BEIT T'SHUVAH FINANCIAL STATEMENTS YEAR ENDED JUNE 30, 2019



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BEIT T'SHUVAH TABLE OF CONTENTS YEAR ENDED JUNE 30, 2019

I	NDEPENDENT AUDITORS' REPORT	1
F	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 AUDITORS' REPORT

Board of Directors Beit T'Shuvah Los Angeles, California

Report on the Financial Statements

We have audited the accompanying financial statements of Beit T'Shuvah (a nonprofit organization), which comprise the statement of financial position as of June 30, 2019, and the related statements of activities, functional expenses, 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.

Auditors' 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 involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' 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 on 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 2019 financial statements referred to above present fairly, in all material respects, the financial position of Beit T'Shuvah as of June 30, 2019, 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

Clifton Larson Allen LLP

The 2018 summarized comparative information has been derived from Beit T'Shuvah's financial statements and in our report dated February 11, 2019 we expressed an unmodified opinion on those financial statements. In our opinion, the summarized comparative information presented herein as of and for the year ended June 30, 2018, is consistent in all material respects, with the audited financial statements from which it has been derived.

CliftonLarsonAllen LLP

Los Angeles, California March 11, 2020

BEIT T'SHUVAH STATEMENT OF FINANCIAL POSITION JUNE 30, 2019 WITH COMPARATIVE TOTALS FOR JUNE 30, 2018

	2019	2018
ASSETS	*	4 4 7 2 2 2 2 2 2
Cash and Cash Equivalents	\$ 1,554,786	\$ 1,790,383
Accounts Receivable, Net	200,635	222,525
Contributions Receivable, Net Investments:	1,318,436	1,503,567
Other	6,719,853	4,012,571
Perpetual in Nature	2,000,000	2,000,000
Prepaid Expenses	67,965	97,067
Total Current Assets	11,861,675	9,626,113
rotal outlone / tools	11,001,070	0,020,110
PROPERTY AND EQUIPMENT		
Land	5,904,614	5,904,614
Building and Improvements	13,465,127	13,411,064
Equipment and Furniture	1,180,889	1,140,126
Construction in Progress	77,319	45,057
Total	20,627,949	20,500,861
Less: Accumulated Depreciation	(4,776,193)_	(4,185,728)
Net Property and Equipment	15,851,756	16,315,133
Total Assets	<u>27,713,431</u>	25,941,246
LIABILITIES Accounts Payable Accrued Salaries and Vacation Total Liabilities	63,315 486,047 549,362	29,226 458,439 487,665
NET ASSETS		
Without Donor Restrictions		
Undesignated	7,654,294	5,680,090
Invested in Property and Equipment	15,851,756_	16,315,133
Total Without Donor Restrictions	23,506,050	21,995,223
With Dancy Deskriptions		
With Donor Restrictions	4 050 040	4 450 050
Purpose Restrictions Perpetual in Nature	1,658,019	1,458,358 2,000,000
Total With Donor Restrictions	<u>2,000,000</u> 3,658,019	3,458,358
Total With Donor Nesthictions	3,030,019	5,456,556
Total Net Assets	27,164,069	25,453,581
Total Liabilities and Net Assets	\$ 27,713,431	\$ 25,941,246

BEIT T'SHUVAH STATEMENT OF ACTIVITIES YEAR ENDED JUNE 30, 2019 WITH COMPARATIVE TOTALS FOR THE YEAR ENDED JUNE 30, 2018

	Without Donor Restrictions	With Donor Restrictions	2019	2018
OPERATING REVENUE	TCStrictions	TCStrictions	2013	2010
Contributions and Grants	\$ 762,775	\$ 3,033,408	\$ 3,796,183	\$ 3,019,417
Primary and Extended Care	1,831,780	-	1,831,780	2,040,297
Special Events	1,964,496		1,964,496	2,561,536
Thrift Shop	1,332,874	_	1,332,874	1,180,734
Donated Services	1,285,650	_	1,285,650	1,044,925
Investment Income	340,453	_	340,453	376,944
Gambling Program	449,988	_	449,988	405,101
Congregation Beit T'Shuvah	487,811	_	487,811	485,781
Rental Income	184,252	_	184,252	176,787
Creative Matters	219,243	-	219,243	293,659
Fees for Services	132,636	-	132,636	23,120
Other Income	13,778	-	13,778	23,312
Releases from Restriction	2,833,747	(2,833,747)	-	-
Total Operating Revenue	11,839,483	199,661	12,039,144	11,631,613
OPERATING EXPENSES				
Program Services Expense:				
Program Expense	9,225,586	-	9,225,586	8,879,870
Supporting Services Expense:				
Management and General	1,132,912	-	1,132,912	1,049,763
Fundraising	967,231	-	967,231	1,074,530
Cost of Direct Benefit to Donors	502,927		502,927	526,773
Total Operating Expenses	11,828,656		11,828,656	11,530,936
GAIN (LOSS) FROM OPERATIONS	10,827	199,661	210,488	100,677
OTHER CHANGES IN NET ASSETS				
Real Estate Off Market Fee	1,500,000		1,500,000	
CHANGE IN NET ASSETS	1,510,827	199,661	1,710,488	100,677
Net Assets - Beginning of Year	21,995,223	3,458,358	25,453,581	25,352,904
NET ASSETS - END OF YEAR	\$ 23,506,050	\$ 3,658,019	\$ 27,164,069	\$ 25,453,581

BEIT T'SHUVAH STATEMENT OF FUNCTIONAL EXPENSES YEAR ENDED JUNE 30, 2019 WITH COMPARATIVE TOTALS FOR THE YEAR ENDED JUNE 30, 2018

Program Services Supporting Services Outreach & Thift Management **Direct Donor** Congregation Creative Treatment **BTS** Education Matters Shop Total and General Fundraising **Benefits** 2019 2018 Salaries \$ 2.424.315 \$ 405,293 \$ 375,553 \$ 207,411 \$ 463.804 \$ 3,876,376 \$ 571.287 590.444 \$ \$ 5.038.107 \$ 4,906,409 **Employee Benefits** 341,275 23,476 51,410 17,677 65,868 499,706 69,505 58,854 628,065 724,690 **Pavroll Taxes** 203.517 28,476 23.949 17,314 41.865 315,121 45.426 42,726 403,273 392,016 **Total Salary Related** Expense 2,969,107 457,245 450,912 242,402 571,537 4,691,203 686,218 692,024 6,069,445 6,023,115 **Donated Services** 1,285,650 1,285,650 1,285,650 1,044,925 Professional Fees 272,188 65,853 76,060 36,802 6.000 456,903 281,864 11,787 750,554 763,049 Facilities and Occupancy 378,521 118,831 4,854 75,483 582,543 10,533 599,319 564,658 4,854 6,243 Supplies - Food 413.941 748 19.061 531.262 540.896 626.220 93.161 4.351 2.224 7.410 **Direct Donor Benefits** 502,927 502,927 526,773 Work Therapy 215,931 23,550 2,100 14,025 40,875 296,481 8,550 6,225 311,256 283,727 Travel and Auto 71,817 1,125 87,857 14,196 35,707 210,702 7,444 4,846 222,992 236,091 Repairs and Maintenance 135.057 6.755 420 3.478 9.056 154.766 11.756 46,790 213.312 139.108 Other Expenses 135,997 11,092 772 90 147,951 4,700 1,127 153,778 200,641 Taxes and Fees 70.718 528 366 8.719 25.449 105,780 4,290 31,856 141,926 164,817 Office Expenses 7,208 50,621 17,363 1,987 29,542 106,721 6,546 23,022 136,289 154,330 Insurance 83.992 21,536 1,077 1,077 16,354 124,036 1.930 1,930 127,896 138,065 Bad Debt Expense 65,121 65,121 58,825 123,946 20,505 Advertising and Marketing 58,005 64,959 58,005 Total Expenses before Depreciation 6,148,661 817,039 630,756 355,933 806,730 8,759,119 1,079,770 896,375 502,927 11,238,191 10,950,983 Depreciation 348.930 34.052 19.592 466.467 70.856 590.465 579,953 42,449 21.444 53.142 Total Expenses \$ 6,497,591 859,488 664,808 375,525 828,174 \$ 9,225,586 \$ 1,132,912 967,231 \$ 502,927 \$ 11,828,656 \$ 11,530,936

BEIT T'SHUVAH STATEMENT OF CASH FLOWS YEAR ENDED JUNE 30, 2019 WITH COMPARATIVE TOTALS FOR THE YEAR ENDED JUNE 30, 2018

	2019	2018
CASH FLOWS FROM OPERATING ACTIVITIES		
Change in Net Assets	\$ 1,710,488	\$ 100,677
Adjustments to Reconcile Change in Net Assets to Net Cash		
Provided by Operating Activities		
Depreciation	590,465	579,953
Net Investment Loss	(251,821)	(305,911)
Change in Present Value Discount on Contributions Receivable	19,515	18,671
(Increase) Decrease in Assets:		
Accounts Receivable, Net	21,890	(87,837)
Contributions Receivable	165,616	248,227
Prepaid Expenses	29,102	14,814
Increase (Decrease) in Liabilities:		
Accounts Payable	34,089	8,113
Accrued Salaries and Vacation	27,608	49,504
Net Cash Provided by Operating Activities	2,346,952	626,211
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchase of Property and Equipment	(127,088)	(247, 257)
Investments:		
Purchase of Investments	(2,400,000)	(342,977)
Reinvested Interest and Dividends	(88,632)	
Proceeds from Sale of Investments	33,171	374
Net Cash Used by Investing Activities	(2,582,549)	(589,860)
CASH FLOWS FROM FINANCING ACTIVITIES	 -	 -
NET INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS	(235,597)	36,351
Cash and Cash Equivalents - Beginning of Year	 1,790,383	 1,754,032
CASH AND CASH EQUIVALENTS - END OF YEAR	\$ 1,554,786	\$ 1,790,383

NOTE 1 ORGANIZATION

Beit T'Shuvah (the Organization) is a nonprofit corporation organized in the state of California.

Mission and History

Beit T'Shuvah's mission is to provide emotional and spiritual healing to individuals and families afflicted with addictive and behavioral disorders. We integrate spirituality, the 12-steps of Alcoholics Anonymous, traditional psychotherapy, creative arts expression, vocational counseling, and mind/body therapy and traditional psychotherapy.

There are a total of 145 beds combined in primary care, extended care, and post-graduate housing. The average patient is treated for six months, with a total of 200 residents treated and cared for annually. Over 75% of Beit T'Shuvah's employees are alumni of the recovery program.

Current Programs

Treatment

Primary care is where each resident is assigned a staff counselor with expertise in addiction counseling, an individual therapist, and a spiritual counselor. Residents participate in group therapy sessions, 12-step meetings, Torah study, music process groups, and may also elect to participate in arts and mind/body programs.

After completing primary care or initial levels of treatment, residents have opportunities to live in extended care facilities and then post-graduate housing. Residents receive career counseling at the Susan and Leonard Nimoy Career Center, and work experience is available to residents through internships and externships as they progress in their recovery. Those in extended care and post-graduate housing are employed and pay rent.

The Beit T'Shuvah Right Action Gambling Program provides holistic, therapeutic treatment services for gambling addiction in collaboration with the UCLA Gambling Studies Program and the California Office of Problem Gambling.

Congregation Beit T'Shuvah

Congregation BTS is the spiritual core of our community, offering weekly services integrating faith and recovery.

Outreach and Education

There are a broad range of services for nonresidents, their families, and alumni. Additionally, educational and professional training services are offered through Youth Prevention programming and the Elaine Breslow Institute, respectively.

NOTE 1 ORGANIZATION (CONTINUED)

Creative Matters

Creative Matters is a full service design and branding agency providing services to local nonprofit and for-profit businesses at affordable rates, while serving as a training center for residents.

Beit T'Shuvah Thrift Store

Beit T'Shuvah Thrift Store provides valuable job training and workforce re-entry skills to residents of Beit T'Shuvah, and helps offset the cost of care.

No one has ever been refused treatment at Beit T'Shuvah because of an inability to pay, with the majority of residents receiving substantial financial assistance. The Organization is dependent on private donations and foundation grants.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The financial statements of Beit T'Shuvah have been prepared on the accrual basis of accounting and accordingly reflect all significant receivables, payables, and other liabilities.

The accompanying financial statements have been prepared in accordance with accounting principles generally accepted in the United States of America. These standards require that the Organization report information regarding its financial position and activities according to two classes of net assets: net assets without donor restrictions and net assets with donor restrictions.

Net Assets Without Donor Restrictions

Net assets available for use in general operations and not subject to donor (or certain grantor) restrictions.

Net Assets With Donor Restrictions

Net assets subject to donor- (or certain grantor-) imposed restrictions. Some donor-imposed restrictions are temporary in nature, such as those that will be met by the passage of time or other events specified by the donor. Other donor-imposed restrictions are perpetual in nature, where the donor stipulates that resources be maintained in perpetuity. Gifts of long-lived assets and gifts of cash restricted for the acquisition of long-lived assets are recognized as revenue when the assets are placed in service. Donor-imposed restrictions are released when a restriction expires, that is, when the stipulated time has elapsed, when the stipulated purpose for which the resource was restricted has been fulfilled, or both.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

We report contributions restricted by donors as increases in net assets without donor restrictions if the restrictions expire (that is, when a stipulated time restriction ends or purpose restriction is accomplished) in the reporting period in which the revenue is recognized. All other donor-restricted contributions are reported as increases in net assets with donor restrictions, depending on the nature of the restrictions. When a restriction expires, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statements of activities as net assets released from restrictions.

Cash and Cash Equivalents

For the purposes of the financial statement, the Organization considers all highly liquid debt instruments purchased with a maturity date of three months or less to be cash equivalents.

Accounts Receivable

Represents amounts owed to the Organization by the residence and participants of programs, rent from the occupants, special events, purchases and commitments. For the year ended June 30, 2019, the allowance for doubtful accounts was \$4,204 against primary care receivables.

Contributions

As required by accounting principles generally accepted in the United States of America, contributions received are recorded as net assets without donor restrictions or net assets with donor restrictions depending on the existence and/or nature of any donor restrictions. When a restriction expires (that is, when a stipulated time restriction ends or purpose restriction is accomplished), net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statement of activities as net assets released from restrictions.

Donated Services and Materials

Consistent with accounting principles generally accepted in the United States of America, the Organization recognizes as support only those donated services which create or enhance nonfinancial assets or which require specialized skills which the Organization would otherwise have paid for. Donated materials are recognized as contributions at their fair values at the date of donation. Total donated services for the year ended June 30, 2019 were \$1,285,650.

Property and Equipment

Property and equipment are recorded at historical cost and are being depreciated using the straight-line method over the estimated useful life of the assets. The cost of maintenance and repairs is charged to operations as incurred; significant renewals and betterments are capitalized. The following lives have been assigned:

Building and Improvements 30 Years
Furniture and equipment 5 Years

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Advertising

Advertising costs are charged to operations when incurred and are included in functional expenses.

Investments

Investments are comprised of marketable securities, carried at fair value.

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 reported amounts of assets and liabilities, disclosures 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.

Functional Allocation of Expenses

The financial statements report certain categories of expenses that are attributed to more than one program or supporting function. Therefore, expenses require allocation on a reasonable basis that is consistently applied. The expenses that are allocated include occupancy and depreciation, which are allocated on a square footage basis, as well as salaries and wages, benefits, and payroll taxes, which are allocated on the basis of estimates of time and effort.

Summarized Comparative Financial Information

The financial statements include certain prior-year summarized comparative information in total but not by net asset class. Such information does not include sufficient detail to constitute a presentation in conformity with accounting principles generally accepted in the United States of America. Accordingly, such information should be read in conjunction with the Organization's financial statements for the year ended June 30, 2018, from which the summarized information was derived.

Change in Accounting Principle

On August 18, 2016, FASB issued Accounting Standards Update (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 Organization has implemented ASU 2016-14 and has adjusted the presentation in these financial statements accordingly.

Subsequent Events-

Management has evaluated subsequent events through March 11, 2020, the date the financial statements were available to be issued.

NOTE 3 LIQUIDITY AND AVAILABILITY

Financial assets available for general expenditure, that is, without donor or other restrictions limiting their use, within one year of the statement of financial position date, comprise the following:

	 2019
Cash and Cash Equivalents	\$ 859,015
Accounts Receivable, Net	200,635
Contributions Receivable, Net	356,188
Investments	 6,719,853
	\$ 8,135,691

As part of the organization's liquidity management plan, cash in excess of daily requirements is invested in short-term savings accounts.

NOTE 4 INVESTMENTS AND FAIR VALUE MEASUREMENT

Investments as of June 30, 2019 are as follows:

	F	Fair Value	
Cash and Cash Equivalents in Investment Pool	\$	52,530	
Common Investment Pool		8,667,323	
Total Investments	\$	8,719,853	

The Organization's investments are reported at fair value in the accompanying statements of financial position for June 30, 2019.

		Fair Value Measurements at Report Date Using			
		Quoted			
		P	rices in	5	Significant
		Activ	e Markets		Other
		for	Identical	C	Observable
			Assets		Inputs
	 Total	(l	_evel 1)		(Level 2)
Cash Equivalents in					
Investment Pool	\$ 52,530	\$	52,530	\$	-
Common Investment Pool	 8,667,323				8,667,323
Total	\$ 8,719,853	\$	52,530	\$	8,667,323

NOTE 4 INVESTMENTS AND FAIR VALUE MEASUREMENT (CONTINUED)

Accounting principles generally accepted in the United States of America defines fair value, establishes a framework for measuring fair value, and expands disclosure about fair value measurements. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction in the principal, or most advantageous, market at the measurement date under current market conditions regardless of whether that price is directly observable or estimated using another valuation technique. Inputs used to determine fair value 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 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 based on the best information available. A three-tier hierarchy categorizes the inputs as follows:

Level 1 – Quoted prices (unadjusted) in active markets for identical assets or liabilities that we can access at the measurement date.

Level 2 – Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly. These include quoted prices for similar assets or liabilities in active markets, quoted prices for identical or similar assets or liabilities in markets that are not active, inputs other than quoted prices that are observable for the asset or liability, and market-corroborated inputs.

Level 3 – Unobservable inputs for the asset or liability. In these situations, we develop inputs using the best information available in the circumstances. There were no Level 3 inputs as of June 30, 2019.

NOTE 5 CONTRIBUTIONS RECEIVABLE

Promises to give are included in the financial statements as contributions receivable and revenue of the appropriate net asset category. Certain promises to give are recorded after discounting at the rate of 2.25% to the present value of the future cash flows. At June 30, 2019, promises to give are expected to be realized in the following periods:

	 2019
Within One Year	\$ 1,116,014
In One to Five Years	269,084
Over Five Years	
Total	1,385,098
Less: Discount to Net Present Value	(18,662)
Less: Allowance for Uncollectible Promises to Give	(48,000)
Total	\$ 1,318,436

NOTE 6 PROPERTY AND EQUIPMENT

Property and equipment consist of the following:

	 2019
Land and Improvements	\$ 5,904,614
Buildings and Improvements:	10 544 445
Venice Boulevard Washington Boulevard	12,544,415 623,389
National Boulevard	297,323
Equipment	141,506
Furniture and Fixtures	1,039,383
Construction in Process	 77,319
Total	20,627,949
Less: Accumulated Depreciation and Amortization	 4,776,193
Total Property and Equipment	\$ 15,851,756

The Venice building, which is the Residential Treatment and Prevention Center, accommodates patients in the program, administrative offices, and other program services. The Washington Boulevard building accommodates the Thrift Shop. The National Boulevard construction began during 2017 with the hiring of architects and other preparation work for future construction on the site.

NOTE 7 NET ASSETS WITH DONOR RESTRICTIONS

The restricted net assets are available for the following purposes:

Purpose Restrictions	
Capital Fund	\$ 373,643
Foundation Grants and Pledges	 1,284,376
Total Temporarily Restricted	\$ 1,658,019
Perpetual in Nature	
Endowment in Perpetuity, the Income of which is	
Expendable to Support Treatment and Prevention	
Programs	\$ 2,000,000

NOTE 8 COMMITMENTS

The Organization leases various apartment units, a warehouse and copiers expiring at various dates. Future minimum annual rental payments under these lease agreements are as follows:

Year Ending June 30,	Amount	
2020	\$	127,111
2021		110,955
2022		88,641
2023		90,901
2024		93,241
Total Minimum Lease Payments	\$	510,849

Rental expense for the year ended June 30, 2019 was \$127,840.

NOTE 9 CASH IN BANK - CONCENTRATION OF CREDIT RISK

The Organization maintains its cash and cash equivalents at several banks which may, at times, exceed federally insured limits. The Organization has not experienced any losses in such accounts and believes it is not exposed to any significant credit risk on cash and cash equivalents at June 30, 2019.

NOTE 10 DONOR DESIGNATED ENDOWMENT

The Organization's endowment consists of a fund established for the purpose of creating a permanent endowment. As required by generally accepted accounting principles, net assets associated with endowment funds are classified and reported based on the existence or absence of donor-imposed restrictions.

The board of trustees of the Organization has interpreted the Uniform Prudent Management of Institutional Funds Act (UPMIFA) as requiring the preservation of the fair value of the original gift as of the gift date of the donor-restricted endowment funds absent explicit donor stipulations to the contrary. As a result of this interpretation, the Organization classifies as net assets with donor restrictions, perpetual in nature (a) the original value of gifts donated to the permanent endowment, (b) the original value of subsequent gifts to the permanent endowment, and (c) accumulations to the permanent endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added to the fund. The remaining portion of the donor-restricted endowment fund that is not classified in net assets with donor restrictions, perpetual in nature is classified as net assets with donor restrictions, purpose restrictions until those amounts are appropriated for expenditure by the Organization in a manner consistent with the standard of prudence prescribed by UPMIFA. In accordance with UPMIFA, the Organization considers the following factors in

NOTE 10 DONOR DESIGNATED ENDOWMENT (CONTINUED)

making a determination to appropriate or accumulate donor-restricted endowment funds: (1) the duration and preservation of the various funds, (2) the purposes of the donor-restricted endowment funds, (3) general economic conditions, (4) the possible effect of inflation and deflation, (5) the expected total return from income and the appreciation of investments, (6) other resources of the Organization, and (7) the Organization's investment policies.

Endowment assets are invested in a well-diversified investment pool, which includes equity and debt securities, that is intended to result in a consistent inflation-protected rate of return that has sufficient liquidity to make an annual distribution of 3%, while growing the funds if possible. Therefore, the Organization expects its endowment assets, over time, to produce an average rate of return of approximately 5% annually. Actual returns in any given year may vary from this amount. Investment risk is measured in terms of the total endowment fund; investment assets and allocation between asset classes and strategies are managed to not expose the fund to unacceptable levels of risk.

The Organization has a policy of appropriating for distribution each year 3% of its endowment fund's investment income through the current fiscal year-end.

Endowment net asset composition by type of fund as of June 30, 2019 is as follows:

Permanently Endowment:

Donor-Restricted \$ 2,000,000

Changes in endowment net assets as of June 30, 2019 are as follows:

Endowment Net Assets - Beginning of Year	\$ 2,000,000
Contributions	-
Investment Income	20,333
Net Appreciation (Depreciation)	-
Amount Appropriated for Expenditure	 (20,333)
	 _
Endowment Net Assets - End of Year	\$ 2,000,000

NOTE 11 RETIREMENT PLAN

The Organization maintains a 401(k) plan for the benefit of all eligible employees. The Plan matches 7.5% of the first 15% of employee contributions. For the year ended June 30, 2019, total expense was \$305,730.

