# **Businesses United in Investing, Lending and Development**

Financial Statements

June 30, 2017 (With Comparative Totals for 2016)



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#### INDEPENDENT AUDITOR'S REPORT

To the Board of Directors Businesses United in Investing, Lending and Development Redwood City, California

We have audited the accompanying financial statements of Businesses United in Investing, Lending and Development (a California nonprofit corporation) (the "Organization"), which comprise the statement of financial position as of June 30, 2017, and the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements.

#### **Management's Responsibility for the Financial Statements**

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America (the "U.S."); 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 U.S. 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 above present fairly, in all material respects, the financial position of Businesses United in Investing, Lending and Development as of June 30, 2017, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the U.S.

# **Report on Summarized Comparative Information**

We have previously audited Businesses United in Investing, Lending and Development's 2016 financial statements, and our report dated October 5, 2016 expressed an unmodified opinion on those audited financial statements. In our opinion, the summarized comparative information presented herein as of and for the year ended June 30, 2016, is consistent, in all material respects, with the audited financial statements from which it has been derived.

Armanino<sup>LLP</sup>

San Jose, California

armanino LLP

October 25, 2017

2017 2016 **ASSETS** Current assets Cash and cash equivalents \$ 904,001 3,663,049 Other accounts receivable 98,650 Current portion of grants receivable and promises to give 982,657 571,804 Prepaid expenses 7,490 8,393 Total current assets 1,992,798 4,243,246 Property and equipment, net 71,261 151,122 Other assets Cash held for endowment 235,022 221,002 Grants receivable and promises to give, net of current portion 338,818 876,077 47,342 54,854 **Deposits** Total other assets 621,182 1,151,933 2,685,241 5,546,301 Total assets LIABILITIES AND NET ASSETS Current liabilities \$ 182,770 \$ Accounts payable and accrued expenses 167,687 Accrued payroll and related benefits 14,759 7,639 Accrued vacation 375,772 305,436 Total current liabilities 573,301 480,762 Net assets Unrestricted Undesignated 325,029 2,981,910 Board designated for endowment 235,022 221,002 3,202,912 Total unrestricted 560,051 Temporarily restricted 1,551,889 1,862,627 2,111,940 5,065,539 Total net assets 2,685,241 5,546,301 Total liabilities and net assets

# Businesses United in Investing, Lending and Development Statement of Activities For the Year Ended June 30, 2017 (With Comparative Totals for 2016)

Support and revenue	<u></u>	<u>Jnrestricted</u>		Temporarily Restricted		2017 Total	_	2016 Total
Grants and contributions	\$	1,689,483	\$	6,128,321	\$	7,817,804	\$	9,688,989
Government grants	Ψ	285,978	Ψ	0,120,321	Ψ	285,978	Ψ	310,139
Contributions in-kind		232,231		_		232,231		455,005
Special events (includes in-kind		232,231		_		232,231		733,003
income of \$157,848 and \$127,750)		3,138,983		_		3,138,983		2,628,626
Less special event costs (includes in-		- , ,				- , ,		,,
kind expenses of \$157,848 and								
\$127,750)		(957,581)		-		(957,581)		(758,814)
Interest income		5,382		-		5,382		2,402
Incubator loss, net		(33,628)		-		(33,628)		(13,171)
Program service fees		193,000		-		193,000		39,000
Other revenue		2		-		2		33,250
Loss on disposal of equipment		(183)		-		(183)		(271)
Net realized gain (loss) on investments		4,742		-		4,742		(5,833)
Net assets released from restriction		6,439,059	_	(6,439,059)	_		_	
	_	10,997,468	_	(310,738)	_	10,686,730	_	12,379,322
Functional expenses								
Program services		9,889,600			_	9,889,600		7,364,430
Support services								
Management and general		1,809,506		-		1,809,506		1,817,242
Fundraising (Note 2)		1,941,223		_	_	1,941,223		1,346,371
Total support services	_	3,750,729			_	3,750,729		3,163,613
Total functional expenses	_	13,640,329	_	<u> </u>	_	13,640,329		10,528,043
Change in net assets		(2,642,861)		(310,738)		(2,953,599)		1,851,279
Net assets, beginning of year	_	3,202,912	_	1,862,627		5,065,539		3,214,260
Net assets, end of year	\$	560,051	\$	1,551,889	\$	2,111,940	\$	5,065,539

# Businesses United in Investing, Lending and Development Statement of Functional Expenses For the Year Ended June 30, 2017 (With Comparative Totals for 2016)

			Support service	es		
				Total		
	Program	Management		support	2017	2016
	services	and general	<u>Fundraising</u>	services	Total	Total
Personnel expenses						
Salaries	\$ 7,023,526	\$ 702,134	\$ 879,906	\$ 1,582,040	\$ 8,605,566	\$ 6,131,038
Employee benefits	527,390	167,851	282,443	450,294	977,684	642,817
Payroll taxes	436,321	144,885	194,646	339,531	775,852	485,342
Total personnel expenses	7,987,237	1,014,870	1,356,995	2,371,865	10,359,102	7,259,197
Professional fees	322,282	218,456	363,390	581,846	904,128	807,141
Occupancy, including in-kind	608,533	76,754	56,748	133,502	742,035	621,871
Conferences, conventions and						
meetings	267,703	92,367	40,497	132,864	400,567	312,294
Travel	243,608	41,059	43,988	85,047	328,655	350,014
Donated professional services	-	178,400	-	178,400	178,400	441,432
Supplies, including in-kind	146,757	11,013	6,138	17,151	163,908	197,415
Depreciation	82,183	9,207	14,370	23,577	105,760	106,398
Awards	94,482	-	-	-	94,482	76,187
Telephone	50,799	13,000	11,040	24,040	74,839	68,164
Office equipment and software	40,147	8,661	9,317	17,978	58,125	46,769
Other operating expenses	5,085	39,260	803	40,063	45,148	19,102
Interest	-	34,174	-	34,174	34,174	-
Accounting and audit fees	-	32,192	_	32,192	32,192	31,971
Insurance	21,760	2,204	3,067	5,271	27,031	24,525
Training	4,044	17,636	3,239	20,875	24,919	27,935
Dues and subscriptions	4,905	12,796	4,045	16,841	21,746	29,759
Printing and publication	826	1,830	13,658	15,488	16,314	43,844
Advertising and media expenses	2,171	572	10,694	11,266	13,437	42,090
Postage and shipping	5,444	3,830	2,611	6,441	11,885	8,627
Licenses fees	1,634	1,225	623	1,848	3,482	4,052
Outside services				<del>_</del>	<del>_</del>	9,256
	<u>\$ 9,889,600</u>	<u>\$ 1,809,506</u>	<u>\$ 1,941,223</u>	\$ 3,750,729	<u>\$13,640,329</u>	<u>\$10,528,043</u>
Percentage of total	72.5 %	13.3 %	14.2 %	27.5 %	100.0 %	

# Businesses United in Investing, Lending and Development Statement of Cash Flows For the Year Ended June 30, 2017 (With Comparative Totals for 2016)

		2017		2016		
Cash flows from operating activities						
Changes in net assets	\$	(2,953,599)	\$	1,851,279		
Adjustments to reconcile changes in net assets to net cash		( ) , , ,		, ,		
provided by (used in) operating activities						
Depreciation		105,760		106,398		
Loss on disposal of equipment		183		271		
Changes in operating assets and liabilities						
Other accounts receivable		(98,650)		-		
Grants receivable and promises to give		126,406		(125,570)		
Prepaid expenses		903		7,257		
Deposits		7,512		(21,700)		
Accounts payable and accrued expenses		15,083		81,524		
Accrued payroll and related benefits		7,120		(3,445)		
Accrued vacation		70,336		63,216		
Net cash provided by (used in) operating activities		(2,718,946)		1,959,230		
Cash flows from investing activities						
Change in cash held for endowment		(14,020)		5,124		
Purchase of property and equipment		(26,082)		(67,436)		
Net cash used in investing activities		(40,102)		(62,312)		
Cash flows from financing activities						
Proceeds from line of credit		1,000,000		_		
Repayments on line of credit		(1,000,000)		_		
Net cash provided by financing activities		-		-		
Net increase (decrease) in cash and cash equivalents		(2,759,048)		1,896,918		
Cash and cash equivalents, beginning of year		3,663,049		1,766,131		
out the control of th		-,,				
Cash and cash equivalents, end of year	\$	904,001	\$	3,663,049		
Supplemental disclosure of cash flow inform	mati	on				
Cash paid during the year interest	\$	34,174	\$	-		

#### 1. NATURE OF OPERATIONS

Businesses United in Investing, Lending and Development ("BUILD" or the "Organization"), is a tax-exempt, nonprofit organization founded in 1999 that uses entrepreneurship to excite and propel disengaged, low income students through high school to college success. By helping students start their own small businesses - and teaching them 21st Century skills that improve their academic performance and help them prepare for college - BUILD youth acquire the knowledge, skills and experiences necessary to succeed in school and career.

BUILD was incorporated in 2001 in California and qualifies as a tax-exempt not-for-profit corporation under Section 501(c)(3) of the Internal Revenue Code. The Organization has been classified as an organization which is not a private foundation under Section 509(a); accordingly, contributions made to the Organization qualify for the maximum charitable deduction for federal income tax purposes.

#### 2. EXPANSION AND DEVELOPMENT COSTS

Beginning in 1999 as an elective class in one school in East Palo Alto, California, the BUILD program is now operating in a total of 33 schools in the San Francisco Bay Area, Washington D.C., Boston, and New York City. Over the past four years, BUILD's student enrollment has grown on average 18% annually, currently serving over 2,000 students.

Record of Success - BUILD's greatest success is the academic and social advancement its current 2,000+ students are making every day. In year-end surveys, our teachers report that they see significant improvement in their freshmen students' communication, collaboration, problem solving, grit, and innovation. These skills lead to high success in the students' academic pursuits. For our latest senior class (Class of 2017), 98% of BUILD's seniors successfully graduated from high school on time, 90% were admitted to a post-secondary institution, and 91% of those admitted were granted admission to a four-year institution.

BUILD is not only growing to serve more students; it is committed to serving them better. BUILD recently expanded its mission to include not only college eligibility but also college persistence and success. BUILD believes that attaining a post secondary degree (i.e. receiving a bachelor's degree, associate's degree or trade certificate) is essential for youth to find goodpaying jobs in our economy. Reaching these outcomes will put BUILD students on the path to the American Dream and break the cycle of poverty in their families.

Raising the bar to post-secondary educational success demands that BUILD reshape its curriculum to push much harder on academics, particularly 21st Century skills that research shows promote college success and to integrate academics more explicitly into the entrepreneurship curriculum.

#### 2. EXPANSION AND DEVELOPMENT COSTS (continued)

During the year ended June 30, 2014, BUILD began a Strategic Growth Campaign ("Campaign") to support its strategic initiatives. Raising over \$7.5 million, this Campaign created a \$3 million operating reserve at the start of the year ended June 30, 2017. It was the Organization's intention to use much of this reserve to assist the growth of operations into New York City and Los Angeles. During the year ended June 30, 2017, approximately \$2.6 million of this operating reserve was drawn down to support this work. For the year ending June 30, 2018, the Organization has adjusted its budget to significantly reduce expenses and is working to rebuild its operating reserve balance.

#### 3. PROGRAM SERVICES

BUILD's four-year, in-school and after-school programs are as follows:

Entrepreneurs 1 (E1) - Freshman Year - Planning a business. Freshmen enroll in a rigorous, credit bearing class for the entire academic year. Students learn the tenets of time management, goal setting and professional communication etiquette. In teams of 3-5 members, students develop comprehensive 20-30 page business plans based on ideas they create. The year culminates with participation in BUILD'S Youth Business Plan Competition held at university graduate schools of business in our three regions.

Entrepreneurs 2 (E2) - Sophomore Year - Running a business. Sophomores meet after school for up to 6 hours per week, for the entire academic year. In BUILD's Youth Business and Academic Incubator, they begin to operate a small business while learning negotiation, business ethics, venture capital, and more. Teams are assigned Venture Capital Advisors, who act on BUILD's behalf to finance a student business with funding from BUILD. Simultaneously, sophomores receive academic coaching, advising and tutoring to ensure they get on track to graduate high school eligible for college.

Entrepreneurs 3 (E3) - Junior Year - Preparing for college. Juniors meet after school and are trained on advanced topics relating to college selection. Students continue to operate their businesses, but now focus more on developing college readiness skills so they will be prepared to attend the college of their choice. In preparation for college, students are trained on essay writing, interviewing, financial aid, and standardized testing. To assist students in the college selection process, BUILD staff members accompany students on college tours in various parts of the country.

Entrepreneurs 4 (E4) - Senior Year - Selecting and applying for college. Seniors work with BUILD mentors and staff to identify their schools, write and prepare college admission essays and applications, and package their BUILD experience into a portfolio. Students continue to hone their interviewing and presentation skills, in preparation for communicating with college admissions officers. When possible, BUILD assists in arranging for communicating with local BUILD alumni. BUILD staff provides students' parents with information about scholarships and financial aid resources through workshops and meetings.

#### 3. PROGRAM SERVICES (continued)

BUILD graduates have been awarded such honors as the National Foundation for Teaching Entrepreneurship (NFTE) National Youth Entrepreneur of the Year, Merrill Lynch Growing Up CEO and Gates Millennium Scholarship. The Organization's students have been admitted to over 90 colleges and universities, including New York, Brown, Stanford, Louisiana State and Hampton Universities, as well as University of California Berkeley, Davis, Los Angeles, and Merced. BUILD has been featured in the media, including CNN, PBS, NPR, San Francisco Chronicle, San Jose Mercury News, Bay Area Business Woman News, and Palo Alto Weekly News. BUILD's CEO was recently awarded the 2012 Manhattan Institute Award for Social Entrepreneurship, the Ashoka Fellowship, and was honored with KQED and Wells Fargo's 2011 Women's History Month Local Heroes Award.

BUILD's success will continue to grow as the Organization continues to serve more students as well as deepen its impact in 2018.

# 4. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

#### Basis of accounting

The financial statements of BUILD have been prepared on the accrual basis of accounting.

#### Basis of presentation

In accordance with accounting principles generally accepted in the United States of America, the Organization reports its financial position and operating activities in three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets.

- Unrestricted net assets include those assets over which the Board of Directors has
  discretionary control in carrying out the operations of the Organization. Under this category,
  the Organization maintains an operating fund, plus any net assets designated by the Board for
  specific purposes.
- *Temporarily restricted net assets* include those assets which are subject to donor restriction and for which the applicable restriction was not met as of the year-end of the current reporting period.
- *Permanently restricted net assets* include those assets which are subject to a non-expiring donor restriction, such as endowments. There were currently no permanently restricted net assets.

### 4. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

#### Comparative financial statements

The financial statements include prior year summarized comparative information in total but not by net asset class or functional expense categories. Such information does not include sufficient detail to constitute a presentation in conformity with accounting principles generally accepted in the United States of America. Accordingly, such information should be read in conjunction with the Organization's financial statements for the year ended June 30, 2016, from which the summarized information was derived.

### Use of estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of support, revenue, and expenses during the period. Accordingly, actual results could differ from those estimates

#### Cash and cash equivalents

Cash and cash equivalents include highly liquid investments and investments with a maturity of three months or less. The Organization maintains its cash in bank deposit accounts which, at times, may exceed federally insured limits. The Organization has not experienced any losses in such accounts. Management believes it is not exposed to any significant risk on cash accounts.

#### Grants receivable

The Organization considers all grants receivable to be fully collectible; accordingly, no allowance for doubtful accounts is considered necessary

#### Promises to give

Unconditional promises to give are recognized as contribution support in the period received and as assets, decreases of liabilities, or expenses depending on the form of the benefits received. Promises are recorded at net realizable value if expected to be collected in one year and at fair value if expected to be collected in more than one year. Conditional promises to give, if any, are recognized only when the conditions on which they depend are substantially met and the promises become unconditional.

#### Fair value measurements

Fair value is defined as "the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date."

### 4. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

### Fair value measurements (continued)

A hierarchy has been established to prioritize the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest ranking to fair values determined using unadjusted quoted prices in active markets for identical assets (Level 1) and the lowest ranking to fair values determined using methodologies and models with unobservable inputs (Level 3). Observable inputs are those that market participants would use in pricing the asset based on market data obtained from sources independent of the Organization. Unobservable inputs reflect the Organization's assumption about the inputs market participants would use in pricing the asset or liability developed based on the best information available in the circumstances.

The fair value hierarchy is categorized into three levels based on the inputs as follows:

- Level 1 Values are unadjusted quoted prices for identical assets and liabilities in active markets accessible at the measurement date.
- Level 2 Inputs include quoted prices for similar assets or liabilities in active markets, quoted prices from those willing to trade in markets that are not active, or other inputs that are observable or can be corroborated by market data for the term of the instrument. Such inputs include market interest rates and volatilities, spreads and yield curves.
- Level 3 Certain inputs are unobservable (supported by little or no market activity) and significant to the fair value measurement. Unobservable inputs reflect the Organization's best estimate of what hypothetical market participants would use to determine a transaction price for the asset or liability at the reporting date.

#### Property and equipment

Property and equipment are recorded at cost or estimated fair value for donated items. Equipment purchases over \$1,000 are capitalized. The cost of repairs and maintenance which do not improve or extend the lives of the respective assets are expensed currently. Depreciation is computed on the straight-line method based on the estimated useful lives of the assets, which range from 2 to 5 years. Depreciation is charged to the activity benefiting from the use of the property or equipment.

### Accrued vacation

Accrued vacation represents vacation earned, but not taken as of June 30, 2017 and 2016. The accrued vacation balances as of June 30, 2017 and 2016 were \$375,772 and \$305,436, respectively.

#### 4. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

#### Revenue recognition

The Organization recognizes support and revenue on the accrual basis of accounting. Revenue from grants which have been classified as "exchange transactions" and program fees are recognized in the period in which the service is provided.

#### Contributions

Contributions are recognized when the donor makes a pledge to give that is, in substance, an unconditional promise. Contributions are recorded as unrestricted, temporarily restricted, or permanently restricted depending on the nature of donor restrictions. Restricted contributions are reported as increases in restricted net assets. When the restricted is met the amount is shown as a reclassification of restricted net assets to unrestricted net assets.

#### Contributions in-kind

Donated equipment and other donated goods are recorded at their estimated fair value as of the date of the donation. Contributed services, which require a specialized skill and which the Organization would have paid for if not donated, are recorded at the estimated fair value at the time the services are rendered. The Organization also receives donated services that do not require specific expertise but which are nonetheless central to the Organization's operations. While these contributed services are not reflected in the financial statements the estimated value of these services is disclosed in (Note 9).

#### Income tax

Businesses United in Investing, Lending and Development is exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code and exempt from state income taxes under various state codes and statues of California, Massachusetts, Maryland, Virginia, New York, Pennsylvania and Washington D.C. Accordingly, no provision for income taxes has been made in the accompanying students.

### Advertising

The Organization's policy is to expense advertising costs as the costs are incurred. Advertising expense for the years ended June 30, 2017 and 2016 was \$426 and \$0, respectively.

### 4. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

### Allocation of functional expenses

Directly identifiable expenses are charged to programs and support services. Management's estimate of indirect salary expense allocation for senior management team members (whose job description is over programs and support services) is based on annual time studies. Management's estimate of indirect salary expense allocation for other employees is based on individual employee estimated time spent based on their job descriptions, their goals for the year and prior year allocation. Management's estimate of other indirect costs is based on salary expense or square footage.

#### Uncertainty in taxes

Generally accepted accounting principles provide accounting and disclosure guidance about positions taken by an organization in its tax returns that might be uncertain. Management has considered its tax positions and believes that all of the positions taken by the Organization in its federal and state exempt organization tax returns are more likely than not to be sustained upon examination.

The Organization files information returns in the U.S. federal jurisdiction and state of California. The Organization's federal returns for the years ended June 30, 2014 and beyond remain subject to possible examination by the Internal Revenue Service. The Organization's California returns for the tax years ended June 30, 2013 and beyond remain subject to possible examination by various states tax board.

### Subsequent events

Management of the Organization has evaluated events and transactions subsequent to June 30, 2017 for potential recognition or disclosure in the financial statements. The Organization did not have subsequent events that required recognition or disclosure in the financial statements for the year ended June 30, 2017. Subsequent events have been evaluated through the date the financial statements became available to be issued, October 25, 2017.

#### 5. GRANTS RECEIVABLE AND PROMISES TO GIVE

Grants receivable and promises to give consist of unconditional promises to give by various donors. The Organization's management has estimated that the following amounts will be collected within the 4-year period after June 30, 2017. The Organization records pledges expected to be collected in more than one year at the present value of the assets to be received in the future. The discount rate used as of June 30, 2017 and 2016 ranged from 2.6% to 3.3%.

# 5. GRANTS RECEIVABLE AND PROMISES TO GIVE (continued)

Grants receivable and promises to give consist of the following:

	 2017	 2016
Grants receivable and promises to give	\$ 1,348,000	\$ 1,524,029
Discounts to net present value	 (26,525)	 (76,148)
•	 1,321,475	 1,447,881
Current portion of grants receivable and promises to give	 (982,657)	 (571,804)
	\$ 338,818	\$ 876,077

### 6. PROPERTY AND EQUIPMENT

Property and equipment consist of the following:

	2	017	2016		
Computer equipment Leasehold improvements Software	\$	353,324 \$ 104,899 56,559 54,706	378,962 104,899 56,559		
Furniture and fixtures Office equipment		54,706 <u>22,756</u> 592,244	54,706 17,948 613,074		
Accumulated depreciation	( \$	71,261 \$	(461,952) 151,122		
	Ψ	, 1,201 φ	101,122		

Depreciation expense for the years ended June 30, 2017 and 2016 totaled \$105,760 and \$106,398, respectively.

### 7. LINE OF CREDIT

The Organization had a \$2,000,000 line of credit with Boston Private Bank Inc. On June 16, 2017, the limit was decreased to \$750,000. The line of credit is secured by the Organization's personal and real property and bears interest at Prime Rate plus 1.0% or the Floor Rate of 4.50% per annum (6.25% as of June 30, 2017). As of June 30, 2017, BUILD had no outstanding balance on the line of credit.

# 8. TEMPORARILY RESTRICTED NET ASSETS

Temporarily restricted net assets consist of the following:

	2017		 2016	
Purpose restrictions				
National office	\$	389,257	\$ 95,000	
National Innovation Team		300,000	-	
New York		203,400	305,000	
Washington D.C. programs		116,708	18,848	
Bay Area sites		97,349	60,000	
Boston		89,590	184,929	
National program - Athena		50,000	275,000	
Oakland programs		50,000	-	
Incubator team accounts		22,892	39,018	
		1,319,196	977,795	
Time restrictions				
General support for future period		232,693	 884,832	
	\$	1,551,889	\$ 1,862,627	

Temporarily restricted net assets released from restriction during the year were as follows:

		2017		2016
Purpose restrictions				
Boston	\$	1,042,206	\$	1,046,310
Washington D.C. programs		820,317		503,209
Capital Campaign - general operations		760,000		2,050,846
Bay Area sites		671,284		626,850
Oakland programs		381,586		224,345
New York		289,251		303,184
National program - Athena		225,000		270,103
Peninsula programs		144,033		342,941
Los Angeles		103,582		-
Incubator team accounts		16,127		13,239
Fundraising		-		20,000
Student college tours		_		200
		4,453,386		5,401,227
Time restrictions				
General support for future period		1,985,673	_	25,000
	<u>\$</u>	6,439,059	\$	5,426,227

#### 9. CONTRIBUTIONS IN-KIND

The estimated fair value of donated supplies, equipment, expert services and facilities are recorded as contributions.

In-kind contributions received were as follows:

	2017			2016		
Professional services	¢.	179 400	¢	441 422		
	\$	178,400	Þ	441,432		
Facilities		50,276		3,240		
Supplies and minor equipment		3,555		10,333		
		232,231		455,005		
Special event supplies and auction items		157,848		127,750		
	\$	390,079	\$	582,755		

During the years ended June 30, 2017 and 2016, the Organization also received donated services from volunteers that do not require specific expertise but which are nonetheless central to the Organization's operations. During the years ended June 30, 2017 and 2016, mentors dedicated 14,063 and 18,418 hours to tutoring services. The estimated value of tutoring services based on the nature of the services and the amount of time donated is estimated to be \$439,939 and \$541,860, respectively.

#### 10. BOARD DESIGNATED FOR ENDOWMENT

As of June 30, 2017, the Board of Directors had designated \$235,022 of unrestricted net assets as a general endowment fund to support the mission of the Organization. Since that amount resulted from an internal designation and is not donor-restricted, it is classified and reported as unrestricted net assets.

The Organization's policy is to build the endowment. Currently endowment funds are only used for William Lazier Scholarship payments. Annually, additional funds are deposited into the endowment account to offset these scholarship payments to ensure the Organization protects and grows the principal investment. In establishing this policy, the Organization considered the long-term expected return on its endowment. This is consistent with the Organization's objective to maintain the purchasing power of the endowment assets as well as to provide modest returns on investment with the goal of capital preservation.

# 10. BOARD DESIGNATED FOR ENDOWMENT (continued)

To achieve that objective, the Organization has adopted an investment policy that is focused on capital preservation, which protects the principal investment and grows it at a modest rate with little to no risk of loss. Endowment assets are invested in a money market account. The Organization's Finance Committee will review the investment strategy and make a recommendation to the Board of Directors. Accordingly, the Organization expects its endowment assets, over time, to produce an average rate of return of approximately 1% to 3% annually. Actual returns in any given year may vary from this amount. Investment risk is measured in terms of the total endowment fund; investment assets and allocation between asset classes and strategies are managed to not expose the fund to unacceptable levels of risk.

#### **Endowment composition**

Changes in endowment net assets for the year ended June 30, 2017 is as follows:

	<u>Un</u>	restricted	Temporarily restricted	Permanently restricted	_	Total
Balance, June 30, 2016	\$	221,002	\$ -	\$ -	\$	221,002
Investment return		105				105
Investment income		195	-	-		195
Fees		(175)				(175)
Total investment return		20	-	-		20
Contributions		15,000	-	-		15,000
Appropriation of endowment assets						
for expenditure		(1,000)				(1,000)
		14,020			_	14,020
Balance, June 30, 2017	\$	235,022	\$ -	\$ -	\$	235,022

# 10. BOARD DESIGNATED FOR ENDOWMENT (continued)

### Endowment composition (continued)

Changes in endowment net assets for the year ended June 30, 2016 is as follows:

	Unrestricted	Temporarily restricted	Permanently restricted	Total
Balance, June 30, 2015	\$ 226,126	\$ -	\$ -	\$ 226,126
Investment return Investment income Fees Total investment return	26 (150) (124)		- 	26 (150) (124)
Appropriation of endowment assets for expenditure	(5,000) (5,124)		<u>-</u>	(5,000) (5,124)
Balance, June 30, 2016	\$ 221,002	\$ -	\$	<u>\$ 221,002</u>

### 11. OPERATING LEASE COMMITMENTS

The Organization conducts its operations from facilities leased under various non-cancelable operating and month-to-month leases. Rent expense for these facilities for the years ended June 30, 2017 and 2016 was \$691,759 and \$618,631, respectively.

The scheduled minimum lease payments under the lease terms are as follows:

#### Year ending June 30,

2018	\$	204,267
2019		118,944
2020		109,769
2021		112,954
2022		116,355
Thereafter		39,364
	<u>\$</u>	701,653

# 12. RETIREMENT PLAN

Beginning July 1, 2014, the Organization launched a tax deferred 403(b) retirement plan (the "Plan") to provide retirement benefits for all eligible employees. The plan provides for Organization contributions of 5% of eligible employee compensation. Vesting is based on years of service, with 100% vesting of employer matching contributions upon eligibility. The Organization's contributions for the years ended June 30, 2017 and 2016 were \$146,191 and \$63,475, respectively. All of the Plan's administration costs were paid for by the Plan.