CONSOLIDATED FINANCIAL STATEMENTS JUNE 30, 2015

Caring for Children. Mind. Body. Soul.



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Independent Auditors' Report

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Executive Board of Directors Our Little Haven St. Louis, Missouri

Report On The Consolidated Financial Statements

We have audited the accompanying consolidated financial statements of Our Little Haven, a not-for-profit organization, and Our Little Haven Service Agency, LLC (collectively, the Organization), which comprise the consolidated statement of financial position as of June 30, 2015 and 2014, and the related consolidated statements of activities, functional expenses and cash flows for the years then ended, and the related notes to the consolidated financial statements.

Management's Responsibility For The Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of these consolidated 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 consolidated 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 consolidated 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 audit to obtain reasonable assurance about whether the consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the consolidated 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 consolidated financial statements, 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 appropriates made by management, as well as evaluating the overall presentation of the consolidated 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 consolidated financial statements referred to above present fairly, in all material respects, the consolidated financial position of Our Little Haven and Our Little Haven Service Agency, LLC as of June 30, 2015 and 2014, and the changes in their net assets and their cash flows for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

RubinBrown LLP

October 12, 2015

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

Assets

	June 30,		
	2015	2014	
Cash and cash equivalents (Note 3)	\$ 2,366,042	\$ 1,197,040	
Assets held on behalf of others (Notes 3 and 4)	1,895,252	1,317,164	
Accounts receivable (Note 5)	77,727	53,887	
Promises to give	500		
Prepaid expenses	38,115	1,459	
Advances on life insurance contracts (Note 7)	317,021	295,407	
Property and equipment (Note 8)	672,010	736,819	
Assets appropriated for endowment (Notes 3 and 9)	5,771,503	5,734,522	
Total Assets	\$ 11,138,170	\$ 9,336,298	

Liabilities And Net Assets

Liabilities		
Current maturities of long-term debt	\$	\$ 1,779
Accounts payable and accrued expenses	80,982	72,619
Agency funds held on behalf of others (Note 4)	$1,\!895,\!252$	1,317,164
Deferred revenue		17,000
Total Liabilities	1,976,234	1,408,562
Net Assets		
Unrestricted:		
Unappropriated:		
Invested in property and equipment	672,010	735,040
Operations	2,718,423	1,458,174
Total Unappropriated	3,390,433	2,193,214
Board-appropriated endowment (Note 11)	5,771,503	5,734,522
Total Unrestricted Net Assets	9,161,936	7,927,736
Total Liabilities And Net Assets	\$ 11,138,170	\$ 9,336,298

CONSOLIDATED STATEMENT OF ACTIVITIES

	For The Years Ended June 30,			
		2015		2014
Changes In Unrestricted Net Assets:				
Public Support And Revenue				
Public Support				
Contributions:				
Churches/schools	\$	1,797	\$	3,071
Civic groups		20,453		14,289
Corporations		131,023		188,812
Memorials and tributes		15,690		13,800
Foundations		200,350		$222,\!625$
Individuals		1,355,362		309,466
Total Contributions		1,724,675		752,063
Community grants (Note 5)		585,144		482,778
Fundraising (net of direct expenses of \$131,237		,		,
in 2015 and \$114,382 in 2014)		297,164		294,158
Total Public Support		2,606,983		1,528,999
Revenue		1 191 401		1 002 050
Program service revenues (Note 5) Interest and dividends		1,131,481		1,083,050
		101,553		94,271
Total Revenue		1,233,034		1,177,321
Total Public Support And Revenue		3,840,017		2,706,320
Expenses				
Program services		2,208,832		2,114,214
Management and general		125,383		135,340
Fundraising		$259,\!605$		242,777
Total Expenses		2,593,820		2,492,331
Increase In Unrestricted Net Assets Before Realized And Unrealized Gains On Investments		1,246,197		213,989
Realized And Unrealized Gains (Losses) On Investments (Note 9)		(11,997)		654,413
Increase In Unrestricted Net Assets		1,234,200		868,402
Unrestricted Net Assets - Beginning Of Year		7,927,736		7,059,334
Unrestricted Net Assets - End Of Year	\$	9,161,936	\$	7,927,736

CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES

			F	or The Years E	Inded June 30,			
		2015				2014		
	Program Services	Management And General	Fundraising	Total	Program Services	Management And General	Fundraising	Total
	1							
Salaries	\$ 1,219,375	\$ 62,945	\$ 167,201	\$ 1,449,521	\$ 1,162,909	\$ 64,992	\$ 155,317	\$ 1,383,218
Payroll taxes	107,998	5,515	14,506	128,019	107,026	6,000	13,484	126,510
Health insurance	131,584	12,068	16,323	159,975	136,121	11,450	13,463	161,034
403(b) contribution (Note 12)	54,165	2,807	7,868	64,840	38,130	2,455	5,983	46,568
Total Payroll Expenses	1,513,122	83,335	205,898	1,802,355	1,444,186	84,897	188,247	1,717,330
Advertising/newsletter	15,858	_	4,910	20,768	12,261	_	4,558	16,819
Case management expenses	292,915	_	177	293,092	263,371	201	· —	263,572
Conferences and meetings	1,955	202	1,197	3,354	566	557	716	1,839
Data processing	28,985	4,419	2,652	36,056	35,714	5,089	2,676	43,479
Dues and subscriptions	8,930	629	4,838	14,397	7,630	867	4,527	13,024
Indirect fundraising event costs	·	_	20,511	20,511	· —	_	19,662	19,662
Insurance	31,131	14,696	6,537	52,364	41,704	16,944	9,350	67,998
Interest expense	224	18	·	242	· —	341	· _	341
Maintenance of buildings and equipment	15,952	1,848	305	18,105	16,704	4,982	188	21,874
Miscellaneous expense	1,527	230	1,202	2,959	850	662	447	1,959
Office expense	17,777	1,952	272	20,001	18,422	3,527	1,889	23,838
Outpatient services expense	26,447	_	_	26,447	20,274	_	_	20,274
Payroll processing	3,265	921	521	4,707	3,151	1,503	517	5,171
Postage	3,476	637	601	4,714	3,024	487	341	3,852
Preschool expenses	9,192	112	_	9,304	13,439	_	_	13,439
Printing	6,842	1,064	920	8,826	3,652	635	1,304	5,591
Professional fees	56,897	6,790	1,660	65,347	29,459	6,145	2,000	37,604
Program supplies	26,986	4,320	963	32,269	31,343	3,740	556	35,639
Telephone	8,791	944	_	9,735	8,272	1,177	401	9,850
Training	6,637	_	1,170	7,807	7,038	_	20	7,058
Travel and entertainment	173	_	457	630	159	118	422	699
Utilities	23,825	1,623	580	26,028	24,673	1,737	612	27,022
Volunteer recruitment and awards	8,364	241	40	8,645	14,391	75	902	15,368
Total Other Expenses	596,149	40,646	49,513	686,308	556,097	48,787	51,088	655,972
Total Expenses Before Depreciation								
And Amortization	2,109,271	123,981	255,411	2,488,663	2,000,283	133,684	239,335	2,373,302
Depreciation And Amortization	99,561	1,402	4,194	105,157	113,931	1,656	3,442	119,029
	\$ 2,208,832	\$ 125.383	\$ 259,605	\$ 2,593,820	\$ 2,114,214	\$ 135,340	\$ 242.777	\$ 2,492,331

CONSOLIDATED STATEMENT OF CASH FLOWS

Cash Flows From Operating Activities Increase in net assets	\$	Ended Ju 2015		2014
	\$			4014
Increase in net assets	\$			
mereuse miner ussets		1,234,200	\$	868,402
Adjustments to reconcile increase in net assets to				
net cash provided by operating activities:				
Depreciation and amortization		105, 157		119,029
Realized gains on investments		(40, 492)		(42,058)
Unrealized (gains) losses on investments		52,489		(612, 355)
Changes in assets and liabilities:				
Increase in accounts receivable		(23, 840)		(7,003)
Increase in promises to give		(500)		_
(Increase) decrease in prepaid expenses		(36, 656)		10,872
Increase in accounts payable and accrued expenses		8,363		11,334
Increase (decrease) in deferred revenue		(17,000)		12,000
Net Cash Provided By Operating Activities		1,281,721		360,221
Cash Flows From Investing Activities				
Payments for the purchase of property and equipment		(40, 348)		(39, 170)
Proceeds from sales and maturities of investments		190,737		176,329
Purchases of investments		(237, 782)		(219, 186)
Increase in advances on life insurance contracts		(21, 614)		(11,772)
Net Cash Used In Investing Activities		(109,007)		(93,799)
Cash Flows Used In Financing Activities				
Principal payments on long-term debt		(1,779)		(6, 849)
Net Increase In Cash And Cash Equivalents		1,170,935		259,573
Cash And Cash Equivalents - Beginning Of Year		1,732,982		1,473,409
Cash And Cash Equivalents - End Of Year	\$	2,903,917	\$	1,732,982
Supplemental Disclosure Of Cash Flow Information Interest paid	\$	242	\$	341
Interest pain	Φ	242	φ	041
Cash And Cash Equivalents Consist Of:				
Unrestricted cash	\$	2,366,042	\$	1,197,040
Board appropriated cash		537,875		535,942
	\$	2,903,917	\$	1,732,982

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS June 30, 2015 And 2014

1. **Operations**

Our Little Haven, a not-for-profit organization, was founded to provide early intervention services to young children who need healing care early in their lives. Since 1993, Our Little Haven has grown from a single program serving 30 children annually to three programs serving more than 500 children and families each year. As specialists in care for young children, Our Little Haven helps them recover from the early trauma of abuse and neglect as well as behavioral and emotional challenges so they can live, learn and grow in their home, family, school and community. Early intervention builds foundations for productive, healthy lives full of promise. Our Little Haven has shown that when children have appropriate treatment services, even those who had a very rough start can succeed. Without Our Little Haven, these children would have no access to professional care and little hope of beating the odds. Our Little Haven is focused on early intervention and includes Keystone Mental Health Services providing professional assessments, testing, treatment, counseling and healing care; Our Little Academy, a therapeutic preschool designed to work with children who need special care not found in traditional preschool settings; and the Taylor Family Care Center, a holistic approach to resolving significant family issues allowing for a permanent, loving, healthy home for the children.

2. Summary Of Significant Accounting Policies

Basis Of Consolidation

The accompanying consolidated financial statements include the accounts of Our Little Haven and its wholly-owned subsidiary, Our Little Haven Service Agency, LLC (the LLC), (collectively, the Organization). The single member LLC was created March 1, 2011. See Note 4 for further description of the LLC.

Basis Of Presentation

The financial statement presentation follows the requirements of the Financial Accounting Standards Board for not-for-profit organizations. The Organization is required to report information regarding its consolidated financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets and permanently restricted net assets. The Organization does not have any temporarily or permanently restricted net assets at June 30, 2015 or 2014.

Notes To Consolidated Financial Statements (Continued)

Estimates And Assumptions

Management uses estimates and assumptions in preparing financial statements. 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 differ from those estimates.

Cash And Cash Equivalents

The Organization considers all highly liquid instruments available for operations to be cash equivalents. The Organization invests its excess cash in debt instruments and securities with financial institutions with strong credit ratings and has established guidelines relative to diversification and maturities that maintain safety and liquidity. At times, such amounts may be in excess of the Federal Deposit Insurance Corporation (FDIC) and Securities Investors Protection Corporation (SIPC) insurance amounts. At June 30, 2015, cash and cash equivalents held in excess of the FDIC limit amounted to \$2,694,114. As of June 30, 2015, assets held on behalf of others include cash and cash equivalents of \$1,943,460, of which \$1,693,460 was held in excess of the FDIC limit. Total cash held in bank represents the amount of cash physically deposited in the bank at June 30, 2015, without regard to deposits in transit or outstanding checks.

Accounts Receivable

Accounts receivable are stated at the amount management expects to collect from balances outstanding at year end. Based on management's assessment of the credit history with customers having outstanding balances and current relationships with them, it has concluded that realization losses on balances outstanding at year end will be immaterial.

Property And Equipment

Property and equipment are carried at cost, less accumulated depreciation and amortization. Depreciation and amortization is computed using the straight-line method over periods ranging from 3 to 30 years.

Assets Appropriated For Endowment

Assets appropriated for endowment are reported at fair value. Gains or losses on sales of investments are determined on a specific cost identification basis. Unrealized gains and losses are determined based on year-end fair value fluctuations.

Notes To Consolidated Financial Statements (Continued)

Restricted And Unrestricted Public Support

The Organization reports gifts of cash and other assets as unrestricted, temporarily restricted or permanently restricted, depending on the existence and/or nature of any donor restrictions. Support that is restricted by the donor is reported as an increase in unrestricted net assets if the restriction expires in the reporting period in which the support is recognized. All other donor-restricted support is reported as an increase in temporarily or permanently restricted net assets, depending on the nature of the restriction. When a donor restriction expires, that is, when a stipulated time restriction ends or purpose restriction is accomplished, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the consolidated statement of activities as net assets released from restrictions.

Description Of Program Services And Supporting Activities

The following program services and supporting activities are included in the accompanying consolidated financial statements:

Program Services

Includes expenses incurred in providing early intervention treatment for those impacted by abuse, neglect and mental or behavioral health needs. Services included are foster care case management for children and families, psycho-social assessment and treatment services, and therapeutic day treatment.

Management And General

Includes the functions necessary to maintain an equitable employment program; ensure an adequate working environment; provide coordination and articulation of the Organization's program strategy; secure proper administrative functioning of the Board of Directors; and manage the financial and budgetary responsibilities of the Organization.

Fundraising

Provides the structure necessary to encourage and secure private financial support from corporations, foundations, other organizations and individuals.

Expense Allocation

Expenses are charged to program services and supporting activities on the basis of periodic time and expense studies. Management and general expenses include those expenses that are not directly identifiable with any other specific function but provide for the overall support and direction of the Organization.

Notes To Consolidated Financial Statements (Continued)

Donated Services

Various services and materials are donated to the Organization. Those donated services and materials that meet the criteria for recognition are recorded at fair value at the date of donation. A substantial number of other volunteers have also donated a significant amount of time to the Organization. However, such donated services have not been recorded because they do not meet the criteria for recognition.

Tax Status

Our Little Haven constitutes a qualified not-for-profit organization under Section 501(c)(3) of the Internal Revenue Code, and is, therefore, exempt from federal income taxes on related, exempt income. Our Little Haven Service Agency, LLC is a single member LLC, and thus is also tax exempt under Section 501(c)(3).

The Organization's federal and state tax returns for tax years 2011 and later remain subject to examination by taxing authorities.

Subsequent Events

Management has evaluated subsequent events through October 12, 2015, the date which the consolidated financial statements were available for issue.

3. Cash And Cash Equivalents

Cash and cash equivalents consist of the following as of June 30:

	 2015	2014
Checking and savings accounts	\$ 4,265,923	\$ 2,672,918
Sweep account	505,064	350,408
Money market	28,182	26,777
	\$ 4,799,169	\$ 3,050,103

These amounts are reported on the consolidated statement of financial position as follows:

	201	5 2014
Cash and cash equivalents - unrestricted	\$ 2,366,04	42 \$ 1,197,040
Assets held on behalf of others	1,895,25	52 1,317,121
Cash and cash equivalents - board		
appropriated endowment (Note 9)	537,87	5 535,942
	\$ 4,799,16	39 \$ 3,050,103

Notes To Consolidated Financial Statements (Continued)

4. Contract For Foster Care Case Management

In March 2011, the LLC was formed, with Our Little Haven as its sole member. The LLC's purpose is to provide case management and other support services to children and youth in need thereof, either directly or in conjunction with children's service organizations.

The State of Missouri Department of Social Services, Children's Division (the State Agency) has contracted with the LLC to provide foster care case management for 375 cases. Through the proposal submitted to the State Agency, there are four social service organizations providing such foster care case management services. Our Little Haven is one of the four social service organizations providing these services.

The LLC receives the monthly funding from the State Agency, distributes the funding to the four social service organizations and other providers of room and board for the foster children, and pays for the administrative costs of the program. These administrative costs paid by the LLC include rent for office space for which Our Little Haven has entered into a lease agreement effective December 1, 2012. The terms of the lease agreement require monthly payments of \$800 through November 2015. Rent expense was \$9,600 in 2015 and 2014, which is included in case management expenses. The future minimum rental commitments required under this operating lease are as follows:

Year Ended June 30,	ed June 30, Amou		
0010			
2016	\$	4,000	

In the consolidated financial statements, amounts received by the Organization for foster care case management are reported as program service revenues. Administrative expenses paid by the LLC are reported as expenses in the Organization's consolidated statement of functional expenses, as well as the revenues from the State Agency reimbursing such expenses. The remaining transactions passing through the LLC to the other three social service organizations and providers of room and board are excluded from the Organization's revenues and expenses because the LLC is considered a disbursing agent for these funds, and, therefore, no revenue or expenses should be reported.

Notes To Consolidated Financial Statements (Continued)

5. Accounts Receivable, Community Grants And Program Service Revenues

In 2011, the Organization entered into a service agreement with the LLC to provide case management services for a fee. In 2015 and 2014, the fees earned were \$908 and \$913, respectively, per month, per child (Note 4). Amounts totaling \$987,583 and \$971,339 were received by the Organization for these services for the years ended June 30, 2015 and 2014, respectively.

Since 1998, the Organization has had a contractual agreement with MO HealthNet (formerly Division of Medical Services) to provide mental health services under their Medicaid program. Services include individual, group and family counseling, psychological evaluations and parenting assessments. Rates range from \$48 to \$60 per one hour unit of service billed. Amounts totaling \$55,352 and \$38,184 were billed to Medicaid for the years ended June 30, 2015 and 2014, respectively.

In 2006, the Organization began a preschool program to provide day treatment services for children between the ages of three and six years old. Revenues received from this program amounted to \$88,546 and \$73,527 in 2015 and 2014, respectively.

In addition, the Organization received community grants totaling \$585,144 and \$482,778 in 2015 and 2014, respectively, from St. Louis County Children's Service Fund and St. Louis Mental Health Board.

At June 30, accounts receivable consist of the following:

	 2015	2014
St. Louis Public Schools (preschool)	\$ 14,579	\$ 8,296
Missouri Department of Social Services (preschool) Mental Health Board (community grant)	12,306 21,082	10,454
St. Louis County Children's Service Fund (community grant)	29,760	35,089
Other		48
	\$ 77,727	\$ 53,887

Notes To Consolidated Financial Statements (Continued)

6. Concentrations

In 2015, the Organization received approximately 52% of its total public support and revenue from two revenue sources. In 2014, the Organization received approximately 36% of its total public support and revenue from one revenue source.

7. Advances On Life Insurance Contracts

The Organization has advanced premiums for life insurance on its officers. The Organization has a beneficiary interest in the greater of the premiums paid or the cash value of the policies, such amount reduced by any indebtedness against the life insurance policies.

8. Property And Equipment

Property and equipment consist of the following at June 30:

		2015		2014
T 1	¢	00.000	ф	00.000
Land	\$	92,000	\$	92,000
Buildings		$895,\!975$		$895,\!975$
Building improvements		1,035,417		1,014,201
Furniture and equipment		301,023		396,880
		2,324,415		2,399,056
Less: Accumulated depreciation				
and amortization		1,652,405		$1,\!662,\!237$
	\$	672,010	\$	736,819

Notes To Consolidated Financial Statements (Continued)

9. Assets Appropriated For Endowment

Assets appropriated for endowment consist of the following as of June 30:

	2015		2014	
		Fair		Fair
	Cost	Value	Cost	Value
Money market fund	\$ 2,931	\$ 2,931	\$ 235,006	\$ 235,006
Equity Mutual Funds				
Micro Cap	69,751	81,530	69,750	76,120
Small Cap	297,492	447,332	282,041	413,001
Mid Cap	580,392	1,100,275	327,949	840,762
Large Cap	1,123,997	1,838,425	1,104,869	1,775,180
Real Estate	53,916	59,033	54,547	63,886
International	464,098	416,172	458,302	490,804
U.S. Treasury	50,935	50,916	50,395	50,736
Emerging Markets	152,543	137,748	152,642	150,000
Bond Mutual Funds				
Short Term	576,452	544,200	558,884	539,406
Corporate U.S. Investment Grade	151,616	192,940	151,616	195,977
Credit Bond U.S. Investment Grade	179,690	147,462	176,417	147,952
Liquid High Yield Corporate Bond				
Index	149,648	142,080	149,648	152,320
Inflation Protected	10,147	9,921	9,719	10,210
One Year Fixed	52,382	52,223	47,775	47,723
Two Year Global	10,725	10,440	9,618	9,497
	\$ 3,926,715	\$ 5,233,628	\$ 3,839,178	\$ 5,198,580

Investments are carried at fair value using quoted prices in active markets (Level 1). Net realized and unrealized gains (losses) totaling \$(11,997) and \$654,413 were recorded at June 30, 2015 and 2014, respectively.

Investment securities are exposed to various risks, such as significant world events, interest rate, credit and overall market volatility risk. Due to the level of risk associated with certain investment securities and the level of uncertainty related to changes in the value of investment securities, it is at least reasonably possible that changes in risks in the near term would materially affect the amounts reported in the consolidated statement of financial position.

Assets appropriated for endowment also include cash and cash equivalents of \$537,875 and \$535,942 at June 30, 2015 and 2014, respectively (Note 3).

Notes To Consolidated Financial Statements (Continued)

10. Line Of Credit

At June 30, 2015, the Organization had an available and unused line of credit with a bank in the amount of \$300,000. The agreement expires on November 1, 2015, is unsecured and bears interest at the prime rate, 3.25% as of June 30, 2015.

11. Net Assets

There are no temporarily restricted net assets as of June 30, 2015 or 2014.

The Organization's board-appropriated endowment consists of funds designated by the Board of Directors to function as an endowment. As required by generally accepted accounting principles, net assets associated with funds designated by the Board of Directors to function as endowments are classified and reported based on the existence or absence of donor-imposed restrictions.

Board-appropriated endowment funds amounted to \$5,771,503 and \$5,734,522 as of June 30, 2015 and 2014, respectively.

Changes in the board-appropriated endowment assets were as follows for the years ended June 30, 2015 and 2014:

Endowment Assets - July 1, 2013	\$ 5,035,308
Withdrawals	(45,000)
Investment return	
Interest and dividends	89,801
Net realized and unrealized gains on investments	654,413
Total investment return	744,214
Endowment Assets - June 30, 2014	5,734,522
Withdrawals	(50,000)
Investment return	
Interest and dividends	$98,\!978$
Net realized and unrealized losses on investments	(11,997)
Total investment return	86,981
Endowment Assets - June 30, 2015	\$ 5,771,503

Notes To Consolidated Financial Statements (Continued)

The purpose of the endowment is to further the mission of the Organization, with a primary focus of generating funds for programs, services, building and capital improvements and to enhance the development of the Organization. As the endowment grows and as determined by the Board of Directors, it may be subdivided into specific purpose funds or may remain as a general endowment fund.

The goal of the endowment is to exist in perpetuity and has an objective to maintain purchasing power after spending, as well as to grow the aggregate portfolio value in excess of inflation over the Organization's ten-year investment horizon.

12. Deferred Compensation Plan

The Organization provides a tax-deferred annuity plan under Internal Revenue Code Section 403(b), which allows eligible employees to make tax-deferred contributions. The plan provides for discretionary contributions by the Organization. The Organization's contribution to the plan was 5% and 4% of eligible employees' salaries and amounted to \$64,840 and \$46,568 for the years ended June 30, 2015 and 2014, respectively.