LUTHERAN SERVICES IN AMERICA, INCORPORATED

FINANCIAL STATEMENTS

YEARS ENDED JUNE 30, 2017 AND 2016

LUTHERAN SERVICES IN AMERICA, INCORPORATED TABLE OF CONTENTS YEARS ENDED JUNE 30, 2017 AND 2016

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INDEPENDENT AUDITORS' REPORT

Board of Directors Lutheran Services in America, Incorporated Washington, DC

Report on the Financial Statements

We have audited the accompanying statements of financial position of Lutheran Services In America, Incorporated (the Organization) as of June 30, 2017 and 2016, and the related statements of activities, functional expenses, and cash flows 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.



Board of Directors Lutheran Services in America, Incorporated

Clifton Larson Allen LLP

Opinion

In our opinion the financial statements referred to above present fairly, in all material respects, the financial position of the Organization as of June 30, 2017 and 2016, and the changes in its net assets, functional expenses, and its cash flows for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

CliftonLarsonAllen LLP

Baltimore, Maryland September 11, 2017

LUTHERAN SERVICES IN AMERICA, INCORPORATED STATEMENTS OF FINANCIAL POSITION JUNE 30, 2017 AND 2016

| | 2017 | | 2016 |
|--|------|--|--|
| ASSETS | | | |
| CURRENT ASSETS Cash and Cash Equivalents Short-term Certificates of Deposit Pledges Receivable Accounts Receivable Prepaid Expenses | \$ | 677,982 550,000 27,334 24,911 19,149 | \$ 688,045 750,000 17,101 66,125 29,784 |
| Total Current Assets | | 1,299,376 | 1,551,055 |
| ASSETS LIMITED AS TO USE Cash Held for Managed Networks Restricted Cash Held for Grant Total Assets Limited as to Use | | 112,825 695,404 808,229 | 180,525 395,817 576,342 |
| | | | |
| LONG-TERM CERTIFICATES OF DEPOSIT | | 600,000 | 400,000 |
| PLEDGES RECEIVABLE, NET OF CURRENT PORTION | | 63,666 | 850 |
| FIXED ASSETS Information Technology Less Accumulated Depreciation Total Fixed Assets | | 272,070 269,571 2,499 | 272,070 267,071 4,999 |
| Total Fixed Addition | | | .,,,,, |
| Total Assets | \$ | 2,773,770 | \$ 2,533,246 |
| LIABILITIES AND NET ASSE | гѕ | | |
| CURRENT LIABILITIES Accounts Payable and Accrued Expenses Grants Payable Lease Abandonment Obligation Deferred Revenue: | \$ | 221,825 316,562 17,688 | \$ 182,131 - 27,786 |
| Deferred Dues Revenue Deferred Grant Revenue | | 206,383 276,949 | 369,977 317,545 |
| Total Current Liabilities | | 1,039,407 | 897,439 |
| DEPOSIT LIABILITIES Deposits Held for Managed Networks | | 112,825 | 180,525 |
| Total Liabilities | | 1,152,232 | 1,077,964 |
| NET ASSETS Unrestricted Temporarily Restricted | | 1,457,973 163,565 | 1,253,610 201,672 |
| Total Net Assets | | 1,621,538 | 1,455,282 |
| Total Liabilities and Net Assets | \$ | 2,773,770 | \$ 2,533,246 |

LUTHERAN SERVICES IN AMERICA, INCORPORATED STATEMENTS OF ACTIVITIES YEARS ENDED JUNE 30, 2017 AND 2016

| | | 2017 | | | 2016 | |
|---|--------------|-------------|--------------|--------------|-------------|--------------|
| | | Temporarily | | | Temporarily | |
| | Unrestricted | Restricted | Total | Unrestricted | Restricted | Total |
| REVENUES, CONTRIBUTIONS AND OTHER SUPPORT | | | | | | |
| Membership Dues | \$ 988,577 | \$ - | \$ 988,577 | \$ 951,660 | \$ - | \$ 951,660 |
| Events - Conferences and Training | 367,344 | - | 367,344 | 382,209 | - | 382,209 |
| Service Fees and Others | 361,832 | - | 361,832 | 238,112 | - | 238,112 |
| Investment Income | 14,781 | 7,875 | 22,656 | 18,604 | 2,466 | 21,070 |
| Contributions - ELCA | 400,000 | - | 400,000 | 385,767 | - | 385,767 |
| Contributions - LCMS | 39,000 | - | 39,000 | 126,000 | - | 126,000 |
| Contributions - Other | 246,891 | - | 246,891 | 125,794 | 250 | 126,044 |
| Grants | <u>-</u> | 1,072,246 | 1,072,246 | | 952,805 | 952,805 |
| | 2,418,425 | 1,080,121 | 3,498,546 | 2,228,146 | 955,521 | 3,183,667 |
| Net Assets Released from Restrictions | 1,118,228 | (1,118,228) | | 869,125 | (869,125) | |
| Total Revenues, Contributions and Other Support | 3,536,653 | (38,107) | 3,498,546 | 3,097,271 | 86,396 | 3,183,667 |
| EXPENSES | | | | | | |
| Program Services | 2,610,387 | - | 2,610,387 | 2,348,961 | _ | 2,348,961 |
| Supporting Services: | | | | | | |
| Management and General | 537,473 | - | 537,473 | 566,949 | - | 566,949 |
| Fundraising | 184,430 | - | 184,430 | 175,726 | - | 175,726 |
| Total Supporting Services | 721,903 | _ | 721,903 | 742,675 | - | 742,675 |
| Total Expenses | 3,332,290 | | 3,332,290 | 3,091,636 | | 3,091,636 |
| CHANGES IN NET ASSETS | 204,363 | (38,107) | 166,256 | 5,635 | 86,396 | 92,031 |
| Net Assets - Beginning of Year | 1,253,610 | 201,672 | 1,455,282 | 1,247,975 | 115,276 | 1,363,251 |
| NET ASSETS - END OF YEAR | \$ 1,457,973 | \$ 163,565 | \$ 1,621,538 | \$ 1,253,610 | \$ 201,672 | \$ 1,455,282 |

LUTHERAN SERVICES IN AMERICA, INCORPORATED STATEMENTS OF FUNCTIONAL EXPENSES YEARS ENDED JUNE 30, 2017 AND 2016

2017 2016 Supporting Services Supporting Services Management Total Supporting Management Total Supporting Program Total Program Total Services and General Fundraising Services Expenses Services and General Fundraising Services Expenses **EXPENSES** Staff Compensation and Benefits \$ 1,115,904 \$ 221,849 \$ 139,116 \$ 360,965 \$ 1,476,869 \$ 1,073,891 \$ 274,745 \$ 129,014 \$ 403,759 \$ 1,477,650 Travel 52,896 25.851 3.924 29.775 82.671 61.927 51.891 2.868 54.759 116.686 219,506 389,331 22,486 Professional Services Purchased 147,974 21,851 169,825 151,656 111,895 134,381 286,037 Financial Expenses 8,181 15,404 729 16,133 24,314 12,283 10,358 1,321 11,679 23,962 **Event - Facilities and Programs** 233,555 11,287 11,287 244,842 256,523 3,050 10,000 13,050 269,573 Office and Related Expenses 21.844 2.200 98.834 120.678 53.499 96.634 63.500 47.355 6.144 116.999 **External Communications** 24,822 1,300 46,900 1,609 48,509 73,331 27,014 38,548 39,848 66,862 Printing and Mailing 15,487 15,099 2,573 17,672 33,159 22,555 4,281 47 4,328 26,883 Telecom and Information Technology 25.648 2.364 51.294 39.342 1.035 40.377 66.025 25.385 23.545 25.909 649,470 **Programmatic Subgrants to Members** 796,270 796,270 649,470 Other Expenses 21,191 2,758 851 3,609 24,800 4,757 1,281 182 1,463 6,220 Allocated 75,083 (85,625)10,542 (75,083)

721,903 \$

3,332,290

2,348,961

\$

566,949 \$

175,726

\$

742,675 \$

3,091,636

\$ 2,610,387 \$

537,473

184,430 \$

Total Expenses

LUTHERAN SERVICES IN AMERICA, INCORPORATED STATEMENTS OF CASH FLOWS YEARS ENDED JUNE 30, 2017 AND 2016

| | 2017 | | 2016 | | |
|---|------|-----------|------|-----------|--|
| CASH FLOWS FROM OPERATING ACTIVITIES | | | | | |
| Change in Net Assets | \$ | 166,256 | \$ | 92,031 | |
| Adjustments to Reconcile Change in Net Assets to Net | | | | | |
| Cash Provided by Operating Activities: | | | | | |
| Depreciation | | 2,500 | | 3,498 | |
| Effects of Changes in Operating Assets and Liabilities: | | | | | |
| Pledges Receivable | | (73,049) | | 17,089 | |
| Accounts Receivable | | 41,214 | | (28,032) | |
| Prepaid Expenses | | 10,635 | | 26,420 | |
| Accounts Payable and Accrued Expenses | | 39,694 | | (75,462) | |
| Grants Payable | | 316,562 | | - | |
| Deferred Revenue: | | | | | |
| Dues Revenue | | (163,594) | | 246,947 | |
| Grant Revenue | | (40,596) | | 317,545 | |
| Net Cash Provided by Operating Activities | | 299,622 | | 600,036 | |
| CASH FLOWS FROM INVESTING ACTIVITIES | | | | | |
| Purchases of Investments | | - | | - | |
| Net Change in Restricted Cash | | (299,587) | | (395,817) | |
| Net Cash Used by Investing Activities | | (299,587) | | (395,817) | |
| CASH FLOWS FROM FINANCING ACTIVITIES | | | | | |
| Payments for Abandonment of Lease | | (10,098) | | (10,098) | |
| · | | | | | |
| NET INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS | | (10,063) | | 194,121 | |
| Cash and Cash Equivalents - Beginning of Year | | 688,045 | | 493,924 | |
| CASH AND CASH EQUIVALENTS - END OF YEAR | \$ | 677,982 | \$ | 688,045 | |

LUTHERAN SERVICES IN AMERICA, INCORPORATED NOTES TO FINANCIAL STATEMENTS JUNE 30, 2017 AND 2016

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Background

Lutheran Services in America, Incorporated (the Organization) is one of the largest health and human services networks in the country, representing more than 300 Lutheran nonprofit organizations throughout the United States and the Caribbean. The Organization works to connect and empower its member organizations, which collectively provide a broad range of critical services, such as health care to children, family services, senior services, disaster relief, refugee services, disability support, housing, and employment support, to one in every fifty Americans annually. The Organization is affiliated with the Evangelical Lutheran Church in America (ELCA) and The Lutheran Church-Missouri Synod (LCMS).

Basis of Accounting and Presentation

The financial statements of the Organization have been prepared on the accrual basis of accounting and, accordingly, reflect all significant receivables, payables, and other liabilities. The financial statement presentation is in accordance with FASB ASC 958, *Not-for-Profit Entities*. Under ASC 958, the Organization is required to report information regarding its financial position and activities according to three classes of net assets: unrestricted, temporarily restricted, and permanently restricted.

Unrestricted net assets are the net assets that are neither permanently restricted nor temporarily restricted by donor-imposed stipulations.

Temporarily restricted net assets result from contributions that are subject to donor-imposed stipulations that require passage of time, the performance of a specified program, or the occurrence of a specific event. When conditions of the restrictions are satisfied, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statements of activities as net assets released from restrictions. Contributions received and unconditional pledges receivable are measured at their fair values and are reported as an increase in net assets.

Permanently restricted net assets result from contributions whose use is limited by donor-imposed stipulations that neither expire by the passage of time nor can be fulfilled or otherwise removed by the Organization's actions. The Organization has no permanently restricted net assets at June 30, 2017 and 2016.

The term "fiscal year" or "FY" is used at times in these financial statements. Such reference refers to the year in which June 30 falls.

Use of Estimates in Preparing Financial Statements

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 and disclosures. Accordingly, actual results could differ from those estimates.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Cash and Cash Equivalents

The Organization considers all short-term investments which are to be used for operations and have a maturity of three months or less when purchased to be cash equivalents. Cash and cash equivalents include \$150,000 of certificates of deposits that were previously longer term as of June 30, 2017 and 2016.

Certificates-of-Deposit

The investment in certificates-of-deposit are with the Mission Investment Fund of the ELCA with original maturities from one to four years as deemed appropriate by management to provide the necessary cash management flexibility. The certificates-of-deposit can be redeemed prior to maturity upon incurrence of a penalty. Certificates are stated at cost-basis which approximates fair value.

Pledges Receivable

Unconditional pledges receivable are recognized as revenue or gains in the period acknowledged. Conditional pledges are only recognized when the conditions on which they depend are substantially met. Unconditional pledges receivable are carried at fair value less an estimate made for doubtful pledges based on a review of all outstanding pledges on an annual basis. Management determines the allowance for doubtful pledges by using the historical experience applied to an aging of pledges. Pledges are written off when deemed uncollectible. No allowance was considered necessary at June 30, 2017 and 2016.

Accounts Receivable

Accounts receivable are primarily receivables for royalties, and amounts due from member and affiliated organizations. The Organization provides for losses on accounts receivable using the allowance method. The allowance is based on experience and other circumstances which may affect the ability of members and others to meet their obligations. No allowance was considered necessary at June 30, 2017 and 2016.

Assets Limited as to Use

Managed Networks: The Organization facilitates collaboration among its members for the purpose of advancing the ministries of the members. The collaborative groups are called Networks. The Organization provides fiscal agent services for some of these Networks, which are referred to as Managed Networks in the financial statements. Cash held for managed networks and the related deposit liability was \$112,825 and \$180,525 at June 30, 2017 and 2016, respectively.

Cash Held for Grant: The Organization has set up a separate bank account to segregate from other revenue sources the money it has received related to a grant from the Margaret A. Cargill Philanthropies.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Fixed Assets

All individual acquisitions of equipment in excess of \$2,000 and all expenditures for repairs, maintenance, renewals and betterments that materially prolong the useful lives of assets are capitalized. Information technology consists of computer equipment and software applications. These assets are depreciated on the straight-line method over their estimated useful lives, which is 3 years. Purchased equipment is carried at cost. Donated equipment is carried at fair value at the date of donation, if sufficient fair market value can be evidenced.

Grants Payable

Grant commitments are charged to operations at the time the grants are approved. Grants are cancelled at the time of authorized action.

Revenue Recognition

Membership dues, event revenue, service fees and other contributions are recognized as revenue in the fiscal year to which they relate. Membership dues that are received in advance are recorded as deferred revenue.

Contributions and grants that are restricted by the donor are reported as increases in unrestricted net assets if the restrictions expire (that is, when a stipulated time restriction ends or purpose restriction is accomplished) in the reporting period in which the revenue is recognized. All other donor-restricted contributions and grants are reported as increases in temporarily or permanently restricted net assets in the reporting period in which the revenue is recognized, depending on the nature of the restrictions. When a restriction expires, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the Statements of Activities as net assets released from restrictions.

Functional Expenses

The costs of providing various programs and other activities have been summarized on a functional basis in the Statements of Activities.

Reclassifications

Certain prior year amounts have been reclassified for consistency with the current period presentation.

Income Taxes

The Organization is exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code (IRC) as an organization, which is not a private foundation. The Organization is generally exempt from federal and state income taxes. Unrelated business income may be subject to federal and state income taxes. Management believes that it has no material uncertain tax positions that would require recognition under the accounting codification quidance.

NOTE 2 FAIR VALUE MEASUREMENTS

The Fair Value Topic of the FASB Codification (the Codification) defines fair value 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 and sets out a fair value hierarchy. The fair value hierarchy gives the highest priority to quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). Inputs are broadly defined as assumptions market participants would use in pricing an asset or liability. The three levels of the fair value hierarchy are described below:

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

Level 2 - Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets:
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than observable quoted prices for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset or liability's measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used must maximize the use of observable inputs and minimize the use of unobservable inputs.

In determining the appropriate levels, the Organization performs a detailed analysis of the assets and liabilities that are subject to the fair value disclosures of the Codification.

Following is a description of the valuation methodologies used for assets measured at fair value at June 30, 2017 and 2016.

Certificates of Deposit - Valued using identical assets or liabilities in less active markets, such as dealer or broker markets, or survey of the dealer community by obtaining broker/dealer quotes on a daily basis.

NOTE 2 FAIR VALUE MEASUREMENTS (CONTINUED)

The following summarizes the Organization's investments using fair value measurements at June 30, 2017:

| | Level 1 | | Level 2 | Level 3 |
|-------------------------|---------|---|-----------------|---------|
| Certificates of Deposit | \$ | - | \$ 1,150,000 | \$ - |

The following summarizes the Organization's investments using fair value measurements at June 30, 2016:

| | Level 1 | | Level 2 | Level 3 |
|-------------------------|---------|---|-----------------|---------|
| Certificates of Deposit | \$ | - | \$ 1,150,000 | \$ - |

NOTE 3 PLEDGES RECEIVABLE

Pledges receivable are due to be collected in the following periods:

| | 2017 | 2016 |
|--------------------|--------------|--------------|
| Less Than One Year | \$ 27,334 | \$ 17,101 |
| One to Five Years | 63,666 | 850 |
| Total | \$ 91,000 | \$ 17,951 |

NOTE 4 MARGARET A. CARGILL PHILANTHROPIES GRANT

In August 2015, LSA received a grant from Margaret A. Cargill Philanthropies (MACP) to support the Great Plains Senior Services Cooperative. The grant provided a maximum of \$2,535,000 in funding over three years, beginning October 1, 2015, in which each year's funding is dependent upon the acceptance by MACP of LSA's annual report for the previous grant year. Recognizing that its review process may not be completed by the beginning of a grant year, MACP prefunds a portion of the next year's grant, which is currently recorded as Deferred Grant Revenue on the Statement of Financial Position.

Additionally, LSA has sub-grants with two other organizations to conduct major programmatic elements of the grant on behalf of LSA. As of June 30, 2017 and 2016, \$316,562 and \$0, respectively, of budget funding for the subsequent year of the grant had not yet been disbursed to these sub-grantees and is currently recorded as Grants Payable on the Statement of Financial Position.

LUTHERAN SERVICES IN AMERICA, INCORPORATED NOTES TO FINANCIAL STATEMENTS JUNE 30, 2017 AND 2016

NOTE 5 TEMPORARILY RESTRICTED NET ASSETS

Temporarily restricted net assets are available for the following purposes:

| | 2017 | | | 2016 |
|--|------|---------|----|---------|
| OASIS | \$ | 59,786 | \$ | 59,786 |
| LSCE: Children Youth & Family & RBLI | | 33,061 | | - |
| LSEE: Home & Community Support | | 23,019 | | - |
| Social Ministry Organization Capacity Building | | 20,719 | | 20,719 |
| Board Development | | 10,780 | | 10,780 |
| Margaret A. Cargill Philanthropies | | 9,248 | | 28,721 |
| ELCA Community Development | | 3,053 | | 3,053 |
| Annie E. Casey Foundation | | 2,453 | | 4,850 |
| ECLA: Reformation | | 1,196 | | - |
| Twin Lakes Berg Memorial Fund | | 250 | | 250 |
| ELCA LSCE - CYF | | - | | 36,775 |
| ELCA LSEE | | _ | | 36,738 |
| Total | \$ | 163,565 | \$ | 201,672 |

Donors typically do not provide specific timeframes in which to use contributions, but the Organization anticipates that the majority of its temporarily restricted assets will be released over the next twelve to thirty-six months.

NOTE 6 NET ASSETS RELEASED FROM RESTRICTIONS

All net assets released from temporary donor restrictions were for programmatic purposes, and the amounts were as follows during the years ended June 30:

| | 2017 | 2016 |
|---|-----------------|---------------|
| Margaret A. Cargill Philanthropies | \$ 912,943 | \$ 712,450 |
| LSEE: Home & Community Support | 56,982 | - |
| ELCA LSCE - CYF | 36,775 | - |
| ELCA LSEE | 36,738 | - |
| LSCE: Children Youth & Family & RBLI | 26,939 | - |
| ELCA: Reformation | 19,304 | - |
| LCMS: Advocacy Support | 16,000 | - |
| Twin Lakes Berg Memorial Fund | 10,150 | 30,000 |
| Annie E. Casey Foundation | 2,397 | 1,750 |
| ELCA LSCE: Children Youth and Family | - | 38,225 |
| ELCA LSCE: Experiential Innovation Tour | - | 20,938 |
| ELCA LSEE: Senior Services Project | - | 63,262 |
| The ARC | | 2,500 |
| Total | \$ 1,118,228 | \$ 869,125 |

LUTHERAN SERVICES IN AMERICA, INCORPORATED NOTES TO FINANCIAL STATEMENTS JUNE 30, 2017 AND 2016

NOTE 7 PROGRAM SERVICES

The Organization conducted the following programs during the years ended June 30:

| | 2017 | 2016 |
|---|-----------------|-----------------|
| Creating Member Solutions | \$ 1,612,057 | \$ 1,240,254 |
| Leadership Development and Convenings | 553,381 | 691,572 |
| LSA Advocacy/Public Policy | 272,282 | 172,509 |
| Raising Visibility for Lutheran Social Ministry | 172,667 | 244,626 |
| Total | \$ 2,610,387 | \$ 2,348,961 |

NOTE 8 LEASE COMMITMENTS

The Organization previously leased an office in Washington, DC, under an operating sublease. The lease provided for base monthly rentals of \$2,876 through May 1, 2018, and was subject to annual escalation provisions. In March 2013, the Organization terminated this lease and negotiated the maximum termination liability of \$101,321 for the remainder of the lease term with the lessor. At June 30, 2017 and 2016, the lease abandonment obligation was \$17,688 and \$27,786, respectively.

The Organization leases its Washington, DC operating facility under a five year lease that commenced July 1, 2013. The lease provides for base monthly rentals of \$7,942 through June 30, 2018, and is subject to annual escalation provisions. Effective March 1, 2015 the Organization entered into a one year sublease for an additional space at a monthly rental of \$1,206.

Total rent expense, including all leases, for the years ended June 30, 2017 and 2016 was \$107,810 and \$105,630, respectively.

NOTE 9 RETIREMENT PLAN

The Organization has established a 403(b) Retirement Plan. Employees who work 20 or more hours a week and have attained age 18 are eligible to participate in the Plan. Employees may make contributions to the Plan up to the maximum amount allowed by the IRS. The Organization provides a matching contribution of 100% of participant contributions, up to 3% of annual salary as of June 30, 2017. All contributions to the Plan are 100% vested immediately. The Organization recorded employer match expenses of \$33,877 and \$36,588 for the years ended June 30, 2017 and 2016, respectively.

NOTE 10 CONCENTRATION OF CREDIT RISK

The Organization maintains its cash in one commercial bank. Balances are insured by the Federal Deposit Insurance Corporation (FDIC) up to specified limits. Balances in excess of FDIC limits are uninsured. The balance on deposit was \$289,164 and \$500,185 at June 30, 2017 and 2016, respectively.

NOTE 10 CONCENTRATION OF CREDIT RISK (CONTINUED)

Cash equivalents and certificate of deposits are maintained with the Lutheran Church Extension Fund of The Lutheran Church - Missouri Synod, and the Mission Investment Fund of the ELCA. These accounts are uninsured. The balances on deposit with these entities as of June 30, 2017 and 2016, amount to \$2,401,247 and \$2,005,125, respectively.

NOTE 11 CONCENTRATION OF REVENUE

Contributions to the Organization from ELCA and LCMS accounted for 17 percent of total revenues in 2017 and 16 percent of revenue in 2016. The amounts received during the current year are disclosed within the financial statements.

NOTE 12 SUBSEQUENT EVENTS

Management evaluated subsequent events through September 11, 2017, the date the financial statements were available to be issued. Events or transactions occurring after June 30, 2017, but prior to September 11, 2017 that provided additional evidence about conditions that existed at June 30, 2017, have been recognized in the financial statements for the year ended June 30, 2017. Events or transactions that provided evidence about conditions that did not exist at June 30, 2017, but arose before the financial statements were available to be issued, have not been recognized in the financial statements for the year ended June 30, 2017.