FINANCIAL STATEMENTS

As of and for the Years Ended June 30, 2018 and 2017

And Independent Accountant's Review Report



TABLE OF CONTENTS

INDEPENDENT ACCOUNTANT'S REVIEW REPORT	1
FINANCIAL STATEMENTS	
Statements of Financial Position	2
Statements of Activities	3-4
Statements of Functional Expenses	5-6
Statements of Cash Flows	
Notes to the Financial Statements	8-15



Independent Accountant's Review Report

To the Board of Directors Vanderbilt Hillel, Inc. Nashville, Tennessee

We have reviewed the accompanying financial statements of Vanderbilt Hillel, Inc. (a nonprofit organization), which comprise the statements of financial position as of June 30, 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. A review includes primarily applying analytical procedures to management's financial data and making inquiries of management. A review is substantially less in scope than an audit, the objective of which is the expression of an opinion regarding the financial statements as a whole. Accordingly, we do not express such an opinion.

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.

Accountant's Responsibility

Our responsibility is to conduct the review engagements in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. Those standards require us to perform procedures to obtain limited assurance as a basis for reporting whether we are aware of any material modifications that should be made to the financial statements for them to be in accordance with accounting principles generally accepted in the United States of America. We believe that the results of our procedures provide a reasonable basis for our conclusion.

Accountant's Conclusion

Cheny Beknet LLP

Based on our reviews, we are not aware of any material modifications that should be made to the accompanying financial statements in order for them to be in accordance with accounting principles generally accepted in the United States of America.

Nashville, Tennessee January 16, 2019

STATEMENTS OF FINANCIAL POSITION

JUNE 30, 2018 AND 2017 (SEE INDEPENDENT ACCOUNTANT'S REVIEW REPORT)

		2018		2017
ASSETS				
Cash and cash equivalents	\$	155,469	\$	155,265
Contributions receivable		20,184		6,978
Other receivables		1,440		-
Prepaid expenses		722		13,649
Investments held by Jewish Federation				
of Nashville and Middle Tennessee		3,899,855		3,435,441
Furniture and equipment, net of accumulated				
depreciation of \$3,537 and \$1,849, respectively		8,701		5,654
Total Assets	\$	4,086,371	\$	3,616,987
LIABILITIES AND NET ASSETS				
Liabilities:	Ф	40.005	Ф	40.004
Accounts payable and accrued expenses	\$	48,685	\$	46,234
Note payable		106,223	-	106,223
Total Liabilities		154,908		152,457
Net Assets:				
Unrestricted:				
Designated endowment		1,187,108		783,834
Board designated		135,092		135,092
Undesignated deficit		(154,011)		(140,181)
Total Unrestricted		1,168,189		778,745
Temporarily restricted		186,164		166,759
Permanently restricted		2,577,110		2,519,026
Total Net Assets		3,931,463		3,464,530
Total Liabilities and Net Assets	\$	4,086,371	\$	3,616,987

STATEMENT OF ACTIVITIES

YEAR ENDED JUNE 30, 2018 (SEE INDEPENDENT ACCOUNTANT'S REVIEW REPORT)

	Unrestricted		mporarily estricted	ermanently Restricted	Total
Support and Revenue:			 	 _	
Grants and other support	\$	546,342	\$ 211,281	\$ -	\$ 757,623
Net gain on investments		55,308	135,637	58,084	249,029
Annual campaign		185,451	-	-	185,451
Net assets released					
from restrictions		327,513	 (327,513)		-
Total Support and Revenue		1,114,614	 19,405	58,084	1,192,103
Expenses:					
Program services		561,236	-	-	561,236
Supporting services:					
Management and general		76,715	-	-	76,715
Fundraising		87,219	-		87,219
Total Expenses		725,170	 	 	 725,170
Change in net assets		389,444	19,405	58,084	466,933
Net assets, beginning of year		778,745	166,759	2,519,026	3,464,530
Net assets, end of year	\$	1,168,189	\$ 186,164	\$ 2,577,110	\$ 3,931,463

STATEMENT OF ACTIVITIES

YEAR ENDED JUNE 30, 2017 (SEE INDEPENDENT ACCOUNTANT'S REVIEW REPORT)

	_U	nrestricted	mporarily estricted	ermanently Restricted	Total
Support and Revenue:					
Grants and other support	\$	1,010,025	\$ 180,678	\$ -	\$ 1,190,703
Net gain on investments		41,864	132,580	140,656	315,100
Annual campaign		214,411	-	-	214,411
Net assets released					
from restrictions		281,778	 (281,778)		-
Total Support and Revenue		1,548,078	 31,480	 140,656	 1,720,214
Expenses:					
Program services		530,339	-	-	530,339
Supporting services:					
Management and general		83,052	-	-	83,052
Fundraising		60,233			60,233
Total Expenses		673,624	 	 	673,624
Change in net assets		874,454	31,480	140,656	1,046,590
Net assets, beginning of year		(95,709)	135,279	2,378,370	2,417,940
Net assets, end of year	\$	778,745	\$ 166,759	\$ 2,519,026	\$ 3,464,530

STATEMENT OF FUNCTIONAL EXPENSES

YEAR ENDED JUNE 30, 2018 (SEE INDEPENDENT ACCOUNTANT'S REVIEW REPORT)

	Program Services	nagement I General	Fui	ndraising	Total
Salaries and benefits	\$ 269,323	\$ 53,865	\$	35,909	\$ 359,097
Occupancy	74,335	8,745		4,373	87,453
Holidays - food and other event costs	46,670	-		-	46,670
Other programs - food and other event costs	70,109	-		23,353	93,462
Shabbat dinners	44,296	-		-	44,296
Other	14,172	8,215		2,500	24,887
Israel fellow	28,663	1,592		1,592	31,847
Travel	-	-		18,060	18,060
Printing	6,727	3,364		1,121	11,212
Supplies	1,871	934		311	3,116
Religious/clergy support	5,070				5,070
Total Expenses	\$ 561,236	\$ 76,715	\$	87,219	\$ 725,170

STATEMENT OF FUNCTIONAL EXPENSES

YEAR ENDED JUNE 30, 2017 (SEE INDEPENDENT ACCOUNTANT'S REVIEW REPORT)

	Program Services	nagement I General	Fui	ndraising	Total
Salaries and benefits	\$ 248,487	\$ 49,698	\$	33,131	\$ 331,316
Occupancy	72,797	8,564		4,282	85,643
Holidays - food and other event costs	47,016	2,612		2,612	52,240
Other programs - food and other event costs	45,867	2,548		2,548	50,963
Shabbat dinners	42,905	2,384		2,384	47,673
Other	15,055	11,130		2,666	28,851
Spring break	25,488	1,416		1,416	28,320
Israel fellow	21,738	1,208		1,208	24,154
Travel	-	_		8,822	8,822
Printing	4,585	2,292		764	7,641
Supplies	2,401	1,200		400	4,001
Religious/clergy support	4,000	 		<u>-</u>	4,000
Total Expenses	\$ 530,339	\$ 83,052	\$	60,233	\$ 673,624

STATEMENTS OF CASH FLOWS

YEARS ENDED JUNE 30, 2018 AND 2017 (SEE INDEPENDENT ACCOUNTANT'S REVIEW REPORT)

	2018	2017
Cash flows from operating activities:		_
Change in net assets	\$ 466,933	\$ 1,046,590
Adjustments to reconcile change in net assets		
to net cash provided by operating activities:		
Depreciation and amortization	1,687	1,849
Net gain on investments	(249,029)	(315,100)
Changes in operating assets and liabilities:		
Contributions receivable	(13,206)	522
Other receivables	(1,440)	-
Prepaid expense	12,927	(13,649)
Accounts payable and accrued expenses	 2,451	 11,263
Net cash provided by operating activities	220,323	 731,475
Cash flows from investing activities:		
Purchases of property and equipment	(4,734)	(4,640)
Purchases of investments	(400,000)	(550,000)
Distributions from investments	184,615	140,410
Net cash used in investing activities	 (220,119)	(414,230)
Cash flows from financing activities:		
Principal payments on note payable	 	 (197,000)
Net cash used in financing activities		(197,000)
Net increase in cash and cash equivalents	204	120,245
Cash and cash equivalents, beginning of year	155,265	35,020
Cash and cash equivalents, end of year	\$ 155,469	\$ 155,265
Supplemental disclosure of cash flow information:		
Interest paid	\$ 	\$ 2,783

NOTES TO THE FINANCIAL STATEMENTS

JUNE 30, 2018 AND 2017 (SEE INDEPENDENT ACCOUNTANT'S REVIEW REPORT)

Note 1—Nature of operations

Vanderbilt Hillel, Inc. (the "Organization") is a Tennessee not-for-profit corporation. It is the center of Jewish Life at Vanderbilt University, serving the religious, social, and educational needs of the undergraduate and graduate Jewish student communities. The Organization prides itself in offering Jewish college students different ways to express their Jewishness through creative holiday programs and cultural events.

Note 2—Summary of significant accounting policies

The financial statements of the Organization are presented on the accrual basis. The significant accounting policies followed are described below.

Basis of Presentation – Net assets and revenues, expenses, gains, and losses are classified based on the existence or absence of donor-imposed restrictions. Accordingly, net assets of the Organization and changes therein are classified and reported as follows:

Unrestricted Net Assets – Net assets that are not subject to donor-imposed stipulations.

Temporarily Restricted Net Assets – Net assets subject to donor-imposed stipulations that may or will be met either by actions of the Organization and/or the passage of time.

Permanently Restricted Net Assets – Net assets subject to donor-imposed stipulations that they be maintained permanently by the Organization. Generally, the donors of these assets permit the Organization to use all or part of the income earned on any related investments for general or specific purposes.

Contributions and Support – Contributions received are recorded as unrestricted, temporarily restricted, or permanently restricted support, depending on the existence and/or nature of any donor restrictions.

Contributions are considered to be available for unrestricted use unless specifically restricted by the donor. Amounts received that are restricted by the donor for future periods or for specific purposes are reported as temporarily restricted or permanently restricted support that increases those net asset classes. When a restriction is fulfilled (that is, when a stipulated time restriction ends or purpose restriction is accomplished), temporarily restricted net assets are reclassified to unrestricted and reported in the statements of activities as net assets released from restrictions. However, if a restriction is fulfilled in the same time period in which the contribution is received, the support is reported as unrestricted.

Gifts of equipment or materials are reported as unrestricted support unless explicit donor restrictions specify how the assets must be used. Gifts of long-lived assets with explicit restrictions as to how the assets are to be used or cash or other assets that must be used to acquire long-lived assets are reported as restricted support. Expirations of donor restrictions are recognized when the donated or acquired long-lived assets are placed in service.

Cash Equivalents – The Organization considers all highly-liquid investments with original maturities of three months or less to be cash equivalents.

NOTES TO THE FINANCIAL STATEMENTS

JUNE 30, 2018 AND 2017 (SEE INDEPENDENT ACCOUNTANT'S REVIEW REPORT)

Note 2—Summary of significant accounting policies (continued)

Furniture and Equipment – Furniture and equipment are stated at cost. Donated assets are recorded at their estimated market value at the date of the gift. Depreciation and amortization are provided over the assets' estimated useful lives using the straight-line method.

Expenditures for maintenance and repairs are expensed when incurred. Expenditures for renewals or betterments are capitalized. When furniture and equipment is retired or sold, the cost and the related accumulated depreciation are removed from the accounts, and the resulting gain or loss is included in operations.

Income Taxes – The Organization is a not-for-profit corporation that has qualified for tax-exempt status under Section 501(c)(3) of the Internal Revenue Code and is not a private foundation. Accordingly, no provision for income taxes is included in the accompanying financial statements.

The Organization follows Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") guidance which clarifies the accounting for uncertainty in income taxes recognized in an entity's financial statements. This guidance prescribes a minimum probability threshold that a tax position must meet before a financial statement benefit is recognized. The minimum threshold is defined as a tax position that is more likely than not to be sustained upon examination by the applicable taxing authority, including resolution of any related appeals or litigation processes, based on the technical merits of the position. The tax benefit to be recognized is measured as the largest amount of benefit that is greater than 50% likely of being realized upon ultimate settlement. The Organization has no tax penalties or interest reported in the accompanying financial statements.

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

Use of Estimates – 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 of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Investments – Investments in equity securities with readily determinable fair values and all investments in debt securities are reported at fair value in the statements of financial position and gains and losses are included in the statements of activities.

Fair Value Measurements – The Organization classifies its investments in accordance with FASB ASC guidance based on a hierarchy consisting of three levels, which are explained as follows:

- Level 1 Inputs to the valuation methodology are quoted prices (unadjusted) for identical assets or liabilities in active markets.
- Level 2 Inputs to the valuation methodology include quoted prices for similar assets or liabilities in active markets, and inputs that are observable for the asset or liability, either directly or indirectly, for substantially the full term of the financial instrument.
- Level 3 Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

NOTES TO THE FINANCIAL STATEMENTS

JUNE 30, 2018 AND 2017 (SEE INDEPENDENT ACCOUNTANT'S REVIEW REPORT)

Note 2—Summary of significant accounting policies (continued)

An asset's or liability's fair value 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 should maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value on a recurring basis:

Pooled Investment Accounts – Balances represent the Organization's interest in pooled investments with other participants held in funds at the Jewish Federation of Nashville and Middle Tennessee (the "Jewish Federation"). The Jewish Federation prepares a valuation of the funds based on the fair value of the underlying investments and allocates income or loss to each participant based on market results.

Mutual Funds - Valued at the net asset value of shares held by the Organization at year-end.

Alternative Investment Funds – Valued by applicable fund administrator based on reported values of underlying funds.

No changes in the valuation methodologies have been made during the period July 1, 2016 through June 30, 2018.

Endowment Funds – The Uniform Prudent Management Institutional Funds Act ("UPMIFA") was enacted in Tennessee effective July 1, 2007. The Not-for-Profit topic of the FASB ASC provides guidance on the net asset classification of donor-restricted endowment funds for a nonprofit organization that is subject to an enacted version of UPMIFA. It also requires disclosure of a description of the governing board's interpretation of the law that underlies the Organization's net asset classification of donor-restricted endowment funds, a description of the Organization's policies for the appropriation of endowment assets for expenditures (its endowment spending policies), a description of the Organization's endowment investment policies, and additional disclosures not previously required.

Subsequent Events – The Organization evaluated subsequent events through January 16, 2019, when these financial statements were available to be issued.

Recently Issued Accounting Standards – In February 2016, the FASB issued ASU No. 2016-02, Leases (Topic 842). The guidance in this ASU supersedes the leasing guidance in Accounting Standards Codification ("ASC") 840, Leases. Under the new guidance, lessees are required to recognize lease assets and lease liabilities on the balance sheet for all leases with terms longer than 12 months. Leases will be classified as either finance or operating, with classification affecting the pattern of expense recognition in the income statement. The new standard is effective for the Organization year ending June 30, 2020. A modified retrospective transition approach is required for leases for capital and operating leases existing at, or entered into after, the beginning of the earliest comparative period presented in the financial statements, with certain practical expedients available. The Organization is currently in the process of evaluating the impact of adoption of this ASU on the financial statements.

NOTES TO THE FINANCIAL STATEMENTS

JUNE 30, 2018 AND 2017 (SEE INDEPENDENT ACCOUNTANT'S REVIEW REPORT)

Note 2—Summary of significant accounting policies (continued)

In August 2016, FASB issued ASU 2016-14, *Not-for-Profit Entities: Presentation of Financial Statements of Not-for-Profit Entities (Topic 958)*, intended to improve financial reporting for not-for-profit entities. The ASU will reduce the current three classes of net assets into two: with and without donor restrictions. The change in each of the classes of net assets must be reported on the statements of activities. The ASU also requires various enhanced disclosures around topics such as board designations, liquidity, functional classification of expenses, investment expenses, donor restrictions, and underwater endowments. The ASU will be effective for the Organization on July 1, 2018. The Organization is currently evaluating the effect that the standard will have on its consolidated financial statements and related disclosures.

In June 2018, the FASB issued ASU 2018-08, *Not for Profit Entities (Topic 958): Clarifying the Scope and the Accounting Guidance for Contributions Received and Contributions Made.* This should assist entities in (1) evaluating whether transactions should be accounted for as contributions (nonreciprocal transactions) or as exchange (reciprocal) transactions subject to other guidance and (2) determining whether a contribution is conditional. The new standard is effective for annual periods beginning after December 15, 2018. The Organization is evaluating the impact of this ASU on the financial statements.

Note 3—Credit risk and other concentrations

The Organization maintains cash balances at financial institutions whose accounts are insured by the Federal Deposit Insurance Corporation up to statutory limits. As of June 30, 2018 and 2017, the Organization's cash was fully insured.

For the years ended June 30, 2018 and 2017, approximately 54% and 70%, respectively, of total support and revenue was provided by one and two donors, respectively and by investment activity. The contributions received are not anticipated to recur in future periods. The Organization is dependent upon endowment distributions to fund a portion of its annual budget.

Note 4—Contributions receivable

The Organization has recorded unconditional promises to give in the accompanying statements of financial position. All contributions receivable are scheduled to be received within one year and management does not believe an allowance for uncollectible accounts is necessary at June 30, 2018 and 2017.

NOTES TO THE FINANCIAL STATEMENTS

JUNE 30, 2018 AND 2017 (SEE INDEPENDENT ACCOUNTANT'S REVIEW REPORT)

Note 5—Investments and pooled investment accounts

The Organization's investments consist of an interest in pooled funds all held by the Jewish Federation.

Assets stated at fair value consist of the following at June 30, 2018:

Level 1	Level 2	Level 3	<u>Total</u>
\$ 2,175,086	\$ -	\$ -	\$ 2,175,086
-	-	537,661	537,661
	1,187,108		1,187,108
\$ 2,175,086	\$ 1,187,108	\$ 537,661	\$ 3,899,855
	\$ 2,175,086	\$ 2,175,086 \$ - - 1,187,108	\$ 2,175,086 \$ - \$ - 537,661 - 1,187,108 -

Assets stated at fair value consist of the following at June 30, 2017:

	Level 1	Level 2	Level 3	Total
Investments:				
Mutual funds	\$ 2,158,215	\$ -	\$ -	\$ 2,158,215
Alternative investment funds	-	-	493,392	493,392
Pooled investment accounts	<u> </u>	783,834		783,834
	\$ 2,158,215	\$ 783,834	\$ 493,392	\$ 3,435,441

The following table sets forth a summary of changes in the fair value of the Organization's Level 3 alternative investment funds for the year ended June 30:

	 2018	 2017
Balance, beginning of year	\$ 493,392	\$ 432,705
Unrealized gain	 44,269	60,687
Balance, end of year	\$ 537,661	\$ 493,392

NOTES TO THE FINANCIAL STATEMENTS

JUNE 30, 2018 AND 2017 (SEE INDEPENDENT ACCOUNTANT'S REVIEW REPORT)

Note 6—Endowments

The Organization's endowments were created to further the charitable purposes established by the Organization and include funds designated by the Board of Directors to function as endowments as well as funds restricted by donors.

Interpretation of Relevant Law – The Board of Directors of the Organization has interpreted the UPMIFA as requiring the preservation of the fair value of the original gift as of the gift date of the donor-restricted endowment funds absent explicit donor stipulations to the contrary, such as net accumulations of investment income (loss) needed to meet corpus withdrawals as described above. As a result of this interpretation, the Organization classifies as permanently restricted net assets (a) the original value of gifts donated to the permanent endowment, (b) the original value of subsequent gifts to the permanent endowment, and (c) accumulations to the permanent endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added to the fund. The remaining portion of the donor-restricted endowment fund that is not classified in permanently restricted net assets is classified as temporarily restricted net assets until those amounts are appropriated for expenditure by the Organization in a manner consistent with the standard of prudence prescribed by UPMIFA.

Endowments net asset composition by type of fund as of June 30, 2018 is as follows:

	Unrestricted		Temporarily estricted			ermanently Restricted		Total
Endowment funds	_	1,187,108	\$	135,637	\$	2,577,110	\$	3,899,855
Lildowillent lands	Ψ_						Ψ_	
	\$	1,187,108	\$	135,637	\$	2,577,110	\$	3,899,855
Endowment net assets, beginning of year	\$	783,835	\$	132,580	\$	2,519,026	\$	3,435,441
Contribution		400,000		-		-		400,000
Gain, net		55,308		135,637		58,084		249,029
Release		(52,035)		(132,580)				(184,615)
Endowment net assets, end of year	\$	1,187,108	\$	135,637	\$	2,577,110	\$	3,899,855

Endowments net asset composition by type of fund as of June 30, 2017 is as follows:

	Unrestricted		Temporarily Restricted			ermanently Restricted	Total
Endowment funds	\$	783,835	\$	132,580	\$	2,519,026	\$ 3,435,441
	\$	783,835	\$	132,580	\$	2,519,026	\$ 3,435,441
Endowment net assets,							
beginning of year	\$	209,602	\$	122,779	\$	2,378,370	\$ 2,710,751
Contribution		550,000		-		-	550,000
Gain, net		41,864		132,580		140,656	315,100
Release		(17,631)		(122,779)		<u>-</u>	 (140,410)
Endowment net assets, end of year	\$	783,835	\$	132,580	\$	2,519,026	\$ 3,435,441

NOTES TO THE FINANCIAL STATEMENTS

JUNE 30, 2018 AND 2017 (SEE INDEPENDENT ACCOUNTANT'S REVIEW REPORT)

Note 6—Endowments (continued)

Funds with Deficiencies – From time to time, the fair value of assets associated with individual donor-restricted endowment funds may fall below the level that the donor or UPMIFA requires the Organization to retain as a fund of perpetual duration. No endowment funds had fair values below the level that the donor or UPMIFA required at June 30, 2018 and 2017.

Endowment Investment Policy and Risk Parameters – The Organization has adopted investment and spending policies for Endowment assets that attempt to provide a stable source of perpetual financial support by its endowment while seeking to preserve the purchasing power of the Endowment assets. Endowment assets include those assets of donor-restricted funds that the Organization must hold in perpetuity or for a donor-specified period, as well as amounts designated by the Board of Directors, if any, to be held in perpetuity.

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

Spending Policy and How the Investment Objectives Relate to Spending Policy – The Organization has a policy of appropriating an annual distribution from the endowments of 5% of the average fund principal during the preceding fiscal year.

Note 7—Temporarily restricted net assets

Total temporarily restricted net assets as of June 30 are available for the following purposes:

	2018		2017	
Endowment distribution for next year	\$	135,637	\$	132,580
Contributions received for future periods		30,343		28,000
Contributions receivable		20,184		6,179
Total temporarily restricted net assets	\$	186,164	\$	166,759

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Note 8—Note payable

The Organization entered into a note payable agreement with an individual in the amount of \$146,223 in 2005. The note was amended in June 2008 to require annual principal payments of \$10,000 per year until the note is repaid. No principal payments have been made on the note payable since 2012. The note is unsecured, non-interest bearing and considered due on demand.

Note 9—Line of credit

The Organization has a \$125,000 line of credit with a bank bearing interest at the bank's index rate plus 0.5%. The line of credit is unsecured. The line of credit has a maturity date of December 2017 and was extended to December 2018 with the same terms. At June 30, 2018, no borrowings were outstanding under the line of credit agreement.

NOTES TO THE FINANCIAL STATEMENTS

JUNE 30, 2018 AND 2017 (SEE INDEPENDENT ACCOUNTANT'S REVIEW REPORT)

Note 10—Retirement plan

The Organization sponsors a retirement plan covering all employees who work a minimum of 1,000 hours for two consecutive years without a break in service of 12 months or more. The Organization will contribute 4% of an employee's base salary to the plan. Employees who contribute 2% of their salary to the pension plan will receive an additional 1% employer contribution increasing the overall employer contribution to 5%. The Organization made contributions of \$9,498 and \$7,501 to the plan during the years ended June 30, 2018 and 2017, respectively.

Note 11—Operational services and building maintenance agreement

The Organization leases office space under an operational services and building maintenance agreement. Total expense incurred under this agreement for the years ended June 30, 2018 and 2017 amounted to \$87,453 and \$85,643, respectively.

Future minimum lease payments required under the noncancellable operational services and building maintenance agreement in effect are \$7,083 per month for a five-year period ending June 30, 2020. Rent will escalate annually at a rate not to exceed Consumer Price Index. Minimum commitments under this agreement are as follows at June 30, 2018:

Years Ending Ju	ne 30,
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2019	\$ 84,996
2020	 84,996
	\$ 169,992

Note 12—Related party transactions

A member of the Organization's Board of Directors serves as an officer of the bank utilized by the Organization. Various board members provide religious services for certain fees. The Organization receives grants from the Jewish Federation of Nashville and Middle Tennessee who also holds the Organization's endowment funds.