



## **EMDR** Humanitarian Assistance Programs

December, 2009

Dear Friends of HAP

We are both pleased and thankful for the results of HAP's work in the fiscal year ended June 30, 2009, our fifteenth year of service. Both in the US and abroad, HAP broke records in the numbers of participants who enrolled in our training workshops (2024), the number of workshops conducted for domestic non-profit and public agencies (66), and the number of workshops (17) conducted for clinicians from eight developing countries.

Additional grants enabled us to bring EMDR training to Chengdu, China, after a major earthquake (First Hand Foundation) and to expand our capacity to utilize volunteer services (Mental Wellness Foundation). With a major grant of \$250,000 from the McCormick Foundation and Major League Baseball, we also began an ongoing project to serve veterans and expand the capacity of civilian agencies to treat combat trauma. (Most of those grant funds will only be spent in FY 2010.) HAP also supported disaster response projects by two sister organizations in Italy and Pakistan.

This Annual Report details in dollars and cents the achievements of the past year. The financial statistics reflect two underlying reasons for our progress.

First is the unique community of caring professionals who have taken up EMDR as a gift to be shared with therapists working in the world's most underserved communities. As volunteers, the EMDR community contributed over \$519,000 in professional services; as donors they contributed over \$92,000 in cash, while the agencies where we taught EMDR contributed over \$94,000 in donated facilities. Together these donations constituted slightly more than half the dollar value of all HAP's costs for the year, the rest coming from store revenues, grants, and heavily subsidized training fees. The EMDR community has truly built HAP as a force for life, hope and healing.

There is a second reason for our recent progress. The HAP Board of Directors has steadily embraced a strategy for the future – one that emphasizes capacity building for trauma treatment in underserved communities, outreach to underserved populations and increased efforts at educating key audiences about trauma. Elsewhere in this Annual Report, you can read more about HAP's new Five Year Strategy, yet another product of a past year well-spent.

We invite you to give us your feedback, send us your questions and renew your sense of partnership in this evolving enterprise.

Sincerely,



Robert A. Gelbach, PhD  
Executive Director

**The Mission of EMDR Humanitarian Assistance Programs is to build capacity for effective treatment of traumatic stress disorders in underserved communities anywhere in the world.**

### **BOARD OF DIRECTORS**

Francine Shapiro,  
Founder & President Emeritus  
William Stadlander, President  
Stephanie Leibowitz, Vice President  
Maudie Ritchie, Secretary  
Roberta Dunton, Treasurer  
Carol Forgash, Past President  
Robert Page  
Gary Scarborough  
Robin Shapiro

### **ADVISORY BOARD**

Laura S. Brown, PhD  
Enoch Callaway, M.D.  
Ruth Colvin  
Charles Lawrence Hitt, Atty  
Jeffrey J. Magnavita, PhD  
John C. Norcross, PhD  
Jonathan H. Sandoval, PhD  
Jane Schuler-Repp  
David Servan-Schreiber, M.D. PhD  
Daniel J. Siegel, M.D.  
Joan Ellen Zweben, PhD

### **STAFF**

Robert Gelbach, Executive Director  
Gail Ford, Associate Director  
Hope Payson, Training Director  
Jean Polka, Associate Training Director  
Conrad Sienkiewicz,  
Volunteer Coordinator  
Elaine Howard, Office Manager  
Mary Ann Coughlin,  
Administrative Associate  
Jackie Michaud,  
Administrative Associate  
Maureen Matthews, Manager HAP Store  
Lindsay Thorpe,  
Assistant Manager HAP Store

### **INKIND DONATIONS & PARTNERS**

- Legal services from the ProBono Partnership of Hartford, CT
- Workshop space to host 47 training events, an estimated value of \$94,500
- Volunteer time as training faculty (trainers, facilitators and consultants), an estimated value of \$519,267

**In the fiscal year beginning July 2008 and ending on June 30, 2009, HAP conducted the following training events.**

### **IN THE US**

36 EMDR Part I Workshops  
26 EMDR Part II Workshops  
3 Traumatology Workshops  
1 specialty Training

\*\*\*

1578 Participants trained

\*\*\*

47 Agencies  
42 Cities  
27 States

### **OTHER COUNTRIES**

7 EMDR Part I Workshops  
6 EMDR Part II Workshops  
4 Traumatology/Specialty Workshops

\*\*\*\*

446 Participants

\*\*\*\*

China  
Ethiopia  
France (for Algerians)  
Jordan (for Iraqis)  
India  
Kenya  
Palestine  
(Ramallah and Beit Sahour)  
The Philippines



**Look what's happening now!** Iraqi clinicians came to Amman Jordan for first-ever EMDR training, taught in Arabic by HAP-trained Palestinian trainers.

## **Looking Forward: HAP's Five-Year Strategy**

Founded in 1995, HAP now has a fifteen year record of progressively expanding services in the US and abroad. During the past year, the HAP Board of Directors took steps to refine their strategy and set goals for the next five years.

At the core of the strategy is our mission: to increase the capacity for effective trauma treatment in underserved communities anywhere in the world. This mission honors and keeps faith with the founding volunteers who literally traveled the world to bring EMDR to disaster sites. But it also reflects what we have learned along the way:

- Trauma is endemic in our world and treatment is scarce, especially in communities where traumatization is greatest.
- The best response to disaster trauma is prior preparation by well trained clinicians, supported by informed funders and health authorities
- EMDR "works" across all ages, genders and cultures when practiced by qualified clinicians
- HAP training projects need to persist long enough to help new communities of EMDR practice become self-sustaining.

HAP's five year strategy is built on these lessons learned. Training US clinicians in public and non-profit agencies remains at the core of our work. But we have broadened domestic efforts to encourage training beyond basic EMDR, to help local clinicians prepare for possible disasters through our Trauma Recovery Network, and to link EMDR clinicians with underserved groups, such as veterans, children, people with intellectual and developmental disabilities, and marginalized cultural groups. We call these initiatives "Reach UP" (for Underserved Populations).

A related initiative is HAP Educating About Trauma ("Turn on the HEAT"), an effort to expand awareness of trauma and its effective treatment in the general public, but especially in underserved populations and among those who set public policy and allocate treatment resources. To this end we have already expended time and effort to meet with advocates for underserved populations and develop informational materials on trauma and its treatment. As opportunities present, we aim to support research efforts as well, since nothing "educates" policy-makers as well as confirming research.

In our international work, we are focusing more tightly on a few regions where trauma is endemic, clinical resources are just beginning to develop and trauma-focused approaches to public mental health are appreciated by health authorities and emergent higher education programs. The Arab Middle East and sub Saharan Africa in particular have been receptive to HAP's offers of assistance. In these projects we are already moving beyond basic EMDR training to teach specialties and to train clinicians who will teach EMDR to others in their own society. In the near future we hope to be collaborating with national and regional universities to integrate trauma-focused learning into their emerging clinical education programs.

Viewed in quantitative terms, the new strategy calls for an increase in total training activity by at least one-third over five years, a corresponding growth in the number of volunteers to support this work, introduction of new specialty workshops beyond basic EMDR, and growth of our public education efforts to Turn on the HEAT.

We are encouraged in this ambitious path by the steady growth of interest in EMDR, the progress of supportive research, the enthusiasm of volunteers and donors, and the support of foundations that have invested in our mission and our vision for the future.

## DONORS

### LEADERS

All About Singles  
Lynn Buhler  
Roberta Dunton  
Jeffrey Erdly  
Carol Forgash  
Robert Gelbach  
Karlyne Greenko  
John Hartung  
Zari Hedayat  
Stephanie Leibowitz  
Patti Levin  
Graham Ritchie  
Maudie Ritchie  
Francine Shapiro  
Robin Shapiro  
Jewel Slesnick  
William Stadtlander, Jr.  
Western MA EMDRIA  
Regional Meeting  
Bennet Wolper

### SUSTAINERS

Dorothy Ashman  
Cheryl Bolte  
Gina Candelaria  
Linda Curran  
Katherine Davis  
Gary Gould  
Betsey Hancock  
Jean Hawks  
Stephen Howard  
Inner Courage LLC  
Jewish Federation of  
Greater Seattle  
David Kannerstein  
Deborah Korn  
Sandra Kremer  
Linda Levine  
Mary-Ellen Mcdonald  
Catherine Mclaughlin  
Katy Murray  
David Ogren  
Marsha Phillips  
Gary Scarborough  
Janet Thornton  
April Tithe  
Robert Welch  
Pamela Wilson

### SUPPORTERS

Margaret Abbenante  
Salma Abugideri  
Robbie Adler-Tapia  
Michael Alpert  
Karen Alter-Reid  
Suellen Aptman  
June Argo  
Cindy Ashkins  
Janis Avery  
Theresa Baber  
William Bailey  
John Baird  
Joan Baker  
Sheryle Baker  
Diane Ball  
Jocelyn Barrett  
Lou Ann Baylock  
James Beard

Sheila Bender  
Caroll Bengtsson  
Scott Blech  
Dee Blinka  
Diane Blumson  
Richard Bourdon  
Terry Bovin  
Nellie Boyd  
Thomas Brennan  
James Brister  
Jan Brittain  
Robert Broad  
Janet Brodie  
Myra (Peggy) Brown  
Iris Bruel  
Guillermo Brzostowski  
Terri Busch  
Barbara Bussey  
Carolyn Cameron  
Mary Ellen Capps  
Vincent Carbone  
Susan Carson  
Stephanie Cassel Scott  
Beverlee Laidlaw Chassee  
Gretchen Christie  
Mary Beth Chruden  
Sandra Clark  
Cheryl Clayton  
Margaret Coats  
Maryann Cohen  
Linda Cohn  
Erica Cook  
Roger Cook  
Kathleen Corbett  
Carol Crow  
Janeen Cunningham  
Susan Curry  
Michael D'Antonio  
Elizabeth Deal  
Donald Degraffenried  
Carmen Delgado  
Jeremy Deprisco  
Colleen Devine  
Cheryl Deviny  
Elaine Di Stasi  
Susan Dickerson  
Janet Disanto  
Lynne Dixon  
Helen Doan  
Sharon Duplessis  
Dymat, Inc.  
Kathy Eaton  
David Eliscu  
Lewis Engel  
Nancy Errebo  
Judith Feldman  
Robin Fennel  
Patricia Fennelly  
Rosa Ferguson  
Pam Ferris  
Paula Fiedler  
Sharon Fisher  
Linda Flies Carole  
Gwen Forbes-Wolfe  
Gail Ford  
Galyn Forster  
Valerie Foster-Young  
Wendy Frietag  
Virginia Fullarton  
Anne Funderburk  
Patricia Gallagher  
Anita Galvan-Henkin

Cocoy Garcia  
Jonah Gelbach  
Cecelia Gelbach  
Rosemary Gelbach  
Lois Gilbert  
Ann Gildersleeve  
Gail Gillespie  
Sara Gilman  
Andrea Goldberg  
Pamela Goldman  
Michelle Gottlieb  
Cliff Grady  
Celia Grand  
David Grand  
Nancy Greene  
Elizabeth Greenleaf  
Ricky Greenwald  
Mildred Grenough  
Barbara Grinnell  
Lynda Grundy  
Elizabeth Guarnaccia  
Judith Gulko  
Sharon Hall  
Osna Haller, Ph.D  
Mark Hammarlund  
Karen Harber  
Anne Heard  
Ruth Heber  
Patricia Henry-Schneider  
Eliza Hewat  
Lynn Hickerson  
Mary Hill  
Sue Hoffman  
Ruth Hooper  
Barbara Horne  
Ruth Hornstein  
Rachel Howard  
E.C. Hurley  
Carol Hylton  
John Israel  
Sue Jackson  
June Johnson  
Gail Katz  
Karen Keeler  
Susan Kell  
Mona Kim-Brown  
Phyllis Klaus  
Cynthia Kleinsmith  
James Knipe  
Cynthia Kong  
Eric & Sheryl Kool-Brown  
Deirdre Kramer  
Stephen La Motte  
Cathy Lamp  
Amoree Lanaha  
Julie Landry  
Ulrich Lanius  
Coralie Lasalle  
Barbara Lawrence  
Kathleen Lawrence  
Lucinda Lee  
Kathleen Lewandowski  
Rebecca Lieberman  
Colette Linnihan  
Rochelle Sharpe Lohrasbe  
Marina Lombardo  
Carol Loscalzo  
M. Elaine Loughlin  
Dennis Louie  
Marilyn Luber  
Ruth Lull  
Peggy Macy

Delores Maggiore  
David Malan  
Theron Male  
Steven Marcus  
Jamie Marich  
Priscilla Marquis  
Elizabeth Massiah  
Claudette Mc Lennan  
Maureen Mc Sweeney  
William Mccluskey  
Terry Melanson  
Amber Middleton  
Charlette Mikulka  
Carol Miles  
Cindy Milner  
Shana Mislak  
Diane Montgomery-Logan  
Margaret Moore  
Margaret Moore  
Scott Morse  
Kelly Moser  
Mary Mucci  
Bonnie Muller  
Linda Newbill  
Carl Nickeson  
Susan Noble  
Janet Novins  
Ellen Odza  
Katie O'Shea  
Martha Osterberg  
Alicia Outcalt  
Adina Overbee  
Philip Oxman  
James Park  
Barbara Parrett  
Maryann Parrott  
Bruce Patterson  
Paul Paulhamus  
Sandra Paulsen  
Lynn Persson  
Sandra Petersen  
Christine Pfeffer  
Debby Phillips  
Susan Pines  
Joan Piorkowski  
Sandra Plone  
Jean Polka  
Sally Popper  
Jane Porter  
Charlene Portnoy  
Dee Poteete  
Carla Powell  
Judith Provasoli  
Dana Raphael  
Ann Reynolds  
Jo Ellen Reid  
Barbara Rementer  
Cecily Resnick  
Donna Rice  
Elizabeth River  
Beebe Roberts  
Sharon Rollins  
Helen Romfh  
Dale Rose  
Dolores Rosenbluth  
F Rosenstock  
Amy Roth  
Judy Roth  
Christina Rothstein  
Phyllis Rubin  
Sonja Rudie  
Lynda Ruf

Eileen Russo  
Gloria Rutt  
Sheila Salama  
Stella Saling  
Jan Schaad  
Rae Schilling  
Theodore Schmitt  
Janis Scholom  
Alice Schumacher  
Bonnie Schur  
Eugene Schwartz  
Gayle Selby  
Carolyn Settle  
Andrew Seubert  
John Shannon  
Connie Shelstad  
David Sherwood  
Cecelyne Shiromoto  
Mark Shoenbaum  
Jean Sidley  
Jenny Sievers  
Enid Singer  
Suzanne Slyman  
Marcy J Smith  
Carolyn Smith  
Lillian Sober-Ain  
Eldra Solomon  
Susan Sprung  
Elinor Stanton  
Nina Stark  
Katherine Steele  
Jacqueline Stewart  
Theresa Stockdreher  
Marilyn Stuckey  
Sheri Sussman  
Frances Swan  
Cornelia Swayze  
Marly Sweeney  
Susie Symons  
Warren Taber  
Laraine Tanzer  
Alison Teal  
Dana Terrell  
Therapy For Therapists  
Rosalie Thomas  
Mary Ellen Tormey  
William Torretti  
Deb Traugh  
Michelle Trenton  
Kristen Ullstrup  
Judith Ulrich  
Shirley Van Lieu  
Deborah Vandenboom  
Ann Waldon  
Leigh Wales  
Judith Wandschneider  
Carolyn Weaver  
Susan Webster  
Debra Weiskopf  
Leslie Weiss  
Jan Wheeler  
Patricia White  
Sue Wiedenfeld  
Susanna Willingham  
David Wolgin  
Nancy Woods  
Lesley Woodworth  
Rosemary Wrzos  
Janet Yordy  
Jamie Zabukovec  
Judi Zoldan

## **VOLUNTEERS MAKE IT HAPPEN**

HAP volunteers make our work possible. The real work, the training we do, the TRN's we build, the expansion of services we work towards is all dependent upon the continued generosity and commitment of our over 700 registered volunteers.

HAP is fortunate in that we have many willing humanitarians, and we are working to create more new roles for them. At the end of the fiscal year, HAP received a capacity building grant from the Mental Wellness Foundation that provides for the addition of a Volunteer Coordinator, Conrad Sienkiewicz, to the HAP staff. More volunteer roles will be developed and supported in the future.

### **TRAINING TEAM MEMBERS—TRAINERS, FACILITATORS AND CONSULTANTS JULY 1, 2008 TO JUNE 30, 2009**

Our training team members very generously donate large amounts of their time, both at home and abroad. Each EMDR Part I and Part II is a three day event, often requiring travel, for trainers and facilitators, taking time away from their practices and families. When training teams travel to other countries, they are away for a week or more. Consultants, too, make significant commitments of time to support the training.

George Abbott	Donald DeGraffenried	Deborah Kennard	Carl Nickeson	Lilian Sideris
Leslie Adler	Lynne Dixon	Roy Kiessling	Lawrence Nieters	Gregory Smith
Karen Alter-Reid	Mark Dworkin	Frances Klaff	David Ogren	Christie Sprowls
Elaine Alvarez	Nancy Errebo	Nancy Knudsen	Elaine Ortman	Jill Strunk
Jocelyn Barrett	Jeannie Ertl	Cynthia Kong	Katie O'Shea	Laurie Tetreault
Louise Baylock	Sue Evans	Sandra Kremer	Alicia Outcalt	Rosalie Thomas
Sandra Berna	Karen Forte	Noreen Legare	Joan Petty	Susan Thompson
C. Sooz Bolte	Cocoy Garcia	Hal Linebarger	Arnold Popky	Madeleine Tobias
Judith Boone	Ann Gildersleeve	Farnsworth Lobenstine	Betsy Prince	Joanne Twombly
Susan Brown	Ana Gomez	Harriet Mall	Lynda Ruf	Bennet Wolper
Jennifer Bucholz	Roxann Hassett	Jamie Marich	Edwin Sause	Sue Ann Wren
Susan Carson	Jean Hawks	Priscilla Marquis	Brenda Sawyer	Beverly Wright
Jan Click	Mary Ann Herzing	Maria Masciandaro	Janice Schaad	Janet Wright
Stacey Cooper– Jennings	E. C. Hurley	Jack McCarthy	Zona Scheiner	Jamie Zabukovec
Carol Crow	Kriss Jarecki	Terry Melanson	Janie Scholom	Jill Zimmerman
Susan Curry	Josie Juhasz	Peggy Moore	Gayle Selby	
Judith Daniel	Sandra Kaplan	Regina Morrow	Carolyn Settle	
Katherine Davis	Michael Keller	Katy Murray	Valerie Sheehan	

*If we have neglected to list a name, we extend our sincerest apologies.*

## **AFTER THE TRAINING....**

### **From the participants -**

*"Best training I have ever attended!"*

*"This should be a required course for all therapists."*

*"I am moved by the commitment and dedication of volunteers "*

*"Excellent training that brought the EMDR processes together and makes it more real and fun!"*

*"Training was excellent. Presenters were terrific!"*

*"This was an excellent training, well-balanced, trainers were informative and engaging."*

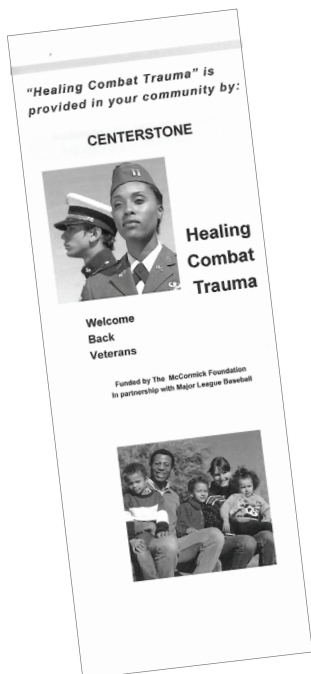
### **From the volunteer training team -**

*"It is such a gift and honor to be a catalyst for a client's healing, however I can only work with so many clients, but by acting as a facilitator in the trainings I can potentially help thousands of folks vs hundreds."*

*"What a gift to be able to control one small part of it which can make such a difference in someone else's life."*



## GRANT FUNDED PROGRAMS



Grants provide EMDR HAP with an income stream for specific projects or initiatives. In fiscal year 2009, HAP received its largest grant to date, \$250,000, from the McCormick Foundation in Chicago. The funds were made available through a joint venture of McCormick and Major League baseball called Welcome Home Veterans. This grant enables HAP to reach the underserved population of veterans who suffer from combat trauma through our **Healing Combat Trauma** project.

Under the grant HAP will provide EMDR Part I and Part II training to a minimum of 54 new clinicians, in three community agencies across the country. These same clinicians, as well as an additional 18 in another community receive a specialty training on Treating Combat Trauma. HAP has a commitment to provide therapy to at least 200 veterans. Dr. E.C. Hurley, DMin, LMFT, Chaplain (COL) USA (Retired) is the Project Director.

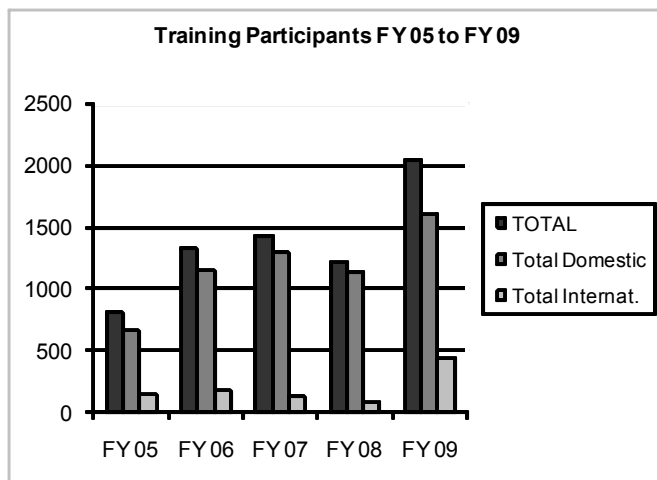
HAP also received a grant from the First Hand Foundation for approximately \$32,000 for the work HAP volunteers are doing in Sichuan Province, China, where a major earthquake occurred in 2008. To date, a Traumatology training was completed during the fiscal year and EMDR training scheduled to take place in summer of 2009. The First Hand Foundation has provided HAP with grant funds in previous years as well.

The Mental Wellness Foundation awarded HAP a capacity building grant in the amount of \$31,800, to support the addition of a new, key position to the staff, a Volunteer Coordinator. The Volunteer Coordinator was recruited and hired just after the end of the fiscal year.

The amounts above reflect the total of each grant. The income from each grant is recognized as the funds are expended. The remaining amount of the unexpended grant is shown on the balance sheet. It is anticipated that the total awards will be fully expended in the next fiscal year.

### HAP TRAINING SHOWS STEADY GROWTH

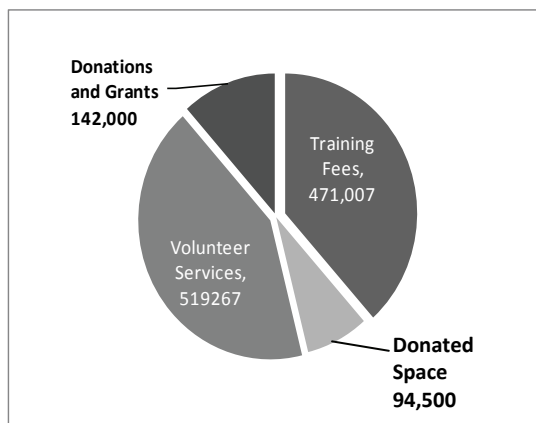
By far the greatest part of HAP's work is the training of clinicians practicing in public and non-profit agencies in basic EMDR, and increasingly in specialty topics. Each new EMDR clinician can extend the reach of effective trauma treatment to hundreds of clients in underserved communities. Both domestic and international training continues to grow.



### VOLUNTEERS AND DONORS MAKE THE DIFFERENCE

Participants in HAP training in the US pay a subsidized fee for their workshops — a subsidy made possible by HAP donors and volunteers and by agencies that contribute free facilities. Without these contributions, the cost of training would be out of range for most participants.

#### Program Resources in Dollars and Equivalents





**EMDR HUMANITARIAN ASSISTANCE PROGRAMS, INC.**  
**STATEMENTS OF FINANCIAL POSITION**  
**JUNE 30, 2009 AND 2008**

**ASSETS**

	<b>2009</b>	<b>2008</b>
<b>Current Assets:</b>		
Cash and cash equivalents - operating	\$ 140,051	\$ 109,978
Cash and cash equivalents - savings	61,348	94,135
Investments	28,048	-
Accounts receivable	13,925	-
Inventory	22,312	11,221
Prepaid expenses	-	5,029
Total current assets	265,684	220,363
Property and equipment, net of accumulated depreciation of \$54,314 in 2009 and \$46,149 in 2008	12,742	12,358
<b>Other Assets:</b>		
Restricted cash (grants)	241,703	-
Total assets	\$ 520,129	\$ 232,721

**LIABILITIES AND NET ASSETS**

<b>Current Liabilities:</b>		
Accounts payable and accrued expenses	\$ 19,597	\$ 10,689
Credit card payable	3,379	6,445
Grants payable	294,983	22,541
Total current liabilities	317,959	39,675
<b>Net Assets:</b>		
Unrestricted	186,597	193,046
Temporarily restricted	15,573	-
Total net assets	202,170	193,046
Total liabilities and net assets	\$ 520,129	\$ 232,721

**STATEMENTS OF ACTIVITIES AND NET ASSETS**  
**YEARS ENDED JUNE 30, 2009 AND 2008**

	<b>2009</b>	<b>2008</b>
<b>Revenues:</b>		
Product sales	\$ 158,759	\$ 151,137
Program services	565,607	484,175
Grant income	41,442	58,566
International programs	9,263	-
Contribution income	92,064	83,357
Total revenues	867,135	777,235
<b>Functional Expenses:</b>		
Program costs	692,653	635,894
Management and general expenses	146,382	94,816
Fundraising expenses	12,463	27,300
Total expenses	851,498	758,010
<b>Change in Net Assets before Investment Income (Loss)</b>	15,637	19,225
<b>Investment Income (Loss):</b>		
Unrealized loss on investments	(11,243)	(8,409)
Realized loss on sale of investments	(689)	-
Interest and dividend income	5,419	5,936
Total investment income (loss)	(6,513)	(2,473)
<b>Change in Net Assets</b>	9,124	16,752
<b>Net Assets - Beginning of Year</b>	193,046	176,294
<b>Net Assets - Ending of Year</b>	\$ 202,170	\$ 193,046

***EMDR Humanitarian Assistance Programs, Inc.***

2911 Dixwell Avenue, Suite 201

Hamden, CT 06518

Tel: 203-288-4450 Fax: 203-288-4060

[www.emdrhap.org](http://www.emdrhap.org)