

Total Compensation Paid to Non-Profit Personnel Using State Funds

Name:	Pamela O'Brien		
Title:	President & CEO		
Agency Grant Agreement/Contract #	Department of Children & Families - Contract LN287		
Total Grant/Contract Amount	\$1,119,322.22		
Grant/Contract Term:	July 1, 2024 - June 30, 2025		
Line Item Budget Category	Total Amount Allocated	Total Amount Paid	Amount Paid from State Funds
Salaries	\$ 223,837.70	\$ 210,388.25	\$ 35,917.95
Fringe Benefits	\$ 35,594.81	\$ 32,485.49	\$ 5,633.85
Bonuses	\$ 8,000.00	\$ 8,000.00	0
Accrued Paid Time Off	0	0	0
Severance Payments	0	0	0
Retirement Contributions	\$ 11,299.00	\$ 11,090.00	0
In-Kind Payments	0	0	0
Incentive Payments	0	0	0
Reimbursements/Allowances			
Moving Expenses	0	0	0
Transportation Costs	0	0	0
Telephone Services	0	0	0
Medical Services Costs	0	0	0
Housing Costs	0	0	0
Meals	0	0	0
Total Annual Amount Paid	\$ 278,661.51	\$ 261,963.74	\$ 41,551.80
CERTIFICATION: I certify that the amounts listed above are true and accurate and in accordance with the approved budget.			
Name:	BEVERLY CORDNER		
Signature:	<i>Beverly Cordner</i>		
Title:	AVDA BOARD CHAIR		
Date:	4/22/2026		

Total Compensation Paid to Non-Profit Personnel Using State Funds

Name:	Kathleen Hishmeh		
Title:	Chief Operating Officer		
Agency Grant Agreement/Contract #	Department of Children & Families - Contract LN287		
Total Grant/Contract Amount	\$1,119,322.22		
Grant/Contract Term:			
Line Item Budget Category	Total Amount Allocated	Total Amount Paid	Amount Paid from State Funds
Salaries	\$ 176,708.06	\$ 172,785.28	\$ 84,664.79
Fringe Benefits	\$ 29,244.76	\$ 30,026.30	\$ 14,712.89
Bonuses	0	0	0
Accrued Paid Time Off	0	0	0
Severance Payments	0	0	0
Retirement Contributions	0	0	0
In-Kind Payments	0	0	0
Incentive Payments	0	0	0
Reimbursements/Allowances			
Moving Expenses	0	0	0
Transportation Costs	0	0	0
Telephone Services	0	0	0
Medical Services Costs	0	0	0
Housing Costs	0	0	0
Meals	0	0	0
Total Annual Amount Paid	\$ 205,952.82	\$ 202,811.58	\$ 99,377.67
CERTIFICATION: I certify that the amounts listed above are true and accurate and in accordance with the approved budget.			
Name:	BEVERLY CORDNER		
Signature:	<i>Beverly Cordner</i>		
Title:	AVDA BOARD CHAIR		
Date:	4/22/2026		

Total Compensation Paid to Non-Profit Personnel Using State Funds

Name:	Ahlam Askar		
Title:	Chief Program Officer		
Agency Grant Agreement/Contract #	Department of Children & Families - Contract LN827		
Total Grant/Contract Amount	\$1,119,322.22		
Grant/Contract Term:	July 1, 2024 - June 30, 2025		
Line Item Budget Category	Total Amount Allocated	Total Amount Paid	Amount Paid from State Funds
Salaries	\$ 80,769.60	\$ 85,413.43	\$ 21,201.92
Fringe Benefits	\$ 16,168.95	\$ 17,488.40	\$ 4,836.73
Bonuses	0	0	0
Accrued Paid Time Off	0	0	0
Severance Payments	0	0	0
Retirement Contributions	0	0	0
In-Kind Payments	0	0	0
Incentive Payments	0	0	0
Reimbursements/Allowances			
Moving Expenses	0	0	0
Transportation Costs	0	0	0
Telephone Services	0	0	0
Medical Services Costs	0	0	0
Housing Costs	0	0	0
Meals	0	0	0
Total Annual Amount Paid	\$ 96,938.55	\$ 102,901.83	\$ 26,038.64
CERTIFICATION: I certify that the amounts listed above are true and accurate and in accordance with the approved budget.			
Name:	Kathleen Hishmeh		
Signature:	Kathleen Hishmeh		
Title:	Chief operating officer		
Date:	04/22/2026		

Total Compensation Paid to Non-Profit Personnel Using State Funds

Name:	Jennifer Rey		
Title:	Chief Program Officer		
Agency Grant Agreement/Contract #	Department of Children & Families - Contract LN287		
Total Grant/Contract Amount	\$1,119,322.22		
Grant/Contract Term:	July 1, 2024 - June 30, 2025		
Line Item Budget Category	Total Amount Allocated	Total Amount Paid	Amount Paid from State Funds
Salaries	\$ 54,639.20	\$ 44,631.79	\$ 15,621.13
Fringe Benefits	\$ 10,543.20	\$ 7,755.28	\$ 2,714.35
Bonuses	0	0	0
Accrued Paid Time Off	0	0	0
Severance Payments	0	0	0
Retirement Contributions	0	0	0
In-Kind Payments	0	0	0
Incentive Payments	0	0	0
Reimbursements/Allowances			
Moving Expenses	0	0	0
Transportation Costs	0	0	0
Telephone Services	0	0	0
Medical Services Costs	0	0	0
Housing Costs	0	0	0
Meals	0	0	0
Total Annual Amount Paid	\$65,183.04	\$ 52,387.07	\$ 18,355.47

CERTIFICATION: I certify that the amounts listed above are true and accurate and in accordance with the approved budget.

Name:	Kathleen Hishmeh
Signature:	Kathleen Hishmeh
Title:	Chief Operating Officer
Date:	04/22/2024