Smart Solutions to New Challenges
OUR MISSION
We envision a world in which children’s rights and well-being are protected as they migrate alone in search of safety.

OUR VISION
We will achieve our vision by:
- Ensuring that no child appears in immigration court without high quality legal representation;
- Advancing laws, policies, and practices that ensure children’s protection and uphold their right to due process and fundamental fairness; and
- Promoting in countries of origin, transit, and destination durable solutions to child migration that are grounded in the best interests of the child and ensure that no child is forced to involuntarily migrate.
Smart Solutions to New Challenges

This year, KIND is celebrating our fifteenth year of helping children migrating alone seek safety. Since our founding, we have built substantial and comprehensive knowledge of how to protect unaccompanied and separated children, and of the policies and practices that impede their well-being.

While we are proud to share our progress and successes, we cannot rest. Children all over the world are forced to flee their homes because global crises continue unabated. In 2022, the number of children migrating alone was ten times more than in 2012. Unaccompanied children will continue to migrate alone in search of safety and protection when their home countries are unsafe.

The magnitude of their need will not deter us. Quite the opposite.

Thanks to our steadfast community of supporters, advocates, and partners, we are there to respond to the challenges facing migrant children, be those challenges in their home country or in a destination country like the United States.

While every day in the United States we see the life-changing effects that legal and psychosocial services have on the lives of our clients, those efforts are not enough. To ensure children alone receive the protection they need and deserve, our experience tells us that the current immigration system must change. We must create something better—a system that places the welfare of the child first and reinvents the way the United States views child migration.

In 2023, KIND will launch an ambitious ten-year initiative to engage policymakers and the public to reform the child immigration process systemically so that it focuses on children’s safety and well-being. This campaign, “Keeping Kids Safe: A Seamless Safety Net of Protection,” will bring to bear all our resources and expertise in the name of promoting laws and policies that protect vulnerable children throughout their migration journey.

Your past support has made our work possible, while keeping thousands of migrating children safe. There is so much more to do; we will not rest.

We are so grateful you stand with us.

Brad Smith
Co-founder and Board Chair

Wendy Young
President

Core Areas of Expertise

As a global child protection organization, KIND brings five foundational elements to all aspects of our work. Integrating these elements produces the most sustainable and long-term results, and the best outcomes for unaccompanied and separated children.

Legal Representation, Assistance, and Litigation
We represent children at no cost.
We train and mentor our vast network of private sector legal volunteers to provide quality representation to children.
We share vital information with children in need.
We advance children’s rights through strategic litigation.

Partnerships, Capacity Strengthening, and Technical Assistance
We partner with the private sector, government, international and regional organizations, and peer NGOs to provide unaccompanied children with legal and psychosocial assistance.
We provide these organizations with capacity-strengthening, training, and technical assistance to: promote the safe, appropriate treatment of unaccompanied children; advance in federal immigration custody child-sensitive measures for processing and adjudicating their cases; and establish safeguards that ensure no child is returned to harm.

Psychosocial Programs
We support the ability of our clients to adjust to a new country, language, home, and community, and address the traumas that they may have experienced before and during their journey to the United States.
We connect clients with essential medical care, mental health services, educational opportunities, and crisis intervention to ensure their well-being and safety.
We mentor attorneys, social service providers, and other stakeholders working with migrant children to ensure their work integrates trauma-informed and child-sensitive practices.

Advocacy
We educate the public and international, national, and local policymakers about conditions that force children to migrate alone, barriers that prevent them from fairly accessing protection, and dangers they may face if returned to the countries they fled.

Communications
We are a trusted source of accurate, timely, and compelling information about the experiences of unaccompanied children, the policies that shape their journeys, and the importance of protections for this vulnerable population.
We are a leading national voice in the work to harness support for innovative solutions that protect the rights and well-being of unaccompanied children on the move, and we mobilize a national constituency to act on their behalf.
We empower our clients to share their experiences and educate the public through a variety of mediums, including spoken and written word, video, art, and music.

We have built a community of 786 pro bono partners that has donated more than $750 million in legal services.

Since 2008:

We have provided legal and social services to more than 35,000 children from 81 countries.

We have advanced policies and helped pass laws focused on child protection.

Globally, in 2022, we represented more than 7,000 children.
With staff in Ciudad Juárez, Mexico City, Tapachula, and Tijuana, KIND collaborates with civil society and government to promote the rights of all children migrating from, to, or through Mexico.

Durable Protections for Children in Mexico

On any given day, Mexico hosts thousands of people either seeking protection there or making their way to the U.S.-Mexico border. Unaccompanied and separated children are particularly at risk, struggling to find adequate shelter, food, and health care. They face violence and persecution from criminal cartels, gangs, and others. They often lack information about their legal rights and protection options. Their youth and the trauma they endure make them extremely vulnerable to exploitation, human trafficking, and gender-based violence.

KIND in Southern Mexico

2022

700 KIND led trainings for 700 in Chiapas, Tabasco, and Veracruz for federal, state and municipal government officials, shelter staff, asylum officers, civil society organizations, and international organizations.

908 We led group psychosocial activities for 908 participants.

253 We provided legal orientation or assistance to 253 individuals.

135 We provided individual psychosocial attention to 135 children and family members.

Keeping Kids Safe in Southern Mexico

Migrant children in southern Mexico lack appropriate shelter and often face expedited return to their country of origin. Limited access to basic services and shelter exposes them to homelessness, exploitation, and abuse. Increased law enforcement at Mexico’s southern border makes them more vulnerable to violence and rights violations, xenophobic attacks, and discrimination based on anti-migrant sentiment.

Tapachula remains the epicenter for migrants in Mexico and the situation for migrant children there remains dire. The number of arriving children—both on their own and traveling with family members—is high. Unaccompanied children lack adequate long-term care arrangements and appropriate family-based care. They need more open-door shelters and family-like settings. Migrant children in Tapachula lack information about their legal rights and options, and many experience significant trauma during migration and because of harms they fled in their home country. The need for psychological interventions is great. At the same time, staff at government-run shelters lack expertise in children’s rights, child protection, and trauma-informed approaches.

In November 2021, KIND opened an office in Tapachula. There we provide legal information and assistance to migrant children in shelters, mental health and psychosocial services to children and their caregivers, and training for government officials (including shelter staff) to increase their capacity to provide specialized attention to children. In our first year, officials in Tapachula and surrounding municipalities came to us seeking training, input, and recommendations. The speed with which the community embraced our services exceeded our expectations.

KIND attorneys introduce children to their legal rights through accessible games and activities. In one Know Your Rights game, a KIND attorney asked “What are some of the rights you have in Mexico?” and children responded “asylum,” “education,” and “I have a right to be safe in my body.”

KIND is the only organization in Tapachula that specializes in unaccompanied children.
Building Bridges with Mexican Officials

Since 2020, KIND has trained hundreds of Mexican officials throughout the country to better implement Mexico’s child-centric protection laws. The training focused on completing best interest determinations in children’s cases, migrant children’s rights, best practices, and a trauma-informed approach to interviewing and working with unaccompanied children. Our approach has shown promise. Officials increased the number of comprehensive best interest determinations, reunified children in Mexico with parents in the United States, placed children in appropriate shelters, and granted them access to health care or other services. The demand for our services is growing— in 2022 we trained child welfare, child protection, and other Mexican authorities in Tapachula, Vera Cruz, Chihuahua, Comitan, Tijuana, Tabasco, Monterrey, and Mexico City. We established links to 15 additional Mexican government offices for 2023.

Pathway to Safety

Historically, unaccompanied children in Mexico have taken great risks to reunify with their parents and apply for protection in the United States. KIND has long advocated with the Mexican and U.S. governments for the need for government-coordinated safe transfers when they are consistent with a child’s best interests. These transfers ensure safe passage, protect children from human traffickers and other life-endangering risks, and promote children’s best interests. Throughout 2022 KIND provided expert consultation to both governments as they sought to strengthen bilateral cooperation and protect unaccompanied children. In individual cases, KIND attorneys work with the Mexican and U.S. governments to promote safe passage. Our legal team coordinates arrival and processing with the U.S. government in advance of a child presenting themselves at the U.S.-Mexico border. We also coordinate with children’s sponsors to prepare documents necessary to present at the border. Once a child is reunified with family members in the United States, we work to provide that child with legal representation and social services.
The war in **Ukraine** began February 24, 2022.

**The invasion created an unprecedented child refugee crisis.**

Although many displaced children from Ukraine fled with a parent, countless others left with extended family members, neighbors, staff from institutions, or in other informal caregiving relationships. Some fled without documentation establishing their identity or nationality. Significant numbers of children never registered in the countries that received them—and hundreds of thousands are not enrolled in schools in those new countries.

We are working with our long-time partner network in Europe and have established new partnerships in Poland, Slovakia, and Italy to share our expertise and help protect children.

**Partnerships with Purpose**

In partnership with Amazon and DLA Piper we are creating child-friendly information about the rights and procedures unaccompanied children will need to know and understand, with guides for non-parental adults who provide them care. To serve the most children possible, a team of 50 attorneys researched legal issues faced by children from Ukraine in the top five receiving countries in Europe (Poland, Romania, Italy, Germany, and the Czech Republic). To ensure local community buy-in, KIND developed the research questions with input from the Ukrainian community.

In **Italy**, we launched a new partnership with the Italian Coalition for Civil Liberties and two of its members, Progetto Diritto and the Association of Ukrainian Women in Italy. Focused on the protection of children from Ukraine, our partnership has connected more than 800 Ukrainians with legal and family reunification information, and helped them access housing, employment, education, and health care in an unfamiliar country.

In **Slovakia**, we conducted workshops with the Human Rights League and the Johns Hopkins School of Advanced International Studies’ Human Trafficking Initiative. Our goal was to train law enforcement personnel, child welfare professionals, and nongovernmental organizations—entities that often do not work together—how to identify and respond to human trafficking cases amid war and mass displacement, a monumental risk for unaccompanied children in Eastern Europe. The training led to working relationships between the organizations, and to a commitment in Slovakia to develop and implement a national registration system for trafficking cases. We are planning similar workshops in Poland, Romania, and the Czech Republic.

In **Poland**, with European Lawyers in Lesvos (ELIL), we provided legal assistance at two refugee reception centers, and at a “Blue Dot” support and service center for refugees run by the UNHCR and UNICEF. In 2022 we helped more than 2,000 Ukrainians navigate temporary protection rights, locate family members, obtain social services assistance, and secure guardianship. ELIL trained local pro bono attorneys to continue the work, making it both sustainable and more affordable in the long term.

Within months, 2 million children were displaced.

**“Every child in Ukraine has felt the war. Millions are displaced. Hundreds of thousands live under regular shelling. Too many have witnessed gruesome things.”**

**The New York Times**

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**KIND’s Impact**

“In three days we were transformed from strangers who filtered things through our own perspectives to partners committed to working together to protect children at risk of trafficking.”

Human rights defender at one of the participant NGOs in our Slovakia training

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**KIND numbers to know**

- **Border crossings from Ukraine:** 17,923,566
- **Refugees from Ukraine registered for Temporary Protection in Europe:** 4,952,938
- **Individual refugees from Ukraine recolored across Europe:** 7,996,573
In early 2021, KIND—a member of the New Jersey Consortium for Immigrant Children—joined an advocacy effort to obtain state funding to support legal services and case management for unaccompanied children.

In June 2021, the initiative was signed into law by Governor Phil Murphy as part of the state budget. It established a $3 million state-funded legal representation program for unaccompanied minors and other immigrant youth, to be administered by KIND. New Jersey was the second state in the nation (after California) to create a statewide legal support program for unaccompanied minors.

In 2022, the program’s hotline received calls from children from 22 different countries, and we ensured that hundreds of children received legal representation in their immigration cases. The expansion includes innovative new programming, including providing court-appointed child advocates and individualized case management services for clients. In 2022, through KIND’s leadership of a consortium of organizations statewide, the program served thousands of children throughout the state of New Jersey.

Based on KIND’s successful implementation and administration, New Jersey expanded the program, committing $4.5 million to the work for 2023.

Clients and their families celebrate at a holiday lunch at the Newark Public Library in December 2022.

KIND staff put together the food, set up a photo booth, and offered cookie decorating, snowflake making, a gift station, and a raffle.
Social Services: Standing with Children Beyond the Courtroom

KIND’s robust social services program complements our legal services and features case management and the therapeutic programming interventions necessary to help children heal, foster resilience, and engage in healthy and productive lives.

In 2022, KIND’s social services team served 5,448 children and youth.

- 1,528 clients received one-on-one support
- 3,920 participated in therapeutic programming and events
- 3,416 received services ranging from basic needs support to crisis intervention
Leveraging Legal Expertise

KIND provides attorneys to represent children at no cost. We work to prevent family separations at the border and reunify those who suffered separation; provide legal guidance when children arrive in the United States and are detained in U.S. immigration shelters; and represent children in U.S. immigration courts, all while ensuring children with urgent needs are connected with social services.

Many unaccompanied children have claims for humanitarian protection such as asylum, Special Immigrant Juvenile Status, or visas for victims of severe crimes or human trafficking. Despite their unique vulnerabilities in the immigration system, many unaccompanied children lack an attorney to assist them in navigating immigration proceedings. Government data illustrate that unaccompanied children without an attorney have virtually no meaningful chance of receiving a fair day in court.

We estimate that as many as half of all families subject to forcible separation still lack long-term legal representation to help carry them through next steps and achieve permanent immigration relief in the United States.

A creative, sustainable partnership to provide protection for unaccompanied migrant children

Each year, unaccompanied Central American children risk violence, sexual exploitation, and death to seek safety in the United States. In FY 2022, Customs and Border Protection reported 152,000 encounters with unaccompanied children.

When unaccompanied children arrive at the United States’ southern border, they are frightened, they are often confused or disoriented, and they desperately need support. As the border policies of both the United States and Mexico have shifted, conditions have deteriorated further for these children. Those who are turned away may try and migrate again along more dangerous routes, end up in perilous circumstances in a third country, or be returned to their home countries to face anew the dangerous conditions they fled.

KIND has advocated for many years for the governments of the United States and Mexico to collaborate in the best interests of children. This requires prioritizing their safety and well-being, taking into account any urgent protection needs—including identifying children who have been victims of crime or are at risk for trafficking. Their physical and mental health needs must be addressed, they must be referred for appropriate screening and care, informed of their legal rights, and given access to counsel.

In 2022, in partnership with UNICEF, KIND provided technical expertise in the creation of a first-of-its-kind agreement between the Mexican and U.S. governments that addresses binational transfers of unaccompanied children’s cases between the two countries. It promotes children’s rights and child protection and represents a new collaborative approach to child protection and compliance with existing Mexican, U.S., and international law. This accord will ensure the best interest of the child is a priority in migration management.

KIND will continue its work on both sides of the border in this cooperative context, handling children’s cases, delivering Know Your Rights presentations and other legal information, and offering social services. We will also continue to share our extensive knowledge and expertise: communicating best practices, providing training and technical assistance to both governments, and facilitating capacity development.
KIND has represented unaccompanied children from more than 80 countries. What prompts a child to leave their home in search of a safer future is different for every child, but the services KIND provides them are universal: pro bono legal support and representation, trauma-informed psychosocial services, and the promise that we will be by their side until their case concludes.
Hafiz left his home and family in South Asia at age 16. He and his family were being violently attacked for not supporting the governing political party. After traveling through 13 countries, he arrived in the United States and was eventually referred to KIND. Senior Attorney Mikaela Harris helped him gain lawful status in the United States. This is an illustration of the path Hafiz took to reach safety in the United States. The mileage and map are based on Hafiz’s memories of his ordeal and our research. The notes in handwriting are Hafiz’s own words.

“I’m safe here. I don’t have to worry if I’ll wake up tomorrow.”

“I could just go there [the US] and feel safe. I feel like this place and the people here kept me out of a lot of stress.”

“I am safe here.”

Hafiz traveled through the Darién Gap, one of the most dangerous places in the world. These pictures aren’t his, but illustrate the conditions encountered by those who use this route.

“I wasn’t happy about leaving, but I needed to make myself safe for my family. I had to do it. I already did that. I needed to live. It was never easy for a son to leave his mother. I haven’t seen my mom in almost 10 years.”

“I almost thought, ‘I need to get to my destination so that I can make a better life for me and my family.’

At that time, I didn’t know the options or everything, but I just carried very basic and modest things, ready to go, to not always be scared for my life.

I was traveling in a group with people, I didn’t have any left possessions and valuables.

He and his family were being violently attacked for not supporting the governing political party. After traveling through 13 countries, he arrived in the United States and was eventually referred to KIND. Senior Attorney Mikaela Harris helped him gain lawful status in the United States. This is an illustration of the path Hafiz took to reach safety in the United States. The mileage and map are based on Hafiz’s memories of his ordeal and our research. The notes in handwriting are Hafiz’s own words.
Central American Minors Application Program

CAM was created in 2014 to provide a safe, legal, and orderly alternative for children in danger in their countries of origin who might otherwise seek to enter the United States unaccompanied or with smugglers. The program helped 3,000 children arrive and reunite with their parents until the government abruptly terminated it in 2017. The current program, revived and expanded by the government in March 2021, offers parents and legal guardians of children from El Salvador, Guatemala, and Honduras an opportunity to safeguard their children and certain family members. Those not granted refugee status may be able to apply for parole, which means the ability to enter the United States lawfully, stay temporarily, and apply for work authorization. The success of this program requires reaching families possibly eligible to petition for their children and assisting them with their applications.

KIND was made a prime partner by the Bureau of Population, Refugees, and Migration (PRM), and we launched our CAM Application Program in September 2022. In the initial months of operation we received the first 90 family referrals. We focused on improving families’ access to and understanding of the application process, removing barriers to completing applications, and strengthening relationships between our partner organizations.

KIND provides a wealth of information about the CAM program on our website, and helps parents and guardians prepare their CAM applications if they are eligible. Above, Michelle Villegas, a KIND staff attorney, explains eligibility in a video produced by our communications team.

Uniting Families

KIND has continued to advance the mission of the Biden Administration’s Family Reunification Task Force to find parents still separated from their children under the previous administration’s Zero Tolerance Policy. Our work is wide-ranging: finding people in their home countries, connecting them to essential services, representing them in court, running the national task force reunification hotline and help desk, and working on a comprehensive class action suit on their behalf.

Reunification is not the end of the journey. Families face uncertain futures as they rebuild their lives after years apart. While dealing with the trauma they have endured, many separated children are still in immigration proceedings and do not know if they will be allowed to stay in the United States. KIND fights for permanent solutions for families that will allow them to live free from the fear of ever being separated again.

KIND has helped 1,744 families affected by family separation caused by the 2018 Zero Tolerance Policy.
Our Pro Bono Network

We founded KIND on the precept that pro bono partnerships would profoundly enhance the impact of our work.

13,605 cases
since 2008

~70%
of cases are represented by pro bono attorneys

95%
success rate in cases where we represent the child through the conclusion of their legal case

1.3 million
hours donated by our partners

Immigration judges are one hundred times more likely to grant legal relief to unaccompanied children with counsel than to those without.

“Even though not all of the processes are easy ... you don’t feel alone, and they won’t abandon your case.” — Leslie M., KIND client

The Pro Bono Attorney program is at the core of our work. We recruit volunteer lawyers from law firms, corporations, law schools, and bar associations and provide them with training, mentoring, and other resources to represent children. Attorneys work directly with children to help them build their cases, gain valuable courtroom experience, and develop expertise in a unique area of law.

148 Corporate Partners

49 Law Schools

10,240 Pro Bono Attorneys

566 Law Firms

Bar Associations

24

21
KIND | Global Impact Report 2022

20
KIND | Global Impact Report 2022
In October, nearly 400 partners, donors, and supporters gathered at the American Museum of Natural History in New York City at KIND’s annual gala. It was the most successful fundraising event in our history, raising more than $1.3 million to support our programs. It was also our first in-person gala since 2019, and the evening’s speakers acknowledged how special it was to be together again. President Wendy Young shared her vision for the future and offered a sobering reminder that while the global pandemic brought most of the world to a standstill, it did not stop child migration.

Co-founder and board chair Brad Smith presented KIND’s Allegiance award to three law firms to honor their outstanding pro bono commitment to unaccompanied immigrant and refugee children: Paul Weiss, Rifkind, Wharton & Garrison LLP; Seyfarth Shaw LLP; and Simpson Thacher & Bartlett LLP. He presented KIND’s Innovation Award to Merck & Co.

Attorney and immigration thought leader Esther Olavarria presented the Juan P. Osuna Memorial Award to KIND paralegal Enrique Chavira Cantú for his extraordinary efforts helping unaccompanied children at emergency intake sites on the border and his dedication to KIND’s mission. The award honors Juan Osuna’s legacy as an unwavering champion of fundamental fairness for immigrants throughout his nearly 20-year career.

In one of the highlights of the evening, Brad Smith spoke with authors Sonia Nazario and Javier Zamora. Nazario is a Pulitzer Prize-winning journalist and a KIND board member. Zamora is an author, poet, and former unaccompanied child. His book Solito is about his own journey from El Salvador to the United States when he was nine years old. It was published in September 2022 and debuted at #3 on the New York Times bestseller list.

Seeking Safety, Creating Change

At the gala, KIND debuted its exhibition Seeking Safety, Creating Change, an art collection created by the children we serve. The works—drawings, paintings, and prints—offer insights into personal migration journeys toward freedom and away from fear.

Each piece helps connect us to the emotions and challenging experiences the artists faced. In some we see terror, despair, and loneliness juxtaposed with positivity, togetherness, and hope; in others, self-reflection and cultural identity.

In 2023 KIND will begin to share these extraordinary works with a national audience as a traveling exhibition. We will add other clients’ art to the collection—to illustrate diverse perspectives, and to promote understanding of unaccompanied children, their need for protection, and their inspiring contributions to our communities.
Advisory Committee Members

KIND benefits from the extraordinary insights and guidance of our ten advisory committees, a diverse and distinguished group of legal, medical, academic, and community leaders from around the country who bring their deep expertise to our legal services and advocacy.

Atlanta, Georgia
Tala Amrtafal, Bunn & Foman LLP
Tamara Servar Caldas, Kilpatrick Townsend & Stockton LLP
Melissa Carter, Emory University School of Law, Barton Child Law and Policy Center
John Fleming, Evergreen Sutherland LLP
Noah Graubart, Fish & Richardson LLP
Terri Hendley, Troutman Pepper LLP
Dr. Pierluigi Mancini, Troutman Pepper LLP
Eversheds Sutherland LLP
John Fleming, Emory University School of Law, Melissa Carter, Tamara Serwer Caldas, Atlanta, Georgia

Boston, Massachusetts
Eileen Herrmann Blas, Goodman Proctor LLP
Elizabeth Burnett, Mintz, Levin, Cohn, Ferris, Glovsky and Popes, PC
Dr. Susan M. Dean, Fish & Richardson PC
Janet Donovan, Lawyers Clearinghouse
Erie Higgins, Conn Kavanaugh Rosenthal Pesch & Ford LLP
Matthew G. Lindenbaum, Nelson Mullins Riley & Scarborough LLP
Celia McClane, Shirley Paly, Formals
Julie Petri, Petri & Associates, PC
Mary K. Ryan, Nutter McClennen & Fish LLP

Europe
Niels Christian Erdal, Arnold & Porter Kaye Scholer LLP
Amy Grunske, Goitein Rosa LLC
Cynthia Randall, Stokes Lawrence, PS
Maria Rodriguez, Baltimore City
Daniel Hurson, Baltimore Gas & Electric
Maryland Volunteer Lawyers Service
Keith Rosa, GolinSt Rose LLC
Maureen Sweeney, University of Maryland
Francis King Carey School of Law, Immigration Clinic
Dr. Kathryn Wagner, Roche
Jessica Weber, Brown, Goldstein & Levy LLP
Dean Ronald Weich, University of Baltimore School of Law

Los Angeles, California
Dr. Mary Cohen, Loyola Marymount University
Linda Dolen Grimm, Milbank, Tweed, Hadley & McCloy LLP
Dean Andrew Guzman, University of Southern California, Gould School of Law
David Lash, O’Melveny & Myers LLP
Joseph Lee, Munger, Tolles & Oliver LLP
Amy Prokop Lombert, The Law Office of Sabrina Damast
Camila Francesca, The Walt Disney Company
Annelisa Padilla, Law Offices of Annelisa Padilla
Tina Sarafis, Nourag
Stacy K. Wang, Holland & Knight LLP

Newark, New Jersey
Dr. Douglas Bishop, Zufall Health Center
Stephanie Feingersh, Morgan, Lewis & Bickus LLP
Margarette Lavrenzi, Malter Charitable Foundation
Julia Lopez, Reed Smith LLP
Randi Mandelbaum, Rutgers Law School, Child Advocacy Clinic
Michelle Movahed, McCarter & English LLP
Laurel Nakai, Writer and Singer-Songwriter
Charles Rhyav, K&L Gates LLP
Catherine Thompson, Audible, Inc.
Ben Tiede, Johnson & Johnston
John Totaro, Merck
Catherine Weiss, Greenberg Traurig LLP

Northern California
Phillip Elsworthy, Seyfarth Shaw LLP
Noga Finkelstern, Audioboom
Elia Gower, Law Office of Annalusia Padilla
Emma Mata, Walmart Foundation
Robert McKenna, Davis Wright Tremaine LLP
Wendy Kearns, Shook, Hardy & Bacon LLP
Martin Shively, Save Kids Trust
David Zapolksi, Amazon.com, Inc.

Washington, DC
Shirley Brandman
Lara Burke, Stradley Ronon Stevens & Young, LLP
Tuolin Ganguly, Desmarais LLP
Ashley Harrell, The DC Children's Advocacy Center
Lawrence Kaplan, Paul Hastings LLP
Dr. Michael Mintz, Children's National Medical Center
The Kim Nguyen-Southern, American University
Jaspreet Ratthod, Immigration Justice Clinic, American University, Washington College of Law
Dana Rosenfeld, Kelly Drye & Warren LLP
Brian Rubin, Eversheds Sutherland LLP
David Shaw, Desmarais LLP
DeCly Sweet, CareFirst BlueCross Blue Shield
Matthew Thorlake, Bakershostel
Luis Torres, Dentons LLP

Washington State
Theodore Angelis, K&L Gates LLP
Miguel Bocanegra, MacDonald-Hague & Bayless LLP
Thomas Boeder, Perkins Coie LLP
Bart Eppenauer, Perkins Coie LLP
Dr. Craig Singer, Microsoft
Dr. Andrew Webb, University of Washington
Keri Brown, Reed Smith LLP
Julie Petrini, Petrini & Associates, PC
Lara Burke, Law Office of Annalusia Padilla
Annaluisa Padilla, The Walt Disney Company
Amy Prokop Lenhert, Munger, Tolles & Oliver LLP
Joseph Lee, O’Melveny & Myers LLP
David Lash, Alden & Geyver LLP
Kirsty Thomson, Just Rights Scotland

You & I Isolated and You & I Together
Colored pencil, 2022
Domingo Pablo

Domingo Pablo Red Guatemala to escape bullying and harm based on his identity, and to continue his education in the United States. He started working with KIND when he was about 14 years old. He constructed his artwork while studying at Rhode Island School of Design and shared them with KIND’s “Voices That Matter Most” summer 2022 project. Domingo is grateful that in the United States he has the ability to express himself authentically, especially through his art.

Field office: Boston
Type of support from KIND: Direct representation
Founders
Angelina Jolie
Co-Founder and Patron, KIND;
Former Special Envoy, United Nations
High Commissioner for Refugees
Brad Smith
Co-Founder and Board Chair, KIND;
President and Vice Chair, Microsoft Corporation

Board of Directors
Maya Ajmera*
President and CEO, Society for Science & the Public;
Publisher, Science News
Rafael Borras*
President and CEO, Homeland Security & Defense Business Council
Rachel Brass
Partner, Gibson, Dunn & Crutcher LLP
Robert Cundall*
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Claudia Remo Edelman
Founder, We Are All Human; Co-Host, Global GoalsCast; and Editor-in-Chief, Thrive Hispanics
Kurt W. Hansson
Partner, Paul Hastings LLP
Beth Henderson
Pro Bono Director, Microsoft Corporation
Sonia Nazario*
Board Secretary
Author and Contributing Opinion Writer, The New York Times
Kathleen Newland
Senior Fellow and Co-Founder, Migration Policy Institute
Pamela Passman*
Board Vice Chair
Chair of Corporate and New York Managing Director, APCO Worldwide
Kathleen M. Pike, PhD
Professor of Psychology, Columbia University
Andrew Pfeffer
Global Head of Environmental, Social, and Governance, Bank of America
Ron Schechter*
Retired Partner and Senior Counsel, Arnold & Porter LLP
Brad Smith*
Co-Founder and Board Chair
President and Vice Chair, Microsoft Corporation
Mark Sroufe
Managing Partner, Brookfield Asset Management
Catalina Joes Vergara
Partner, O’Melveny & Myers LLP
Elpidio Villarreal
Partner, Gilbert Litigators & Counselors
Gary M. Wingens
Chairman and Managing Partner, Lowenstein Sandler LLP

*Members of KIND’s Executive Committee

Leadership

Senior Leadership Team
Wendy Young
President
Brenda Bowser Soder
Chief Communications Officer
Hannah Chotiner-Gardner
Chief Development Officer
Lisa Frydman
Chief Operating Officer, Microsoft Corporation

Matthew Kosser-Vaughn
Chief Operating Officer and Executive Vice President
Hayford Mensah
Chief Financial Officer
Madi Nassiri
Chief Technology Officer
Marla Odem
Senior Vice President, Legal Programs
Jennifer Podkul
Vice President, Policy and Advocacy
George Singarella
Chief Safety and Security Officer
Alexander “Sandy” Thomas
Chief Legal Officer
Hardy Vieux
Chief of Staff

Recognition
KIND was proud to receive a 2022 Top Workplaces award, a national award based solely on feedback captured from employees, and given to less than 3% of the 42,000 organizations invited to compete for recognition from the nation’s leading employer-recognition program.

KIND is governed by a volunteer, unpaid board of directors.

Statement of Financial Position
All figures are for the fiscal year ending December 31, 2022.

Revenue
In Kind Contributions (64%) $ 95,001,025
Government Grants (24%) $ 36,525,652
Other (7%) $ 10,448,412
Contributions from Individuals (3%) $ 4,784,864
Foundation Grants (2%) $ 2,853,000
Total Operating Revenue $ 149,611,953
Operating Expenses $ 151,117,729

Assets
Grant and Contribution Receivables $ 16,097,229
Investments $ 10,001,352
Cash and Cash Equivalents $ 5,380,981
Property and Equipment, Net of Depreciation $ 1,458,937
Prepaid Expenses and Other $ 1,216,717
Deposits $ 962,409
Total Assets $ 34,155,216

Liabilities and Net Assets
Unrestricted Assets $ 20,470,129
Temporarily Restricted Assets $ 2,075,002
Deferred Revenue $ 2,436,690
Accrued Payable and Accrued Expenses $ 2,041,694
Payroll Liabilities $ 4,263,005
Deferred Rental Obligation $ 2,868,696
Total Liabilities and Net Assets $ 34,155,216

How we used our funds
92% $139.4 million on programs
U.S. legal and social services: $131,023,743
International legal and social services: $8,841,976
Advocacy and communications: $5,429,876

6% $8.84 million on management and general operations

2% $2.84 million on global fundraising efforts

KIND is committed to fiscal responsibility. We are proud to receive the highest ranking from Charity Navigator for our strong financial health and ongoing accountability and transparency practices.
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KIND Field Offices

**United States**
- Atlanta, GA
- Baltimore, MD
- Boston, MA
- El Paso, TX
- Fairfax, VA
- Fresno, CA
- Hartford, CT
- Houston, TX
- Los Angeles, CA
- Newark, NJ
- New York, NY
- Orlando, FL
- San Francisco, CA
- Seattle, WA
- Washington, DC

**International**
- Brussels, Belgium
- Ciudad Juárez, Mexico
- Tapachula, Mexico
- Tijuana, Mexico