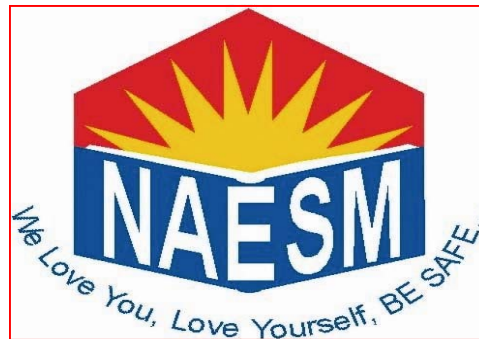
Dr. Carlton M. Sapp, President

Rodolfo A. Price, CPA, Vice-President/Treasurer

Donna J. Tate, Secretary

Rasoul Nickolson, Member

Rudolph H. Carn, Founder & CEO



2140 Martin Luther King, Jr. Dr.

Atlanta, GA 30310

Phone: 404-691-8880

Fax: 404-691-8811

www.naesmonline.org • info@naesmonline.org



NAESM is a member of the Georgia Shares Employee Giving Program. Federal employees use pledge number 6503. State of Georgia employees use pledge number 194003.