

CHADD ANNUAL REPORT 2002-2003

***Evelyn Polk Green
President***

CHADD, the leading non-profit organization serving individuals with attention-deficit/hyperactivity disorder (AD/HD) both locally and nationally, marked its 16th year of providing information, education and support to individuals, families and professionals. With more than *18,000 members and 235 volunteer grassroots units in 43 states, as well as Puerto Rico*, CHADD has grown tremendously since it was founded in 1987 when a small group of Florida parents who felt frustrated, isolated and misunderstood banded together to form the organization with support from lifetime Board member Harvey Parker. The organization celebrated several major milestones during 2002-2003 and this annual report will highlight the key accomplishments, developments and challenges for the organization of the year.

CHADD's primary objectives are to provide a support network for parents and caregivers; to provide a forum for continuing education; to be a community resource and disseminate accurate evidence-based information about AD/HD to parents, educators, adults, professionals and the media; to promote ongoing research; and to be an advocate on behalf of the AD/HD community. In 2002-2003, using these primary objectives and our strategic plan as a foundation, CHADD built upon the positive achievements of the recent past, while simultaneously confronting many new challenges, both internal and external. Continued growth of the CHADD staff in both professionalism and number under the leadership of CEO E. Clarke Ross has ensured improved quality of service to our members and the public. At the same time, CHADD struggled with a number of internal operational setbacks, as well as negative external forces that sometimes challenged staff and volunteer focus on the established priorities and primary objectives of the organization, including an IRS audit, a major website/internet collapse and the national tragedy of September 11, 2001. Although the last of the five class action lawsuits brought against Novartis, CHADD and the American Psychiatric Association was dismissed with prejudice and without merit during 2001-2002, the legal and financial impact linger. In addition to the time, money and energy diverted from our core mission, the negative perception of the organization that resulted from the lawsuits and accompanying media attention remains the most devastating and extensive impact of the lawsuits. Despite these challenges, the CHADD staff, board members, volunteers, members and friends came together in 2002-2003 to

successfully meet each of the objectives as defined by our organizational mission statement:

CHADD works to improve the lives of people affected by AD/HD through:

- ***Collaborative Leadership***
- ***Advocacy***
- ***Research***
- ***Education and***
- ***Support***

Collaborative Leadership

In 2002-2003, CHADD continued its emphasis on collaboration with others in fulfilling our mission of improving the lives of individuals affected by AD/HD. These linkages with other organizations, individuals and leaders in policy, government, education, medicine and industry have included initiatives with the Center for Mental Health Services (CMHS), Centers for Disease Control and Prevention (CDC), American Academy of Pediatrics (AAP), American Academy of Child and Adolescent Psychiatry (AACAP), National Initiative for Children's Healthcare Quality (NICHQ), National Urban League, and MacArthur Foundation among others. CHADD is also a member of the National Health Council, a private, nonprofit association of national health-related organizations. These partnerships have taken many forms, from participation at conferences and events to serving on a variety of committees and coalitions. Through these collaborations, CHADD increased both its exposure and influence in the public. More importantly, these efforts have resulted in an increased awareness of the daily challenges and needs that ADHD brings to the individuals, families and professionals whom it impacts.

One of the most important collaborative efforts during 2002-2003 was the release of the Children's Behavioral Alliance (CBA) position statement in response to the reauthorization of IDEA (Individuals with Disabilities Education Act). "In the Best Interest of All," was released in January 2003 by this group of over 20 disability and professional organizations concerned with issues of children's behavioral health and access to appropriate treatment and services within public schools. Other highlights of our collaborative leadership efforts include the opening of the CHADD/CDC National Resource Center on AD/HD and the launch of the CHADD AD/HD Education Initiative, *Just A.S.K.*, where a total of 26 leading healthcare and education professional organizations and patient advocacy groups joined CHADD as partners. Among them: AAP, American Association for Marriage & Family Therapy, American Association of School Administrators, American Counseling Association, American Psychiatric Association, Anxiety Disorders

Association of America, Attention Deficit Disorder Association (ADDA), Child & Adolescent Bipolar Foundation, Council for Children with Behavioral Disorders, Federation of Families for Children's Mental Health, Judge David L. Bazelon Center for Mental Health Law, Learning Disabilities Association of America, National Alliance for the Mentally Ill, National Association for Children's Behavioral Health, National Association of County Behavioral Health Directors, National Association of Psychiatric Health Systems, National Association of School Psychologists, National Association of Social Workers, National Center for Learning Disabilities, National Center for Mental Health and Juvenile Justice, National Education Association, National Initiative for Children's Healthcare Quality, National Mental Health Association, National Recreation and Park Association, School Social Work Association of America, and Tourette Syndrome Association, Inc. Many of these groups also were partners in the work of the Children's Behavioral Alliance.

ADDA recognized CHADD's collaborative leadership efforts by presenting President Evelyn Green and CEO E. Clarke Ross with an award during ADDA's annual conference in May. Specific details of these and other collaborative efforts are mentioned throughout this annual report. (Details of these and other collaborative efforts can also be found in the 2001-2002 report).

One of our most important collaborative partnerships is with the **CHADD President's Council**. This outstanding group of CHADD supporters grew tremendously throughout 2002-2003 under the inspired leadership of Katherine Sullivan and former board member Andrew Klingenstein. This generous group of individuals with personal and/or professional interests in AD/HD continues to provide financial and technical support to the mission of CHADD. Through their efforts, CHADD has undertaken several new initiatives, including development of an updated CHADD Educator's Manual and a parent education program.

These are only a few examples of the many new and continuing collaborative initiatives that CHADD volunteers and staff engaged in during 2002-2003; many of these projects are ongoing and continue today. Through these partnerships, as well as others mentioned throughout this annual report, CHADD has truly been able to improve the lives of individuals with AD/HD and meet our mission goal of "**collaborative leadership**".

Advocacy

CHADD continued its successful endeavors in advancing the interests of people with AD/HD in advocacy and government relations efforts in 2002-2003 through the work of CHADD's Public Policy Department and Public

Policy Committee, as well as countless members and volunteers. The challenges faced in 2001-2002 continued with the impending reauthorization of IDEA; increased attention to AD/HD among state legislators, sometimes resulting in harmful legislation; and increased efforts by anti-psychiatry groups to influence local, state and federal governments, particularly in the areas of medical management of AD/HD and education.

In response to these challenges, the CHADD Public Policy Committee established a comprehensive Public Policy agenda for 2003 and chose the following strategic priorities, objectives and corresponding action items for 2003:

Enhance CHADD'S influence on national and state public policies, legislation and regulations impacting AD/HD, including an emphasis on the protection of rights for children and adults with AD/HD through the following action items:

- Facilitate heightened public awareness, discussion, and action in response to the IDEA Reauthorization Process as it impacts children with AD/HD in particular and children with disabilities in general, including the protection and enhancement of current eligibility rules, procedural safeguards, requirements regarding positive behavioral interventions, and disciplinary safeguards.
- Maintain CHADD as primary two-way facilitator of communications about legislation and science-based AD/HD information.
- Participate in relevant national coalitions that address mental health, special education, behavior, discipline and juvenile justice and national health care. Where appropriate, take a leadership role in establishing CHADD as a significant advocate for healthy students and adults.

The CHADD legislative action center continues to assist our limited staff and resources in helping members to respond quickly and effectively to threats and opportunities at the state level. The legislative action center lists priorities, action alerts and information on elected state and federal officers. This action center remains a vital link for members to imminent Congressional changes that affect the AD/HD community and provides a means for quick response. Additional training on effective communication with legislators and government officials was once again offered through the CHADD Volunteer Action Network (VAN) Institute during the annual conference in Miami, Florida.

As previously mentioned, the CHADD-sponsored Children's Behavioral Alliance (CBA) released its report, "In the Best Interests of All," in January 2003 at a briefing at the U.S. House of Representatives. Cutbacks in provisions of the Individuals with Disabilities Education Act (IDEA), currently being considered by Congress will result in tragic outcomes for all children if better linkages to other school-based, community mental health, primary care and community-based resources are not identified, funded and implemented. The paper identifies the unmet needs of children with significant social, behavioral, and/or emotional needs while simultaneously outlining the benefits for all schools, children and families through enhanced and strengthened IDEA implementation. The CBA is a coalition of advocacy organizations organized by CHADD in response to findings of the President's Commission on Excellence in Special Education, the No Child Left Behind Act, and the reauthorization of IDEA amendments. The CBA's focus is on education, behavior and discipline. The paper, which uniquely focuses on behavioral-emotional disabilities, was endorsed by 21 of the nation's leading mental health and education advocacy organizations.

CHADD is also represented on several coalitions such as Consortium for Citizens with Disabilities, Youth Anti-Violence Coalition and Juvenile Justice and Delinquency Prevention Coalition, Mental Health Liaison Group and the Public Sector Group.

Research

All CHADD positions, priorities and policies are based on scientific, evidence-based information. Recognizing that safe and effective evaluation, diagnosis and management of AD/HD can only be assured through sound scientific investigation, research continues to be an integral, although undeveloped, component of the CHADD mission. CHADD reaffirmed its commitment to providing support and encouragement for AD/HD research in a variety of areas among government, academia and industry during the 2002-2003 fiscal year.

CHADD Board, PAB and staff members continued to serve in a variety of roles in numerous research efforts during 2002-2003:

- CHADD Board and PAB members are involved as principal investigators or advisors in several major AD/HD studies, including the NIMH-sponsored Preschool ADHD Treatment Study (PATS) and Multimodal Treatment Study (MTA) follow-up.
- National Resource Center Director Karen White represented CHADD as an observer to the National Mental Health Advisory Council (NMHAC) meetings of the National Institute of Mental Health (NIMH).

- Board member Peter Jensen and President Evelyn Green served as members of the *Research Network on Youth Mental Health* sponsored by the MacArthur Foundation.
- Green served as a rapporteur at the American Academy of Child and Adolescent Psychiatry 3rd Annual Research Forum: Placebo and Alternatives to Placebo in Randomized Controlled Trials in Pediatric Psychopharmacology. Organizers of this forum included CHADD Board member Peter Jensen, and PAB Member Larry Greenhill.

The organization continued encouraging members to participate in research by posting studies on the CHADD website. Members were informed of guidelines for participation in research and kept abreast of new developments through publication of research-related articles in *Attention! Magazine*. Recognizing the importance of fostering the development of young researchers, we also continued to build the Young Scientist Research Fund, first established in 2000.

Finally, CHADD acknowledged the continuing concern among professionals and consumers alike about the gap between research and real-world practice through the participation of CHADD staff and volunteers in a number of activities, including the aforementioned NICHQ initiatives, the AACAP Pediatric Psychopharmacological Initiative and the MacArthur Foundation-funded *Research Network on Youth Mental Health*.

Education

CHADD's most exciting achievements of 2002-2003 occurred in the area of education and information. Given the emphasis placed on providing education and accurate information in our mission, CHADD members, staff and volunteers had much to celebrate with the Grand Opening of the Centers for Disease Control and Prevention (CDC) funded CHADD National Resource Center on AD/HD and the launch of CHADD's AD/HD Education Initiative. Both of these important initiatives provided an opportunity to markedly increase education and information directed at consumers, healthcare professionals, educators, public policy makers, the media and the general public.

CDC/CHADD National Resource Center on AD/HD

CHADD's goal of becoming the nation's "clearinghouse" on AD/HD was achieved in May of 2003 with the official grand opening of the CHADD National Resource Center (NRC) on AD/HD, the country's first and only national clearinghouse dedicated to the evidence-based science and treatment of AD/HD. This collaborative project with the CDC will ensure public access to accurate and up-to-date information about AD/HD. The

NRC is a proactive response to the CDC's 1999 Public Health Perspective Conference, which called for the development of: (1) a resource for both professionals and the public regarding what is known about the epidemiology of AD/HD and (2) an avenue for the dissemination of accurate and valid information and materials related to the diagnosis of AD/HD and the availability of evidence-based interventions.

In August 2002, CDC awarded CHADD \$750,000 to establish and operate a national clearinghouse to disseminate science-based information on AD/HD. The Center is now fully staffed with healthcare experts, including specially trained information specialists who respond to public inquiries in English and Spanish via the NRC website and the toll-free number (800-233-4050). In addition, the NRC is building a comprehensive library of books, reports, scholarly journals and more. Karen White and Tim MacGeorge serve as the NRC Director and Deputy Director, respectively, bringing a wealth of expertise and knowledge to the organization.

Open just two months at the end of the 2002-2003 fiscal year, the NRC had over 50,000 visitors to its website and over 2,300 phone calls. Through NRC funding, we have also produced additional materials such as the 11 new fact sheets that are being developed in collaboration with the Attention Deficit Disorder Association (ADDA). NRC representatives also attend conferences to provide factual information about AD/HD to clinicians, educators and other professionals. By the end of June 2003, NRC and CHADD staff had exhibited at six national conferences: Learning Disabilities Association, National Head Start Association, National Association of Pediatric Nurse Practitioners, Society for Teachers of Family Medicine Patient Education Conference, Association of Maternal & Child Health Programs and ADDA. Clearly one of the most exciting developments in CHADD's history, the NRC became a reality through the efforts of CHADD CEO E. Clarke Ross, Director of Public Policy Stephen Spector and consultant Katie Clarke. In addition, Visionary Awards were presented at the opening ceremony to Sen. Tom Harkin (D-IA), Rep. Steny Hoyer (D-MD) and Rep. David Obey (D-WI) for their outstanding commitment and efforts in securing the resources and Congressional support for this critical endeavor.

Public relations and communications

Finding efficient and effective methods to communicate information about AD/HD is an ongoing challenge. Under the direction of Peg Nichols, Director of Communications and Media Relations, these efforts continue to undergo unprecedented growth and improvement. As previously mentioned, CHADD has launched a multi-year national education campaign to dispel common myths and misperceptions surrounding AD/HD, and to get those affected by the disorder the information and help they need. Centered on the theme,

"Just A.S.K." (AD/HD. Science. Knowledge.), the AD/HD Education Initiative will engage legislators, the media, the medical community, educators and the general public through one-on-one meetings, Congressional briefings and a national public service campaign, all of which will highlight the reality of the disorder and the availability of accurate, reliable information. The campaign was launched in June at a Congressional briefing co-sponsored by Reps. Jo Ann Davis (R-VA) and Patrick Kennedy (D-RI). A Senate briefing was subsequently held in October. Once again demonstrating the importance of collaborative leadership to the CHADD mission, 26 leading healthcare and education professional organizations and patient advocacy groups joined CHADD as partners for the briefings, affirming the legitimacy and the science behind AD/HD. The Education Initiative is coordinated by an outstanding team of staff, professional consultants and volunteers assembled and led by Nichols.

The CHADD electronic newsletter, "News from CHADD," remains an effective tool for communicating breaking news, press releases, event notification and other information quickly and efficiently, now reaching over 28,000 recipients across the country. Through the efforts of Communication Associate Winnie Imperio, we can now monitor media placements about AD/HD from all over the world and share that information with our members and other interested parties through "ADHD in the News." Public relations and communications efforts were further enhanced with the addition of Communications Specialist Bryan Goodman to the staff. His contributions to the AD/HD Education Campaign and other communications/public relations activities have greatly enhanced the ability of the Communications and Media Relations Department to provide assistance to reporters and others seeking accurate information about AD/HD. As a result of this outstanding team, CHADD's media presence continues to grow both locally and nationally.

In addition to the NRC, the CHADD website and Attention! Magazine are two of our primary conduits for disseminating information about AD/HD. CHADD suffered a devastating setback in the weeks immediately preceding and following the CHADD Annual Conference when the CHADD website and server were down and unavailable. This incident had untold negative implications for annual conference registrations, new and renewing memberships and communication between CHADD staff, volunteers and members. Despite this setback, the award-winning CHADD website continues to grow and develop and is currently being evaluated for further redesign under the direction of CHADD staff member Trish White. Additionally, the website has become an important tool for the Membership and Chapter Services Department to communicate information to members and local chapter leaders across the country. The redesigned Attention!

Magazine continues to garner praise for its insightful articles, special features and regular columns from parents, professionals and others.

Other major communications and public relations efforts included:

- Coordinating details—including identifying appropriate spokespersons and attending to all logistical details—for over 200 media outlets.
- Responding to offensive media depictions of AD/HD including a letter-writing campaign to television host Montel Williams who mocked AD/HD, and direct outreach to Maureen Dowd, syndicated columnist, who poked fun of adults with AD/HD.
- Issuing a statement from the CHADD National Board President on an incident reported in the Charlotte Observer, in which a seven-year-old boy, diagnosed with AD/HD, had his hands and wrists bound together by his teacher and was forced to sit beneath her desk after he allegedly had taken something from its top. CHADD used the statement to reinforce messages highlighted in “In the Best Interests of All.” The statement resulted in nearly 100 letters to CHADD and the Charlotte Observer expressing outrage over the incident.
- Conducting a Satellite media tour to “separate fact from fiction” involving 22 live and taped interviews with television stations throughout the country. The effort resulted in an audience reach of more than one million viewers

Annual Conference

The 14th Annual CHADD International Conference on Attention Deficit /Hyperactivity Disorder, “Communicating the Science of ADHD,” was held October 2002 in Miami Florida, under the leadership of Board member and Conference Chair Janice Bond and Marsha Bokman, CHADD Director of Meetings and Events. Despite the website failure, which significantly reduced last minute registration capabilities, 1,400 individuals traveled from all over the world to attend the premier conference on AD/HD. Conference highlights included over 100 workshops and research symposia by top experts in all facets of ADHD; special training sessions for local CHADD leadership; forums dealing with international issues; and formal networking opportunities for individuals sharing special interests. The conference was also host to the third annual Minority Participation and Community Outreach Task Force (MPACT) forum, designed to explore concerns of special populations and to develop strategies of inclusion for these traditionally underserved populations into the CHADD community. MPACT Forum participants were also included in follow-up cultural competence training given by Dr. Jerome Hanley and Mary Tellesford to local CHADD leaders. In addition, workshops were offered in Spanish during each workshop session

and two special off-site Spanish language workshops were held for local community residents. Through a \$55,800 contract from the Center for Mental Health Services (CMHS), CHADD was able to provide travel and registration expenses to 27 Matt Cohen Membership Support Fund recipients from around the country who would have not otherwise been able to attend. This contract also provided for Spanish translation of conference workshops.

In addition to the informational and educational aspects of the conference, attendees had an opportunity to relax and socialize during the Exhibit Hall Grand Opening celebration on Thursday afternoon and lunch with the Board of Directors on Friday. The sold-out Friday night reception, A Taste of Miami, included fun, food, music and dancing poolside at the Miami Fontainebleau Hotel, and conference attendees had an opportunity to explore Miami Saturday evening from the comfort of an air-conditioned motor coach. The CHADD Annual Conference remains a wonderful opportunity for the CHADD family of members and friends to gather, share ideas, network and learn about AD/HD.

CMHS Community Forums

In response to the success of our five community forums in 2002, the Center for Mental Health Services (CMHS) via American Institutes of Research (AIR) again awarded CHADD funds to conduct five community forums focused on childhood mental disorders in 2003. In keeping with CHADD's strategic objective of expanding cultural and ethnic diversity within the organization, the forums were designed to better inform the public about childhood mental disorders and AD/HD and to better coordinate efforts between chapters of seven different national disability organizations. In 2003, the forums had an additional objective of providing direct outreach to Hispanic/Latino populations, in addition to African American communities. The five communities and dates selected were:

- Long Island (Nassau County), NY — May 3, 2003
- Phoenix, AZ — May 10, 2003
- New Orleans, LA — June 7, 2003
- Atlanta, GA — August 23, 2003
- San Jose, CA — September 6, 2003

CHADD received a \$100,000 contract from CMHS to hold these five community forums on children's mental health, involving at least other six national association affiliates. Along with CHADD, the six other identified organizations were the *Anxiety Disorders Association of America*, *Federation of Families for Children's Mental Health*, *Learning Disabilities Association of America*, *National Alliance for the Mentally Ill*, *National Mental Health Association* and the *Tourette Syndrome Association*. In addition to these

associations, other groups such as the *Child & Adolescent Bipolar Foundation*, *National Latino Behavioral Health Association* and the *National Center for Latinos with Disabilities* were contacted by local forum organizers and consultants. Brenda Johnson was hired as consulting project director for all five locations and local consultants were chosen by CHADD chapter leadership. Additional support for these efforts was provided by McNeil Consumer and Specialty Pharmaceuticals. The five forums held in 2002 drew audiences of over 300 individuals and involvement of over 34 sister agencies. Through lessons learned from the first series of forums and the dedicated volunteers, staff and consultants, 2003 promises even greater results. With only three of the five forums completed as of June 2003, this success is evident by the over 400 individuals who have already participated in the forums. As a footnote to this annual report, I am happy to report that CHADD has been granted a contract to conduct five additional community forums in 2004.

Other education-related highlights of the 2002-2003 fiscal year include:

- Translation of more CHADD Fact Sheets and other materials into Spanish
- Presentations by CHADD staff and volunteers at a wide array of local and national conferences
- Beginning development of an updated CHADD Educator's Manual
- Beginning development of a CHADD parent education program
- Participation by President Evelyn Green, Past President Mary Robertson and several past and present PAB members in the AD/HD Education Campaign Program, "The T.E.A.M. Approach to AD/HD"
- Participation by President Elect Mary Durham in several international forums related to global AD/HD issues

Support

Membership and Chapters

CHADD local affiliate structure remains both our greatest strength and greatest challenge. These 235 local chapters, satellites and branches provide much needed support, information and advocacy to members and others interested in issues related to AD/HD. Organized and led by dedicated volunteers committed to improving the lives of individuals with AD/HD in their communities, these groups provide informational meetings, newsletters, local and regional conferences, support groups, phone assistance and other programming. CHADD's limited national resources can only provide minimal support to the local volunteer leaders who do an unbelievable job of serving their local communities. Under CHADD's current organizational structure, these grassroots units are not independent but exist as extensions of the National organization. This structure limits the

activities of the groups and can be restrictive for some groups in many ways. Having recognized the frustrations felt by both the local groups and national volunteer and staff leadership due to the current structure, CHADD volunteers and staff members are in the beginning stages of developing plans for a more efficient and productive organization model.

Some of the frustrations and limitations of our current structure were reduced with the addition of Chapter Services Coordinator LaToya Wright and Membership Manager Carrie Plowden to the CHADD Membership and Chapter Services staff. Through their efforts and under the guidance of Membership and Chapter Services Director Mick Terrone, ongoing support was provided to local chapters, branches and satellites. In addition, the Membership and Chapter Services committee, led by co-chairs and Board members Lorinda Arconti and Dina Dudarevitch, provided vital support and assistance to both volunteer leaders and staff members, sharing their considerable leadership experience and expertise with other local leaders. Volunteer leaders receive training, tools and support designed to improve the services provided by local groups through training at the annual conference, the monthly "Leadership Update," and a special coordinators listserv. Additionally, the website has become an important tool for sharing information with local chapter leaders.

The availability of a fully functional management information system allowed us to focus on our major strategic objectives of membership retention, diversity and growth. A low rate of renewal memberships continues to challenge the organization, affecting both our financial status and potential organizational effectiveness. However, new memberships have remained steady, providing a sense of stability. Future plans include an in-depth study of our members to determine their needs and develop a plan for meeting those needs to increase both new and renewal memberships. In addition to serving the needs of current members, we are committed to increasing membership and providing support for those unable to afford a CHADD membership through the Matt Cohen Membership Support Fund. Several initiatives have been implemented or are in the final planning stages to support current members, attract new members and promote diversity among the membership:

- CHADD's award winning website with improved members-only features
- New members-only benefits
- Discounted registration rates at the CHADD Annual Conference
- Development of special benefits for professional members, including a professional directory
- Continued development of the NRC, which provides resources and information on AD/HD
- Continued growth of the Matt Cohen Membership Support Fund

Additional support to our members and others has been provided through a number of activities:

- Distribution of information about CHADD and AD/HD, and support and encouragement to join CHADD and begin chapters in underserved areas through the aforementioned CMHS forums
- Collaboration with CHADD members and other organizations to advocate for AD/HD-friendly health insurance policies and procedures
- Continued development of the MPACT committee to examine issues pertinent to underserved populations
- Targeted assistance from CHADD staff members on specific issues

The Financial Picture:

Fundraising

None of our strategic objectives and core mission statement components can become a reality without funding. Chief Development Officer Russ Shipley has continued to do an outstanding job of supplementing CHADD's financial base, which comes primarily from membership dues and contributions through our direct mail campaign. Russ is responsible for several innovative programs and activities that provide the funds to make our initiatives possible including our 3rd annual golf tournament, management and oversight of the CHADD exhibit hall at the annual conference, continued development of the President's Council and continued development of foundation and corporate contracts and relationships.

Financial status

Primarily through the new federal funding from CMHS and CDC and the initiation of the National AD/HD Education Initiative, CHADD substantially increased its revenue base in 2002-2003. However, because of several unplanned and unbudgeted expenses, such as an IRS audit, website/server failure and the lingering impact of the five dismissed lawsuits on areas such as insurance, the organizational budget is not where we would like to be. Corporate donations from pharmaceutical companies through unrestricted educational donations totaled 17.3% of total organizational revenue, which included substantial conference donations.

Summary

As evident from our 2002-2003 activity, CHADD continues to not only meet, but to exceed its strategic objectives. By remaining true to the values reflected in our core mission statement of providing collaborative leadership, advocacy, research, education and support to improve the lives of all individuals with AD/HD, we are slowly, but steadily moving into the young "adulthood" of our organization. The past three years have included many challenges, but those have been offset by the incredible strides we've made toward becoming a more inclusive, mature, professional and proactive

organization, ready to take our place in the national mental health arena. Those achievements are only possible because of the hard work and dedication of CHADD staff, volunteers and members — thanks to each of you who have contributed to our growth.