

FINANCIAL STATEMENTS JUNE 30, 2016 AND 2015

Contents June 30, 2016 and 2015

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Independent Auditor's Report

To the Board of Directors and Management of The Celebrity Series of Boston, Inc.:

Report on the Financial Statements

We have audited the accompanying financial statements of The Celebrity Series of Boston, Inc. (a Massachusetts corporation, not for profit), which comprise the statements of financial position as of June 30, 2016 and 2015, and the related statements of activities and changes in net assets and cash flows for the years 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 audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits 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 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 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 financial statements referred to above present fairly, in all material respects, the financial position of The Celebrity Series of Boston, Inc. as of June 30, 2016 and 2015, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

lepander, Acour, Finning & Co., P.C.

Boston, Massachusetts September 27, 2016

Statements of Financial Position June 30, 2016 and 2015

Assets	2016	2015
Current Assets:		
Cash and cash equivalents	\$ 1,944,386	\$ 2,047,684
Short-term investments	-	361,034
Pledges and other receivables	1,055,836	579,840
Prepaid expenses and other	139,394	127,747
Total current assets	3,139,616	3,116,305
Investments	5,648,459	5,740,313
Property and Equipment, net	59,213	86,822
Total assets	\$ 8,847,288	\$ 8,943,440
Liabilities and Net Assets		
Current Liabilities:		
Accounts payable and accrued expenses	\$ 245,435	\$ 189,978
Advance ticket subscriptions and other	1,484,581	1,549,534
Total current liabilities	1,730,016	1,739,512
Net Assets:		
Unrestricted	382,556	545,174
Temporarily restricted	2,479,901	2,403,939
Permanently restricted	4,254,815	4,254,815
Total net assets	7,117,272	7,203,928
Total liabilities and net assets	\$ 8,847,288	\$ 8,943,440

Statements of Activities and Changes in Net Assets For the Years Ended June 30, 2016 and 2015

			2	016					2	015		
		Unrestricted						Unrestricted				
		Board		Temporarily	Permanently			Board		Temporarily	Permanently	
	Operating	Designated	Total	Restricted	Restricted	Total	Operating	Designated	Total	Restricted	Restricted	Total
Operating Revenue and Support:												
Operating revenue:												
Ticket sales, net	\$ 3,660,731	\$ -	\$ 3,660,731	\$ -	\$ -	\$ 3,660,731	\$ 3,593,297	\$ -	\$ 3,593,297	\$ -	\$ -	\$ 3,593,297
Stabilization and management fees	119,616	-	119,616	-	-	119,616	122,114	-	122,114	-	-	122,114
Processing fees	105,553	-	105,553	-	-	105,553	97,869	-	97,869	-	-	97,869
Advertising	4,100		4,100		-	4,100	4,100	-	4,100		-	4,100
Total operating revenue	3,890,000		3,890,000			3,890,000	3,817,380		3,817,380			3,817,380
Operating support:	050 404		050 404	4 994 766								
Grants and contributions	959,191	-	959,191	1,304,766	-	2,263,957	1,161,377	-	1,161,377	987,672	-	2,149,049
Special events, net	270,065	-	270,065	104,800	-	374,865	297,018	-	297,018	-	-	297,018
Investment return designated for current operations	292,000	-	292,000	-	-	292,000	290,000	-	290,000	-	-	290,000
Interest and other	1,412	-	1,412	-	-	1,412	216	-	216	-	-	216
Net assets released from restrictions	1,277,690		1,277,690	(1,277,690)			847,648		847,648	(847,648)		
Total operating support	2,800,358		2,800,358	131,876		2,932,234	2,596,259		2,596,259	140,024		2,736,283
Total operating revenue and support	6,690,358		6,690,358	131,876		6,822,234	6,413,639		6,413,639	140,024		6,553,663
Operating Expenses:												
Performance and education	5,515,851	50,000	5,565,851	-	-	5,565,851	5,129,099	107,500	5,236,599	-	-	5,236,599
Management and general	687,931	-	687,931	-	-	687,931	644,180	-	644,180	-	-	644,180
Fundraising	593,733		593,733			593,733	543,950		543,950			543,950
Total operating expenses	6,797,515	50,000	6,847,515			6,847,515	6,317,229	107,500	6,424,729	<u> </u>		6,424,729
Changes in net assets from operations	(107,157)	(50,000)	(157,157)	131,876	-	(25,281)	96,410	(107,500)	(11,090)	140,024	-	128,934
New Operation Descence (European)												
Non-Operating Revenue (Expenses): Investment return, net of fees		9,828	0 0 2 0	220 202		220 625	F 616	559	C 175	(2,200)		2 777
•	-	9,828	9,828	220,797	-	230,625	5,616	228	6,175	(3,398)	-	2,777
Capital campaign feasibility contributions	- 61,000	-	- 61,000	61,000 (61,000)	-	61,000	-	-	-	-	-	-
Net assets released from restrictions - capital campaign feasibility Capital campaign feasibility costs	(61,000)	-	(61,000)	(61,000)	-	(61,000)	-	-	-	-	-	-
Investment return designated for current operations	(01,000)	- (15,289)	(15,289)	- (276,711)	-	(292,000)	-	- (17,696)	- (17,696)	- (272,304)	-	- (290,000)
Total non-operating revenue (expense)		(5,461)	(5,461)	(55,914)		(61,375)	5,616	(17,137)	(11,521)	(275,702)		(287,223)
Changes in net assets	(107,157)	(55,461)	(162,618)	75,962	-	(86,656)	102,026	(124,637)	(22,611)	(135,678)	-	(158,289)
Net Assets:												
Beginning of year	195,477	349,697	545,174	2,403,939	4,254,815	7,203,928	93,451	474,334	567,785	2,539,617	4,254,815	7,362,217
End of year	\$ 88,320	\$ 294,236	\$ 382,556	\$ 2,479,901	\$ 4,254,815	\$ 7,117,272	\$ 195,477	\$ 349,697	\$ 545,174	\$ 2,403,939	\$ 4,254,815	\$ 7,203,928

Statements of Cash Flows For the Years Ended June 30, 2016 and 2015

	2016	2015
Cash Flows from Operating Activities:		
Changes in net assets	\$ (86,656)	\$ (158,289)
Adjustments to reconcile changes in net assets to net cash		
used in operating activities:		
Depreciation	43,387	46,776
Net realized and unrealized (gains) losses on investments	(102,256)	147,749
Changes in operating assets and liabilities:		
Pledges and other receivables	(475,996)	(242,725)
Prepaid expenses and other	(11,647)	87,282
Accounts payable and accrued expenses	55,457	113,093
Advance ticket subscriptions and other	(64,953)	(93,276)
Net cash used in operating activities	(642,664)	(99,390)
Cash Flows from Investing Activities:		
Acquisition of property and equipment	(15,778)	(15,727)
Purchases of investments	(148,719)	(150,507)
Proceeds from sale of investments	703,863	748,416
Net cash provided by investing activities	539,366	582,182
Net Change in Cash and Cash Equivalents	(103,298)	482,792
Cash and Cash Equivalents:		
Beginning of year	2,047,684	1,564,892
End of year	\$ 1,944,386	\$ 2,047,684
Supplemental Disclosure of Non-Cash Transactions: Unrealized losses on investments	\$ (188,423)	\$ (458,808)

Notes to Financial Statements June 30, 2016 and 2015

1. OPERATIONS AND NONPROFIT STATUS

The Celebrity Series of Boston, Inc. (the Organization) is a nonprofit corporation founded in 1938 to present the world's best performing artists in Boston, Massachusetts. Its mission is to present world-class artists who inspire and enrich the community. It offers a wide range of education and community-based programming that seek to introduce young audiences and their families to live performance through in-school, after-school and community-based performances. The Organization's events and performances are primarily held in the Boston, Massachusetts area.

The Organization is exempt from Federal income taxes as an organization (not a private foundation) formed for charitable purposes under Section 501(c)(3) of the Internal Revenue Code (IRC). The Organization is also exempt from state income taxes. Donors may deduct contributions made to the Organization within the IRC requirements.

2. SIGNIFICANT ACCOUNTING POLICIES

The Organization prepares its financial statements in accordance with generally accepted accounting standards and principles (U.S. GAAP) established by the Financial Accounting Standards Board (FASB). References to U.S. GAAP in these notes are to the FASB Accounting Standards Codification (ASC).

Estimates

The preparation of financial statements in accordance with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and 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.

Cash and Cash Equivalents

For the purpose of the statements of cash flows, management considers all highly liquid investments with initial maturities of three months or less to be cash equivalents, other than the money market portion of the Organization's investment account.

Cash and cash equivalents are maintained in two banks in Massachusetts and are insured within the limits of the Federal Deposit Insurance Corporation (FDIC). At times, cash and cash equivalents exceeded the insured limits. The Organization has not experienced any losses in such accounts. The Organization's management believes the Organization is not exposed to any significant credit risk on its operating cash.

Property and Equipment and Depreciation

Property and equipment are recorded at cost when purchased or at fair value at the time of donation. Renewals and betterments are capitalized, while repairs and maintenance are expensed as they are incurred (see Note 5).

Depreciation of property and equipment is computed using the straight-line method over the following estimated useful lives:

Computer equipment	3 years
Office furniture and equipment	3 - 7 years
Leasehold improvements	Term of lease
Software	3 years

Notes to Financial Statements June 30, 2016 and 2015

2. SIGNIFICANT ACCOUNTING POLICIES (Continued)

Fair Value Measurements

ASC Topic, *Fair Value Measurements*, establishes a framework for measuring fair value and expands disclosures about fair value measurements. The standards establish a fair value hierarchy that prioritizes the inputs and assumptions used to measure fair value.

The three levels of the fair value hierarchy are as follows:

- Level 1 Inputs that reflect unadjusted quoted prices in active markets for identical assets or liabilities at the measurement date. Instruments which are generally included in this category include equity and debt securities publicly traded on an exchange.
- Level 2 Inputs other than quoted prices in active markets that are observable for the asset either directly or indirectly, including inputs in markets that are not considered to be active.
- Level 3 Inputs that are unobservable and which require significant judgment or estimation.

An asset or liability's level within the framework is based upon the lowest level of any input that is significant to the fair value measurement. All qualifying assets and liabilities are valued using Level 1 inputs.

Investments and Spending Policy

The Organization records its investments at fair value using Level 1 inputs (see above). Interest and dividends are recorded when earned. Gains and losses are recognized as incurred or based on fair value changes during the year (see Note 6).

The Organization adheres to the Uniform Prudent Management of Institutional Funds Act (UPMIFA). Subject to the intent of a donor, an institution may appropriate for expenditure or accumulate so much of a permanently restricted endowment fund as the institution determines is prudent for the uses, benefits, purposes, and duration for which the permanently restricted endowment fund is established. The assets in a permanently restricted endowment fund are donor-restricted assets until appropriate for expenditure by the Organization.

The Organization has adopted investment and spending policies for endowment assets and Board designated net assets (see Note 3) that aim to provide a level of support for the Organization and its programs, while maintaining or enhancing the purchasing power of the endowment in accordance with UPMIFA. Under the investment policy, the endowment assets are invested to provide a competitive total rate of return commensurate with prudent diversification and moderate risk. Risk and diversification parameters have been established and the endowment is maintained and rebalanced accordingly, if necessary. The Organization relies on a total rate of return strategy in which investment returns are achieved through both capital appreciation (realized and unrealized) and current income (interest and dividends). While it is understood that the endowment assets are to be managed with a long-term focus, a benchmark hypothetical portfolio has been established to monitor performance on a quarterly basis.

Notes to Financial Statements June 30, 2016 and 2015

2. SIGNIFICANT ACCOUNTING POLICIES (Continued)

Investments and Spending Policy (Continued)

The Organization has a policy of appropriating for operations each year a percentage of the rolling average of the prior twelve quarter-end fair values ending March of the fiscal year in which the distribution is planned (see Note 4). In anticipation of a capital campaign, the Organization reviewed its spending policy and deemed it prudent to change the appropriation percentage from 5% to up to 7%, effective starting fiscal year 2017. In establishing this policy, the Organization considered the expected returns plus an adjustment for inflation. This is consistent with the stated goal of enhancing the purchasing power of the endowment over time, while providing necessary funds for operations. In the event of a significant market decline, the Organization will consider all factors relevant to the stated goal in determining any change to the appropriation as allowed by UPMIFA.

Revenue Recognition

Ticket sales and related revenue are recognized in the period in which the related performances are given. The receipt of subscription fees and sales of tickets for the following year's performances are recorded as advance ticket subscriptions as a current liability in the accompanying statements of financial position. Unrestricted grants and contributions are recognized when unconditionally pledged or received. All other revenue is recorded when earned.

Gifts of cash and other assets are reported as temporarily or permanently restricted support and net assets, if they are received with donor stipulations that limit the use of the donated assets. When a donor stipulated time restriction ends or purpose restriction is accomplished, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the accompanying statements of activities and changes in net assets as net assets released from restrictions.

In-Kind Contributions

The Organization receives services of many volunteers in various aspects of its programs. The value of these services is not reflected in the accompanying financial statements, since the value assigned to these services by the donating volunteers is not ascertainable and does not meet the criteria for recognition of *Accounting for Contributions Received and Contributions Made* standards.

Expense Allocations

Expenses related directly to a program are distributed to that program, while other expenses are allocated to programs based upon management's estimate.

Advertising

Generally, event advertising costs are expensed in the year of the related performances. The Organization incurred approximately \$516,000 and \$454,000 of event advertising costs in fiscal years 2016 and 2015, respectively.

Special Events

Special events are reported net of direct costs of \$307,239 and \$303,032 for the years ended June 30, 2016 and 2015, respectively, in the accompanying financial statements.

Notes to Financial Statements June 30, 2016 and 2015

2. SIGNIFICANT ACCOUNTING POLICIES (Continued)

Ticket Sales

Ticket sales of \$3,660,731 and \$3,593,297 are reported net of direct costs (credit card charges and restoration fees) of \$279,199 and \$272,195 for the years ended June 30, 2016 and 2015, respectively, in the accompanying financial statements.

Allowance for Doubtful Pledges and Other Receivables

Allowance for doubtful pledges and other receivables is recorded based on management's review of pledges and other receivables and their estimate of amounts that may become uncollectible in accordance with the Organization's policy. Amounts are written off as they are determined to be uncollectible. There was no allowance for doubtful pledges and other receivables or discount on pledges deemed necessary at June 30, 2016 and 2015.

Income Taxes

The Organization accounts for uncertainty in income taxes in accordance with ASC Topic, *Income Taxes*. This standard clarifies the accounting for uncertainty in tax positions and prescribes a recognition threshold and measurement attribute for the financial statements regarding a tax position taken or expected to be taken in a tax return. The Organization has determined that there are no uncertain tax positions which qualify for either recognition or disclosure in the financial statements at June 30, 2016 and 2015. However, the Organization's information returns are subject to examination by the appropriate jurisdictions.

Income from certain activities not directly related to the Organization's tax-exempt purpose is subject to taxation as unrelated business income in both the Federal and Massachusetts jurisdictions. There was no taxable net income from these activities for the years ended June 30, 2016 and 2015.

Subsequent Events

Subsequent events have been evaluated through September 27, 2016, which is the date the financial statements were available to be issued. There were no events that met the criteria for recognition or disclosure in the financial statements as of June 30, 2016.

Statement of Activities and Changes in Net Assets

Transactions deemed by management to be ongoing, major, or central to the provision of the Organization's operations are reported as either operating revenue and support or operating expenses in the accompanying statements of activities and changes in net assets. Non-operating revenue (expenses) include endowment, capital and investment activity.

During fiscal year 2016, the Organization engaged consultants to explore the feasibility of a capital campaign and related issues. The amount expensed in fiscal year 2016 was \$61,000, which was funded by donor gifts in the same amount. These amounts are reflected as capital campaign feasibility contributions and costs in the accompanying statement of activities and changes in net assets for the year ended June 30, 2016.

Notes to Financial Statements June 30, 2016 and 2015

3. NET ASSETS

Unrestricted Net Assets

Unrestricted net assets are those net resources that bear no external restrictions and are generally available for use by the Organization. The Organization has grouped its unrestricted net assets into the following categories:

- Available for operations represents amounts that bear no external restrictions and are currently available for operations. This includes two Board-designated funds totaling \$294,236 and \$349,697 as of June 30, 2016 and 2015, respectively, which are designated as follows:
 - Board designated represents funds set aside for specific purposes. The net proceeds from a special event held for the former Executive Director were set aside to be used for purposes as approved by the Board of Directors (Innovation Fund). During fiscal years 2016 and 2015, the Board approved the use of \$50,000 and \$107,500, respectively, of this fund.
 - **Board designated working capital reserve** represents funds set aside by the Board of Directors to be used for working capital with Board approval.

Under its investments and spending policy (see Note 2), the Organization appropriated \$15,289 and \$17,696 of Board designated funds to be used for operations during fiscal years 2016 and 2015, respectively.

• **Property and equipment** - represent the net book value of the Organization's property and equipment.

Temporarily Restricted Net Assets

The Organization receives contributions and grants that are designated by donors for specific time periods or purposes. These contributions are recorded as temporarily restricted net assets until they are expended for their designated purposes or as time restrictions expire. Temporarily restricted net assets also include unspent appreciation on permanently restricted net assets in accordance with the Organization's spending policy.

Temporarily restricted net assets consist of the following at June 30:

	2016	2015
Time restricted Accumulated unspent appreciation on	\$ 1,409,566	\$ 1,277,690
permanently restricted funds	1,070,335	1,126,249
	<u>\$ 2,479,901</u>	<u>\$ 2,403,939</u>

Temporarily restricted net assets released from restrictions - operating of \$1,277,690 and \$847,648 during fiscal years 2016 and 2015, respectively, were based on the satisfaction of time restrictions for future seasons.

Notes to Financial Statements June 30, 2016 and 2015

3. NET ASSETS (Continued)

Permanently Restricted Net Assets

Permanently restricted net assets consist of funds that are restricted by donors against any expenditures of principal.

Permanently restricted net assets are restricted for the following purposes at June 30, 2016 and 2015:

General endowment	\$ 3,533,403
Education endowment	600,000
Scholarship endowment	<u>121,412</u>
	<u>\$ 4,254,815</u>

4. ENDOWMENTS

A reconciliation of endowment activity for fiscal years 2016 and 2015 is as follows:

	Temporarily <u>Restricted</u>	Permanently Restricted	Total <u>Endowment</u>
Endowment net assets, June 30, 2014	<u>\$ 1,401,951</u>	<u>\$ 4,254,815</u>	<u>\$ 5,656,766</u>
Investment activity: Net realized gains on investments Interest and dividends Investment management fees Net unrealized losses on investments	261,379 165,641 (38,340) <u>(392,078</u>)	- - -	261,379 165,641 (38,340) (392,078)
Total investment activity	(3,398)		(3,398)
Investment return designated for current operations	<u>(272,304</u>)		(272,304)
Endowment net assets, June 30, 2015	1,126,249	4,254,815	5,381,064
Investment activity: Net realized gains on investments Interest and dividends Investment management fees Net unrealized losses on investments	274,021 159,278 (38,172) (174,330)	- - -	274,021 159,278 (38,172) (174,330)
Total investment activity	220,797		220,797
Investment return designated for current operations	(276,711)		(276,711)
Endowment net assets, June 30, 2016	<u>\$ 1,070,335</u>	<u>\$ 4,254,815</u>	<u>\$ 5,325,150</u>

In accordance with U.S. GAAP, losses on investments of a donor restricted endowment reduce temporarily restricted net assets to the extent of net accumulated appreciation on these funds. Any remaining losses reduce unrestricted net assets. Future gains, if any, that restore the assets of the endowment fund to the original level will increase unrestricted net assets.

Notes to Financial Statements June 30, 2016 and 2015

4. **ENDOWMENTS** (Continued)

The Organization expended \$276,711 and \$272,304 of temporarily restricted appreciation on permanently restricted net assets during fiscal years 2016 and 2015, respectively, to be used for operations in accordance with its investments and spending policy (see Note 2).

5. PROPERTY AND EQUIPMENT

Property and equipment consist of the following at June 30:

	2016	2015
Computer equipment Office furniture and equipment Leasehold improvements Software	\$ 356,450 156,986 83,475 39,257	\$ 351,475 156,577 83,475 28,863
Less - accumulated depreciation	636,168 576,955	620,390 533,568
Net property and equipment	<u>\$ 59,213</u>	<u>\$ 86,822</u>

Depreciation expense for the years ended June 30, 2016 and 2015, was \$43,387 and \$46,776, respectively, and is included in management and general expenses in the accompanying statements of activities and changes in net assets.

6. INVESTMENTS

The following is a summary of the investment portfolio as of June 30:

	2016	2015
Money market Equities:	\$ 48,579	\$ 60,258
Domestic common stock Preferred stock	3,428,333 509,395	3,783,342 462,255
Fixed income: Corporate bonds Mutual funds:	1,081,777	1,143,719
International mutual funds	580,375	651,773
	<u>\$ 5,648,459</u>	<u>\$ 6,101,347</u>

Investment return consists of the following for the years ended June 30:

	2016	2015
Net realized gains on investments Interest and dividends Investment management fees Net unrealized losses on investments	\$ 290,679 168,837 (40,468) (188,423)	\$ 311,059 196,107 (45,581) <u>(458,808)</u>
	<u>\$ 230,625</u>	<u>\$ 2,777</u>

Investments are not insured and are subject to ongoing market fluctuations.

Notes to Financial Statements June 30, 2016 and 2015

6. **INVESTMENTS** (Continued)

A multi-year gift from a donor of approximately \$1.1 million received in May 2013 was invested in the Organization's investment portfolio. Management had made donor-approved withdrawals of parts of this gift from the investment account in fiscal years 2014 and 2015. In July 2015, management liquidated and used the remaining \$361,034 of this gift. The total gift generated an investment return of approximately \$147,000, which was recognized in fiscal years 2013 through 2016.

The above \$361,034 is classified as short-term investments in the accompanying statement of financial position as of June 30, 2015. The other investments at June 30, 2016 and 2015, are classified as long-term due to management's intent to hold these investments for long-term purposes.

7. FUNDING CONCENTRATIONS

Of the \$1,055,836 of pledges and other receivables (from 28 donors) at June 30, 2016, 76% of the balance is from Board members. Two donors make up 53% of the total pledges and other receivables at June 30, 2016.

Of the \$579,840 of pledges and other receivables (from 38 donors) at June 30, 2015, 79% of the balance is from Board members. Three donors make up 52% of the total pledges and other receivables at June 30, 2015.

For the years ended June 30, 2016 and 2015, approximately 18% of the Organization's net ticket sales in each year were for the Alvin Ailey American Dance Theater performances.

8. LEASE AGREEMENTS

The Organization leases space under an operating lease agreement that will expire in August 2018. The lease contains an extension option. Under the lease agreement, the Organization pays monthly rent of \$13,396, which increases annually as defined in the lease agreement. The lease requires the Organization to maintain certain insurance coverage and pay for its proportionate share of real estate taxes and operating expenses. The Organization paid monthly lease payments that ranged from \$11,172 to \$13,396 per month during fiscal years 2016 and 2015. Rent expense under the facility lease was \$154,362 and \$144,354 for the years ended June 30, 2016 and 2015, respectively.

The Organization also leases office equipment under operating lease agreements that expire at various dates through January 31, 2019. Total equipment rent expense under these lease agreements was approximately \$12,000 for each of the years ended June 30, 2016 and 2015.

Remaining minimum lease payments for office space and equipment are as follows:

Fiscal Year

2017	\$ 172,758
2018	\$ 180,376
2019	\$ 34,489

Notes to Financial Statements June 30, 2016 and 2015

9. EMPLOYEE BENEFIT PLANS

IRC Section 403(b) Retirement Plan

The Organization has a defined contribution retirement plan (the Plan) covering all eligible employees under IRC Section 403(b). Employees become eligible upon completing one year of employment and having worked at least 1,000 hours. The Organization has the right to make discretionary contributions to the Plan, which are 100% vested immediately. The Organization elected not to make discretionary contributions to the Plan during fiscal years 2016 and 2015.

IRC Section 457(b) Deferred Compensation Plan

During fiscal year 2015, the Organization established an IRC Section 457(b) deferred compensation plan (the 457(b) Plan) for one of its key executives. The key executive is able to defer compensation into the plan in accordance with IRC limits. Under the terms of the 457(b) Plan, monies deposited by the Organization, as well as reinvested investment return, remains the property of the Organization. The assets of the 457(b) Plan as of June 30, 2016, were \$20,001. These assets are included in investments in the accompanying statement of financial position as of June 30, 2016. The related liability is included in accounts payable and accrued expenses in the accompanying statement of financial position as of June 30, 2016.

10. BANK CREDIT FACILITY

The Organization had a one-year \$500,000 revolving credit agreement with a bank, with a maturity date of June 30, 2016. In June 2016, the revolving credit agreement was extended to June 30, 2017. Borrowings under the agreement are due at maturity and interest is payable monthly at the bank's prime rate (3.5% and 3.25% at June 30, 2016 and 2015, respectively). There was no outstanding balance at June 30, 2016 and 2015. The revolving credit facility is secured by the Organization's personal property. This facility also has certain covenants with which the Organization must comply. The Organization was in compliance with these covenants as of June 30, 2016 and 2015.

11. CONDITIONAL PROMISES TO GIVE

Donors have notified the Organization of bequests totaling \$530,000, to which the Organization will be entitled upon the donors' deaths. Since these gifts are conditional, the Organization has not recorded these amounts in the accompanying financial statements.