Audited Financial Statements	
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NATIONAL COUNCIL OF NONPROFITS	
December 31, 2018	

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A Professional Corporation

Certified Public
Accountants
and Consultants

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2021 L STREET, NW

. . . .

SUITE 400

WASHINGTON, DC

20036

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TELEPHONE

202/293-2200

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FACSIMILE

202/293-2208

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Independent Auditor's Report

To the Board of Directors National Council of Nonprofits

We have audited the accompanying financial statements of the National Council of Nonprofits (the Council), which comprise the statements of financial position as of December 31, 2018 and 2017, 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.

Auditor's 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 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 the National Council of Nonprofits as of December 31, 2018 and 2017, 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.

Adoption of Accounting Standards Update 2016-14

As described in Note A to the financial statements, the Financial Accounting Standards Board (FASB) issued Accounting Standards Update 2016-14, *Not-for-Profit Entities* (Topic 958): *Presentation of Financial Statements of Not-for-Profit Entities* (ASU 2016-14). As required by the FASB, the Council adopted the provisions of ASU 2016-14 during the year ended December 31, 2018. In addition to changes in terminology used to describe categories of net assets throughout the financial statements, new disclosures were added regarding liquidity and the availability of resources. There was no change in the Council's previously reported change in net assets as a result of the adoption of the ASU. Our opinion is not modified with respect to this matter.

Tate & Tryon
Washington, DC
July 25, 2019

Statements of Financial Position

December 24		0040		0047
December 31,		2018		2017
Assets				
Cash and cash equivalents	\$	300,360	\$	279,503
Investments		342,113		700,267
Accounts receivable		7,551		9,175
Contributions receivable		532,828		425,000
Prepaid expenses		27,829		25,237
Security deposit asset		54,567		54,567
Property and equipment, net		229,256		267,963
Total assets	\$	1,494,504	\$	1,761,712
Total access	Ψ	1,434,004	Ψ	1,701,712
Liabilities and Net Assets				
Liabilities				
Accounts payable and accrued expenses	\$	56,741	\$	84,814
Deferred revenue		9,372		375
Deferred rent and lease incentive		418,408		450,017
Total liabilities		484,521		535,206
		10 1,02 1		000,200
Net assets (deficit)		(- ()		()
Without donor restrictions - undesignated		(216,602)		(179,231)
Without donor restrictions - designated		443,757		568,257
Total net assets without donor restrictions		227,155		389,026
With donor restrictions		782,828		837,480
Total net assets		1,009,983		1,226,506
Total liabilities and net assets	\$	1,494,504	\$	1,761,712

Statements of Activities

				2018				20	17	
	With	nout Donor	With	Donor		Without Donor		With Donor		
	Re	strictions	Restr	ictions	Total	Re	estrictions	Restri	ctions	Total
Revenue and support										
Contributions	\$	243,871	\$	857,828 \$	1,101,699	\$	236,508	\$ 1,	265,000 \$	1,501,508
Membership dues		286,567		-	286,567		265,641		-	265,641
Fees for service		105,580		-	105,580		92,019		-	92,019
Sponsorship		36,550		-	36,550		41,525		-	41,525
Contributed services		3,000		-	3,000		-		-	
Other		1,310		-	1,310		46,510		-	46,510
Investment earnings		(2,981)		-	(2,981)		30,898		-	30,898
Net assets released from restriction		912,480		(912,480)	-		736,758	(736,758)	
Total revenue and support		1,586,377		(54,652)	1,531,725		1,449,859	:	528,242	1,978,101
Expenses Program services										
Public policy/advocacy		731.624		_	731,624		637,138		_	637,138
Network support		443,165		_	443,165		520,830		_	520,830
Communications		256.545		_	256,545		188,924		_	188,924
Lobbying activities		18,411		_	18,411		109,536		_	109,536
Total program services		1,449,745		-	1,449,745		1,456,428		-	1,456,428
Supporting services										
General and administrative		224,179		-	224,179		167,576		-	167,576
Fundraising		74,324		-	74,324		86,404		-	86,404
Total supporting services		298,503		-	298,503		253,980		-	253,980
Total expenses		1,748,248		-	1,748,248		1,710,408		-	1,710,408
Change in net assets		(161,871)		(54,652)	(216,523)		(260,549)		528,242	267,69
Net assets, beginning of year		389,026		837,480	1,226,506		649,575	:	309,238	958,81
Net assets, end of year	\$	227,155	¢	782,828 \$	1,009,983	\$	389,026	¢ ·	837,480 \$	1,226,506

Statement of Functional Expenses Year Ended December 31, 2018

				F	rogran	n Services					Sı	ıpport	ting Servic	es				
	Poli	Public Policy/Advocacy		Network Support		Communications		Lobbying	Total Program Services	General and Administrative		Fun	- undraising		Fundraising		Total pporting ervices	Total
Expenses																		
Salaries and benefits	\$	553,560	\$	286,039	\$	173,088	\$	13,915	\$ 1,026,602	\$	126,161	\$	56,688	\$	182,849	\$ 1,209,451		
Occupancy		97,594		50,227		30,752		2,454	181,027		22,448		10,174		32,622	213,649		
Professional fees		881		7,000		23,700		1,057	32,638		53,613		175		53,788	86,426		
Conventions and meetings		192		70,222		-		-	70,414		6,045		-		6,045	76,459		
Depreciation and amortization		20,728		10,473		6,510		523	38,234		5,006		2,165		7,171	45,405		
Books and publications		26,967		-		4,804		-	31,771		467		42		509	32,280		
Outside computer service		10,555		4,175		11,787		174	26,691		1,597		787		2,384	29,075		
Telephone		8,283		4,176		2,620		188	15,267		1,587		1,288		2,875	18,142		
Travel		5,799		6,350		1,150		-	13,299		541		2,254		2,795	16,094		
Staff development		1,320		2,426		125		-	3,871		1,244		319		1,563	5,434		
Insurance		2,126		1,088		669		53	3,936		519		221		740	4,676		
Equipment rental/maintenance		1,580		892		504		47	3,023		376		166		542	3,565		
Membership dues		2,000		-		815		-	2,815		-		-		-	2,815		
Other expenses		-		-		-		-	-		2,763		-		2,763	2,763		
Supplies		39		22		21		-	82		910		3		913	995		
Printing and duplicating		-		-		-		-	-		636		-		636	636		
Postage and shipping		-		75		-		-	75		266		42		308	383		
Total Expenses	\$	731,624	\$	443,165	\$	256,545	\$	18,411	\$ 1,449,745	\$	224,179	\$	74,324	\$	298,503	\$ 1,748,248		

See notes to financial statements.

Statement of Functional Expenses Year Ended December 31, 2017

		F	rogram Se	ervices				Su	pport	ing Servic	es		
	Public cy/Advocacy	letwork Support	Commur	nications	L	_obbying	Total Program Services	eral and	Fun	draising	Su	Total pporting ervices	Total
Expenses													
Salaries and benefits	\$ 501,027	\$ 339,360	\$	110,532	\$	71,705	\$ 1,022,624	\$ 92,971	\$	61,124	\$	154,095	\$ 1,176,719
Occupancy	74,963	67,905		21,734		14,188	178,790	16,546		12,844		29,390	208,180
Professional fees	2,290	-		29,205		12,275	43,770	43,753		100		43,853	87,623
Conventions and meetings	224	72,036		-		-	72,260	2,948		-		2,948	75,208
Depreciation and amortization	15,089	14,995		4,676		2,999	37,759	3,313		2,615		5,928	43,687
Outside computer service	8,003	5,157		11,581		1,251	25,992	1,285		1,031		2,316	28,308
Telephone	13,147	8,489		2,114		1,378	25,128	1,503		1,612		3,115	28,243
Travel	10,046	8,421		57		44	18,568	50		3,902		3,952	22,520
Books and publications	6,120	343		7,400		3	13,866	277		1,414		1,691	15,557
Equipment rental/maintenance	1,875	1,738		564		339	4,516	2,370		290		2,660	7,176
Advertising and marketing	-	-		-		5,000	5,000	-		-		-	5,000
Insurance	1,709	1,572		501		327	4,109	353		295		648	4,757
Supplies	159	669		53		27	908	821		210		1,031	1,939
Postage and shipping	588	86		7		-	681	79		967		1,046	1,727
Staff development	1,040	59		-		-	1,099	519		-		519	1,618
Printing and duplicating	299	-		-		-	299	648		-		648	947
Membership dues	559	-		-		-	559	140		-		140	699
Bad debt	-	-		500		-	500	-		-		-	500
Total Expenses	\$ 637,138	\$ 520,830	\$	188,924	\$	109,536	\$ 1,456,428	\$ 167,576	\$	86,404	\$	253,980	\$ 1,710,408

See notes to financial statements.

Statements of Cash Flows

Year Ended December 31,	2018	2017
Cash flows from operating activities		
Change in net assets	\$ (216,523)	\$ 267,693
Adjustments to reconcile change in net assets to		
net cash used in operating activities:		
Depreciation and amortization	45,405	43,687
Net loss (gain) on investments	9,022	(33,680)
Changes in assets and liabilities:		
Accounts receivable	1,624	(6,975)
Contributions receivable	(107,828)	(375,000)
Prepaid expenses	(2,592)	(855)
Accounts payable and accrued expenses	(28,073)	(12,434)
Deferred revenue	8,997	(13,525)
Deferred rent and lease incentive	(31,609)	(25,949)
Total adjustments	(105,054)	(424,731)
Net cash used in operating activities	(321,577)	(157,038)
Cash flows from investing activities		
Purchases of property and equipment	(6,698)	(5,137)
Proceeds from sale of investments	565,608	425,416
Purchases of investments	(216,476)	(422,161)
Net cash provided by (used in) investing activities	342,434	(1,882)
Net increase (decrease) in cash and cash equivalents	20,857	(158,920)
Cash and cash equivalents, beginning of year	 279,503	438,423
Cash and cash equivalents, end of year	\$ 300,360	\$ 279,503

Notes to Financial Statements

A. ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

<u>Organization</u>: National Council of Nonprofits (the Council), was founded in 1990 as a 501(c)(3) nonprofit corporation, in the District of Columbia. The primary purpose of the Council is to advance the vital role, capacity, and voice of charitable nonprofit organizations through its state and national networks.

The Council is supported primarily through contributions from private foundations and individuals and from membership dues received.

<u>Basis of accounting:</u> The accompanying financial statements have been prepared using the accrual basis of accounting. Consequently, revenue, other than contributions, is recognized when earned and expense when the obligation is incurred.

<u>Use of estimates:</u> 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.

<u>Net assets</u>: Net assets are classified based on the existence or absence of donor-imposed restrictions. A description of each net asset group is as follows:

Net assets without donor restrictions, undesignated: Net assets whose use is not restricted by donors or internally designated for other uses.

Net assets without donor restrictions, designated: Designated net assets consist of an operating reserve established by the Board of Directors and increased or decreased each year based on the Board's discretion. The Board's goal is to maintain at least six months' worth of operating expenses in the fund.

Net assets with donor restrictions: Represents resources restricted by donors as to purpose or by the passage of time. Purpose-restricted resources relate to research and advocacy to improve policies and practices affecting nonprofit organizations.

<u>Cash and cash equivalents:</u> For financial statement purposes, the Council includes cash accounts and short-term investments held outside of investment portfolios to be cash and cash equivalents. At December 31, 2018 and 2017, cash and cash equivalents were comprised of bank deposits and money market funds.

<u>Investments:</u> Investments in marketable securities are reported at their fair values in the statements of financial position. Unrealized gains and losses are included in the changes in net assets. Gains and losses are classified as without donor restrictions or with donor restrictions, depending on whether external restrictions were imposed on the gains and losses at the time of the initial investment.

Notes to Financial Statements

A. ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - CONTINUED

<u>Contributions</u>: Contributions are recorded as without donor restrictions or with donor restrictions, depending upon the existence and/or nature of such restrictions. Support that is restricted by donors is reported as an increase in net assets with donor restrictions and then reclassified to net assets without donor restrictions when the restriction expires. Conditional promises to give are not recognized until the conditions on which they depend are substantially met. Contributions of assets other than cash are recorded at estimated fair value. Contributions to be received after one year are discounted at a rate commensurate with the risk involved. Amortization of the discount is recorded as additional contribution revenue and used in accordance with donor-imposed restrictions, if any, on the contributions. An allowance for uncollectible contributions receivable is made based on management's judgment, based on factors such as prior collection history, the type of contribution and other relevant factors.

Contributions receivable consisted of the following at December 31,:

	2018	2017
Amounts due in less than one year Amounts due in one to five years	\$ 390,000 150,000	\$ 175,000 250,000
	540,000	425,000
Less discount to net present value at 2.48%	 (7,172)	
	\$ 532,828	\$ 425,000

As of December 31, 2018 and 2017, these receivables are deemed fully collectible. Based on management's evaluation of collectability of contributions receivable, no allowance for doubtful contributions receivable was recorded at December 31, 2018 and 2017.

The majority of the Council's contribution revenue is received from a few major foundation sources.

Accounts receivable: Accounts receivable consists primarily of amounts due from members and amounts due to the Council in conjunction with performing the organization's mission. Accounts receivable are reported at their outstanding balances, reduced by an allowance for doubtful accounts. Management periodically evaluates the status of all accounts receivable balances for collectability. Each receivable balance is assessed based on management's knowledge of the customer, the Council's relationship with the customer, and the age of the receivable balance. An allowance is recorded for customer receivables deemed to be uncollectible. As of December 31, 2018 and 2017, the accounts receivable balance is deemed fully collectible and management has not recorded an allowance for bad debt.

<u>Membership dues:</u> Membership dues are recognized as revenue over the period of membership which is on a calendar year basis.

Notes to Financial Statements

A. ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - CONTINUED

<u>Contributed services:</u> The Council recognizes contributed services at fair value if the services (a) create or enhance long-lived assets or (b) require specialized skills, are provided by individuals possessing those skills, and (c) would typically need to be purchased if not provided by donation. The amounts reflected in the accompanying financial statements as contributed services are offset by like amounts included in expenses. For the years ended December 31, 2018 and 2017, contributed services amounted to \$3,000 and \$0, respectively.

Various members of the Board of Directors have made significant contributions of their time to develop the Council and its programs. No amounts have been recognized in the accompanying statements of activities and changes in net assets because the criteria for recognition of such efforts under U.S. generally accepted accounting principles (GAAP) have not been satisfied.

<u>Functional allocation of expenses:</u> The costs of providing the various programs and other activities have been summarized on a functional basis in the accompanying statements of activities. Accordingly, certain costs have been allocated among the programs and supporting services benefited. Allocable costs such as salaries and benefits, occupancy, and phone and internet service have been allocated among the program and supporting services benefited based on estimated level of effort. The Council's programs are identified below:

Public policy/advocacy: Identifies and monitors public policy proposals that could impact the nonprofit sector and helps to build the advocacy capacity of state associations and charitable nonprofits.

Network support: Builds the capacity of state associations and nonprofit organizations to serve their communities.

Communications: Enhances visibility and understanding of the impact of charitable nonprofits.

Lobbying activities: Advocates through direct lobbying and grassroots lobbying, per the definitions under the Internal Revenue Code. The Council has filed the 501(h) election, as provided by the Internal Revenue Code.

<u>Income taxes:</u> The Council is exempt from the payment of federal and local income taxes on income other than net unrelated business income under Section 501(c)(3) of the Internal Revenue Code and has been classified by the Internal Revenue Service as other than a private foundation. The Council's newsletter advertising is considered to be unrelated business income. In addition, beginning January 1, 2018, certain transportation fringe benefits provided by the Council to employees are also considered to be a component of unrelated business income. Income tax expense for the years ended December 31, 2018 and 2017 was \$2,511 and \$0, respectively.

<u>New accounting standard:</u> The Financial Accounting Standards Board (FASB) issued Accounting Standards Update 2016-14, Presentation of Financial Statements of Not-for-Profit Entities (ASU 2016-14). The Council adopted the provisions of ASU 2016-14 during the year ended December 31, 2018. In addition to changes in terminology used to describe categories of net assets throughout the financial statements, new disclosures were added regarding liquidity and the availability of resources. There was no change in the Council's previously reported change in net assets as a result of the adoption of the ASU.

Notes to Financial Statements

A. ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - CONTINUED

<u>Reclassification</u>: Certain amounts related to the prior year have been reclassified to conform to the current year presentation with no effect on the previously reported change in net assets. With the adoption of ASU 2016-14, approximately \$3,254 of investment fees was reclassified from general and administrative expense to investment earnings on the statement of activities. Additionally, approximately \$13,576 of bookkeeping fees was reclassified to general and administrative expense from various functional areas on the prior year statement of activities and statement of functional expenses.

<u>Subsequent events:</u> Material subsequent events have been considered for disclosure and recognition in these financial statements through July 25, 2019, the date the financial statements were available to be issued.

B. CONCENTRATIONS

<u>Credit risk</u>: The Council maintains demand deposits, money market funds, and certificates of deposit with financial institutions. At times, certain balances held within these accounts may not be fully guaranteed or insured by the U.S. federal government. The uninsured portions of cash and money market accounts are backed solely by the assets of the underlying institution. As such, the failure of an underlying institution could result in financial loss to the Council.

<u>Market value risk</u>: The Council also invests funds in a professionally managed portfolio that contains various securities detailed in Note C. Such investments are exposed to various risks, such as fluctuations in market value and credit risk. The investment balances reported in the accompanying financial statements may not be reflective of the portfolio's value during subsequent periods.

C. INVESTMENTS

In accordance with generally accepted accounting principles, the Council uses the following prioritized input levels to measure fair value. The input levels used for valuing investments are not necessarily an indication of risk.

Level 1 – Observable inputs that reflect quoted prices for identical assets or liabilities in active markets such as stock quotes;

Level 2 – Includes inputs other than level 1 inputs that are directly or indirectly observable in the marketplace such as yield curves or other market data;

Level 3 – Unobservable inputs which reflect the reporting entity's assessment of the assumptions that market participants would use in pricing the asset or liability including assumptions about risk such as bid/ask spreads and liquidity discounts.

Notes to Financial Statements

C. INVESTMENTS - CONTINUED

Investments are reported at fair value and consist of the following at December 31,:

2018	Total		Level 1	Level 2	Level 3
Mutual funds - fixed income	\$ 180,230	\$	180,230	\$ -	\$ -
Mutual funds - equities	81,423		81,423	-	-
Mutual funds - alternatives	61,255		61,255	-	-
Exchange-traded funds	14,972		14,972	-	-
Investments carried at fair value	337,880	\$	337,880	\$ -	\$ -
Money market funds*	4,233				
Total investments	\$ 342,113	_			

2017	Total		Level 1	Level 2	Level 3
Mutual funds - fixed income	\$ 204,938	\$	204,938	\$ -	\$ -
Mutual funds - equities	94,940		94,940	-	-
Mutual funds - alternatives	25,105		25,105	-	-
Exchange-traded funds	18,100		18,100		
Investments carried at fair value	343,083	\$	343,083	\$ -	\$
Certificates of deposit*	250,495				
Money market funds*	106,689	-			
Total investments	\$ 700,267	•			

^{*} Money market funds and certificates of deposit included in the investment portfolio are not subject to provisions of fair value measurements as they are recorded at cost.

The following is a summary of the earnings from investments for the years ended December 31,:

	2018	2017
Net gain (loss) Investment income Investment fees	\$ (9,022) 9,667 (3,626)	\$ 33,680 472 (3,254)
	\$ (2,981)	\$ 30,898

Notes to Financial Statements

D. LIQUIDITY AND AVAILABILITY OF FINANCIAL ASSETS

Financial assets available for the Council's general expenditure, that is, financial assets without donor or other restrictions limiting their use, within one year of the date of the statement of financial position, are comprised of the following as of December 31, 2018:

Cash and cash equivalents	\$	300,360
Investments		342,113
Accounts receivable		7,551
Contributions receivable		532,828
Subtotal financial assets		1,182,852
Amounts not available within one year		
Less: Pledges due in one to five years, net		(142,828)
Less: Net assets designated for specific purposes		(443,757)
Financial assets available to meet cash needs for general expenditures within one year	¢	596.267
57.p51.a.i.a. 55 1 51.5 year.	Ψ	550,207

The Council manages its financial assets to be available as its operating expenditures, liabilities, and other obligations come due. In addition, financial assets in excess of daily cash requirements are invested in financial instruments that can be converted to cash within a short period of time in accordance with the Council's investment policy. The Council's designated net assets consist of an operating reserve established by the Board of Directors with the goal of maintaining at least six months' worth of operating expenses in the fund.

E. PROPERTY AND EQUIPMENT

The Council capitalizes the cost of furniture and equipment, capitalized website costs, and leasehold improvements that cost \$500 or more and that have useful lives of more than one year. Furniture, equipment, and website costs are depreciated or amortized over estimated useful lives of three to five years using the straight-line method. Leasehold improvements are amortized over the life of the lease.

Property and equipment consists of the following at December 31,:

	2018			2017		
Furniture and equipment	\$	128,754	\$	122,056		
Leasehold improvements		284,981		284,981		
Capitalized website costs		31,838		31,838		
		445,573		438,875		
Less accumulated depreciation and amortization		(216,317)		(170,912)		
Property and equipment, net	\$	229,256	\$	267,963		

Notes to Financial Statements

F. NET ASSETS

Net assets with donor restrictions and related activity consist of the following in 2018:

	January 1, Support and 2018 Revenue			Net Assets Released From Restrictions		December 31, 2018		
Time restricted	\$	725,000	\$	857,828	\$	(800,000)	\$	782,828
Purpose restricted		112,480		-		(112,480)		-
	\$	837,480	\$	857,828	\$	(912,480)	\$	782,828

Net assets with donor restrictions and related activity consist of the following in 2017:

	Ja	January 1, Support and 2017 Revenue		upport and Revenue	Net Assets Released From Restrictions		December 31, 2017	
Time restricted	\$	297,500	\$	1,015,000	\$	(587,500)	\$	725,000
Purpose restricted		11,738		250,000		(149,258)	\$	112,480
	\$	309,238	\$	1,265,000	\$	(736,758)	\$	837,480

G. COMMITMENTS AND CONTINGENCIES

Office lease: The Council leases office space with an expiration date of April 30, 2026. The lease includes a tenant improvement allowance of approximately \$320,000 and a rental abatement of 10 months. The lease provides for fixed increases in the annual base rent and also increases in operating expenses and real estate taxes. Under accounting principles generally accepted in the United States of America all rental payments, including fixed rent increases, are recognized on a straight-line basis over the term of the lease. Lease incentives are amortized over the life of the lease on a straight-line basis as an offset to rent expense. The difference between the straight-line rent expense and the required lease payments is reflected as a deferred rent and lease incentive liability in the accompanying statements of financial position.

Total rent expense for the years ended December 31, 2018 and 2017 was \$213,649 and \$208,180, respectively.

Notes to Financial Statements

G. COMMITMENTS AND CONTINGENCIES - CONTINUED

Future minimum lease payments for the office lease are as follows:

Year Ending December 31,

	\$ 1.889.210
Thereafter	 638,336
2023	262,686
2022	256,284
2021	250,020
2020	243,912
2019	\$ 237,972

H. RETIREMENT PLANS

The Council provides a retirement program for eligible full-time employees who are 21 years of age or older. The Council contributes to the employee's retirement plan after the employee completes one year of service. Eligible employees may contribute to the retirement plan at the beginning of employment. For the years ended December 31, 2018 and 2017, the Council contributed \$46,794 and \$43,490 to the Plan, respectively.

I. Professional Employer Organization Arrangement

Effective January 2018, the Council entered into an agreement with JustWorks Employment Group LLC, a professional employer organization (PEO), to provide personnel, benefit, and administrative services for the staff of the Council. Thus, with the implementation of the JustWorks co-employment arrangement, all significant personnel and benefit costs are administered by JustWorks.