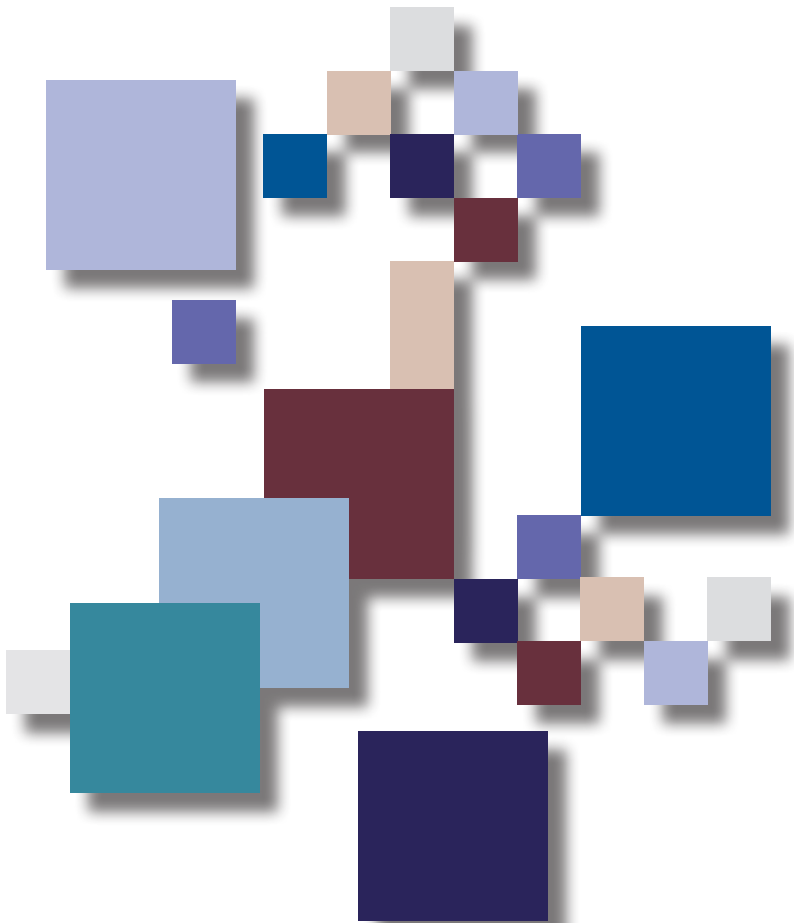


HALCO

HIV & AIDS Legal Clinic Ontario

Free legal services for people
living with HIV in Ontario



Annual Report
2020-2021

The **HIV & AIDS Legal Clinic Ontario (HALCO)** is a not-for-profit charitable organization founded in 1995.

HALCO's Mission

The mission of HALCO is to provide legal services to persons living with HIV in Ontario that are relevant to their well-being and that enable them to participate fully in the communities in which they live.

HALCO's Vision

HALCO's vision is a society where laws and the legal system help reduce discrimination, stigma, poverty and injustice faced by people living with HIV.

HALCO's Statement of Principles

It is agreed that:

1. People living with HIV are confronted with unique legal problems of enormous proportions and complexity;
2. Those best equipped to make choices regarding HIV issues and problems are those individuals who are HIV-positive themselves;
3. People living with HIV must have control over their own lives;
4. The HIV affected communities are very diverse and are confronted by overwhelming challenges derived from both their diversity and from their common experience as people living with HIV;
5. It is necessary to create and foster a climate of understanding and mutual respect for the dignity and worth of people living with HIV; and
6. The confidentiality, bodily security, autonomy and privacy of people living with HIV must be respected, which include but are not limited to:
 - a. the right of individuals to exercise control over their own medical treatment;
 - b. the right of individuals to exercise control over decisions concerning their own socio-economic position;
 - c. the right of all persons living with HIV to be fully informed of all processes and procedures in which their interests are in any way involved; and
 - d. the right of all persons living with HIV to consent, or withhold their consent, in all matters affecting them.

Message from the Chair and the Executive Director

On behalf of the board of directors and staff of the HIV & AIDS Legal Clinic Ontario (HALCO), we are very pleased to provide our annual report for the period of April 1, 2020 to March 31, 2021.

To state that this reporting year was difficult would be a gross understatement. The impacts of COVID-19 were devastating. Fear, seclusion and death were ever present. And while everyone felt the brunt of the pandemic, those hit the hardest were groups of people who have historically faced discrimination and oppression and who are over-represented among people living with HIV, including low-income individuals, migrants and Indigenous, Black and racialized persons.

This first year of the pandemic, while brutal in many ways, saw the continued inspiring and effective activism of various communities, including the HIV community. HALCO played a role in responding to COVID-19 as well as ongoing and multi-layered impacts of poverty, colonialism, racism, sexism, homophobia, and transphobia. Among other activities, we assisted people with over 2,800 legal issues, ran over 30 video workshops, and took action against the City of Toronto, Ontario government and federal government in relation to their highly problematic responses to the COVID-19 pandemic.

Internally at HALCO, we continued work on our Anti-Racism/Anti-Oppression action plan. In all of our activities, as we fight for health, economic, racial and social justice, we also continue to ensure that

Message from the Chair
and the Executive Director

our work is driven by and responsive to the meaningful and greater involvement of people living with HIV.

Your ongoing support of and participation in our activities is invaluable and warmly appreciated. Highlights of some of the activities of HALCO’s busy year are outlined in the pages that follow.

Shazia Islam
Chair, Board of Directors

Ryan Peck
Executive Director/Lawyer

Casework

Since opening our doors in 1995, our primary focus has been direct legal services for people living with HIV in Ontario. Referred to as “casework,” these services are comprised of intake (summary advice, brief services and referrals) and representation services. Our areas of legal practice include:

- Income Maintenance
- Tenancy
- Immigration/Refugee
- Human Rights
- Privacy
- Health
- Employment
- HIV-related prison matters
- Insurance

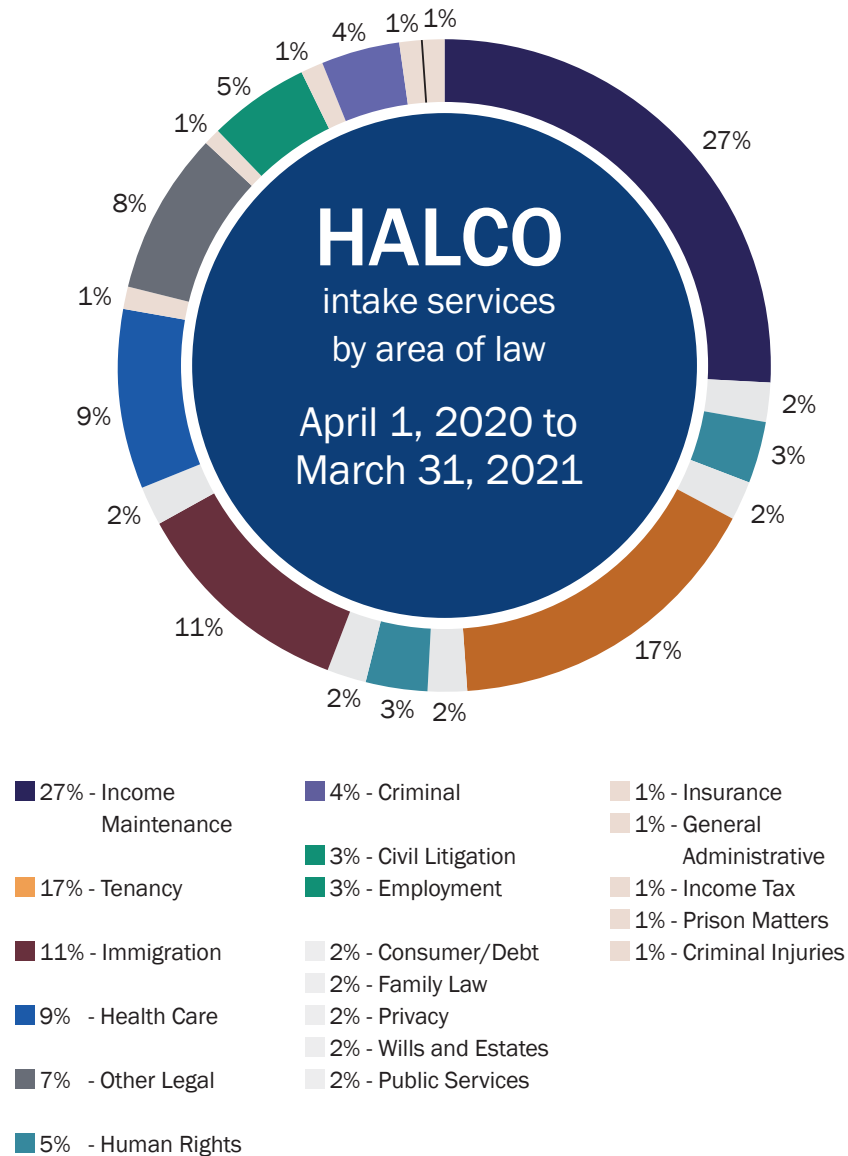
Intake - Advice, Brief Services and Referrals

HALCO continues to devote much of its resources to intake services, which are available free of charge to all people living with HIV in Ontario.

We handled 2,814 legal issues in this reporting period. Income maintenance issues comprised 27% of intakes, tenancy matters 17% and immigration matters 11%. The remainder were extremely varied, including health, human rights, and privacy law matters.

The chart on the next page provides a breakdown of HALCO’s intake services for the reporting year:

Casework



Casework

Representation

In addition to intake services, HALCO staff provide legal representation to financially eligible people living with HIV in Ontario. For this reporting period, we opened 161 case files. A case file may be opened to handle a legal matter for an individual (e.g., representation at the Human Rights Tribunal of Ontario or Social Benefits Tribunal) or it may be a test case with the potential to benefit many people living with HIV.

Income maintenance issues comprised 27% of our case files, tenancy matters 20%, immigration matters 21% and human rights matters 11%. We also assisted clients with various other legal issues, including private insurance and health law.

Casework examples include:

- assisted clients to navigate COVID-19-related income support programs, including interactions between the Canada Emergency Response Benefit (CERB) and Ontario Disability Support Program benefits
- assisted clients with employment law issues related to COVID-19
- assisted clients to obtain access to HIV and other medications
- assisted clients to respond to improper disclosures of their HIV-positive status
- assisted clients to sponsor their family members
- assisted clients to obtain permanent residence status through the new COVID-19 healthcare worker program

Law Reform and Community Development

HALCO continuously strives to improve laws and the legal system to better meet the needs of people living with HIV. Our law reform activities seek to involve as many and as broad a range of individuals living with HIV as possible. For example, we intervene in court matters, participate in campaigns and sit on committees such as Legal Aid Ontario Board of Directors' Clinic Law Committee.

Our primary law reform activities during this reporting period focussed on (i) criminalization of HIV non-disclosure; (ii) privacy rights; and (iii) COVID-19 and human rights.

In addition to these core activities, which are explained in more detail below, examples of law reform and community development activities included the following:

- Played a leading role in the successful campaign ensuring that people living with HIV continue to be eligible for Ontario Disability Support Program benefits
- Acted as member of steering committee of a working group aiming to bring universal access to HIV medications to Ontario
- Continued working with the Canadian Bar Association on the production of a report and recommendations flowing from *TRANSforming JUSTICE: Trans Legal Needs Assessment Ontario*, a mixed-method assessment/research study administered by HALCO regarding the legal needs of trans people in Ontario

Law Reform and Community Development

- Provided feedback to the Queer Refugee Hearing Project, a University of Ottawa/Community Legal Services of Ottawa project to create resources for queer refugee claimants
- Intervened, as part of a Health Justice coalition with Citizens with Disabilities (Ontario), in the Divisional Court (Ontario) matter of *Aviva Insurance Company v. D.S.*, which made clear that insurance companies cannot require car accident claimants to pay out of pocket for health care expenses when denied coverage, in order to dispute the denial

Criminalization of HIV Non-disclosure

Canada continues to be a place where people living with HIV are improperly criminalized. There have been more than 225 prosecutions in Canada, the overwhelming majority taking place after 2004. While the number of prosecutions has thankfully decreased in recent years, Canada remains the only country known to use aggravated sexual assault charges in relation to HIV non-disclosure, even when (i) there is no allegation of transmission of HIV; (ii) there is no intention to transmit; and (iii) the sexual activity in question poses negligible to zero risk of transmission.

The consequences related to HIV criminalization, which have a disproportionate impact on Indigenous, Black, and gay persons, are extremely serious. For example, a conviction leads to a maximum life sentence and presumptive lifetime inclusion on sex offender registries. In addition, for those who are not Canadian citizens, a conviction generally leads to deportation.

Over-criminalization is also harmful from a public health perspective. It hinders HIV prevention efforts and hampers care, treatment and support for those living with HIV by providing disincentives for HIV testing and deterring honest and open conversations with health care

Law Reform and Community Development

and other providers, including public health authorities, for legitimate fear that such conversations will be used in court.

HALCO, in conjunction with people living with HIV and other stakeholders, continues to play a leading role in efforts to reform the law. To ensure that the law is informed by up-to-date science and human rights principles, we continue, among other activities, to:

- provide legal assistance to people living with HIV
- work with defence counsel to ensure the best possible representation for people accused of non-disclosure offences
- produce public legal education materials and conduct public legal education workshops for people living with HIV, service providers, students, and others
- intervene in matters of importance in courts across Canada
- engage with Ontario and federal governments on law reform

In particular, over the past year we participated in a consultation with the International Commission of Jurists on HIV criminalization, and continued work with private bar counsel assisting a client to review a historic HIV-related conviction. We also prepared to apply for intervener status in relation to three matters at the Supreme Court of Canada, all of which relate to the criminalization of HIV.

In *R. v. N.*, in which we intervened before the Court of Appeal of Alberta, the Supreme Court will decide on the constitutionality of the law requiring mandatory inclusion, after convictions for certain sexual assault offences, including those related to HIV, on the national sex offender registry. In *R. v. S.*, in which we intervened before the Court of Appeal for Ontario, the Supreme Court will decide on the constitutionality of the law restricting sentencing options (i.e., not permitting conditional sentences, sometimes referred to as “house arrest”) of people convicted of certain offences, including HIV-related offences. In *R. v. K.*, the Supreme Court of Canada will consider the

Law Reform and Community Development

interpretation of the certain sexual assault provisions of the Criminal Code that could impact people convicted of HIV-related offences.

While all of above activities are crucial, it remains clear that legislative reform is required to bring the law in line with science and human rights. In particular, as recommended by United Nations’ expert health and human rights bodies, and as indicated in a Canadian community consensus statement endorsed by over 170 organizations, criminal prosecutions ought to be removed from the law of sexual assault and be limited to cases of actual and intentional transmission. To make this a reality, we continued to work on legislative reform to the *Criminal Code*. For example, we continued working on reform with the Canadian Coalition to Reform HIV Criminalization, and through involvement with the Canadian Bar Association Sexual Orientation and Gender Identity Committee, we participated in a meeting with staff from the federal department of justice.

With people living with HIV and others, we will continue to fight to ensure that the law is brought in line with science and human rights in a manner that is supportive of HIV-related care, treatment, support and prevention.

Privacy Rights

While HIV has transformed into a chronic medical condition for those with access to medications, HIV-related stigma remains pervasive in Ontario and across Canada. For people living with HIV, the consequences of this ongoing and persistent stigma can be devastating. People continue to face discrimination, social exclusion, and violence. It is therefore vital that people living with HIV in Ontario have access to robust and meaningful privacy protections to prevent privacy breaches in relation to their HIV status, and access to adequate and responsive remedies when privacy breaches do occur.

Law Reform and Community Development

Added to HIV-related stigma, the rapid proliferation of personal information online means that sensitive personal information, including personal health information, is more easily accessible than ever before. Once available online, such information is often accessible indefinitely. As a result, employers, housing providers, service providers, and family members, friends, and acquaintances can and often do search an individual's name through online search engines, and can therefore easily find and disseminate any personal information available online. Within this new reality, the need for meaningful privacy protections and remedies becomes even more acute.

Over the past year we continued to engage in activities to bolster privacy protections for people living with HIV. For example, we intervened in the Supreme Court of Canada case of *Sherman Estate v. Donovan*, a matter that deals with third party (e.g., media) access to information in a court proceeding. Court proceedings and documents are normally open and available to the public. We intervened in this case as we regularly seek to restrict access to court documents when we assist people with various legal proceedings. We do this because our clients are often concerned that their sensitive health information may be obtained by others if they take legal action in relation to circumstances such as discrimination or privacy breaches. In fact, clients often inform us that they will not engage with a legal proceeding unless there are privacy protections in place. We applaud the Supreme Court for making it clear that a serious risk to a person's privacy interest can justify restricting access to court documents and proceedings where failing to grant these protections would harm a person's dignity. The court specified that information about a person's stigmatized health condition(s) is the type of dignity-affecting information that may merit protection.

Outside of the courtroom, we provided a submission to the Ontario Government's consultation on the strengthening of privacy protections

Law Reform and Community Development

in Ontario. People living with HIV who experience privacy breaches in relation to their HIV status often cannot access adequate remedies to minimize the potentially damaging consequences of such privacy breaches. The submission focused on the importance of (i) the establishment of a "right to be forgotten"; (ii) increased enforcement powers for the Information and Privacy Commissioner (IPC); and (iii) expanding the scope of privacy law to include commercial and non-commercial organizations.

The importance of a "right to be forgotten" cannot be overstated. If a person's HIV-positive status ends up on the internet, it may be discovered or stumbled upon through a search for the person's name. In some cases, the law can be used to force the removal of information from a webpage. However, there is currently no legal avenue in Canada to demand "source-takedown" (requiring the publisher to remove the material) or "de-indexing" (requiring online search engines to no longer show results related to certain information in some circumstances). Unlike laws in Canada, European Union data protection laws include the "right to be forgotten," which recognizes the right of individuals to request that sensitive personal information be deleted or links to information be removed from search engine results if privacy outweighs the public interest in having access to the information.

To strengthen the privacy protections in Ontario, it is also important that the IPC be given increased enforcement powers, including the ability to impose penalties, to create a deterrent effect which could motivate private and public entities to take proactive steps to prevent privacy breaches from occurring.

In addition, to ensure that privacy protections are broadened, it is crucial that commercial and non-commercial organizations are required to comply with privacy law. Ontario's current legislative privacy regime applies only to public institutions and health

Law Reform and Community Development

information custodians. Commercial and non-commercial entities also, however, frequently commit privacy breaches, and must be included in Ontario's law.

COVID-19 and Human Rights

The COVID-19 pandemic has caused incredible hardship and death across the world. Everyone, including governments and public health authorities, have a responsibility to respond to this public health crisis. As we have learned from other public health emergencies, including the HIV epidemic, all responses must be grounded in the best available scientific evidence and align with human rights standards. Moreover, action must be taken (e.g., scaling up income supports and housing, responding to issues facing those in state custody, in congregate living settings, and in abusive relationships) to ensure that everyone is able to comply with public health measures (e.g., physical distancing, access to health information, access to vaccines). It is unacceptable that due to factors such as systemic racism, poverty and lack of housing some people and communities will face barriers and obstacles meeting such requirements.

Among other activities, over the past year we took direct action in the courts. As part of a coalition with Aboriginal Legal Services (ALS), Advocacy Centre for Tenants Ontario (ACTO), Black Legal Action Centre (BLAC), Canadian Civil Liberties Association (CCLA), and Sanctuary Ministries Toronto, we commenced litigation against the City of Toronto to demand that it take immediate steps to update its Shelter and Respite Standards and provide safe housing to Toronto's homeless population, so that the City complies with federal and provincial health authorities' guidance on physical distancing in the context of the COVID-19 pandemic. While the case initially settled, it is currently ongoing as the City was found to not have met the terms of the settlement.

Law Reform and Community Development

Also in partnership with ALS, BLAC and CCLA, we challenged the Government of Ontario's decision to allow police access to the database of people who test positive for the virus that causes COVID-19. We argued that such access breached provincial health privacy protections and violated individuals' constitutional rights to privacy and equality. Police officers, like all first responders, must operate under the assumption that everyone they come into contact with has the virus that causes COVID-19 and act accordingly. We need a public health response, not a public policing response to the pandemic. After commencing the lawsuit, the Ontario government agreed to end police access to the database.

Along with CCLA, HIV Legal Network, Canadian Prison Law Association (CPLA) and a person in federal prison, we also filed a challenge against the federal government to compel it to take proactive steps to ensure prisoners' safety in the context of COVID-19. This included the timely release of federal prisoners, with precedence for those who are particularly vulnerable to COVID-19 due to age or underlying health conditions. The matter was ultimately withdrawn as vaccines became available and prisons and other congregate living facilities were prioritized for vaccination.

In addition, with CCLA and ALS, we initiated a legal dispute against the Thunder Bay District Public Health Unit which resulted in the rescinding of a legally improper order under Ontario's public health legislation that, among other things, required people released from Thunder Bay District Jail to be subject to forced testing for COVID-19.

Public Legal Education

HALCO staff provide information in print, on-line and in-person to help people understand legal issues, advocate for themselves, and seek broader social change. For this reporting period, we conducted 32 video workshops across the province and worked on various other public legal education projects. Issues surrounding immigration and refugee law comprised 28% of this work and criminalization of HIV and public health law comprised approximately 19%. The remainder related to other legal issues including privacy, employment, and human rights law.

HALCO staff spoke throughout Ontario to audiences including people living with HIV, AIDS service organization staff, legal service providers, students, and health care providers. We also produced newsletters and bulletins, and our website remained popular (116,269 visits).

We continued to engage in outreach to various communities of people living with HIV. For example, among many other events, we spoke at the Roundtable on Diversity Associations' Annual Diversity Conference and Legal Aid Ontario's Refugee Law Conference. HALCO staff also participated in an Ontario Bar Association panel regarding privacy law, as well as a panel on the criminalization of HIV hosted by the British Columbia Bar Association Sexual Orientation and Gender Identity Committee.

In addition, we created a number of COVID-19 factsheets related to social and health programs and various legal issues (e.g., tenancy, immigration/refugee). We consulted with Pride at Work Canada on

Public Legal Education

their human rights pamphlet, Community Legal Education Ontario on their Steps to Justice COVID-19 website, and African Caribbean Council on HIV/AIDS in Ontario on their immigration law update. In addition, HALCO staff co-authored an article published in the Canadian Journal of Public Health on the importance of a human rights-based approach to the COVID-19 pandemic.

2020-2021 Board of Directors and Staff

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 Jessica Demeria, *Secretary/Treasurer*
 Sari Feferman
 Shazia Islam, *Vice-Chair*
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 Glenn Betteridge, *Staff Lawyer*
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 Mel Hyde, *Administrative Assistant*
 Khalid Janmohamed, *Staff Lawyer*
 Samuel Mason, *Staff Lawyer*
 Robin Nobleman, *Staff Lawyer*
 Ryan Peck, *Executive Director/Lawyer*
 Debbie Rachlis, *Staff Lawyer*
 Amy Secord, *Director of Administration*

Funders and Donors

The generosity of HALCO's funders and donors enables us to provide legal services to the HIV community. We sincerely thank all of the individuals who provided donations as well as the following funders:

Core Funders:

- Legal Aid Ontario
- Ontario Ministry of Health and Long-Term Care

Funding Partners:

- M·A·C AIDS Fund
- ViiV Healthcare

Thanks

Thanks also to the following people who generously provided their time:

Steven Blakey	Ewa Krajewska
Mark Blans	Kathryn Lynch
David Brennan	Teagan Markin
Sarah Boyd	Colleen McKeown
Daniel Brown	Astrid Mrkich
Janet Butler-McPhee	Nicole Nussbaum
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Meagan Johnston	Vinidhra Vaitheeswaran
Caroline (Nini) Jones	Adriel Weaver
Danny Kastner	



Report of the Independent Auditor on the 2021 Summarized Financial Statements

To the Members of HIV & AIDS Legal Clinic (Ontario)

The accompanying summarized financial statements, which comprise the summary statement of financial position as at March 31, 2021, and the summary statement of operations and changes in fund balances for the year then ended, and the related notes, are derived from the audited financial statements of HIV & AIDS Legal Clinic (Ontario) for the same period. We expressed a modified audit opinion on those financial statements in our report dated July 6, 2021. Those financial statements, and the summarized financial statements, do not reflect the effects of events that occurred subsequent to the date of our report on those financial statements.

The summarized financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summarized financial statements,

therefore, is not a substitute for reading the complete audited financial statements of HIV & AIDS Legal Clinic (Ontario).

Management's Responsibility for the Summarized Financial Statements

Management is responsible for the preparation of a summary of the audited financial statements in accordance with the basis described in Note 1 to the summarized financial statements.

Auditor's Responsibility


Our responsibility is to express an opinion on the summarized financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, "Engagements to Report on Summary Financial Statements".

Opinion

In our opinion, the summarized financial statements derived from the complete audited financial statements of HIV & AIDS Legal Clinic (Ontario) for the year ended March 31, 2021 are a fair summary of those financial statements, in accordance with the basis described in Note 1 to the summarized financial statements. However, the summarized financial statements are misstated to the equivalent extent as the audited financial statements of HIV & AIDS Legal Clinic (Ontario) for the year ended March 31, 2021.

The misstatement of the audited financial statements is described in our qualified opinion in our report dated July 6, 2021. Our qualified audit opinion is based on the fact that, in accordance with Section

3065 of the Canadian accounting standards for not-for-profit organizations, in instances where a tenant lease provides for periodic step-rate increases in rent over the lease term, the total amount of rent to be paid under such lease is to be accounted for on a straight-line basis over the term of the lease. In addition, where a tenant lease provides an inducement to the lessee, the total value of the inducement is also to be accounted for on a straight-line basis over the term of the lease. The organization's financial statements do not reflect these adjustments for periodic step-rate increases in rent or tenant inducements. This departure from Canadian accounting standards for not-for-profit organizations results in an understatement of expenses by \$3,581 and liabilities by \$44,766, and accordingly, an overstatement of revenues over expenses and fund balances, end of year, by \$44,766. Our qualified audit opinion states that, except for the effects of the described matter, those financial statements present fairly, in all material respects, the financial position of HIV & AIDS Legal Clinic (Ontario) as at March 31, 2021 and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.



**Chartered Professional Accountants
Licensed Public Accountants**

**Richmond Hill, Ontario
September 29, 2021**

Note to the summarized financial statements March 31, 2021

1. Basis of preparation

These summarized financial statements are derived from the complete annual audited financial statements of HIV & AIDS Legal Clinic (Ontario) for the year ended March 31, 2021, which were prepared in accordance with Canadian accounting standards for not-for-profit organizations.

A copy of the complete audited financial statements is kept on file at HIV & AIDS Legal Clinic (Ontario) and can be provided upon request.

The set of criteria applied by management in preparing these financial statements is outlined in the paragraph below.

The figures presented in these summarized financial statements agree with or can be recalculated from the figures presented in the complete audited financial statements. Management believes that the summarized financial statements contain the necessary information and are at an appropriate level of aggregation so as not to be misleading to the users.

Summarized Audited Financial Statement for period April 1, 2020 to March 31, 2021

	LAO Operating Fund (Unrestricted)	MOH AIDS Bureau Fund (Externally Restricted)	LAO Legal Disbursements Fund (Externally Restricted)	Donations Fund (Internally Restricted)	Project Funding Fund (Externally Restricted)	2021 Total	2020 Total
ASSETS							
CURRENT							
Cash	\$ 23,168	\$ 627	\$ 4,762	\$ 131,102	\$ 41,717	\$ 201,376	\$ 223,905
Short-term investments	-	-	-	54,809	-	54,809	54,809
Government remittances	12,281	-	326	-	-	12,607	14,636
Prepaid expenses	18,556	-	-	-	-	18,556	20,932
Interfund receivable	-	1,605	87	13,437	-	15,129	8,802
	54,005	2,232	5,175	199,348	41,717	302,477	323,084
EQUIPMENT	4,145	-	-	-	-	4,145	5,921
	\$ 58,150	\$ 2,232	\$ 5,175	\$ 199,348	\$ 41,717	\$ 306,622	\$ 329,005
LIABILITIES AND FUND BALANCES							
CURRENT							
Accounts payable and accrued liabilities	\$ 28,192	\$ 5,255	\$ -	\$ -	\$ -	\$ 33,447	\$ 28,356
Deferred revenue	20,264	-	-	-	35,000	55,264	91,859
Interfund payable	14,952	-	-	-	177	15,129	8,802
	63,408	5,255	-	-	35,177	103,840	129,017
FUND BALANCES (DEFICIT)	(5,258)	(3,023)	5,175	199,348	6,540	202,782	199,988
	\$ 58,150	\$ 2,232	\$ 5,175	\$ 199,348	\$ 41,717	\$ 306,622	\$ 329,005

Summarized Audited Financial Statement for period April 1, 2020 to March 31, 2021

	LAO Operating Fund (Unrestricted)	MOH AIDS Bureau Fund (Externally Restricted)	LAO Legal Disbursements Fund (Externally Restricted)	Donations Fund (Internally Restricted)	Project Funding Fund (Externally Restricted)	2021	2020
REVENUE							
Legal Aid Ontario - Direct receipts	\$ 885,309	\$ -	\$ 4,150	\$ -	\$ -	\$ 889,459	\$ 859,159
Legal Aid Ontario - Indirect receipts	9,335	-	-	-	-	9,335	24,953
AIDS Bureau	-	339,072	-	-	-	339,072	339,072
Project funding	-	-	-	-	-	-	49,725
Donations	12,048	-	-	7,994	-	20,042	22,010
Interest	440	13	4	442	17	916	1,680
	907,132	339,085	4,154	8,436	17	1,258,824	1,296,599
EXPENSES							
Amortization	1,776	-	-	-	-	1,776	2,538
Communications	17,871	-	-	-	-	17,871	11,944
Equipment and maintenance	7,065	-	-	-	-	7,065	16,628
Fundraising development	-	-	-	88	-	88	681
Indirect payments	9,335	-	-	-	-	9,335	24,953
Legal disbursements	-	-	5,094	-	-	5,094	4,262
Library	608	-	-	-	-	608	1,317
Occupancy	179,301	-	-	-	-	179,301	176,152
Professional dues	13,714	-	-	-	-	13,714	10,924
Project expenses	877	-	-	-	-	877	-
Salaries and benefits	647,877	336,586	-	-	-	984,463	1,014,277
Supplies and services	23,772	2,500	-	-	-	26,272	28,519
Travel	1,055	-	-	-	-	1,055	8,588
	903,251	339,086	5,094	88	-	1,247,519	1,300,783
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	\$ 3,881	\$ (1)	\$ (940)	\$ 8,348	\$ 17	\$ 11,305	\$ (4,184)





Notes

HALCO

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