



Financial Management Training Series Session # 2 Understanding Nonprofit Financial Health

Participant Manual



Initiative Overview

Hartford Foundation for Public Giving's team and <u>Fiscal Management Associates</u> (FMA) have partnered to deliver a Financial Management Training series (October 2020 – February 2021) to increase the **financial and operational stability and resiliency** of a cohort of organizations. Together, we believe that if organizations are rooted in a sound financial position and develop discipline around financial and operational practices, then they will be better positioned to deliver innovative programs in support of their mission. Through virtual convenings, and coaching, organizations in this cohort will work towards becoming more durable and resilient in the face of challenging times.

Key Program Activities

Each organization participates in the following:

- Organization pre-assessment for baseline capacity and financial practices
- Development of a multi-year financial health trends analysis for each participant
- Hands-on learning activities in a workshop setting, and as part of a series of virtual convenings
- **Coaching** geared toward creating space for each organization's specific context and helping leaders hold themselves accountable

Core Topics





Today's Session: Understanding Nonprofit Financial Health





Guide to General Accepted Accounting Principles (GAAP) Financial Statements & 990

External Reporting Requirements

GAAP Financial Statements	IRS Form 990				
 Refer to By-laws State Reporting Requirements* Funders? 	 Form 990 Form 990-EZ Form 990-N 				
toto of OT . Annual grade revenue in success of $\Phi = 0.000$ requires submitting financial					

* State of CT – Annual gross revenue in excess of \$500,000 requires submitting financial statement audit

Required Components

- Financial statements:
 - o Statement of Financial Position (Balance Sheet)
 - o Statement of Activities (Income Statement)
 - o Statement of Functional Position
 - Statement of Cash Flows
 - Footnotes Disclosures
- Other Potential Deliverables:
 - Opinion Letter (for audit): Standard letter in all audits stating the role of the management and auditor, as well as the auditor's "opinion" of the organization's financial management
 - o Accountant's Review Report (for review)
 - Management Letter (if applicable): Optional letter issued by the auditor outlining concerns or questions that may have come up during the audit

* GAAP basis accounting requires accrual basis of accounting

The IRS Form 990

An information return for organizations exempt from income tax which provides the IRS and state charity agencies information to assisted them in enforcing the laws government nonprofits.

All nonprofits with revenue over \$50,000 must submit the 990 or 990EZ.

Form 990			Return of Organization Exempt Under section 501(c), 527, or 4947(a)(1) of the Internal Reven	ue Code (except	private found	lations)	20 17
e Ner	rnal Rev	of the Treasury enue Service	 Do not enter social security numbers on this form Go to www.irs.gov/Form990 for instructions and 	nd the latest inf			Open to Publi Inspection
	For th			17, and ending			, 20
	Check	if applicable:	C Name of organization		DE	Imployer	identification number
1	Addres	as change	Doing business as				
1	Name	change	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	ET	elephone	number
	Initial r	eturn					
j,		betanimet/mut	City or town, state or province, country, and ZIP or foreign postal code				
	Ameno	ded return			G	Bross rece	ipts \$
	1		cribe the organization's mission or most significant activi		more than 2	5% of it	s net assets.
	23	Check this Number o	box ► ☐ if the organization discontinued its operations f voting members of the governing body (Part VI, line 1a).	or disposed of	more than 2	3	s net assets.
	2	Check this Number o Number o	box ► ☐ if the organization discontinued its operations of voting members of the governing body (Part VI, line 1a) independent voting members of the governing body (Pa	or disposed of rt VI, line 1b)	more than 2		s net assets.
	234	Check this Number o Number o Total num	box ► ☐ if the organization discontinued its operations f voting members of the governing body (Part VI, line 1a).	or disposed of rt VI, line 1b) , line 2a)	more than 2	3 4	s net assets.
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	2 3 4 5 6 7 a b 8 9 10	Check this Number o Number o Total num Total num Total unrela Net unrela Contributi Program s Investmer	box ▶ _ if the organization discontinued its operations i voting members of the governing body (Part VI, line 1a) independent voting members of the governing body (Part ber of individuals employed in calendar year 2014 (Part V ber of volunteers (estimate if necessar) table business revenues from Part VIII, column (C), line 12 ted business traable income from Form 900-T, line 34 more and grants (Part VIII, line 1h) ervice revenue (Part VIII, lines 34, and 7d)	or disposed of rt VI, line 1b) , line 2a)		3 4 5 6 7a	
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Statement of Financial Position (Balance Sheet)

The Statement of Financial Position is a financial statement that reports the assets, liabilities, and net assets of an organization on a given date. In the audit, it reflects the accumulated operating results for the life of an organization.





NONPROFIT ORG, INC. STATEMENT OF FINANCIAL POSITION JUNE 30, 2019 and 2018

ASSETS

2040

2040

	Assets:	2019	2018
	Assets: Cash	\$274,139	\$297,389
	Pledges and contracts receivable	200.000	210.000
	Prepaid expenses	17,000	22,000
	Total Current Assets	491,139	529,389
)	Property and equipment, net of accumulated		
	depreciation \$27,505	39,393	64,393
	Other Assets - security deposit	12,000	<u>12,000</u>
	B Total Assets	\$ <u>542,532</u>	\$ <u>605,782</u>
	LIABILITIES AND NET ASSETS	6	
	Liabilities:		
	Accounts payable and accrued expenses	\$ 29,578	\$140,054
	Advances	51,300	78,500
ſ	Current portion of long-term debt	<u>10,500</u>	9,750
Į	Total Current Liabilities	91,378	228,304
	Long-term debt	<u>160,744</u>	170,494
	D Total Liabilities	252,122	<u>398,798</u>
_	Net Assets:		
E	Without donor restrictions	(38,427)	114,417
G	With donor restrictions	328,837	92,567
	G Total Net Assets	290.410	206,984
	Total Liabilities and Net Assets	\$ <u>542,532</u>	\$ <u>605,782</u>

Property and equipment, also referred to as fixed assets, are long-term assets such as a buildings that can not easily be converted into cash.

B Total assets are everything an organization owns such as cash, pledges receivable (e.g. pledges made but cash has not come in yet), and fixed assets. Assets are listed in order of liquidity with the most liquid (cash) on top.

Current portion of long-term debt is any debt due within the next year, and long-term debt is debt beyond the next year. Examples include mortgages and loans.

С

G

Total liabilities are everything an organization owes such as outstanding bills, funds received for services not yet performed, and debt.

Net Assets Without Donor Restrictions are the difference between assets without donor restrictions and liabilities. Net assets without donor restrictions are an organization's equity. This number matches the Net Assets Without Donor Restrictions – end of year on the Statement of Activities.

Net Assets With Donor Restrictions are equal to assets with restrictions as liabilities do not have restrictions.

Total Net Assets are the difference between assets and liabilities. This value has limited use without understanding the restriction levels.





Liquidity

Liquidity describes how easily you can access your assets as cash. Assets are listed on your Balance Sheet in order of liquidity, with the most liquid assets (cash) listed at the top.





Fixed Assets and Depreciation

Fixed Asset (aka Capital Assets)

An asset that is valued over a pre-determined dollar threshold and will benefit the organization beyond a time span of 1 year.

Depreciation

Depreciation is an accounting method of allocating the cost of a fixed asset over its useful life. Depreciation is defined as the reduction in the value of an asset with the passage of time, due in particular to wear and tear.

How it Works

Purchases of fixed assets provide value not only in the year that asset is purchased but over the full useful life of the asset. Rather than accounting for the full value of a large asset in the year it is purchased (e.g. a new building), depreciation is a way to account for how much of the asset is being used each year of its useful life.

For example, a fixed asset costing \$100,000 with a useful life of 10 years would be depreciated at \$10,000 each year for 10 years.



Capital for Change and Security



Months of Cash on Hand

Months of Cash-on-Hand represents the amount of cash the organization has available divided by the average monthly operating expenses of the organization. This metric does not remove any bills that need to be paid or distinguish between assets with and without donor restrictions that may both be included in cash.





Liquid Unrestricted Net Assets (LUNA)

LUNA represents the amount of cash, receivables, and investments (excluding fixed assets) without donor restrictions an organization has available to spend after board-designated reserves, bills, and debt are removed. LUNA consists of that portion of an organization's net assets balance without donor restrictions that could be converted to cash relatively easily if necessary. Months of LUNA is calculated as a percentage of average monthly operating expenses (excluding depreciation). LUNA represents an organization's financial strength and flexibility to pursue new opportunities or weather financial challenges.





Guide to GAAP Financial Statements & 990

Statement of Activities (Income Statement)

The Statement of Activities is a financial statement that shows our organizational performance over a specific period of time. Key information in this report includes:

- Revenue by type and restriction, as well as what has been released from restriction
- Expenses by function
- Fiscal year operating results

Operating Results

Operating Results measures the difference between the amount of revenue without donor restrictions an organization brings in and the amount it spends for one year. An **operating surplus** (positive number) means the organization brought in more than it spent. An **operating deficit** (negative number) means the organization spent more than it brought in.





NONPROFIT ORG, INC.

STATEMENT OF ACTIVITIES

FOR THE YEARS ENDED JUNE 30, 2019 and 2018

	Without Donor <u>Restrictions</u>	With Donor Restrictions	Total <u>2019</u>	<u>2018</u>
Revenue and support: Government contracts Grants and contributions, non-governmer Fundraising event Satisfaction of program restrictions Interest income	\$ 692,998 at 188,760 A 333,930 3.915	559,100 11,100 (333,930)	\$ 692,998 747,860 11,100 3,915	659,650 834,982 12,500 <u>4,578</u>
Total revenue and support	B 1,219,603	F 236,270	1,455,873	1,511,710
Expenses: Program A Program B Program C Program D	357,953 118,378 381,238 229,861		357,953 118,378 381,238 229,861	387,997 127,738 380,694 <u>232,894</u>
Total program expenses	1,087,430		1,087,430	1,129,323
<u>Supporting Services</u> Administrative and general Fundraising	118,058 <u>166,959</u>		118,058 	128,765 <u>170,780</u>
Total expenses	<u>C 1,372,447</u>		<u>1,372,447</u>	<u>1,428,868</u>
Change in net assets	(152,844)	236,270	83,426	82,842
Net assets - beginning of year	114,417	92,567	206,984	<u>124,142</u>
Net assets - end of year	E \$ <u>(38,427)</u>	\$ <u>328,837</u>	<u>\$ 290,410</u>	<u>\$ 206,984</u>

- A Satisfaction of program restrictions (under the without donor restrictions column) is the amount of revenue that met donor restrictions (time and/or purpose) and was previously revenue with donor restrictions.
- B Total revenue and support without donor restrictions is the amount of revenue that was available to use. It includes any revenue released from restriction, where the donor restrictions (time and/or purpose) were met.
- Total expenses are all expenses for the year. Expenses are not restricted.
- Change in net assets without donor restrictions (negative \$153K in this case) is the amount of surplus or deficit during the time period. This is the organization's operating results.
- Net assets <u>without donor restrictions</u> end of year is the total net assets without donor restrictions accumulated during the life of the organization. This number matches the Net Assets Without Donor Restrictions on the Statement of Financial Position.
- F Revenue with donor restrictions is the amount of revenue pledged within the timeframe that has not met donor restrictions (time and/or purpose).



GAAP Financials vs. 990

GAAP: Statement of Activities

	NT OF ACTIVITE	\$		
FOR THE YEARS EN	and the substantional			
	Without Donor Exerticitions	With Donor Restrictions	Total 2013	2015
Revenue and support Government contracts Grants and contributions, non-government Fundacions over Satisfaction of program metrictions Interest income	\$ 652.998 188,700 333,936 3,915	555,100 15,100 (333,900)	\$ 692,998 747,050 11,100 	669.650 834.982 12.500 <u>4.578</u>
Total revenue and support	1,219,603	236,270	1,455,873	1,511,710
Expenses Program A Program B Program C Program D	367,963 118,378 381,238 		367,963 118,378 381,238 	387 997 127,738 380,654 <u>732,854</u>
Total program expenses	1.087,430		1,087,430	1,129,323
Supporting Services Administrative and general Fundraising	118.058 156.959	5	118.058 196.959	128,765 579,739
Total expenses	1.372.447		1.372.447	1.425.858
Change in net assets	(152,844)	236,270	83,426	82,842
Net assets - beginning of year	114.417	92.567	206.954	124,142
Net assets - end of year	\$ (38.427)	5.328.637	5.290.410	\$ 205.954

990: Stmt of Revenues (Part VIII)



990: Stmt of Expenses (Part IX)

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Activity: Calculating Metrics

We will place you into breakout groups.

As a group, using the sample financials provided or your organization's financials, discuss the following questions:

- > What questions do you have as you review the statements?
- > What do you notice about LUNA and/or months of cash on hand?

Reflect on anything you'd like to share with the larger group when we debrief.

Community Arts Organization, Inc. Statement of Financial Position As of June 30, 2019 and 2018					
ASSETS	2019	2018			
Current Assets					
Cash	\$ 257,590	\$ 286,052			
Accounts Receivable	82,482	67,697			
Prepaid Expenses	21,200	17,259			
Total Current Assets	361,272	371,008			
Non-Current Assets					
Property and Equipment, Net	1,506,326	1,545,689			
TOTAL ASSETS	\$ 1,867,598	\$ 1,916,697			
LIABILITIES AND NET ASSETS					
Current Liabilities					
Accounts Payable	\$ 104,434	\$ 101,369			
Current Portion of Mortgage Payable	36,442	31,573			
Deferred Revenue Total Current Liabilities	917 141,793	<u>1,084</u> 134,026			
Non-Current Liabilities					
Long-Term Mortgage Payable	1,028,713	1,065,155			
TOTAL LIABILITIES	\$ 1,170,506	\$ 1,199,181			
NET ASSETS					
Net Assets without Donor Restriction	492,947	576,734			
Net Assets with Donor Restriction	204,145	140,782			
TOTAL NET ASSETS	\$ 697,092	\$ 717,516			
TOTAL LIABILITIES AND NET ASSETS	\$ 1,867,598	\$ 1,916,697			



Community Arts Organization, Inc. Statement of Activities For The Year Ended June 30, 2019 With Comparative Totals for 2018

		2019	2018
	Without Donor Restriction	With Donor Restriction Total	Total
REVENUES			
Government Grants & Contracts	\$ 978,042	\$ 77,162 \$ 1,055,20	4 \$ 1,108,731
Foundations and Corporations	389,319	272,500 661,81	9 569,379
Individuals	98,389	2,048 100,43	7 43,885
Fundraising Events (Net of Expenses)	80,978	3,868 84,84	6 100,061
Interest	220	- 22	0 34
Miscellaneous Earned Revenue	32,473	- 32,47	3 10,100
In-Kind	21,785	- 21,78	5 37,366
Net Assets Released from Restrictions	292,215	(292,215)	
TOTAL REVENUES AND PUBLIC SUPPORT	\$1,893,421	\$ 63,363 \$1,956,78	4 \$1,869,556
EXPENSES			
Program Services	\$ 1,419,559	\$ - \$ 1,419,55	9 \$ 1,396,897
Management & General	339,190	339,19	0 221,264
Development	218,459	218,45	9 162,946
TOTAL EXPENSES	\$1,977,208	\$ - \$1,977,20	8 \$1,781,107
CHANGE IN NET ASSETS	\$ (83,787)	\$ 63,363 \$ (20,42	4) \$ 88,449
NET ASSETS AT BEGINNING OF YEAR	576,734	140,782 717,51	6 629,067
NET ASSETS AT END OF YEAR	\$ 492,947	\$ 204,145 \$ 697,09	2 \$ 717,516



Statement of Functional Expenses

A

The Schedule of Functional Expenses reports expenses by their function (program, management & general, and fundraising) and by the nature of expense (salaries, rent).

NONPROFIT ORG, INC. STATEMENT OF FUNCTIONAL EXPENSES FOR THE YEAR ENDED JUNE 30, 2019

	-	F	Program Service	s		Supportin	g Services	
	Program A	Program B	Program C	Program D	Program Expenses	Management and General	Fundraising	<u>Total</u>
Salaries	\$168,189	\$ 67,710	\$247,474	\$129,323	\$612,696	\$ 74,120	\$ 75,697	\$ 762,513
Payroll taxes and								
Employee benefits	34,037	13,703	49,962	26,120	123,822	15,228	15,263	154,313
Rent	97.288	8,215	24,436	13,271	143,210	7.162	6,530	156.902
Utilities	2,935	1,180	3,509	1,906	9,530	1,029	938	11,497
Office cleaning	1,797	723	2,149	1,167	5,836	630	574	7.040
Consultants	6,989	3,237	8,668	7,440	26,334	1,887	46,987	75,208
Accounting & Auditing Fees	-	-	-	-	-	19,000	-	19,000
Office expense	6,123	2.462	7,248	3,945	19,778	2,122	1,921	23.821
Supplies	7,907	2,500	1,355	2.514	16,276	550	450	16.276
Telephone	7,591	3,052	9,078	4,930	24,651	2,661	2,426	29,738
Postage and messengers	1,500	750	600	1,584	4,434	1,784	4,000	10,218
Photocopying	135	145	80	2,565	2,925	280	110	3,315
Equipment leasing	3,535	1,421	4,227	2,296	11,479	1,239	1,130	13,848
Insurance	2,848	1,145	3,406	1,849	9,248	998	910	11,156
Local transportation	667	268	798	434	2,167	234	213	2,614
Meals and entertainment	1,798	723	1,371	125	4,017	1,000	2,026	7,043
Seminars and training	500	250	750	2,500	4,000	3,698	1,000	8,698
Fees	560	3,247	1,003	-	4,810	219	-	5,029
Data processing	496	199	593	322	1,610	174	158	1,942
Dues and subscriptions	385	532	130	683	1,730	375	185	2,290
Advertising	5,017	3,838	3,245	5,979	18,079	432	393	18,904
Depreciation	2,284	918	2,731	1,483	7,416	800	730	8,946
Miscellaneous	522	210	625		17,632	176	4,328	22,136
Total expenses	\$ <u>357.953</u>	\$ <u>118.378</u>	\$ <u>381.238</u>	\$ <u>229.861</u>	\$ <u>1.087.430</u>	C \$ <u>118.058</u>	D \$ <u>166.959</u>	E\$ <u>1.372.447</u>

- A **Expenses** are listed on the far left of the Statement of Functional Expenses. If applicable, this would include non-cash expenses such as depreciation and bad debt expense.
- B Program Expenses are expenses related to the direct provision of goods or services related to the organization's mission and purpose. This should include programs' portion of shared expenses (e.g. rent).
- Management and General, also referred to as General and Administration, includes expenses not directly associated with programs or programs' portion of shared expenses including activities such as oversight, business and financial management.
- **D** Fundraising, also referred to as Development, includes expenses incurred in soliciting individual donors, corporations, and foundations to contribute.
- **Total** is the sum of Program, Management and General and Fundraising expenses. This number matches the total expenses on the *Statement of Activities*.



Expense Rations

The percentage of funds spent by the organization in each functional area



GAAP: Statement of Functional Expenses

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	Date: A	towna	frankt.G	tourn.0	Property Experient
Sataran	\$198,585	\$ \$7,718	\$247,474	\$135,325	\$112,006
Payrol laves and					
Employee Serverths	34,5107	13,708	49.942	36,100	121.822
Rant	87,298	8,312	24.408	15,279	140,210
Unities	2.805	5,180	3,509	1,806	9,530
Office clearing	3,797	729	2,149	9.562	5.806
Consultantia	6.365	3.257	0.000	7.640	26,534
Accounting & Austing Free					
Office expense	6.125	2.462	7.248	3.945	16.778
5-golies	7.907	2.800	3,208	2.114	16,276
Tatesphone	7.581	1.042	9.079	4,800	24.801
Postage and messangers	1,500	758	000	1,584	4,404
Philosopying	1.25	142	80	2,545	2,005
Couprier's leasing	3.800	1.421	4,227	2,294	11,479
Transmission (Constraint)	2.848	1.145	3.408	1,849	9.348
and bangoriation	667	268 723	756	436	2,967
Usuals and entertainment	3,796	725	1,321	125	4,017
Semanans and transing	500	258	758	2,690	4,000
Femile	9480	3,247	1,003	a	4,810
Ceta processing	406	138	385	522	1,670
Dues and subscriptions	305	832	130	680	1,796
Advertising	5.417	3.636	3,245	1.979	18.079
Cegmergelan	2,264	918	2,734	1.483	-7,418
Maceharama	522	210		16,275	17 632
Total expension	1007-003	8118.375	8381236	\$225,851	10.007.000

990: Stmt of Functional Expenses (Part IX)

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Resource: StrongNonprofits.org



In collaboration with the Wallace Foundation, FMA has created a library of tools and resources to help organizations become "fiscally fit"



Session 2 Homework

1. Calculate Your Metrics

Using **your organization's audit** and the tool from today's activity, calculate the operating surplus, months of cash on hand, and month of LUNA for your two most recent fiscal years. If you do not have an audit, use the sample financials from the activity.

2. Budget Assessment

As a team, **discuss the following prompts and rate your organization** prior to the next training session. In addition, take some time as a team to talk through your current budget process. If you have time, we'd even recommend mapping it out "on paper!"

H	How well does your organization engage in the following budgeting best practices?							
	Our organization's Operating Budget:	Not Well	Moderately Well	Extremely Well				
1.	Helps our organization to achieve our mission and represents our values							
2.	Reflects the organization's financial and programmatic goals							
3.	Presents revenue and expense by programmatic/functional activity							
4.	Documents assumptions and cost allocation methodologies, which are applied consistently and are reasonable							
5.	 Includes capital expenses, such as: Loan interest payments Depreciation 							
6.	Presents revenue available for current year operations, including funding raised in prior years							
7.	Presents sources of funding (i.e. foundations, individual donors, earned income, etc.)							
8.	Provides a realistic outlook of what is likely to happen during this fiscal year							



How well does your organization engage in the following budgeting best practices?							
9.	Shows impact to organization's reserves (surplus = increase; deficit = depletion)						
10.	Is understandable to multiple users such as board, finance committee and program managers						
11.	Shows total program costs , not just expenses covered by specific grants or contracts (funded vs unfunded expenses)						
12.	Involves the appropriate stakeholders and at the appropriate time						
13.	Includes a narrative outlining significant changes from prior year and areas of risk						
14.	Receives board approval prior to the start of the fiscal year						
15.	Facilitates reporting of actual results compared to budget						
16.	Builds on lessons learned from previous budgeting processes						



Appendix Calculate Your Metrics – Answer Key

Exercise 1

Calculating Liquid Unrestricted Net Assets (LUNA)

Enter Data in Yellow Cells Grey Cells Calculate Automatically

Calculation:

Net Assets without Donor Restriction - (Net Fixed Assets - Debt Related to Fixed Assets) - Other Illiquid Assets

Liquid Unrestricted Net Assets (LUNA))		
Year:	2019	2018	
Source of Data:	Audit	Audit	
Net Assets without Donor Restriction	\$ 492,947	\$ 576,734	1
Fixed Assets, Net	\$1,506,326	\$ 1,545,689	
Less: Mortgages or Other Debt Related to Fixed Assets	\$1,065,155	\$ 1,096,728	
Fixed Assets less Mortgages	\$ 441,171	\$ 448,961	E
Liquid Unrestricted Net Assets (LUNA) (A - B)	\$ 51,776	\$ 127,773] (
Average Monthly Expenses (Annual Expenses / 12)	\$ 164,767	\$ 148,426] [
Months of LUNA (C / D)	0.31	0.86	
Question: What is the trend for this metric? Is it improving or not?]
Decreasing, which could be concerning.			



Exercise 2

Calculating Months of Cash on Hand

Enter Data in Yellow Cells Grey Cells Calculate Automatically

Calculation:

Cash & Cash Equivalents / Average Monthly Expenses

Months of Cash on Hand						
Year:		2019		2018		
Source of Data:		Audit		Audit		
Cash & Cash Equivalents	\$	257,590	\$	286,052		
Average Monthly Expenses (Annual Expenses ÷ 12)	\$	164,767	\$	148,426		
Months of Cash on Hand (A ÷ B)		1.56		1.93		

Question: What is the trend for this metric? Is it improving or not?

Decreasing, which could be a concern.

Exercise 3

Calculating Operating Results

Enter Data in Yellow Cells Grey Cells Calculate Automatically

Calculation:

Revenue without Donor Restrictions - Total Expenses

Change in Unrestricted Net Assets (Operating Surplus/ Deficit)				
Year:	2019]	
Source of Data:	Audit	Audit]	
Revenue without Donor Restrictions	\$1,893,421		A	
Total Expenses	\$1,977,208		E	
Change in Net Assets without Donor Restriction				
(Operating Surplus/ Deficit) (A - B)	\$ (83,787)	\$-		

Question: What is the trend for this metric? Is it improving or not?

Note: This metric cannot be calculated for 2018 because the revenue presented for that year is only in total.



Create a Zoom Name Badge



Zoom Controls





Zoom Annotation Functionality

