
OUR LITTLE HAVEN
CONSOLIDATED FINANCIAL STATEMENTS
JUNE 30, 2017

Caring for Children. Mind. Body. Soul.



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Independent Auditors' Report

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, which comprise the consolidated statement of financial position as of June 30, 2017 and 2016, 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 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 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, 2017 and 2016, 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

September 28, 2017

OUR LITTLE HAVEN

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

Assets

	June 30,	
	2017	2016
Cash and cash equivalents (Note 3)	\$ 1,876,085	\$ 1,528,552
Investments (Note 9)	1,127,825	999,934
Assets held on behalf of others (Notes 3 and 4)	1,512,995	1,457,832
Accounts receivable (Note 5)	65,524	84,064
Promises to give	5,140	11,500
Prepaid expenses	45,893	37,864
Advances on life insurance contracts (Note 7)	352,426	340,040
Property and equipment (Note 8)	560,637	625,528
Assets appropriated for endowment (Notes 3 and 9)	6,412,409	5,717,278
Total Assets	\$ 11,958,934	\$ 10,802,592

Liabilities And Net Assets

Liabilities

Accounts payable and accrued expenses	\$ 78,132	\$ 84,407
Agency funds held on behalf of others (Note 4)	1,512,995	1,457,832
Total Liabilities	1,591,127	1,542,239

Net Assets

Unrestricted:		
Unappropriated:		
Invested in property and equipment	560,637	625,528
Operations	3,394,761	2,917,547
Total Unappropriated	3,955,398	3,543,075
Board-appropriated endowment (Note 11)	6,412,409	5,717,278
Total Unrestricted Net Assets	10,367,807	9,260,353
Total Liabilities And Net Assets	\$ 11,958,934	\$ 10,802,592

OUR LITTLE HAVEN

CONSOLIDATED STATEMENT OF ACTIVITIES

	For The Years Ended June 30,	
	2017	2016
Changes In Unrestricted Net Assets:		
Public Support And Revenue		
Public Support		
Contributions:		
Churches/schools	\$ 4,715	\$ 4,288
Civic groups	5,759	16,282
Corporations	125,342	155,376
Memorials and tributes	180,535	11,015
Foundations	183,415	182,503
Individuals	377,298	311,702
Total Contributions	877,064	681,166
Community grants (Note 5)	562,057	533,531
Fundraising (net of direct expenses of \$124,902 in 2017 and \$131,798 in 2016)	333,123	376,670
Total Public Support	1,772,244	1,591,367
Revenue		
Program service revenues (Note 5)	1,311,422	1,281,108
Interest and dividends	158,844	151,777
Total Revenue	1,470,266	1,432,885
Total Public Support And Revenue	3,242,510	3,024,252
Expenses		
Program services	2,507,038	2,452,807
Management and general	127,828	133,323
Fundraising	243,419	235,251
Total Expenses	2,878,285	2,821,381
Increase In Unrestricted Net Assets Before		
Realized And Unrealized Gains/(Losses) On Investments	364,225	202,871
Realized And Unrealized Gains/(Losses) On Investments (Note 9)	743,229	(104,454)
Increase In Unrestricted Net Assets	1,107,454	98,417
Unrestricted Net Assets - Beginning Of Year	9,260,353	9,161,936
Unrestricted Net Assets - End Of Year	\$ 10,367,807	\$ 9,260,353

OUR LITTLE HAVEN

CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES

	For The Years Ended June 30,							
	2017				2016			
	Program Services	Management And General	Fundraising	Total	Program Services	Management And General	Fundraising	Total
Salaries	\$ 1,453,294	\$ 65,443	\$ 156,148	\$ 1,674,885	\$ 1,424,690	\$ 68,554	\$ 153,659	\$ 1,646,903
Payroll taxes	115,920	5,371	11,893	133,184	117,046	6,043	9,635	132,724
Health insurance	140,606	5,472	12,702	158,780	138,965	6,946	12,732	158,643
403(b) contribution (Note 12)	51,729	2,399	4,565	58,693	52,424	2,407	6,053	60,884
Total Payroll Expenses	1,761,549	78,685	185,308	2,025,542	1,733,125	83,950	182,079	1,999,154
Advertising/newsletter	11,468	—	8,664	20,132	12,093	100	7,780	19,973
Case management expenses	354,936	—	—	354,936	309,375	—	—	309,375
Conferences and meetings	1,320	44	759	2,123	433	405	843	1,681
Data processing	33,627	4,685	1,483	39,795	39,456	4,829	3,006	47,291
Dues and subscriptions	5,467	188	5,008	10,663	9,048	92	3,098	12,238
Indirect fundraising event costs	—	—	15,108	15,108	—	—	13,812	13,812
Insurance	56,060	15,297	9,495	80,852	49,696	11,618	7,579	68,893
Maintenance of buildings and equipment	7,785	1,235	509	9,529	10,112	1,428	100	11,640
Miscellaneous expense	15	54	154	223	391	557	819	1,767
Office expense	18,291	2,493	2,172	22,956	19,223	2,260	2,275	23,758
Outpatient services expense	25,868	—	—	25,868	19,094	—	20	19,114
Payroll processing	3,120	877	538	4,535	3,580	1,023	512	5,115
Postage	3,517	805	653	4,975	3,768	701	436	4,905
Preschool expenses	11,398	184	—	11,582	8,981	—	—	8,981
Printing	3,928	955	1,364	6,247	5,100	673	450	6,223
Professional fees	29,884	8,379	1,700	39,963	38,871	10,084	2,276	51,231
Program supplies	20,614	5,163	1,409	27,186	28,134	4,738	391	33,263
Telephone	10,398	751	—	11,149	9,522	1,284	—	10,806
Training	19,951	93	2,135	22,179	15,140	—	2,123	17,263
Travel and entertainment	34	—	343	377	55	96	454	605
Utilities	23,153	1,308	468	24,929	22,999	1,552	389	24,940
Volunteer recruitment and awards	7,814	863	623	9,300	4,788	629	980	6,397
Total Other Expenses	648,648	43,374	52,585	744,607	609,859	42,069	47,343	699,271
Total Expenses Before Depreciation And Amortization	2,410,197	122,059	237,893	2,770,149	2,342,984	126,019	229,422	2,698,425
Depreciation And Amortization	96,841	5,769	5,526	108,136	109,823	7,304	5,829	122,956
	\$ 2,507,038	\$ 127,828	\$ 243,419	\$ 2,878,285	\$ 2,452,807	\$ 133,323	\$ 235,251	\$ 2,821,381

OUR LITTLE HAVEN

CONSOLIDATED STATEMENT OF CASH FLOWS

	For The Years	
	Ended June 30,	
	2017	2016
Cash Flows From Operating Activities		
Increase in net assets	\$ 1,107,454	\$ 98,417
Adjustments to reconcile increase in net assets to net cash provided by operating activities:		
Depreciation and amortization	108,136	122,956
Realized gains on investments	(3,562)	(29,835)
Unrealized (gains) losses on investments	(739,667)	134,289
Changes in assets and liabilities:		
(Increase) decrease in accounts receivable	18,540	(6,337)
(Increase) decrease in promises to give	6,360	(11,000)
(Increase) decrease in prepaid expenses	(8,029)	251
Increase (decrease) in accounts payable and accrued expenses	(6,275)	3,425
Net Cash Provided By Operating Activities	482,957	312,166
Cash Flows From Investing Activities		
Payments for the purchase of property and equipment	(43,245)	(76,474)
Proceeds from sales and maturities of investments	46,728	516,114
Purchases of investments	(125,049)	(1,614,301)
Increase in advances on life insurance contracts	(12,386)	(23,019)
Net Cash Used In Investing Activities	(133,952)	(1,197,680)
Net Increase (Decrease) In Cash And Cash Equivalents	349,005	(885,514)
Cash And Cash Equivalents - Beginning Of Year	2,018,403	2,903,917
Cash And Cash Equivalents - End Of Year	\$ 2,367,408	\$ 2,018,403
Cash And Cash Equivalents Consist Of:		
Unrestricted cash	\$ 1,876,085	\$ 1,528,552
Board appropriated cash	491,323	489,851
	\$ 2,367,408	\$ 2,018,403

OUR LITTLE HAVEN

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

June 30, 2017 And 2016

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, 2017 or 2016.

OUR LITTLE HAVEN

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, 2017, cash and cash equivalents held in excess of the FDIC limit amounted to \$2,041,355. As of June 30, 2017, assets held on behalf of others include cash and cash equivalents of \$1,556,694, of which \$1,306,694 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, 2017, 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.

Promises To Give

Promises to give are recognized as support in the period the promises are received and are recorded at the present value of estimated future cash flows. All promises to give are expected to be collected within one year. Management has determined that all promises to give are collectible and that an allowance for uncollectible promises to give is not necessary.

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.

OUR LITTLE HAVEN

Notes To Consolidated Financial Statements *(Continued)*

Investments And Assets Appropriated For Endowment

Investments and 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.

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.

OUR LITTLE HAVEN

Notes To Consolidated Financial Statements *(Continued)*

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.

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 2013 and later remain subject to examination by taxing authorities.

Subsequent Events

Management evaluates subsequent events through the date the financial statements are available for issue, which is the date of the Independent Auditors' Report.

3. Cash And Cash Equivalents

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

	<u>2017</u>	<u>2016</u>
Checking and savings accounts	\$ 3,208,547	\$ 2,900,409
Sweep account	640,978	546,357
Money market	30,878	29,469
	<u>\$ 3,880,403</u>	<u>\$ 3,476,235</u>

OUR LITTLE HAVEN

Notes To Consolidated Financial Statements (Continued)

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

	<u>2017</u>	<u>2016</u>
Cash and cash equivalents - unrestricted	\$ 1,876,085	\$ 1,528,552
Assets held on behalf of others	1,512,995	1,457,832
Cash and cash equivalents - board appropriated endowment (Note 9)	491,323	489,851
	<u>\$ 3,880,403</u>	<u>\$ 3,476,235</u>

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 390 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 with monthly payments of \$850 through May 2019. Rent expense was \$10,200 and \$9,700, respectively, in 2017 and 2016, which is included in case management expenses. The future minimum rental commitments required under this operating lease are as follows:

<u>Years</u>	<u>Amount</u>
2018	\$ 10,200
2019	9,350
	<u>\$ 19,550</u>

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.

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 2017 and 2016, the fees earned were \$1,014 and \$913, respectively, per month, per child (Note 4). Amounts totaling \$1,128,524 and \$1,132,794 were received by the Organization for these services for the years ended June 30, 2017 and 2016, respectively.

Since 1998, the Organization has had a contractual agreement with MO HealthNet 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 \$104,413 and \$59,705 were billed to Medicaid for the years ended June 30, 2017 and 2016, 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 \$78,485 and \$88,609 in 2017 and 2016, respectively.

In addition, the Organization received community grants totaling \$562,057 and \$533,531 in 2017 and 2016, respectively, from St. Louis County Children's Service Fund and St. Louis Mental Health Board.

OUR LITTLE HAVEN

Notes To Consolidated Financial Statements (Continued)

At June 30, accounts receivable consist of the following:

	<u>2017</u>	<u>2016</u>
Missouri Department of Social Services (preschool)	\$ 14,810	\$ 16,530
Medicaid And Other Insurance Companies (Keystone)	23,870	14,157
St. Louis County Children's Service Fund (community grant)	26,844	53,377
	<u>\$ 65,524</u>	<u>\$ 84,064</u>

6. Concentrations

In 2017, the Organization received approximately 35% of its total public support and revenue from one revenue source. In 2016, the Organization received approximately 37% 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:

	<u>2017</u>	<u>2016</u>
Land	\$ 92,000	\$ 92,000
Buildings	895,975	895,975
Building improvements	1,073,215	1,041,399
Furniture and equipment	266,199	254,770
	<u>2,327,389</u>	<u>2,284,144</u>
Less: Accumulated depreciation and amortization	1,766,752	1,658,616
	<u>\$ 560,637</u>	<u>\$ 625,528</u>

OUR LITTLE HAVEN

Notes To Consolidated Financial Statements (Continued)

9. Investments And Assets Appropriated For Endowment

Investments consist of the following as of June 30:

	2017		2016	
	Cost	Fair Value	Cost	Fair Value
Money market fund	\$ 97,430	\$ 97,430	\$ 76,658	\$ 76,658
Equity Mutual Funds				
Micro Cap	69,750	88,930	69,750	70,720
Small Cap	386,477	626,110	383,504	518,399
Small Blend	119,533	146,557	119,533	119,579
Mid Cap	601,096	1,162,612	601,096	1,039,894
Large Cap	1,326,836	2,340,955	1,292,538	1,993,227
Large Blend	120,280	145,080	120,280	125,688
Real Estate	26,034	35,790	26,034	37,854
International	654,708	656,773	647,831	560,340
U.S. Treasury	117,254	117,019	117,254	118,168
Emerging Markets	205,914	221,719	205,246	182,627
US Core Equity	132,630	166,232	135,466	145,527
Bond Mutual Funds				
Short Term	611,984	566,778	593,786	561,491
Corporate U.S. Investment Grade	218,314	238,007	218,314	242,411
Credit Bond U.S. Investment Grade	215,307	214,832	215,307	216,424
Liquid High Yield Corporate Bond				
Index	149,648	141,424	149,648	135,520
One Year Fixed	37,765	37,553	37,765	37,663
Five Year Global Fixed	45,660	45,110	44,724	45,171
	\$ 5,136,620	\$ 7,048,911	\$ 5,054,734	\$ 6,227,361

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

	2017	2016
Investments	\$ 1,127,825	\$ 999,934
Assets appropriated for endowment	5,921,086	5,227,427
	\$ 7,048,911	\$ 6,227,361

Investments are carried at fair value using quoted prices in active markets (Level 1). Net realized and unrealized gains totaling \$743,229 were recorded at June 30, 2017. Net realized and unrealized losses totaling \$104,454 were recorded at June 30, 2016.

OUR LITTLE HAVEN

Notes To Consolidated Financial Statements (*Continued*)

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 \$491,323 and \$489,851 at June 30, 2017 and 2016, respectively (Note 3).

10. Line Of Credit

At June 30, 2017, 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, 2017, is unsecured and bears interest at the prime rate, 4.25% as of June 30, 2017.

11. Net Assets

There are no temporarily restricted net assets as of June 30, 2017 or 2016.

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 \$6,412,409 and \$5,717,278 as of June 30, 2017 and 2016, respectively.

OUR LITTLE HAVEN

Notes To Consolidated Financial Statements *(Continued)*

Changes in the board-appropriated endowment assets were as follows for the years ended June 30, 2017 and 2016:

Endowment Assets - July 1, 2015	<u>\$ 5,771,503</u>
Withdrawals	<u>(50,000)</u>
Investment return	
Interest and dividends	139,955
Net realized and unrealized losses on investments	<u>(144,180)</u>
Net investment loss	<u>(4,225)</u>
Endowment Assets - June 30, 2016	<u>5,717,278</u>
Withdrawals	<u>(50,000)</u>
Investment return	
Interest and dividends	129,793
Net realized and unrealized gains on investments	<u>615,338</u>
Net investment return	<u>745,131</u>
Endowment Assets - June 30, 2017	<u><u>\$ 6,412,409</u></u>

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 4% of eligible employees' salaries and amounted to \$58,693 and \$60,884 for the years ended June 30, 2017 and 2016, respectively.