

UNITED WAY OF THE GREATER  
CLARKSVILLE REGION, INC.  
AUDITED FINANCIAL STATEMENTS  
JUNE 30, 2015 AND 2014

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## INDEPENDENT AUDITOR'S REPORT

To the Board of Directors  
United Way of the Greater Clarksville Region, Inc.  
Clarksville, Tennessee

We have audited the accompanying financial statements of United Way of the Greater Clarksville Region, Inc. (the Organization) (a nonprofit organization), which comprise the statements of financial position as of June 30, 2015 and 2014, and the related statements of activities, functional expenses 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 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 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 on the previous page present fairly, in all material respects, the financial position of the Organization as of June 30, 2015 and 2014, 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.

*Stone Rudolph & Henry, PLC*

Clarksville, Tennessee

December 18, 2015

UNITED WAY OF THE GREATER CLARKSVILLE REGION, INC.  
STATEMENTS OF FINANCIAL POSITION  
JUNE 30, 2015 AND 2014

	<u>ASSETS</u>	
	<u>2015</u>	<u>2014</u>
<u>CURRENT ASSETS</u>		
Cash and cash equivalents		
Unrestricted	\$ 462,034	\$ 347,965
Restricted	1,111	5,215
Certificates of deposit	137,184	136,159
Pledges receivable, net - Note 3	438,613	409,552
Prepaid expenses	2,573	2,815
Total current assets	<u>1,041,515</u>	<u>901,706</u>
<u>PROPERTY AND EQUIPMENT</u>		
Office furniture, fixtures and equipment	38,945	38,945
Less: accumulated depreciation	37,345	34,726
Net property and equipment	<u>1,600</u>	<u>4,219</u>
Total assets	<u>\$ 1,043,115</u>	<u>\$ 905,925</u>
<u>LIABILITIES AND NET ASSETS</u>		
<u>CURRENT LIABILITIES</u>		
Allocations and designations payable	\$ 620,683	\$ 591,561
Accrued expenses	8,166	10,361
Total current liabilities	<u>628,849</u>	<u>601,922</u>
<u>NET ASSETS</u>		
Unrestricted	412,715	302,522
Temporarily restricted	1,551	1,481
Total net assets	<u>414,266</u>	<u>304,003</u>
Total liabilities and net assets	<u>\$ 1,043,115</u>	<u>\$ 905,925</u>

The accompanying notes are an integral part of the financial statements.

UNITED WAY OF THE GREATER CLARKSVILLE REGION, INC.  
STATEMENT OF ACTIVITIES  
YEAR ENDED JUNE 30, 2015

	UNRESTRICTED	TEMPORARILY RESTRICTED	TOTAL
<b><u>PUBLIC SUPPORT AND REVENUE</u></b>			
Gross campaign results (2015)	\$ 985,214	\$ -	\$ 985,214
Gross campaign results - Released from restriction	1,111	(1,111)	-
Total campaign results (2015)	986,325	(1,111)	985,214
Less: Donor designations	(116,484)	-	(116,484)
Less: Provision for uncollectible pledges	(390)	-	(390)
Net campaign revenue (2015)	869,451	(1,111)	868,340
Net campaign revenue (2016)	-	9,842	9,842
Less: Donor designations	-	(8,661)	(8,661)
Net campaign revenue (2016)	-	1,181	1,181
CFC administrative fee income	605	-	605
In-kind donations - Note 6	22,619	-	22,619
Miscellaneous income	1,929	-	1,929
Investment income	2,906	-	2,906
Sponsorship	8,834	-	8,834
Designated donations fee - Note 7	13,233	-	13,233
Total public support and revenue	919,577	70	919,647
<b><u>PROGRAM SERVICES</u></b>			
Gross funds awarded/distributed	615,739	-	615,739
Less: Donor designations	(125,145)	-	(125,145)
Net funds awarded/distributed	490,594	-	490,594
Other program services	197,227	-	197,227
Total program services	687,821	-	687,821
<b><u>SUPPORTING SERVICES</u></b>			
Organizational administration	41,505	-	41,505
Fundraising	37,016	-	37,016
Facility	20,423	-	20,423
In-kind expenses	22,619	-	22,619
Total supporting services	121,563	-	121,563
Total expenses	809,384	-	809,384
<b><u>CHANGE IN NET ASSETS</u></b>	110,193	70	110,263
<b><u>NET ASSETS - BEGINNING OF YEAR</u></b>	302,522	1,481	304,003
<b><u>NET ASSETS - END OF YEAR</u></b>	\$ 412,715	\$ 1,551	\$ 414,266

The accompanying notes are an integral part of the financial statements.

UNITED WAY OF THE GREATER CLARKSVILLE REGION, INC.  
STATEMENT OF ACTIVITIES  
YEAR ENDED JUNE 30, 2014

	UNRESTRICTED	TEMPORARILY RESTRICTED	TOTAL
<u>PUBLIC SUPPORT AND REVENUE</u>			
Gross campaign results (2014)	\$ 939,740	\$ -	\$ 939,740
Gross campaign results - Released from restriction	5,215	(5,215)	-
Total campaign results (2014)	944,955	(5,215)	939,740
Less: Donor designations	(113,615)	0	(113,615)
Less: Provision for uncollectible pledges	(56,027)	0	(56,027)
Net campaign revenue (2014)	775,313	(5,215)	770,098
Net campaign revenue (2015)	-	13,072	13,072
Less: Donor designations	-	(11,961)	(11,961)
Net campaign revenue (2015)	-	1,111	1,111
CFC administrative fee income	2,443	-	2,443
In-kind donations - Note 6	27,639	-	27,639
Investment income	1,904	-	1,904
Sponsorship	6,376	-	6,376
Designated donations fee - Note 7	12,841	-	12,841
Total support and revenue	826,516	(4,104)	822,412
<u>PROGRAM SERVICES</u>			
Gross funds awarded/distributed	592,219	-	592,219
Less: Donor designations	(125,576)	-	(125,576)
Net funds awarded/distributed	466,643	-	466,643
Other program services	196,749	-	196,749
Total program services	663,392	-	663,392
<u>SUPPORTING SERVICES</u>			
Organizational administration	47,264	-	47,264
Fundraising	33,081	-	33,081
Facility	21,352	-	21,352
In-kind expenses	27,639	-	27,639
Total supporting services	129,336	-	129,336
Total expenses	792,728	-	792,728
<u>CHANGE IN NET ASSETS</u>	33,788	(4,104)	29,684
<u>NET ASSETS - BEGINNING OF YEAR</u>	268,734	5,585	274,319
<u>NET ASSETS - END OF YEAR</u>	\$ 302,522	\$ 1,481	\$ 304,003

The accompanying notes are an integral part of the financial statements.

UNITED WAY OF THE GREATER CLARKSVILLE REGION, INC.  
STATEMENT OF FUNCTIONAL EXPENSES  
YEAR ENDED JUNE 30, 2015

	PROGRAM SERVICES		SUPPORTING SERVICES			Total	
	Allocation Services	Organizational Administration	Fund-raising	Facility	In-kind	Supporting Services	Total
<u>EXPENSES</u>							
Salaries	\$ 134,712	\$ 7,220	\$ 18,861	\$ -	\$ -	\$ 26,081	\$ 160,793
Payroll taxes	12,208	653	1,711	-	-	2,364	14,572
Employee benefits	23,958	1,284	3,354	-	-	4,638	28,596
Subtotal	<u>170,878</u>	<u>9,157</u>	<u>23,926</u>	<u>-</u>	<u>-</u>	<u>33,083</u>	<u>203,961</u>
Dues and fees	3,795	202	531	-	-	733	4,528
Fundraising	-	-	9,873	-	22,069	31,942	31,942
Insurance	2,891	156	405	-	-	561	3,452
Other	1,119	50	132	-	-	182	1,301
Phone	3,236	174	453	-	-	627	3,863
Postage	1,595	85	223	-	-	308	1,903
Printing and publications	2,683	138	370	-	-	508	3,191
Professional fees	-	18,750	-	-	-	18,750	18,750
Rent	-	-	-	14,400	-	14,400	14,400
Repairs and maintenance	-	-	-	131	-	131	131
Software upgrade	3,218	-	-	-	250	250	3,468
Supplies	2,065	117	304	-	300	721	2,786
Travel and meetings	5,747	306	799	-	-	1,105	6,852
United Way fair share	-	9,751	-	-	-	9,751	9,751
Utilities	-	-	-	5,892	-	5,892	5,892
Subtotal	<u>26,349</u>	<u>29,729</u>	<u>13,090</u>	<u>20,423</u>	<u>22,619</u>	<u>85,861</u>	<u>112,210</u>
Depreciation	-	2,619	-	-	-	2,619	2,619
<u>TOTAL OPERATIONS</u>	<u>197,227</u>	<u>41,505</u>	<u>37,016</u>	<u>20,423</u>	<u>22,619</u>	<u>121,563</u>	<u>318,790</u>
Gross funds awarded/distributed	615,739	-	-	-	-	-	615,739
Less: Donor designations	(125,145)	-	-	-	-	-	(125,145)
<u>TOTAL EXPENSES</u>	<u>\$ 687,821</u>	<u>\$ 41,505</u>	<u>\$ 37,016</u>	<u>\$ 20,423</u>	<u>\$ 22,619</u>	<u>\$ 121,563</u>	<u>\$ 809,384</u>

The accompanying notes are an integral part of the financial statements.



UNITED WAY OF THE GREATER CLARKSVILLE REGION, INC.  
STATEMENT OF FUNCTIONAL EXPENSES  
YEAR ENDED JUNE 30, 2014

	PROGRAM SERVICES		SUPPORTING SERVICES			Total Supporting Services	Total
	Allocation Services	Organizational Administration	Fund-raising	Facility	In-kind		
<u>EXPENSES</u>							
Salaries	\$ 131,680	\$ 7,057	\$ 18,436	\$ -	\$ -	\$ 25,493	\$ 157,173
Payroll taxes	12,117	648	1,698	-	-	2,346	14,463
Employee benefits	19,654	1,053	2,752	-	-	3,805	23,459
Subtotal	<u>163,451</u>	<u>8,758</u>	<u>22,886</u>	<u>-</u>	<u>-</u>	<u>31,644</u>	<u>195,095</u>
Dues and fees	3,002	160	420	-	-	580	3,582
Fundraising	-	-	6,120	-	26,989	33,109	33,109
Insurance	2,781	150	390	-	-	540	3,321
Other	4,581	206	539	-	-	745	5,326
Phone	5,399	291	755	-	-	1,046	6,445
Postage	1,885	100	264	-	-	364	2,249
Printing and publications	2,502	129	345	-	-	474	2,976
Professional fees	-	24,250	-	-	-	24,250	24,250
Rent	-	-	-	14,400	-	14,400	14,400
Repairs and maintenance	-	-	-	859	-	859	859
Software upgrade	3,588	-	-	-	250	250	3,838
Supplies	3,942	224	581	-	400	1,205	5,147
Travel and meetings	5,618	299	781	-	-	1,080	6,698
United Way fair share	-	10,078	-	-	-	10,078	10,078
Utilities	-	-	-	6,093	-	6,093	6,093
Subtotal	<u>33,298</u>	<u>35,887</u>	<u>10,195</u>	<u>21,352</u>	<u>27,639</u>	<u>95,073</u>	<u>128,371</u>
Depreciation	-	2,619	-	-	-	2,619	2,619
<u>TOTAL OPERATIONS</u>	<u>196,749</u>	<u>47,264</u>	<u>33,081</u>	<u>21,352</u>	<u>27,639</u>	<u>129,336</u>	<u>326,085</u>
Gross funds awarded/distributed	592,219	-	-	-	-	-	592,219
Less: Donor designations	(125,576)	-	-	-	-	-	(125,576)
<u>TOTAL EXPENSES</u>	<u>\$ 663,392</u>	<u>\$ 47,264</u>	<u>\$ 33,081</u>	<u>\$ 21,352</u>	<u>\$ 27,639</u>	<u>\$ 129,336</u>	<u>\$ 792,728</u>

The accompanying notes are an integral part of the financial statements.

UNITED WAY OF THE GREATER CLARKSVILLE REGION, INC.  
STATEMENTS OF CASH FLOWS  
YEARS ENDED JUNE 30, 2015 AND 2014

	2015	2014
<u>CASH FLOWS FROM OPERATING ACTIVITIES</u>		
Change in net assets	\$ 110,263	\$ 29,684
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:		
Depreciation	2,619	2,619
Changes in:		
Pledges receivable, net	(29,061)	(105,130)
Grants receivable	-	8,888
Prepaid expenses	242	(809)
Allocations and designations payable	29,122	51,246
Accrued expenses	(2,195)	(8,059)
Net cash provided by (used in) operating activities	110,990	(21,561)
<u>CASH FLOWS FROM INVESTING ACTIVITIES</u>		
Purchase of certificates of deposit	(1,025)	(102)
Net cash used in investing activities	(1,025)	(102)
<u>NET CHANGE IN CASH AND CASH EQUIVALENTS</u>	109,965	(21,663)
<u>CASH AND CASH EQUIVALENTS - BEGINNING</u>	353,180	374,843
<u>CASH AND CASH EQUIVALENTS - ENDING</u>	\$ 463,145	\$ 353,180

During the years ended June 30, 2015 and 2014, the Organization received non-cash assistance recorded as in-kind revenue and program services totaling \$22,619 and \$27,639, respectively.

The accompanying notes are an integral part of the financial statements.

UNITED WAY OF THE GREATER CLARKSVILLE REGION, INC.  
NOTES TO FINANCIAL STATEMENTS  
JUNE 30, 2015 AND 2014

1. Summary of Significant Accounting Policies

Description of Organization

United Way of the Greater Clarksville Region, Inc. (the Organization) is a nonprofit organization established May 21, 1956. Its objective is to coordinate and cooperate in fundraising campaigns that are directed toward meeting the health and human needs of the community. The Organization is governed by a volunteer Board of Directors composed of a cross section of community and business leaders. The Organization is located in Clarksville, Tennessee.

The Organization is qualified as a tax-exempt organization under Section 501(c)(3) of the Internal Revenue Code. It has not been determined to be a private foundation and is considered by the Internal Revenue Service (IRS) to be a public charity. Accordingly, no provision for income tax has been made. However, the Organization does file information returns required by the IRS. The Organization is no longer subject to federal or state income tax examinations by tax authorities for fiscal years ended before June 30, 2012.

Use of Estimates

The Organization's financial statements are presented in accordance with accounting principles generally accepted in the United States of America which require the use of management's estimates and assumptions. Those estimates and assumptions affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities, and the reported revenues and expenses. Actual results could vary from these estimates in the near term and the variations can have a material effect on these financial statements.

Basis of Accounting

Basis of accounting refers to when revenues and expenses are recognized in the accounts and reported in the financial statements. The Organization utilizes the accrual basis of accounting which recognizes revenues when earned and expenses when incurred. Operating revenues and expenses include those items that increase or decrease unrestricted net assets.

The Financial Accounting Standards Board (FASB) has established standards concerning contributions and financial statement presentation applicable to non-governmental not-for-profit organizations such as the Organization. These standards require that unconditional promises to give (pledges) be recorded as receivables and revenues and require the Organization to distinguish among contributions received for each net asset category in accordance with donor-imposed restrictions. A description of the three net asset categories follows.

Unrestricted

Unrestricted net assets are free of grant-imposed or donor-imposed restrictions. All revenues, gains and losses that are not temporarily or permanently restricted by grantors or donors are included in this classification. All expenditures are reported in the unrestricted class of net assets since the use of restricted contributions in accordance with the grantors' or donors' stipulations results in the release of the restriction.

UNITED WAY OF THE GREATER CLARKSVILLE REGION, INC.  
NOTES TO FINANCIAL STATEMENTS (CONT'D)  
JUNE 30, 2015 AND 2014

1. Summary of Significant Accounting Policies (Cont'd)

Basis of Accounting (Cont'd)

Temporarily Restricted

Temporarily restricted net assets are limited as to use by grant-imposed or donor-imposed restrictions that expire with the passage of time or that can be satisfied by use for the specific purpose. The Organization had temporarily restricted net assets of \$1,551 and \$1,481 at June 30, 2015 and 2014, respectively.

Permanently Restricted

Permanently restricted net assets are amounts required by donors to be held in perpetuity, including gifts requiring that the principal be invested and the income or specific portions thereof be used for operations. The Organization had no permanently restricted net assets at June 30, 2015 and 2014.

Concentrations of Credit Risk

Financial instruments that potentially subject the Organization to significant concentrations of credit risk consist principally of cash and pledges receivable. The Organization places its cash with federally-insured financial institutions. With respect to pledges receivable, credit risk is dispersed across a large number of contributors who are geographically concentrated in the Clarksville, Tennessee service area. Consequently, the Organization's ability to collect the pledges due from contributors is affected by economic and other conditions in this geographic area. The Organization does not require collateral with respect to pledges receivable.

Cash and Cash Equivalents

The Organization considers all highly-liquid debt instruments purchased with maturities of 90 days or less to be cash equivalents. Restricted cash and cash equivalents are limited in use to payments for purposes described in Note 4.

Contributions, Pledges Receivable, Campaign Expenses and Program Investments

Contributions received are recorded as unrestricted, temporarily restricted, or permanently restricted support, depending on the existence and/or nature of any donor restrictions.

Campaigns are conducted beginning in the first half of each fiscal year to raise support for program investments in participating agencies during the next year. Pledges receivable are recognized in the period received, with an allowance provided for estimated uncollectible pledges. The allowance for uncollectible pledges is computed based on management's estimates of current economic factors applied to gross campaign results including donor designations. Pledge receivables are expected to be collected within the campaign year.

Campaign support pledged is recognized as an increase in temporarily restricted net assets until the year of investment. All contributions are considered available for use as approved by the Board of Directors unless specifically restricted or designated by the donor. Campaign pledges designated by donors are considered to be agency-type transactions and are not included in net revenues or expenses of the Organization. Campaign expenses are recognized in the period incurred.

UNITED WAY OF THE GREATER CLARKSVILLE REGION, INC.  
NOTES TO FINANCIAL STATEMENTS (CONT'D)  
JUNE 30, 2015 AND 2014

1. Summary of Significant Accounting Policies (Cont'd)

Contributions, Pledges Receivable, Campaign Expenses and Program Investments (Cont'd)

Program investments in partner agencies are recognized as program service expenses in the period approved by the Board of Directors and corresponding to the period of the release of time restrictions for related campaign pledges.

Property and Equipment

Property and equipment, including leasehold improvements, are recorded at historical cost or, if contributed, at estimated fair values at the date of receipt. Property and equipment acquired with a unit cost of \$2,500 or greater and a useful life of more than one year are capitalized. Expenditures for additions, major renovations and improvements are capitalized while those for maintenance and repairs are charged to expense as incurred. Capitalized assets are depreciated over their estimated useful lives using the straight line method.

Functional Allocation of Expenses

The costs of providing various programs and other activities have been summarized on a functional basis in the statement of functional expenses. Accordingly, certain costs have been allocated among the programs based on objectively evaluated financial and nonfinancial data or reasonable subjective methods determined by management.

Donated Services

A substantial number of unpaid volunteers have made significant contributions of their time toward the annual campaign and the various community activities that support the Organization's programs. No amounts have been recognized in the statement of activities because the criteria for recognition under FASB ASC Codification 958-605-50-1 have not been satisfied. Donated property, professional services and other in-kind contributions are recognized in the financial statements at fair value when received.

Advertising Costs

Advertising costs are expensed as incurred and are included in the fundraising line item. The Organization incurred advertising costs of \$26,650 and \$28,102 during the years ended June 30, 2015 and 2014, respectively.

Change in Presentation

Certain items from the prior year may have been reclassified to conform to current year presentation.

Date of Management's Review

Subsequent events have been evaluated through December 18, 2015, which is the date the financial statements were available to be issued.

2. Cash and Cash Equivalents

Cash and cash equivalents were represented by bank deposits of \$605,935 and \$495,236 at June 30, 2015 and 2014, respectively. Of these amounts, \$388,244 and \$387,012, respectively, was insured by the Federal Deposit Insurance Corporation, and \$217,691 and \$108,224, respectively, was uninsured at June 30, 2015 and 2014.

UNITED WAY OF THE GREATER CLARKSVILLE REGION, INC.  
NOTES TO FINANCIAL STATEMENTS (CONT'D)  
JUNE 30, 2015 AND 2014

3. Pledges Receivable

	<u>2015</u>	<u>2014</u>
Current year campaign	\$ 542,715	\$ 517,278
Prior year's campaign	<u>65,085</u>	<u>132,219</u>
	<u>607,800</u>	<u>649,497</u>
Less: Allowance for uncollectible pledges		
Current year campaign	104,102	107,726
Prior year's campaign	<u>65,085</u>	<u>132,219</u>
	<u>169,187</u>	<u>239,945</u>
Net pledges receivable	<u>\$ 438,613</u>	<u>\$ 409,552</u>

The results of the next year's campaign, net of the related allowance for uncollectible pledges, less designations payable, have been included in temporarily restricted net assets on the accompanying statements of financial position, as such contributions are restricted for allocations of the future periods. All pledges receivable are due within one year.

4. Temporarily Restricted Net Assets

Temporarily restricted net assets of \$1,551 and \$1,481 as shown on the June 30, 2015 and 2014 statements of financial position include:

	<u>2015</u>	<u>2014</u>
Contributions to support allocations and operations	\$ 9,842	\$ 13,072
Less: Designations for the next year's campaign	8,661	11,961
Disaster pledges received but not expended	<u>370</u>	<u>370</u>
Net temporarily restricted net assets	<u>\$ 1,551</u>	<u>\$ 1,481</u>

5. Board Designations

The Organization's board of directors had designated unrestricted net assets totaling \$112,794 for internal purposes as of June 30, 2015 and 2014.

6. In-Kind Donations

In-kind donations totaling \$22,619 and \$27,639 were recorded for fundraising related goods and professional services received during the years ended June 30, 2015 and 2014, respectively.

7. Designations

Contributors can designate recipient agencies to which their contributions will be directed. Net designated pledges from the 2015 and 2014 campaigns were \$116,484 and \$113,615, respectively. The Organization's policy is to deduct an eight-and-a-half-percent administrative fee from donor designations. A ten-percent shrinkage allowance was also deducted from these designations for the years ended June 30, 2015 and 2014. These rates are based upon historical data relating to administrative expenses and uncollectible pledges.

Designations for the 2016 campaign as of June 30, 2015, were \$8,661.

Designations for the 2015 campaign as of June 30, 2014, were \$11,961.

UNITED WAY OF THE GREATER CLARKSVILLE REGION, INC.  
NOTES TO FINANCIAL STATEMENTS (CONT'D)  
JUNE 30, 2015 AND 2014

8. Lease of Building

The Organization is a party to an operating lease with the Clarksville Charitable and Educational Foundation, Inc. for the office building at 529 North Second Street. The monthly rental payment is \$1,200 and all improvements and maintenance are the responsibility of the Organization. The lease expires on January 1, 2021. Lease expense was \$14,400 for the years ended June 30, 2015 and 2014. Future minimum rental payments due under the lease are as follows:

	<u>Amount</u>
2016	\$ 14,400
2017	14,400
2018	14,400
2019	14,400
2020	14,400
2021	7,200

9. United Way of America

The Organization paid membership dues of \$9,751 and \$10,078 to United Way of America during the years ended June 30, 2015 and 2014, respectively.

10. Retirement Plan

The Organization sponsors a defined contribution 401(k) plan covering all full-time employees. Mutual of America serves as trustee of the plan which became effective June 1, 2007. After twelve months of employment, the Organization provides an annual discretionary contribution of 2.5% and a matching contribution up to 5% of each covered employee's salary. Contributions totaled \$11,515 and \$7,347 for the years ended June 30, 2015 and 2014, respectively. Employee contributions totaled \$1,392 and \$1,296 for the years ended June 30, 2015 and 2014, respectively.

11. Risk Management

The Organization is exposed to various risks of loss including, but not limited to, torts; theft of, damage to, and destruction of assets; errors and omissions; injuries to employees; and natural disasters. The Organization has elected to obtain various insurance policies to transfer risk to commercial insurance companies. There were no insurance claims during the audit periods.