Music Teachers National Association, Inc.

Consolidated Financial Statements And Supplemental Financial Information June 30, 2017 and 2016 With Independent Auditors' Report

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INDEPENDENT AUDITORS' REPORT

The Board of Directors
Music Teachers National Association, Inc.:

Report on the Financial Statements

We have audited the accompanying consolidated financial statements of Music Teachers National Association, Inc. (a not-for-profit association) which comprise the consolidated statements of financial position as of June 30, 2017 and 2016, and the related consolidated statements of activities and cash flows for the years then ended, and the related notes to the consolidated financial statements.

Management's Responsibility for the 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 audits 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 Music Teachers National Association, Inc. as of June 30, 2017 and 2016, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Other Matter

Our audits were conducted for the purpose of forming an opinion on the consolidated financial statements as a whole. The consolidating schedules on pages 12-15 are presented for purposes of additional analysis and are not a required part of the consolidated financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the consolidated financial statements. The information has been subjected to the auditing procedures applied in the audit of the consolidated financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the consolidated financial statements as a whole.

Clark, Schaefer, Hackett & Co.

Cincinnati, Ohio September 5, 2017

	2017	2016
Assets:		
Cash and cash equivalents	\$ 1,928,821	1,764,257
Investments, at fair value	2,991,890	2,593,890
Accounts receivable	13,085	18,930
Prepaid expenses	60,925	40,731
Property and equipment, net	46,912	46,497
Deposits	8,358	8,358
Total assets	\$ 5,049,991	4,472,663
Liabilities and net assets:		
Liabilities:		
Accounts payable	\$ 22,026	20,898
Due to state and local affiliates	193,349	193,579
Accrued expenses	152,092	131,102
Deferred revenue	912,716	926,257
Total liabilities	1,280,183	1,271,836
Net assets:		
Unrestricted	1,647,355	1,502,601
Unrestricted - board designated	1,405,698	1,074,204
Temporarily restricted	716,755	624,022
Total net assets	3,769,808	3,200,827
Total liabilities and net assets	\$ 5,049,991	4,472,663

	2017				2016		
		Temporarily			Temporarily		
	_ (Jnrestricted	Restricted	Total	Unrestricted	Restricted	Total
Revenues:							
Membership dues	\$	1,378,660	_	1,378,660	1,309,001	_	1,309,001
Subscription and advertising	Ψ	174,939	_	174,939	160,174	_	160,174
Less direct costs		(158,485)	_	(158,485)	(159,063)	_	(159,063)
Conferences		498,575	_	498,575	529,865	_	529,865
Less direct costs		(303,453)	_	(303,453)	(352,331)	_	(352,331)
Competitions		140,220	_	140,220	139,804	_	139,804
Less direct costs		(167,208)	_	(167,208)	(184,065)	_	(184,065)
Contributions		415,479	54,804	470,283	164,775	43,750	208,525
Other		176,034	04,004	176,034	164,024	40,700	164,024
Interest and dividends		60,137	16,625	76,762	70,553	15,646	86,199
Realized and unrealized gain (loss) on investments		150,165	42,464	192,629	(43,236)	17,434	(25,802)
Net assets released from restrictions		21,160	(21,160)	102,020	22,984	(22,984)	(20,002)
Not decote released from realisations		21,100	(21,100)		22,001	(22,001)	
		2,386,223	92,733	2,478,956	<u>1,822,485</u>	<u>53,846</u>	<u>1,876,331</u>
Expenses:							
Salaries and wages		695,211	-	695,211	687,586	-	687,586
Payroll taxes		49,434	-	49,434	49,082	-	49,082
Employee benefits		90,860	-	90,860	98,093	-	98,093
Rent and utilities		118,435	-	118,435	113,129	-	113,129
Travel and entertainment		94,384	-	94,384	106,008	-	106,008
Newsletters and mailings		48,881	-	48,881	48,825	-	48,825
Membership retention		19,855	-	19,855	20,521	-	20,521
Insurance		25,880	-	25,880	26,494	-	26,494
Office supplies and postage		17,683	-	17,683	10,819	-	10,819
Information services		155,263	-	155,263	125,569	-	125,569
Professional fees		43,389	-	43,389	59,575	-	59,575
Bank charges		111,987	-	111,987	100,751	-	100,751
Depreciation		33,717	_	33,717	35,392	_	35,392
Grants and awards		183,932	-	183,932	174,642	-	174,642
Licenses and fees		9,415	_	9,415	8,161	_	8,161
Technology		44,162	-	44,162	36,469	-	36,469
Leadership summit		59,969	_	59,969	64,256	_	64,256
Partnership development		40,818	-	40,818	32,109	-	32,109
Other		66,700	-	66,700	42,895	-	42,895
		1,909,975		1,909,975	1,840,376		1,840,376
Change in net assets		476,248	92,733	568,981	(17,891)	53,846	35,955
Net assets:							
Beginning of year		2,576,805	624,022	3,200,827	2,594,696	570,176	3,164,872
End of year	\$	3,053,053	716,755	3,769,808	2,576,805	624,022	3,200,827

Music Teachers National Association, Inc.
Consolidated Statements of Cash Flows
Years Ended June 30, 2017 and 2016

	_	2017	2016
Cash flows from operating activities:			
Change in net assets	\$	568,981	35,955
Adjustments to reconcile change in net assets to			
net cash provided by operating activities:			
Depreciation		33,717	35,392
Realized and unrealized (gain) loss on investments		(192,629)	25,802
Effect of change in operating assets and liabilities:			
Accounts receivable		5,845	(10,526)
Prepaid expenses and deposits		(20,194)	(5,912)
Accounts payable		1,128	4,022
Due to state and local affiliates		(230)	(622)
Accrued expenses		20,990	20,047
Deferred revenue		(13,541)	53,183
Net cash provided by operating activities		404,067	157,341
Cash flows from investing activities:			
Purchases of property and equipment		(34,132)	(9,790)
Proceeds received from sale of investments		1,136,699	590,245
Purchases of investments		(1,342,070)	(609,456)
Net cash used in investing activities		(239,503)	(29,001)
Change in cash and cash equivalents		164,564	128,340
Cash and cash equivalents - beginning of year		1,764,257	1,635,917
Cash and cash equivalents - end of year	\$	1,928,821	1,764,257

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES:

The following accounting principles and practices of Music Teachers National Association, Inc. (the "Association"), are set forth to facilitate the understanding of data presented in the consolidated financial statements.

Nature of operations

The Association advances the value of music study and music making to society and supports the professionalism of music teachers.

Principles of consolidation

The accompanying consolidated financial statements present the consolidated financial position and changes in net assets of the Association and its former corporate entity, which has been renamed, MTNA Certification Program. All inter-organizational accounts and transactions have been eliminated.

Use of estimates

The presentation of consolidated financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of reported amounts of revenues and expenses during the reported period. Actual results could differ from those estimates.

Financial statement presentation

The Association is required to report information regarding its consolidated financial position and activities in three classes of net assets: unrestricted net assets which have no donor-imposed restrictions, temporarily restricted net assets which have donor-imposed restrictions that will likely expire in the future, and permanently restricted net assets which have donor-imposed restrictions which do not expire. The Association had no permanently restricted net assets at June 30, 2017 and 2016. Temporarily restricted contributions and investment income are reported as unrestricted if the restriction is met during the same period.

Income taxes

For federal tax purposes, the Association is an exempt organization under Section 501(c)(3) of the Internal Revenue Code but is subject to tax on its unrelated business income.

In addition, the Association was formerly organized under Section 501(c)(6) of the Internal Revenue Code. All of the assets except \$50,000 were transferred from the 501(c)(6) organization, now named MTNA Certification Program, into the 501(c)(3) organization. MTNA Certification Program is used strictly for certification and its financial position and results of operations have been consolidated with the Association in these financial statements.

The Association's policy with regards to interest and penalties is to recognize interest through interest expense and penalties through other expense. In evaluating the Association's tax provision and tax exempt status, interpretations and tax planning strategies were considered. The Association believes their estimates are appropriate based on the current facts and circumstances.

Cash and cash equivalents

For purposes of the statement of cash flows, the Association considers all highly liquid debt instruments purchased with an original maturity of three months or less to be cash equivalents, except for money markets held within its investment accounts.

Concentration of credit risk

The Association maintains its cash in deposit accounts, which, at times, may exceed federally insured limits. The Association has not experienced any losses in such accounts and believes it is not exposed to any significant credit risk on cash and cash equivalents.

Allowance for doubtful accounts

The Association extends credit to various customers for use of mailing lists and advertising. On a periodic basis, the Association evaluates its accounts receivable and establishes an allowance, based on a history of past write-offs and collections and current credit conditions. All accounts receivable are deemed fully collectible by management. Therefore, no allowance for doubtful accounts is necessary.

Investments

Investments in marketable securities with readily determinable fair values and all investments in debt securities are valued at their fair values in the consolidated statement of financial position. Unrealized gains and losses are included in the consolidated statement of activities.

Property and equipment and depreciation

The Association capitalizes all property and equipment in excess of \$1,000. Property and equipment is recorded at cost. Depreciation is provided on the straight-line method over the estimated useful lives of the assets which range from 3-7 years.

Deferred revenue

Membership dues that have been collected for future periods have been recorded as deferred revenue.

Due to affiliates

Amounts due to affiliates represent membership dues collected by the Association on behalf of its 50 state and over 500 local affiliates.

Subsequent events

The Association evaluates events and transactions occurring subsequent to the date of the consolidated financial statements for matters requiring recognition or disclosure in the consolidated financial statements. The accompanying consolidated financial statements consider events through September 5, 2017, the date on which the consolidated financial statements were available to be issued.

Reclassifications

Certain items from 2016 have been reclassified to conform to current year presentation.

2. PROPERTY AND EQUIPMENT:

Property and equipment at June 30 is summarized as follows:

	<u>2017</u>	<u>2016</u>
Furniture and fixtures Less accumulated depreciation	\$ 339,173 (<u>292,261</u>)	305,041 (<u>258,544</u>)
	\$ 46,912	46,497

3. RETIREMENT PLAN:

The Association offers a voluntary participation 401(k) retirement plan to its employees. All employees of the Association are eligible to participate in the Plan upon meeting certain eligibility requirements. The Association matches a certain percentage of the employee contributions. Total matching retirement contributions were \$15,761 and \$15,826 for the years ended June 30, 2017 and 2016, respectively.

4. LEASES:

In May 2014, the Association entered into an escalating lease agreement for certain office space through August 2025. The lease included nine months at the beginning for which no payments were due. Thus, a liability has been recorded to recognize lease expense on a straight-line amortization over the life of the lease. The liability associated with this lease at June 30, 2017 was \$80,496. Total rent expense including common area maintenance and utilities charges for the years ended June 30, 2017 and 2016 was \$118,435 and \$113,129, respectively. The Association is leasing certain office equipment under operating leases that expire through July 2021. Total lease expense included in operations for the years ended June 30, 2017 and 2016 was approximately \$7,500.

The future minimum lease payments for the office lease and office equipment at June 30 are as follows:

2018 2019 2020 2021 2022 Thereafter	\$ 107,568 105,095 107,723 110,351 110,778 367,317

\$ 908,832

5. UNRESTRICTED - BOARD DESIGNATED NET ASSETS:

As of June 30, 2017 and 2016, the Board has designated \$1,405,698 and \$1,074,204 of net assets to be used for competition awards for students and other purposes.

6. TEMPORARILY RESTRICTED NET ASSETS:

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

	<u>2017</u>	<u>2016</u>
Teacher enrichment grants	\$ 422,241	372,607
Local association grants	17,407	16,797
Other	277,107	234,618
	\$ <u>716,755</u>	624,022

7. ENDOWMENT FUNDS:

Generally accepted accounting principles require that net assets associated with endowment funds, including 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. The Association's endowment consists of several funds established to provide student awards, association grants, and teacher enrichment grants. Its endowment consists of board-designated funds. The board designated endowment had a balance of \$1,405,698 and \$1,074,204 at June 30, 2017 and 2016, respectively.

Changes in endowment net assets are as follows for the years ended June 30:

	2017	2016
	<u>Unrestricted</u>	<u>Unrestricted</u>
Endowment net assets at beginning of year	\$ 1,074,204	1,106,126
Interest and dividend income	34,480	36,031
Realized and unrealized gain (loss) on investments	87,826	(33,195)
Contributions	260,522	17,361
Appropriation of endowment assets for expenditure	(43,951)	(45,596)
Investment fees	(7,383)	<u>(6,523</u>)
Endowment net assets at end of year	\$ <u>1,405,698</u>	<u>1,074,204</u>

Return objectives and risk parameters

The Association has adopted investment and spending policies for endowment assets that attempt to provide for long-term growth of income and principal without undue exposure to risk. The return objective shall be accomplished using a balanced strategy of fixed income, equities, mutual funds and cash equivalents in a mix that is conducive to participation in rising markets while allowing for adequate protection in falling markets. The performance objectives will be measured against appropriate industry benchmarks such as the S&P 500 Index, Russell Mid Cap Index, Russell 2000 Index, and Morgan Stanley EAFE Index.

Strategies employed for achieving objectives

To satisfy its long-term rate-of-return objectives, the Association relies on a total return strategy in which investment returns are achieved through both capital appreciation (realized and unrealized) and current yield (interest and dividends). The Association targets a diversified asset allocation that places a greater emphasis on equity-based investments to achieve its long-term return objectives within prudent risk constraints.

Spending policy and how the investment objectives relate to spending policy

The Association has a policy of appropriating for distribution each year five percent of the endowment fund's average fair value over 12 quarters. In establishing this policy, the Association considered the long-term expected return on its endowment. Accordingly, this spending policy should, over time, protect the inflation-adjusted value of the endowment and, consequently, allow inflation-adjusted spending to occur into the distant future. This is consistent with the Association's objective to maintain the purchasing power of the endowment assets held in perpetuity or for a specified term as well as to provide additional real growth through new gifts and investment return. The Association elected to appropriate \$43,951 and \$45,596 during the years ended June 30, 2017 and 2016, respectively.

8. FAIR VALUE MEASUREMENTS:

Generally accepted accounting principles define fair value, establish a framework for measuring fair value, and establish a fair value hierarchy that prioritizes the inputs to valuation techniques. Fair value is 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. A fair value measurement assumes that the transaction to sell the asset or transfer the liability occurs in the principal market for the asset or liability or, in the absence of a principal market, the most advantageous market. Valuation techniques that are consistent with the market, income or cost approach are used to measure fair value. The fair value hierarchy prioritizes the inputs to valuation techniques used to measure fair value into three broad levels:

- Level 1 inputs are quoted prices (unadjusted) in active markets for identical assets or liabilities the Association has the ability to access.
- Level 2 inputs are inputs (other than quoted prices included within level 1) that are observable for the asset or liability, either directly or indirectly.
- Level 3 inputs are unobservable inputs for the asset or liability and rely on management's own assumptions about the assumptions that market participants would use in pricing the asset or liability.

Fair value methods and assumptions on investments consisting of money market funds, mutual funds and equities are based on the Level 1 market approach. Investments in fixed income instruments that are not quoted on an exchange, but are traded in active markets, are valued on Level 2 inputs using pricing obtained from our custodians, which use third-party data source providers. The following tables present the Association's fair value hierarchy for those assets measured at fair value on a recurring basis as of June 30, 2017 and 2016.

Fair Value Measurements at Reporting Date Using:

June 30, 2017	Fair Value	Level 1	Level 2	Level 3
Investments:				
Money market funds	\$ 72,417	72,417	-	-
Corporate/government bonds	654,170	-	654,170	-
Equity funds:				
Mid-Cap blend	119,526	119,526	-	-
Mutual funds:				
Diversified emerging	179,627	179,627	-	-
Large growth	238,767	238,767	-	-
Foreign large growth	237,738	237,738	-	-
Large blend	714,830	714,830	-	-
Short government	236,937	236,937	-	-
Short term bond	237,743	237,743	-	-
Small value	120,087	120,087	-	-
World allocation	180,048	180,048		<u>-</u>
	\$ <u>2,991,890</u>	2,337,720	<u>654,170</u>	<u>-</u>

Fair Value Measurements at Reporting Date Using:

June 30, 2016	Fair Value	Level 1	Level 2	Level 3
Investments:				
Money market funds	\$ 57,184	57,184	-	-
Corporate/government bonds	571,535	-	571,535	-
Equity funds:				
Large blend	476,455	476,455	-	-
Mid-Cap blend	107,411	107,411	-	-
Mutual funds:				
Diversified emerging	145,936	145,936	-	-
Europe stock	146,292	146,292	-	-
Large blend	416,209	419,209	-	-
Short government	206,171	206,171	-	-
Short term bond	205,932	205,932	-	-
Small value	104,461	104,461	-	-
World allocation	<u>156,304</u>	<u>156,304</u>		<u>-</u>
	\$ <u>2,593,890</u>	2,022,355	<u>571,535</u>	

Music Teachers National Association, Inc. Consolidating Schedule of Financial Position June 30, 2017

	Association	Certification	Elimination	Total
Assets:				
Cash and cash equivalents	\$ 1,846,721	82,100	-	1,928,821
Investments at fair value	2,949,000	42,890	-	2,991,890
Accounts receivable	13,085	16,712	(16,712)	13,085
Prepaid expenses	60,545	380	- -	60,925
Property and equipment, net	46,912	-	-	46,912
Deposits	8,358		-	8,358
Total assets	\$ 4,924,621	142,082	(16,712)	5,049,991
Liabilities and net assets:				
Liabilities:				
Accounts payable	\$ 38,713	25	(16,712)	22,026
Due to state and local affiliates	193,349	-	-	193,349
Accrued expenses	152,092	-	-	152,092
Deferred revenue	912,716		-	912,716
Total liabilities	1,296,870	25	(16,712)	1,280,183
Net assets:				
Unrestricted	1,505,298	142,057	-	1,647,355
Unrestricted - board designated	1,405,698	-	-	1,405,698
Temporarily restricted	716,755	-	-	716,755
Total net assets	3,627,751	142,057		3,769,808
Total liabilities and net assets	\$ 4,924,621	142,082	(16,712)	5,049,991

Music Teachers National Association, Inc. Consolidating Schedule of Financial Position June 30, 2016

	Association	Certification	Elimination	Total
Assets:				
Cash and cash equivalents	\$ 1,673,596	90,661	-	1,764,257
Investments at fair value	2,554,569	39,321	-	2,593,890
Accounts receivable	18,930	3,551	(3,551)	18,930
Prepaid expenses	40,351	380	-	40,731
Property and equipment, net	46,497	-	-	46,497
Deposits	8,358		-	8,358
Total assets	\$ 4,342,301	133,913	(3,551)	4,472,663
Liabilities and net assets:				
Liabilities:				
Accounts payable	\$ 24,449	-	(3,551)	20,898
Due to state and local affiliates	193,579	-	-	193,579
Accrued expenses	131,102	-	-	131,102
Deferred revenue	926,257	-	<u>-</u>	926,257
Total liabilities	1,275,387	<u> </u>	(3,551)	1,271,836
Net assets:				
Unrestricted	1,368,688	133,913	_	1,502,601
Unrestricted - board designated	1,074,204	· -	-	1,074,204
Temporarily restricted	624,022	-	-	624,022
Total net assets	3,066,914	133,913	_	3,200,827
Total liabilities and net assets	\$ 4,342,301	133,913	(3,551)	4,472,663

Personal Properties				Association			
Numbership dues 1,378,660 1,48,257 1,49,257 1,				Temporarily	Unrestricted		
Revenues: Membership dues \$ 1,378,660 - 1,378,660 - 1,378,660 Subscription and advertising 174,939 - 174,939 - 174,939 - 174,939 Less direct costs (156,485) - (158,485) -			Unrestricted		Total		Total
Membership dues \$ 1,378,660 - 1,378,660 - 1,378,660 Subscription and advertising 174,939 - 174,939	Payanuas		Offication	restricted	Total	Octimication	Total
Subscription and advertising		Ф	1 270 660		1 270 660		1 270 660
Less direct costs	•	Φ		-		=	
Conferences	. •		,	-	,	-	
Less direct costs Competitions 140,220 1616,288 1616,289 1			, ,	-	, ,	-	, ,
Competitions 140,220 - 140,220 - 140,220 - 140,220 Less direct costs (167,208) - (167,2			,	-	,	-	•
Less direct costs			, ,	-	, ,	-	, ,
Contributions 415,479 54,804 470,283 - 470,283 Other 99,848 - 99,848 76,186 176,034 Management fee 10,000 - 10,000 (10,000) - 76,762 Realized and unrealized gain on investments 59,064 16,625 75,689 1,073 76,762 Realized and unrealized gain on investments 147,439 42,464 189,903 2,726 192,629 Net assets released from restrictions 21,160 (21,160) - 663,211 69,985 2,478,956 Expenses: Selaries and wages 663,211 - 663,211 32,000 695,211 Payroll taxes 49,434 - 49,434 - 49,434 - 49,434 - 49,434 - 49,434 - 49,434 - 49,434 - 118,435	·		•	-		-	
Other Management fee Interest and dividends Interest Interes			, ,		, ,	-	
Management fee Interest and dividends Interest and dividends Realized and unrealized gain on investments Net assets released from restrictions 10,000 (21,160) - 10,000 (10,000) - 7,62 Realized and unrealized gain on investments Net assets released from restrictions 147,439 (21,160) 42,464 (189,903) 2,726 (192,629) 192,629 Expenses: Expenses: Salaries and wages 663,211 (21,60) - 663,211 (21,40) 32,000 (21,48),956 Expenses: Salaries and wages 663,211 (21,60) 32,000 (695,211) 32,000 (695,211) Payroll taxes 49,434 (21,44) 49			•	54,804			•
Interest and dividends			•	-	•	•	176,034
Realized and unrealized gain on investments Net assets released from restrictions 147,439 21,160 42,464 (21,160) 189,903 (2,726) 2,726 (2,726) 192,629 (2,726) 192,629 (2,726) 192,629 (2,726) 192,629 (2,726) 192,629 (2,726) 192,629 (2,726) 192,629 (2,726) 192,629 (2,726) 192,629 (2,726) 192,629 (2,726) 192,629 (2,726) 192,629 (2,726) 192,629 (2,726) 192,629 (2,726) 192,629 (2,726) 192,629 (2,726) 202,620 (2,726) 202,620 (2,726) 202,629 (2,72			·	-		, ,	-
Net assets released from restrictions 21,160 (21,160) - <th< td=""><td>Interest and dividends</td><td></td><td>59,064</td><td></td><td>75,689</td><td>1,073</td><td>76,762</td></th<>	Interest and dividends		59,064		75,689	1,073	76,762
Expenses: Salaries and wages 663,211 - 663,211 32,000 695,211 Payroll taxes 49,434 - 49,434 - 49,434 Employee benefits 90,860 - 90,860 - 90,860 Rent and utilities 118,435 - 118,435 - 118,435 Travel and entertainment 94,384 - 94,384 - 94,384 Newsletters and mailings 48,881 - 48,881 - 48,881 Membership retention 19,855 - 19,855 - 19,855 Insurance 25,880 - 25,880 - 25,880 Office supplies and postage 17,683 - 17,683 - 17,683 Information services 155,263 - 155,263 - 155,263 Professional fees 43,389 - 43,389 - 43,389 Bank charges 111,987 - 111,987 - 111,987 Depreciation 33,717 - 33,717 - 33,717 Grants and awards 183,932 - 183,932 Licenses and fees 9,415 - 9,415 - 9,415 Technology 44,162 - 44,162 - 44,162 Leadership summit 59,969 - 59,969 - 59,969 Partnership development 40,818 - 40,818 Other 1,848,134 - 1,848,134 61,841 1,909,975 Change in net assets 468,104 92,733 560,837 8,144 568,981 Net assets: Beginning of year 2,442,892 624,022 3,066,914 133,913 3,200,827 Salaries and fees 2,442,892 624,022 3,066,914 133,913 3,200,827 Change in net assets 2,442,892 624,022 3,066,914 133,913 3,200,827 Rent and taxed 133,913 3,200,827 Change in net assets 2,442,892 624,022 3,066,914 133,913 3,200,827 Rent and taxed 2,442,892 624,022 3,066,914 133,913 3,200,827 Change in net assets 2,442,892 624,022 3,066,914 133,913 3,200,827 Change in net assets 2,442,892 624,022 3,066,914 133,913 3,200,827 Change in net assets 2,442,892 624,022 3,066,914 133,913 3,200,827 Change in net assets 2,442,892 624,022 3,066,914 133,913 3,200,827 Change in net assets 2,442,892 624,022 3,066,914 133,913 3,200,827 Change in net assets 2,442,892 624,022 3,066,914 133,913 3,200,827 Change i	· · · · · · · · · · · · · · · · · · ·		147,439	42,464	189,903	2,726	192,629
Expenses: Salaries and wages 663,211 - 663,211 32,000 695,211 Payroll taxes 49,434 - 49,434 - 49,434 Employee benefits 90,860 - 90,860 - 90,860 Rent and utilities 118,435 - 118,435 - 118,435 Travel and entertainment 94,384 - 94,384 - 94,384 Newsletters and mailings 48,881 - 48,881 - 48,881 Membership retention 19,855 - 19,855 - 19,855 Insurance 25,880 - 25,880 - 25,880 Office supplies and postage 17,683 - 155,263 - 155,263 Professional fees 43,389 - 43,389 - 43,389 Bank charges 111,987 - 111,987 - 111,987 Depreciation 33,717 - 33,717 - 33,717 Grants and awards 183,932 - 183,932 Licenses and fees 9,415 - 9,415 - 9,415 Technology 44,162 - 44,162 - 44,162 Leadership summit 59,969 - 59,969 - 59,969 Partnership development 40,818 - 40,818 Other 36,859 - 36,859 29,841 66,700 Change in net assets 468,104 92,733 560,837 8,144 568,981 Net assets: Beginning of year 2,442,892 624,022 3,066,914 133,913 3,200,827	Net assets released from restrictions		21,160	(21,160)			
Salaries and wages 663,211 - 663,211 32,000 695,211 Payroll taxes 49,434 - 49,434 - 49,434 - 49,434 Employee benefits 90,860 - 90,860 - 90,860 - 90,860 Rent and utilities 118,435 - 118,435 - 118,435 Travel and entertainment 94,384 - 94,384 - 94,384 Newsletters and mailings 48,881 - 48,881 - 48,881 Membership retention 19,855 - 19,855 - 19,855 Insurance 25,880 - 25,880 - 25,880 Office supplies and postage 17,683 - 17,683 - 17,683 Information services 155,263 - 155,263 - 155,263 Professional fees 43,389 - 43,389 - 43,389 Bank charges 111,987 - 111,987 - 111,987 Depreciation 33,717 - 33,717 - 33,717 Grants and awards 183,932 - 183,932 - 183,932 Licenses and fees 9,415 - 9,415 - 9,415 <td></td> <td></td> <td>2,316,238</td> <td>92,733</td> <td>2,408,971</td> <td>69,985</td> <td>2,478,956</td>			2,316,238	92,733	2,408,971	69,985	2,478,956
Salaries and wages 663,211 - 663,211 32,000 695,211 Payroll taxes 49,434 - 49,434 - 49,434 Employee benefits 90,860 - 90,860 - 90,860 Rent and utilities 118,435 - 118,435 - 118,435 Travel and entertainment 94,384 - 94,384 - 94,384 Newsletters and mailings 48,881 - 48,881 - 48,881 Membership retention 19,855 - 19,855 - 19,855 Insurance 25,880 - 25,880 - 25,880 Office supplies and postage 17,683 - 17,683 - 17,683 Information services 155,263 - 155,263 - 155,263 Professional fees 43,389 - 43,389 - 43,389 Bank charges 111,987 - 111,987 - 111,987 Depreciation 33,717 - 33,717 - 33,717 Grants and awards 183,932 - 183,932 - 183,932 Licenses and fees 9,415 - 9,415 - 9,415 Technology 4	Fynenses:						
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Employee benefits 90,860 - 90,860 - 90,860 Rent and utilities 118,435 - 118,435 - 118,435 Travel and entertainment 94,384 - 94,384 - 94,384 Newsletters and mailings 48,881 - 48,881 - 48,881 Membership retention 19,855 - 19,855 - 19,855 Insurance 25,880 - 25,880 - 25,880 Office supplies and postage 17,683 - 17,683 - 17,683 Information services 155,263 - 155,263 - 155,263 Professional fees 43,389 - 43,389 - 43,389 Bank charges 111,987 - 111,987 - 111,987 Depreciation 33,717 - 33,717 - 33,717 - 33,717 Grants and awards 183,932 - 183,932 - 183,932 -	•		•	_	•	32,000	•
Rent and utilities 118,435 - 118,435 - 118,435 Travel and entertainment 94,384 - 94,384 - 94,384 Newsletters and mailings 48,881 - 48,881 - 48,881 Membership retention 19,855 - 19,855 - 19,855 Insurance 25,880 - 25,880 - 25,880 Office supplies and postage 17,683 - 17,683 - 17,683 Information services 155,263 - 155,263 - 155,263 Professional fees 43,389 - 43,389 - 43,389 Bank charges 111,987 - 111,987 - 111,987 Depreciation 33,717 - 33,717 - 33,717 - 33,717 Grants and awards 183,932 - 183,932 - 183,932 - 183,932 - 183,932 - 44,162 - 44,162	•		·	_		_	•
Travel and entertainment 94,384 - 94,384 - 94,384 Newsletters and mailings 48,881 - 48,881 - 48,881 Membership retention 19,855 - 19,855 - 19,855 Insurance 25,880 - 25,880 - 25,880 - 25,880 Office supplies and postage 17,683 - 17,683 - 17,683 Information services 155,263 - 155,263 - 155,263 Professional fees 43,389 - 43,389 - 43,389 Bank charges 111,987 - 111,987 - 111,987 Depreciation 33,717 - 33,717 - 33,717 Grants and awards 183,932 - 183,932 - 183,932 Licenses and fees 9,415 - 9,415 - 9,415 Technology 44,162 - 44,162 - 44,162 L			•	_		_	•
Newsletters and mailings 48,881 - 48,881 - 48,881 Membership retention 19,855 - 19,855 - 19,855 Insurance 25,880 - 25,880 - 25,880 Office supplies and postage 17,683 - 17,683 - 17,683 Information services 155,263 - 155,263 - 155,263 Professional fees 43,389 - 43,389 - 43,389 Bank charges 111,987 - 111,987 - 111,987 Depreciation 33,717 - 33,717 - 33,717 Grants and awards 183,932 - 183,932 - 183,932 Licenses and fees 9,415 - 9,415 - 9,415 Technology 44,162 - 44,162 - 44,162 Leadership summit 59,969 - 59,969 - 59,969 Partnership development 40,818 - 40,818 - 40,818 Other 1,848,13			•	-		=	
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Insurance 25,880 - 25,880 - 25,880 Office supplies and postage 17,683 - 17,683 - 17,683 Information services 155,263 - 155,263 - 155,263 Professional fees 43,389 - 43,389 - 43,389 Bank charges 111,987 - 111,987 - 111,987 Depreciation 33,717 - 33,717 - 33,717 - 33,717 Grants and awards 183,932 - 183,932 - 183,932 Licenses and fees 9,415 - 9,415 - 9,415 Technology 44,162 - 44,162 - 44,162 Leadership summit 59,969 - 59,969 - 59,969 Partnership development 40,818 - 40,818 - 40,818 Other 1,848,134 - 1,848,134 61,841 1,909,975 Change in	3		,	-	,	-	,
Office supplies and postage 17,683 - 17,683 - 17,683 Information services 155,263 - 155,263 - 155,263 Professional fees 43,389 - 43,389 - 43,389 Bank charges 111,987 - 111,987 - 111,987 Depreciation 33,717 - 33,717 - 33,717 Grants and awards 183,932 - 183,932 - 183,932 Licenses and fees 9,415 - 9,415 - 9,415 Technology 44,162 - 44,162 - 44,162 Leadership summit 59,969 - 59,969 - 59,969 Partnership development 40,818 - 40,818 - 40,818 Other 36,859 - 36,859 29,841 66,700 Tehange in net assets 468,104 92,733 560,837 8,144 568,981 Net assets: Beginning of year 2,442,892 624,022 3,066,914 133,913 3,200,827	•		·	-		-	•
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Professional fees 43,389 - 43,389 - 43,389 Bank charges 111,987 - 111,987 - 111,987 Depreciation 33,717 - 33,717 - 33,717 Grants and awards 183,932 - 183,932 - 183,932 Licenses and fees 9,415 - 9,415 - 9,415 Technology 44,162 - 44,162 - 44,162 Leadership summit 59,969 - 59,969 - 59,969 Partnership development 40,818 - 40,818 - 40,818 Other 36,859 - 36,859 29,841 66,700 Change in net assets 468,104 92,733 560,837 8,144 568,981 Net assets: Beginning of year 2,442,892 624,022 3,066,914 133,913 3,200,827			•	-		-	
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Licenses and fees 9,415 - 9,415 - 9,415 Technology 44,162 - 44,162 - 44,162 Leadership summit 59,969 - 59,969 - 59,969 Partnership development 40,818 - 40,818 - 40,818 Other 36,859 - 36,859 29,841 66,700 Leadership summit - 40,818 - 40,818 - 40,818 - 40,818 - 66,700 Other 36,859 - 1,848,134 61,841 1,909,975 Change in net assets 468,104 92,733 560,837 8,144 568,981 Net assets: Beginning of year 2,442,892 624,022 3,066,914 133,913 3,200,827	•		•	-		-	•
Technology 44,162 - 44,162 - 44,162 - 44,162 Leadership summit 59,969 - 59,969 - 59,969 - 59,969 - 59,969 - 59,969 - 40,818 - 40,818 - 40,818 - 40,818 - 40,818 - 40,818 - 66,700 - 36,859 29,841 66,700 - 66,700 - 1,848,134 - 1,848,134 61,841 1,909,975 - 1,848,134 - 1,848,134 - 3,066,837 8,144 568,981 - 568,981 - 3,066,914 - 33,913 3,200,827 - 3,066,914 133,913 3,200,827 - 3,066,914 - 33,913 3,200,827 - 3,066,914 - 3,066			•	-		-	•
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Partnership development Other 40,818 36,859 - 40,818 36,859 - 36,859 29,841 - 40,818 66,700 1,848,134 - 1,848,134 61,841 1,909,975 Change in net assets 468,104 92,733 560,837 8,144 568,981 Net assets: Beginning of year 2,442,892 624,022 3,066,914 133,913 3,200,827	37		•	=	•	=	,
Other 36,859 - 36,859 29,841 66,700 1,848,134 - 1,848,134 61,841 1,909,975 Change in net assets 468,104 92,733 560,837 8,144 568,981 Net assets: Beginning of year 2,442,892 624,022 3,066,914 133,913 3,200,827	Leadership summit		59,969	-	59,969	-	59,969
1,848,134 - 1,848,134 61,841 1,909,975 Change in net assets 468,104 92,733 560,837 8,144 568,981 Net assets: 899,000 890,000 890,000 133,913 3,200,827 Beginning of year 2,442,892 624,022 3,066,914 133,913 3,200,827	Partnership development		40,818	-		-	40,818
Change in net assets 468,104 92,733 560,837 8,144 568,981 Net assets: Beginning of year 2,442,892 624,022 3,066,914 133,913 3,200,827	Other		36,859		36,859	29,841	66,700
Net assets: Beginning of year 2,442,892 624,022 3,066,914 133,913 3,200,827			1,848,134		1,848,134	61,841	1,909,975
Beginning of year <u>2,442,892</u> <u>624,022</u> <u>3,066,914</u> <u>133,913</u> <u>3,200,827</u>	Change in net assets		468,104	92,733	560,837	8,144	568,981
Beginning of year <u>2,442,892</u> <u>624,022</u> <u>3,066,914</u> <u>133,913</u> <u>3,200,827</u>	Net assets:						
End of year \$ <u>2,910,996</u> <u>716,755</u> <u>3,627,751</u> <u>142,057</u> <u>3,769,808</u>			2,442,892	624,022	3,066,914	133,913	3,200,827
	End of year	\$	2,910,996	716,755	3,627,751	142,057	3,769,808

		Association			
		Temporarily	Unrestricted		
	Unrestricted	Restricted	Total	Certification	Total
Revenues:	 			· · · · · · · · · · · · · · · · · · ·	
Membership dues	\$ 1,309,001	-	1,309,001	-	1,309,001
Subscription and advertising	160,174	-	160,174	-	160,174
Less direct costs	(159,063)	-	(159,063)	-	(159,063)
Conferences	529,865	-	529,865	-	529,865
Less direct costs	(352,331)	-	(352,331)	-	(352,331)
Competitions	139,804	-	139,804	-	139,804
Less direct costs	(184,065)	-	(184,065)	-	(184,065)
Contributions	164,775	43,750	208,525	-	208,525
Other	100,720	-	100,720	63,304	164,024
Management fee	10,000	-	10,000	(10,000)	-
Interest and dividends	69,293	15,646	84,939	1,260	86,199
Realized and unrealized gain (loss) on investments	(42,822)	17,434	(25,388)	(414)	(25,802)
Net assets released from restrictions	22,984	(22,984)			<u> </u>
	1,768,335	53,846	1,822,181	54,150	1,876,331
Expenses:					
Salaries and wages	656,586	_	656,586	31,000	687,586
Payroll taxes	49,082	_	49,082	-	49,082
Employee benefits	98,093	_	98,093	_	98,093
Rent and utilities	113,129	_	113,129	_	113,129
Travel and entertainment	106,008	_	106,008	_	106,008
Newsletters and mailings	48,825	_	48,825	_	48,825
Membership retention	20,521	_	20,521	_	20,521
Insurance	26,494	_	26,494	_	26,494
Office supplies and postage	10,819	_	10,819	_	10,819
Information services	125,569	_	125,569	_	125,569
Professional fees	59,575	_	59,575	_	59,575
Bank charges	100,751	_	100,751	_	100,751
Depreciation	35,392	_	35,392	_	35,392
Grants and awards	174,642	_	174,642	_	174,642
Licenses and fees	8,161	_	8,161	_	8,161
Technology	36,469	_	36,469	_	36,469
Leadership summit	64,256	_	64,256	_	64,256
Partnership development	32,109	_	32,109	_	32,109
Other	15,349		15,349	27,546	42,895
	1,781,830	<u>-</u>	1,781,830	58,546	1,840,376
Change in net assets	(13,495)	53,846	40,351	(4,396)	35,955
Net assets:					
Beginning of year	2,456,387	570,176	3,026,563	138,309	3,164,872
End of year	\$ 2,442,892	624,022	3,066,914	133,913	3,200,827

