

**INTERFAITH WORKER JUSTICE**  
**FINANCIAL STATEMENTS**  
**AND SUPPLEMENTARY INFORMATION**

**As of December 31, 2013**  
**and for the Year Then Ended**

# INTERFAITH WORKER JUSTICE

## Annual Financial Report

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# Desmond & Ahern, Ltd.

CERTIFIED PUBLIC ACCOUNTANTS & CONSULTANTS

## **Independent Auditor's Report**

To the Board of Directors of  
Interfaith Worker Justice  
Chicago, IL

We have audited the accompanying financial statements of Interfaith Worker Justice (a nonprofit organization), which comprise the statement of financial position as of December 31, 2013, and the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements. The prior-year summarized comparative information has been derived from the Organization's December 31, 2012 financial statements, and, in our report dated March 1, 2013, we expressed an unmodified opinion on those 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.

### ***Auditor's Responsibility***

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

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

***Opinion***

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Interfaith Worker Justice as of December 31, 2013, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

***Other Matters***

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The accompanying supplementary information, as listed in the accompanying table of contents, is presented for purposes of additional analysis and is not a required part of the 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 financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the 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 financial statements as a whole.

*Desmond & Akers, Ltd*

March 18, 2014  
Chicago, IL

**INTERFAITH WORKER JUSTICE**  
**STATEMENT OF FINANCIAL POSITION**  
**December 31, 2013 (with comparative totals for 2012)**

	2013	Restated 2012
	<u>2013</u>	<u>Restated 2012</u>
<b><u>Assets</u></b>		
Current Assets		
Cash and equivalents	\$ 905,498	\$ 579,985
Contribution receivables	502,885	161,761
Government receivables	3,764	6,243
Other receivables	1,437	1,427
Prepays	62,969	55,501
Security deposits	9,074	9,074
Notes receivable	10,000	10,000
Total current assets	<u>1,495,627</u>	<u>823,991</u>
Property and Equipment		
Leasehold improvements	22,982	22,982
Furniture and equipment	179,391	179,391
Less accumulated depreciation	<u>(193,656)</u>	<u>(187,137)</u>
Net property and equipment	<u>8,717</u>	<u>15,236</u>
Notes receivable, net of current portion	-	5,000
<b>Total Assets</b>	<b><u>\$ 1,504,344</u></b>	<b><u>\$ 844,227</u></b>
<b><u>Liabilities and Net Assets</u></b>		
Current Liabilities		
Accounts payable	\$ 20,763	\$ 4,562
Accrued payroll	80,740	48,657
Funds held for others	3,554	3,673
Total liabilities	<u>105,057</u>	<u>56,892</u>
Net Assets		
Unrestricted		
General	847,667	469,638
Board designated	-	130,000
Total unrestricted	<u>847,667</u>	<u>599,638</u>
Temporarily restricted	<u>551,620</u>	<u>187,697</u>
Total net assets	<u>1,399,287</u>	<u>787,335</u>
<b>Total Liabilities and Net Assets</b>	<b><u>\$ 1,504,344</u></b>	<b><u>\$ 844,227</u></b>

See independent auditor's report and notes to financial statements.

**INTERFAITH WORKER JUSTICE**  
**STATEMENT OF ACTIVITIES**  
**For the Year Ended December 31, 2013 (with comparative totals for 2012)**

	Unrestricted	Temporarily Restricted	2013 Total	Restated 2012 Total
<b><u>Public Support and Revenue</u></b>				
Contribution revenue				
Foundations	\$ 515,100	\$ 738,000	\$ 1,253,100	\$ 530,867
Unions	151,025	-	151,025	166,155
Religious organizations	71,140	86,049	157,189	156,902
Individuals	292,996	20,000	312,996	375,034
Corporations	21,611	28,943	50,554	165,779
Government	-	179,898	179,898	179,486
Honorarium	7,596	-	7,596	8,951
Intern sponsorship	-	17,100	17,100	45,768
Annual event	132,815	-	132,815	-
Donated services	-	-	-	6,300
Donated materials	10,000	-	10,000	10,000
Conference income	11,190	-	11,190	825
Dividends and interest	2,420	-	2,420	2,872
Merchandise sales	2,254	-	2,254	3,445
Miscellaneous income	2,166	-	2,166	4,507
Net assets released from restriction - satisfaction of time restrictions	140,642	(140,642)	-	-
satisfaction of program restrictions	565,425	(565,425)	-	-
<b>Total Public Support and Revenue</b>	<b>1,926,380</b>	<b>363,923</b>	<b>2,290,303</b>	<b>1,656,891</b>
<b><u>Expenses</u></b>				
Program services	1,193,349	-	1,193,349	1,567,299
Management and general	256,790	-	256,790	202,613
Fundraising	228,212	-	228,212	306,547
<b>Total Expenses</b>	<b>1,678,351</b>	<b>-</b>	<b>1,678,351</b>	<b>2,076,459</b>
Change in Net Assets, before transfer	248,029	363,923	611,952	(419,568)
Net asset transfer	-	-	-	(52,821)
<b>Change in Net Assets, after transfer</b>	<b>248,029</b>	<b>363,923</b>	<b>611,952</b>	<b>(472,389)</b>
<b>Net Assets, beginning of year, restated</b>	<b>599,638</b>	<b>187,697</b>	<b>787,335</b>	<b>1,259,724</b>
<b>Net Assets, end of year</b>	<b>\$ 847,667</b>	<b>\$ 551,620</b>	<b>\$ 1,399,287</b>	<b>\$ 787,335</b>

See independent auditor's report and notes to financial statements.

**INTERFAITH WORKER JUSTICE**

**STATEMENT OF FUNCTIONAL EXPENSES**

**For the Year Ended December 31, 2013 (with comparative totals for 2012)**

	Program			Management and General	Fundraising	2013 Total	Restated
	National Office	Southern Florida	Total Program				2012 Total
<b>Functional Expenses</b>							
Salaries and wages	\$ 502,148	\$ 23,400	\$ 525,548	\$ 138,579	\$ 116,936	\$ 781,063	\$ 984,934
Employee benefits and related taxes	116,887	1,790	118,677	39,160	27,673	185,510	233,297
Total salary and related expenses	619,035	25,190	644,225	177,739	144,609	966,573	1,218,231
Professional fees	18,055	6,236	24,291	24,399	3,845	52,535	82,338
Donated services	-	-	-	-	-	-	6,300
Grants to others	305,263	-	305,263	-	-	305,263	388,644
Occupancy	56,792	2,160	58,952	11,240	8,964	79,156	80,273
Insurance	-	-	-	9,334	-	9,334	9,600
Telephone	9,604	1,123	10,727	5,502	3,001	19,230	22,687
Supplies	6,216	781	6,997	6,943	2,746	16,686	20,930
Donated materials	10,000	-	10,000	-	-	10,000	10,000
Dues and subscriptions	23	-	23	155	375	553	4,578
Printing and publications	14,787	-	14,787	490	17,839	33,116	36,029
Postage and shipping	6,597	44	6,641	3,082	28,922	38,645	31,037
Conference and meetings	36,719	1,110	37,829	5,850	5,781	49,460	44,301
Travel	70,874	1,326	72,200	2,746	7,718	82,664	101,022
Fees	-	-	-	3,083	4,412	7,495	8,033
Depreciation	-	301	301	6,218	-	6,519	8,960
Miscellaneous	-	1,113	1,113	9	-	1,122	3,496
<b>Total Expenses</b>	<b>\$ 1,153,965</b>	<b>\$ 39,384</b>	<b>\$ 1,193,349</b>	<b>\$ 256,790</b>	<b>\$ 228,212</b>	<b>\$ 1,678,351</b>	<b>\$ 2,076,459</b>

See independent auditor's report and notes to financial statements.

**INTERFAITH WORKER JUSTICE**  
**STATEMENT OF CASH FLOWS**  
**For the Year Ended December 31, 2013 (with comparative totals for 2012)**

	2013	Restated 2012
<b><u>Cash Flows from Operating Activities</u></b>		
Cash received - contributions and conference	\$ 1,934,808	\$ 1,980,460
Cash received - dividends and interest	2,420	2,872
Cash received - merchandise sales	2,254	3,445
Cash received - miscellaneous income	2,166	4,507
Payments for wages and other operating activities	<u>(1,621,135)</u>	<u>(2,163,550)</u>
Net cash provided (used) by operating activities	<u>320,513</u>	<u>(172,266)</u>
<b><u>Cash Flows from Investing Activities</u></b>		
Proceeds from notes receivable	5,000	-
Purchase of property and equipment	<u>-</u>	<u>(1,248)</u>
Net cash provided (used) by investing activities	<u>5,000</u>	<u>(1,248)</u>
<b>Net increase (decrease) in cash and equivalents</b>	325,513	(173,514)
<b>Cash and equivalents, beginning of year</b>	<u>579,985</u>	<u>753,499</u>
<b>Cash and equivalents, end of year</b>	<u><u>\$ 905,498</u></u>	<u><u>\$ 579,985</u></u>
<b><u>Reconciliation of Change in Net Assets to Net Cash Provided (Used) by Operating Activities</u></b>		
Change in net assets	\$ 611,952	\$ (419,568)
Adjustments to reconcile change in net assets to net cash provided (used) by operating activities		
Depreciation	6,519	8,960
Net asset transfer	-	(52,821)
Change in assets - (increase) decrease		
Contributions receivable	(338,655)	350,693
Prepaid expenses and other current assets	(7,468)	(26,342)
Change in liabilities - increase (decrease)		
Accounts payable	16,201	(30,029)
Accrued expenses	32,083	(2,684)
Funds held for others	<u>(119)</u>	<u>(475)</u>
Net cash provided (used) by operating activities	<u><u>\$ 320,513</u></u>	<u><u>\$ (172,266)</u></u>

See independent auditor's report and notes to financial statements.



**INTERFAITH WORKER JUSTICE  
NOTES TO FINANCIAL STATEMENTS  
December 31, 2013**

**Note 1 – Nature of Operations and Summary of Significant Accounting Policies**

Organization and Description of Program Services

Interfaith Worker Justice (IWJ) is a not-for-profit Illinois corporation exempt from Federal income taxes pursuant to the provisions of Section 501(c)(3) of the Internal Revenue Code. The Organization has offices in Chicago and Washington, DC. It is governed by a Board of Directors.

IWJ advances the rights of workers by engaging diverse faith communities into action, from grassroots organizing to shaping policy at the local, state and national levels. They envision a nation where all workers enjoy the rights to:

- Wages, health care, and pensions that allow workers to raise families and retire with dignity
- Safe working conditions
- Organize and bargain collectively to improve wages, benefits, and conditions without harassment, intimidation, or retaliation
- Equal protection under labor law - regardless of immigration status - and an end to the practice of pitting immigrant and U.S.-born workers against one another
- Fair and just participation in a global economy that promotes the welfare of both domestic and foreign workers

IWJ is a national organization that works to accomplish its mission with the following strategies:

- Public policy education and advocacy on issues that will improve the rights of working people;
- Support on worker campaigns that seek to improve wages and working conditions for those seeking to organize;
- Technical assistance and training to its network of more than 60 affiliated organizations;
- Programs for future religious leaders looking to gain practical experience in putting their faith in action for justice;
- Educational materials and resources for religious communities, leaders, congregations and individuals to support economic justice issues.

Income Tax Status

IWJ was granted an exemption from federal income taxes by the Internal Revenue Service pursuant to the provisions of Internal Revenue Code Section 501(c)(3). Donations to IWJ qualify for the charitable contribution deduction under Section 170(b)(1)(A)(vi) and has been classified as an organization that is not a private foundation under Section 509(a)(1). The tax exempt purpose of IWJ and the nature in which it operates is described above. IWJ continues to operate in compliance with its tax exempt purpose. IWJ's annual information and income tax returns filed with the federal and state governments are subject to examination beginning with calendar year 2010.

**INTERFAITH WORKER JUSTICE  
NOTES TO FINANCIAL STATEMENTS  
December 31, 2013**

**Note 1 – Nature of Operations and Summary of Significant Accounting Policies (cont.)**

Basis of Accounting

The accounts and financial statements are maintained on the accrual basis of accounting and accordingly, reflect all significant receivables and payables.

Basis of Presentation

IWJ reports information regarding its financial position and activities according to three classes of net assets: unrestricted, temporarily restricted, and permanently restricted net assets, as required by Generally Accepted Accounting Principles (GAAP).

Use of Estimates

The preparation of 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 contingent assets and liabilities at the date of the financial statements and the reported amounts of the revenues, expenses, gains, losses and other changes in net assets during the reporting period. Actual results could differ from those estimates.

Cash and Equivalents

Cash and cash equivalents consist of bank and investment money market deposits in federally insured accounts. At December 31, 2013, these accounts exceeded federally insured limits by approximately \$179,000.

For purposes of the statement of cash flows, IWJ considers all highly liquid debt instruments with an original maturity or anticipated liquidation of three months or less and all certificates of deposit to be cash equivalents.

Contribution Receivables

IWJ considers receivables to be fully collectible; accordingly, no allowance for doubtful accounts has been established. If amounts become uncollectible, they are charged directly to operations when that determination is made.

Property and Equipment

Expenditures for property and equipment and items, which substantially increase the useful lives of existing assets, are capitalized at cost. Depreciation is computed using the straight-line method over the estimated useful lives of the related assets, which is five years for equipment and ten for leasehold improvements.

Support and Revenue

Gifts of cash and other assets are recorded as restricted support if they are received with donor stipulations that limit the use of the donated assets. When a donor restriction expires, that is, when a stipulated time restriction ends or purpose restriction is accomplished, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions.

**INTERFAITH WORKER JUSTICE**  
**NOTES TO FINANCIAL STATEMENTS**  
**December 31, 2013**

**Note 1 – Nature of Operations and Summary of Significant Accounting Policies (cont.)**

Support and Revenue (cont.)

Gifts of land, buildings, and equipment are recorded as unrestricted support unless explicit donor stipulations specify how the donated assets must be used. Gifts of long-lived assets with explicit restrictions that specify how the assets are to be used and gifts of cash or other assets that must be used to acquire long-lived assets are reported as restricted support. Absent explicit donor stipulations regarding how long those long-lived assets must be maintained, IWJ reports expirations of donor restrictions when the donated or acquired long-lived assets are placed in service.

Government Contributions and Grants

Support funded by government contracts, which qualify as conditional promises to give, are recognized when the condition of performing the contracted services is met. Revenue is therefore recognized as earned as performance related expenses are incurred and the conditions of eligibility are met. These expenditures are subject to audit and acceptance by the granting organization and, as a result of such audit, adjustments could be required.

Donated Services

Contributions of services are required to be recognized if the services received (a) create or enhance non-financial assets or (b) require specialized skills, are provided by individuals possessing those skills, and would typically need to be purchased if not provided by donation. For the year ending December 31, 2013, IWJ did not receive donated services meeting the above criteria.

In-Kind Contributions

In addition to receiving cash contributions, IWJ may receive in-kind contributions from various donors. The policy is to record the estimated fair market value of certain in-kind contributions as an expense in its financial statements, and similarly increase donations by a like amount. For the year ending December 31, 2013, IWJ recorded donated materials valued at \$10,000.

Functional Allocation of Expenses

The costs of providing various programs and other activities have been summarized on a functional basis in the Statement of Activities and the Statement of Functional Expenses. Accordingly, certain costs have been allocated among the programs and supporting services benefited.

Revenue Risk Concentrations

Total revenues for the year ended December 31, 2013, as reported in the Statement of Activities, amounted to \$2,292,303, of which 56% was from three sources. These revenues were primarily from two foundations and one government funding source through various development efforts.

Comparative Information

The financial statements include certain prior-year summarized comparative information in total but not by net asset class. Such information does not include sufficient detail to constitute a presentation in conformity with generally accepted accounting principles. Accordingly, such information should be read in conjunction with the Organizations' audited financial statements for the year ended December 31, 2012, from which the summarized information was derived.

**INTERFAITH WORKER JUSTICE  
NOTES TO FINANCIAL STATEMENTS  
December 31, 2013**

**Note 2 – Facility Leases**

IWJ leases facility space under a non-cancelable operating lease arrangement that expired December 31, 2013. The three year renewal of this lease is still being negotiated as of the Financial Statement report date. IWJ also leases facility space under a non-cancelable operating lease arrangement expiring April 1, 2016. Rental expense for these leases, included in the Statement of Activities for the year ended December 31, 2013, was \$40,080 and \$28,800, respectively.

Future minimum payments required under these operating leases is as follows:

2014	\$ 28,800
2015	28,800
2016	7,200
	<hr/>
	\$ 64,800
	<hr/> <hr/>

**Note 3 – Temporarily Restricted Net Assets**

Temporarily restricted net assets at December 31, 2013 consist of the following:

Future periods, included in contribution receivables	\$ 310,000
2014 Health and Safety program receivable	170,000
Back office handbook	1,500
Video production	6,000
Immigration	10,000
Oakland Center	2,000
2014 Summer Internship	12,000
Executive coaching	6,000
Southern Florida IWJ	34,120
	<hr/>
	\$ 551,620
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**Note 4 – Conditional Promises to Receive**

At December 31, 2013, there is a conditional promise to receive of approximately \$163,000 from OSHA. The promise is conditional upon expenditures incurred through September 30, 2014. As a result of this condition, this promise is not yet recognized as an asset in the statement of financial position.

**Note 5 – Lines of Credit**

IWJ is obligated for credit cards issued in its name. At December 31, 2013, the total available line of credit related to these credit cards is \$41,100, of which \$19,698 is outstanding and included in accounts payable.

**INTERFAITH WORKER JUSTICE**  
**NOTES TO FINANCIAL STATEMENTS**  
**December 31, 2013**

**Note 6 – Note Receivable**

IWJ executed an interest-free loan, documented with a written note, to ARISE Chicago, a prior fiscal agent. The terms of the note require equal installments of \$5,000 per year and is to be paid off by December 31, 2014. Management believes the note is fully collectible and as such, no allowance has been recorded at December 31, 2013.

**Note 7 – Collective Bargaining Agreement**

There is a labor contract in place with The National Organization of Legal Service Workers, which covers approximately 70% of IWJ’s workforce. Covered employees are contracted through December 31, 2015.

**Note 8 – Retirement Plan**

IWJ has a 401(k) defined contribution plan for the benefit of its employees, allowing both employee and employer contributions. Contributions to the plan are made for employees with at least six months of service and at least 80 hours during those six months. Employer contributions are approved by the Board of Directors after negotiation with IWJ’s staff union. IWJ contributed and expensed \$38,021 for the year ending December 31, 2013.

**Note 7 – Prior Period Adjustments and Restatement of Net Assets**

The December 31, 2013 and December 31, 2012 beginning net assets were restated to reflect unrecorded prepaid unemployment insurance as follows:

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Total</u>
Net assets, December 31, 2012, as originally stated	\$ 712,070	\$ 524,014	\$ 1,236,084
Prior period adjustment for unrecorded prepaid 2011	23,640	-	23,640
Net assets, December 31, 2012, restated	<u>\$ 735,710</u>	<u>\$ 524,014</u>	<u>\$ 1,259,724</u>
Net assets, December 31, 2012, as originally stated	\$ 558,416	\$ 187,697	\$ 746,113
Prior period adjustment for unrecorded prepaid 2011	23,640	-	23,640
Prior period adjustment for unrecorded prepaid 2012	17,582	-	17,582
Net assets, December 31, 2012, restated	<u>\$ 599,638</u>	<u>\$ 187,697</u>	<u>\$ 787,335</u>

**Note 9 – Subsequent Events**

For the year ended December 31, 2013, management has evaluated subsequent events through March 18, 2014, which is the date the financial statements were available to be issued. No subsequent events have been identified that are required to be disclosed at that date.

## **Supplementary Information**

**INTERFAITH WORKER JUSTICE**  
**COMBINING STATEMENT OF FINANCIAL POSITION**  
**December 31, 2013**

	<u>National Office</u>	<u>Southern Florida</u>	<u>Total</u>
<b><u>Assets</u></b>			
Current Assets			
Cash and equivalents	\$ 863,552	\$ 41,946	\$ 905,498
Contribution receivables	502,885	-	502,885
Government receivables	3,764	-	3,764
Other receivables	1,437	-	1,437
Prepays	62,369	600	62,969
Security deposits	9,074	-	9,074
Notes receivable	10,000	-	10,000
Total current assets	<u>1,453,081</u>	<u>42,546</u>	<u>1,495,627</u>
Property and Equipment			
Leasehold improvements	22,982	-	22,982
Furniture and equipment	177,886	1,505	179,391
Less accumulated depreciation	<u>(192,904)</u>	<u>(752)</u>	<u>(193,656)</u>
Net property and equipment	<u>7,964</u>	<u>753</u>	<u>8,717</u>
Due from (to) intercompany	<u>6,727</u>	<u>(6,727)</u>	<u>-</u>
<b>Total Assets</b>	<b><u><u>\$ 1,467,772</u></u></b>	<b><u><u>\$ 36,572</u></u></b>	<b><u><u>\$ 1,504,344</u></u></b>
<b><u>Liabilities and Net Assets</u></b>			
Current Liabilities			
Accounts payable	\$ 20,453	\$ 310	\$ 20,763
Accrued payroll	80,740	-	80,740
Funds held for others	<u>3,554</u>	<u>-</u>	<u>3,554</u>
Total liabilities	<u>104,747</u>	<u>310</u>	<u>105,057</u>
Net Assets			
Unrestricted	845,525	2,142	847,667
Temporarily restricted	<u>517,500</u>	<u>34,120</u>	<u>551,620</u>
Total net assets	<u>1,363,025</u>	<u>36,262</u>	<u>1,399,287</u>
<b>Total Liabilities and Net Assets</b>	<b><u><u>\$ 1,467,772</u></u></b>	<b><u><u>\$ 36,572</u></u></b>	<b><u><u>\$ 1,504,344</u></u></b>

See independent auditor's report and notes to financial statements.

**INTERFAITH WORKER JUSTICE**  
**COMBINING STATEMENT OF ACTIVITIES**  
**For the Year Ended December 31, 20123**

	National Office			Southern Florida			Eliminations		Combined		
	Unrestricted	Temporarily Restricted	Total	Unrestricted	Temporarily Restricted	Total	Unrestricted	Temporarily Restricted	Unrestricted	Temporarily Restricted	Total
<b>Public Support and Revenue</b>											
Contribution revenue											
Foundations	\$ 515,100	\$ 738,000	\$ 1,253,100	\$ -	\$ 6,000	\$ 6,000	\$ -	\$ (6,000)	\$ 515,100	\$ 738,000	\$ 1,253,100
Unions	151,025	-	151,025	-	-	-	-	-	151,025	-	151,025
Religious organizations	71,140	53,000	124,140	-	33,049	33,049	-	-	71,140	86,049	157,189
Individuals	292,996	20,000	312,996	-	-	-	-	-	292,996	20,000	312,996
Corporations	21,611	-	21,611	-	28,943	28,943	-	-	21,611	28,943	50,554
Government	-	179,898	179,898	-	-	-	-	-	-	179,898	179,898
Honorarium	7,596	-	7,596	-	-	-	-	-	7,596	-	7,596
Intern sponsorship	-	17,100	17,100	-	-	-	-	-	-	17,100	17,100
Annual event	132,815	-	132,815	-	-	-	-	-	132,815	-	132,815
Donated materials	10,000	-	10,000	-	-	-	-	-	10,000	-	10,000
Conference income	11,190	-	11,190	-	-	-	-	-	11,190	-	11,190
Dividends and interest	2,398	-	2,398	22	-	22	-	-	2,420	-	2,420
Merchandise sales	2,254	-	2,254	-	-	-	-	-	2,254	-	2,254
Miscellaneous income	4,206	-	4,206	-	-	-	(2,040)	-	2,166	-	2,166
Net assets released from restriction - satisfaction of time restrictions	140,642	(140,642)	-	-	-	-	-	-	140,642	(140,642)	-
satisfaction of program restrictions	510,498	(510,498)	-	60,927	(60,927)	-	(6,000)	6,000	565,425	(565,425)	-
<b>Total Public Support and Revenue</b>	<b>1,873,471</b>	<b>356,858</b>	<b>2,230,329</b>	<b>60,949</b>	<b>7,065</b>	<b>68,014</b>	<b>(8,040)</b>	<b>-</b>	<b>1,926,380</b>	<b>363,923</b>	<b>2,290,303</b>
<b>Expenses</b>											
Program services	1,159,965	-	1,159,965	41,424	-	41,424	(8,040)	-	1,193,349	-	1,193,349
Management and general	242,163	-	242,163	14,627	-	14,627	-	-	256,790	-	256,790
Fundraising	223,336	-	223,336	4,876	-	4,876	-	-	228,212	-	228,212
<b>Total Expenses</b>	<b>1,625,464</b>	<b>-</b>	<b>1,625,464</b>	<b>60,927</b>	<b>-</b>	<b>60,927</b>	<b>(8,040)</b>	<b>-</b>	<b>1,678,351</b>	<b>-</b>	<b>1,678,351</b>
<b>Change in Net Assets</b>	<b>248,007</b>	<b>356,858</b>	<b>604,865</b>	<b>22</b>	<b>7,065</b>	<b>7,087</b>	<b>-</b>	<b>-</b>	<b>248,029</b>	<b>363,923</b>	<b>611,952</b>
<b>Net Assets, Beginning of Year, restated</b>	<b>597,518</b>	<b>160,642</b>	<b>758,160</b>	<b>2,120</b>	<b>27,055</b>	<b>29,175</b>	<b>-</b>	<b>-</b>	<b>599,638</b>	<b>187,697</b>	<b>787,335</b>
<b>Net Assets, End of Year</b>	<b>\$ 845,525</b>	<b>\$ 517,500</b>	<b>\$ 1,363,025</b>	<b>\$ 2,142</b>	<b>\$ 34,120</b>	<b>\$ 36,262</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 847,667</b>	<b>\$ 551,620</b>	<b>\$ 1,399,287</b>

See independent auditor's report and notes to financial statements.