

### FINANCIAL STATEMENTS WITH INDEPENDENT AUDITORS' REPORT

YEARS ENDED NOVEMBER 30, 2015 AND 2014

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#### INDEPENDENT AUDITORS' REPORT

To The Board of Directors Charity Navigator Glen Rock, New Jersey

Report on the Financial Statements

We have audited the accompanying financial statements of Charity Navigator, which comprise the statements of financial position as of November 30, 2015 and 2014, and the related statements of activities, cash flows and functional expenses 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.

#### Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' 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 Charity Navigator as of November 30, 2015 and 2014, and the changes in net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Saddle Brook, New Jersey

Dorfman alrams music, LLC

March 23, 2016

#### STATEMENTS OF FINANCIAL POSITION

#### <u>ASSETS</u>

|   | Novem  | nber 30,   |
|---|--|--|
|   | 2015   | 2014   |
| Cash and cash equivalents (Notes 1 and 2) Investments (Notes 1, 3 and 4) Accounts and other receivables, net (Note 1) Contribution receivable (Note 1) Prepaid expenses Security deposits Property and equipment, net (Notes 1 and 5) | \$ 747,229<br>1,640,619<br>52,233<br>43,378<br>9,707<br>59,685 | \$ 1,051,985<br>1,637,071<br>39,942<br>30,000<br>21,040<br>9,707<br>62,600 |
| Total assets  | \$ 2,552,851   | \$ 2,852,345   |
| <u>LIABILITIES AND NET ASSETS</u>   |  |  |
| Accounts payable Accrued expenses Deferred revenue  | \$ 20,941<br>62,346<br>6,091                                   | \$ 60,527<br>70,727  |
| Total liabilities   | 89,378_  | 131,254  |
| Net assets (Note 1): Unrestricted Temporarily restricted (Note 8)   | 2,463,473  | 2,710,091<br>11,000  |
| Total net assets  | 2,463,473  | 2,721,091  |
| Total liabilities and net assets  | \$ 2,552,851   | \$ 2,852,345   |

## STATEMENTS OF ACTIVITIES

|   | Yeare                        | Year ended November 30, 2015 | ), 2015                      | Yeare                   | Year ended November 30, 2014 | 0, 2014                 |
|---|------------------------------|------------------------------|------------------------------|-------------------------|------------------------------|-------------------------|
|   | Unrestricted                 | Temporarily restricted       | Total                        | Unrestricted            | Temporarily restricted       | Total                   |
| Support (Note 1):<br>Contributions:   |                              |                              |                              |                         |                              |                         |
| Founders and board members<br>Individuals   | \$ 96,632<br>1,392,513       | \$ 850                       | \$ 96,632<br>1,393,363       | \$ 219,569<br>1,098,745 | \$ 850                       | \$ 219,569<br>1,099,595 |
| Foundations<br>Corporations<br>Donated billboard space                            | 48,100<br>2,939<br>5,090,746 | 16,000                       | 64,100<br>2,939<br>5,090,746 | 64,028                  | 145,500                      | 209,528                 |
| Total support   | 6,630,930                    | 16,850                       | 6,647,780                    | 1,382,342               | 146,350                      | 1,528,692               |
| Revenues:<br>Other Income   |                              |                              |                              |                         |                              |                         |
| Advertising   | 92,306                       |                              | 92,306                       | 122,432                 |                              | 122,432                 |
| Data sale<br>Specifing 600  | 33,714                       |                              | 33,714                       | 54,560                  |                              | 54,560                  |
| Speaking lee<br>Consulting  | 13,000                       |                              | 13,000                       | 36,810                  |                              | 36,810                  |
| Investment income   | 447                          |                              | 447                          | 102,067                 |                              | 102,067                 |
| Total revenues  | 146,514                      |                              | 146,514                      | 315,869                 |                              | 315,869                 |
| Net assets released from restrictions   | 27,850                       | (27,850)                     |                              | 168,350                 | (168,350)                    |                         |
| Total support and revenues  | 6,805,294                    | (11,000)                     | 6,794,294                    | 1,866,561               | (22,000)                     | 1,844,561               |
| Expenses: Program services: Charity ratings                                       | 6,339,393                    |                              | 6,339,393                    | 1,206,131               |                              | 1,206,131               |
| Total program services  | 6,339,393                    |                              | 6,339,393                    | 1,206,131               |                              | 1,206,131               |
| Supporting services:<br>General and administration<br>Development and fundraising | 409,501<br>303,018           |                              | 409,501<br>303,018           | 182,052<br>305,610      |                              | 182,052<br>305,610      |
| Total supporting services   | 712,519                      |                              | 712,519                      | 487,662                 |                              | 487,662                 |
| Total expenses  | 7,051,912                    |                              | 7,051,912                    | 1,693,793               |                              | 1,693,793               |
| Change in net assets<br>Net assets, beginning of year                             | (246,618)                    | (11,000)                     | (257,618)<br>2,721,091       | 172,768<br>2,537,323    | (22,000)                     | 150,768<br>2,570,323    |
| Net assets, end of year   | \$ 2,463,473                 | €                            | \$ 2,463,473                 | \$ 2,710,091            | \$ 11,000                    | \$ 2,721,091            |

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

#### STATEMENTS OF CASH FLOWS

|   |        | Year ended N | loveml | per 30,    |
|---|--------|--------------|--------|------------|
|   |        | 2015         |        | 2014       |
| Cash flows from operating activities: Change in net assets  | \$     | (257,618)    | \$     | 150,768    |
| Adjustments to reconcile change in net assets to net cash provided (used) by operating activities:                            |        |              |        |            |
| Stock donations   |        | (12,056)     |        |            |
| Depreciation  |        | 16,427       |        | 13,633     |
| Realized and unrealized (gain) loss on investments<br>Changes in operating assets and liabilities:<br>(Increase) decrease in: |        | 107,620      |        | (69,998)   |
| Accounts and other receivables  |        | (12,291)     |        | 7,371      |
| Contribution receivable   |        | 30,000       |        | (30,000)   |
| Prepaid expenses Increase (decrease) in:  |        | (22,338)     |        | (12,950)   |
| Accounts payable  |        | (39,586)     |        | 34,847     |
| Accrued expenses  |        | (8,381)      |        | 12,184     |
| Deferred revenue  |        | 6,091        |        |            |
| Net cash provided (used) in operating activities  |        | (192,132)    |        | 105,855    |
| Cash flows from investing activities:   |        |              |        |            |
| Purchase of securities  |        | (112,888)    | •      | 1,541,904) |
| Proceeds from sale of investments   |        | 13,776       |        | 1,414,903  |
| Purchase of property and equipment  |        | (13,512)     |        | (16,350)   |
| Net cash used by investing activities   |        | (112,624)    |        | (143,351)  |
| Net decrease in cash and cash equivalents   |        | (304,756)    |        | (37,496)   |
| Cash and cash equivalents, beginning of year  | L-1100 | 1,051,985    |        | 1,089,481  |
| Cash and cash equivalents, end of year  | \$     | 747,229      | \$     | 1,051,985  |

# STATEMENTS OF FUNCTIONAL EXPENSES

Years Ended November 30, 2015 and 2014

|                                | Program      | Program services | ac leading  |            | S            | Supporting services expenses | F          |            | Total pro      | Total program and            |
|--------------------------------|--------------|------------------|-------------|------------|--------------|------------------------------|------------|------------|----------------|------------------------------|
|                                | Cliain       | l aurigs         | General and | admir      | 1            | Development and fundraising  | - 1        | lotal      | supporting ser | supporting services expenses |
|                                | 2015         | 2014             | 2015        | 2014       | 2015         | 2014                         | 2015       | 2014       | 2015           | 2014                         |
| Salaries and wages             | \$ 828,164   | \$ 747,906       | \$ 158,074  | \$ 68,511  | 1 \$ 130,686 | \$ 81,443                    | \$ 288,760 | \$ 149,954 | \$ 1,116,924   | \$ 897.860                   |
| Payroll taxes                  | 67,803       | 63,727           | 12,828      | 6,142      | 2 10,995     | 6,910                        | 23,823     | 13,052     | 91,626         |                              |
| Fringe benefits                | 141,770      | 126,379          | 29,711      | 11,458     | 17,483       | 9,615                        | 47,194     | 21,073     | 188,964        | 147,452                      |
| Total personnel costs          | 1,037,737    | 938,012          | 200,613     | 86,111     | 159,164      | 97,968                       | 359,777    | 184,079    | 1,397,514      | 1,122,091                    |
| Outreach and education         | 5,090,746    |                  |             |            |              |                              |            |            | 5.090.746      |                              |
| Professional fees              | 17,865       | 29,150           | 73,934      | 31,794     | 4            |                              | 73,934     | 31,794     | 91,799         | 60,944                       |
| Bank tees                      |              |                  | 1,921       | 2,020      | 20,403       | 21,549                       | 22,324     | 23,569     | 22,324         | 23,569                       |
| Contracted services            | 54,059       | 93,124           | 71,705      |            | 2 65,248     | 140,962                      | 136,953    | 160,304    | 191,012        | 253,428                      |
| Depreciation                   |              |                  | 16,427      | 13,633     | 8            |                              | 16,427     | 13,633     | 16,427         | 13,633                       |
| Equipment maintenance          | 3,577        |                  | 2,488       | •          | 1 5,663      | 1,962                        | 8,151      | 4,703      | 11,728         | 4,703                        |
| Insurance                      | 8,998        | 15,333           | 12,758      |            |              | 1,663                        | 13,276     | 3,141      | 22,274         | 18,474                       |
| Marketing costs                | 1,084        | 3,680            | 1,296       |            | 1,803        |                              | 3,099      | 1,490      | 4,183          | 5,170                        |
| Occupancy                      | 51,334       | 55,591           | 9,712       |            | 3 8,324      | 6,023                        | 18,036     | 11,381     | 69,370         | 66,972                       |
| Office supplies and expenses   | 8,441        | 10,371           | 9,768       | 10,        | 3 3,195      | 6,807                        | 12,963     | 17,100     | 21,404         | 27,471                       |
| Postage and shipping           | ,            |                  | 966         |            |              | 7,062                        | 10,993     | 7,783      | 10,993         | 7,783                        |
| Printing and publication       | 3,890        |                  | 88          |            | 9 16,628     | 11,637                       | 16,716     | 12,406     | 20,606         | 12,406                       |
| Staff training and development | 2,972        | 312              | 1,359       |            | 399          | 255                          | 1,758      | 510        | 4,730          | 822                          |
| Registration tees and taxes    |              |                  | 746         | 717        | 7 5,361      | 3,812                        | 6,107      | 4,529      | 6,107          | 4,529                        |
| Telephone and cable            | 13,770       | 10,658           | 2,605       | 1,064      | 4 2,233      | 1,141                        | 4,838      | 2,205      | 18,608         | 12,863                       |
| Travel and transportation      | 4,835        | 10,293           | 2,237       | 1,883      | 3 3,243      | 4,162                        | 5,480      | 6,045      | 10,315         | 16,338                       |
| Website related costs          | 40,085       | 39,607           | 848         | 2,383      | 839          | 607                          | 1,687      | 2,990      | 41,772         | 42,597                       |
|                                |              |                  |             |            |              |                              |            |            |                |                              |
| ı otal expenses                | \$ 6,339,393 | \$ 1,206,131     | \$ 409,501  | \$ 182,052 | 2 \$ 303,018 | \$ 305,610                   | \$ 712,519 | \$ 487,662 | \$ 7,051,912   | \$ 1,693,793                 |

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

#### NOTES TO FINANCIAL STATEMENTS

November 30, 2015 and 2014

#### 1. Summary of significant accounting policies

This summary of significant accounting policies of Charity Navigator (the Organization) is presented to assist in understanding the Organization's financial statements. The financial statements and notes are representations of the Organization's management, which is responsible for their integrity and objectivity. These accounting policies conform to accounting principles generally accepted in the United States of America as promulgated in *FASB Accounting Standards Codification* (the Codification), and have been consistently applied in the preparation of the financial statements.

#### Nature of the Organization

The Organization was founded in 2000 and has become one of the nation's largest and most-utilized evaluator of charities. Specifically, the Organization's rating system examines two broad areas of a charity's performance; their financial health and their accountability and transparency. The ratings show givers how efficiently a charity will use their support today, how well it has sustained its programs and services over time and their level of commitment to good governance, best practices and openness with information. In the not-too-distant future, the Organization plans to also rate charities' reporting of their results. The Organization took its first step towards that goal in January 2013 when it publicly released its new methodology for measuring Results Reporting.

The Organization provides charity ratings so that charitable givers and social investors can make intelligent giving decisions, and so that the not-for-profit sector can improve its performance. The Organization had over 8.8 million and 7.4 million visits to its website during the years ended November 30, 2015 and 2014, respectively, and estimates that it impacts billions of dollars of charitable giving decisions each year. The Organization does not receive any contributions from any charities it evaluates and offers its basic services to users at no cost.

#### Basis of presentation

Net assets and revenues, expenses, gains and losses are classified based on the existence or absence of donor-imposed restrictions. Accordingly, net assets of the Organization and changes therein are classified and reported as follows:

<u>Unrestricted net assets</u> – Net assets that are not subject to donor imposed stipulations.

<u>Temporarily restricted net assets</u> – Net assets subject to donor-imposed stipulations that may or will be met, either by actions of the Organization and/or the passage of time. When a restriction expires, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions.

<u>Permanently restricted net assets</u> – Net assets subject to donor-imposed stipulations that they be maintained permanently by the Organization. Generally, the donors of these assets permit the Organization to use all or part of any income earned on any related investments for general or specific purposes. There were no permanently restricted net assets at November 30, 2015 or 2014.

#### Cash and cash equivalents

Cash and cash equivalents consist primarily of demand deposit, money market and savings accounts.

#### NOTES TO FINANCIAL STATEMENTS

November 30, 2015 and 2014

#### 1. Summary of significant accounting policies (continued)

#### Investments

Investments are carried at fair value. The Organization invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term, based upon the markets' fluctuations, and that such changes could materially affect the Organization's statement of financial position.

#### Support

Contributions, including unconditional pledges, are recorded at fair value as made. All contributions are available for unrestricted use unless specifically restricted by the donor. Donor-restricted contributions are reported as increases in temporarily or permanently restricted net assets depending on the nature of the restrictions. When a restriction expires, temporarily restricted net assets are reclassified to unrestricted net assets.

#### Estimates

The preparation of financial statements requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

#### Property and equipment

Property and equipment are stated at cost. Depreciation is provided principally on the straight-line method at rates based on the following estimated useful lives:

Property and equipment 5 years Leasehold improvements 10 - 11 years

The cost of assets sold or otherwise disposed of and the accumulated depreciation thereon are eliminated from the accounts and the resulting gain or loss is reflected in income except for assets traded where no cash is received. Expenditures for maintenance and repairs are charged to income as incurred; replacements and betterments that extend the useful lives are capitalized.

#### Functional allocation of expenses

The costs of providing the Organization's programs and activities have been summarized on a functional basis in the statement of functional expenses. Accordingly, certain costs have been allocated among the programs and supporting services benefited.

#### Concentrations

The Organization received approximately 14% of its support from three donors for the year ended November 30, 2014. There were no major donors in the year ended November 30, 2015.

#### NOTES TO FINANCIAL STATEMENTS

November 30, 2015 and 2014

#### 1. Summary of significant accounting policies (continued)

#### Contributed services

Contributed services are reported at fair value in the financial statements for voluntary donations of service when those services (1) create or enhance nonfinancial assets or (2) require specialized skills provided by individuals possessing those skills, and would be typically purchased if not provided by donation. The Organization benefited from donated legal services valued at \$48,280 and \$36,419 during the years ended November 30, 2015 and 2014, respectively, mostly in support of its Donor Advisories/Watch List items.

#### Donated billboard space

During the year ended November 30, 2015, a significant amount of digital billboard advertising space was donated to the Organization by a national company. The Organization utilized this donated billboard space to encourage donors to find a charity they can trust through the Organization's rating system. During the period, 26,793,400 individual digital billboard impressions were donated and appeared throughout the United States. Based upon the donor's national average rate of \$0.19 per impression, the Organization recognized \$5,090,746 as donated billboard space in the accompanying statement of activities and also as Outreach and Education expense on that statement and on the statement of functional expenses. The Organization utilized the advertisements to achieve and extend its mission of guiding intelligent giving, advancing a more efficient and responsive philanthropic marketplace, and strengthening confidence between donors and the charities they support.

#### Income taxes

Founded as a private operating foundation, the Organization made an application to the Internal Revenue Service to be classified as a public charity instead of a private operating foundation and was informed by the Internal Revenue Service that the Organization will be treated as a public charity for an advance ruling period of 60 months beginning December 1, 2007 and ending November 30, 2012. The Organization completed its transition to public charity status at the end of its 2012 fiscal year and was notified by the Internal Revenue Service in May 2013 that it is classified as an organization exempt from federal income tax under Section 501(c)(3) of the code. Accordingly no provision has been made for income taxes.

#### Uncertain tax positions

As of November 30, 2015, management believes that based on evaluation of the Organization's tax positions that any liability as a result of uncertain tax positions would not be material. Management continually evaluates expiring statutes of limitations, changes in tax law, and new authoritative rulings to assist in evaluating the Organization's tax positions. Accrued interest and penalties associated with uncertain tax positions, if any, would be recognized as part of the income tax provision. Income tax returns are filed in the U.S. federal jurisdiction and state jurisdictions. U.S. federal and state income tax returns prior to fiscal year 2012 are closed.

#### Allowance for doubtful accounts

The Organization determines whether an allowance for uncollectible receivables should be provided. Such estimates are based on management's assessments of the aged basis of the Organization's receivables, current economic conditions and historical experience. The Organization recorded an allowance of \$408 as of November 30, 2014. The Organization determined that an allowance was not necessary at November 30, 2015.

#### NOTES TO FINANCIAL STATEMENTS

November 30, 2015 and 2014

#### 1. Summary of significant accounting policies (continued)

#### Reclassifications

Certain amounts in the 2014 financial statements have been reclassified to conform to the 2015 presentation.

#### 2. Risk and uncertainties

Financial instruments that potentially subject the Organization to concentrations of credit risk consist of cash and cash equivalents, accounts receivable and investments. The Organization maintains its cash in bank deposit accounts, the balances of which, at times, may exceed federally insured limits. Cash equivalents and investments are maintained at brokerage institutions. Exposure to credit risk is reduced by placing such deposits and investments in high quality financial institutions and insured brokerage houses. Concentration of credit risk with respect to receivables is limited due to the fact they are mainly derived from established companies and have short payment terms.

#### 3. Investments

Investment securities are stated at fair value and are summarized as follows at November 30:

|   | 20                    | 15                    | 20               | 14               |
|---|-----------------------|-----------------------|------------------|------------------|
|   | Cost                  | Fair value            | Cost             | Fair value       |
| Mutual funds:<br>Diversified Balanced Mutual Fund<br>Corporate stocks | \$ 1,668,865<br>5,180 | \$ 1,635,439<br>5,180 | \$ 1,562,864<br> | \$ 1,637,071<br> |
|   | \$ 1,674,045          | \$ 1,640,619          | \$ 1,562,864     | \$ 1,637,071     |

The following schedule summarizes the investment return and its classification in the statement of activities for the years ended November 30:

| Investments  | 2015                    | 2014                |
|--|-------------------------|---------------------|
| Investments: Interest and dividends Net realized and unrealized gain (loss) on investments | \$ 106,000<br>(107,620) | \$ 30,186<br>69,998 |
| Cash:  | (1,620)                 | 100,184             |
| Interest   | 2,067                   | 1,883               |
|  | \$ 447                  | \$ 102,067          |

#### NOTES TO FINANCIAL STATEMENTS

November 30, 2015 and 2014

#### 4. Fair value measurement

The Codification establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets and liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy under the Codification are as follows:

Level 1 - Inputs that reflect unadjusted quoted prices in active markets for identical assets or liabilities that the Organization has the ability to access at the measurement date;

Level 2 - Inputs other than quoted prices that are observable for the assets or liability either directly or indirectly, including inputs that are not considered to be active;

Level 3 - Inputs that are unobservable.

Inputs are used in applying the various valuation techniques and broadly refer to the assumptions that market participants use to make valuation decisions, including assumptions about risk. Inputs may include price information, volatility statistics, specific and broad criteria data, liquidity statistics, and other factors. An investment's level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. However, the determination of what constitutes "observable" requires significant judgment by the Organization. The Organization considers observable data to be that market data which is readily available, regularly distributed or updated, reliable and verifiable, not proprietary, provided by multiple, independent sources that are actively involved in the relevant market. The categorization of an investment within the hierarchy is based upon the pricing transparency of the investment and does not necessarily correspond to the Organization's perceived risk of that investment.

The classification of the Organization's investment securities at fair value are as follows at November 30, 2015:

|   | Level 1               | Level 2 | Level 3 | Total                 |
|---|-----------------------|---------|---------|-----------------------|
| Mutual funds:<br>Diversified Balanced Mutual Fund<br>Corporate stocks | \$ 1,635,439<br>5,180 | \$      | \$      | \$ 1,635,439<br>5,180 |
|   | \$ 1,640,619          | \$      | \$      | \$ 1,640,619          |

The classification of the Organization's investment securities at fair value are as follows at November 30, 2014:

|                                  | Level 1      | Level 2 | Level 3 | Total        |
|----------------------------------|--------------|---------|---------|--------------|
| Mutual funds:                    |              |         |         |              |
| Diversified Balanced Mutual Fund | \$ 1,637,071 |         |         | \$ 1,637,071 |
|                                  | \$ 1,637,071 | \$      | \$      | \$ 1,637,071 |

#### NOTES TO FINANCIAL STATEMENTS

November 30, 2015 and 2014

#### 5. Property and equipment

Property and equipment consists of the following at November 30:

|  | 2015                          | 2014      |
|--|-------------------------------|-----------|
| Furniture<br>Equipment<br>Leasehold improvements | \$ 14,706<br>73,027<br>22,421 | 99,128    |
| Less accumulated depreciation                    | 110,154<br>50,469             | •         |
|  | \$ 59,685                     | \$ 62,600 |

Depreciation expense for the years ended November 30, 2015 and 2014 was \$16,427 and \$13,633, respectively. In the fiscal year ended November 30, 2015, the Organization wrote off \$163,122 of fully depreciated assets that were no longer in service consisting of \$123,509 of furniture and \$39,613 of equipment.

#### 6. Lease commitment

#### Office

The Organization entered into a six year lease expiring May 31, 2019. The monthly rent payments are approximately \$5,100 per month with a 1.96% increase each year. Additionally, the Organization is responsible for a proportionate share of the building's operating expenses. Minimum lease payments for the subsequent years are as follows:

| Year ending November 30: |               |
|--------------------------|---------------|
| 2016                     | \$<br>61,199  |
| 2017                     | 62,423        |
| 2018                     | 63,671        |
| 2019                     | <br>32,151    |
|                          | \$<br>219,444 |

Rent expense for the years ended November 30, 2015 and 2014 was \$62,971 and \$60,577, respectively.

#### Copier lease

The Organization entered into a four year lease expiring June 30, 2018. The monthly lease payments are \$164. Minimum lease payments for the subsequent years are as follows:

| Year ending November 30: |    |       |
|--------------------------|----|-------|
| 2016                     | \$ | 1,968 |
| 2017                     |    | 1,968 |
| 2018                     | -  | 984   |
|                          | \$ | 4,920 |

#### NOTES TO FINANCIAL STATEMENTS

November 30, 2015 and 2014

#### 7. Pension

The Organization sponsors an IRA Savings Plan which covers eligible employees. The Plan requires a matching contribution equal to the employee's contribution up to 3% of the employee's salary. The amount contributed for the years ended November 30, 2015 and 2014 was \$22,461 and \$23,441, respectively.

#### 8. Temporarily restricted net assets/net assets released from restrictions

Temporarily restricted net assets are available for the following purposes at November 30:

|  | 2015      | <br>2014     |
|--|-----------|--------------|
| Development of performance management system | <u>\$</u> | \$<br>11,000 |
|  | \$        | \$<br>11,000 |

Temporarily restricted net assets were released from donor restrictions for the following purposes at November 30:

|   | 2015 |   | 2014 |                  |
|---|------|---|------|------------------|
| Development of performance management system  | \$   | 11,000                                  | \$   | 7,000            |
| Rate new charities                            |      | 13,850                                  |      | 13,850           |
| To fund new analyst General operating support |      |   |      | 2,500<br>100,000 |
| Development of CN 3.0 methodology             |      | 3,000                                   |      | 45,000           |
|   |      | • |      |                  |
|   | \$   | 27,850                                  | \$   | 168,350          |

#### 9. Employment agreement

On August 1, 2015, the Organization entered into a two year employment agreement with its President and CEO, thereafter renewable on a yearly basis.

#### 10. Subsequent events

Subsequent events have been evaluated through March 23, 2016, which is the date the financial statements were available to be issued.