8:00 – 9:30 a.m.

AMM

Annual Membership Meeting

2018 ANNUAL BUSINESS REPORT

NO CE Hours
# TABLE OF CONTENTS

## Section I: Agenda

Section II: Annual Business Meeting Materials (Board Year 2018-2019)

- 2018 Annual Business Meeting Minutes ................................................................. 3
- Report from the President ......................................................................................... 5
- Board of Directors ................................................................................................... 7
- CAMFT Staff ............................................................................................................ 9
- CAMFT Strategic Plan ............................................................................................. 11
- Educational Foundational Strategic Plan ................................................................. 15
- Membership Statistics ............................................................................................ 17
- 2019 Outstanding Chapter Leaders ........................................................................ 19
- 2019 EF Scholarship and Grant Recipients ............................................................ 21
- 2019 Honors Award Recipients .............................................................................. 23

## Section III: Annual Report Materials (Fiscal Year 2018)

- CAMFT Objectives .................................................................................................. 25
- Report from the Chief Financial Officer ............................................................... 27
- Report from the Executive Director ....................................................................... 29
- CAMFT Audited Financial Statements .................................................................. 43
- Additional Financial Data ...................................................................................... 57
Association & Legislative Update and Annual Membership Meeting

Saturday, April 27, 2019
8:00 am – 9:30 am

Hyatt Regency San Francisco Airport
1333 Old Bayshore Hwy.
Burlingame, CA 94010

AGENDA

(Please hold questions until all reports are completed.)

I. Welcome

II. Introduction of the 2018-2019 Board of Directors and the 2019-2020 Board of Directors

III. Approval of the 2018 Annual Membership Meeting minutes¹

IV. Report from the President (2018-2019 board year)

V. Report from the Executive Director (2018 fiscal year)

VI. Report from the Chief Financial Officer (2018 fiscal year)

VII. Report from the Executive Officer, Board of Behavioral Sciences

VIII. Presentation of CAMFT Educational Foundation 2019 Scholarship and Grant Winners

IX. Receive and Record Member Comments²

X. Adjourn

¹ Per CAMFT Bylaws Article V, Section F, action may only be taken on a noticed item if there is a quorum of 1% or 216 of the Clinical Members in attendance.

² Per California Corporations Code Section 7512, action on non-noticed items may only be taken if 1/3 or 7,207 of the total Clinical Membership are in attendance.
ANNUAL MEMBERSHIP MEETING MINUTES
April 28, 2018
Hyatt Regency Orange County

Board Members In Attendance:
Bob Casanova, President
Cathryn Leff, Secretary
Jan Mellinger, President-Elect
Patricia Ravitz, Past President
Curt Widhalm, Chief Financial Officer
Katie Vernoy, Board Director-at-Large
Jonathan Flier, Board Director-at-Large
Holly Daniels, Board Director-at-Large
Kristy Labardee, Board Director-at-Large
Lisa Romain, Board Director-at-Large
Nanci Finley, Board Director-at-Large
Danah Williams, Board Director-at-Large

Staff:
Nabil El-Ghoroury, Executive Director
Cathy Atkins, Deputy Executive Deputy Director

I. Call to Order
President Bob Casanova called the meeting to order at 8:08 AM. There were 86 members present during the meeting, and because this didn’t meet the quorum required by the CAMFT bylaws, no official business would be conducted on non-noticed agenda items.

II. Welcome and Introductions
President Casanova welcomed and introduced the Board of Directors for 2017-2018 and 2018-2019.

III. Report from the President
President Casanova highlighted CAMFT achievements from 2017-2018.
IV. Report from the Executive Director
Executive Director Nabil El-Ghoroury presented an overview of membership, legislative progress with sponsored bills, an update on Chapters, staff/operations, the Educational Foundation, marketing outreach, website/social media, Counseling California, (follow outline annual business report)

V. BBS Letter
Executive Director Nabil El-Ghoroury read a letter from Executive Officer, Kim Madsen, thanking CAMFT for their continued collaborative relationship.

VI. Financial Report
Curt Wildhalm, Chief Financial Officer, reported on the financial statements for 2017, which were provided in the printed materials. West Rhode and Roberts completed a financial audit, and the balance sheet reflected net assets & cash flows of $9,054,613, a gain of $1,047,535.

VII. Presentation of CAMFT Educational Foundation 2018 Scholarship and Grant Winners
Executive Director, Nabil El-Ghoroury, announced the 2017 CAMFT Educational Foundation Scholarship and Grant recipients and presented the winners with awards.

VIII. Member Forum
The Board received and recorded member questions and comments on the following topics:
- Increase in financials and the possibility of lowering dues and outreach to educational institutions in promoting LMFTs.
- VA Legislation that applies to Associates
- A member thanked the staff
- A member thanked the Board for advocating efforts

IX. Adjournment
The meeting adjourned at 9:08A.M.

Respectfully Submitted,

Cathryn Leff, LMFT
Secretary
Welcome and Report from CAMFT’s President
Jan Mellinger, MA

Dear Members,

This has been a busy year for your CAMFT Board. We welcomed Nabil El-Ghoroury, PhD, ASAE as CAMFT’s Executive Director in January 2018. He hit the ground running and has been learning his responsibilities as well as proactively working to ensure the strength of the organization in the future.

In June 2018, the Board selected its priorities for the year ahead. After brainstorming and much thoughtful discussion, the Board chose to focus on three priorities: hire an MFT on CAMFT staff, revitalize the strategic plan and focus on customer service.

I am pleased to say that there has been a great deal of progress made towards these goals this year. Not only is the search on for a Managing Director of Clinical Affairs, but two additional part time staff will be sought out to be educational outreach liaisons. These positions are open to MFTs. Nabil has shaped dynamic positions that will ensure the MFT influence on CAMFT messaging.

The strategic plan needs to be updated to help prioritize resources and establish metrics to calculate our progress. The Board and the Strategic Planning Committee met with an association strategist to help identify key areas that would be the focus over the next few years. The Board created a list of 27 potential areas, which were condensed into three priorities. Ultimately, the group chose to delve into Scope of Practice, Social Policy, and Chapter Support.

A task force met to discuss the breadth of the MFT scope of practice, including work settings and job functions. Part of the discussion included the confusion around the MFT title that many members of the public have.

Social Policy is a complicated topic. CAMFT has not had a formal process on responding to social issues. When CAMFT has sent messages or posted on social policy topics, it becomes abundantly clear that there is a wide variety of opinions among our 32,000 members. We receive both positive and negative feedback from our members, regardless of the position taken. At the 2019 CAMFT Leadership Conference, the CAMFT Connects event discussed social policy. Members brainstormed on the many facets this topic, and the Board will use this information to shape an appropriate policy in future meetings.

CAMFT is aware that some Chapters have been struggling to stay afloat. CAMFT is committed to support our Chapters so they may be successful. We have a new Chapter Liaison staff person, Lauren Blackwell, who has brought great energy and experience to her position. The
new Educational Outreach Liaisons will also be helping students and Associates to understand the value of connections and networking at chapters in their outreach efforts.

CAMFT continues to fight for Medicare reimbursement for MFTs and employment opportunities in the VA system at the Federal level. We were closer in 2018 than we had been in the past. Our bipartisan sponsors have introduced legislation for the new Congress in 2019.

It has been an honor to serve as your 2018-2019 President. It is exciting to work with the wonderful Board members, hard-working CAMFT members, and the incredible staff who work to ensure our profession is viable and well respected in the years to come. I want to thank the Board members as I asked them to take a visionary view. Change is challenging and the Board has come to embrace their roles as visionaries of the organization.

Thank you,

Jan Mellinger, LMFT  
CAMFT President, 2018-2019, 1995-1996
2018-2019 BOARD OF DIRECTORS
Jan Mellinger, M.A., LMFT, President
Katie Vernoy, M.S., LMFT, President-Elect
Bob Casanova, PsyD, LMFT, President
Cathryn Leff, M.A., LMFT, Secretary
Curt Widhalm, M.A., M.S., LMFT, Chief Financial Officer
Holly Daniels, PhD, LMFT, Board Director-at-Large
Nanci Finley, M.A., LMFT, Board Director-at-Large
Jonathan Flier, M.A., LMFT, Board Director-at-Large
Jeff Kashou, M.A., LMFT, Board Director-at-Large
Kristy Labardee, M.S., LMFT, Board Director-at-Large
Howard Levitt, M.A., LMFT, Board Director-at-Large
Lisa Romain, PhD, LMFT, LPCC, Board Director-at-Large

2019-2020 BOARD OF DIRECTORS
Katie Vernoy, M.S., LMFT, President
Cathryn Leff, M.A., LMFT, President-Elect
Jan Mellinger, M.A., LMFT, Past President
Lisa Romain, PhD, LMFT, LPCC, Secretary
Curt Widhalm, M.A., M.S., LMFT, Chief Financial Officer
Holly Daniels, PhD, LMFT, Board Director-at-Large
Jeff Kashou, M.A., LMFT, Board Director-at-Large
Howard Levitt, M.A., LMFT, Board Director-at-Large
Peter Cellarius, Registered AMFT, Board Director-at-Large
Darshana Doshi, M.A., LMFT, Board Director-at-Large
Nanci Finley, M.A., LMFT, Board Director-at-Large
Kira Kayler, M.S., LMFT, Board Director-at-Large
CAMFT ADMINISTRATIVE STAFF

Nabil El-Ghoroury, PhD, CAE
Executive Director

Ron Hynum
Managing Director, Finance & Operations

Ann Tran-Lien, J.D.
Managing Director, Legal Affairs

Michelle Burrows
Member Service Representative

Celia Fuerte
Member Service Representative

Cathy Atkins, J.D.
Deputy Executive Director

Eileen Schuster
Managing Director, Marketing & Communications

Lauren Blackwell
Outreach Coordinator

Pat Frayer
Member Service Representative

Michael Griffin, J.D., LCSW
Staff Attorney
Vision (Objective of the organization)

Through leadership, education, and advocacy, CAMFT and its members strive to be exemplary professional resources for mental health professionals and people seeking their services.

Mission (Fundamental reason for being)

CAMFT exists for the advancement of the Marriage and Family Therapist profession in California by strengthening qualifications, and maintaining high standards of professional ethics and accountability, in order to enhance recognition and utilization of the profession. CAMFT strives to anticipate and meet the professional needs of its members and to create a vibrant Marriage and Family Therapist community.

Values (Guiding principles that dictate behavior and action)

Integrity
Accountability
Transparency
Inclusiveness
Collaboration
Goals and Objectives

Goal I

Professionalism
CAMFT will maintain and promote all legal and ethical standards of professionalism, competence, accountability, and inclusiveness.

Objectives:

1.1 CAMFT will develop and uphold ethical standards consistent with the evolving profession.
1.2 CAMFT will develop and advocate for legal standards consistent with the evolving profession.
1.3 CAMFT will create, deliver, and promote quality professional development opportunities consistent with current research and best practices.
1.4 Interaction between the Board of Directors, staff, and members will be collaborative.
1.5 In addition to the investment goals of safety, liquidity, and return on investment, CAMFT will attempt to have investments that are believed to have a positive social, economic, and environmental impact.

Goal II

Governance
The Board of Directors will govern in accordance with the California Corporations Code, CAMFT Bylaws, and CAMFT policies.

Objectives:

2.1 The Board will govern in a collaborative, professional, ethical, and deliberative manner.
2.2 The Board will develop policies and initiatives, for the staff to implement, that ensure an effective operation.
2.3 The Board will be cognizant of CAMFT’s history as it plans for the future.
2.4 The Board is accountable to this Strategic Plan.
Goal III

Advocacy
CAMFT will advocate for the advancement of Marriage and Family Therapists in accordance with CAMFT’s Vision, Mission, and Values.

Objectives:

3.1 CAMFT will champion and invest in the future of the Marriage and Family Therapist profession.

3.2 CAMFT will seek parity with other licensed mental health professionals and will promote increased utilization of Marriage and Family Therapists in the public and private sectors.

3.3 CAMFT will coordinate and collaborate with other mental health organizations and stakeholders for common goals.

3.4 CAMFT will advocate in the legislative and regulatory process at the local, state, and federal levels.

3.5 CAMFT will promote member participation in governmental and advocacy efforts that impact the profession.

3.6 CAMFT will educate and galvanize members to contribute financially to support government and advocacy efforts of the organization through contributions to the CAMFT Political Action Committees (PACs).

Goal IV

Public Outreach
CAMFT will promote Marriage and Family Therapists.

Objectives:

4.1 CAMFT will increase the recognition, credibility, professional visibility, and need for Marriage and Family Therapists through professional branding, public relations, social media and marketing.
4.2 CAMFT will increase public awareness that Marriage and Family Therapists are not only relationship experts, but also diagnose and treat a variety of mental health issues.

4.3 CAMFT will reach out to chapters in efforts to disseminate marketing initiatives.

Goal V

Membership
CAMFT will cultivate a participatory and growing membership.

Objectives:

5.1 CAMFT will strive to maintain and increase its membership.

5.2 CAMFT will encourage member participation in activities, such as chapter meetings, Annual Conference, and other CAMFT-sponsored initiatives.

5.3 CAMFT will strive to understand the demographics and perspectives of the membership.

5.4 CAMFT will strive to increase diversity within its membership.

Goal VI

Volunteer Leadership
CAMFT will promote collaboration, accountability, dedication, and commitment in its leaders.

Objectives:

6.1 CAMFT will recruit, and promote the benefits of and need for, competent and active volunteer leaders.

6.2 CAMFT will strive to have volunteer leaders who identify with and/or are proactive, sensitive, and responsive to the needs of a diverse population.

6.3 CAMFT will provide opportunities for training and development for volunteer leaders.
CAMFT Educational Foundation
Goal & Objectives

Goal

Scholarships and Research
The Educational Foundation will provide scholarships and grants to support education, research, and program development to enhance the membership and the profession.

Objectives

➢ The Educational Foundation will provide scholarships for research to enhance the profession.

➢ The Educational Foundation will provide scholarships for students pursuing California licensure.

➢ The Educational Foundation will provide grants and/or scholarships to increase cultural diversity in the profession.

➢ The Educational Foundation will provide grants for program development in mental health.
<table>
<thead>
<tr>
<th>Year</th>
<th>Clinical</th>
<th>Prelicensed</th>
<th>Associate</th>
<th>Life</th>
<th>Emeritus</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007</td>
<td>16,582</td>
<td>11,310</td>
<td>938</td>
<td>298</td>
<td>269</td>
<td>29,397</td>
</tr>
<tr>
<td>2008</td>
<td>16,645</td>
<td>11,150</td>
<td>959</td>
<td>300</td>
<td>270</td>
<td>29,324</td>
</tr>
<tr>
<td>2009</td>
<td>16,935</td>
<td>11,335</td>
<td>987</td>
<td>309</td>
<td>299</td>
<td>29,865</td>
</tr>
<tr>
<td>2010</td>
<td>17,136</td>
<td>11,055</td>
<td>978</td>
<td>337</td>
<td>367</td>
<td>29,900</td>
</tr>
<tr>
<td>2011</td>
<td>17,477</td>
<td>11,257</td>
<td>996</td>
<td>353</td>
<td>387</td>
<td>30,470</td>
</tr>
<tr>
<td>2012</td>
<td>18,083</td>
<td>11,269</td>
<td>999</td>
<td>382</td>
<td>418</td>
<td>30,834</td>
</tr>
<tr>
<td>2013</td>
<td>18,030</td>
<td>11,191</td>
<td>929</td>
<td>415</td>
<td>446</td>
<td>31,064</td>
</tr>
<tr>
<td>2014</td>
<td>18,459</td>
<td>11,365</td>
<td>1025</td>
<td>456</td>
<td>509</td>
<td>31,530</td>
</tr>
<tr>
<td>2015</td>
<td>18,609</td>
<td>11,050</td>
<td>1042</td>
<td>491</td>
<td>553</td>
<td>31,910</td>
</tr>
<tr>
<td>2016</td>
<td>19,029</td>
<td>9,972</td>
<td>1077</td>
<td>566</td>
<td>598</td>
<td>31,900</td>
</tr>
<tr>
<td>2017</td>
<td>19,909</td>
<td>9,223</td>
<td>1116</td>
<td>634</td>
<td>649</td>
<td>31,400</td>
</tr>
<tr>
<td>2018</td>
<td></td>
<td></td>
<td>1171</td>
<td>716</td>
<td></td>
<td>31,729</td>
</tr>
</tbody>
</table>

The above figures, starting with 2015, will reflect the last day of each year after the drops have been made.
2019 CAMFT Outstanding Chapter Leaders

The Outstanding Chapter Leader Awards were presented at the Chapter Leadership Conference in Anaheim, California on February 9, 2019. Details about the Outstanding Chapter Leaders, as well as scholarship recipients can be found by visiting CAMFT’s website at [www.camft.org](http://www.camft.org).

<table>
<thead>
<tr>
<th>Central San Joaquin Valley</th>
<th>Inland Empire</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vanessa Miller</td>
<td>Ilse Aerts</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Long Beach/South Bay</th>
<th>Los Angeles</th>
</tr>
</thead>
<tbody>
<tr>
<td>Artemis Tegan</td>
<td>Estelle Fisher</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Marin</th>
<th>Orange County</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adam Cohen</td>
<td>Debbie Solseng</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Redwood Empire</th>
<th>Sacramento Valley</th>
</tr>
</thead>
<tbody>
<tr>
<td>Laura Strom</td>
<td>Talal Alsalem</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>San Diego</th>
<th>San Diego North County</th>
</tr>
</thead>
<tbody>
<tr>
<td>Courtney Sanwo</td>
<td>Robin Andersen</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>San Fernando Valley</th>
<th>San Gabriel Valley</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nazila Amighi</td>
<td>Susan Janss</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Santa Barbara</th>
<th>Santa Clarita Valley</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jenn Kennedy</td>
<td>Bree Miller</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Southwest Riverside County</th>
<th>Ventura County</th>
</tr>
</thead>
<tbody>
<tr>
<td>Julianne Barak</td>
<td>Denise Dalgarn</td>
</tr>
</tbody>
</table>
2018 CAMFT-EF Scholarship Recipients

Under the auspices of the Educational Foundation, the Scholarship Committee has selected one individual to receive each of the following: CAMFT Educational Foundation Scholarship, CAMFT Educational Foundation Scholarship commemorating Clinton E. Phillips, CAMFT Educational Foundation Scholarship commemorating Ronald D. Lunceford, and Educational Foundation Grant. Each scholarship is $4,000; the Grant is $2,500. The recipients for 2018 are:

**CAMFT Educational Foundation Scholarship**

Jeremy Berlin – Santa Rosa, CA

**CAMFT Educational Foundation Scholarship Commemorating Clinton E. Phillips**

*underwritten by* [CPH](#)

Melissa Risso, M.A. – San Mateo, CA

**CAMFT Educational Foundation Scholarship Commemorating Ronald D. Lunceford**

*underwritten by* [simplepractice](#)

Robert Dreyfous – Sunnyvale, CA

**CAMFT Educational Foundation Grant**

Matthew Mock, PhD – Berkeley, CA
The CAMFT Honors Committee has recognized and honored one professional and one agency this year. The Honors recipients selected are:

**Mary Riemersma Distinguished Clinical Member**

Darlene Davis, M.A., LMFT

**Outstanding School and Agency**

Pacifica Graduate Institute
OBJECTIVES OF THE ASSOCIATION

ASSOCIATION BYLAWS

ARTICLE III - OBJECTIVES AND PURPOSES

The objectives of this Association shall be:

- To advance marriage and family therapy as an art, a science and a mental health profession.

- To serve and represent the common professional and business interests of marriage and family therapists.

- To set and maintain professional standards for marriage and family therapists.

- To advocate and work to achieve public and private policies for the advancement of family life.

- To engage in such other lawful activities as is allowed by law and/or as is set forth in the Articles of Incorporation of this Association.
On behalf of the California Association of Marriage & Family Therapists (CAMFT) Board of Directors, I am pleased to present the current financial state of the California Association of Marriage & Family Therapists (the Association). The Association is a California not-for-profit mutual benefit corporation and is, therefore, exempt from federal income tax pursuant to Section (501) (c) (6) of the Internal Revenue Code and Section 23701 (e) of the California Revenue and Taxation Code. The Association is dedicated to the advancement of marriage family therapy and the common interests of its members. The Association’s support comes from membership dues, publication sales, continuing education courses and oversight, and other services provided by the Association.

Once again, the Association retained the services of West Rhode & Roberts, a Certified Public Accounting firm as our external auditors. They completed their audit in January 2019 and issued the following statement: “In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the California Association of Marriage and Family Therapists, as of December 31, 2018, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.” (West Rhode & Roberts).

In the continued spirit of transparency and the fiduciary duty of the board and my position as Chief Financial Officer, I want to share with you some highlights of the investments and use of dues for the Association. Working with Mr. Ron Hynum, Managing Director, Finance & Operations has provided narrative summaries of the accounting of the Associations’ finances that are available through the CAMFT website in the publicly available pages of the Board’s agenda book. In the Statement of Financial Position for the end of 2018, overall revenue increased 6.1% while program expenses increased by only 1%. The Association began 2018 with total net assets of $9,054,613 and ended with $9,395,603, a change of $340,990 or 3.7%. The Association’s investments are managed by Dunham & Associates Investment Counsel, Inc., who recently issued their report of CAMFT’s investment portfolio which showed a net gain from January 2014 (when Dunham began managing the account) until the end of December 2018 of $692,525, which includes a 2018 investment return of -$237,790 due to a volatile 4th quarter stock market. The 2018 ending portfolio balance of $7,908,614.

During 2018, the Board of Directors approved a new Reserve Policy. This new policy better allocates and directs monies that CAMFT holds in excess of 12 months of budgeted operating costs, which at the end of 2018 was at 145% of funding. The new policy directs excess monies, typically seen from investments in the stock market, first to Building and Capital Assets improvements, then to Opportunity Reserves. Opportunities are intended to be special targets that further CAMFT’s mission and organizational growth.

The dedication of the CAMFT Staff and their roles in ensuring the excellent financial management and standing of our Association continues to preserve CAMFT’s continued success.
and stability as an organization that continues to serve our members. For this fiscal report, I would like to recognize Executive Director Nabil El-Ghoroury and especially Ron Hynum, Managing Director, Finance & Operations.

I would also like to acknowledge and thank our member-volunteers who provide additional financial oversight by serving on the Finance Committee, which includes Barbara Calvi, Ariel Cohen, Virginia Green, Matthew Kinoshita, and Kristy Labardee; the Audit Committee, which includes Victoria Campbell, Chris Knisely, and Ronald Mah; and, of course, your CAMFT State Board of Directors. These are your colleagues who devote many hours of time away from their clinical duties and responsibilities in serving you, the membership of the California Association of Marriage Family Therapists.

Respectfully Submitted by:

Curt Widhalm, LMFT
CAMFT Board of Directors, Chief Financial Officer
I’m pleased to provide CAMFT’s annual report to members for my first complete year as Executive Director. Transitions in executive leadership are always a challenge as the new leader must learn so much so quickly. It is a testament to CAMFT’s hard working and amazing staff that this year has been so productive.

CAMFT has been focused on internal processes this year. We established customer service as a priority for 2018. CAMFT received over 5,000 calls per month on average! If you have called CAMFT since July 1, 2018, you may have noticed that CAMFT introduced a customer service survey since August 2018. These surveys are allowing us to evaluate the quality of this important member benefit that we know you value tremendously. Right now these surveys are very brief (1-2 questions) so they are not an inconvenience for you as a member. We will continue with these surveys in 2019 and will be expanding them with more questions for limited times for a deeper dive into assessing and improving customer service. In addition, CAMFT is transitioning its internal computer system to a newer one, which will ultimately provide you with a better member experience.

Communications with members has expanded in 2018. CAMFT social media increased its posts on general topics relevant to marriage and family therapists in addition to providing information on CAMFT activities. These topics included updates from the Board of Behavioral Sciences (BBS), the strike at Kaiser Permanente, and Senator Kamala Harris signing on as a cosponsor of CAMFT legislation to add LMFTs to Medicare. You might also spot a selfie by me at a chapter event!

Advocacy is a critical part of CAMFT. Marriage and family therapy is strong in California in large part due to CAMFT’s political prowess and influence. At the state level, CAMFT is a well-respected organization in health care, and legislators come to CAMFT for questions and to ask for our support on legislation. CAMFT does not focus solely on guild issues, and 2018’s sponsored legislation, AB 2088, is an example of this. AB 2088 is focused on adolescent health care and fixes an issue that remained after California allowed adolescents to consent for treatment but did not allow them to addend their health records. CAMFT also substantially influenced AB 93, a long needed update to BBS’s supervision regulations, by helping to keep the 90 day rule in place with a compromise that protected the public but also allowed new MFT graduates to continue accruing hours until they obtained their registration numbers.

As new Executive Director, I am so impressed by the strength of our chapters. Please welcome our newest chapter, Santa Clarita, to the CAMFT family! Visiting chapters across the state has given me a personal perspective on the critical role of chapters. Chapters provide that personal touch and the opportunity to network at the local level that is not easily accomplished at the state level. 2018 was a great year to learn about our chapter system.

More updates on advocacy, chapters, communications, and other parts of CAMFT are listed in later parts of this report.

State Advocacy

**AB 2088 (Santiago)—Minor’s Records:** This CAMFT sponsored bill permits all patients, not just adult patients, to addend (not amend/change) their records upon finding a mistake or error.
This bill gives minors the ability to add an addendum up to 250 words in length to their records when they believe the record is incomplete or inaccurate. This right to addend a treatment record is important given that these records may be subject to disclosure and have the potential to affect the patients’ lives and their ability to pursue various endeavors. This bill was signed by the Governor, and went into effect January 1, 2019.

**AB 93 (Medina)—Supervision Requirements:** This bill, sponsored by the Board of Behavioral Sciences (BBS), revised some LMFT supervised experience requirements. Some of the more notable changes in AB 93 include:

- Supervisors to monitor for and address clinical dynamics, including countertransference, intrapsychic-, interpersonal-, or trauma-related issues that may affect the supervisory or the practitioner-patient relationship;
- Supervisors to directly observe or review recordings of supervisee’s counseling, as deemed appropriate;
- Supervisors to review supervisee’s progress notes, process notes and other patient treatment records, as deemed appropriate;
- The BBS will obtain the right to audit the records of supervisors to verify completion of supervisor qualifications; and,
- One hour of face to face supervision will now include “triadic supervision” which means one hour of face-to-face between one supervisor and two supervisees.
- Starting in 2020, all hours gained post-degree/pre-registration must be gained at a live-scanned facility.

This bill was signed by the Governor. CAMFT was in support of this bill and has produced a summary of these changes in The Therapist and has a six hour education session via online learning.

**AB1436 (Levine)—Suicide Risk Training:** This bill required an applicant for licensure with the Board of Behavioral Sciences (BBS) to show that the applicant has completed a minimum of six hours of coursework or specified supervised experience in suicide risk assessment and intervention. This training can be completed as part of the applicant’s graduate degree program, obtained as part of supervised experience, or by taking a CE course by an approved provider. CAMFT was opposed to this legislation, as therapists are in the best position to determine which areas of continuing education they are in need of. This bill was signed by the Governor, and goes into effect January 1, 2021. The BBS will be providing additional guidance on how this new requirement is to be completed.

**AB 1968 (Low)—5150s and Gun Possession:** This bill prohibited an individual from owning a firearm if the person is taken into custody, assessed, and admitted to a designated facility because he or she is a danger to himself/herself or others because of a mental health disorder, more than once within a one-year period. The prohibition is also subject to the right to challenge the prohibition at periodic court hearings. The California Psychiatric Association took a position of oppose, whereas the California Psychological Association supported this bill. CAMFT took a position of support of this legislation. This bill has been signed by the Governor.
AB 2022 (Chu)—Mental Health within K-12 School System: After multiple amendments and iterations of this bill, the final version required each school of a school district or county office of education and charter schools to notify students and parents or guardians of pupils, at least twice per school year, how to initiate access to available student mental health services on campus or in the community. CAMFT was in support of this bill. AB 2022 was signed by the Governor.

AB 2138 (Low)—DCA Licensees: Existing law provides that a health care provider shall not be denied a license under the BBS solely on the basis that the person has been convicted of a felony if he or she has obtained a certificate of rehabilitation, the conviction has been dismissed, or that the person has been convicted of a misdemeanor if he or she met certain requirements of rehabilitation developed by the board. This bill instead prohibits a person from being denied a license solely on the basis that he or she has been convicted of a nonviolent crime and would make conforming changes. The BBS expressed concerns about this bill, specifically consumer protection. CAMFT took a neutral position on this legislation. AB 2138 was signed by the Governor.

AB 2143 (Caballero)—Financial Grants: This bill authorized licensed mental health service providers who may apply for educational loan repayment grants under the Licensed Mental Health Service Provider Education Program to apply for additional grants under the program if they subsequently attain licensure and currently practice as 1) a nurse practitioner registered as "psychiatric mental health nurses" with the Board of Registered Nursing or 2) a physician assistant who works in a psychiatric mental health setting. CAMFT was in support of this legislation, which was ultimately vetoed by the Governor.

AB 2608 (Stone)—BBS Licensees and Grants: This bill created a new account within the Mental Health Practitioner Education Fund, where future appropriations by the Legislature could be deposited to a fund grant program to repay educational loans for applicants who were formerly in California’s foster youth care system and commit to provide direct patient care in a publicly funded facility or a mental health professional shortage area for at least 24 months as marriage and family therapists (LMFTs), associate marriage and family therapists (AMFTs), licensed clinical social workers (LFSWs), associate clinical social workers (ACSWs), licensed professional clinical counselors (LPCCs), or associate professional clinical counselors (APCCs). While the intent of the bill has merit, there were concerns that it is unfair to provide preferential treatment to one group over another in accessing the grant funds. CAMFT took a position of oppose on this legislation for the reasons stated above. AB 2608 was signed by the Governor.

AB 2943 (Low)—SOCE and Unlawful Practices: This bill included, as an unlawful practice prohibited under the Consumer Legal Remedies Act, advertising, offering to engage in, or engaging in sexual orientation change efforts with any individual. CAMFT received feedback from membership supporting and opposing. CAMFT worked with the author to amend language into the bill clarifying that this prohibition does not include sexual orientation-neutral interventions to promote healthy sexual and romantic relationships. CAMFT took a position of support on this bill. In August 2018, the author held this bill in Committee.

AB 3087 (Kalra)—Health Care in California: This bill established the Health Care Cost, Quality, and Equity Commission (Commission), in an attempt to control in-state health care
costs and set the amounts accepted as payment by health plans, hospitals, physicians, physician groups, and other healthcare providers. This bill was been opposed by numerous health care provider groups, hospitals, and health care plan groups. Some of the concerns raised were the loss of health care provider positions, lack of attention to Medi-Cal services, likely lowering of provider rates, administrative complexities, and loss of revenue in the billions to hospitals. CAMFT took a position of oppose to this legislation. AB 3087 was held in Committee.

SB 399 (Portafino)—Applied Behavioral Analysis: This bill made changes to the mandate on health plans and health insurers to cover behavioral health treatment for pervasive developmental disorder or autism, such as prohibits a health plan or insurer from denying or reducing coverage for medically necessary services. This bill broadened the eligibility criteria to become a qualified autism service professional and paraprofessional. Although CAMFT is generally in support of increased access to care, the bill limited the opportunities pre-licensees have when working with the ABA population. Although CAMFT worked with the author on amendments to avoid any unintended consequences, CAMFT ultimately took a position of oppose on this bill. SB 399 was vetoed by the Governor.

SB 968 (Pan)—Mental Health Counselors and Colleges: This bill required the California State University (CSU), Board of Trustees, Board of Governors (BOG) of the California Community College (CCC) and requests the Regents of University of California (UC) to have one full-time equivalent mental health counselor per 1,000 students enrolled at each of their respective campuses. CAMFT is supportive of the intent and merits of hiring additional mental health professionals at the college level, however similar to AB 2022, CAMFT needed to ensure that this bill moved forward in a manner that did not put pre-licensees jobs on the college campuses in jeopardy. CAMFT attempted to work with the author to ensure there were no unintended consequences, and ultimately took a position of neutral on the bill. This bill was vetoed by the Governor.

SB 974 (Lara)—Health for All: This bill extended eligibility for full-scope Medi-Cal benefits, including mental health care, to individuals of all ages who are otherwise eligible for those benefits but for their immigration status. CAMFT supports increasing access to mental health care services, and accordingly took a position of support. This bill was held in Committee.

**Federal Advocacy**

**Medicare (HR 3032 and S 1879):** CAMFT’s priority on the federal landscape is to pass legislation that will allow LMFTs to reimburse as Medicare providers. For the 2017-2018 Congress, CAMFT obtained bi-partisan co-authors in both the House and Senate (Sen. Barrasso (R-WY), Sen. Stabenow (D-WY), Rep. Thompson (D-CA), and Rep. Katko (R-NY)). At the close of 2018, HR 3032 had 74 co-sponsors and S 1879 had 15 co-sponsors—this is the most co-sponsors to date on CAMFT’s Medicare reimbursement bill. Sen. Harris (D-CA) signed onto S 1879 at the end of 2018.

CAMFT will introduce similar legislation in 2019 starting with the co-sponsors mentioned above. The goal of 2019 is to center the next bill on workforce requirements to deal with opioid addiction that may open up greater opportunity for MFTs to participate in Medicare.
Veterans Affairs: In May 2018, the Department of Veteran Affairs (VA) finally released their new employment standards for LMFT hiring. As background, signed into law in 2016, was the removal of the requirement that LMFTs must be graduates of COAMFTE-accredited programs in order to work at the VA. A committee consisting of five LMFTs employed through the VA, and a psychologist, began drafting the employment standards for LMFT hiring in early 2017. After review of the resulting standards, CAMFT remains very concerned given the substantial limitation for promotion of LMFTs within the VA without a COAMFTE-accredited degree. In late 2018, CAMFT met with the VA to discuss our concerns and develop a staffing plan to hire more MFTs within the VA.

Department of Homeland Security (DHS): Over the last year, CAMFT became aware of the difficulties deportation and asylum defendants have had when utilizing MFTs as the therapist attesting to mental health status—the difficulties resulting from the DHS arguing that MFTs are not able to provide testimony related to diagnosis (arguing it is outside the scope of practice). CAMFT has reached out to DHS to advocate against this misinformation; as well as provided individual defendants, and their attorneys, amicus briefs and letters to the court to provide education and background on the ability of MFTs to treat and diagnose. CAMFT is hopeful its advocacy to the DHS will result in a reversal of their standard legal argument against the usage of MFTs within deportation and asylum hearings.

Legislators of the Year
The 2018 CAMFT State Legislator of the Year was awarded to Assemblymember Miguel Santiago and the 2018 CAMFT Federal Legislator of the Year was awarded to U.S. Representative John Katko.

Board of Behavioral Sciences (BBS)
The budget for fiscal year 2017/2018 was $12,097,000, and for 2018/2019 was $11,550,000. As of September 2018, the BBS regulated 114,369 licensees and registrants. Starting in 2018, licensees and registrants will receive a renewal notification to renew online (while paper renewals will still be accepted, forms will not be mailed to licensees and registrants).

The Office of Professional Examination Services completed the LPCC occupational analysis in June 2018. The OPES began the LMFT occupational analysis in October 2018, and will review the AMFTRB National Examination in 2019.

The Board met seven times in 2018; the Policy & Advocacy Committee met four times; the Exempt Committee met three; and the License Portability Committee met twice.

The BBS sponsored three pieces of legislation in 2018: AB 93 (Medina)—A supervision bill reviewed above; AB 2117 (Arambula)—expired registrations and out of state licensees; SB 1491 (Senate Business, Professions, and Economic Development Committee)—minor, technical and non-substantive amendments to add clarity to current licensing law.

Certified Supervisor Program
At the end of 2018, there were 237 CAMFT Certified Supervisors, and 35 Participants. In 2018, 13 people completed the certification program, 27 members renewed their certification, and 19
people applied to the program. CAMFT will continue to seek opportunities to market the Certified Supervisor Program, communicate the benefits of becoming certified, and increase the visibility of the program to both members and non-members.

**Chapters**

In 2018, CAMFT’s Executive Director, Deputy Executive Director, and Outreach Coordinator visited 7 chapters to provide CAMFT updates, discuss programs and services that would be of most benefit to chapters, and to help identify opportunities to serve our mutual members. In addition, CAMFT staff attorneys presented 25 law and ethics workshops sponsored by chapters. Board members also regularly participated in chapter meetings around the state.

CAMFT held its CAMFT Leadership Conference for Chapter Leaders. Chapter Leaders believed they gained many useful ideas and indicated that they thought the general session, breakout sessions, and networking opportunities were very beneficial. Attendees had the option to attend a CAMFT Connects session on 2018 scope of practice in addition to five chapter-focused breakout sessions. Outstanding Chapter Leaders and Chapter Excellence Award winners were recognized at the Chapter Leadership Conference, and a list of award winners was printed in the March/April issue of *The Therapist*.

In 2018, numerous chapters raised money for CAMFT’s Political Action Committee (PAC) at their chapter meetings. CAMFT is grateful for their continued support.

Throughout 2018, CAMFT promoted chapter events by sending monthly e-mail blasts to all CAMFT members throughout the state to showcase events and networking opportunities available locally and to encourage chapter membership. CAMFT also provided chapters with the e-mail and mailing addresses of CAMFT members in their areas, and encouraged chapters to use the lists for membership recruitment, engagement, and event marketing purposes.

**Coalitions**

CAMFT continued to participate in a variety of statewide mental health coalitions with government agencies and other mental health stakeholders.

CAMFT is an active contributor to the MFT Consortium, whose mission is to enhance the quality of clinical training to MFT students. CAMFT participated in the MFT Leadership Consortium as well as in all eight of the regional consortia.

CAMFT also played a role in a number of Department of Health Care Services (DHCS) and Department of Managed Health Care (DMHC) stakeholder groups, including: Medi-Cal Managed Care Advisory Group, DHCS Medi-Cal Health Children’s Advisory Panel, DHCS Medi-Cal Enrollment Requirements and Procedures for Providers meeting, DHCS Whole Child Model, DHCS Coordinated Care/Dual Eligible Stakeholders Group, DHCS Behavioral Health Forum, DHCS Stakeholders Advisory Committee, DHCS Medi-Cal Children’s Health Care Advisory Panel, Department of Managed Health Care’s Network Adequacy Workgroup.

In addition, CAMFT collaborated with sister mental organizations such as AAMFT, AAMFT-CA, California Psychological Association, NASW-CA, California Association of Licensed
Professional Clinical Counselors, California Coalition for Mental Health, Irregulars, California Department of Education’s Student Mental Health Policy Workgroup.

Committees/Task Forces
CAMFT had 25 Committees and 4 Task Forces in 2018. The following are some actions of special interest this past year:

- **Political Action Committee (PAC)** – In 2018, the CAMFT State PAC contributed $58,600 to candidates/legislators and the CAMFT Federal PAC contributed $4,325. The total of all member contributions in 2017 was $67,401.

- **Scope of Practice Task Force** – The Scope of Practice Task Force met two times in 2018 at the Board’s directive. The task force reviewed the MFT scope and member feedback collected at the 2018 CAMFT Connects.

- **Ethics Committee** – The Ethics Committee met twice in 2018 to continue its draft of revisions for the CAMFT Code of Ethics. The Committee completed the revisions for the Board of Director’s meeting in March, 2019. This is the largest set of proposed revisions offered to the Board for review. A few of the proposed revisions include an expansion of the standards on dual relationships, an expansion of the standards related to the Responsibility to the Legal System, and a standard on receiving/giving gifts.

- **Strategic Planning Committee** – The Strategic Planning Committee met twice in 2018 to revise the current strategic plan. For its second meeting in November 2018, most of the Board of Directors was able to join the Strategic Planning Committee, allowing for an accelerated review process. At the November meeting, the group met with Cynthia Mills, who facilitated an all-day meeting. The Strategic Planning Committee and the Board brainstormed a number of goals, then picked their top 3 priorities for the 2019 and beyond. The goals were then grouped into three categories: advocacy for the profession, helping members, and strengthening CAMFT. The group then prioritized 3 strategies: scope of practice, CAMFT involvement in social policy/advocacy, and helping chapters. These strategies will be further developed in 2019 and will be the focus of CAMFT for the next 3-4 years.

- **Pre-Licensed Committee** – The Pre-Licensed Committee met three times in 2018. The committee provided pertinent feedback on issues which directly affect Pre-Licensed members. The committee also discussed ideas regarding including a job fair at the conference. The Pre-Licensed Committee gave feedback on a one day event specifically designed for pre-licensees to be held in fall 2019.

Continuing Education Provider Approval (CEPA) Program
As a BBS-recognized Approval Agency, CEPA has the authority to approve continuing education providers for BBS licensees. CEPA is responsible for developing continuing education provider approval guidelines, evaluating continuing education provider applications, approving continuing education providers, conducting audits, and addressing appeals and consumer complaints. In 2018, the CEPA Committee was comprised of 26 licensed members from a variety of backgrounds and skills sets. The Committee approved 158 new CEPA Providers, including 2 Chapters. This brought
the total number of CEPA providers to 497 by the end of the year. The CEPA Committee also reviewed and approved 158 first-year renewal applications.

As one of just 7 BBS-recognized approval agencies, CAMFT is dedicated and committed to upholding the BBS Regulations on course content for all licensees. The CEPA program is proud of the hard work and dedication shown by our approved providers to ensure high quality CE programs for LMFT’s, LCSW’s, LPCC’s and LEP’s in California.

**Education and Events**

CAMFT provided continuing education opportunities through several live events, including a stand-alone, 6-hour workshop entitled “Comprehensive Supervision I: Anatomy of Supervision”, an AEDP for Couples 3-Day Intensive certificate training held simultaneously with the Fall Symposium and the Annual Conference, Advancing the Art and Science of Psychotherapy. CAMFT’s 54th Annual Conference, in Garden Grove, CA, was attended by 796 participants and 137 Exhibitors, the AEDP for Couples training held in Burlingame was attended by 81 participants, Fall Symposium held in Burlingame was attended by 173 participants and 32 exhibitors, and a one-day workshop Comprehensive Supervision 1 workshop held in El Segundo was attended by 37 participants. A total of 1256 people attended CAMFT’s live events in 2018. This overall total figure was 284 more participants than in 2017, due to a higher attendance at the 2018 Fall Symposium and 2018 Annual Conference.

CAMFT’s robust “On-Demand Learning Library” (launched in August 2015) continues to offer members the ability to view webinars, read The Therapist Legal and Ethical and Professional Exchange articles, and purchase the Compendium and Compendium test online for CE credits. At the end of 2018, CAMFT’s last seven issues of The Therapist Legal and Ethical and Professional Exchange articles, 2018 Compendium and Compendium test purchase, and 72 learning videos were available online for CE credits and 12 informational non-CE related courses. A total of twenty (20) of these videos offered Legal and Ethical CE credits. The On-Demand Learning Library generated more than $114,734 in sales from the January 1, 2018 to December 31, 2018. 4,145 unique users were able to earned CEs from January 1, 2018 to December 31, 2018.

Also in 2018, staff presented twenty-six (26) “Law and Ethics” workshops and two (2) “Road to Licensure” workshops on behalf of CAMFT Chapters. Staff also presented Four (4) workshops to graduate programs/universities, which included two (2) 6-hour “Law and Ethics” workshops, one (1) “Road to Licensure” workshop, and one (1) Law and Ethics “Guide Lines for Treatment of Minors” via webinar. All workshops provided were well received.

CAMFT Staff Attorneys also recorded in house a 6-hour Law and Ethics workshop on “Telehealth, Emailing and Texting.” A 7-hour in-house workshop recording covering HIV/Aids Support and Care was also recorded. Both are available for purchase in CAMFT’s On-Demand Learning Library.

**Educational Foundation**

In 2018, $24,802.71 was raised for the Educational Foundation, which exceeds the $14,500 disbursed in scholarships and grants. The total revenue reflects $1,823.00 from raffle ticket sales
at the Chapter Leadership Conference, Annual Conference and Fall Symposium, $4,000 each from CPH and Associates and Simple Practice to underwrite 2018 scholarships, $14,772.00 from donations collected with member dues, and $207.71 from AmazonSmile donations. As of December 31, 2018, the Educational Foundation Total Assets were $127,726.86.

The Foundation was delighted to receive a commitment in 2018 from CPH and Associates to underwrite a 2019 scholarship.

The Educational Foundation selected the following award winners in 2018, presented at the 2018 CAMFT Annual Conference:

CAMFT Educational Foundation Scholarship
Jeremy Berlin – Santa Rosa, CA

CAMFT Educational Foundation Scholarship Commemorating Clinton E. Phillips (generously underwritten by Simple Practice)
Melissa Risso, M.A. – San Mateo, CA

CAMFT Educational Foundation Scholarship Commemorating Ronald D. Lunceford (generously underwritten by CPH & Associates)
Robert Dreyfous – Sunnyvale, CA

CAMFT Educational Foundation Grant
Matthew Mock, PhD – Berkeley, CA

CAMFT Honors Award Recipients
The CAMFT Honors Committee has recognized and honored one professional and one agency this year. The Honors recipients awarded in 2018 were as follows:

Mary Riemersma Distinguished Clinical Member Award
Darlene Davis, M.A., LMFT

Outstanding School or Agency Award
Pacifica Graduate Institute

Marketing/Outreach
CAMFT’s marketing and outreach efforts engaged the general public and prospective Pre-licensed and Clinical members. Strategic advertising was created to direct the general public toward CounselingCalifornia.com, an online directory MFTs with helpful articles promoting talk therapy. Throughout the year, CAMFT promoted membership benefits, events, and resources with prospective and current members.

The Therapist
CAMFT’s bi-monthly magazine is one of the top membership benefits for its timely and educational articles. The publication offers news regarding advocacy efforts, the BBS, clinical
articles, and legal and ethical articles. Each issue offers self-study tests that reference the clinical and clinical articles for CEs.

*Online Communications*
CAMFT has connected with thousands of members throughout the state and provided forums to exchange ideas and receive news and updates. The online communication allows CAMFT to disseminate timely information to the membership and save printing resources. CAMFT’s online presence include websites for CAMFT and Counseling California, e-newsletters for the membership, CAMFT Community, and social media.

*Counseling California*
Counseling California is an online directory to help the public locate a Marriage and Family Therapist or other mental health professionals practicing in California. As a free member benefit, CAMFT Clinical and Pre-licensed members can create profiles to market their practice. The website hosts many resources promoting therapy and is marketed through a variety media outlets to garner high traffic.

*Exhibiting*
CAMFT staff partnered with local chapters to participate at a variety of professional and public exhibiting opportunities. The booths shared informative and promotional materials for membership and educational resources for the public. Members have noted they appreciate seeing CAMFT present at events and are quite proud to note their membership!

*Public Relations*
The public relations campaign reached millions of Californians. CAMFT’s public relations firm issued press releases on mental health topics (i.e., anxiety, depression, and relationships) to highlight the benefits of talk therapy, promote MFTs as mental health experts, and promote usage of Counseling California. The press releases were distributed on the news wire and pitched to secure coverage through a variety of media outlets such as newspaper, magazine, radio, and online news/blog.

*Membership/Member Services*
As of December 31, 2018, CAMFT had 31,729 members listed for the April 2019 Annual Membership Meeting. This is 329 members more than was reported for the April 2018 Annual Membership Meeting. The membership count now is:

- Clinical (19,909),
- Life (716),
- Associate (1,171),
- Emeritus (710)
- Pre-Licensed (9,223)

All categories except Pre-Licensed experienced an increase in membership during this time period.

Retention rate during 2018 reporting time was at 82%.
**Info Center Calls**
The Info Center takes many calls from members, which includes the following topics: taking membership payments, issuing credentials, updating of profiles, insurance information, events, directing through the website, logging and forwarding legal and ethical calls to our legal staff.

During the 2018 reporting year the InfoCenter received 55,806 incoming calls.

During the 2018 reporting year the Legal Team received 25,649 calls.

<table>
<thead>
<tr>
<th></th>
<th>Infocenter Calls</th>
<th>Legal Team/LEB Calls</th>
</tr>
</thead>
<tbody>
<tr>
<td>January</td>
<td>5189</td>
<td>2287</td>
</tr>
<tr>
<td>February</td>
<td>4625</td>
<td>2019</td>
</tr>
<tr>
<td>March</td>
<td>5291</td>
<td>2237</td>
</tr>
<tr>
<td>April</td>
<td>4809</td>
<td>2132</td>
</tr>
<tr>
<td>May</td>
<td>4669</td>
<td>2231</td>
</tr>
<tr>
<td>June</td>
<td>4242</td>
<td>2084</td>
</tr>
<tr>
<td>July</td>
<td>4207</td>
<td>2033</td>
</tr>
<tr>
<td>August</td>
<td>5056</td>
<td>2387</td>
</tr>
<tr>
<td>September</td>
<td>4467</td>
<td>2134</td>
</tr>
<tr>
<td>October</td>
<td>4879</td>
<td>2420</td>
</tr>
<tr>
<td>November</td>
<td>4462</td>
<td>1992</td>
</tr>
<tr>
<td>December</td>
<td>3910</td>
<td>1693</td>
</tr>
<tr>
<td>Total</td>
<td>55806</td>
<td>25649</td>
</tr>
</tbody>
</table>

**Drop Survey**
Member drops are made after the grace period. A survey is sent to these members to fill out and the data is then collected. Below is the overall information collected for 2018.

Felt the association’s overall services were Excellent - 53%

Felt the association’s overall services were Good - 38%

Felt the association’s overall services were Fair - 7%

Felt the association’s overall services were Poor – 2%

The top four (4) reasons for cancelling were:
- Financial – 22%
- Retirement – 21%
- Currently Not Practicing – 21%
- Other – 16%
CPH & Associate Student Insurance
Beginning in 2014, CAMFT began offering professional liability insurance for graduate student members at no charge to enhance the value of their membership with CAMFT. As of December 31, 2018, 2,339 student-member policies were written for this complimentary program through CPH and Associates.

Operations
In 2018, CAMFT continued to conduct a needs analysis to review our ongoing and future database and website needs. After receiving the final report, CAMFT staff carefully reviewed multiple vendors in order to identify the best solution to meet the varying needs of staff and membership. In June a contract was signed with Euclid Technologies to begin the development of an extremely complex Association Management System (AMS). The goal is to launch the new AMS and websites in late June 2019.

Staff
Nabil El-Ghoroury, PhD started in January. Claudia Sandoval was hired as Member Services Representative. Lauren Blackwell was hired as Outreach Coordinator. The remaining 21 staff positions were filled.

Website/Social Media
This year we continued to work with our consultant to improve search engine optimization and improve access to our website.

CAMFT.org had a total of 300,418 visitors this year, 159,114 of those were unique visitors. This reflects a decrease of 15,311 visitors to the website as compared to a total of 315,729 visitors in 2017.

The most popular navigation areas of the CAMFT.org website are as follows:
1. Membership 112,236 unique visitors
2. The Therapist 55,142 unique visitors
3. Members Only 45,943 unique visitors
4. Resource Center 41,214 unique visitors
5. Classifieds 40,835 unique visitors

CAMFT members visited the EBSCOhost Psychology and Behavioral Sciences Collection database 106,714 times, 43,845 of those came from unique visitors.

There were 4,328 visitors to the CPH & Associates Student Liability information web page, January 1 – December 31, 2018.

There were 1,764 visitors to the CAMFT Affinity Partners web page January 1 – December 31, 2018.

Counseling California
In September three new categories were added to the Mental Health Matters section of Counseling California; Kids, Relationships and Wellness. We worked to improve search engine
optimization by streamlining the sitemap with Google, updating meta tag/search word optimization, and other strategies.

In 2018 CounselingCalifornia.com had 207,176 visitors to the website with a total of 736,024 page views. This reflects an increase of 89,269 visitors to the site as compared to a total of 117,907 visitors in 2017.

At the end of 2018 a total of 8,101 therapists had profiles on CounselingCalifornia.com

**Social Media Sites**
CAMFT’s Facebook social media feed which is placed on the home page of camft.org gets a lot of attention. This gives visitors to the site an easy way to stay up-to-date with CAMFT’s recent activities and it encourages visitors to share their own ideas and viewpoints with other MFT professionals.

- CAMFT Facebook Page 9,802 Likes (up 21% compared to 2017)
- Counseling CA Facebook Page 2,401 Likes (up 26% compared to 2017)

**Conclusion**
In conclusion, 2018 has been an amazing year. CAMFT remains a powerful influencer at the state level. CAMFT continues to provide high quality customer service to members. With the new strategic framework that was developed in late 2018, CAMFT is on target for more incredible years to follow.

Thank you for being a member of the California Association of Marriage and Family Therapists!
Financial Report

California Association of Marriage and Family Therapists

December 31, 2018
Contents

Independent Auditor's Report on the Financial Statements..................................................................................1

Financial Statements
  Statement of Financial Position ..................................................................................................................3
  Statement of Activities ..................................................................................................................................4
  Statement of Functional Expenses ..............................................................................................................5
  Statement of Cash Flows ...............................................................................................................................6
  Notes to Financial Statements ......................................................................................................................7
INDEPENDENT AUDITOR’S REPORT ON THE FINANCIAL STATEMENTS

Board of Directors
California Association of Marriage
and Family Therapists
San Diego, California

We have audited the accompanying financial statements of California Association of Marriage and Family Therapists (the Association), as of December 31, 2018, and the related statements of activities and cash flows for the year then ended, and the related notes to the financial statements.

Management’s Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor’s Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit includes performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor’s judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity’s preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion of the effectiveness of the entity’s internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of California Association of Marriage and Family Therapists, as of December 31, 2018, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.
Report on Summarized Comparative Information

We have previously audited California Association of Marriage and Family Therapists’ 2017 financial statements, and our report dated February 7, 2018, expressed an unmodified audit opinion on those audited financial statements. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2017, is consistent, in all material respects, with the audited financial statements from which it has been derived.

WEST RHODE & ROBERTS

San Diego, California
February 8, 2019
<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$1,277,101</td>
<td>$1,034,635</td>
</tr>
<tr>
<td>Receivables</td>
<td>2,425</td>
<td>7,403</td>
</tr>
<tr>
<td>Prepaid expenses and other assets</td>
<td>109,770</td>
<td>103,256</td>
</tr>
<tr>
<td>Investments</td>
<td>7,908,615</td>
<td>7,814,191</td>
</tr>
<tr>
<td>Property and equipment, net of accumulated depreciation</td>
<td>571,003</td>
<td>737,285</td>
</tr>
<tr>
<td>Total assets</td>
<td>$9,868,914</td>
<td>$9,696,770</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>LIABILITIES AND NET ASSETS</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Liabilities:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>$424,000</td>
<td>$582,183</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>49,311</td>
<td>59,974</td>
</tr>
<tr>
<td>Total liabilities</td>
<td>473,311</td>
<td>642,157</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Commitments (Note 6)</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Net assets:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Without donor restrictions</td>
<td>9,395,603</td>
<td>9,054,613</td>
</tr>
<tr>
<td>Total net assets</td>
<td>9,395,603</td>
<td>9,054,613</td>
</tr>
<tr>
<td>Total liabilities and net assets</td>
<td>$9,868,914</td>
<td>$9,696,770</td>
</tr>
</tbody>
</table>

See Notes to Financial Statements.
CALIFORNIA ASSOCIATION OF MARRIAGE AND FAMILY THERAPISTS

STATEMENT OF ACTIVITIES
Year Ended December 31, 2018
(With Summarized Financial Information for the Year Ended December 31, 2017)

<table>
<thead>
<tr>
<th>Operating Activities</th>
<th>2018</th>
<th>2017 (Note 8)</th>
</tr>
</thead>
<tbody>
<tr>
<td>SUPPORT AND REVENUE</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Member dues</td>
<td>$4,430,744</td>
<td>$4,208,967</td>
</tr>
<tr>
<td>Workshop and annual conference registration</td>
<td>384,929</td>
<td>288,904</td>
</tr>
<tr>
<td>Voluntary programs</td>
<td>141,992</td>
<td>118,939</td>
</tr>
<tr>
<td>Publications and advertising</td>
<td>165,038</td>
<td>172,706</td>
</tr>
<tr>
<td>CE approval agency revenue</td>
<td>148,965</td>
<td>169,100</td>
</tr>
<tr>
<td>Royalties and other income</td>
<td>315,812</td>
<td>298,514</td>
</tr>
<tr>
<td>Rental income</td>
<td>7,700</td>
<td></td>
</tr>
<tr>
<td><strong>Total operating support and revenue</strong></td>
<td><strong>5,587,480</strong></td>
<td><strong>5,264,830</strong></td>
</tr>
</tbody>
</table>

OPERATING EXPENSES

<table>
<thead>
<tr>
<th>Program services:</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Member services</td>
<td>2,787,713</td>
<td>2,622,413</td>
</tr>
<tr>
<td>Educational programs</td>
<td>513,907</td>
<td>614,831</td>
</tr>
<tr>
<td>Marketing and public outreach</td>
<td>524,481</td>
<td>499,209</td>
</tr>
<tr>
<td><strong>Total program services</strong></td>
<td><strong>3,825,101</strong></td>
<td><strong>3,736,453</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Supporting services:</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>General and administrative</td>
<td>1,169,065</td>
<td>1,123,214</td>
</tr>
<tr>
<td><strong>Total operating expenses</strong></td>
<td><strong>4,995,166</strong></td>
<td><strong>4,859,667</strong></td>
</tr>
</tbody>
</table>

| Change in net assets from operations | 592,314 | 405,163 |

Nonoperating Activities

| Gain on sale of assets | 4,000    | 168,739 |
| Investment income, net | 273,766  | 173,078 |
| Net realized and unrealized (losses) gains | (529,090) | 300,555 |
| **Total nonoperating activities** | **(251,324)** | **642,372** |

| Change in net assets without donor restrictions | 340,990 | 1,047,535 |

NET ASSETS AT BEGINNING OF YEAR

| 9,054,613 | 8,007,078 |

NET ASSETS AT END OF YEAR

| $9,395,603 | $9,054,613 |

See Notes to Financial Statements.
CALIFORNIA ASSOCIATION OF MARRIAGE AND FAMILY THERAPISTS

STATEMENT OF FUNCTIONAL EXPENSES
Year Ended December 31, 2018
(With Summarized Financial Information for the Year Ended December 31, 2017)

<table>
<thead>
<tr>
<th></th>
<th>Program Services</th>
<th>Supporting Services</th>
<th>Total</th>
<th>2017 (Note 8)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Member Services</td>
<td>Educational Programs</td>
<td>Marketing &amp; Public Outreach</td>
<td>Total Program Services</td>
</tr>
<tr>
<td>Salaries</td>
<td>$1,148,363</td>
<td>$133,358</td>
<td>$120,393</td>
<td>$1,402,114</td>
</tr>
<tr>
<td>Payroll taxes &amp; employee benefits</td>
<td>388,444</td>
<td>43,970</td>
<td>40,865</td>
<td>473,279</td>
</tr>
<tr>
<td>Professional services</td>
<td>587,088</td>
<td>15,490</td>
<td>12,503</td>
<td>615,081</td>
</tr>
<tr>
<td>Conference &amp; meetings</td>
<td>137,449</td>
<td>235,941</td>
<td>224</td>
<td>375,614</td>
</tr>
<tr>
<td>Mailing &amp; printing</td>
<td>43,796</td>
<td>23,955</td>
<td>305,110</td>
<td>372,861</td>
</tr>
<tr>
<td>Office equipment &amp; maintenance</td>
<td>181,553</td>
<td>21,082</td>
<td>19,032</td>
<td>221,667</td>
</tr>
<tr>
<td>Depreciation</td>
<td>124,629</td>
<td>14,473</td>
<td>13,066</td>
<td>152,168</td>
</tr>
<tr>
<td>Building maintenance &amp; utilities</td>
<td>79,444</td>
<td>9,226</td>
<td>8,329</td>
<td>96,999</td>
</tr>
<tr>
<td>Travel</td>
<td>47,857</td>
<td>6,710</td>
<td>789</td>
<td>55,356</td>
</tr>
<tr>
<td>Office supplies</td>
<td>29,161</td>
<td>8,240</td>
<td>2,850</td>
<td>40,251</td>
</tr>
<tr>
<td>Insurance</td>
<td>19,929</td>
<td>1,462</td>
<td>1320</td>
<td>22,711</td>
</tr>
<tr>
<td><strong>Total expenses</strong></td>
<td><strong>$2,787,713</strong></td>
<td><strong>$513,907</strong></td>
<td><strong>$524,481</strong></td>
<td><strong>$3,826,101</strong></td>
</tr>
</tbody>
</table>

See Notes to Financial Statements.
CALIFORNIA ASSOCIATION OF MARRIAGE AND FAMILY THERAPISTS

STATEMENT OF CASH FLOWS
Year Ended December 31, 2018
(With Summarized Financial Information for the Year Ended December 31, 2017)

<table>
<thead>
<tr>
<th>CASH FLOWS FROM OPERATING ACTIVITIES</th>
<th>2018</th>
<th>2017 (Note 6)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Change in net assets</td>
<td>$340,990</td>
<td>$1,047,535</td>
</tr>
<tr>
<td>Adjustments to reconcile change in net assets to net</td>
<td></td>
<td></td>
</tr>
<tr>
<td>cash from operating activities:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Depreciation</td>
<td>201,015</td>
<td>252,726</td>
</tr>
<tr>
<td>Unrealized loss (gain) on investments</td>
<td>619,082</td>
<td>(251,354)</td>
</tr>
<tr>
<td>Realized gain on sale of investments</td>
<td>(89,992)</td>
<td>(49,201)</td>
</tr>
<tr>
<td>Gain on sale of assets</td>
<td>(4,000)</td>
<td>(168,739)</td>
</tr>
<tr>
<td>Changes in operating assets and liabilities:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Receivables</td>
<td>4,978</td>
<td>(1,302)</td>
</tr>
<tr>
<td>Prepaid expenses and other assets</td>
<td>(6,514)</td>
<td>25,071</td>
</tr>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>(158,183)</td>
<td>158,661</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>(10,663)</td>
<td>8,719</td>
</tr>
<tr>
<td>Net cash provided by operating activities</td>
<td>896,713</td>
<td>1,022,116</td>
</tr>
</tbody>
</table>

| CASH FLOWS FROM INVESTING ACTIVITIES |       |               |
| Purchase of property and equipment  | (34,733)| -             |
| Proceeds from sale of assets        | 4,000  | 505,835       |
| Net purchases of investments        | (623,514)| (1,327,033) |
| Net cash used in investing activities| (654,247)| (821,198)    |

| Change in cash and cash equivalents | 242,466 | 200,918       |

CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR
| 1,034,635 | 833,717 |

CASH AND CASH EQUIVALENTS AT END OF YEAR
| $1,277,101| $1,034,635 |
Note 1. Organization and Significant Accounting Policies

Organization and Activities

California Association of Marriage and Family Therapists (the Association) is a California not-for-profit mutual benefit corporation dedicated to the advancement of marriage and family therapy and the common interest of its members. The Association's support comes from membership dues, publication sales, and other services provided by the Association. The significant accounting policies followed are described below to enhance the usefulness of the financial statements to the reader.

Significant Accounting Policies

Method of Accounting – The financial statements of the Association have been prepared on the accrual basis of accounting.

Basis of Presentation - The financial statements of the Association have been prepared in accordance with U.S. generally accepted accounting principles ("US GAAP"), which require the Association to report information regarding its financial position and activities according to the following net asset classifications:

**Net assets without donor restrictions:** Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objectives of the organization. These net assets may be used at the discretion of the Association's management and the board of directors.

**Net assets with donor restrictions:** Net assets subject to stipulations imposed by donors, and grantors. Some donor restrictions are temporary in nature; those restrictions will be met by actions of the Association or by the passage of time. Other donor restrictions are perpetual in nature, where by the donor has stipulated the funds be maintained in perpetuity.

The Association did not have any net assets with donor restrictions as of December 31, 2018.

Measure of Operations – The statements of activities reports all changes in net assets, including changes in net assets from operating and nonoperating activities. Operating activities consist of those items attributable to the Association’s ongoing programs and interest and dividends earned on investments. Nonoperating activities are limited to resources that generate return from investments and other activities considered to be of a more unusual or nonrecurring nature.

Member Dues – Member dues are recognized in full as revenue when they are received.

Cash and Cash Equivalents – Cash consists of cash on deposit with banks. Cash equivalents are highly liquid debt instruments with original maturities of three months or less.

Accounts Receivable – Accounts receivable consists mainly of amounts due for advertising and workshops. All accounts receivables are reviewed for collectability and reserves for uncollectible amounts are recorded based on previous experience. Accounts are written off against the allowance for doubtful accounts when deemed uncollectible. Management has determined that no allowance is needed for the year ended December 31, 2018.

Investments – The Association reports investments at fair market value. Unrealized gains and losses are included in the change in net assets in the accompanying statement of activities. Investment expenses, such as custodial, commission, and investment advisory fees, are netted against investment income (loss) in the statement of activities.
CALIFORNIA ASSOCIATION OF MARRIAGE AND FAMILY THERAPISTS
NOTES TO FINANCIAL STATEMENTS

Property and Equipment – Property and equipment purchased by the Association are recorded at cost. In-kind contributions of property and equipment are recorded at their fair market value at the date of gift. The Association capitalizes all fixed assets over $1,500. Depreciation is provided on the straight-line basis over the estimated useful lives of the related assets. Property and equipment is depreciated on a straight-line basis as follows:

| Buildings and improvements | 39 years |
| Furniture and equipment    | 3 to 5 years |

Depreciation expense totaled $201,015 for the year ended December 31, 2018.

Deferred Revenue – Deferred revenue consists of advertising fees and registrations collected in advance.

Income Tax Status – The Association is exempt from federal income tax pursuant to Section 501(c)(6) of the Internal Revenue Code and Section 23701(e) of the California Revenue and Taxation Code. The Financial Accounting Standards Board (FASB) issued Accounting Standards Codification (ASC) No. 740-10, Accounting for Uncertainties in Income Tax, which sets a minimum threshold for financial statement recognition of the benefit of a tax position taken or expected to be taken in a tax return. The Association has reviewed its positions for all open tax years and has determined that it has no uncertain tax positions requiring accrual or disclosure.

Use of Estimates – The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Subsequent Events – Subsequent events are events or transactions that occur after the statement of financial position date but before financial statements are available to be issued. The Association recognizes in the financial statements the effects of all subsequent events that provide additional evidence about conditions that existed at that date, including the estimates inherent in the process of preparing financial statements. The Association’s financial statements do not recognize subsequent events that provide evidence about conditions that did not exist at the date of the statement of financial position, but arose after that date and before the financial statements are available to be issued.

The Association has evaluated subsequent events through February 8, 2019, which is the date the financial statements are available for issuance, and concluded that there were no events or transactions that needed to be disclosed.

Functional Allocation of Expenses – The financial statements report certain categories of expenses that are attributable to one or more programs or supporting services of the Association. Those expenses include depreciation, the Executive Director’s office, and information technology department. Depreciation is allocated based on a square footage basis; the Executive Director’s office is allocated based on a time and cost study of where efforts are made, and the information technology department is allocated based on specific technology utilized.

New Accounting Pronouncement – On August 18, 2016, FASB issued ASU 2016-14, Not-for-Profit Entities (Topic 958) – Presentation of Financial Statements of Not-for-Profit Entities. The update addresses the complexity and understandability of net asset classification, deficiencies in information about liquidity and availability of resources, and the lack of consistency in the type of information provided about expenses and investment return. The Association has adjusted the presentation of these statements accordingly. The ASU has been applied retrospectively to all periods presented.
Note 2. Fair Value Measurements

Due to the short-term nature of cash and cash equivalents, receivables, inventory, prepaid expenses, accounts payable, accrued expenses and deferred revenue, fair value approximates carrying value. In accordance with Financial Accounting Standards Board Codification No. 820 (FASB ASC 820), fair value is defined as the price that the Association would receive upon selling an asset or transferring a liability in an orderly transaction to an independent buyer in the principal or most advantageous market of the asset.

FASB ASC 820 establishes a three-tier hierarchy which requires an entity to maximize the use of observable inputs and minimize the use of unobservable inputs and to establish the classification of fair value measurements for disclosure purposes. Inputs refer broadly to the assumptions that market participants would use in pricing the asset or liability, including assumptions about risk. Inputs may be observable or unobservable. Observable inputs are inputs that reflect the assumptions market participants would use in pricing the asset or liability developed based on market data obtained from sources independent of the reporting entity. Unobservable inputs are inputs that reflect the reporting entity's own assumptions about the assumptions market participants would use in pricing the asset or liability developed based on the best information available.

The standard describes three-tier hierarchy of inputs that may be used to measure fair value as follows:

**Level 1:** Quoted prices (unadjusted) of identical assets or liabilities in active markets that the Association has the ability to access as of the measurement date.

**Level 2:** Significant other observable inputs other than Level 1 prices, such as quoted prices for similar assets or liabilities, quoted prices in markets that are not active, and other inputs that are observable or can be corroborated by observable market data.

**Level 3:** Significant unobservable inputs that reflect the Association's own assumptions about the assumptions that market participants would use in pricing an asset or liability.

The Association's statement of financial position includes investments in publicly traded mutual funds that have been considered Level 1 assets and are reported at fair value based on quoted prices in active markets for identical assets at the measurement date.

The fair value of a financial instrument is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Fair value is best determined based upon quoted market prices. All of the Association's investments are based upon the quoted market prices at December 31, 2018.

The management of the Association is responsible for making the fair value measurements and disclosures in the consolidated financial statements. As part of fulfilling this responsibility, the management of the Association has established an accounting and financial reporting process for determining the fair value measurements and disclosures, which identifies and adequately supports the valuation methods and assumptions used and ensures that the presentation of the fair value measurement is in accordance with U.S. GAAP.
CALIFORNIA ASSOCIATION OF MARRIAGE AND FAMILY THERAPISTS
NOTES TO FINANCIAL STATEMENTS

Note 3. Liquidity and Availability of Resources

The Association's financial assets available for general expenditure, that is without donor restrictions limiting their use within one year of the statement of financial position date, are as follows:

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$1,277,101</td>
</tr>
<tr>
<td>Accounts receivable</td>
<td>2,425</td>
</tr>
<tr>
<td>Investments</td>
<td>7,908,615</td>
</tr>
<tr>
<td><strong>Total financial assets available to management</strong></td>
<td><strong>$9,188,141</strong></td>
</tr>
</tbody>
</table>

The Association maintains a policy of structuring its financial assets to be available as its general expenditures, liabilities, and other obligations come due.

Note 4. Investments

Investments, stated at fair value are as follows:

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mutual funds</td>
<td>$7,908,615</td>
</tr>
</tbody>
</table>

Total investment income shown on the statement of activities at December 31, 2018, is made up of interest and dividends of $295,037, realized gains of $89,992, unrealized loss of $619,082 and investment expenses of $21,271.

Note 5. Property and Equipment

Property and equipment consists of the following:

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hardware &amp; software</td>
<td>$1,033,778</td>
</tr>
<tr>
<td>Buildings</td>
<td>604,335</td>
</tr>
<tr>
<td>Land</td>
<td>221,388</td>
</tr>
<tr>
<td>Capital improvements</td>
<td>184,030</td>
</tr>
<tr>
<td>Furniture and office equipment</td>
<td>114,229</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>2,157,760</strong></td>
</tr>
<tr>
<td>Accumulated depreciation</td>
<td>(1,586,757)</td>
</tr>
<tr>
<td><strong>Total Net</strong></td>
<td><strong>571,003</strong></td>
</tr>
</tbody>
</table>

Note 6. Commitments

Pension Plan – The Association has a money purchase pension plan covering eligible employees, which allows for an annual contribution of up to ten percent of eligible employees’ compensation. In addition, the Association makes a non-elective contribution of three percent of eligible employees’ compensation to a 401k "safe harbor" plan, which ensures compliance with the government-mandated nondiscrimination requirements. The Association's contributions to these plans for the year ended December 31, 2018, was approximately $229,000.
Leases — The Association leases equipment under non-cancelable agreements expiring in 2021. At December 31, 2018, the total minimum lease commitments under such operating leases are:

<table>
<thead>
<tr>
<th>Years Ending December 31</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>50,451</td>
</tr>
<tr>
<td>2020</td>
<td>42,161</td>
</tr>
<tr>
<td>2021</td>
<td>27,180</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$ 119,792</strong></td>
</tr>
</tbody>
</table>

Total lease expense included in the statement of activities for the year ended December 31, 2018, is $60,114.

Employment Contracts — The Board of Directors has authorized an employment agreement that includes salary, bonus and other benefits. The term of this agreement is from January 22, 2018 through January 22, 2020. Commitments under this agreement total approximately $269,000 as of December 31, 2018.

Note 7. Concentration of Credit Risk

The Association maintains its cash in bank accounts which at times may exceed federally insured deposit limits. The Association has not experienced any losses in such accounts and does not believe it is exposed to any significant credit risk.

In addition, the Association invests in mutual funds and money market accounts. Investment securities, in general, are subject to various risks, such as interest rate, credit and overall market volatility. Due to the level of risk associated with certain investments, it is reasonably possible that changes in the values of investments could occur in the near term and that such change could materially affect amounts reported on the financial statements.

Note 8. December 31, 2017 Financial Information

The financial statements include certain prior year summarized comparative information in total, but not by net asset class. Such prior year information does not include sufficient detail to constitute a presentation in conformity with generally accepted accounting principles. Accordingly, such information should be read in conjunction with the Association’s financial statements for the year ended December 31, 2017, from which the summarized information was derived.

Certain prior year amounts have been reclassified to conform to the current year’s financial statement presentation. These reclassifications had no effect on the change in net assets.
CAMFT Financial Data for the Year Ended 12/31/18 Based on Audited Financial Statements

### Revenue

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Member Dues</td>
<td>4,430,744</td>
<td>79.30%</td>
</tr>
<tr>
<td>AC &amp; Workshops</td>
<td>384,929</td>
<td>6.89%</td>
</tr>
<tr>
<td>Other Continuing Ed. Programs</td>
<td>141,992</td>
<td>2.54%</td>
</tr>
<tr>
<td>Publications/Products</td>
<td>165,038</td>
<td>2.95%</td>
</tr>
<tr>
<td>Royalties</td>
<td>315,812</td>
<td>5.65%</td>
</tr>
<tr>
<td>CE Approval Revenue</td>
<td>148,965</td>
<td>2.67%</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>5,587,480</strong></td>
<td><strong>100.00%</strong></td>
</tr>
</tbody>
</table>

### Expense

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries</td>
<td>1,852,198</td>
<td>36.92%</td>
</tr>
<tr>
<td>Cost of Goods Sold</td>
<td>1,975</td>
<td>0.04%</td>
</tr>
<tr>
<td>Payroll Taxes</td>
<td>141,843</td>
<td>2.83%</td>
</tr>
<tr>
<td>Medical Insurance</td>
<td>172,099</td>
<td>3.43%</td>
</tr>
<tr>
<td>Vacation Expense</td>
<td>47,313</td>
<td>0.94%</td>
</tr>
<tr>
<td>Employee Benefits</td>
<td>1,109</td>
<td>0.02%</td>
</tr>
<tr>
<td>Employee Retirement</td>
<td>229,350</td>
<td>4.57%</td>
</tr>
<tr>
<td>Workers' Comp Insurance</td>
<td>11,684</td>
<td>0.23%</td>
</tr>
<tr>
<td>Accounting</td>
<td>31,449</td>
<td>0.63%</td>
</tr>
<tr>
<td>Bank and Credit Card Fees</td>
<td>95,071</td>
<td>1.90%</td>
</tr>
<tr>
<td>Advertising</td>
<td>27,871</td>
<td>0.56%</td>
</tr>
<tr>
<td>Dues</td>
<td>8,903</td>
<td>0.18%</td>
</tr>
<tr>
<td>Publications</td>
<td>4,042</td>
<td>0.08%</td>
</tr>
<tr>
<td>Building Maintenance</td>
<td>37,757</td>
<td>0.75%</td>
</tr>
<tr>
<td>Computer Software &amp; Support</td>
<td>232,686</td>
<td>4.64%</td>
</tr>
<tr>
<td>Property, Liability &amp; D&amp;O Insurance</td>
<td>34,434</td>
<td>0.69%</td>
</tr>
<tr>
<td>Copier/Printer Rental &amp; Supplies</td>
<td>60,114</td>
<td>1.20%</td>
</tr>
<tr>
<td>Office &amp; Mailing Supplies</td>
<td>43,848</td>
<td>0.87%</td>
</tr>
<tr>
<td>Legal</td>
<td>46,587</td>
<td>0.93%</td>
</tr>
<tr>
<td>Outside Services</td>
<td>368,365</td>
<td>7.34%</td>
</tr>
<tr>
<td>Postage</td>
<td>176,938</td>
<td>3.53%</td>
</tr>
<tr>
<td>Professional Development</td>
<td>35,886</td>
<td>0.72%</td>
</tr>
<tr>
<td>Research Data Base</td>
<td>27,977</td>
<td>0.56%</td>
</tr>
<tr>
<td>Direct Mail Handling</td>
<td>29,921</td>
<td>0.60%</td>
</tr>
<tr>
<td>Printing Therapist</td>
<td>180,946</td>
<td>3.61%</td>
</tr>
<tr>
<td>Printing</td>
<td>39,671</td>
<td>0.79%</td>
</tr>
<tr>
<td>Presenters</td>
<td>79,665</td>
<td>1.59%</td>
</tr>
<tr>
<td>Audio-Visual</td>
<td>50,109</td>
<td>1.00%</td>
</tr>
<tr>
<td>Tax &amp; Licenses</td>
<td>24,215</td>
<td>0.48%</td>
</tr>
<tr>
<td>Telephone</td>
<td>37,861</td>
<td>0.75%</td>
</tr>
<tr>
<td>Utilities</td>
<td>28,302</td>
<td>0.56%</td>
</tr>
<tr>
<td>Travel Air &amp; Auto</td>
<td>91,441</td>
<td>1.82%</td>
</tr>
<tr>
<td>Meals</td>
<td>273,411</td>
<td>5.45%</td>
</tr>
<tr>
<td>Lodging</td>
<td>106,232</td>
<td>2.12%</td>
</tr>
<tr>
<td>Meeting Room</td>
<td>5,349</td>
<td>0.11%</td>
</tr>
<tr>
<td>Lobbyist</td>
<td>178,800</td>
<td>3.56%</td>
</tr>
<tr>
<td>Depreciation</td>
<td>201,015</td>
<td>4.01%</td>
</tr>
<tr>
<td><strong>Total Expense</strong></td>
<td><strong>5,016,437</strong></td>
<td><strong>100.00%</strong></td>
</tr>
</tbody>
</table>

**Excess (Deficit) Operational Revenue over Expenses** 571,043

### Non-Operational Revenue

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dividends</td>
<td>295,037</td>
</tr>
<tr>
<td>Interest</td>
<td>252</td>
</tr>
<tr>
<td><strong>Total Non-Operational Revenue</strong></td>
<td><strong>(529,341)</strong></td>
</tr>
</tbody>
</table>

### Net Excess [Deficit]

340,991