# **Epilepsy Foundation of Texas FINANCIAL STATEMENTS** December 31, 2022 and 2021

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### INDEPENDENT AUDITORS' REPORT

To the Board of Directors Epilepsy Foundation of Texas Houston, Texas

### **Opinion**

We have audited the accompanying financial statements of Epilepsy Foundation of Texas (a nonprofit organization) (the Foundation), which comprise the statements of financial position as of December 31, 2022 and 2021, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Epilepsy Foundation of Texas, as of December 31, 2022 and 2021, 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.

### **Basis for Opinion**

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Foundation and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### **Emphasis of Matter**

As discussed in Note 2 to the financial statements, effective January 1, 2022, the Foundation adopted ASC 842 and recognized and measured leases existing at, or entered into after, January 1, 2022 (the beginning of the period of adoption) through a cumulative effect adjustment, with certain practical expedients available. Our opinion is not modified with respect to that matter.

### Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America; and for 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.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Foundation's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

### Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit 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 Foundation's internal control. Accordingly, no such opinion is
  expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Foundation's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Houston, Texas

Carr, Riggs & Ungram, L.L.C.

August 3, 2023

# **Epilepsy Foundation of Texas Statements of Financial Position**

December 31,	2022			2021
Assets				
Current assets				
Cash and cash equivalents	\$	583,274	\$	980,861
Grants receivable		135,376		186,435
Promises to give		25,125		103,221
Prepaid expenses		22,402		21,659
Total current assets		766,177		1,292,176
Operating lease right-of-use assets, net		641,807		-
Long-term assets				
Investments		269,662		319,607
Total assets	\$	1,677,646	\$	1,611,783

# **Epilepsy Foundation of Texas Statements of Financial Position (Continued)**

December 31,		2022	2021
Liabilities and net assets			
Current liabilities			
	\$	<b>51,442</b> \$	E 9 740
Accounts payable and accrued liabilities  Deferred revenue	ş		ŕ
		2,160	3,402
Current portion notes payable		100,000	-
Current portion lease liabilities		162,428	
Total current liabilities		316,030	62,142
Long-term liabilities			
Deferred rent		-	22,831
Notes payable, net of current portion		150,000	150,000
Lease liabilities, net of current portion		489,276	_
Total long-term liabilities		639,276	172,831
Total liabilities		955,306	234,973
Net assets			
Without donor restrictions			
Board designated funds		139,202	164,984
Undesignated funds		429,553	1,031,233
Total net assets without donor restrictions		568,755	1,196,217
With donor restrictions			
Time and purpose restricted		111,360	138,368
Perpetual in nature		42,225	42,225
Total net assets with donor restrictions		153,585	180,593
Total net assets		722,340	1,376,810
Total liabilities and net assets	\$	<b>1,677,646</b> \$	1,611,783

# **Epilepsy Foundation of Texas Statement of Activities**

For the year ended December 31, 2022	Without donor restrictions	With donor restrictions	Total
Revenue			
Public support			
Contributions	\$ 120,231	\$ 46,346	\$ 166,577
Fundraising events	860,682	-	860,682
Less: cost of direct benefits to donors	(119,240)	-	(119,240)
Corporate grants	-	86,000	86,000
Foundation grants	26,000	30,700	56,700
Memorial/trusts	11,685	-	11,685
Total public support	899,358	163,046	1,062,404
Other revenue			
Grants from governmental agencies			
State	580,129	-	580,129
Federal	135,707	-	135,707
Program fees	864	-	864
Interest income	1,413	988	2,401
Total other revenue	718,113	988	719,101
Total revenue	1,617,471	164,034	1,781,505
Net assets released from restrictions			
Timing restrictions released	700	(700)	-
Purpose restrictions released	166,221	(166,221)	-
Expenses			
Program services			
Children's services	326,783	-	326,783
Education services	252,288	-	252,288
Community health workers	329,678	-	329,678
Patient services	749,681	-	749,681
Total program services	1,658,430	-	1,658,430

(Continued)

# **Epilepsy Foundation of Texas Statement of Activities (Continued)**

For the year ended December 31, 2022	Without donor restrictions		 ith donor estrictions	Total
Support services				
Management and general	\$	189,542	\$ - \$	189,542
Fundraising		538,145	-	538,145
Total support services		727,687	-	727,687
Total expenses		2,386,117	-	2,386,117
Investment loss		(25,737)	(24,121)	(49,858)
Changes in net assets		(627,462)	(27,008)	(654,470)
Net assets at beginning of year		1,196,217	180,593	1,376,810
Net assets at end of year	\$	568,755	\$ 153,585 <b>\$</b>	722,340

# **Epilepsy Foundation of Texas Statement of Activities**

For the year ended December 31, 2021	Without donor restrictions	With donor restrictions	Total
Revenue			
Public Support			
Contributions	\$ 169,122	\$ 62,038	\$ 231,160
Fundraising events	934,227	- 02,030	934,227
Less: cost of direct benefits to donors	(105,882)	_	(105,882)
Corporate grants	(103)0017	27,250	27,250
Foundation grants	73,399	37,500	110,899
Memorial/trusts	6,295	-	6,295
Combined campaigns	125	-	125
Total public support	1,077,286	126,788	1,204,074
Other revenue			
Grants from governmental agencies			
State	580,129	-	580,129
Federal	84,885	-	84,885
Employee retention credits	281,605	-	281,605
Program fees	234	-	234
Gain on PPP loan forgiveness	309,590	-	309,590
Interest income	576	309	885
Total other revenue	1,257,019	309	1,257,328
Total revenue	2,334,305	127,097	2,461,402
Net assets released from restrictions			
Timing restrictions released	18,000	(18,000)	-
Purpose restrictions released	170,659	(170,659)	-
Expenses			
Program services			
Children's services	180,735	-	180,735
Education services	183,195	-	183,195
Community health care workers	221,948	-	221,948
Patient services	785,061	-	785,061
Total program services	1,370,939	-	1,370,939

(Continued)

# **Epilepsy Foundation of Texas Statement of Activities (Continued)**

For the year ended December 31, 2021	Without donor restrictions		_	Vith donor estrictions	Total	
Support services						
Management and general	\$	228,027	\$	- \$	228,027	
Fundraising		420,586		-	420,586	
Total support services		648,613		-	648,613	
Total expenses		2,019,552		-	2,019,552	
Investment income		18,966		17,775	36,741	
Changes in net assets		522,378		(43,787)	478,591	
Net assets at beginning of year		673,839		224,380	898,219	
Net assets at end of year	\$	1,196,217	\$	180,593 \$	1,376,810	

# **Epilepsy Foundation of Texas Statement of Functional Expenses**

		Program	Services		ī	Supporting			
	Children's	Community Children's Education Health Pat		Patient		Management			
For the year ended December 31, 2022	Services	Services	Workers	Services	Subtotal	and General	Fundraising	Subtotal	Total
Foundation expenses									
Salaries	\$ 37,307	\$ 62,162	\$ 100,906	\$ 50,632	\$ 251,007	\$ 98,602	\$ 192,488	\$ 291,090	\$ 542,097
Benefits and payroll expenses	7,531	12,548	20,368	10,220	50,667	19,903	38,854	58,757	109,424
Total salaries and related expenses	44,838	74,710	121,274	60,852	301,674	118,505	231,342	349,847	651,521
Conferences, convention and meetings	578	963	1,563	784	3,888	1,527	2,981	4,508	8,396
Contract labor	2,706	4,509	7,319	3,672	18,206	7,152	13,962	21,114	39,320
Dues, subscriptions and advertising	1,872	3,119	5,063	2,541	12,595	4,948	9,659	14,607	27,202
Fundraising expenses	-	-	-	-	-	-	287,367	287,367	287,367
Insurance	1,916	3,192	5,182	2,600	12,890	5,063	9,884	14,947	27,837
Office rent	6,864	11,437	18,565	9,315	46,181	18,141	35,414	53,555	99,736
Office supplies	1,044	1,739	2,823	1,417	7,023	2,759	5,385	8,144	15,167
Postage and shipping	250	416	676	339	1,681	660	1,289	1,949	3,630
Printing and publications	331	552	896	450	2,229	876	1,710	2,586	4,815
Professional fees	2,755	4,590	7,451	3,739	18,535	7,281	14,214	21,495	40,030
Program activities	255,066	132,793	-	116	387,975	-	-	-	387,975
Rental, repairs and maintenance	2,601	4,334	7,035	3,530	17,500	6,874	13,420	20,294	37,794
Service charges	3,153	5,254	8,529	4,279	21,215	8,334	16,268	24,602	45,817
Telephone	1,510	2,516	4,083	2,049	10,158	3,990	7,789	11,779	21,937
Travel	1,299	2,164	3,513	1,763	8,739	3,432	6,701	10,133	18,872
Total Foundation expenses	326,783	252,288	193,972	97,446	870,489	189,542	657,385	846,927	1,717,416
Grant expenses									
Salaries	-	-	117,669	279,604	397,273	-	-	-	397,273
Benefits and payroll expenses	-	-	-	60,225	60,225	-	-	-	60,225
Total salaries and related expenses	-	-	117,669	339,829	457,498	-	-	-	457,498
Miscellaneous expenses	-	-	-	26,241	26,241	-	-	-	26,241
Office rent	-	-	-	59,226	59,226	-	-	-	59,226
Office supplies	-	-	3,946	3,102	7,048	-	-	-	7,048
Patient services	-	_	-	165,995	165,995	-	-	-	165,995
Postage and shipping	-	-	-	34,670	34,670	-	-	_	34,670
Printing and publications	-	_	1,208	2,592	3,800	-	-	-	3,800
Rental, repairs and maintenance	-	-	2,160	-	2,160	-	-	_	2,160
Telephone	-	_	-	12,414	12,414	-	-	-	12,414
Travel	-	-	10,723	8,166	18,889	-	-	-	18,889
Total grant expenses	-	-	135,706	652,235	787,941	-	-	-	787,941
Total expenses	326,783	252,288	329,678	749,681	1,658,430	189,542	657,385	846,927	2,505,357
Less: cost of direct benefits to donors	-	-	-	<u> </u>	-	-	(119,240)	(119,240)	(119,240)
Total functional expenses	\$ 326,783	\$ 252,288	\$ 329,678	\$ 749,681	\$ 1,658,430	\$ 189,542	\$ 538,145	\$ 727,687	\$ 2,386,117

# **Epilepsy Foundation of Texas Statement of Functional Expenses**

		Program Se				Supporting	Services		
For the year ended December 31, 2021	Children's Services	Education Services	Community Health Workers	Patient Services	Subtotal	Management and General	Fundraising	Subtotal	Total
Foundation expenses									
Salaries	\$ 43,855	,					\$ 151,815		486,523
Benefits and payroll expenses	9,886	19,637	14,856	6,356	50,735	24,716	34,223	58,939	109,674
Total salaries and related expenses	53,741	106,749	80,760	34,550	275,800	134,359	186,038	320,397	596,197
Conferences, convention and meetings	422	837	634	271	2,164	1,054	1,459	2,513	4,677
Contract labor	5,820	11,561	8,746	3,742	29,869	14,551	20,148	34,699	64,568
Dues, subscriptions and advertising	2,762	5,486	4,151	1,776	14,175	6,905	9,562	16,467	30,642
Fundraising expenses	-	-	-	-	-	-	210,733	210,733	210,733
Insurance	1,735	3,447	2,608	1,116	8,906	4,338	6,007	10,345	19,251
Office rent	10,709	21,272	16,093	6,885	54,959	26,774	37,072	63,846	118,805
Office supplies	1,586	3,150	2,383	1,020	8,139	3,964	5,490	9,454	17,593
Postage and shipping	506	1,006	761	325	2,598	1,266	1,752	3,018	5,616
Printing and publications	549	1,091	825	353	2,818	1,373	1,901	3,274	6,092
Professional fees	1,776	3,527	2,669	1,142	9,114	4,440	6,147	10,587	19,701
Program activities	89,528	2,025	2,005	1,437	92,990	-,	-	-	92,990
Rental, repairs and maintenance	5,044	10,019	7,580	3,243	25,886	12,610	17,460	30,070	55,956
Service charges	3,424	6,802	5,146	2,201	17,573	8,561	11,854	20,415	37,988
Telephone	1,851	3,677	2,782	1,190	9,500	4,628	6,408	11,036	20,536
Travel	1,282	2,546	1,926	824	6,578	3,204	4,437	7,641	14,219
Havei	·							7,041	14,213
Total Foundation expenses	180,735	183,195	137,064	60,075	561,069	228,027	526,468	754,495	1,315,564
Grant expenses									
Salaries	-	-	75,287	323,393	398,680	-	-	-	398,680
Benefits and payroll expenses	-	-	-	49,928	49,928	-	-	-	49,928
Total salaries and related expenses	-	-	75,287	373,321	448,608	-	-	-	448,608
Miscellaneous expenses	_	-	-	31,934	31,934	-	-	-	31,934
Office rent	_	_	-	65,810	65,810	-	-	_	65,810
Office supplies	_	_	6,929	12,391	19,320	_	_	_	19,320
Patient services	_	_	-	168,345	168,345	_	_	_	168,345
Postage and shipping	_	_	_	42,112	42,112	_	_	_	42,112
Printing and publications	_	_	228	746	974	_	_	_	974
Rental, repairs and maintenance	_		1,350	740	1,350				1,350
Telephone	-	-	1,330	19,823	19,823	-	-	_	19,823
•	-	_	1 000			-	-	-	
Travel	<u> </u>		1,090	10,504	11,594			<u> </u>	11,594
Total grant expenses	-	-	84,884	724,986	809,870	-	-	-	809,870
Total expenses	180,735	183,195	221,948	785,061	1,370,939	228,027	526,468	754,495	2,125,434
Less: cost of direct benefits to donors	-	-	-	-	-	-	(105,882)	(105,882)	(105,882)
Total functional expenses	\$ 180,735	183,195	\$ 221,948	\$ 785,061	\$ 1,370,939	\$ 228,027	\$ 420,586	\$ 648,613 \$	2,019,552

# **Epilepsy Foundation of Texas Statements of Cash Flows**

For the years ended December 31,		2022	2021
Operating activities			
Operating activities Changes in net assets	\$	<b>(654,470)</b> \$	478,591
Adjustments to reconcile changes in net assets to net cash	Ą	(034,470) \$	476,331
provided by (used in) operating activities			
Net realized and unrealized (gains) losses on investments		49,858	(36,741)
Gain on PPP loan forgiveness		49,838	(309,590)
Amortization of operating lease right-of-use assets		158,142	(309,390)
Changes in operating assets and liabilities		130,142	_
Grants receivable		51,059	(89,747)
Promises to give		78,096	(1,870)
Prepaid expenses		(743)	31,976
Accounts payable and accrued liabilities		(7,298)	3,429
Deferred revenue		(1,242)	(2,990)
Deferred rent		(_,,	22,831
Operating lease liabilities		(171,076)	-
Net cash provided by (used in) operating activities		(497,674)	95,889
Investing activities			
Proceeds from sales of investments		2,129	2,255
Purchase of investments		(2,042)	(639)
Net cash provided by investing activities		87	1,616
Financing activities			
Proceeds from PPP loan		-	149,900
Proceeds from note payable		100,000	-
Net cash provided by financing activities		100,000	149,900
Net change in cash and cash equivalents		(397,587)	247,405
Cash and cash equivalents at beginning of year		980,861	733,456
Cash and cash equivalents at end of year	\$	<b>583,274</b> \$	980,861

### **Note 1: ORGANIZATION AND NATURE OF ACTIVITIES**

The Epilepsy Foundation of Texas (the Foundation) was originally organized on March 28, 1980. The Foundation's mission statement is to lead the fight to overcome the challenge of living with epilepsy and to accelerate therapies to stop seizures, find cures, and save lives. The Foundation is an affiliate of the Epilepsy Foundation National Office and works to ensure that people with seizures are able to participate in all life experiences, and to prevent, control and cure epilepsy through research, education, advocacy, and services. Key services include camping and recreational programs, education, information and referral, health transition, and medical services. The Foundation provides services in the 176 counties of Texas and offers clinics in Amarillo, Beaumont, Houston, Grapevine, Lubbock, Lufkin, and Fort Worth. The medical clinics are funded by the Health and Human Services Commission (HHSC) (see Note 11). The Foundation, with offices in Houston, Dallas, Amarillo and Lubbock, is supported primarily through donor contributions, special events and corporate, state and foundation grants.

### **Program Services**

The Foundation's program services consist of the following:

*Children's services* – The Foundation provides multiple youth camps that involve physical exercise, nature, and team-building for children and teens living with Epilepsy.

Education services – The Foundation provides education and outreach to individuals living with Epilepsy as well as others who support individuals living with Epilepsy.

Community health workers – The Foundation connects people with epilepsy, and their families, to resources and assistance programs that they may need.

*Patient services* – The Foundation operates eight clinics across Texas and provide comprehensive medical care, including diagnostic testing and prescription assistance.

### **Note 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

### **Basis of Accounting**

The accompanying financial statements of the Foundation have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP). The Financial Accounting Standards Board (FASB) provides authoritative guidance regarding U.S. GAAP through the Accounting Standards Codification (ASC) and related Accounting Standards Updates (ASUs).

### **Use of Estimates**

The preparation of U.S. GAAP financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from those estimates.

### Note 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

### Cash and Cash Equivalents

Cash and cash equivalents include cash and all highly liquid investments with an original maturity of 90 days or less.

### Grants Receivable and Promises to Give

Grants receivable and unconditional promises to give are recorded when the Foundation receives notification of the grant or promise to give. Conditional promises to give are not recognized in the financial statements until the conditions are substantially met or explicitly waived by the donor.

Unconditional promises to give that are expected to be collected within one year are recorded at net realizable value. Unconditional promises to give that are expected to be collected in more than one year are recorded at fair value, which is measured as the present value of their future cash flows. The discounts on those amounts are computed using risk-adjusted interest rates applicable to the years in which the promises are received. Amortization of the discounts is included in contribution revenue. In the absence of donor stipulations to the contrary, promises with payments due in future periods are restricted to use after the due date.

Management considers all grants receivable and unconditional promises to give at December 31, 2022 and 2021 to be collectible. Therefore no allowance was considered necessary for those receivables.

### **Fair Value Considerations**

The Foundation's financial instruments (primarily cash and cash equivalents, receivables, investments and payables) are carried in the financial statements at amounts that reasonably approximate fair value. Based on market interest rates for similar loans, the fair value of long-term debt approximates their carrying value.

### Investments

Investments in marketable securities and alternative assets are recorded at fair value. Investment return includes interest, dividends, and realized and unrealized gains or losses. Investment return is reported in the statements of activities as an increase in net assets without donor restrictions unless the use of the income is limited by donor-imposed restrictions. Investment return whose use is restricted by the donor is reported as an increase in net assets with donor restrictions until expended in accordance with the donor-imposed restrictions. Marketable securities donated to the Foundation are recorded at fair value on the date of donation.

### Furniture and Equipment

Furniture and equipment are recorded at cost or, in the case of donated assets, the estimated fair value at the date of the gift. The Foundation capitalizes all expenses for furniture and equipment in excess of \$5,000. Depreciation of the furniture and equipment is based on the straight-line method over three to seven years. All assets are fully depreciated and as such there was no depreciation expense for the years ended December 31, 2022 and 2021.

### Note 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Routine maintenance, repair, renewal and replacement costs are charged against operations in the year incurred. Expenditures, which materially increase values or extend useful lives of property and equipment, are capitalized.

### Leases

The Foundation leases office space and equipment. The Foundation determines if an arrangement is a lease at inception. Operating leases are included in operating lease right-of-use (ROU) assets and lease liabilities in the statements of financial position.

ROU assets represent the right to use an underlying asset for the lease term and lease liabilities represent the obligation to make lease payments arising from the lease. Operating lease ROU assets and liabilities are recognized at commencement date based on the present value of lease payments over the lease term. As most of the leases do not provide an implicit rate, the Foundation uses a risk-free rate based on the information available at commencement date in determining the present value of lease payments. The operating lease ROU asset also includes any lease payments made and excludes lease incentives. The lease terms may include options to extend or terminate the lease when it is reasonably certain that the Foundation will exercise that option. Lease expense for lease payments is recognized on a straight-line basis over the lease term.

The Foundation's lease agreements do not contain any material residual value guarantees or material restrictive covenants.

### **Deferred Revenue**

Deferred revenue includes the exchange value of pre-sale tickets to special events in accordance with ASU 2018-08 Not-for-Profit Entities (Topic 958): Clarifying the Scope and the Accounting Guidance for Contributions Received and Contributions Made.

### **Deferred Rent**

Under ASC 840, *Leases*, certain operating lease agreements are structured to include scheduled rent increases over the term of the lease agreement. When significant, such rent changes are recognized on a straight-line basis over the term of the lease agreement with the difference reflected as deferred rent liability.

### **Net Assets**

The Foundation reports information regarding its financial position and activities according to two classes of net assets that are based upon the existence or absence of restrictions on use that are placed by its donors: net assets without donor restrictions and net assets with donor restrictions.

# **Epilepsy Foundation of Texas Notes to Financial Statements**

### Note 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Net assets without donor restrictions are resources available to support operations and not subject to donor restrictions. The only limits on the use of net assets without donor restrictions are the broad limits resulting from the nature of the Foundation, the environment in which it operates, the purposes specified in its corporate documents and its application for tax-exempt status, and any limits resulting from contractual agreements with creditors and others that are entered into in the course of its operations. The governing board has designated, from net assets without donor restrictions, net assets for an operating endowment.

Net assets with donor restrictions are resources that are subject to donor-imposed restrictions. Some restrictions are temporary in nature, such as those that are restricted by a donor for use for a particular purpose or in a particular future period. Other restrictions may be perpetual in nature; such as those that are restricted by a donor that the resources be maintained in perpetuity.

When a donor's restriction is satisfied, either by using the resources in the manner specified by the donor or by the passage of time, the expiration of the restriction is reported in the financial statements by reclassifying the net assets from net assets with donor restrictions to net assets without donor restrictions.

### Revenue Recognition

The Foundation recognizes contributions and grants when cash or an unconditional promise to give is received. Conditional promises to give, that is, those with a measurable performance or other barrier and a right of return, are not recognized until the conditions on which they depend have been met.

The Foundation's contributions are considered to be available without restrictions unless specifically restricted by the donor. Amounts received that are designated for future periods or restricted by the donor for specific purposes are reported as net assets with donor restrictions. When a donor stipulated time restriction ends or stipulated purpose is accomplished, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statements of activities as net assets released from restrictions.

Fundraising revenue represents the amounts paid by donors, sponsors, and attendees of fundraising events. Ticket sales include elements of both contributions and exchange transactions and are recognized when an event occurs. Exchange transactions are recognized as revenue under ASC Topic 606, Revenues from Contracts with Customers (ASC 606), when the performance obligations under the terms of the contracts with customers are satisfied. Cost of direct donor benefits provided represent the costs of goods and services provided in exchange for the amount paid by event attendees. The cost of direct donor benefits provided for the year ended December 31, 2022 and 2021 totaled \$119,240 and \$105,882, respectively.

# **Epilepsy Foundation of Texas Notes to Financial Statements**

### Note 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

A significant portion of the Foundation's grants and contracts are from government agencies. The benefits received by the public as a result of the assets transferred are not equivalent to commensurate value received by the government agencies and are therefore not considered exchange transactions. Grants and contracts are analyzed for measurable performance-related barriers or other barriers. Revenue is recognized as barriers are met. Funds received from non-exchange transactions in advance of barriers being met are recorded as refundable advances.

The CARES Act provides an employee retention credit (ERC), which is a refundable tax credit against certain employment taxes of up to \$5,000 per employee for eligible employers. The tax credit is equal to 50% of qualified wages paid to employees during a quarter, capped at \$10,000 of qualified wages per employee through December 31, 2020. Additional relief provisions were passed by the United States government, which extended and slightly expanded the qualified wage caps on these credits through September 30, 2021. Based on these additional provisions, the tax credit during 2021 is equal to 70% of qualified wages paid to employees during a quarter, and the limit on qualified wages per employee was increased to \$10,000 of qualified wages per quarter.

The ERC is considered a non-exchange transaction with a government entity and the Foundation is recognizing revenue following the guidance under FASB ASC 958-605, government grant model. The ERC has been recognized for the quarters in which the Foundation qualified and used the credit against qualifying payroll and health care costs. The Foundation did not receive any advances on the ERC.

### **Contributions of Nonfinancial Assets**

The Foundation's policy related to gifts-in-kind is to utilize the assets given to carry out the mission of the Foundation. If an asset is donated that does not allow the Foundation to utilize it in its normal course of business, the asset will be sold at its fair market value as determined by appraisal or specialist depending on the type of asset. Donated services and materials are recognized at their estimated fair values at the date of receipt, if an objective basis is available to measure the value of such services and materials. The related expense is recognized as the item donated is used. Contributed services are recorded if the services received require specialized skills, are provided by individuals possessing those skills, and would typically need to be purchased if not provided by donation.

A substantial number of unpaid volunteers have made significant contributions of their time to help the Foundation in a variety of program activities, office and clerical functions and fundraising events. The value of the contributed time is not reflected in these statements because it does not require a specialized skill or create or enhance a nonfinancial asset.

### Note 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

### **Functional Allocation of Expenses**

The costs of providing the various programs and other activities have been summarized on a functional basis in the statements of activities and statements of functional expenses. Costs identifiable with a specific program or supporting services are charged directly to that particular cost center. Certain costs of the Foundation's clinics, grants, and operations, as reflected in the statements of functional expenses, have been allocated among the programs and supporting services benefited. All expenses are allocated on the basis of estimates of time and effort, except for fundraising expenses, program activities, and grant expenses which are directly charged to the respective functional categories.

### **Income Tax**

The Foundation is a not-for-profit organization that is exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code. Therefore, no provision for federal income tax has been made in these financial statements.

The Foundation accounts for uncertain tax positions, when it is more likely than not, that such an asset or a liability will be realized. As of December 31, 2022 and 2021, management believes there were no uncertain tax positions.

### **Subsequent Events**

Management has evaluated subsequent events through the date that the financial statements were available to be issued, August 3, 2023. See Notes 8 and 11 for relevant disclosures. No subsequent events occurring after this date have been evaluated for inclusion in these financial statements.

### **Recent Accounting Guidance**

### Leases

In February 2016, the Financial Accounting Standards Board (FASB) issued guidance (Accounting Standards Codification [ASC] 842, Leases) to increase transparency and comparability among organizations by requiring the recognition of right-of-use (ROU) assets and lease liabilities on the statement of financial position. Most prominent among the changes in the standard is the recognition of ROU assets and lease liabilities by lessees for those leases classified as operating leases. Under the standard, disclosures are required to meet the objective of enabling users of financial statements to assess the amount, timing, and uncertainty of cash flows arising from leases.

The Foundation adopted the standard effective January 1, 2022 and recognized and measured leases existing at, or entered into after, January 1, 2022 (the beginning of the period of adoption) through a cumulative effect adjustment, with certain practical expedients available. Lease disclosures for the year ended December 31, 2021 are made under prior lease guidance in FASB ASC 840.

### Note 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

The Foundation elected the available practical expedients to account for existing capital leases and operating leases as finance leases and operating leases, respectively, under the new guidance, without reassessing (a) whether the contracts contain leases under the new standard, (b) whether classification of capital leases or operating leases would be different in accordance with the new guidance, or (c) whether the unamortized initial direct costs before transition adjustments would have met the definition of initial direct costs in the new guidance at lease commencement.

As a result of the adoption of the new lease accounting guidance, the Foundation recognized on January 1, 2022, beginning of the year of adoption, a lease liability of \$822,780, which represents the present value of the remaining operating lease payments of \$850,182, discounted using the risk free rate, and a right-of-use asset of \$799,949, which represents the operating lease liability of \$822,780 adjusted for deferred rent of \$22,831.

The standard had a material impact on the Foundation's statements of financial position, but did not have an impact on the statements of activities, functional expenses, or cash flows. The most significant impact was the recognition of ROU assets and lease liabilities for operating leases.

### **Contributions of Nonfinancial Assets**

In September 2020, the FASB issued ASU 2020-07, Presentation and Disclosures by *Not-for-Profit Entities for Contributed Nonfinancial Assets*. The standard requires nonprofits to expand their financial statement presentation and disclosure of contributed nonfinancial assets, including in-kind contributions. The standard includes disclosure of information on the Foundation's policies on contributed nonfinancial assets about monetization and utilization during the reporting period, information on donor-imposed restrictions, and valuation techniques. The new standard, as amended, is to be applied retrospectively, to annual reporting periods beginning after June 15, 2021. The Foundation adopted the standard on January 1, 2022. The standard did not have a material impact on the financial statements.

### **Note 3: LIQUIDITY AND AVAILABILITY OF FINANCIAL ASSETS**

The Foundation regularly monitors liquidity required to meet its operating needs and other commitments, while also striving to maximize the investment of its available funds. The Foundation has various sources of liquidity at its disposal, including cash and cash equivalents, investments, as well as a line of credit (see Note 7). The Foundation strives to maintain liquidity in assets sufficient to cover 90 days of general expenditures.

For purposes of analyzing resources available to meet general expenditures over a 12-month period, the Foundation considers all expenditures related to its ongoing activities as well as the conduct of services undertaken to support those activities to be general expenditures. Certain investments are not included in the analysis as the investments are restricted by donors into perpetuity and are, therefore, not available to meet current operating needs.

### Note 3: LIQUIDITY AND AVAILABILITY OF FINANCIAL ASSETS (Continued)

The Foundation's financial assets due within one year of the statement of financial position date for general expenditures consist of the following:

December 31,	2022	2021
Cash and cash equivalents	\$ <b>583,274</b> \$	980,861
Grants and promises to give	160,501	289,656
Less: donor-imposed restrictions making financial assets		
unavailable for general expenditure	(3,125)	(10,970)
Total financial assets	\$ <b>740,650</b> \$	1,259,547

### **Note 4: CONCENTRATION OF CREDIT RISK**

Financial instruments that potentially subject the Foundation to concentrations of credit risk consist principally of cash. The Foundation places cash in a financial institution or in working capital management accounts with a financial services firm. At times, the cash balances in the financial institution and in the working capital management accounts may exceed the federally insured limit.

Funds received through government grants are a significant source of revenue upon which the Foundation depends to carry out its operations. A decrease in such funding would have a direct effect on program services provided by the Foundation.

As of December 31, 2022, two grantors accounted for 84% of grants receivable. As of December 31, 2021, two grantors accounted for 54% of grants receivable.

As of December 31, 2022 and 2021, two donors accounted for 80% and 22%, respectively, of total promises to give.

### **Note 5: INVESTMENTS AND FAIR VALUE MEASUREMENTS**

Fair value is defined as the exchange price that would be received for an asset or paid to transfer a liability (an exit price) in the principal or most advantageous market for the asset or liability in an orderly transaction between market participants on the measurement date. The three tier fair value hierarchy requires an entity to maximize the use of observable inputs and minimize the use of unobservable inputs when measuring fair value.

### Note 5: INVESTMENTS AND FAIR VALUE MEASUREMENTS (Continued)

The three levels of inputs that may be used to measure fair value are as follows:

Level 1: Quoted market prices in active markets for identical assets or liabilities.

Level 2: Inputs other than Level 1 inputs that are either directly or indirectly observable such as quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in markets that are not active; inputs other than quoted prices that are observable; or other inputs not directly observable, but derived principally from, or corroborated by, observable market data.

Level 3: Unobservable inputs that are supported by little or no market activity.

The Foundation holds certain investments with the Greater Houston Community Foundation (GHCF) to be held for the exclusive benefit of the Foundation. GHCF maintains the funds and handles the day-to-day investments and administration activities. GHCF uses its own staff, independent investment advisors, managers, and other third-party contractors in the same manner GHCF with its own funds. The Foundation retains all rights to these funds and pays an administrative fee each quarter.

Since the investments are maintained in a pooled fund by GHCF, the individual fair value amounts included in the pooled funds are not available for disclosure in the financial statements. The fair value is based on the values provided by GHCF and is determined as Level 3 inputs, which are defined as fair value amounts based on unobservable inputs that cannot be verified in the market place. Investments are exposed to various risks such as interest rate risk, market and credit risks. Because of these risks, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and such changes could materially affect the amounts reported in the statements of financial position and the statements of activities. The Foundation's Level 3 investments have been valued using unadjusted third-party transactions and quotations. No unobservable inputs internally developed by management have been applied to these investments.

The value of assets measured at fair value on a recurring basis is as follows:

	Prices i Ma	uoted Market rices in Active Markets (Level 1)		Other Observable Inputs (Level 2)		Unobservable Inputs (Level 3)		Total
December 31, 2022								
Equity securities								
Global equity	\$	-	\$	-		\$	159,130	\$ 159,130
Alternative investments								
Long-short funds		-		-			29,093	29,093
Fixed income securities								
Global fixed income		-		-			70,391	70,391
Money market investments		-		-			11,048	11,048
	\$	-	\$	-		\$	269,662	\$ 269,662

**Note 5: FAIR VALUE MEASUREMENTS (Continued)** 

	Prices i	l Market n Active rkets	C	Other Observable Inputs		Ur	nobservable Inputs	
	(Lev	/el 1)		(Level 2)			(Level 3)	Total
December 31, 2021								_
Equity securities								
Global equity	\$	-	\$		-	\$	169,889	\$ 169,889
Alternative investments								
Long-short funds		-			-		63,706	63,706
Fixed income securities								
Global fixed income		-			-		62,431	62,431
Money market investments		-			-		23,581	23,581
	\$	-	\$		-	\$	319,607	\$ 319,607

The table below sets forth a summary of changes in the fair value of the Foundation's Level 3 investments:

For the years ended December 31,	20	022	2021
Balance, beginning of year Administrative charges	\$	<b>319,607</b> \$ <b>(2,128)</b>	284,482 (2,255)
Net investment income (loss)		(47,817)	37,380
Balance, end of year	\$	<b>269,662</b> \$	319,607

### **Note 6: LEASES**

### <u>Lease commitments before adoption of new accounting standard</u>

The Foundation leases office space and equipment in Houston under operating leases and has service agreements expiring in various years through 2026. Future minimum payments for the noncancellable leases and service agreements are as follows:

Year ending December 31,	
2022	\$ 180,237
2023	170,134
2024	169,111
2025	163,272
2026	166,964
	\$ 849,718

### **Note 6: LEASES (Continued)**

Office rental expense totaled \$184,615 for the year ended December 31, 2021.

### <u>Lease commitments after adoption of new accounting standard</u>

The Foundation has operating leases for office space and equipment. The leases have remaining lease terms of 1 to 4 years, some of which may include options to extend the leases, and some of which may include options to terminate the leases.

The components of lease expense consist of the following:

For the year ended December 31,	2022
Operating lease cost	\$ 167,300
Other information related to leases was as follows:	
For the year ended December 31,	2022
Supplemental Cash Flows Information Cash paid for amounts incuded in the measurement of lease liabilities: Operating cash flows from operating leases	\$ 180,234
Weighted average remaining lease term and discount rates consist of the following:	
For the year ended December 31,	2022
Weighted average remaining lease term Operating leases	3.97 years
Weighted average discount rate Operating leases	1.37%

### Note 6: LEASES (Continued)

Future minimum lease payments under non-cancellable leases as of December 31, 2022, were as follows:

	O	perating
For the years ending December 31,		Leases
2023	\$	170,347
2024		169,108
2025		163,529
2026		166,964
Total future minimum lease payments		669,948
Less imputed interest		(18,244)
Present value of lease liabilities	\$	651,704
Reported as of December 31, 2022		
Operating lease liabilities, current	\$	162,428
Operating lease liabilities, noncurrent		489,276
Total	\$	651,704

### **Note 7: LINE OF CREDIT**

In 2015, the Foundation opened a master revolving credit facility with a bank with maximum borrowing up to \$50,000, secured by substantially all assets of the Foundation. Interest on any borrowings is payable to the bank at the current prime rate established by the Wall Street Journal plus 1.6 percentage points. The line of credit is due on demand. At December 31, 2022 and 2021, there were no outstanding borrowings on the line of credit.

### **Note 8: DEBT**

In May 2020 and March 2021, the Foundation received loans in the amount of \$159,690 and \$149,900, respectively, under the Paycheck Protection Program (PPP). The PPP, established as part of the Coronavirus Aid, Relief, and Economic Security Act (CARES Act), provided for loans to qualifying entities for amounts up to 2.5 times of the average monthly payroll expenses of the qualifying entity for the qualifying time period. The loan and accrued interest are forgivable after the applicable time period in the CARES Act as long as the borrower uses the loan proceeds for eligible purposes including payroll, benefits, rent, and utilities, and maintains its payroll levels.

During 2021, both PPP loans were forgiven and the total amount of loan forgiveness is included in gain on PPP loan forgiveness in the accompanying statements of activities.

### Note 8: DEBT (Continued)

In November 2020, the Foundation received \$150,000 in loan proceeds under the Economic Injury Disaster Loan (EIDL) as established by Section 7(b) of the Small Business Act administered by the SBA to be used solely as working capital to alleviate economic injury caused by the outbreak of a novel coronavirus. Monthly installment payments, including principal and interest, of \$641 will begin in June 2023 and will be payable through October 2050, 30 years after the origination of the loan. Interest on the promissory note accrues at the rate of 2.75% per annum. The note is secured by all the assets of the Foundation. The balance of the EIDL loan as of December 31, 2022 and 2021 totaled \$150,000.

During 2022, the Foundation received funds from a bequest totaling \$100,000 that was determined to belong to the National Epilepsy Foundation. In April, 2023, the Foundation entered into an unsecured note payable to pay these funds to the National Epilepsy Foundation at various amounts over 15 months, commencing April 2023. No interest is accrued on this note.

Future minimum principal payments are as follows:

Year ending December 31,	
2023	\$ 100,000
2024	3,788
2025	3,627
2026	3,725
2027	3,825
Thereafter	135,035
	\$ 250,000

### **Note 9: NET ASSETS WITH DONOR RESTRICTIONS**

Net assets with donor restrictions are available for the following purposes:

December 31,	2022	2021
Subject to expenditure for specific purpose		
Camp Spike 'N' Wave	\$ 20,000	\$ _
Wacky Winter Camp	-	10,000
Various programs	-	5,000
United Way	3,125	10,970
	23,125	25,970
Subject to spending policy and appropriation		
Accumulated undistributed earnings on endowment funds	88,235	112,398
Perpetual-in-nature	42,225	42,225
Total net assets with donor restrictions	\$ 153,585	\$ 180,593

### **Note 10: ENDOWMENTS**

### Interpretation of Relevant Law

The Foundation is subject to the *Texas Uniform Prudent Management of Institutional Funds Act* (the Act). The Foundation has interpreted the Act 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. As a result of this interpretation, the Foundation classifies as net assets with donor restriction – perpetual in nature: (a) the original value of gifts donated to the permanent endowment; (b) the original value of subsequent gifts donated to the permanent endowment. 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 are classified as net assets with donor restrictions – purpose restricted. The portion of the endowment fund that is board designated is classified as net assets without donor restrictions.

In accordance with the Act, the Foundation considers the following factors in making the determination to appropriate or accumulate donor-restricted endowment funds:

- Duration and preservation of the funds
- Purposes of the Foundation and the donor restricted endowment fund
- General economic conditions
- Possible effect of inflation and deflation
- Earnings of the fund the previous year such that the fund's value will increase at least at the rate of inflation as reported by the U.S. Department of Labor, Bureau of Labor Statistics.
- Other resources of the Foundation
- Investment policies of the Endowment Fund

### **Return Objectives and Risk Parameters**

The Epilepsy Foundation of Texas's Carlisle Norwood Endowment (Endowment) and Board Designated Endowment are with the Greater Houston Community Foundation and a financial institution. It was the Board of Directors' objective not to be involved in the day-to-day investing of funds and to rely on the expertise of the Greater Houston Community Foundation and their investment policy, objectives and guidelines. Under this policy, the endowment assets are invested in a manner to provide long-term growth of the assets for future needs without exposure to undue risk.

### Strategies Employed for Achieving Objectives

To satisfy its long-term growth objectives, the Foundation 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 Endowment fund consists of contributions to the Foundation designated by the donors of the fund and Board designated funds without donor restrictions plus appreciation and income. The Foundation targets an asset allocation that will achieve its long-term return objectives within prudent risk constraints.

### **Note 10: ENDOWMENTS (Continued)**

### Spending Policy and How the Investment Objectives Relate to Spending Policy

The objective of the Endowment is to sustain the Foundation in the future to support the programs of the Foundation. Donor restricted earnings on Endowment funds may be invaded for specific purposes only by a two thirds majority vote of the Board of Directors. Permanently restricted contributions were contributed to the Foundation with no purpose restriction on current earnings.

In previous years, the Board has designated excess cash reserves for future growth. All earnings have been designated by the Board until the Board releases the designation.

The following tables describe the Foundation's endowment net asset composition by type of fund and the changes in endowment net assets as of and for the years ended December 31, 2022 and 2021.

Endowment net asset composition by type of fund is as follows:

December 31,	2022	2021
Board designated endowment funds	\$ 139,202	\$ 164,984
Donor restricted endowment funds  Original donor-restricted gift amount required to be retained by		
donor	42,225	42,225
Portion subject to appropriation under UPMIFA	88,235	112,398
Total endowment funds	\$ 269,662	\$ 319,607

Changes in endowment net assets for the years ended December 31, 2022 and 2021 are as follows:

	Without donor With donor restrictions				Total		
Endowment net assets, January 1, 2021 Investment return	\$	146,852	\$	137,630	\$	284,482	
Investment income		330		309		639	
Net appreciation (realized and unrealized)		18,966		17,775		36,741	
Total investment return Other changes - fees paid		19,296 (1,164)		18,084 (1,091)		37,380 (2,255)	
Endowment net assets, December 31, 2021	\$	164,984	\$	154,623	\$	319,607	

### Note 10: ENDOWMENTS (Continued)

	 nout donor strictions	With donor restrictions		Total	
Endowment net assets, December 31, 2021	\$ 164,984	\$ 154,623	\$ \$	319,607	
Investment return					
Investment income	1,054	988	3	2,042	
Net depreciation					
(realized and unrealized)	(25,737)	(24,121	.)	(49,858)	
Total investment return	(24,683)	(23,133	3)	(47,816)	
Other changes - fees paid	(1,099)	(1,030	))	(2,129)	
Endowment net assets, December 31, 2022	\$ 139,202	\$ 130,460	\$	269,662	

### Note 11: STATE GOVERNMENTAL FUNDING (TEXAS)

The Foundation receives significant financial assistance from federal and state agencies in the form of grants. The disbursement of funds received under these programs generally requires compliance with terms and conditions specified in the grant agreements and are subject to audit by the grantor agencies. Any disallowed claims resulting from such audits would become a liability of the Foundation. However, in the opinion of management, potential disallowed claims, if any, would not have a material effect on the Foundation's financial statements.

The Foundation entered into a contract with the Health and Human Services Commission (HHSC) to fund its medical clinics. The contract provides that the state reimburse allowable expenses of the program up to the contract amount.

Revenue provided by HHSC under this program totaled \$580,129 for each of the years ended December 31, 2022 and 2021. This contract ends August 31, 2023. Subsequent to December 31, 2022, the program was extended through August 31, 2024.

### Note 12: FEDERAL GOVERNMENTAL FUNDING

In 2021, the Foundation was awarded a 3-year Community Health Grant issued by the Centers for Disease Control and Prevention (CDC) to the University of Arizona and passed through the University of Texas Health Science Center. The grant allows the Foundation to hire three Community Health Worker (CHW) nurses for the purpose of assisting the CDC refine an epilepsy curriculum in real time through the Foundation's clinics. The Foundation is responsible for submitting allowable costs to the University of Texas Health Science Center for reimbursement.

Revenue provided under this program totaled \$135,707 and \$84,885 for the years ended December 31, 2022 and 2021, respectively.

### **Note 13: SPECIAL EVENTS**

Support and costs of direct benefits to donors related to special events for the years ended December 31, 2022 and 2021 totaled:

	Costs of Dir					ect	
	 Sup	port			Benefits	to Donors	
_	2022		2021		2022		2021
Fundraising events							
Dinner events	\$ 414,178	\$	522,112	\$	105,849	\$	97,408
Summer strolls/5K	401,451		345,367		13,391		8,474
Marathon	8,556		1,392		-		-
Other events	36,497		65,356		-		-
	\$ 860,682	\$	934,227	\$	119,240	\$	105,882

In accordance with accounting standards, the costs of direct benefits to donors are reported as a direct reduction from fundraising events revenue.

### **Note 14: RELATED PARTY TRANSACTIONS**

The Foundation has an affiliation with the National Epilepsy Foundation. The Foundation receives grants from the national office.

During 2022 and 2021, the Foundation was awarded and received \$31,700 and \$36,349, respectively. Amounts due from the national office at December 31, 2022 and 2021 was \$0 and \$15,000, respectively. The Foundation paid \$25,000 in fees to the national office for each of the years ended December 31, 2022 and 2021.

### **Note 15: DEFINED CONTRIBUTION PLAN**

The Foundation maintains a 401(k) profit sharing plan under Section 401(a) of the Internal Revenue Code. Under the plan, eligible employees may contribute up to eighty-five percent of their salary but not to exceed the legal limit. The Foundation match is equal to one hundred percent of employee contributions up to three percent of participant compensation. The Foundation paused employer matching beginning June 2020 in response to the pandemic, but resumed matching in 2021. Foundation contributions totaled \$19,454 and \$15,359 for the years ended December 31, 2022 and 2021, respectively.